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GUEST NAME: DR PHUMZILE MLAMBO-NGCUKA - UNITED NATIONS UNDER-SECRETARY-GENERAL AND EXECUTIVE DIRECTOR OF UN WOMEN.

SPEAKER	TRANSCRIPTION
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 today in Pretoria is Dr. Phumzile Mlambo Ngcuka who is United Nations Under-Secretary-General and Executive Director of UN Women. She's currently serving her second term in office. To give a little bit of context from 2005 through to 2008 she was Deputy President of South Africa, overseeing programmes to combat poverty and bring the advantages of a growing economy to the fore, with a particular focus on women. Prior to this role she served as Minister of Minerals and Energy from 1999 through to 2005 and Deputy Minister in the Department of Trade and Industry from 1996 to 1999. She was a member of parliament from 1994 through to 1996 as part of South Africa's first democratic government. Welcome to the show!
DR. MLAMBO-NGCUKA	Thank you.
DR. MALKA	It's always a privilege to host someone like you who has truly lit the torch that lights the path for so many women that makes their journeys easier in the future. To start with I would like to begin with your work in the UN. So UN Women is dedicated to gender equality and the empowerment of women. As a global champion of women and girls, UN Women supports UN member states to make the vision of sustainable development goals a reality and it stands behind women's participation in all aspects of life and I understand there are five key priority areas from women leadership and participation, ending violence against women, engaging women in aspects of peace and security, enhancing women's economic empowerment and making gender equality central towards national developing planning and budgeting. Could you share with us a few of the highlights and some of the work that's progressing in these various areas?
DR. MLAMBO-NGCUKA	So good evening to you and the people that will listen to us. In the area of leadership which is quite key in all countries because we don't have adequate representation of women in the private sector, in the public sector, in community institutions even, but for women who run for office, every country where there is an election, my team is on the ground. We're helping the women register, we're helping the women run, we're helping them rehearse even in front of the mirror to prepare to give the speech, but also to encourage them to go into parliament and to be focused on delivering and making a difference so that women, you know, be in politics for a purpose. We also work at local government a lot, it's been exciting for us to see us increasing the number of women in local government in Pakistan, in India, in Afghanistan, countries that you wouldn't think, you know, you would get this kind of
DR. MALKA	...and it's a start....
DR. MLAMBO-NGCUKA	...we have more women in Pakistan in the National Assembly than in Congress in the US so that's quite interesting.

DR. MALKA	I know, I think that's a very interesting dynamic and it is one of my questions a little later.
DR. MLAMBO-NGCUKA	So of course we work on anti-violence against women with a whole lot of other partners because the issue is so complex, it's so difficult, we need everybody. I've decided to focus on working with men actually. I'm.....women who works with men, primarily because if men were to stop beating up women, case closed. But we actually need to encourage this kind of constructive masculinity, both from boys and from men but also men in positions of authority, to use that authority to stand up for women. So in fighting violence against women we focus on that, we help police academies around the world to train for prosecuting and preventing violence against women and making sure that they know, you know, how to deal with those cases, I don't know if we're making as much inroads. We're looking forward to be working with our Minister here as well and of course we also work on women peace and security and sadly that is the portfolio of our work that is growing because of the number of protected conflicts around the world, so we are in Syria, we are in Iraq, we are in South Sudan, we are in South Sudan, we are in DRC. We've just pulled out from Columbia where we were there for a protected time until the contract was there and it is actually quite sad that now we are having to figure out with how we deal with violence against women that is perpetrated by non-state parties in many of those conflicts, so there's no room statutes to talk about, there's no law enforcement that you could do....and because rape and sexual violence is now a weapon of war, women are actually part of the instruments and the arsenal that is actually used to fight a war. We've seeing more girls becoming suicide bombers, so that's quite a concern....
DR. MALKA	...it's a worrying change.
DR. MLAMBO-NGCUKA	We work a lot onterrorism as well because again and sadly it's also an area of our work that is increasing. We work on women's economic empowerment which is at least you get to do something nice seeing women entrepreneurs who excel, who do work that you know helps you to celebrate talent and so on. But because our work tries to focus on where we can change systems, we also work with institutions in the economy, so we work with the Stock Exchange to push them for their listing requirements to ensure that they push for better representation of women by the companies that are domicile in the Stock Exchange. We also work with chambers of commerce, at every level, to push them to do something more for themselves and then we work with large companies. In terms of companies for instance, the marketing and advertising companies, I mean the big companies that do a lot of advertising and dominate in terms of what becomes the kind of image of a woman.
DR. MALKA	It perpetuates the image of a woman and they're the biggest consumers....
DR. MLAMBO-NGCUKA	So we have formed a non-stereotype alliance where their responsibility is to focus on non-stereotyping through the way they advertise and market and of course we work with Number States, which is a challenging job but you know, 200 of them, it's quite a
DR. MALKA	Well thanks for sharing the breadth and depth of the work that is currently happening in UN Women and I'm glad that you mentioned that your emphasis was also about looking at the male angle on the contributions that men and boys make in terms of combating gender inequalities and under your watch we've had the HeForShe Campaign launch. There has also been IMPACT 10x10x10....
DR. MLAMBO-	...yes...

NGCUKA	
DR. MALKA	...which I understand is a framework of government institutions and corporates; could you please share how these came about?
DR. MLAMBO-NGCUKA	HeForShe is a campaign...is a platform to enable men to come out as feminists and feel cool about it, that you know, this is who I am and I want to play a role in this movement for gender equality and it is actually exciting because they come with such ideas, the kind of things that probably you and I would not think about. So here in South Africa for instance, our HeForShe team works in taverns because you know alcohol plays a significant role in violence against women. The Catholic Bishops Conference has partnered with us, so they literally engage in shebeen on the subject almost make sure that their patrons in their communities report acts of violence; they actually go to court to accompany the victims if need be. We don't know which way this is going to go but this is actually quite interesting because these are the most unlikely people that you would want to work with. But the 10x10 where we work with heads of states for instance, we encourage the head of state to choose an issue that is crucial for their country that they will take personal responsibility for driving, for instance the Prime Minister of Iceland is leading on equal pay, they are the country that is strongest on gender equality but they are not good on equal pay, they are not good on violence against women, they are not good on adequate participation, so...but he just wants to dedicate himself on equal pay. The president of Malawi is focussing on child marriage, the legislation, the implementation, the advocacy that goes with that. President of Indonesia, focusing on trafficking and you know making sure that he takes it as his personal pet project to actually follow up and make sure. President of Japan, focusing women's economic empowerment. So we use also those role models in those communities and beyond. Sometimes we'll be the voices where people will not necessarily engage with us in the same way because you know there are the usual suspects, they expect me to say what I'm going to say, but if it comes from the president of Japan then it's like okay, why is he talking about this, and people pay more attention sometimes.
DR. MALKA	But it's a real paradigm shift because the struggle traditionally in terms of going for equality has been women fighting for women...
DR. MLAMBO-NGCUKA	...but you know for me I think I apartheid taught me something, when we fought apartheid it wasn't just us black people just by ourselves. The struggle was inclusive and part of being able to make the anti-apartheid struggle so global had to do with bringing everybody and allowing people to be active in their own rights in the spaces that we're in. So I'm literally using the anti-apartheid playbook and trying to now apply it in the fight against gender equality.
DR. MALKA	Well it sounds like its working; people have risen to the challenge and are taking it on. In areas of leadership and one of the things that you highlighted clearly was that we do not see enough penetration of women within the government space as well as the private sector, one of the things that I've found is that legislation and quotas are sometimes used as interventions, they're not universally acceptable, but I challenge it by saying if women aren't given a ticket to the game, how are they going to be one of the players....
DR. MLAMBO-NGCUKA	...also for me I think one of the most frustrating things on leadership and participation, in politics for instance where people have to vote, if you don't have a threshold that political parties have to enforce, every election you don't know what's going to happen. It is unsettling, you cannot actually consolidate a power base for women, so yes some temporary measurement,

	until such time that you know the stereotypes and the prejudices against women have changed, I think that are necessary. I mean in one country the women voted against having quotas and they had like 15% of women in parliament, they went and we lost everything, it was heartbreaking. So.....
DR.MALKA	And why?
DR. MLAMBO-NGCUKA	Well they felt that they wanted to sort of like – because this was in the Ukraine – they wanted to fight in their own rights.
DR. MALKA	It just sets back that wheel that has been slowly moving forward...
DR. MLAMBO-NGCUKAand you have to start all over again and people get really demoralised.
DR. MALKA	But on the leadership aspect, I consider that when women occupy positions in government, when they've served as heads of state, that it's significant for several reasons, from demonstrating one; the empowerment of women in governance; two; that women in these positions as you said, they serve as role models for men and other women and thirdly, having suitable gender representation is important for policy development as well as policy implementation and in your experience you were Deputy President of South Africa; in your current role you're serving as United Nations Under-Secretary-General and Executive Director of UN Women; could you share some of your perspectives on the subject?
DR. MLAMBO-NGCUKA	You know the majority of women, I find, who get into positions of authority do try to think about how can I make this not just work for me, but open doors for other women. Doesn't happen all the time but I think it happens most of the time. But I think that it is important that everyone who is in a leadership position takes responsibility to be a leader for everybody and to open the doors for as many people as possible, for as many race, gender, abilities as possible because you also don't want to have everything that will benefit to depend on women, it's too much on women and sometimes those that have authority, who just by a stroke of a pen, can bring about changes, if we are not engaging with them we are going to be banging the door all the time. So I think now I'm beginning to finesse the arts of finding the open doors and just walking in through them while obviously you continuously mobilise for banging of the doors because that is still necessary in a number of ways. So I think for me getting men to take responsibility, in while I'm in this job is my biggest thing because it's a big constituency to ignore. I feel feminists of my generation, we wasted a lot of time being angry at men and not bringing them along but I also have to be careful that when they come along we don't treat them as special peoples because it is their responsibility to be there for humanity at all its best because that could also send a different message so it's a dicey one, it's not a popular choice, by the way there's a lot of feminists who feel, give me a break, those guys, but you know there's some nice guys, like the ones in this room....so... we have to....
DR. MALKAwe have to have an increase.....society...
DR. MLAMBO-NGCUKAand we have to start early hey, orientation, we absolutely...'cause at the age of six already girls begin to think that they are no good, that there are things that boys can do that they can't do which is devastating in this day and age.
DR. MALKA	But that puts a big onus, I would, say on parents...
DR. MLAMBO-NGCUKA	...parents, ja....

DR. MALKA	...particularly mothers....
DR. MLAMBO-NGCUKA	...absolutely...
DR. MALKA	...who are bringing them up and showing them the way....
DR. MLAMBO-NGCUKA	...absolutely, ja.
DR. MALKA	Whilst we're on the leadership topic, building female leadership capacity is incredibly important for the future of women across the globe but yet we see still too few female heads of state....
DR. MLAMBO-NGCUKA	...you know for Africa for instance, we have formed a network called the African Women's Leadership Network and we are wanting to make sure that we will have a chapter in every country in Africa. We are now having some presence in 34 countries and the idea is exactly to mobilise as many women as possible, to avail themselves for leadership positions, but also to stay in solidarity with each other, to make the issues visible and to also focus on reforms in the spaces where discriminating women has been normalised because no-one every asks, so in most of the countries that we are in I never leave a country without going to meet the electoral commission just to check what's up. What...how do you work with women because in many countries also we have a lot of violence against women who run for office, making sure they have got the measures to address that, trying to understand that the way the rules work in that country, that they do not prejudice women and of course always encouraging consideration for some form of quota if one doesn't exist, if exists, thanking them profusely for having it.
DR. MALKA	And I would imagine a lot of partnering because you can't do it by yourself....
DR. MLAMBO-NGCUKA	...oh absolutely, ja....
DR. MALKA	...parties have to come to the table as well to participate there. So in the conversation we've had so far, when I look at almost the factors that are playing out for women's equality; one – we've got tremendous issues about gender violence; two – we don't have enough women in leadership roles where we need to have...
DR. MLAMBO-NGCUKA	...and it's a universal problem....
DR.MALKA	...women's voices heard but also acted upon and then the third area which you'd said is almost the fun piece is about empowerment and entrepreneurship, but that requires skills, resources, education and I consider that education is both a skill and a resource which contributes to women's empowerment for the betterment of not just themselves but also to their families....
DR. MLAMBO-NGCUKA	...the community, ja...
DR. MALKA	...and communities and you've been a passionate supporter of education, not just in terms of your own qualifications, but in terms of being able to help others develop and really get to their own level and potential. Most recently you earned your PhD in 2013 from the University of Warwick for work using mobile technologies to support teacher development and resourcing poor nations. How would you say this study has impacted on helping our educators educate?

DR. MLAMBO-NGCUKA	Ooh, it really changed my life, I wish I'd done it much earlier in my life because there's lots of things I would have done differently as a policy maker because the less you understand sometimes, for instance technology, you could be intimidated and you stop your staff and your team from doing exceptional things because you are afraid PMFA, what if they messed it up and I have to answer to treasury, oh you can't do this and you just missed an opportunity for a big data opportunity that would impact on so many things. So it was really an eye-opener, it was not my field, I just took a leap of faith, went instead with the really clever young people old enough to be my grandchildren; quite humiliating sometimes, making a big mess fool of myself but I mean learnt a lot from them. So I think I probably am much more open, I mean already in young women we are using block chain to facilitate transferral of money to the women that we support who are in refugee camps, we are experimenting of course at this time, but I think if I'd never gone to do my PhD I would not be one of those people who is always on the frontline to try and make my institution to use as much of what is available and making sure that for these big problems that we are trying to solve and want to reach millions of people all at the same, you cannot do it the traditional way. So it's really been a game changer.
DR. MALKA	And technology is completely revolutionary and I'd say it demands new skills to function and participate.
DR. MLAMBO-NGCUKA	But also it can be.....just as much as it can facilitate equality, it can also exacerbate inequality because there is the technology have's and the technology have not's. If you think of a child in QwaQwa who doesn't have an Ipad and a child who's in Sandton, they are learning so much, they are galloping they are actually leaving their peers behind....
DR. MALKA	...it's a difficult divide...
DR. MLAMBO-NGCUKA	...so not unless, which is now my thing, I try to engage with policy makers, we need to invest in access to technology in the poorer schools. It's not a luxury, it's as important as a desk, as a toilet, as any of the basic infrastructure because otherwise we are making these kids use a typewriter in the age of computers and they are so ready, they are so ready and this is what we sometimes we....I mean proper budgeting at its core, it's about making these decisions and being laser focused in making sure that you don't do the orthodox. Same thing as gender responsive budgeting, you really have to be asking yourself as the treasury about the extent which, for instance, if you don't invest in maternal health, the kind of complex problems that you are going to patch up because people end up getting sick from preventable disease which will cost you much for if in the first place you had been proactive. So I mean there's a lot of I guess, unorthodox things that we need to do as decision makers and I have to say management's silence doesn't always teach people to be disrupters which I think is a pity. Someone has to speak to those that are responsible for training in that area about, you know, the fact that we may not be preparing the managers for the future.
DR. MALKA	The future set of skills is completely going to change, but two points that you raised; one – from technology access I almost think it should be incorporated in terms of our fundamental human rights structure because that dividend and the divide is just going to become greater, but also in terms of the types of skill sets, we frequently hear that women are on the backburner when it comes to education along the lines of stem subjects so science, technology, maths, engineering....
DR.	...but also again on the issue of stem, the focus on recruiting students for

MLAMBO-NGCUKA	stem, because they've come through a particular stream from high school to their bachelor's degrees, everyone uses technology, you can be a leader in the tech world coming from music because musicians use technology, they know how to use it, they do not need to have done a degree in computer science. So diversifying the way we learn, deploy and use people's skills and among learning especially as undergrads to be multi-disciplinary, someone must be able to do biblical studies and computer science and geography, you know.
DR. MALKA	I think there's a sentiment that there needs to be a lot of...
DR. MLAMBO-NGCUKAif they can....
DR. MALKA	...unlearning happening but we need to be almost networked thinking and being able to draw on resources in different areas. Tonight you are giving an address for the ninth Thabo Mbeki Africa Day Lecture titled 'Gender Equality and Women Empowerment – A Necessary Paradigm Shift in Africa's Quest for Development and Poverty Eradication'...
DR. MLAMBO-NGCUKA	...it's so difficult....
DR. MALKA	...long title...
DR. MLAMBO-NGCUKA	...we all have to be learned, I'm going to try...
DR. MALKA	...without giving too much away could you tell us what the central message is?
DR. MLAMBO-NGCUKA	Well it really is an antithesis on the need to change the structures that govern and over-arch, for instance, take the African Union itself; we have a Free Trade Agreement, that is what needs to be engendered, not a piece meal of fund...of micro-finance for women is good but the real game changer, if we are doing a paradigm shift for really addressing poverty is making sure that the Free Trade Agreement is...when it is being implemented it will be designed with women traders in mind because women do a lot of cross product trading, their goods are confiscated, they are subjected to violence when they go around, they get to be arrested, I mean the stories that I have heard from women who trade are tremendous. It is a real opportunity to think about women when you also develop infrastructure, which infrastructure truly liberates women? Water, sanitation, energy; if you are in that part, that's the game changer for women. So the paradigm is about putting women in the design of the macro and the super structures that we create in society because after all this is the majority. The women are not a side event, it is the centre stage in society, we get it right there; everything else falls into place.
DR. MALKA	A hundred percent, they enact those responsibilities onto their family. We're drawing to the end of the interview and one of the questions that I ask all my guests who've made tremendous achievements in their respective fields is about the factors that they consider to have contributed to their success. Some people speak about hard work, other's talk about perseverance; what would you say have been some of your key drivers.
DR. MLAMBO-NGCUKA	I think and maybe I've been lucky being able to depend on teams, wherever I have been I think I have been able to work with teams of people that I can be supported by and be corrected by and you know eat humble pie now and again. I think that thing of just being able to know that every day you decide that you don't know and just work with it, but also when you have a

	<p>little bit of power use it, being decisive is just as important otherwise you clog the system. So you know the nice balance between being able to be a team member and making your team not to feel that you're absolutely exercising authority and power over, but you're exercising the power with but at some time hey, taking your power and making sure that you take responsibility, so ja.....</p>
DR. MALKA	<p>And lastly in closing the conversation today, it is Africa Day, could you please share a few words of inspiration which you'd like to pass on to our ladies listening on the continent?</p>
DR. MLAMBO-NGCUKA	<p>Well you know this continent has such amazing people who do extraordinary things, I would just like to say to the women in the continent; never think that your contribution, your journey, your story is too small, you just will be surprised at how much, that is what is going to change your life and the lives of other people.....Let's stop this thing as Africans, sometimes of being so modest that people think that someone else can do it better than you. Just go there, if you make some mistake hey, you know, failure is the new success, so just go out and do it.</p>
DR. MALKA	<p>"Failure is the new success". Thank you very much, we really appreciate you taking the time to join us today on 'Womanity – Women in Unity' on Channel Africa, the African Perspective.</p>
DR. MLAMBO-NGCUKA	<p>Thank you.</p>
	<p>PROGRAMME END</p>