

DATE: 2016-02-25

PROGRAM NAME: WOMANITY – WOMEN IN UNITY

GUEST NAME: MS. PINKY PHOSA

SPEAKER	TRANSCRIPTION
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 (GUEST SYNOPSIS)	Joining us on the line today is member of Parliament Mrs Pinky Yvonne Phosa, who is the Chairperson of the Portfolio Committee on Higher Education and Training. On the academic side, she has a B.A. Degree in Social Work, a Masters Degree in Public Administration and a Certificate in Governance and Leadership. Mrs. Phosa served as the MEC of Finance and MEC for Economic Development, Environment and Tourism for the Mpumalanga Provincial Government. She served as a Speaker of the Mpumalanga Legislature and Mrs Phosa is an honorary citizen of Calgary Canada and has an Honorary Award by the Lowveld Chamber of Business. She was also greatly involved in Social Upliftment Projects and she is well travelled and has attended the President George Bush and President Barack Obama's National Prayer Breakfast in Washington. Welcome to the show, Mrs. Phosa.
MS. PHOSA	Thank you very much, Doctor.
DR. MALKA	Mrs. Phosa could you please tell us a little bit about the committee that you're heading up and what your tasks are and what it aims to achieve?
MS. PHOSA	Well, let me greet the listeners and thank you for the opportunity to communicate everywhere on the broader the society on what we are doing as a committee on higher education and training. I am the Chairperson of the committee and it is important to know that the committee is appointed by the National Assembly to conduct oversight functions over the Department of Higher Education and Training but also to participate in law making by the Department and promote public involvement. What is key is that the committee is run according to the rules of Parliament, in other words I can describe it as a mini Parliament which has main focus on Higher Education and Training. And also the work of the committee is informed by the Constitution of the Republic of South Africa which makes provision for the committee to also receive petitions, presentations, submissions by the public on post school education and training issues. I am sure it is also important for me just to elaborate on the oversight function that I alluded to. Now on the oversight function, what the committee does, is at the beginning of the ... for instance we are now into this term, the five year term. At the beginning of the term we had requested the Department to submit a five year plan so that we can see it and familiarize ourselves with their specific objective so that whenever we do oversight function, should not miss the point but go according to what they have planned to achieve in this five year term. But also, we also look at a three year plan which is a MTES, Medium Term Expenditure Framework so that we look at the availability of the subsidy to implement

	<p>within the three year period which gets revised on an annual basis and we also look at the beginning of every financial year, we look at the APT, Annual Performance Plan, plans of the Department to check on what is it that they have planned, and what are their strategic objectives and the budget heed to that plan because there is no way in which a plan can be put in place without a budget. After looking at all those, the Committee will then use that information as an instrument to measure performance of the Department. Now the Department has got four programmes, it has got the administration, which is standard practice with any organisation but then it has got a programme on the universities, it has got ... I'm talking about 26 universities with different campuses. It has got a programme on the TVET Colleges which is their Technical and Vocational Training and Education Colleges. It also has got a programme on Setas. Now the TVET Colleges are still teaching at colleges with different, plus minus 200 campuses and then the Setas, they've got 21 Setas, these are sectors that are supposed to assist with Skills Development and there is also a Skills Development Programme which focuses mainly on the scarce skills that have been identified in the Republic of South Africa and in the scarce skills they lead to the implementation of the National Development Plan by 2040 so that is the blueprint that is guiding all of us.</p>
DR. MALKA	<p>The Governance element that you mentioned is such a critical role because we absolutely need to ensure that strategies are adhered to and monitored and that we see that progress happening and given the task of the Portfolio it really is quite incredible on the different aspects that you look after. So from an administration point of view, from a university point of view the TVET Colleges the Setas, in essence you are the custodians of all the postgraduate education that we have in the country. Mrs. Phosa, higher education and training plays a vital role in the economy to building up skilled individuals which then go on hopefully to make meaningful contributions to society and one challenge in the world that we live in today is that it's rapidly developing, we don't really have sufficient time to revise or update our education curricula to keep pace with this type of change. How do you think we can develop our capabilities for the future to overcome this type of gap?</p>
MS. PHOSA	<p>Doctor, I fully agree that education is at the centre of development and I'm not only talking about development of the country but of an inclusive economic development, that is aimed at reducing poverty but also creating jobs so that all the unemployed can be absorbed and be able to work and make a contribution also towards the development of the economy. You are correct to say this world is moving very fast, how are we going to be able to adjust the current dynamics so that we catch up with this and we become relevant. Now what is key in for instance in South Africa, we have had a summit whereby all the stakeholders including the Vice-Chancellors, including the student representatives of all the universities and some coming from the TVET Colleges and then other key stakeholders like your Council of Higher Education, SAQA South African Qualifications body, all of these stakeholders came together to talk about transformation. We have resolutions that were taken in that conference and the department is working a programme of action to implement what was key, coming from that was also this radicalisation of transformation but also radical valuation of change of the curriculum so that it is relevant</p>

	to today's life.
DR. MALKA	It's definitely a challenging aspect to try to keep up with the changes and whether it is about looking almost rather than from a knowledge stance but possibly going through on more of a thinking ability, a better creativity skills so that people are equipped to deal with the frequent changes that we have.
AD BREAK	
DR. MALKA	In our previous segment Mrs Phosa elaborated on the various aspects that the Portfolio Committee on Higher Education plays and some of the four programmes which entails administration, dealing with 26 universities, our TVET Colleges and Setas and we also spoke about education as being at the centre of development to reduce poverty and to create jobs. Mrs Phosa, going to the next segment of the conversation, there seems to have been a concerted effort by the Department of Higher Education and Training to promote artisan development which could ideally lead to sustainable self-employment and I understand from 2014 through to 2024 it has been highlighted as the decade of the artisan. Are there any collaborations with small businesses to realize this type of output going from qualified graduate to employment?
MS. PHOSA	Thank you for the question, Dr. Malka, now I would say that, yes there is collaboration, it is collaboration that has been created by engagement between the Department and the industry because what has happened is that we have identified as a country, we have identified a job in this area of work and what has been happening is that we have been importing the skill as the infrastructure development while we are sitting with people who are unemployed. So then the Department decided to prioritise artisan training and to an extent that is even declared this as the year of the artisan. Now the reason is to make sure that we produce as many artisans as possible so that they can come in handy in terms of, for instance in the Department of Education the National Skills Development Plan talks about infrastructure development that has put emphasis on expanded infrastructure development by the year 2030. With that in mind and the Department has decided to be very strategic and then identified this and then they are training as many artisans as possible with the aim of absorbing them so that they can assist in achieving this strategic goal that has been put forward by the National Development Plan function of infrastructure of post school education and training. Now you remember that the infrastructure will then be in all the other sectors, like I'm addressing the one on post school education and training, it is a huge, I think order that needs all that we need all these scarce skills to come in and assist in ensuring that we've got a lot, as much infrastructure as we can just to be relevant or to be more specific in the Department of Education. All the universities were asked to submit their infrastructure master plan. Now this is inclusive of maintenance plans of the universities but also new infrastructure plans for the university so that the clarion call is increased access of students to universities. Now that should then be meshed with the Development of infrastructure in the form of your libraries, in the form of your lecture halls, in the form of accommodation.
DR. MALKA	And we also have the two new universities that recently came on line so I imagine that there is still remove for infrastructure.
MS. PHOSA	A practical example, we've got two new universities which is the

	<p>Mpumalanga University and there's one in the Northern Cape which is called the [Sol Plaatje ?] university so these universities already they under construction and there's enrolment that has commenced and this enrolment will be increasing over the years. So besides private sector, the Government itself has, I think a place for all these artisans that are being trained and then added to that it is the industry that the department and government is talking to, in terms of partnership so that they can absorb all the skills that is produced by our TVET colleges. There is a high demand for this skills, that is why it has been prioritised and the budget has been allocated to make sure that we recruit as many as possible because of this very tall order of the developing infra-structure, that's where this country has decided to go into in order to create jobs but also to develop this country. I think there will be of great use so I think we shouldn't terminate, if one was deliberately prioritised after identifying the need for the skill.</p>
DR. MALKA	<p>I think it's a fantastic initiative because it has multiple benefits, not just from a point of view of developing our infrastructure but it's about providing those opportunities, work environments for the individuals whether it is in the private sector, in industry or in government. And it means that the State doesn't have to rely on importing those skills into the country.</p>
MS. PHOSA	<p>No, I think they're going to correct, because for now because of the starvation we found ourselves having to import but that has also assisted us to identify the need, the real need and the government is now responding to that need which means that this government indeed does comply with the Constitution because the Constitution prescribes that any government must be responsive to the needs of the people.</p>
DR. MALKA	<p>Staying with our education theme because obviously that is the Portfolio that you're responsible for, technology has transformed the 21st Century's working world. It's opened up new career possibilities for everyone, but women in particular, how do you see the role-out of on-line learning to upscale people?</p>
MS. PHOSA	<p>Well usually it is correctly said that ICT, Information and Communications Technology is now, it has become a critical ingredient moving to participation not only in South Africa but also in the globalised world. So I would then make a call to all women to take advantage of this e-learning because this is going to allow women to further their studies without hassles. As you know, women are so multitasked so they will then be able to in the comfort of their own home to be able to study, cutting down on travelling costs and cutting down on book costs, it will assist women to achieve personal and professional goals and they do not have excuses now anymore because of maybe children upbringing and all these other multitasks that we are daily confronted with. I found that it is cheaper and affordable and it is an added advantage to the women and with their multitasking. Now what is also key is that it is accessible, not only to women, to everybody, for instance if it can be introduced in the rural areas, with a massive population, it means we'll be able to bridge the gap of people who are not educated, illiterate people so that we do make the requirement of becoming a MH catered, mental health catered society.</p>
DR. MALKA	<p>And as you said earlier education is at the centre of development, particularly in terms of reducing poverty.</p>

MS. PHOSA	It is at the centre of changing the people's lives into a better and quality life.
DR. MALKA	Absolutely, now Mrs. Phosa as someone who sits on the Educational Committee in Parliament, you know that education is a vital tool to empower individuals in society, even basic levels of literacy and numeracy have had profound effects on the wellbeing of women and those benefits range from greater control over fertility rates to reduce child mortality, improved health management and ultimately poverty reduction. According to UNESCO, they claimed that an additional year of schooling creates a 10% increase in earnings. In your opinion, do you think that as a society, we're doing enough to ensure that information and knowledge like this is discussed and preached in every forum possible and passed from our mothers to daughters, especially in underprivileged communities?
MS. PHOSA	Dr. Malka, I must say that we must commend the Government, let me be specific, the ANC lead Government for their visionary leadership because they have come up with a constituency model that will send Parliamentarians like myself back to their communities of origin because we are based in Cape Town, to their communities of origin to go and do community work. Part of our community work is to disseminate information so ... and the MPs put emphasis on innovation so it means from creative thinking we, all members of Parliament, regardless of colour, race or creed are expected to come up with programmes, programmes that we then address, issues of that community of origin where one comes from but also disseminate information so that people are knowledgeable about for instance, policies that are in place and issues that are important for them to know so that they are able to respond to Government issues, they're able to understand their role and play it effectively and efficiently. In the end it must be effective, they must also submit petitions to government on those things that they filled, that they're critical and they really want Government to give those issues attention, they must and they must make submissions, for instance the department they have come up with, they have an Act called Higher Education Act of 1967 and the Department has decided to amend that Act mainly with the aim of improving the Act and making sure that it covers things like your fast track, transformation goals, articulation, meaning recognition by prior learning institutions of Higher Learning so that it does not block people from accessing education at a university level. It is important that we kept academics. Our emphasis should be on skills development because that has the potential of people creating jobs themselves instead of waiting to be employed.
DR. MALKA	And in effect we are moving into the knowledge economy, we're no longer in a manufacturing based element, it is about driving the critical thinking and having those skills to create the jobs.
MS. PHOSA	You create the jobs and then in creating the jobs they will then be employed, you see and then close the job of the unemployed, for instance there is a serious challenge on the unemployed youth, out of school unemployed youth. Even there, there is a need that those youth are constructively kept busy and absorbed so that they can make a meaningful contribution towards the development of the country, and the development of the economy and the youth. And the women, the same

	applies to women, so that women can also make a constructive and meaningful contribution towards the development of the country and the development of the economy. And by so doing it we will all be including the disabled, we will all be working towards finding the best solutions for this country and solutions that will take the country to greater heights.
DR. MALKA	Thank you for elaborating on the constituency model and also emphasizing the fact that we have got our human assets that are incredibly important to drive the economy forward, irrespective of who they are, whether it's gender, whether it's age, race but they're all critical to making sure that South Africa becomes a success.
AD BREAK	
DR. MALKA	In our previous segment Mrs. Phosa highlighted the elements, in terms of how Government, in particular the Department of Higher Education is putting greater emphasis in terms of promoting artisan development from a point of view of both being able to help individuals become economically active and also to reduce the skills scarcity that we're experiencing in the country. We spoke about technology as a revolutionary factor in terms of e-learning helping people to study further and the flexibility of those type of elements as well as some of the constituency models turning to the last segment of our conversation today and going on to more of a personal level, one of the questions that I ask all my guests on this programme who've made significant achievements in their respective fields is about the factors that they consider to have contributed to their success. Can you tell us what in your opinion have been some of those key drivers that have contributed to your success?
MS. PHOSA	Okay, firstly I love working with people, that is also informed by my Christian background of having to serve other people beyond yourself. Now that has influenced me to study Social Work and I studied Social Work for eighteen years. I promise you I have enjoyed my work.
DR. MALKA	A whole career in itself.
MS. PHOSA	I was a social worker for eighteen years and then my inclination was more on Community Development, Community Work and Community Development because that's where you find challenges and once you rise to the challenge the type of psychological reward that you as a person get outside money, it's money, it's very special that money can't buy. So that is what drives me to want to, you know to work with the people and work as hard as I, but I have a hard working father who was a very good role model to me, during the very difficult days of apartheid my father was one of those who worked hard and was able to get a promotion regardless of the very difficult circumstances in which we found ourselves. He started out as a teacher and then a principal and then an inspector of schools but also the area manager and wherever he went as he got promotion he went with me. So he then became my role model and I have seen what hard work has done. And my father told me that is no grave and there is no substitution for hard work. So the other thing which is my driving force to work is working hard and also achieving. Now by achieving I'm talking about a legacy. There is no way that you can work and you don't leave a legacy. So if you make that one your goal, It doesn't matter how huge the challenge is or it doesn't matter how big the department or the challenge is, as long as you go there and say, I want to leave a legacy, that will drive

	<p>you to want to protect your quick wins in that department so that even if tomorrow you are redeployed at least there is something when you look back you find that you have left behind, that I also got from my father. So you've got to leave a legacy, not good enough for you to work hard and when you look back you can't see what it is that you have left behind for people to tell you and the message from it. So even in my type of work even today in all these departments where I have been, if you want to do the research you can, that has been my policy. As they come in can you identify is what I've got legacy project and then your quick wins just so in case anything happens at least I should have achieved, one, two, three, those are quick wins and then only work hard towards achieving your legacy project. To give you a first hand example, staying in White River it's almost about 365 kilometres away, from an area that I was allocated to because [] 365, I thought they had made a mistake on a social level I know.</p>
DR. MALKA	That's an enormous distance.
MS. PHOSA	<p>That was before I went to Parliament, before I got deployed to National Parliament. I was, in the remember I was in the Provincial Parliament which we call Provincial Legislature. So when I was here, in my last deployment, the last time previous from 2009 to 2014, I was deployed in that area which is 365, I did not have a problem, I had to go there and identify a need, it is an area that has combined three municipalities, it's your Amersfoort, Daggakraal, really rural, Daggakraal, Volkrust, Perdekop. So all of these were brought into one municipality but I was able to go in there and worked with the Ward Councillor and I made the Ward Councillor popular by, you know I would go there, come up with a programme and say to them, for instance say if, say we have build a house because we have succeeded with all those Councillors to build about eight houses from donations, the poorest of the poor, eight and we were able to build two crèches, within the five years. I'm telling you there was no crèche structure at all and within the five years and the passion of wanting to be there or also see people happy, we were abled, not alone working with the leadership that I found there to achieve all those, eight houses, two crèches, centres, we renovated two Liberation Centres because of that very need and also the fact that you don't know where tomorrow you will be so if you work very hard and you achieved all that. And I was not aware that during the elections, then the Mayor calls me of that area to say, do you realise that in this municipality we haven't had protests like because we were visible, we worked together over the counter. We worked together with the City department, those were my extensions whilst I was still in the part I was working then and where I was not able to do even tasks and then go back to check on how these tasks happen, carried out, they put me in that area, I made them very happy and I was very happy to have been sent there because then I had proved to God then I have served.</p>
DR. MALKA	It provides such a meaningful example of contribution and legacy and having that combination between public and participation of the people in the country.
MS. PHOSA	<p>What's better is in particular to know how to focus, fortunately I attended a lecture that taught me on how to focus because in politics you can be bag weighted you can be detracted. So many things can be used to pull your attention you know from your focus. Now they've got to learn to focus</p>

	<p>because there will always be problems and this is also one lesson I learnt from my father, if you see a little problem it means you've deviated from your focus. So that's why when you see a problem pulling you out from your goals, you must then say why am I seeing a lot of ... and then refocus again, and say, no, no, this is what I'm aware this is where I'm going, the focus is very important, to focus. In politics you can be deviated people can try and destroy all those things but if you know what you want, like for instance I said to you I want to make an identical project, that helped me to say focused, then I worked hard. And I'm telling you many people are not aware because I was not working for people to know what I have done there, I was working for the people in that area to benefit, it's not more about money as I was taught by my husband who says, it's never about us, it is about the people who have been tasked to take care of. I don't think either if God has put people in your hands to work with you should be able to go back to God and say, yes I have spread the challenge, so many people have benefitted from it. and then you get your reward.</p>
<p>DR. MALKA</p>	<p>You so right and the community work that you do it seems to live through you not just in terms of your public commitment but it channels through you as a personal passion. Mrs. Phosa, unfortunately we are coming to the end of our discussion today. Can you please share with us, a few words of inspiration that you would like to pass on to women in Africa that are listening to the show.</p>
<p>MS. PHOSA</p>	<p>Well women, like men have got their inborn capacity to do anything. I think we must not undermine that capacity, then we must not be scared, I have seen men who also are weak who would go into ... and take the responsibility and through learning end up knowing how to discharge that responsibility. I think the same with us, in politics you can be allocated any responsibility. Now you go in that believing in yourself and then and you get there what's key is reading and you can get a person who has been there before you just to orientate you about the work that is before you and thereafter you'll read. I mean I'm talking about the information that is on your desks but then also you can then study a course that would have relevance with what you are doing. And you will also enjoy those studies because your assignment will be so practical because you will be writing assignments from what you are doing not something that you have to research, and you know but something that you're doing about the practical side of your family is the one that will give you the marks. That's how I see it so let's be fair, we have what it takes to be a leader and to be honest without challenges as women we will not grow so we must not be scared of challenges and in the moment because we still experience the patriarchal attitude even in the work situation, whereby men would support one another just to try and make you feel dirty. You've got to rise above, that will be a detractor that I heeded to, earlier on, look at it and you see you know it but be focused on your goals in that position and then continue with the goals that is what is going to take you to greater heights, not the, the detractors the detractors would like to see you falling and they'd like to see you developing a complex because they are men and in their very nature would be equal. It is not easy for them to accept to be led by a woman but what is key is, you recognize the capacity that they have and make the best use of it but without losing focus and, without allowing them to make you fail.</p>

DR. MALKA	Thank you very much for that important message. Mrs. Phosa it's been wonderful having you on our show, we really appreciate the time that you've taken to join us.
MS. PHOSA	Thank you so much for the opportunity to talk to you, to participate in your station but also to talk to the broader community out there. This is a new year, let's go out there and make the difference, in firstly in other peoples' lives and then God will bless us and also bless our families.
DR. MALKA	Thank you.
END PROGRAM	