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

**GUEST NAME: DR. JUDY DLAMINI – CHAIRPERSON MBEKANI GROUP (PART ONE)**

<b>SPEAKER</b>	<b>TRANSCRIPTION</b>
DR. MALKA	Hello, I'm Dr. Amaleya Goneos-Malka, welcome to 'Womanity – Women in Unity'. The show that celebrates prominent and ordinary African Women's milestone achievements in their struggles for liberation, self-emancipation, human rights, democracy, racism, socio-economic class division and gender based violence.
DR. MALKA	Joining us in studio today is Dr. Judy Dlamini, she is the founder and Executive Chairperson of the Mbekani Group and the former Chairperson of Aspen Pharmacare Limited. Her previous board engagements have included Anglo American, Discovery Holdings, a JSE listed financial services company where she chaired the remuneration and transformation committees; Woolworths Holdings and several others. Dr. Dlamini qualified as a medical doctor from the University of Natal and she also obtained her doctorate in Business Leadership from UNISA; she is the recipient of the African Economy Builder Lifetime Achievement Award for 2016 from the African Economy Builder Forum; the Global CEO's 2016 Africa's Most Influential Women in Business and Government; SADC South Award for the Business and Professional Services Sector at regional and national level and she also won the Fabulous Woman Award in 2016. Welcome to the show.
<b>DR. JUDY DLAMINI</b>	<b>Thank you, thanks for having me Amaleya.</b>
DR. MALKA	Now you qualified as a medical doctor way back in 1985 from the University of Natal; you practiced as a family practitioner for many years before consulting in occupational health for various companies including Rainbow Chicken, Divpac a Nampak subsidiary and the National Ports Operation. After you completed your MBA and you majored in corporate finance you joined HSBC Investment Bank, the Johannesburg division in corporate finance and when you look at the transition from going through from medicine through to the financial sector it's quite a serious change in direction and I say I take my hat off to you because that must have taken incredible courage, belief in yourself and belief in your future life's journey. Can you please share with us a few of your inner thoughts on this particular period in your life?
<b>DR. JUDY DLAMINI</b>	<b>It was scary. It was very scary because I had always wanted to be a doctor, a medical doctor from the age of 4 that's all I wanted to be and when I lost the passion and it's a combination of things as to why I lost the passion, obviously you never know but I just...I assumed that because I was affected by crime, I was robbed at gunpoint outside my practice it changed the whole perspective and I felt unsafe and so amongst other things that's one of the things that made me lose my passion, I sold my practice, I had a bakery business next to my practice I sold that, I sold....we sold the house, we moved out of the township to....we were still in Durban then and we moved to town and I opened a practice in town which was very different, it felt like....I just felt a part of losing the passion was that I just drove home and thought if I didn't come to work I won't be missed. When I was in the township it felt like an extension of my family you know, I loved it, so when I had to leave that I didn't find the same thing in town so I then had to think about...I wasn't born a doctor, I don't have to stick to it if I don't get...you know life is about feeling fulfilled, we don't work for money in my view, we actually work for a purpose and one of those is feeling fulfilled its</b>

	feeling like you're making a difference and when that stops then it's your responsibility to say what now, and for me it was education, education to me has always been everything.
DR. MALKA	I have to say it's something which is very close to my heart too.
DR. JUDY DLAMINI	And now I've realised that you also have a PhD and you've also been studying, ja it's my passion I actually come alive in the corridors of institutions you know, anyway so I did an MBA, majored in corporate finance and leadership and I had already started when I was in general practice to be in business like I had a bakery next to my practice but in 1994 when we got independent I actually formed a company, an investment company, a women investment company and we did investments one of those investments we still have so I....actually it exposed gaps in my knowledge because all I was really is a doctor and business yes I had been in business in a small scale as a child you know, my parents were hustlers so I got involved in...our dad had a tuck shop that he ran over week-ends and my sister and I would do that for him over week-ends when we were not at school but except for those small encounters and also the bakery I wasn't a business person really and I always believe and I think I'll always believe that that there's nothing you cannot learn and that's what education is about so I went to business school because I believed I can learn and which I did and corporate finance, why corporate finance, when we're putting deals together it used to concern me because I had these financial advisors, there was the deal and I never knew whose interests they are in...do they have because there's always the success fee and so the success fee is a percentage of the size of the deal so the bigger the deal, which means you pay more, the better for the financial advisor, that's how I used to look at it and it used to worry me that I don't understand what they're talking about all I know in terms of what drives the deal, what drives the business and business school taught me that you know, but then as you know, just academic training still needs experience for you to then....
DR. MALKA	Totally, I mean if you've just got the theoretical piece I often...
DR. JUDY DLAMINI	It doesn't really help you....
DR. MALKA	....think it's such a pity 'cause it lives in that theoretical level and it needs to be applied to really benefit everyone.
DR. JUDY DLAMINI	....exactly, exactly. That's why I went and worked at HSBC because I wanted to apply what I had learned and what a....it was a shock, a cultural shock, I had never worked for anyone else before and just to get into HSBC was difficult, I was 40 when I got my MBA and I was a doctor. There is this stereotype that, you're a doctor will put you in a box penicillin, panado, that's all you know, you know.
DR. MALKA	I'm very familiar with that but I think that's an offline conversation we should have.
DR. JUDY DLAMINI	So ja, it was....that was one of the toughest periods of my life. I've got the MBA now and I want to take the leap and change profession completely, who's going to trust that I can, you know, 40 year old woman who has been in charge of her destiny running her own practice, can she actually work for someone, does she....you know what I am saying? That was very challenging and I thank two people for that, Patsy David, we were together at business school and she introduced me to a guy called Richard Boomer and Richard Boomer took a chance on me, he used to be the CEO of Corporate Finance and Advisory, so they took a chance on me and that's how I got into corporate finance, investment banking and I never looked back, it was so empowering.

DR. MALKA	And with the finance sector, going back to what you mentioned before about being engaged with community, finance touches absolutely everybody.....
<b>DR. JUDY DLAMINI</b>	<b>...it does....</b>
DR. MALKA	.....and when you're brokering these types of deals and arrangements you're really connecting that whole eco system.
<b>DR. JUDY DLAMINI</b>	<b>....you do..exactly, you do. That was very special and when we put...actually I was involved in a few transactions and you then get access because it was empowerment transactions so you get access to different empowerment groups and you can actually during those days you actually had to have a woman empowerment group as part of the whole SPV, obviously it's interesting now that I say that because I was talking to Dr. Phumzile Mlambo-Ngcuka and she said something quite interesting, she says when you have a quota that says 30% will go to women, automatically you are affirming men for 70%.</b>
DR. MALKA	It's almost seen as our target is 30% so when we get to that target we'll just stop.
<b>DR. JUDY DLAMINI</b>	<b>Exactly, exactly but the point is you are saying men 70% is yours so it's been actually quite interesting but ja it was a beautiful journey, I learned a lot and so when I left I'd never stopped having business so I just went back to what I love doing stuff for myself.</b>
DR. MALKA	You mentioned that you had your MBA when you were 40, then you went on and you acquired your doctorate.....
<b>DR. JUDY DLAMINI</b>	<b>....at 53.....</b>
DR. MALKA	....at 53, congratulations, proof in the pudding that it is never too late to learn and that learning is a lifelong journey and you investigated your thesis the intersection of race, gender and social class in women CEOs career progression as well as strategies for gender transformation at leadership level and one of the things that I find quite fascinating, I mean it's a bit of a dated study now but in 2012 Business Women South Africa did a study and out of the Census on JSE listed companies they found that only 3.6% were women, which I think is a shocking statistic and I'd really love it if you could please just expand on your research and thesis for us?
<b>DR. JUDY DLAMINI</b>	<b>Okay. You know I used to....interesting you should mention that Business Women Association Statistic because I used to go to those, I used to present them at Nedbank because Nedbank was the sponsor for the census and I used to listen to these 3%, 4% and I always wondered who are these women and what is there story and by the way not much has changed, 2015 it actually bounces between 3.5 and 4.7 thereabouts, it never goes beyond that so when I embarked on this journey of doing the doctoral thesis I wanted to give voice to these women. I wanted them to tell their life stories and there were many reasons for that because when we investigate an issue as important as this I think quantitative research doesn't do justice to the issues because it's actually qualitative issues, you actually want to hear the women, those that have done well why have they done well, what have they encountered along the way and just look at....I actually made a deliberate effort to look at the social identities because there is an assumption that because we are in the same race you're the same, because you are one gender you're the same and yet we are all so different within the same race, within the same gender, so I actually took the three identities because I wanted to find out how does social class impact on what you become or just the journey that you have to take to become whatever you become at the end of the day and when I looked at research that had been done in the</b>

	<p>past, one of those was done in 2009 by Professor Ngambi and Dr. I mean Professor Stella Nkomo just looking at all the studies that were done in the continent in the past I think ten years or twenty, and they just looked at how many of those that is investigated the gender issues and the inequality and there were so few and when it came to looking at the social identity and the impact there wasn't much so that's why I said okay this is an area that I would like to look at but especially social class. People are more comfortable talking about race and gender but the social class thing is so fluid that people shy away from it. When I did the study actually and I did the interviews with the women that I interviewed it was interesting that even when you ask a direct question they just...people don't deal well with class...</p>
DR. MALKA	Feeling uncomfortable...
DR. JUDY DLAMINI	...exactly, they feel uncomfortable....
DR. MALKA	...and I think often it's because of how far removed where they originally came from is to where they've got to.
DR. JUDY DLAMINI	That's so true, that's so true. So I found that when I looked...because I made sure that I had all, well not all but most of the races because I didn't have Asian in terms of Chinese but I had Indian Africans, I had Africans, I had White Africans, I had Coloured, so and then I had different classes within those, I found it so interesting that social class indeed had an impact and when I say social class I mean the initial social class, the social class that was determined by your parents....
DR. MALKA	...your roots, where you came from....
DR. JUDY DLAMINI	....your roots, who you are, you find that the women at least in the study, African women had to be a higher social class, now it's going to be....we've come a long way. Earlier in the day before apartheid was eradicated on paper if you were black you were inferior so you were working class, if you were African you were actually at the bottom of the pile so that's one of the reasons I believe that people are uncomfortable because even now because we're still the same people we were pre 1994 though much has changed but certain things are still engrained in their minds that if I show my face I'm a working class person, because I'm African and I'm a woman, you know what I'm saying? So it's still going to take a while before, if ever actually, before your race, automatically before you open your mouth, defines your class.
DR. MALKA	I think it's race, it's gender, there's this whole discriminatory bouquet and it all goes to things from an identity point of view, I haven't done a lot of reading from Steve Biko's perspective, but what he said was just so true, when your identity is taken away from you, you've got nothing....
DR. JUDY DLAMINI	...who are you?.....
DR. MALKA	...who are you, exactly....
DR. JUDY DLAMINI	...who are you?
DR. MALKA	There's no roots...
DR. JUDY DLAMINI	No, no.
DR. MALKA	And we all need a foundation to build from, grow from and to relate to.
DR. JUDY DLAMINI	That's why I always say...I'm happy you raised that I mean because I always say I'm very impatient but in 1994 when I joined those long queues I could have just sat in that queue even if I died in that queue I would die happy because what it gave me is an identity. All of a sudden I belonged to

	<b>my country of birth I was African, this was home, prior to that who was I you know, so ja....</b>
DR. MALKA	And reflecting on that whenever I see the images of people standing in the queues I almost see it is a veinal network and that for me is the special part, it's our people our country connecting in one to everything that belongs to us.
<b>DR. JUDY DLAMINI</b>	<b>Exactly....that's so true.</b>
DR. MALKA	Today we're talking to Dr. Judy Dlamini, the Chairperson of the Mbekani Group.
	<b>AD BREAK</b>
DR. MALKA	You are listening to 'Womanity – Women in Unity' on Channel Africa, the voice of the African Renaissance, on frequency 9625 KHz on the 31 meter band, also available on DSTV channel 802. Today we're talking to Dr. Judy Dlamini the Chairperson of the Mbekani Group. We would love to receive your comments on Twitter@WomanityTalk.
DR. MALKA	In our first segment Dr. Dlamini shared some aspects of her career journey and a few of the challenges that she has experienced changing from being a medical doctor to moving into corporate finance, she re-iterated that you are never too old to learn having achieved an MBA at 40 and a doctorate at 53 with her compelling study addressing the intersection of race, gender and social class in women's CEOs progress and strategies for gender transformation at leadership level.
DR. MALKA	Now going back to the thesis, I know we detracted slightly but one of the academic contributions you made was the "wheel" theoretical model, could you share with us a little bit about that?
<b>DR. JUDY DLAMINI</b>	<b>One of the things that I wanted...I used grounded theory and I wanted the women to actually say what they believe led to their success but also what they believed would actually lead us to equity in terms of gender at leadership level. They mentioned five things, one of them it starts with the woman herself. You actually have to invest in yourself; you have to have the will to lead because unless we have the will to lead we are not going to be able to lead but also the next layer is support from family. Most of the women that I interviewed, I think 80% of them were married with husbands and kids and some extended family so your domestic worker, one of the women actually interestingly said the most undervalued women in this country and I think it's globally for those that have access to domestic workers are the domestic workers, they allow us to have our careers but they get nothing in return, not even recognition, you know so that is the support system or extended family, some were supported by their mother some were supported by their mother-in-law, so that's the other layer that makes it possible.</b>
DR. MALKA	They may be enablers.
<b>DR. JUDY DLAMINI</b>	<b>Enablers, definitely that we need to recognise and acknowledge and then it's the organisation. Leadership within the organisation, policies within the organisation and the fourth lever is government, the quotas, that's another story because women are divided when it comes to that but I'll tell you what my position is and the other layer is society. Just the stereotype, gender stereotype, sexual orientation stereotype within the society. It's therefore a wheel that has to pull in the same direction so that there's movement forward that has to be engaged, those levers that have to be pulled if we are ever to get equity.</b>
DR. MALKA	I think that's fantastic. We talk about this topic continuously on this show and it's great to see how you've managed to co-ordinate and put in these various five levers to synthesize into a model to take things forward and one of the

	<p>points that you tapped on was from a quota point of view and we raise gender equality as an issue on this programme but it is becoming more and more a global focus. South Africa about two years ago had started working on the Women Empowerment and Gender Equality Bill which then lapsed but one of its principal aims was about promoting equality of women across the board whether it was in the government space or private space and when Minister Susan Shabangu was on the programme she said “we can’t talk about equal society when we are treated unequally” and I’d just like it if you could share, given the research that you’ve done, some of your perspectives on gender equality and if you think, you did say you were going to offer us your position, that legislation can improve gender gaps to help achieve a 50/50 representation?</p>
<b>DR. JUDY DLAMINI</b>	<p><b>I don’t see how else we can do it. If you look at the UK they introduced 30% for the boards, non-executive directors and they made progress after they introduced that, now they’ve introduced 30% for executive leaders in terms of gender. I happened to sit on the same board with the chairman of that initiative, Sir Philip Hampton and I was interested to know why he took up that position because there are two, at least two thoughts, there’s a guy who will say I support it because I believe in equality, like an Obama and there’s a guy who will say I support it and that’s Sir Philip, I’ll support it because it makes financial sense, we’re investing so much money on the education of these women and yet we’re not seeing any return. They have to lead so that we get our money back you know so I do believe that men are in charge, they are comfortable with amongst themselves and its easy for them to promote people that look and talk like them and unless you destabilise that or actually what’s even better, you acknowledge those that push the equality story and also reward them because unless we recognise men that support women, unless we give them rewards for doing that there is no incentive. Men love recognition, men are competitive and that is why the UN women executive director, Dr. Phumzile Mlambo-Ngcuka started the He For She initiative and then she went to start the 10x10x10 impact which she announced in Davos where all the big decision makers congregate every year and why is that important? The 10x10x10 its actually 10 political leaders so it’s heads of state, the other 10 its academic leaders, university professors that are heads of universities and the other 10 is business people, business CEOs of companies so when you actually say to them you will achieve equity by this time, choose three areas or two areas where you believe you can do it, you make them commit in front of everyone and guess what, they compete against each other, they don’t want to lose face, what a better way to actually make sure people do what they’re supposed to do because if you just say it’s common sense they’ll do it, they don’t, they haven’t. Just look at the first women...the first country that allowed women to vote right, New Zealand 1873, how long did it take before we had a woman president in the world that was not related to the predecessor and actually was elected - 1975. When did we start having just the first woman president in the continent – 1993, so you see things...you need....if we are to reach gender equity in leadership by what are they saying now 2030?</b></p>
DR. MALKA	Well I read something by... we would achieve equality by 2133....
<b>DR. JUDY DLAMINI</b>	<b>It’s not acceptable.</b>
DR. MALKA	No well none of us are going to be around...
<b>DR. JUDY DLAMINI</b>	<b>Exactly.</b>
DR. MALKA	...and it’s something I want achieved in my lifetime.

<b>DR. JUDY DLAMINI</b>	None of us, none of our kids, it can't be right you know, so we do need quotas and then some people say that's what they would say to me but ah you know if you are a quota then you are perceived as less and my answer is always if I am and that's the price I have to pay for life for my daughter and her child to be better it's a price I'm happy to pay.
DR. MALKA	And even on that note I had an interview with the Ambassador from Switzerland and she said exactly the same thing happened to her, total underestimation of her capability and she said I used it to my absolute advantage because once they realised who I was, what I could do, the quota meant absolutely nothing but that was my ticket in.
<b>DR. JUDY DLAMINI</b>	<b>Exactly, and it's up to you, it's up to you because you want to change that stereotype and you can only change it if you deliver and women can deliver. This is the other thing, when a woman fails it's every woman that has failed, when a man fails it's just that man and it's all wrong and the other statistic that I've seen, not just in this country but globally, is that when a company is going through difficult times more often than not the few times that you have women leaders elected to positions it's during those times, so are they setting us up to fail, are we too desperate to actually say hell no, this is not right because it's like this is the only chance I'm ever going to get so there are also those issues that we need to look into.</b>
DR. MALKA	And how do you think in 20-30 years if we can pursue the quota agenda and have more women in this space that what South Africa or Africa would look like concerning women's rights and gender equality.
<b>DR. JUDY DLAMINI</b>	<b>I want to look at it in a broader sense because people think if they empower women, if they give equal opportunity to people across race, gender and whatever other social identity, they're doing a favour to the minority, the thing is they're not. It's not women that will be better off it's the countries will be better off you know we will actually have increase in the GDP because guess what, we are not utilising the human resources that we have so we actually choose not even 50%, sometimes 20% because it's not just about gender, it's about gender, it's about race, it's about social class. The upper social class white male has got it all figured out because they are in the majority, they are running the institutions and when they pass over the baton they pass it over to people who look like them, the Michael House, the Hilton or the equivalent Ivy league universities in the world so that is short changing the countries, not women, not minorities, it's the countries because just because you are the race that's supposed to be upper class, the gender that's supposed to be upper class doesn't mean you necessarily qualify for the position so we actually have mediocre leadership because instead of looking at a pool of a hundred and take...and give each one equal opportunity you look at twelve out of the hundred.</b>
DR. MALKA	True and it becomes inbred, it's the same thought processes that are recycled, doesn't take account of the diversity.
<b>DR. JUDY DLAMINI</b>	<b>Exactly you don't celebrate the diversity and the strength in the diversity, that's the challenge.</b>
DR. MALKA	Today we're talking to Dr. Judy Dlamini who is the Chairperson of the Mbekani Group.
<b>AD BREAK</b>	
DR. MALKA	Today we are talking to Dr. Judy Dlamini who is the Chairperson of the Mbekani Group. We would love to receive your comments on <a href="https://twitter.com/WomanityTalk">Twitter@WomanityTalk</a> .
DR. MALKA	In the previous segment of the show Dr. Dlamini gave her view on quota systems to achieve gender equality emphasising the important role that men play in the drive for gender equality and relaying two dominant thoughts. One

	<p>people who support gender equality because they believe that it is the right thing to do and secondly people who support gender equality because it makes economic sense, being able to attain return on investment on the development, education and training of women. She elaborated on her theoretical contribution of the wheel, which is a 5 lever approach starting firstly with women themselves, being able to invest in themselves and having a will to lead. Secondly the importance of support, thirdly the importance of the organisation with the policies that they have in place, fourthly from a government point of view with the necessary legislation that they have and fifthly from a society perspective where we still have pervasive gender stereotypes. To continue with our discussion....</p>
DR. MALKA	<p>Dr. Dlamini I'd like to focus on another aspect within your business space and also in terms of some of the CSI work that you do. In August 2016 you stepped down from Anglo American PLC board to focus on your business; your previous board engagements have included Discovery Holdings where you chaired the remuneration transformation committees as well as Woolworths Holdings. You are the past chairman of the CEPPWAWU Development Trust, a public benefit trust, you and your husband are founders and trustees of the Mkhwa Trust which is a family public benefit organisation with a focus in rural development and education and I know that in this past week you did another launch based on the CSI with the trust from an education perspective where you had increased from primary school where we had children of approximately 400 kids learning that you've now been able to increase the capacity to 700 children, you've also opened up a community centre, can you please just expand on this because I see it as a way of...the work that you've done and achieved, that this is again about giving back to community.</p>
DR. JUDY DLAMINI	<p><b>It's very important thanks Amaleya, it's very important to give back to the communities where we come from. It worries me just that divide, that gap that keeps on expanding. In this country we have one of the highest Gini coefficients around the world and we need in my view, when we give back we're paying insurance so that everyone has hope so that everyone has something to save when this country burns, if we don't do that the economy and the success that has been attained by a few is not sustainable. So as a family we have always been....as I said education is everything, I think if you educate, if you give quality education to every child no matter where they come from, no matter what colour they are then as a country we will do so much better, it's in our interest to do that. So two days ago we launched two things the school was opened by the previous premier of actually was an MEC then, Senzo Mchunu he was the MEC of Education in 2010 when he actually opened the school that we have supported and happens to be in our farm that was passed on by our great grandfather, my husband's great grandfather and in the last week we actually launched a sports ground so we gave more land and then we put, we actually constructed a sports ground where they can play soccer they can play netball and cricket and the reason for that is that in that community, as is the case with a lot of rural communities, is that there is a high pregnancy rate, teenage pregnancy, there's high HIV because there's no entertainment you know and it's so important for our kids to use their bodies to be very conscious of health activities like sport which is just good for building communities and also building just the right healthy minds for the kids, so this.....</b></p>
DR. MALKA	<p>And being given, but also being given those opportunities....</p>
DR. JUDY DLAMINI	<p>...exactly....</p>

DR. MALKA	....to go and play sport.....
<b>DR. JUDY DLAMINI</b>	....exactly, exactly....
DR. MALKA	.....to understand also the discipline behind it, I've had several conversations.....
<b>DR. JUDY DLAMINI</b>	....teamwork.....
DR. MALKA	....with sports people... exactly that, it's teamwork it's understanding where you fit into the mix....
<b>DR. JUDY DLAMINI</b>	...exactly....
DR. MALKA	....they're all lessons for life.
<b>DR. JUDY DLAMINI</b>	<b>No definitely, definitely...so that was the motivation so we launched that but we also launched a community centre. What we've discovered is that you tend, you come from Jo'burg you think you know what they need in the rural areas, the thing is you don't, so before we put it together we consulted the community for many years, what do you need, community centre what do you need in the community centre. When we put all that together we built the community centre and we handed it over to them but before we did that we actually said how do we make it sustainable, how do we ensure it's not a white elephant? One of the things that is quiet a big problem in the rural areas is just jobs you know so we had Siasisiza Trust, which is an NGO that actually teaches communities craft work so what they did they look at the skills that are on the ground already and then they teach them different types of craft and they also assist to introduce you to distributors of those crafts to the market because you need the whole value chain, it's all well and good to be able to do these beautiful things but you have to be able to sell them so that there's money for the sustenance of the families, so we did that. So at the launch we were showcasing the different crafts that the women and men had been trained on, we also have computers and a network access for people that come for training on computers, adult basic education because you find that quite a few of the people are illiterate so you actually want to change that but also it allows the clinic, the mobile clinic to be stationed at the community centre. We are now looking at those social services that government offers to be able to offer them from the hall.</b>
DR. MALKA	But with the ITC element that you're bringing in that's so important because if you look at the way our world....we compete in a global economy...
<b>DR. JUDY DLAMINI</b>	...oh yes....
DR. MALKA	....and if people have gone through their education and all they've been doing is pen and paper they're almost incapacitated when they then move on into the next stage of their life because they just don't have the tools and the skills set.
<b>DR. JUDY DLAMINI</b>	<b>Exactly, exactly....it's like a different language altogether it's like being shut out of the real world if you don't have access to that but we also...it's important in the rural areas that you can, you go back to working the land so we also gave a tractor, a piece of land where they'll actually do that so it's quite a holistic support to the community that doesn't just stop when you launch, you actually have my brother-in-law who is the project manager and CEO of the trust that we've put together for the community to just make sure they run their own affairs where there'll be skills exchanged between our family, the Nxasana family and the community so that this lives beyond our own lives. They can actually go on their own when we're no more there and make sure that things continue to work for generations to come.</b>
DR. MALKA	What a wonderful legacy.

DR. MALKA	Tune in next week to hear the continuation of our conversation with Dr. Judy Dlamini who is the Chairperson of the Mbekani Group.
	<b>PROGRAMME END</b>