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

**GUEST NAME: MS CECILIA JULIN – AMBASSADOR OF SWEDEN TO SOUTH AFRICA, BOTSWANA, LESOTHO AND NAMIBIA**

<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 Ms Cecilia Julin, Ambassador of Sweden to South Africa, Botswana, Lesotho and Namibia; she has held postings in Spain, Slovakia, Israel, Peru and France amongst many others. Welcome to the show Ambassador.
MS JULIN	<b>Thank you very much it's a pleasure to be here.</b>
DR. MALKA	You are the Ambassador Sweden to South Africa, Botswana, Lesotho and Namibia, quite a large portfolio...
MS JULIN	....well...
DR. MALKA	...can you share with us some of your experiences and the work that you do as an ambassador in Africa?
MS JULIN	<b>Well the mission is really to be what you can say the ultimate representative for your country. My job is really to represent Sweden and the Swedish government on a political level, on an economic level, on culture primarily to have a dialogue with the South African government on issues trying to develop sort of a cohesion or that we will think the same on issues, so trying to get their support for what we want to do. I think one example last year we worked very hard with our candidature for a seat, non-permanent seat in the UN Security Council and of course that was an issue that the ambassador who was my predecessor had to work very hard with convincing South Africa to put its vote on Sweden for that seat. Then of course it's to promote our economic interests; to increase trade and investments between our two countries and that means that I also have to work very closely with the Swedish companies that are present in South Africa to help them with their interests. And then we have a quite active what we call a promotional programme to promote Sweden's economic interests but also to promote Swedish arts and culture and music in the country. So it's quite a diverse portfolio and then what we often forget is that we were an authority when it comes to defending the interests of Swedes, I mean our Consular instruction we have to help Swedes that visit the country or live in the country where we are issuing the passports and so on, and then we also have an obligation to help foreigners who want to visit Sweden, we issue the visa's and we do the interviews for work permits and things like that, so it's a quite diverse portfolio.</b>
DR. MALKA	It is diverse indeed and you've recently come into South Africa, can you tell us about some of the particular accomplishments that you want to achieve during your term?
MS JULIN	<b>Well we have a fantastic platform I think for our relations with South Africa, I mean Sweden and South Africa goes back in history and Sweden was very strong in the support of the Anti-apartheid Movement and we gave quite a substantial financial support to the ANC during the struggle years and I think thanks to that very much we have what we call a Bi-National Commission at the level of vice presidents that meet every two</b>

	<p>years and there we go through, we have different working groups on politics, economics, culture, energy and climate, science and technology, so it's very much working with that platform and preparing or following up and encourage more cooperation in the different areas. Then of course it's also to really increase the economic relations, well of course promoting Swedish exports to South Africa but also helping Swedish companies that want to settle in South Africa; that want to invest and start a business here. And then we...it often surprise us but we also help South African companies come to Sweden, we're not afraid of the competition of having exports from abroad so that's one thing and then I would of say sort of politically cultural side, we're working with sort of keeping the memory alive about what Sweden did during the struggle years, so we're...for instance we are inaugurating next week at .....an exhibition on the role of Sweden during the struggle against apartheid.</p>
DR. MALKA	<p>And reflecting on that for a moment I hadn't realised until we were chatting offline that you were actually in South Africa in 1978....</p>
MS JULIN	<p>...yes....</p>
DR. MALKA	<p>....so coming into South Africa during that period which was really one of the heights of apartheid to where South Africa is today, how do you describe that transition?</p>
MS JULIN	<p>Well it's fantastic to be back and see what happened. When I was here I mean the mission it was just a legation because we didn't have fully fledged relations, we had very little to do with the official government at the time and it was difficult then to imagine that then it was...it was basically only ten years away that the shift would come. I remember we drove up to Zimbabwe to Harare in the Easter of 1981 and celebrated the first anniversary of Independence in Zimbabwe and when we drove back we were sort of saying oh, in Zimbabwe it was very optimistic and everyone was very positive and we were envious driving back, well here it has happened and we wondered how long will it take. So therefore it's fantastic to be back and see what became of it and I must say I am impressed with how well it has gone. I mean there are challenges in society here today but still it's been a fairly harmonious transition I think so I admire that and I'm impressed and it's very nice to be back and now work with the democratically elected government and work in a very different way than what we used to do in '78.</p>
DR. MALKA	<p>I imagine it must be a world apart.</p>
MS JULIN	<p><b>Yes, but it's a better world.</b></p>
DR. MALKA	<p>Most definitely, without a doubt it is. You've served in different countries across the world, how do you feel serving Sweden in some of the African countries that you're now responsible for in comparison to other countries that you've been involved in?</p>
MS JULIN	<p>Well I think there's a certain sense with the background having been here a long time ago in different conditions it has a special nostalgia being back I would say. I also I travelled a bit in those days and I visited Botswana, we were not allowed to go to Namibia at the time as it was under occupation and things have changed I mean going back to Botswana now I thought I knew Gaborone but it has grown tremendously but I can also see some similarities. My previous posting was in Spain and in Spain democracy came back in 1976 when sort of the dictatorship fell and they had sort of democracy coming back; they were twenty years ahead of South Africa but you can sort of see some similarities in the society that's getting back to democracy or coming to democracy, so you can always draw on some experiences in previous postings I think.</p>

DR. MALKA	And you're right those are almost cycles that have to be gone through in the same way that you know that going from childhood to teenager to young adult...
MS JULIN	...yes, ja...
DR. MALKA	...it's this maturation cycle that has to take place in a democracy.
MS JULIN	<b>Definitely and I mean..and I think I mean in Spain we've seen in the last five years new parties coming up that sort of changed the political landscape, well, that's happening here as well and I think that's also part of a vivid democracy that you have changes like that and maybe, well I mean it happens in Sweden as well that we have new parties coming up that do get an impact so I think that's also a reflection of a maturing democracy and but also that there's some activity in the political field.</b>
DR. MALKA	And Sweden's well known for its aid contributions to countries and I know that there's obviously a move now to try to get more sustainability in the different countries that you go through to, can you tell us a bit more about some of the more significant collaborations or projects that you're working on with your other counterparts in different countries in Africa?
MS JULIN	<b>Well yes I mean we did phase out our bilateral cooperation with South Africa and also with Botswana and with Namibia in 2013 because well they were becoming...you were all becoming middle income countries. Having said that we still have what we call regional programmes and so we work with for instance different NGO's or think tanks that may be based in South Africa but have regional programmes that sort of cater to interests in the whole of Southern Africa. We have still a very active...well Aids prevention programme that's run out of our embassy in Lusaka where the experts are sitting but they are working with the organisations in South Africa and the other countries as well. We just had a meeting this past week with my colleagues that came to Pretoria from our embassies in Southern Africa to talk about how can we work on the climate issue jointly in Southern Africa, we have all been asked to sort of be climate embassies from the Swedish point of view and so we went through with our climate ambassador, how can we work with our respective governments to help with the implementation of the Paris Agreement; how can we in our promotional activities bring in the climate issue as much as possible. So we do a lot of that and we've also had...I mean we are...Sweden is a contributor to Power Africa where we work with the energy issues in all of Africa and that's another area where we do a lot of things jointly; our embassies in Southern Africa to have an input and I think climate and energy go very much hand in hand.</b>
DR. MALKA	Yes you're right and to move forwards we've got to have the right infrastructure developments that are sustainable.
MS JULIN	<b>Ja, ja.</b>
DR. MALKA	Well thanks for expanding on more of the broader role and the work that you're doing in this region so South Africa, Botswana, Lesotho and Namibia. Now as our programme is about gender equality in our conversation we're obviously going to highlight components of this important topic and I'd like to start by asking you; what is your view on women empowerment and gender equality legislation?
MS JULIN	<b>Well I think it is...it is important to...well have the basic legislation...well we all know the Declaration of Human Rights and think that sometimes it's forgotten it does apply to women as well and I mean just taking my own country as an example I mean I think our governments, irrespective basically of colour, have been very...have had a lot of foresight in what do we need for as a legal framework to really have gender equality and give</b>

	<p>equal opportunities for men and women. We're not perfect and we're still working on it but I think the issue of creating I mean parental leave when you have a baby, that's basically equal for everyone, I mean we have a discussion in Sweden now where we get one and a half years basically of paid leave at different levels.</p>
DR. MALKA	<p>And when you're saying that that is for men and for women?</p>
MS JULIN	<p>Yes.</p>
DR. MALKA	<p>And I think that's important because if you are able to extend paternal leave to men then it means that looking after children isn't perpetually viewed as being a maternal issue.</p>
MS JULIN	<p>Issue, no. No, no and it's...it's I mean today the obligation is that of these months, I think it's three months and we're increasing it to four months, have to be taken by one of the parents so you have to divide it a little bit and thereby it's mostly still that it's the fathers who take the smaller part and the mothers who take the larger part. We have a very vibrant discussion one can say on...because some political parties would like to see divided 50/50 and then you have others saying well it is really a family matter and should be decided...but I think it's important just to have the discussions. So what I think is fantastic in Sweden today is that it's seen as normal for fathers to be out of the office for six months or eight months taking care of their newborn, it's not a negative, it's actually in some companies seen as something positive. But you have to have role models, we had a minister, he was minister of social affairs in the eighties and he took paternity leave and disappeared from the office for I think it was three months. Everyone can be spared for a while and I think that gave a good signal that if even a minister can take his paternity leave then it's really...no-one can claim that it's impossible for me to go.</p>
DR. MALKA	<p>It's setting an example, a positive example.</p>
MS JULIN	<p>But then I think also it's important to have an infrastructure around it, I mean we have had for many, many years quite an ambition system with daycare centres that are sort of government funded or there's a maximum fee for everyone so it's really for... basically I would say for all Swedes it's possible to send...to put your children in a daycare centre and it's obligatory for the cities or the communities to provide places.</p>
DR. MALKA	<p>So we've got...you've got enabling structures in place.</p>
MS JULIN	<p>Yes, yes.</p>
DR. MALKA	<p>From an economic perspective though are people guaranteed their role when they return to work? How is that dynamic managed to have someone out of work for an extended period of time, things still have to happen?</p>
MS JULIN	<p>Yes, no I mean you are basically guaranteed your...well you're guaranteed your job or your employment and you're basically guaranteed your job that you left; then of course as you say things can happen, there can be reorganisations and well a lot of things can happen so that's always a negotiation I think, if things have happened while you were away you're supposed to be included in the discussions even if you're on leave. But of course it can happen so there's a certain insecurity but I mean you have your employment, you have your salary, you even have to be included in salary negotiations when you're on maternity or paternity leave so you do get a raise even though you're not in the workplace.</p>
DR. MALKA	<p>I think that's a wonderfully progressive view. Reflecting on some of the aspects that you've experienced yourself; how have you seen changes towards gender progression since you began your diplomatic career?</p>

MS JULIN	Well I think the diplomatic core has been seen as a fairly conservative and traditional profession and well I think when I...my first contact which was in 1978, then it was only four years ago that female employees, diplomats or administrative staff had to resign when they got married so I think a lot has happened and the ministry has since 1978 basically in their recruitment of young diplomats, we have the diplomatic academy, they have been recruiting 50/50 and things have happened I mean we are now 40% of ambassadors are women and that has gone up since I think it was in '98 we were only 20% or 16% basically. So it is improving and you can say it should have happened quicker if we've been recruiting since '78 50/50 but still we're getting there and I mean the views on diplomats, I mean even now when you're posted abroad you have the right to take certain maternity or paternity leave, we can only take six of the months we're entitled to being still posted abroad which most of my colleagues thinks it's a fabulous thing that we can do that. And we have also the Foreign Service had to start to look at the issue of helping the family sort of exist even though one...the spouse or...is being posted abroad and we're really working with making it easier for the family to follow or if that's impossible to help the one spouse that's at home that we have more travels back and forth so that you can actually keep up a family even though the Foreign Service puts certain stresses on family life.
DR. MALKA	And given what you know now, having had an extensive diplomatic career, what would be your advice to young women who want to follow in your footsteps?
MS JULIN	Well my advice would be; go for it. I have had the privilege of having had a fantastic husband, he's a sports teacher by profession so it's been easy for him to follow me around and he's done it with a very sort of good sense of humour and enthusiasm and our two children sort of have also gone with us and well my advice will be try to have a family because I think it's such...it's such a strength to have a family with you, to have that support and it also keeps you down to earth and it forces you to sort of dedicate yourself to other things than work as well and especially with this kind of life where you move around the world, it's...it's...I think it's...for me it's been a tremendous strength to have a family with me.
DR.MALKA	Today we are talking to Ms Cecilia Julin who is the Ambassador of Sweden to South Africa, Botswana, Lesotho and Namibia.
<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 902. Today we're talking to Ms Cecilia Julin who is the Ambassador of Sweden to South Africa, Botswana, Lesotho and Namibia.
DR.MALKA	In the previous segment she reflected on some of the work that she intends to fulfil in her current term of office looking at economic components, cultural components with a strong emphasis on trade and investment; she also reflected on the changes that she's witnessed in South Africa from coming here in 1978 to 2017; she spoke about some of the programmes which are in place in Sub-Saharan Africa from Aids prevention to climate issues to Power Africa. We spoke about some of the gender developments in Sweden, for example having parental leave and the dual responsibility that it creates. Ambassador staying with the gender issue, I read an interesting study a couple of years ago from McKinsey where they raised issues of likability bias, saying that success and liability were positively correlated for men and negatively correlated for women. So if a woman is competent she doesn't seem nice enough, but if she

	seems nice she's viewed as less competent and bias often services in the ways in which women are described both in passing and performance reviews, so on the one hand when a woman asserts herself she's called aggressive, ambitious or out for herself but when a man does the same thing he's viewed as being confident and strong. So as a result of this double standard that goes on women can face penalties in the workplace like missing out on hiring or advancement opportunities or salary increases, what's your view on this topic?
MS JULIN	<b>Well I think it's important sometimes not to reflect too much on this likability. I think maybe as a woman you have a problem or it's an extra burden, you want to be liked maybe more so than men, but I think the most important thing is I mean you have to be yourself. I don't think you can transform yourself to a very aggressive, ambitious woman just to show that you are more like the men and I mean that's my advice to anyone, don't try to sort of copy how the men are behaving. I mean I think if we are ourselves and that's more than good enough and I've tried to follow that always and then maybe try to tone down you can't be liked by everyone, that's just a fact, but do you what you think is the right thing, take the decisions that you think are the right decisions and then you have to live with not being liked by exactly anyone.</b>
DR. MALKA	Important points and authenticity is obviously being true to yourself, but it's trying to counter those negative reflections that you have or rather negative perceptions that other people have of you in terms of how they expect or anticipate you to behave.
MS JULIN	<b>Well I think it's important for all leaders or I mean if you're the head of your organisation or you're sort of the boss for a certain group, either you're a woman or a man but I mean I think it's to show that you're a human, to be interested in your colleagues and to be accessible and I think that's the most important point. I think it's when you sort of try to show that well that now I'm such a big boss so I don't really have time for the smaller issues and well you can talk to a colleague of mine, I mean that I think creates a lot of dislike, so I think if you're sort of...show your humanity and be accessible, well of course within the limits of what's possible but still I think that's very important.</b>
DR. MALKA	Exactly, exhibiting the empathy component and realising that you should be bringing people up with you.
MS JULIN	<b>Yes, no I think that's important. The empathy is...and then maybe as a women sometimes you have to be careful because we're always accused of being to empathic, we can't take logical decisions because we let the feelings coming in so maybe that's the only thing you have to think about at times to strike a balance there, but then explain to people why you had to take this decision.</b>
DR. MALKA	Recently on the 8 <sup>th</sup> March women across the world celebrated International Women's day and in South Africa we effectively have two women's days in March and August, but either way both of those events reflect on the years which women have struggled and also the progress that women have achieved; in your opinion what do you think we need to do in order to build more positively on the future of women to help them progress further?
MS JULIN	<b>Well I think...well first I think it's a problem that we have even one or maybe even two women's days a year, I think we should have 365 for everyone but I can see the point that at least it's an occasion to raise the issue and focus even more on the discussion. I think the defining factor for really having gender equality which is the education and the fact well I mean you start with having equal access to education from the start, but then also I think to work on that we have a balance in all professions. In</b>

	<p>my former post I used to go every year to Barcelona where the World Mobile Congress was taking place which was the telecommunications, IT, digital fare in the world basically and every time when I went back to Madrid I was so worried because 95% of the participants, both that were showing things but also the visages to me were men and I mean this was a fare that was discussing our whole digital development and that's defining how we work in the future and if that's done only by men or 90% majority men, it's a problem. So I think coming back to education we need I think to inspire and have more young girls dedicating themselves to the technical sciences.</p>
DR. MALKA	<p>I frequently hear about the stem skills, so science, technology, engineering and mathematics to hone those skills.</p>
MS JULIN	<p><b>Ja, it is and I think it's important because that's...that will sort of I think steer our future very much, the technology as well.</b></p>
DR. MALKA	<p>And that dovetails into my next question because I note that you received your Masters in economics from University of Stockholm and exactly as we have been saying, higher education and training plays a vital role in the economy of every country to build up skilled individuals who then can go on to make meaningful contributions to society. One challenge though is that the world is developing more rapidly than we've got time to revise or update 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 gap?</p>
MS JULIN	<p><b>Wow, that's the hundred million dollar question. Well I honestly really don't know, I mean I think we're doing a fairly good job still humanity keeping up with developments and I think it's interesting to see how...I mean many countries in the developing world are just jumping over certain faces. I mean you hear that digital banking was much quicker coming to certain countries in Africa, I think Kenya is one example as mentioned, then it used to be up in Europe for instance, people were doing more sort of banking over...with the mobile phone before we had started really grasping it. So I think we will see that, some people...some parts of the world will jump over certain faces which is a good thing, I mean if we talk about climate for instance, it will be necessary that some countries will jump over a face of actually increasing the energy juice of fossil fuels if we are going to save it and there we need the technique and inventions to enable countries and societies to do that and I mean when you see how young children, I mean almost babies have taken to the digital technology I mean they live with it....</b></p>
DR. MALKA	<p>...they're virtually plugged in...</p>
MS JULIN	<p><b>...yes they're plugged in, they're almost born plugged in, so I'm..I'm..well I have good hopes that we will cope with it.</b></p>
DR. MALKA	<p>I think another component though is adaptability, a willingness to embrace change on a continuous level because it's inevitable and to not become staid in your ways...</p>
MS JULIN	<p><b>Ja, ja...</b></p>
DR. MALKA	<p>...otherwise it's not a case of you're going to stay where you are because the rest of the world is evolving, you're just going to end up regressing.</p>
MS JULIN	<p><b>That's right and I mean that's very much I think a personal issue, I mean you...I see examples in my sort of closer surroundings. We have one friend he's a 97 year old man, he's completely plugged in so I mean I don't think it's a male/female issue either and you see other old ladies that are also very well plugged in and then you can see a 45 year old person who still doesn't think that the digital world belongs to him or her so I think it's a very personal issue but if enough of us are able to adapt to what's happening</b></p>

	<b>and I think it's a matter of curiosity. If you're really curious and want to find out the new things because once it sort of reaches the consumer it is fairly user friendly if you just take the ten minutes it takes to get into how do I actually use this?</b>
DR. MALKA	Very true. Staying with the theme of personal choices and preferences one of the questions that I ask my guests on this show who've all made tremendous achievements in their respective fields of expertise is about some of the factors that have contributed to their success. Some people speak about perseverance, others hard work or a particular person who's inspired them, in your opinion what have been some of the key drivers to your success?
MS JULIN	<b>Well I think I was very much shaped by growing up with four brothers, three of them elderly so and we were quite a competitive family so that I think shaped me and if I was being too girly I was just told well then you can't participate so I think that has shaped me, you have to...that has been sort of my...if I can say problem or support, but you have to sort of adapt and go with the flow and defend your right to be there all the time. So I think that's...if I go back I think that shaped me very much. And then I've had a very supporting husband and then I've had some good mentors during my time, some almost didn't know that they were mentors, that I have used them as that and others with whom I've had more of a dialogue and I think that's important that you have people that you can...that you can..well sometimes it's just people that you admire and you can try to copy a little bit and then people that can really give you good advice because you will come to times or sort of positions where you don't really know. Is this time to say yes to a new promotion or a new job, or is it not, and then it's sometimes good to have some people to talk to.</b>
DR. MALKA	And have there been any particularly strong women in your life?
MS JULIN	<b>Well yes there have been some, one sort of person that I've talked a lot...it's a very good friend and so we're basically the same age but...and she's in a completely different field, she's a medical doctor but it's been very good just because we are in different professions but still face similar problems of leadership, of combining family life and she's been extremely successful so she has been an important sort of role model in a way. Then I have to say that most of my other mentors have been older men, I mean it's been bosses that I have had during my career that I admired, that I liked and that were sort of leaders in a way that I thought was a good way.</b>
DR. MALKA	And what would you say as you've grown up in your life, what has had the biggest impact on you to make you the person you are today?
MS JULIN	<b>It's a lot...just occurrences or something happens that you didn't really plan I mean I had never planned on being a diplomat or I just went to visit one of my brothers who used to work in Latin America and I just thought it was fantastic to travel and I met one person working at the Swedish Embassy in Ecuador and I thought that's not such a fantastic person, if that person can get a job maybe I can as well, and so it's....but if I hadn't done that trip I would probably have stayed in my hometown and I was going to be a professional show jumper, that was my plan. So it's really just something that happens and that reflects...and I think that's basically to be open to those occurrences and then well, maybe I should try this.</b>
DR. MALKA	And I think one of the great things in your career having gone to different countries you experienced so many different cultures and vastly different things that happen in those environments and each of those contributes to shaping our knowledge and our point of references.
MS JULIN	<b>Yes, no it does I mean it's been I would say tremendously enriching and probably, hopefully has made me and I think me and my family sort of</b>

	richer people and in a way better people, it's...our children have positive I think experiences and but we have also tried to shape sort of my career, or we have sometimes turned down proposals because we didn't want to drag the children away from where they were at the moment so...and I think that's...you have to have a very good family counsel going the whole time because it doesn't work, if one part of the family is not happy you can't work and it doesn't function. So I think that to have sort of a family counsel and turn down things and I can't say that I think that it has hurt me.
DR. MALKA	Looking back now on the past and where you are today, I know many lessons have been learnt, but what would you say stands out as being one highlight as the best lesson you've learnt throughout your career?
MS JULIN	<b>Oh my dear that's a....no I think its....you can never do it yourself, ask for help. When I had my first bigger promotion and I was sort of head of the chancery of the ministers chancery and I thought I had to do everything myself and I was sitting there struggling in the evenings trying to write papers and things and then I got a comment from someone so I realised someone was really hurt because I was in a lousy way doing things that she was really the expert on and that she knew and I just hadn't thought about it, I was so into that I had to do it myself you know, I have this important job, so that's been my lesson, ask for help and engage other people in what you're doing. You won't be admired for having sat alone in your office and maybe fighting a tremendous paper or a project because it won't work very well if you haven't engaged the others and it doesn't hurt to ask for help.</b>
DR. MALKA	And in doing that it's not only helping yourself to do your job but it's also enriching other people to develop them.
MS JULIN	<b>Ja and it's much more fun to work in a group also.</b>
DR. MALKA	Ambassador we're unfortunately running out of time, can I ask you please in closing the conversation today to share a few words of inspiration which you'd like to pass onto young girls and women on the continent who are listening to us?
MS JULIN	<b>Well I think my experience is that it is possible both to have a good and rewarding job and to make a career and have a family as well and I think everyone should try to combine the both. I think you become a better professional having a family and you become a better mother working professionally, so try to combine the two, it's possible.</b>
DR. MALKA	So women can do it all.
MS JULIN	<b>Yes we can.</b>
DR. MALKA	Thank you so much for joining us.
MS JULIN	<b>Thank you very much it was a pleasure to be here.</b>
<b>PROGRAMME END</b>	