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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 in studio today is Professor Nasima Carrim from the University of Pretoria's Human Resource Management Department. Her research interests include diversity management, specifically topics related to culture, religion, gender and management, identity and inter-sectionality. Welcome to the show!
PROF CARRIM	Thank you Amaleya.
DR. MALKA	To begin with, in this series, we are exploring some psychology aspects surrounding real or perceived barriers that women experience at work as well as on the home front; you've been involved with several studies locally and with counterparts in different countries exploring some of these issues, which I'd like to unpack further in the programme. So for instance, one of your studies explored ethnic identity work in which Indian parents engage with regard to allowing their daughters to pursue tertiary education and a career which grapples with the conflict between traditional roles and modern roles; can you share some of your findings?
PROF CARRIM	Okay yeah, what I basically did was that I looked at the women's past, so Indian women's past, basically where they grew up during the apartheid era and one of the things that came out is that they grew up in insulated environments so what happened in those particular environments was that they had to tow the line, they had to follow cultural values and people were very strict, the community was very strict, families were very strict, they wouldn't allow the daughters you know to go out and work because they felt it will compromise their respectability and that. But that was before 1994; after democracy a lot more opportunities arose for Indian females in terms of careers and in terms of work opportunities as well and then we saw a lot of ...an influx of foreign people coming into the country and that, so automatically now in the later...before...during the apartheid era there wasn't really that need for women to go out and work because you know one bread winner sufficed and most of the parents, especially their fathers and brothers, were involved in businesses so there wasn't really a need for women to go and work, it was only the women who were poverty stricken who went out to work.
DR. MALKA	So this speaks to identities and roles in family and community?
PROF CARRIM	Yes, yes, and then after the democratic elections in 1994, due to the many opportunities that were available now, they were not restricted to certain careers and that. Women started pursuing different careers and more Indian females started entering tertiary institutions and they started getting jobs in organisations as well, at different levels, and that is how Indian parents now were in this situation where on the one hand they had to grapple with their ethnic identity of....and especially their cultural identity of allowing their daughters now their freedom to pursue careers and to pursue you know further education. So what parents did was you

	<p>know they looked around in society and said but there are other parents also within our communities who are sending their daughters out to study and to work and that and somehow the norms within the society changed but what I found in my study was that mothers still had to uphold traditional values and that, you know, daughters had to still abide with certain cultural values of respectability; to maintain their respectability of being an Indian female.</p>
DR. MALKA	<p>So would you say this is almost...in the past they had a traditional path to follow...</p>
PROF CARRIM	<p>...yes....</p>
DR. MALKA	<p>...had traditional expectations....</p>
PROF CARRIM	<p>...ja...</p>
DR. MALKA	<p>...now in the present and the future they have to comply with those traditional expectations and take on a modern role.</p>
PROF CARRIM	<p>And...exactly...and that is where the ethnic identity work comes into play; it'snow they are negotiating their ethnic and cultural identities. To what extent do we follow modern roles; western values and that and to what extent do we hang onto our cultural values? So that is the identity work their parents engage in...</p>
DR. MALKA	<p>...having done that how are the findings; is there still this conflict?</p>
PROF CARRIM	<p>Well within the Indian society it's very diverse because you have some, you know, families that are extremely now westernised and that and on the other hand you find people who are ultra conservative, you know, they're not prepared to send their daughters out to work or even to pursue tertiary education, so those women are basically housewives, they stay at home and see to the children, they don't even go out to work and that and on the other hand you see the ultra modern people, the girls dress in a western way, they don't abide so much to cultural values as well so..and then you get the moderates, you know, the in-betweeners where yes, a part of your cultural values are abided to but then you also incorporate certain western values. So you cannot say all Indian people are the same; there are differences, you know, they are not a homogeneous group anymore. Whereas in the past it was more like you cannot just go out to work and to study and that because there were a lot of restrictions on the careers that Indian women could follow.</p>
DR. MALKA	<p>And this also seems to be moving away from collectivism towards individualism.</p>
PROF CARRIM	<p>Yes, exactly, and you do get, you know, husbands within the Indian community who still expect the women to be more traditional, so I would use the word biculturalism; they are basically operating in two different cultures. In the workplace it's more western culture and when they go back to their homes it's more a traditional culture.</p>
DR. MALKA	<p>So being comfortable with wearing two hats....</p>
PROF CARRIM	<p>...two hats, ja....</p>
DR. MALKA	<p>...and that leads me nicely into the next question that I wanted to ask you which taps really into this biculturalism; you did another study on gender and cultural identity where you investigated Indian female breadwinners and cultural power in the family with the conclusion that being the financial breadwinner actually has no bearing on who's got the power in the home, which for me, seems like the perfect example of double standards.</p>

PROF CARRIM	Yes, it's true. No I agree with you because a lot of women say, especially women managers, they've got so much of power within the workplace you know, they take decisions on their own, they have people who follow them, they are leaders in the workplace and yet when they come to their homes, in a lot of communities still parents are very traditional and especially mothers. A lot of the women that I interviewed had actually lost their fathers so they automatically became breadwinners because the traditional...some of the traditional values within the Indian society and communities is also changing. These women found their brothers were not prepared to become breadwinners within their natal homes because they had their own homes to cater to. A lot of them had moved into their own homes with their wives and children and that so they didn't have the financial means to become breadwinners in their natal homes and the women automatically assumed these roles, but somehow, you know, when it came to the community and extended family as well, women don't really have power within that environment, although they have so much of power in the workplace and that kind of like leads to a lot of stress and anxiety within the women. Ja.
DR. MALKA	How did they navigate that?
PROF CARRIM	Okay what they did was they resisted a lot in terms of like, you know, the brothers would have power in the home, mothers would ask brothers you know to take certain decisions and that but when the brothers would ask the women to like do things that they were not comfortable, they would resist and not actually listen to what the brothers have to say, they became quite independent thinkers. So although these roles are traditional but at the same time the women resisted those traditional roles as well. Where they could and where they could assert themselves and assert power over their brothers and the rest of the family members they would do so, especially when it came to the finances within the home.
DR. MALKA	Well they're the people that are bringing the income.
PROF CARRIM	Exactly, ja.
DR. MALKA	Over time do you predict that that is going to change, that that power ratio is going to shift more towards women who are breadwinners?
PROF CARRIM	Ja I believe so because I think a lot of the younger people that I have interviewed, especially the males, a lot of them say that their wives are working. If you look at the generation that was born just after the Baby Boomers, Generation X, men tend to be more traditional but Gen Y, they're more egalitarian, even in a traditional society, the men that I interviewed, the younger males now in the Indian society and that....
DR. MALKA	...so plus minus what age are we talking?
PROF CARRIM	We're talking about late 20's - early 30's, ja. What they said is that the past they would...their parents would never have thoughtespecially the fathers would never have thought of changing a baby's diaper but they do it and when they go to their parents homes the parents ask them, especially the fathers would ask the sons but why are you changing the diaper, you know, and he said no you know they would say things like my wife and I we've got this understanding, when it's my turn I will change the diaper but you still get men in that age group who would say we would assist our wives in the homes but when we get visitors then we burden our wives with all the work. So there are still those who are afraid of showing their feminine side, they are moving towards more egalitarian relationships but you still get those who are more traditional, who feel ashamed of showing their feminine side because they get teased by friends and you know they

	don't want to show that they are assisting their wives in their homes.
DR. MALKA	And it's such a bizarre concept....
PROF CARRIM	...ja...
DR. MALKA	...what is wrong with assisting your spouse or your partner?
PROF CARRIM	...ja exactly but I think it's the way we're socialised; we're socialised in terms of traditional values and that and somebody does that it's kind of like you're a sissy, you know, they would say you're a sissy, why are you doing housework, leave it to the women. So it's that kind of a thing, you know, ja they get teased, ja.
DR. MALKA	Globally women around the world undertake most of the unpaid labour, but unpaid labour is essential for running household's economies, you've got have the cooking done...
PROF CARRIM	...exactly...
DR. MALKA	...the cleaning,...
PROF CARRIM	...yes...
DR. MALKA	...looking after the children and I saw some stats from UN Women which indicated that women carry out two and a half times more unpaid housework and care work than men but as a result of doing that it means they've got less time to participate in paid labour or to work longer hours and being able to incorporate this balance; how do you think we can get a better distribution of the payload between partners?
PROF CARRIM	Ja, I think that also stems from socialisation. Some of the women that I interviewed said that they force their sons to do housework and they force their sons to learn how to cook and their husbands...they have this understanding with their husbands that you know what this boy is going to do exactly what the daughters are going to do and I think a lot depends on parents, how we raise our children, because once a set of like say for example all the neighbours, ten neighbours, start teaching their children that and then it spreads within society and I think the media has a lot...a big role to play here as well. If we can show like on television and in movies and that that men are also assisting women, especially if you get a big star like Tom Cruise, you know, showing that he can do housework and cook and clean and that, then you know all the other people will kind of want to be like Tom Cruise I think will also follow that route. So I think the media has a major role to play; parents have a major role to play and then even our schooling system; we shouldn't you know divide the courses or the subjects that males should pursue and females should pursue, you know, teach men cookery for example. Everything...this thing depends on how we are socialised from a very young age and if we can change the mindset of the next generation I think we will have more egalitarian relationships and I think in terms of unpaid labour, it will be more equally balanced.
DR. MALKA	So it's about putting those right values and principles at the onset. Something which I must say has puzzled me when I look at the extent of gender violence that we experience in South Africa and going to this point of the fact that we have got so many households that are run by women, headed up by women, women have been there in fact the sole provider whether it is emotional support, financial support for their children, her values are imprinted on them, we've got the whole socialisation aspect and I just would really like to understand what happens in society; what is that point where a young person changes their views and we end up with discrimination against women or we end up with violence against women?

<p>PROF CARRIM</p>	<p>Sometimes I think we're our biggest enemies because we tend to perpetuate our own subservient roles as well, you know, in the homes if a son wants something, for example, you cook chicken today and he doesn't feel for chicken, the mother will immediately say my son what can I cook for you and then he will say I want steak and she will go out there and do it. Instead of teaching him listen, I am a woman, you learn to respect me, if I cook something you don't complain at all and I think that is why I say we are our biggest enemies because we are perpetuating this form of discrimination against women. We teach our sons that yes, it is okay to abuse a woman; we need to teach them it is not okay to abuse a woman. If you want, for example, a sandwich, get up and go and do it for yourself, don't come and ask me because I'm now relaxing, you know, or it is evening I am tired. So I think we as mothers also and as sisters and daughters, we need to inculcate certain values in our sons and I think then that mindset will change as well, that you know a woman is not somebody you walk all over, she's not your doormat. She is somebody that you need to respect, to treat with dignity and you need to be good towards a woman and I think that comes from the home as well.</p>
<p>DR. MALKA</p>	<p>And looking at how you've done that as a distinction with an example on respect, on I'd say almost like the different layers of where respect qualifies. Going towards women in the workplace again and it taps into aspects of being the financial breadwinner; there really is a vacuum of women as we move up the career ladders, particularly in the business world, in corporate South Africa, at senior management according the Business Women's Association of South Africa's 2015 census on JSE listed companies, women only accounted for 29% of executive managers, 21% of directors, 9% of chairpersons and 2% of CEO's and this is something that always puzzles me when I consider that women represent over 50% of the South African population..</p>
<p>PROF CARRIM</p>	<p>...yes...</p>
<p>DR.MALKA</p>	<p>...but yet, when we look towards higher ranks in the career spectrum, they are severely underrepresented.</p>
<p>PROF CARRIM</p>	<p>From my study what I found is that there's individual factors that impede women from moving up the organisational hierarchy and some of the things our own culture, you know, we think culture doesn't play a big role in our lives but we don't leave our cultures when we enter the organisation, we carry our cultural baggage with us. So things like sometimes traditional cultures will teach you that women need to be subservient, they need to place other people ahead of themselves, they need to work hard, I mean working hard is a good value, but at the same time we are not taught to network. Men are very good networkers, I mean when I interviewed the women in my study, one of the things that they said is that some of their subordinates bypass them in terms of moving up the career ladder and the reason was that they network with other males. Now we need to teach our daughters how to network as well, network in a good way to get ahead in your career as well because it's not only the hard work or the quality of your work that gets you ahead, but it's this networking as well which is very important.</p>
<p>DR. MALKA</p>	<p>And that also speaks to organisational culture and the cohesion of the way the way the rules...the rules of the game.</p>
<p>PROF CARRIM</p>	<p>Ja exactly and you need to be able...when you walk into an organisation and when you're working there like for the first two/three months you need to be able to study you know the dynamics within that organisational culture, what is happening there, who is important, who you need to liaise</p>

	<p>with, who you need to speak to and then at the same time women also need to, you know, sometimes they place...especially women who are married, they place their families ahead of their careers. In one organisation I interviewed women and they said when you get your first baby the men start, you know, getting a bit nervous; when you get your second baby it's like they already see you as you're not management material because now you're going to pay too much of attention to your family and most of the women who get ahead in their careers are single women because they are prepared to work longer hours. If you are visible in the workplace and you're working 'til nine ten o'clock at night that is how the men perceive...male managers perceive you as hard working and somebody who is ambitious. You as a married woman, you leave five o'clock in the evening because now you need to see to your kids and that, even if you work from nine o'clock at night 'til about two o'clock in the morning every night, it's not something that they see, so they perceive you as oh you're too focused on your home and your family, you're not focused on your career. So they want to make sure and they want to see women in the workplace working 'til late; if...they feel if I as male can work 'til late, why can't she work 'til late.</p>
DR. MALKA	<p>These perceptions and the fact that if he is working in the workplace, his wife is at home taking care of the family...</p>
PROF CARRIM	<p>...exactly, yes...</p>
DR. MALKA	<p>..and that's almost his mental mode and view of what married women should be doing.</p>
PROF CARRIM	<p>Exactly, ja and the thing is that that is where the egalitarian relationship comes in because what I learnt from my study is that women who outsource cooking, who outsource childcare, are able to progress much faster and to much higher levels compared to women who are more traditional, who want to take care of their homes, their families, who place their husbands careers ahead of their own careers and who are not willing to relocate, you know, that's another stumbling block. If a company asks you will you for example go and work in the Cape Province, you know, we need to send you to the Cape Province to go and work; women are not willing to do that and men are not willing to go with their wives, you know, to another province to work because now their careers takes precedence and a woman's career is always secondary.</p>
DR. MALKA	<p>I'm hearing the double standards coming through...</p>
PROF CARRIM	<p>...exactly...</p>
DR. MALKA	<p>...again and again but also in the value of what you're saying I think that women are being taught the wrong things...</p>
PROF CARRIM	<p>...yeah, it's true...</p>
R. MALKA	<p>...so what, given the work that you've done, what kind of recommendations need to happen, is this something that happens at school, university, or is there an induction programme that should be incorporated into work policies?</p>
PROF CARRIM	<p>The thing is that it is very complicated; it's not that...you know we cannot have ready-made solutions. Each case has to be looked at individually because only you in that situation know what it's all about. If you're a married woman you know for a fact if you come from a traditional society, sometimes it's not only your husband you need to take care of, it's your in-laws as well. You can live in a nuclear home but you've always got this extended family you have to take care of so, you know, I think you've got to</p>

	decide early in your career; is it my family I'm going to pay attention to or is it my career, because a lot of the women...a lot of the high fliers also, you know, were criticized by their extended families for not taking care of their children, not taking care of their homes or their husbands because they were so driven in terms of their careers.
DR.MALKA	It almost seems whichever route you take you're going to be wrong.
PROF CARRIM	Yes, exactly, ja and I also found like certain women would say but you know what, I am happy to stagnate in middle management because I'm comfortable here, I can go home, see to my family; my husband is pursuing his career and he's a high flier, so I'm happy with that.
DR. MALKA	So it was a conscious choice for some women.
PROF CARRIM	It's a conscious choice, ja. So the thing is we can have as many programmes as we want to but ultimately it will depend on your circumstances as a woman. Do you want to be that high flier woman, then you will definitely make some sacrifices because there were women who couldn't get married; they were in very high positions and that and they couldn't get married in the Indian society because they said their values and the Indian males values clash, basically, because they were very independent, they didn't...some of them didn't have time for house work or you know to look after...take care of children, to cook and that, so they would say okay would you be willing to take over the responsibility of the children and cooking and that as well and a lot of the men don't want to do that because it's a traditional society and then there are other Indian males who are prepared to do that, you know, to assist their wives so that their wives can also advance in their careers.
DR. MALKA	I think it's a fascinating topic and there clearly is no one-set solution on this....
PROF CARRIM	...no...
DR. MALKA	Something else which I picked up that I found very interesting; I know that our...your studies have been focused on the Indian community and from a South African point of view we talk about unity, we talk about coming together and unifying under a particular culture, but our society is not homogenous ...
PROF CARRIM	...no it isn't..
DR. MALKA	...surely this ideal is just too far-fetched to be a reality?
PROF CARRIM	Yes it's true. The thing is that we should actually celebrate our diversity, you know, our differences and that and we should learn to...I always tell my students and you know when I go to conferences and I do my presentations and that that we shouldn't try and box in people; we shouldn't make them like us, we should actually embrace their difference and I think that is what makes diversity work. It's not to place everybody in boxes and say you are like this, you are like this and you've got to become like me, no, let them practice you know their religious beliefs and cultures and that and learn to respect that and embrace that within the workplace and within society as well and I think once you can see the person for who they are and then to respect them and embrace their difference and that, it becomes so much easier then to get along with people. But the minute you try and make somebody...if I had to try and make somebody like me, that person becomes frustrated because I am not you, I haven't been raised like you, I want to be me. We all have different identities and there are certain core identities which we cannot change, it has... that change has to come from within the individual and I think the minute you touch that core identity and try and change it there's that resistance and there's that identity work that goes with it.

DR. MALKA	And wouldn't you say you almost have an identity crises?...
PROF CARRIM	..crises...exactly....
DR. MALKA	...because this is the person you have believed yourself to be; these are the ideals, the values and here's someone else providing a different context, a different frame of reference...
PROF CARRIM	...exactly...
DR. MALKA	...which is foreign to you,...
PROF CARRIM	...exactly...
DR. MALKA	...but telling you that you're wrong and they're right.
PROF CARRIM	Ja, ja, and the thing is that's where all the problems also come with women's management style as well, you know, sometimes they criticized for being, you know, being too soft and not hard like men and that, but it's a different style and it works in a lot of situations; it's not to say it's the wrong style, it's just a different way of doing things. So I think the way women lead as well, I mean if you look at it women are leaders in the home as well; the children are raised basically by women, so if they can be leaders in the home, why can't they be leaders in the workplace? It is just coming with a different perspective and that is something that men need to see, that we need to embrace the way a woman leads because in a lot of situations it's a good way of leading.
DR. MALKA	Socialisation I think is one aspect which would be...and works well when people are young...
PROF CARRIM	...yes...
DR. MALKA	...because you're most...I don't want to say brainwashing them but moulding them...
PROF CARRIM	...yes, moulding them...
DR. MALKA	...and their frame of reference but as you get older,....
PROF CARRIM	...yes...
DR. MALKA	...how do you then introduce more female management styles and get acceptance and traction?
PROF CARRIM	I think you know a lot of times what we do is...and that's where we fail I believe...we have all these courses for women leaders but we don't include the men. We need to get the male perspective as well, so if you have a course on how to enhance women's leadership styles and that, or, you know, women's leadership, where to, what's the next step; you've got to include male managers at the top...
DR. MALKA	...so that they know what women's leadership is....
PROF CARRIM	...exactly and the thing is then you can open up that space for a lot of discussions to take place; why women do things the way they do. We need to understand, women can never be men and men can never be women; we are complimenting each other. Men are different, women are different, yes there are certain similarities and that but when you put the two together it makes a perfect unit and why can't that perfect unit co-exist within the workplace as well. If it can co-exist in the family and in society why can it not co-exist in the workplace? If you look at women; the careers they pursue and that, from the time they're in school to university and that, there's no real gender discrimination in terms of the educational level and that, a woman can get a PhD, a male can get a PhD; she can go into

	<p>engineering, male...but the minute we enter the workplace and this is where all the problems start and I think to a certain extent men are also trying to kind of, you know, they kind of...like that is a male domain, men are perceived to be like breadwinners, from the beginning of time, so as a breadwinner I think they are looked on more favourably by other males as well. So a male would rather favour a male and not a female and rather promote a male compared to a female because they feel this might be the breadwinner in the home. A female's income is, I think, looked at as secondary, not as a breadwinner, you know, income and that is why a lot of times men have better opportunities compared to women within the workplace and that is our perceptions again. A lot of things depend on the way we perceive things. So I think it's also important that male managers should go into the background of their female employees as well you know and find out are they the breadwinners or are they not.</p>
DR. MALKA	<p>But Prof Carrim, whether you're a breadwinner or not, if you are doing the same job as your male counterpart, you're doing the same job....</p>
PROF CARRIM	<p>...yes, I agree with you...</p>
DR. MALKA	<p>...you're producing the performance, the output, so you should be compensated...</p>
PROF CARRIM	<p>...exactly....</p>
DR. MALKA	<p>...the same...</p>
PROF CARRIM	<p>...yes, ja, but it hasn't happened in the workplace, ja...</p>
DR. MALKA	<p>...and we've got legislation as well, I think it was either 2014 or 2015 there was a revision in terms of equal pay but is the onus then on women to prove that they're not been paid equally....how do you know because salaries tend to be confidential, people don't really talk about what they're earning and on that point should it not become the company's responsibility to say...because they know who's earning whatever amount it is and say consciously yes, we are now going to level the playing field.</p>
PROF CARRIM	<p>Ja I think in government circles it's more...the playing field is more level in terms of pay differentials and that but in the private sector it's more of a challenge and it's not only a challenge in South Africa, it's a worldwide challenge where you find that men automatically get paid much higher compared to women. Now there is a movie that I show my students, you know, where women go and this lady she wants to buy a car and a man wants to buy a car, automatically the salesperson gives the male a much better deal compared to the woman and you know what, it doesn't only happen in the workplace, it's out there in society as well and I think women need to learn to be more assertive and to be able to negotiate better; better salaries and that. I think women tend to be, you know, whatever we're given we tend to accept, that this is okay and even if you go out there and looking for another job and that you want to change jobs, you don't necessarily have to show your previous salary advice, you know, you need to tell that particular individual that you know I want a...this thing...I want to be paid what is market related and then negotiate in terms of that. But the minute you show them your salary advice from your previous job and you're earning much less than the market value you are obviously devaluing yourself.</p>
DR. MALKA	<p>So then you get penalised again...</p>
PROF CARRIM	<p>...yes...</p>

DR. MALKA	...for the rest of your future because of coming off of a low base.
PROF CARRIM	Exactly, ja.
DR. MALKA	Today we're talking to Professor Nasima Carrim from the University of Pretoria's Human Resource Management Department.
DR. MALKA	Prof Carrim we're coming to the end of the show now and one question that I would like to ask is about your personal journey in terms of some of the factors that you feel have contributed to your success?
PROF CARRIM	Okay. Okay let me start with growing up. I grew up in a small town basically, but I ...from the time I started school right up until the end of my journey...my school journey and that, I made sure I remained in the top three in class you know...
DR. MALKA	...on performance...
PROF CARRIM	...and performance was very important to me and I always wanted to make a success of my life, I was very ambitious from a very young age. So I completed my schooling, came to university, when I started university there were very few Indian females pursuing careers and I completed my undergraduate studies and then my post graduate studies and while I was completing my masters I was at the University of Pretoria and also working Human Resource Management and after completing my masters I was promoted to HR Manager in my previous position and because I did so well at my masters, I passed with a cum laude, my university professors approached me and said come and work at the university and this was like more than ten years ago. Anyway, we negotiated like basically for two years and that and eventually I came to the university. I never in my wildest dreams thought I would one day be an academic, I always thought you know, I would be this high flier HR Manager and I got to middle management and then they brought me over to the university, they kind of persuaded me and I am at the University of Pretoria now for the past ten years; I completed my PhD in 2012. All the time, you know, I told myself why I did my PhD as well was because I wanted to kind of complete that cycle or that circle of academia...
DR. MALKA	...and getting to the top...
PROF CARRIM	...and getting to the top ja and I think one of the things that drives me is my ambition and also I persevere, I don't just give up easily and I think that is something, if you want to be at the top and get to the top you've got to really work hard and you've got to persevere, don't ever give up on your dreams.
DR. MALKA	No. Those are really important characteristics and who would you say have been some of the strong women in your life?
PROF CARRIM	I must say the strongest woman in my life was my mom. Sometimes when you know I found things difficult and I just wanted to give up and she would say no, don't ever give up, just go for it and she always said you know what until you don't try you will never know whether you can do it or not. What if you try and you succeed and that is what kept me motivated. There were times when I was really frustrated doing the PhD and working and everything like sometimes you just feel so overwhelmed you know by all the workload and you know all the problems at work and that and you've just got to kind of juggle everything and motivate yourself and here I have my mum who always said no, don't ever give up, why don't you do this, why don't you do that and she would encourage me you know to do things I haven't even thought of doing and I think she's one of the women who really motivated me in my life. If it wasn't for my mother a lot

	of the things that I've achieved today I wouldn't have been able to achieve and I think every woman needs a mother who is strong, who is there to encourage her. My mother's a housewife, I mean she's never been out in the world of work, she doesn't even know what the expectations are, but being a housewife she was you know in the background always pushing me to better myself.
DR. MALKA	And lastly, as we close out today, could you please share a few words of motivation or inspiration that you'd like to pass onto young ladies listening to us?
PROF CARRIM	Okay the thing that got me through is I always believe it is better to have tried and to have failed than to never have tried at all. Failure is just a beginning and not the end of the journey. Always be true to yourself, be your authentic self and when you are your authentic self that is the way you succeed.
DR.MALKA	True power.
PROF CARRIM	Thank you.
DR. MALKA	Thank you so much for joining us today, it's been a pleasure having you on air and digging deeper in terms of some of the psychology behind discriminating factors that still affect women today.
PROF CARRIM	Thank you for having me on your show.
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