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**PROGRAM NAME: WOMANITY WOMEN IN UNITY**

**GUEST NAME: (MINISTER SUSAN SHABANGU)**

<b>SPEAKER</b>	<b>TRANSCRIPTION</b>
DR. MALKA (INTRODUCTION)	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	Welcome to our show Minister.
<b>SUSAN SHABANGU</b>	Thank you very much for inviting me.
DR. MALKA	Now Minister, you are the Minister of Woman in Presidency since May 2014, Member of Parliament, the African National Congress since 1994, Vice Chairperson of the National Labour & Development Institute, Representative Transport & General Workers Union and Industrial Council, Coordinator for the National Woman's Transport and General Allied Workers Union and in your previous positions you have been Minister of Mineral Resources from 2009 to 2014, Deputy Minister for the Department of Safety and Security 2004 to 2009, Deputy Minister of Minerals & Energy from 1996 – 2004. A fantastic career.
<b>SUSAN SHABANGU</b>	Interesting when you go through it, as I realised it.
DR. MALKA	Minister, please can you share with us is it your strong sense of duty to our country or your passion for equality and making a difference that has kept you for almost 40 years in the political arena?
<b>SUSAN SHABANGU</b>	<b>Well I must say Amaleya, coming from a South Africa which we have today but down to the past, I think it also played a critical role in influencing my being and where I am as a woman, especially starting as a young woman in South Africa. If I reflect back, and look at where one comes from, now that one has matured it is quite clear that patriarchy played a critical role to be what I am today, because it is about how as a young girl we were treated, by also, by the expectation of society how to behave as young girls, so it has really contributed to my being today. That is why my involvement in the struggle for liberation in South Africa, my struggle as a young girl for woman emancipation is what made me to be to what I am, and I believe that it contributed a lot in shaping my consciousness, in shaping my thinking, it informing my political outlook at</b>

	<p>the end of the day and being a member of the ANC, underground, to where one contributed to the various sectors of our community, within that civil society, within the labour movement in South Africa but also to the formation of the revival in importance of woman involvement in the struggle of the liberation in South Africa and also contributing towards the emancipation of woman. So that is what has led me to be what I am today. So, I think that influenced, my involvement in the struggle of South Africa, but I must also just caution and say, I never thought that that struggle would lead me to Government, and that is the struggle of liberating our people, making sure that Mandela gets released from prison and being able to take forward our struggles, and one of the commitment which we made as young people then, to say we would liberate Mandela in our lifetime and here we are today, I've managed to see Mandela being out of prison but also realize also when our icon leave this country, so that is what kept us going as young people, and contributing to where we are today.</p>
DR. MALKA	<p>That is a strong legacy to follow and to have those ideals achieved within your lifetime and talking about aspects from a leadership point of view that brings me onto my next question.</p> <p>I consider that building female leadership capacity is important for the future of woman and to our country. As a woman that has constantly worked so hard to succeed, and should I say, almost twice as hard to succeed, how do you see female leadership in South Africa.</p>
SUSAN SHABANGU	<p>Well, I would say female leadership is very very important and critical for us as a country, and I think we are a blessed country because South Africa has not seen female leadership for the first time. You know you look at the history of South Africa, we have the Modjadji tribe, you know traditional leader, that tribe which has recognized women leadership even to date, it is a traditional tribe led by women. Or the succession is done through women and they still believe in women leadership. If you go back to the past about the Manthatisi wars, those old wars, again Manthatisi was a woman, a woman warrior, who led struggles against oppression, who led struggles against colonization in society. So there has always been that sense of women leadership in South Africa, and I think that has influenced us. We have also seen within the broader struggles of South Africa, including the ANC itself, we have seen women like Charlotte Maxeke coming out very strongly in the early 1900s. So at various times, there has always been a reflection of women leadership within South Africa, despite the odds, because they rose within the difficulties. I mean in the ANC women were not recognized, they were supposed to work in the kitchen. But Charlotte fought....</p>
DR. MALKA	She was revolutionary...
SUSAN	Highly revolutionary, having to break all the barriers, which we seen then and as we move forward, we see women like Lillian Ngoyi, taking up the

SHABANGU	struggles, creating woman's organisations in South Africa. Helen Joseph coming up with the first charter, by a woman, the Women's Charter trusted by women and adopted in 1954.....
DR. MALKA	And if I recall, it was before the Freedom Charter....
SUSAN SHABANGU	Yes, I'm coming to that point... It was before the Freedom Charter and that is why this year was a very significant year for South African women, because this was the 60th year Anniversary of the Woman's Charter in South Africa and you know two years later you had the Freedom Charter, which was very popular but what is key for us is to realize is that women were always at the forefront of the struggles of South Africa, not only in the struggle as a mass but also in shaping and influencing the vision or the ideal South Africa. So those were the women who came together to draft the Freedom Charter and inform where we are going, if you look at where we are again, pre-1994, women again came together in shaping the Charter for Equality. So South Africa has always had brilliant woman who are visionaries. So for me those are the critical aspects which shows that South African women as individuals but as collective are and were able to come together in shaping South Africa.
DR. MALKA	<p>And in that aspect, in the same vain, you were talking about leadership and shaping elements in South Africa. Gender equality is increasing a global focus and South Africa's women's empowerment and gender equality bill, is I understand, currently undergoing consultation and review and in principle its aim is about promoting and achieving equality for women across the board.</p> <p>What are your perspectives and do you think that legislation can help improve gender gaps?</p>
SUSAN SHABANGU	Well, I must say that we've got to first look at what we have and what exists. There is a lot of achievements which we have in South Africa, we have the Equality Law, which talks about we have to be equal in society and before the law. We have the Equity Act which lies with the Department of Labour. You have various laws, I mean if you look at the Mining Charter it deals with issues of how do we reposition woman within the mining industry as part of transformation and that on its own it shows the level of sophistication of South African women in leadership where they can crack even sectors which were dominantly male dominated. So if you look at that it is quite clear that this leadership at all times is there to penetrate various sections which alone always seem to be impossible. And I think for us in South Africa, or as women in South Africa, really contribute in that way. And where I am today, is in the Ministry of the Presidency, one of my responsibilities is to see to what extent have the different laws advanced the interest of women in South Africa; both socially and economically. And my view, and the stance I have taken, is that the success of women cannot be social, it also has to be economic. Because it brings confidence, it makes sure that women can take care of themselves but also women can contribute to the shaping of the economy

	<p>of the country. Because if you talk about transformation of society you also have to make sure that women contribute to that transformation of society. So women become a critical component of shaping that economy and how do we do that. We can only do that by making sure that women are educated, women are upskilled. But also conditions prevailing are such that they can make women to be productive without looking at them as women, biologically. But also creating laws or situations where women as mothers can continue to contribute without losing their motherhood, or womanhood. So those are the critical issues which we will be looking at, and as we do that as this ministry. You know as women advance and become better and become professional you tend to find that there are unwritten laws which prohibit women in advancing their careers. They are not written but there is an expectation that as a professional woman you must not make babies huh, because you impact on productivity. [10:30]</p>
DR. MALKA	<p>Yes, there's a big compromise in terms of career development and if you look at the likes of technology where even shown where Apple and Facebook, recently they made an announcement, where they are trying to postpone productivity in a way where they are offering an incentive for women to freeze their eggs, so that they can complete at the same time frames. They are delaying that reproductive element.</p>
SUSAN SHABANGU	<p>Well I, I for me, yes technology is good but also we must look at it, do you want to postpone child bearing by freezing your eggs because of productivity or we need to strike a balance. But also in the world; I think where we are today we do have an interesting situation. People don't refer to that. Out of Britain, you know the United Kingdom, we know that precisely because of the delay and also of women becoming professional where we see an aging society there because the child bearing was blocked for a while but it is catching up with them now. They, we all know that they are giving incentives to women from all over the world to come and work there because they are having an ageing workforce. So we can't afford to have that, I think women must be given the opportunity, if I crave and want to have babies now, that is a right, , that right must not be ceded to productivity or to economy. Our production and our needs must be respected. However, by the way our women's rights as we always say, are human rights, those issue are included and embedded? in our women's rights as part of human rights itself, I think as society but also as women. We must not compromise our own rights in respect of the broader society, we contribute and society must accept this and make sure that if I want a baby now, being a professional woman, I must be able to be given that right and therefore the society, through the laws, must be ready to accept this by creating conducive environment for us to play our role as women.</p>
DR MALKA	<p>And we have robust legislation in place which....</p>

<p>SUSAN SHABANGU</p>	<p>We do have robust legislation as a country but we also have to make sure that it is not just paper it happens in practice because you can have good laws, extremely progressive laws like we have in South Africa but if we are not going to come up with implementation plan which continues to allow women to play their role as mothers, to become pregnant, without losing their professionalism that they contribute to the economy becomes very very key . The silent laws, I mean, I must also maybe share with you, the issue of judiciary, it is one section, where women were compromised. You could not as a Judge, when you get appointed to the Bench, you could not have babies therefore it means there was discrimination whilst the laws, beautiful as they are, but they were discriminating against women. Men wake up and make babies every day, huh. Just because they don't become pregnant and therefore it is seen that their lives continued and not get disrupted, and that is discrimination. We must be created space, if I want to have a baby today, the laws must allow me, but also not compromise my career. And I think in that way, when you talk about an equal, towards an equal society, then you balance those issues. We can't talk about equal society when we are treated unequally. Being professionals but we don't have the same standards or created an environment where we can be treated the same, because it is unfair. Men wake up, makes a baby continues working. I make a baby, I'm being penalized. It is just unacceptable. So those are the silent laws as we climb the ladder, which are not exposed and we must deal with those issues in making sure that we sensitize society in allowing women to continue being diverse but also being in a role in a multiplicity way. So for me that becomes very very important.</p>
<p>DR. MALKA</p>	<p>I think there are <b>some</b> really important points that you raised which is something which we need to take effect into society.</p>
<p><b>AD BREAK</b></p>	
<p>DR. MALKA</p>	<p>Today we are talking to South Africa's Minister of Women in the Presidency, Ms Susan Shabangu. We would love to receive your comments on Twitter at Womanity Talk.</p> <p>Now continuing with our discussion. Going back from a past point of view, you were involved in the anti-apartheid struggle, serving in various capacities and you were one of the women who led the revival of the Federation of South Africa during the time of high oppression, I believe in late 1978, leading up to the formation of Federation <b>of Transvaal</b> women. You became assistant Secretary and in 1981 you were an active member of the Anti-Republic Campaign Committee and were involved in the formation of the Release Mandela Campaign Committee in 1982, which we spoke briefly about. Now 36 years later, you hold the position of Minister of Woman in the Presidency and you put yourself, once again, at the forefront of a different kind of struggle. This time leading to the 365 days of Activism Campaign, which will</p>

	<p>bring government, the private sector, civil society and others together in a yearlong programme to eradicate violence against women and children.</p> <p>What can we be expecting to look for, look ahead to?</p>
<p><b>SUSAN SHABANGU</b></p>	<p>Well I think, you know coming back to where I started as a young girl, it's very interesting. But for me, where we are with the 365 days; is how do you translate that into action. How do we make sure that we make a difference? And in my view, we need the whole community for us to be successful. This is a campaign which we have to declare war against the scourge of violence against women and children in our society. Hence if we approach it, it must be multi-dimensional, it has to bring everybody on board. That is why the theme we adopted this year, and this by Cabinet, is the count me in, together moving and non-violent. I also say non-sexist, non-racial South Africa. The focus, of us saying, yes it's good to endorse and continue for 16 years dealing with the United Nation call on no violence against women and children in our society for 16 days, is not enough. This is a monster which you can't just say 16 days because it's there in every second of our society. Therefore, it needs that same approach, it needs that passion, it needs that commitment from everybody. One of the calls made this year is part of an inclusive approach because for the past 15 years the focus has been one women, it [18:33] has been on the victims, has been on the survivors but we have never spoken to the perpetrators. But also we have never spoken to the caring men, the men who would support and believe that abuse against woman and children is wrong. So our campaign this year is also calling upon that constituency, work with us in the eradication of the violence. We are also calling on the religious leaders, the various [19:05] religious communities, we've brought them on board to participate in the campaign because we know they play a critical role in reaching out to society at various points. They have to be involved. This must be a mass based campaign which reaches out all corners of our society. The success of defeating apartheid in South Africa, was a success based on making sure that all of us will rally around one particular challenge, or problem, which was apartheid.</p>
<p>DR. MALKA</p>	<p>That was a collective...</p>
<p><b>SUSAN SHABANGU</b></p>	<p>It was collective effort where, even if we have differences, but we identify one common enemy, it was apartheid. And I think that's what we need around this campaign. Identify one common enemy for us, is the scourge of violence which is so brutal, which is so evil against women and children. And it knows no colour, it knows no race, it knows no creed. That is why we have to rally and work together in fighting this scourge. We've got to take it forward. We have to make sure that for the next coming 365 days we partner at different levels, we bring on board everybody, in taking this</p>

	<p>campaign forward. Today we are launching the hash tag 365 days of activism. It's part of taking it forward. We have launched together in partnership with Crime Line. The media people have come on board because they are very very crucial in carrying the messages. [Dr Malka: Its an influencing environment ...and reaching the population]. Exactly, we are reaching everybody within various populations. The. the media is able to touch spaces where physically we are not able to be there. We are also taking it next year, we will be going on a national dialogue to different points of the country creating an opportunity for the victims and survivors, but also creating an opportunity for the perpetrators to change. Creating an opportunity for the decent people, or the decent men, to start becoming responsible and making sure that they contribute towards protecting society. That is very very important. Oh, and oh one of the issues why we believe this campaign has to be an ongoing campaign it's because it also talks to families , it needs to talk to family values because as we deal with the campaign broadening, the family unit too its violated because sometimes if a parent [Dr Malka: It's a vicious circle that happens and it's trying to break that to create a better more improve values.] Exactly. [Dr Malka: Get back to good social morals.] Social morals, which we need. But if you don't reach up to the family values we can deal with it externally but the problem starts in the family. That is why it's a much more complex very very complex campaign or problem. We need to go to the roots. The first point of call would be the family which you have got to look at. How do we start changing? How do you socialize our children, the boy child, the girl child? You know, we as parents must play a role in influencing that space because if we are able to do the right thing as soon as our kids goes to school, start their schooling, if they are properly socialized it also means there will be a lesser challenge of abuse by boys or girls. But also how do you start looking at this campaign in addressing the challenge in a way that as it starts showing itself that's why as we talk about this campaign we also talking about breaking the silence. Don't keep quiet. Don't keep quiet when you see something wrong happening. Break the silence. Because if we are able to focus and observe and break the silence in a way that we say let's all be counted in, in solving this problem. I believe that society will be better off and that's why we going to all areas to say if you notice something wrong happening, talk about it. Act, to stop it. And that's the opportunity we see for the next coming 365 days as we move towards 2015, we need to work together in an inclusive way and also mobilizing men. I am very excited to see the various men's forums, or men's formations coming on board, saying they must be counted in, because it becomes very important. They can reach out to other men, who are troubled, for us then to say as society we are there to protect both women and children. We are there to create a space for them to feel confident and be able to contribute to the wellbeing, especially in the economic space of our society.</p>
DR. MALKA	Well I think the campaign promises to have a significant amount of

	<p>deliverables in terms of integrating different aspects of society. Having that totally holistic approach of looking at things from an internalization point of view or looking at family structures, family values and how those are projected on external basis and also dealing with that challenging dynamic of culture, of patriarchy, of tradition and religion.</p> <p>Now Minister, turning towards your ministerial duties, I won't ask you if women representation in your ministry is a priority as it's a redundant question. But I would like to ask you if your office has a plan to push the issue of women representation in other ministries, as part of your agenda?</p>
<b>SUSAN SHABANGU</b>	<p><b>Well I must say, that I believe in the empowerment of women but also I believe strongly as we do that what we must not miss is to make sure that we skill our women [Dr Malka: so the empowerment aspect....] The empowerment aspect, it's not enough if we don't put the necessary tools with the empowerment of women and... and one of those is education, that is why we are going to be forthright when it comes to the empowerment of women in education. You know having presented on the professionalism I also want to say, we are also going to look at women whilst they are at school, especially...especially in higher education. Women who enter the spaces, which are supposed to be male dominated, where do they end up. We must develop interest in that for us to understand why therefore if one becomes an engineer why can't we find them a senior career as an engineer. We need to understand what makes them not to advance in that space where I mean if you are in the mining industry you then end up being CEOs of companies because to be an effective mining CEO if you've been involved in operation you become one of the best CEOs even if it's not likely, the requirement. But we know if you are operational you will understand what are the issues, what are the gaps, hence what is it that you need to do as a CEO. So we must understand, in South Africa now, why don't we have enough women CEOs in the mining industry.</b></p>
<b>DR. MALKA</b>	<p>Well enough women CEOs full stop. On the JSE Women's Association did a study and we have on JSE listed companies, only 3,6% <b>are female CEOs</b></p>
<b>SUSAN SHABANGU</b>	<p><b>That's not where it starts with the JSE, it starts with the operations because if those women, we can make sure that as they get educated in those appropriate areas, then they'll be able to rise.</b></p>
<b>DR. MALKA</b>	<p>We have succession planning that is concentrated on</p>
<b>SUSAN SHABANGU</b>	<p><b>We have to do it. That is why it must include women. That is why I am saying in the mining industry if you don't have geologists, mining engineers who are women or also who continues to be there, then you will never have the right reflection in the JSE. That is where we need to start. How many women become geologists and where do they end up and I must say I am very excited. I have seen many young women going through education; geologist, mining engineers but the key we've got to track</b></p>

	<p>them, where do they end up because if we are unable to have that continuous check, monitoring and also saying if they want to deviate, what makes them to deviate. Then we'll always the 3%, the 4%. So it can't start at the JSE, it must start right at the coalface of the various companies in creating professional women who must take over, who must lead, which then it will address the issue of representation. Because the representivity for women must be qualitative. I sometimes say we benchmark ourselves in a very negative way as women, we benchmark ourselves against men. And I pose a question, is it the right or appropriate benchmarking when we look at men and say, against men instead of saying we benchmark ourselves against the best in the world, and if we do that we'll find ourselves being able to position ourselves appropriately in all spheres, in all areas, of our society.</p>
DR. MALKA	<p>And it builds greater competitiveness and it builds excellence. We'll be right back after this.</p>
	<p><b>ADVERT</b></p>
DR. MALKA	<p>If you have just tuned in we are talking to South Africa's Minister of Women in the Presidency, Ms Susan Shabangu. We would love to receive your comments on Twitter at Womanity Talk. Continuing with our discussion.</p> <p>Now Minister, turning more towards a personal note, as a gender based radio programme along the year we have interviewed several of your associate women Ministers who have shared their upbringings as children, and the role that either their Mother or Grandmother played in shaping their views and ultimately their future achievements. The issue of Mothers has been repeated and I should say, strong Mothers is repeated by strong women who were guests on my show and one word that kept reoccurring was discipline. What is your intake on that?</p>
SUSAN SHABANGU	<p>Well I must say that I am one of the few women who was brought up by two parents. Very, very strong disciplinarians, both of them. My mum was very strong; my Father was very strong so I was very fortunate to have those kind of two parents who could complement each other and that's what made me to be what I am. Including my Father by the way, he was very strong but very supportive as we grew up as their children. So I, I see that as very important. And I also must say, the Mother is very very key, because they nurture, you know they bring that element of softness but also they groom you. They make you what you are, I am what I am because of my Mother. I can also say, politically I was influenced by my Mother. I must not say directly, you know as a young girl washing dishes in the kitchen I would listen to my Mother and some other women talking about politics and you know you develop an interest as a child without showing that you listening, eavesdropping on their discussion. But I must say for me my mum played a very very influential role in politics. I mean</p>

	<p>including the politics of the ANC, the PAC, how she used when sitting with other women, define and discuss. The ANC is the one which includes Indians and White people. PAC is the one which excludes you know. Listening and trying, being inquisitive trying to understand that space for me was very very important. And I must say, my Mother, to a great extent she did influence my political involvement in shaping and understanding that. I mean, including my understanding of Winnie Mandela and Mandela himself, it was more from my Mother than my Father, because my Father comes from a sports background, he was more of a sports person and my mum being always at home, talking about these issues was very very interesting and I think she did play a very very important role in influencing my political career.</p>
<p>DR. MALKA</p>	<p>So she has influenced on your side and you are now in a position where you are influencing a lot of women based on the position you hold.</p> <p>Going forwards, which areas do you think that we need to build on the most to benefit women in the future?</p>
<p>SUSAN SHABANGU</p>	<p>Well I must say that as a country but globally, women have a very very important role to play and contribute to the economy, economies of the world, that's very very key. And I think if you look at positions held by women in various areas of the economy you'll find that they tend to bring a particular aspect, a different angle as women more than men. They tend to be much more compassionate but also they tend to be much more involved in what they doing, whilst men, whilst they contribute positively they tend to be distanced, you know they're very cold, for them it's a job but for a woman when it becomes involved it's about success, it's about making sure what you contribute can be sustained. And, and I think, that's what makes us more different. Hence, I believe that more women if they can become involved, in the economy, we could find ourselves changing the economies of our countries and we must also look at when women become involved in most areas there tends to be much more progress. I think we can contribute to the economy in a much more different way and I want also to say, we as women also have to play a critical role in making sure that our children do go to school. They must be educated because that is what will take us forward. I think the education must be the anchor for women in advancing the interest of society.</p>
<p>DR. MALKA</p>	<p>Thank you Minister. Now we are coming to the end of the show.</p> <p>Minister during your career, no matter what position you were heading up you've done tremendous work concerning women's development and that has been reiterated in the discussion that we've had today.</p>

	<p>In closing the conversation can you please use this platform and send a message of hope to all those women, in the African Continent, that due to circumstances, gender equality may not be first on their agenda but rather the daily struggle of taking care of their family, raising children and putting food on the table for them is a more pressurizing reality.</p>
<p><b>SUSAN SHABANGU</b></p>	<p><b>Well I just want to say to all African women that, they must, one that they must not lose hope there's a lot, they can, they are contributing to the building of families, which is very very important. But also they play a role in the family values. What kind of families do they bring up which that contributes to the values of society? I would say for us, in Africa, in eradicating gender violence in our society, women have to be firm and strong but also women have to make sure that they get empowered. Empowered through education, skilling because that's what will make them to advance their interest and contributing towards the economies of their countries. Education must be, as women we need to embrace education. Whether they are old or young, that must be our ambition, number one, in changing society. Two, as women we also have to make sure that we find a way of dealing with patriarchy, be it in the form of culture, in the form of tradition we must break those traditions which continues to push us back as women. I know it's not an easy call but we have to be committed, because if we don't commit to it we'll never be able to rise and fight the traditions and the cultures which continues to take us back as society. And I am confident that we might not yet be there as Africa but lots and lots of African women are rising. We are a Continent today which has a Chairperson for the African Union, a woman. We are an Africa which is rising despite all the odds where we see women becoming Presidents in Africa. No one ever thought during this decade or during this century we will be seeing more women rising in Africa. Then we say we [37:51] have Liberia. We have just seen Zimbabwe having a Deputy President. I believe we are on the right track.</b></p>
<p><b>DR. MALKA</b></p>	<p>We have Malawi...</p>
<p><b>SUSAN SHABANGU</b></p>	<p><b>We had Malawi, Joyce Banda, we are on the right track but also we've seen more women being able to stand up and be counted and contest the space. That's very very important. It shows that we're on the right track. Because it's not just about occupying the space, it's about being ready to contest the space. That confidence shows that we are on the right track. And I am positive, Africa one day will have more women Presidents and when that happens we'll also see the transformation, the achievements and more women being in various spaces in businesses in Africa. We are also cracking that space. In the area of Science, we're seeing more women in the science areas, in Africa, cracking that space. So there's a lot of opportunities, there is hope in Africa. We're free in Africa where more women are going to be achievers. So I just want to say to the sisters in</b></p>

	<b>Africa, keep strong, keep growing and keep going; we are on the right path. Let's not look back, forward ever, backwards never.</b>
DR. MALKA	Minister thank you very much for those fantastic words of inspiration, I'm sure they will resonate with all our listeners.
<b>SUSAN SHABANGU</b>	<b>Thank you very much.</b>
DR. MALKA	Thank you.
<b>[39:20] END OF PROGRAM</b>	