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**PROGRAM NAME: WOMANITY WOMEN IN UNITY**

**GUEST NAME: National Police Commissioner – Riah Phiyega**

<b>SPEAKER</b>	<b>TRANSCRIPTION</b>
DR. MALKA	Joining us today is the National Commissioner of the South African Police Services, Ms Mangwashi Victoria “Riah” Phiyega. The National Commissioner’s career portfolio has encompassed multiple executive roles including work with ABSA bank, Transnet, she has served in the capacity as chairperson for several entities namely the presidential state owned Enterprise Review Committee, the Road Traffic Management Corporation as well as the National Welfare National Forum and is actively involved in women’s empowerment. She’s a member of the International Women’s Forum of South Africa. Welcome to the show National Commissioner.
<b>RIAH PHIYEGA</b>	<b>Thank you very much Doctor. I really appreciate the invitation and I’m looking forward to the conversation.</b>
DR. MALKA	Likewise, we are too. Now National Commissioner, today you hold one of the highest positions in office and you’ve broken numerous glass ceilings and in that process you’ve become a role model for millions of women and girls in South Africa. Can you share with us a few of the land marks in your career and when you understood that serving your country would be such a big part of your destiny.
<b>RIAH PHIYEGA</b>	<b>When you travel this journey, it’s when you get into interviews such as this that you start saying okay, probably there are land marks, what are those, because ordinarily for me, I’m celebrating a life that I have and I’m just giving it my best and I’m trying to live every epoch to the best of my ability. And perhaps I can go back a little bit because I grew up in a very rural environment. I had parents who were teachers and they were teaching away from where we were living and I was with my grandmother. My grandmother was a very hard working women. You know she tilled the ground to grow food for us, she maintained the house, she lost her husband at a very early age. So the one thing I picked up from her was that uh she was compromised doing everything and anything. Sewing wedding gowns from that to being a private teacher in the school to being a home keeper, but the one big lesson I picked up from her was that hard work pays. I’ve also picked up from her that she had six children that she had to grow, you know, to bring up on her own without a husband and when I looked at them, they were all professionals. And coming from a very rural area, being sent to schools from far away and she worked very hard and of those children, you know, ultimately, when I looked at all of them they were all there were teachers, there were nurses, there were graduates. So it was those years that I just saw something that I liked in her and I looked at her, she was a very strong leader in the community, in the church and just teaching hygiene. You know, she wasn’t a teacher but she would have clubs of women to teach hygiene, how to do things, some very rural recipes and all those things. So I, I saw a lot in her. And...</b>
DR. MALKA	She sounded like an incredible women.
<b>RIAH PHIYEGA</b>	<b>Exactly, and I am from a family of six girls, so...</b>
DR. MALKA	Six girls.
<b>RIAH PHIYEGA</b>	<b>Yeah, there’s no boy in the family and my father, and equally my mother, but my father actually believed that in um, I would say gender parity with hind sight. We did everything. We washed the cars, we painted the house,</b>

	when he was repairing the house, building, doing something else, we would work with him.
DR. MALKA	That's very forward thinking for his generation.
RIAH PHIYEGA	<p>Exactly, because he wanted us to do, we did our garden, we did everything because there was no other boy type job or that type of thing so. Driving very, very early in the years he was saying you must learn how to drive and all that and I remember one day I was travelling with him and we were seeing these women driving a GG car. It's a government car. And I was saying and I was shocked and I was saying "Uh papa a women driving a car, who is she", "She's a social worker", "What's a social worker", and in my mind then it already registered to say "Oh, social work, power, driving car" and all that. And I guess that's what influenced me also and studying social work. That time I was saying a different women doing something different. From the ordinary women I was seeing, being in a rural area, seeing a women driving a car was a very, very abnormal thing. So it's some of those things from a back ground point of view that influenced me and um I went to high school and I just thought, you know, the can do attitude to say things can be done because I wasn't even looking, I wasn't conscious, I wasn't looking at it from a man, women, whatever, I think, even when I got to school at as early as from two, which is now what er standard eight, I think, um, at that age I was already in the national school debating team, and er, I was probably the only girl from a lower class with guys who were in matric and all that, but I just thought I, it can be done. Well a lot has happened since, I've found myself in the welfare sector, having studied social work and um even in the welfare sector it quickly came, I became, you know, with in seven years of my starting to work I was already heading a unit in child welfare in Attrigeville, then I moved to the Chamber of Mines, then I moved to Child Welfare, in child welfare, national child welfare I became the first women director for development. They had, had directors but the first black women, I became one, then I moved to Transnet and at Transnet I must say, you know, I was part of those women, who when our country got freedom we went into an area which was very, very close, first to us as blacks. We were introduced as professionals in that you know, in that environment. I worked with very strong women you know, I remember people like Tomato Serobe, Minister Stella ??? was a serious experiment and she believed in women. She took us, she placed us there and started seeing women in that, in that environment. Then I moved to the ports where we were tasked with the responsibility of restructuring Portnet so that it can look like a other, you know, maritime operations in the world. I was in that team that was working at separating the operational side of the ports to the landlord side of the ports, so we did that. That is why today you have port operations and national port authority. We worked hard to do it and it's, it's, those were foreign environments, we had never been in maritine, but we worked very hard. Then joined the maritime side of the, the landlord side of things and in that space I remember, you know, I was participating in many as, many associations in the maritime environment, one of which was the International Association for Ports and Harbours and, we managed to bring the very first international conference of all ports into Africa for the first time in their 50 years of existence and I chaired that conference. It came to Durban and two thousand three hundred delegates from all the ports of the world converged here.</p>
DR. MALKA	That's a significant conference.

<b>RIAH PHIYEGA</b>	<b>So. And for me, I went to some of the conference and said we can do it and as a executive we agreed, we contested, we won it and we did it and serving those committees was very good, you know, and a lot had happened and we opened our ports to the continent. I was serving on a number of the PERMSA, Association of Ports in Africa. We formed a pan Africanist, pan African movement and I sat there and in most of the meetings, you know, I would go to Kobe, in Japan and I would be the one women and I would be sitting with a lot of men coming from where ever, but for me it was still, I, could see the discord but I was very committed to making it happen to say, look it's something that we must show as women that it can be done. Moved to banking, also enjoyed myself there.</b>
DR. MALKA	They quite, diverse careers, in terms of being from the maritime space and then moving into the banking sector.
<b>RIAH PHIYEGA</b>	<b>Yes. Mmm.</b>
DR. MALKA	How did that dynamic take place.
<b>RIAH PHIYEGA</b>	<b>Banking was also trying to look at women participation. Again it was a very male dominated environment and being one of the group executives, who were few at that point in time, the women group executives were probably four when I got to ABSA and all those</b>
DR. MALKA	That's very low.
<b>RIAH PHIYEGA</b>	<b>And er, basically it was important to show that things can be done and most of the banks were starting really to look at, ABSA being women and Standard Bank, Nedbank and all that, but I can still say now they are still struggling to have significant women presence in, in that space.</b>
DR. MALKA	At least from an ABSA point of view the current CEO is a woman. We have got Maria Ramos .....
<b>RIAH PHIYEGA</b>	<b>Precisely and so, so</b>
DR. MALKA	And I think having that figure head helps the hrough put.
<b>RIAH PHIYEGA</b>	<b>Very important. We can do more, we can do more. I think there are many capable women in banking that could be able to come in at that space. And I've had an opportunity of doing many other, you know, things on the bid committee. When we were going to get the 2010 soccer cup, it was good to sit in that board because, I participated in the board that bought the bid into the country. A lot of work had been done, Road Accident Fund, SOE, you know this state owned enterprises and I can see know, the report is coming to use because they are looking at using some of the elements to start transforming the state owned enterprises that are there.</b>
DR. MALKA	It must be a great feeling to see your legacy in play with the hard work that you've put into it, invested in coming out.
<b>RIAH PHIYEGA</b>	<b>Aah, ya, ya, and even in the welfare forum, just going back, you know when 1994 came we started working towards saying, how are we transforming welfare, so the welfare forum was a cooperation of many NGOs and many structures in welfare and I was fortunate to be the first chair of that structure. That led to the development of the current white paper for welfare, so I participated also in the white paper for welfare. So a lot has happened in my life and then came to the police.</b>
DR. MALKA	Once again a male dominated environment.
<b>RIAH PHIYEGA</b>	<b>Ya. And in a 100 years, you know, being the first women leader, when the police was turning 100 years. It took 100 years for a women leader to</b>

	<p>come into the police environment but again also. Then there is the Association of Police Chiefs of SADC. Last year I was appointed to be the chairperson of, of that and it was the first time it was chaired by a women. So..</p>
DR. MALKA	<p>Can you take us through some of those collaborations and work that you doing in that capacity in, in SADC so working with different countries in the continent.</p>
RIAH PHIYEGA	<p>SAPCO is an association of all policing agencies in the SADC environment in the SADC region. So we meet, we, we have that association, all police chiefs of SADC, we meet to look at how we ensure that we keep the region safe, peaceful and secure. So there is a lot of cross border policing that takes place because crime knows no borders.</p>
DR. MALKA	<p>It doesn't..</p>
RIAH PHIYEGA	<p>It doesn't need a visa. So when we need to cooperate to ensure that whilst we are focusing on our own domestic stability, safety and security we must collaborate to ensure that we have regional safety and security and stability. We collaborate also on issues of training. We've just launched the, the SADC Police Training Academy, where we are looking at other transversal skills that we require as a region. It will be hosted by Zimbabwe. We also have an Interpol Bureau, a regional Interpol Bureau that we all use to look at how we deal with international crimes collectively. So, the region, also collaborates with other regions in the pan African environment. So, for instance recently we had bilateral, collaboration meeting with the eastern African region and we'll be having a joint operation to look at ,which will be simultaneous, so all the country, at a particular given time will be going to look for stolen cars and whatever, so we'll have those simultaneous operations all across all the borders including the eastern countries and ourselves. So we do those type of things.</p>
DR. MALKA	<p>National Commissioner looking at your impressive resume, which you've highlighted on some of those achievements particularly being first and looking at the male dominated environments which you've occupied one thing comes to mind. Strength and compassion entwined together, whether it's been your position as National Police Commissioner, your involvement in women empowerment organisations or the fact that you are a wife, mother and grandmother, it seems that your strength comes from compassion. What's your perspective on this.</p>
RIAH PHIYEGA	<p>One thing I can say is that compassion is a very strong women quality. I'm not sure whether it comes from us being natural nurturers, but ordinarily and, and, and its, once you have compassion in anything you do, you have fifty percent of the race because you will do anything to ensure that things work and, I do believe a lot of these organisations, it has been my, my attitude when I go to any organisation to say, I bring with me as a women a lot of compassion because the nurturing role that we have, you know, to get children to be the right children, to be educated, to have values, to establish a social system in the family, we take it for granted but it's a lot of work that we drive into that as CEOs of the home and care takers. We haven't written that science that says women but I want to say there is a science behind that and part of the drivers for that is, you know that keen drive to ensure that you can pull people with an we can make it happen, beyond I can make it happen. So compassion for me is a very, very big attribute in anything that one does and it doesn't matter what it is. Whether I'm going to help the church, whether I'm in the police, whether</p>

	<b>I'm in my home, whether I'm just working with a group of people elsewhere. That investment is so crucial and it does yield. So that I will put up front. The other issue which I think has worked for me in my career is work ethic. It's a very crucial thing because whatever you do you must give it your all, your pieces of hair, you know, portion of your nails because work ethic does certain things for you because you can't sleep until you say this thing must be done and whatever and you become a time person. It must happen.</b>
DR. MALKA	It's delivering on the output.
<b>RIAH PHIYEGA</b>	<b>Precisely. It must happen</b>
DR. MALKA	Well thank you for sharing some of your personal drivers. We'll take a short break.
<b>AD BREAK</b>	
DR. MALKA	Today we are talking to the National Commissioner of the South Africa Police Services, Riah Phiyega. We would love to receive your comments on twitter at Womanity Talk. In our previous segment the National Police Commissioner shared some of her qualities in terms of key drivers being compassion, work ethic and opportunity to embrace every opportunity that comes your way and the effects of contributing and making a difference to the people that we serve. With a wonderful mantra of "hard work pays and a can do attitude", we would love to receive your comments on twitter at Womanity Talk. Now continuing with our discussion, National Commissioner throughout your career you have been involved in women's empowerment and you, you've demonstrated on all the firsts you've achieved in your respective elements of your career. You're a member of the International Women's Forum of South Africa, you've served as a coach and mentor, linking to mentoring programmes of various organisations including the Association for Black Securities and Investment Professionals, International Women's Forum South Africa, African Women Chartered Accountants, the Graca Machel Scholarship and I know that you also have a number of initiatives in place within the South African Police Service. Can you please tell us a little bit more about the work that is happening whether it's the Women's Network in South Africa which I believe has now been a model that is now being adopted into other SADC countries or the convening of the Women's Police.
<b>RIAH PHIYEGA</b>	<b>Let me start off by what we are busy now, then I can go back to some of the issues that you've just touched on. In the police one of the things that um need to be grappled with is gender representatively. You would know that as a government locally, you know, the whole issue of fifty, fifty percent representation has been pushed in government, in government departments, in parliament and all those type of issues. We too are grappling with that in the police service because it's a performance indicator for all the accounting officers.</b>
DR. MALKA	And are you still striving to get to the fifty, fifty level. What are we at now?
<b>RIAH PHIYEGA</b>	<b>We are working towards that, currently we are sitting at about thirty seven percent as the South Africa Police Service. And I am indeed very proud of that because in terms of, if I take the executive for instance in terms of ten commissioners that are there in the country, ten commissioners, it's myself and the nine commissioners of the provinces, because the constitution requires that we have that leadership in terms of the police. So there's the national ceo who is the national commissioner - myself, and each province has a CEO who is a provincial commissioner. We are sitting at fifty, fifty percent because it's five women and five men. Which shows that, you know, we've progressed to introduce women in</b>

	<p>the leadership of police. It's the first generation of women leading in, in that environment. We also have what you call divisional commissioners. A divisional commissioners are, you know, the team it would be the executive to my operational executive team at a national level. The province will also have the provincial executive operational team. We're making strides, I mean if I just look at some of the women we've appointed, our head of HR, is a women. The divisional commissioner there. The woacen that is leading our crime intelligence in the country, is a wo, the person who is leading our crime intelligence in the country, is a woman, Dr. Zulu, the women who is leading the technology environment of SAPS.</p>
DR. MALKA	So there's a strong drive in terms of increasing representation of women.
RIAH PHIYEGA	<p>There's a very serious... exactly, ya and normalising it, because it's a very male dominated environment. So we're doing a lot there. What we've also done, ordinarily is to ensure that we organise ourselves as women so that we share power and energy amongst ourselves. When I got to the police I found that they have a police woman's network so that was a very good platform which I liked and we started working very hard on that. We used that platform to actually host the largest conference of women police in the country for the first time in the continent of Africa. So we bought together over one thousand three hundred women from over a hundred and twenty countries all over the world.</p>
DR. MALKA	So this was a global conference.
RIAH PHIYEGA	<p>It was a global conference, they gathered in Durban. They loved it and I can also tell you that through strong cooperation, communication we've managed now to influence each region. Each country now in the SADC region has a police woman network and we'll be holding our first development conference as a Women's Network, now around October, November here in South Africa. So there's a lot we're doing and there's a lot of conscientisation. We track women representation as a region too. It's an indicator when we meet as police chiefs we check how we are doing. So we influence each other in a way because we are all trying to say, let women be represented also.</p>
DR. MALKA	<p>Now National Commissioner as a leader in the police force and a leader for women I believe that women's leadership is vitally important to the future of women across Africa not just within each of our countries and it sounds like you have done a lot of work in terms of harmonizing and integrating with different countries. As a women who constantly works hard to succeed or should I say twice or three times as hard, how do you see female leadership in South Africa.</p>
RIAH PHIYEGA	<p>I'm very inspired by what, our country has achieved. Beyond numbers and beyond breaking through, you know, a number of areas that traditionally not been broke, not been broken in to. I think just the commitment and the focus on gender development has been quite significant and I want to congratulate our government for driving that because they created the legislative and regulatory frame work that drove all of us. Whether you are looking at the charters that are driving business or you are looking at the triple BBBE policy, so all of us business, government, we're looking at the inclusion of women as part of our celebration of our freedom. I must say in that regard a lot has been done but I also want to say, it is important to leverage women leadership and I, I would also want to argue that, for me it is a rudiment for optimal success for any country. If you are not able to pull your women and leverage their capacity to do particular things and I would even argue that the change that we are waiting for, we haven't as yet experienced, is</p>

	<p>lying in women. The more we have women leadership the more we'll start realising that diversity works and diversity yields better than just a monolithic approach of looking at one gender. I argue that we bring different qualities as women and, I argue for equal, but different polarity because I can't do it like a man. I do not want to be a second rate man. I'm not a second hand man, I'm a first rate women because I bring very different qualities.</p>
DR. MALKA	I think that is a very important point, that we are different
<b>RIAH PHIYEGA</b>	<b>Yes.</b>
DR. MALKA	But we still need to be entitled to those same equal rights and opportunities.
<b>RIAH PHIYEGA</b>	<b>Exactly, ya, but we bring that different polarity and I say to any woman you can't do it otherwise, you must be the best woman that you are.</b>
DR. MALKA	And National Commissioner do you think that trying to distil that type of attitude across other people will help them realise that, for instance gender equality at the moment often touches on sensitive points, whether that is from a cultural point of view, whether it is religion, tradition. Do you think by adapting that philosophy it will help overcome these points for women's development.
<b>RIAH PHIYEGA</b>	<b>I genuinely believe that, you know, because, I'll achieve even more results by just being who I am. I mean I look what, how I am leading the police. I'm different, I'm not trying to be a Fivas, I'm not trying to be a Jackie Selebe, I'm not trying to be a Bheki Cele, I am Riah Phiyega and what I bring into the service is very different. Through the eyes of others they may say, no she's not skop, skeet and donner, she is not, but I think results I'm achieving. I would want to argue that they are even more sustainable because if you talking about professionalising and civilianising the police and working with the communities I think I'm better positioned to be able to do, I see it happening because we embrace the communities, we are able to achieve more because we can achieve more by working with the communities. They are the intelligence of society, they know where this crime is and if they join the movement of fighting crime we would get further and I can only do it by being a compassionate and encouraging and a nurturing leader that I am.</b>
DR. MALKA	And coming from a point of authenticity which utilises all of your characteristics. National Commissioner, one of the questions that I ask all my guests on this programme who've made tremendous achievements in their respective fields is about the factors that contribute to their success and I know that in the earlier segment you spoke about your key drivers but can you tell us about some of the factors that have contributed to your success, whether it was some of the pivotal moments when you were growing up as a child, what influenced you, and what has left its biggest impact on you to make you the person you are today.
<b>RIAH PHIYEGA</b>	<b>I've told you about my grandmother. I've told you about my father and I admire him and he used to say to me, you know what I used to think that I was unlucky not to have boy children and, he started saying to me, I'm neutral now in my stance about children. I welcome what God has given me and I know you can achieve even more. I have girls also and my mother kept on saying to me, don't you feel like you lost out something if you don't have a boy, and I said, you know my father has taught me so much, I just want healthy children, passionate children because I know that, a boy child and a girl child are virtually the same. So for me really those things are very, very important and, and I want to move to a space where I am saying I looked at my mother too. I had a very strong mother, and she has a very strong can do attitude and I still remember long before</b>

	<p>the BEE and the gender debates she became one of the first two women to be principals of high schools in Shisheko in my village. I remember my Mrs Putudi, became the principal of Kaghiso High School and my mother became the principal of Masedebo High School and I didn't know about gender issues, but I admired her because I was saying, she's doing a job that is done by men and it's a difficult job and she was succeeding because I was looking at the results. The moment we start shutting our eyes to saying, we can do it, we have the qualities, we have the abilities and when we have that opportunity, I tell you now, I mean there's just so many things that are being written about me but I want to say, you know, just last week I celebrated my three years and they asked me what I think. I said I'll finish my term. I'll finish my five years and when I'm gone perhaps that's when they will say, you know, she was so resilient and they can look at the things we've achieved under my leadership.</p>
DR. MALKA	<p>National Commissioner when we talking on leadership, I've read that you have a philosophy called the ISE, integrity, service to others before self and excellence. Can you elaborate on that for us?</p>
RIAH PHIYEGA	<p>You know I sit, you know it's part of those things I say that, what actually what actually drives me and I want to say for me there is, you know, if I take the I, which is integrity, I call it the ISE philosophy, spelt ISE. In any environment job opportunities that you have, integrity is the strongest currency, the strongest currency that will secure you against everything because in integrity sits honesty, sits trust, people when they look at you they say, you know what whatever she says you can trust that. So it's very, very, very critical and I can tell you it has worked for me, that's the first one. Then the next thing is, I've, I've already touched on it, service before other before self. For what purpose am I here for, to live for myself. If I'm living for myself then I don't need to be investing in so much. I can just get the little bit and whatever. It's to make a difference. You know leading a life of giving your all. Somebody once told me that you know, when we coming into life as babies our hands are folded full of the gifts and the talents and the abilities that God has given us and was saying when you die your palms must be open, you must have given your all. So that's my attitude in life to say, I only have one life, I may not have an opportunity to come back and make a difference, what legacy am I leaving, have I expended all the God has given me. So when I have an opportunity to do so, I really want to leave, you know, having given my all with open arms, having used everything that I was given and so that whole service for others is very important because it makes a difference and I didn't reach where I reached because of my own, many others opened their palms and made it possible for me to be and it's a live let live approach, lift as you rise up type of approach and you see the joy and the satisfaction. It may not be monetary satisfaction but, when you close your eyes and you know that you've helped somebody to become, it is the best recognition.</p>
DR. MALKA	<p>So it's intrinsic values that we feel</p>
RIAH PHIYEGA	<p>Very, very true and then excellence I'm saying, opportunity, yes I understand the opportunity. Give it your best shot. So those things for me are very, very crucial</p>
DR. MALKA	<p>Well thank you for elaborating on those philosophies. I think they are vitally important and learnings to anyone whose listening will take value. We'll be right back after this.</p>
<p><b>AD BREAK</b></p>	
DR. MALKA	<p>Today we are talking to the National Commissioner of the South African</p>

	<p>Police Service, Riah Phiyega. In our previous segment the National Commissioner elaborated on gender development, her experiences through her mom, through her grandmother, through her aunts and their significant achievements, as well as the implications of quota systems within government level to increase the representation of women across the board. She also emphasized her specific philosophy of integrity, service to others before self and excellence. We would love to receive your comments on twitter at Womanity Talk. Now going into the last segment of our last discussion. National Commissioner during your career, no matter what position of office you have headed you've done tremendous work concerning women's development. In closing our discussion today can you please use this platform to send a message of hope to all those women in Africa that due to circumstances gender equality might not be the first item on their agenda but rather the daily struggle of taking care of their family, raising their children, putting food on the table for them is a more pressing reality.</p>
<p><b>RIAH PHIYEGA</b></p>	<p><b>I have taken you through a journey, I've given you an example of my grandmother and the women I saw in the rural area who were not quite professionals, but when I looked at that village I just remember my grandmother wearing her church clothes and we would be in another family. A child would be graduating, an uncle would be graduating and I saw those gowns and I want to say even those one's where there too, and I moved you to a point where I was talking about my mother and other women that became principals and whatever and they opened my eyes and I moved you to now to see the Merkel's of this world, the Clinton's of today, the Nkosazana's of today and to start saying it can be done and what am I saying. All I can say to any women, dabble with both agendas and this multi-tasking must talk to those agendas. If you have an opportunity to work, do it. If you are leading a family, do it to the best of your ability. I've seen domestic workers who have wanted their children to be educated. They didn't know how to read and write but they strove to ensure that their children get graduated, become professionals. Break that cycle of poverty, dabble with both. I want to be a professional but at the same time I want to be a good wife, I want to be a good mother, I want to be a good aunt. I want to mentor the girls in church. So dabble with both agendas. That's the biggest message I can give. Dabble with both agendas and I want to say go for self-actualisation. Know where you are going, actualise yourself, just work hard and make it happen and feel good after doing it to say, I did it my way.</b></p>
<p>DR. MALKA</p>	<p>Thank you very much National Commissioner. You have been listening to Womanity – Woman in Unity on channel Africa, the voice of the African renaissance and we have been talking to the National Commissioner of the South African Police Service, Riah Phiyega.</p>
<p><b>END OF PROGRAM</b></p>	