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PROGRAM NAME: WOMANITY – WOMEN IN UNITY

GUEST NAME: DR. MARINKIE MADIOPE

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 in studio today in Pretoria, South Africa is Dr Marinkie Madiope whose is in the Directorate of Curriculum and Learning Development at the University of South Africa, UNISA. Dr. Madiope specializes in Didactics and ICT, Information and Communications Technology, and Education, specifically computer based instruction and mobile learning. Her research interests include curriculum and learning development, open distance learning, mobile learning and e-learning as well as gender issues. She's also Chairperson of the UNISA Women's Forum. Welcome to the show.
DR. MADIOPE	Thank you.
DR. MALKA	Dr. Madiope, UNISA is a distance learning institution and I read recently it has over four hundred thousand students from 130 different countries and I noticed at the campus in Pretoria there's a poster which quotes Sidney Harris, which says, "The whole purpose of education is to turn mirrors into windows" and that I found particularly resonates with me. Your areas of interest, in terms of the learning domain focus on e-learning, distance and mobile learning. Then earlier today you were mentioning that one of your studies specifically looked at women in the nursing sector and how through distance learning, via web based applications, they were able to empower themselves. Can you tell us more about the e-learning dynamic and how that helps women get their education.
DR. MADIOPE	Thank you. I think for me e-learning is one tool that we can actually use and capitalise on to empower women. In my studies, when I was studying for my M.Ed. degree, I specifically focused on women nurses and the theme of my study was on Critical Care Nursing Education for teaching women, specifically, using the web, which is the internet and that was the early stages of when the internet was used for teaching and learning. So what actually happened was that I exposed women who were really really taking care of patients in hospitals, as we know, critical care is one of the key areas and I must say the most most dangerous area. If one is in the ICU, we actually believe that one is going to die.
DR. MALKA	And it's a 24 hour ...
DR. MADIOPE	Yes, and it's a 24 hour thing. So therefore women working in there don't really really have time to study, to further you know their studies in critical care nursing.
DR. MALKA	And additionally and you know in the way that the world is typically

	structured, you would have courses which happen during the day but that is not a luxury that these ladies are able to enjoy because of the hours that they keep.
DR. MADIOPE	Exactly. And the ladies, remember they are not only nurses, they are also mothers so their on line environment, you know actually allowed them the flexibility to learn wherever you are as nurses, anytime, anywhere which was a benefit and the results of the studies was bad you know and this are the feedback that I got back from the doctors, as I was doing my questionnaire with doctors who actually said, you know, all the ladies, all the women who actually completed the Masters in Critical Care Nursing Education in the then Tshwane University of Technology, by then it was called Pretoria University, they were now the best. Their performance actually improved and you know I was really humbled because and getting the feedback also from the nurses was also very humbling because they were also very happy because they felt so empowered.
DR. MALKA	And that's such an important factor and something which education does, it is an enabler, it is about empowering.
DR. MADIOPE	Yes.
DR. MALKA	Recently there was an article from the women's department in 2015 and it actually showed that 61% of undergraduates between 2010 and 2012 were women. So there is a disproportionate bias towards women that women in effect are more educated than men.
DR. MADIOPE	Definitely. And again looking at technology itself, ICT itself, for me it's an enabler and if we can be given something that can enable us to deliver, as women it's a very good tool that we can use, that can, number one, help us alleviate, what I can call, opening the voices, saying something. Women can be emancipated from the silence. They can start talking on the web, they can actually start sharing information on the web, where we together as women can collaborate on issues that are really very common to us.
DR. MALKA	Absolutely. You've got the connectivity, you've got the creation of social networks amongst women to disseminate information that's relevant to their specific topic or subject. I'd like to just to stay with the aspect of distance learning and ICT, because of UNISA's footprint and how expansive it is to reach and really enable people to do learning within their own time, within the sort of the interstices, those small spaces or moments that they're able to do. How do you see the role of mobile learning?
DR. MADIOPE	Oh yes, mobile learning, I think is also one of the enabler, UNISA being an ODL environment, remember we are dealing with ...
DR. MALKA	An ODL.
DR. MADIOPE	Open distance learning environment.
DR. MALKA	Thank you.
DR. MADIOPE	So therefore, we are basically dealing with a very diverse group of learners. So mobile learning comes in handy there, where we can actually reach out for our students who are in the rural areas. I always say to our academics, let the students use what they have. So for UNISA it is very important that we also move to mobile and that is why even now, we migrated some of the tools from our Learner Management Systems, like

	the Discussion Forum, Announcement 2 and the blogs. We've managed to migrate them and students can actually access them over their mobile devices and that is particularly to reach out for learners in the rural areas.
DR. MALKA	And with that type of intervention it ensures that everybody has an opportunity to utilise the tools that are at their disposal.
DR. MADIOPE	Exactly.
DR. MALKA	To learn.
DR. MADIOPE	Yes.
DR. MALKA	Dr. Madiope, can you share some of the details about the Women's Forum and the type of work that's undertaken by the group?
DR. MADIOPE	Thank you. The UNISA Women's Forum started actually in 2006.
DR. MALKA	So you've been going ten years.
DR. MADIOPE	What the Forum has been doing for the past ten years, this objective was to actively engage with the UNISA community to promote women issues and afford women opportunities to learn from role models and I only took over last year and I decided that it's time to change who we are because we are not making a difference out there, number one, to our students.
DR. MALKA	And when you think of the context of communities, it goes beyond just teaching.
DR. MADIOPE	Yes. And what I started doing is to initiate the very first project which I called, Hash tag Violence against women abuse and girl child must fall on campus, which we celebrated and every first Friday of the month, and the other thing was that we're doing as a forum was the Dignity pack for girls project. Unicef estimates that one in ten schoolgirls in Africa do not attend school while menstruating.
DR. MALKA	I look at those statistics and it's such a worrying concern. But if you think, in terms of twelve months in a year, the reality is that girls are probably menstruating for 25% of the year.
DR. MADIOPE	Yes.
DR. MALKA	Three months out of school and that is a huge disruption.
DR. MADIOPE	Very huge disruption. So therefore, what we're doing, we're collecting dignity packs from sanitary pads as women, the Greenside High School committed to this project that they will be partners with us. Our dignity packs are not like your pads only. We're making real dignity packs, like your toilet papers, toothbrush, toothpaste, washing rags and packs. So what we've done is we've also identified two schools in rural areas where we will be distributing this on a quarterly basis. We are also looking at having to partner with Dis-Chem and Clicks because partnership for me is very important.
DR. MALKA	Absolutely and especially with a corporate that's got such a wide distribution and penetration that they're able to help facilitate, not only just in the collection but also being able to distribute it to girls.

DR. MADIOPE	<p>Definitely. Another initiative that I actually introduced was that we also have, what we call Orange Day. On the 25th of November, it is known as an international day for eliminating violence against women. The UN Secretary General Unite to end violence against Women campaign managed by the UN Women, has proclaimed the 25th of each month as Orange Day. So what we're doing at UNISA as a forum on the very first Friday of the month, we have a one hour session to show anti-violence on women and girls. But then looking forward, we actually have to revise the current Constitution of the UNISA Women's Forum, which is almost ten years, I guess. Remember, UNISA being a mega university, we have to go to regions also and to say to women at the regions, come on, this is where we're going. Let it not be only about us and let's think about other women and girl child and how we're making a difference out there as UNISA women.</p>
DR. MALKA	<p>I think the forum is really doing important work and from a community perspective, looking at those outreach programmes of not just about helping the academic institution itself and its difference in penetration, but going beyond to the communities that UNISA serves as and is active in.</p>
DR. MADIOPE	<p>And finally, we also had another event where we were actually empowering our women, just before the votes. You know, in most cases we think voter education, it's about going there and making a cross. I was simply saying to Professor Mapongwe, please can you come and empower us as women on issues related to voting, voter education and that was done and everybody was very excited including the Professor. Women who attended the session, they said, oh we thought you know, voting is about going there and making a cross and yet there is more to this.</p>
DR. MALKA	<p>Yes, it's understanding the consequences and the power of your voice.</p>
DR. MADIOPE	<p>Yes.</p>
AD BREAK	
DR. MALKA	<p>In the previous segment of the show Dr Madiope shared with us some of the aspects of e-learning, particularly the flexibility that it allows and permits to working women. One of her specific examples was about nurses and the ability to learn during the interstices where those available gaps of time are available to them and how this managed to help them advance in their careers. We also spoke about the networking effects of the ICT and the capability of being able to share knowledge with others and distribute that on a larger scale and on the UNISA Women's Forum, we spoke about some of the campaigns and initiatives and the work that the forum is doing. Dr. Madiope, 2016 is a significant year for South Africa, in terms of commemorating the march of 1956. So it's our 60 year anniversary, where 20 000 women march to the Union Building, to hand over 100 000 00 petitions. And each year on Women's Day and Women's Month, we here about the same conversations and about advancing women in the work place but these strategies feel increasing stale, there doesn't seem to be real progress in terms of the numbers of moving women into leadership roles within the corporate space. We've done incredibly well from a South African point of view in Parliament but I think that there's an opportunity here to address some of the challenges and hidden obstacles to reach gender parity which should be a common goal for all of us. What in your</p>

	opinion needs to be done to help break the cycle and give women more than just a promise of equal opportunity in the work place?
DR. MADIOPE	I think basically, I'm going to focus firstly on, you know higher learning institutions, on how women are being empowered to be in areas where they can make difference in policies, university policies, women in management and women in leadership. What I still find missing in most of our South African universities is that women are still at a very low level, like you have your hierarchical thing where women are just, like for example, if you are a Director, you'd be reporting to an Executive, who's a man. So therefore, I feel, we are not yet there in higher learning institutions.
DR. MALKA	And how do you think we can get there?
DR. MADIOPE	Having a voice, I think for us it's having a voice, having a voice is also another challenge because women with voices are often victimised, so they tend to be very silent. Hence this UNISA Women's Forum project on violence and abuse of women, we're linking that to that, that speak out, women, be who you are, make a difference out there, especially in higher learning institutions because we are there for the nations and I guess higher learning institutions are the ones who are actually supposed to be guiding the nation.
DR. MALKA	Of course, if you look on how economies are changing, we're moving and evolving into a knowledge society.
DR. MADIOPE	Yes.
DR. MALKA	And the only way people can get knowledge is through our higher learning institutions.
DR. MADIOPE	Exactly. So therefore, I strongly, strongly feel that we must also have dialogues as women, where we can actually speak out on issues of leadership and how we are being challenged and I decided to create a blog and that blog is a place where I'm saying to women, speak out and let's talk about how can we break this Berlin wall, where we are being marginalised as women in leadership.
DR. MALKA	We have seen women coming through the fore in the international arena. Looking beyond our borders from a leadership point of view, at the beginning of July this year, we had Theresa May being the new Prime Minister of the United Kingdom and leader of the Conservative Party. And just before then, Hillary Clinton won the Presidential Nomination for the Democratic Party in the United States and in her victory speech, she said, "It's the first time throughout the United States history that a woman has been nominated for Presidential election and there's no glass ceiling that cannot be broken." So really proving that things can be done.
DR. MADIOPE	Yes.
DR. MALKA	Do you think something like this could happen in South Africa with a woman nominee for Presidency?
DR. MADIOPE	Definitely. I think we do have very strong women and very very able women and knowledgeable women, in terms of leadership. I mean I'm going to cite an example, the Deputy Secretary for the UN, Dr Phumzile

	Mlambo-Ngucka.
DR. MALKA	She was our first Deputy President.
DR. MADIOPE	She was our [?] Deputy President and even now look at the difference that she's really making out there. So therefore I believe women can make a difference. Look at what Thuli did, what a strong woman we have in Advocate Madonsela. So I believe South Africa can also be led by women. If as women we support the strong woman because as women we also tend to look, you know, have this thing of you pull you down thing. We must move beyond that and acknowledge the skills and the leadership skills of all the women.
DR. MALKA	And take everyone with you.
DR. MADIOPE	Absolutely.
DR. MALKA	This programme Womanity - Women in unity is all about gender and women's empowerment and in the leadership role we've already spoken about the possibility and the opportunity to have a female nominee for Presidency. But leadership doesn't just happen within the political space or in the work environment. It also happens in the home front. What do you think we need to build on the most to help benefit women in the future?
DR. MADIOPE	I think for me education is the key. Education is the key and I don't really mean education in the sense of, you know your degrees and other things. What I mean about education here, it's about giving, giving all the women, the resources to be able to be who they are. Education is important, yes to everyone. When it comes to women, its importance becomes even more prominent. So therefore, we need to make sure that we come up with programmes, literacy programmes, where we can actually say, these are women who cannot read and write, however they can weave, they can make beads, they can manufacture your cups. If they are not educated in terms of how to count financials, what are we doing, financial literacy might be a problem. So the entrepreneurial skills in women must be actually looked at and again the other thing is education is important for self-grooming of women. It gives one a sense of you know, individuality which boosts your confidence. And I think if a woman has confidence they'll be able to speak out, they'll be able to speak out definitely even notice a difference in the way in which they talk, they walk, they handling things in the horizon of thoughts and how they even think of educating your girl child, including our man child because our boy child, if we are not educating that boy child we are not saving the nation at all.
DR. MALKA	Well, it's looking and grooming for our future generations, citizens of the country.
DR. MADIOPE	Yes.
DR. MALKA	And from a woman's point of view as a mother, she's a mother, those are her children, irrespective of their gender, but what I also find interesting is that the more educated a woman is, the more educated her children will be and it has this ripple effect which ensures that empowerment because let's face it, everybody wants their children to do better than they have done. So it's like this rug on the ladder that just keeps growing and blossoming.

<p>DR. MADIOPE</p>	<p>Exactly. That is why there is a saying which says, "It is important to educate a woman, because when you educate a woman, you actually educate a nation." It's all about emancipating women. I'm going to set an example, you know of where I'm coming from, because my mother, personally has never been to school. She was you know working for your Pick n Pay and as a woman she took it upon herself that in this house, no girl child because we were five girls, no girl child will be out of school because of teenage pregnancy. And I remember those were the olden days where contraceptives ... She said, because I really don't know what you guys are doing, when you out there. The fact of the matter is there is this tablet and I'm talking about a woman, who was working at Pick n Pay, luckily she had a background, which you know she used to work for a medical institution where she was actually serving tea in that particular environment from Federated Insurances. So she knew because she was around the people who can actually say to her, you have five girls, take care of them and this is how you can do and the Rotary club was the one that did that. They actually gave her the information and empower her as a woman, even though she didn't go to school and that is why I'm saying, it's not about education. It's about information that you are getting and where you are, the environment where you are. So you may also ask yourself, what about those women who really don't get this opportunities, how do we reach out? I think it's upon ourselves, from myself I think that that's what I've learnt. Hence, I feel every time I want to reach out to women in the rural areas.</p>
<p>DR. MALKA</p>	<p>Really, what you're saying it's the access to information, one of my favourite quotes from Dr Seuss is, "The more you read the more you learn, the more you know, the more places you'll go."</p>
<p>DR. MADIOPE</p>	<p>Exactly.</p>
<p>AD BREAK</p>	
<p>DR. MALKA</p>	<p>In the previous conversation Dr. Madiope shared with us the importance of women to find their voice. We have got very knowledgeable women in South Africa, capable on leadership. We also spoke about the fact of education being key to women's empowerment and whether that is formal education through academic qualifications or informal education, taking on information. Dr. Madiope, one of the questions that I ask all my guests on this programme who have made tremendous achievements in their various fields is about some of the factors that contributed to their success, as well as some of the people who have influenced their lives. You mentioned your mom, raising five girls, I'm assuming that she is one of the pivotal influences in your life. Could you please share with us a little bit more information about her and how she influenced you to become the woman you are today.</p>
<p>DR. MADIOPE</p>	<p>Thank you. I think my mom is just a phenomenal woman and in most cases you know I tend to just reflect and look at her and say, my goodness, where on earth did this woman get the strength because I was born in a family of five girls and my dad was a psychiatric patient for many many years. And my mother never never ever thought of saying to my dad, I'm leaving you because you are in and out of the mental hospital. She actually made it happen for us, she said to us girls early in the morning, what she used to do, she used the train from where we used to stay. My home town</p>

	<p>is Garankuwa, travel to Pretoria to work where she started working for an insurance company and a medical company, you know serving tea. However, she really served as a model to us because at school we were never seen as girls who were coming from a family that didn't have a father who was not well, but through my mom we were these glamorous girls at schools. We were this girls who had morals and I remember at Garankuwa, one of the boys used to say, you know, your mom is a phenomenal woman. She used to lock us in the house and say, what you do is read and study. She used to pick up, you know, the newspapers and say, you know this is what was given to me at work, read some of these papers. No-one will ever go out of this house without being a teacher or anything. So she actually encouraged us, all of us that you are going to be teachers and you are all going to be, to further your studies and you are going to use your money, what I can only do is I can take you thus far. The other thing is, I had my other two sisters were also psychiatric patients and they were teachers and there were some days where we had at home, three psychiatric patients in the house and I'd look at her and say, ma what do we do now? She would say, call Weskoppies and we'd call the ambulance and the ambulance would just come and fetch them and we were really really taking care of my father, my two sisters who actually got early retirement from teaching because of ill health but until today, she's 83.</p>
DR. MALKA	Congratulations.
DR. MADIOPE	<p>She's 83, going very strong but I guess the reason for her being strong is that she is a woman with morals, values and more than anything she's a woman of God. She taught us as girls, you know as a family that, one thing that you must do, there's nothing that you can control in this world if you really really don't pray. And she taught us that the first thing in the morning, before you wake up, this is what you must do. You must just thank God because you are alive and she also taught us that girl, you don't fight with anybody. God will fight your battles and I guess this is how we are at the end. I mean we were all married, the five girls were all married and we all had degrees, me being the first doctor in the family. But I feel that women is the strongest women in this world. And when she turned 80, we actually celebrated that in style where we had a mass, a special mass for her and the congregation, you know around Garankuwa, they were actually very very excited and they said, we are actually dedicating this mass to this phenomenal woman and the Pastor actually did, you know some, a joke and said, you know we actually call her, Zone 3 newspaper and the reason why we call her the newspaper she would go, knock knock, is everything well in this family. So she is also a community woman, she was not only looking for taking care of us as a family but the whole street where we used to stay, where we are staying, where she is now. They call her, ous meitjie and you know in a culture when somewhere calls you ousie, it's like you are still very young. I mean at 83, they're still calling her sister and they're not saying, ma gogo.</p>
DR. MALKA	I'm sure that keeps her young.
DR. MADIOPE	Ja.
DR. MALKA	And really your success and I think that of your sisters are testament to your mom's strength. Dr. Madiope, we are unfortunately running out of time. Can I

	ask you in closing our discussion to share a few words or hope that you'd like to pass on to women in Africa who are listening to us today.
DR. MADIOPE	Thank you. I think a word of hope from me is, women there is nothing that can beat believing in yourself, believing in yourself, believing in who you are as a woman, there is nothing on earth that can beat believing in God, irrespective of your religious affiliation, for as long as you believe that one day, one day, I'll be this kind of woman and learn to live a purpose driven life and let life not be about you only. Let live not be only about you. Let life be about, sisters, brothers, fathers and everyone out there because the world is looking at your mother, you are simply the best. Hang in there and hold on. Hold on.
DR. MALKA	Thank you very much. It's been a pleasure having you on our show. Thanks for joining us.
DR. MADIOPE	Thank you.
END PROGRAM	