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**GUEST NAME: SCHOOL OF HUMAN AND COMMUNITY DEVELOPMENT – WITS UNIVERSITY**

**PANEL: DR. DALEEN ALEXANDER – HEAD OF UNDERGRADUATE AFFAIRS – WITS UNIVERSITY; DR. JAISHIKA SEEDAT – HEAD OF DEPARTMENT OF SPEECH, PATHOLOGY AND AUDIOLOGY – WITS UNIVERSITY; DR. SIMANGELE MAYISELA – EDUCATIONAL PSYCHOLOGIST**

<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 today in studio in Johannesburg is a delegation from the School of Human and Community Development at Wits University; we have Dr. Daleen Alexander who heads up undergraduate affairs at the Department of Psychology; we have Dr. Jaishika Seedat who is the Head of the Department of Speech, Pathology and Audiology and we have Dr. Simangele Mayisela who is an Educational Psychologist. Welcome to the show!
<b>ALL</b>	<b>Thank you. Thank you. Thank you very much.</b>
DR. MALKA	Absolute pleasure and today with this panel conversation that we have with you, we're going to look at some of the dynamics and reasons that women still experience discrimination in their lives, whether it's in the workforce or on the home front and some of the solutions that we have to address that going forwards. So to begin with, women/females account for 52% of South Africa's 57 million population and women's participation in the labour force obviously has important macro-economic contributions, but globally, in much of the private sector, women are underpaid in terms of compensation and in comparison to their male counterparts it's sitting at the region of about 23% less; they tend to work in lower ranking roles and they're over-represented in the unskilled labour force and when you hear stats like this I always get this feeling or this inference of inequality and discrimination against women in the workforce; what do you think are some of the underlying psychological factors from the perspectives of an organisation as well as female employees that tend to perpetuate these trends and Dr. Seedat if we can start with you?
DR. SEEDAT	<b>Okay, I think...I mean I think there are a whole host of factors; I think there's a long history of this happening where we are taking...women are taking roles that I think that they can do better at and that they can aspire to greater things and do more but I do think that there are certain things that women....that we have to concede that women go through, for instance women get pregnant, women have to leave the labour force at some point and return to it, women have to...they're homemakers as well and they hold families together, so I think there's certain things that women do that men don't always or necessarily have such a key role in and I think women get – and I don't want to use the word penalised, but they do in some ways get penalised for that. For instance if someone is applying for a new job and you're pregnant and you go in for an interview, I'm not sure that that's always looked at favourably and it's often to the detriment of women and I think those are some of the things that need to be revisited.</b>

DR. MALKA	We hear about the story of Marissa Mayer who was former CEO of Yahoo, but going into interview, being pregnant, managing to get the role and then having the discrimination thrown at her, almost this counter of by not taking more maternity leave when it was her decision that she took two weeks maternity leave; she was trying to fulfil this role and at the same time we also had the scenario where Steve Jobs has a terminal illness and it's almost treating pregnancy in the same light.
DR. SEEDAT	Yes.
DR. MALKA	And from your point of view Dr. Alexander?
DR. ALEXANDER	<b>I really agree with Dr. Seedat that there is this sexual stereotyping in our society. If I can speak from my personal experience and this is a long time ago and we can just see how it is being perpetuated; in 2000 when I was one of the few coloured women that had a masters degree I made the choice to get sterilised because I had the children that I wanted, a boy and a girl, and I applied for a job and as if it was humorous I was told in this very prestigious kind of position that I was offered that I can get this position on the condition that I will not fall pregnant and I felt that it was so offensive but I so desperately wanted this job that I overlooked it, but....and I never told anybody about it, but...and I was thinking, it is 17 years later but I think covertly, this is still happening in the workforce and it of course can never happen to a male....</b>
DR. MALKA	...of course not...
	<b>...because just of sexual stereotyping.</b>
DR. MALKA	And from an educational perspective because one of the factors that we know and I've seen it in looking at the statistics that women are definitely educating themselves more than men; we see a higher rate of women with degrees graduating from tertiary education in comparison to men; how do you see education as being, I guess, a contributor or enabler to help combat this?
DR. MAYISELA	<b>It is observable that women are getting more educated as to compared to their male counterparts. You know you have just to go to university campuses, EFT colleges and just observe the numbers of women, young women, who are there daring, you know, to be successful in whatever fields and disciplines where they aspire to be in and educationally, you know, you wouldn't even think in terms of the classroom context or think of the impact in a limited way, but we have to think of the social constructions that are out there, they're just natural, you know. The issues of gender and gender categorisation is socially constructed, right from you know families, in homes when children are little, when parents they haven't even begun to think about schooling. Here at home you find that your children are already genderised; the toys you know that they are oriented to play with and the duties, even before your parents can consciously do something to educate their children you find that even the roles that mom and dad are playing here at home, they already instil that kind of cognitive formulation that says you know what, mum is good for this and that and that; dad is good for this and that and that. When something happens, when a child falls and you know gets a bruise and daddy says run to mum, go to mum, go show mum that you got a....so in short this child, this child internalises that, you know, if anything has to do with helping and caring and feeling good, mum is good for that, so already, genderisation is already introduced.</b>
DR. MALKA	And on that point, this is where I think the emphasis is about the importance of having mothers who are working so that you can recognise that great, I can go to mom for this but mom is competitive in the workforce and she's independent.
DR. MAYISELA	<b>Yes I've observed that in countries like Finland, you know, which are very much egalitarian in terms of gender equity. I mean they are moving,</b>

	<p>they're very progressive and you visit, you know, because I was visiting colleagues in one of the universities there, I mean we would go home you will find that the husband is at home, has already prepared dinner for all of us coming from you know work and you know it's normal and he is taking care of the children in the family. However, it's not only what individual members of the family like a man and a woman in the family, what they do per se, the government and the systems within that particular social systems within the country, should actually encourage and facilitate equality between men and women in the sense that can you imagine if...I mean we are trying, already now we have paternity leave, which is okay, that's progressive but that's not enough. In other countries you find that if a dad is not...is not, you know, is deciding to take, you know, paternity leave and caring for the children for the first two years because in certain countries children at a young age between, you know, birth and the age of two years, parents have to be...at least one parent has to be there to raise the child until that age and it's policy and if we have dads who would say I would choose to...not to go to work and take care of the child or of my...or take care of my children, that would, you know, inculcate values that say that daddies can take care of children as well and they can cook, they can make coffee, they can do everything that women can do but then that has still to be translated to the work environment or to institutions.</p>
DR. MALKA	<p>So you give an example of Finland and Scandinavia and their egalitarian view; I think what's really interesting here is, you know, and obviously our listeners can't see you, but you all represent a different demographic and culture in society, so how do you feel within your culture, this has impacted and starting with you Dr. Seedat?</p>
DR. SEEDAT	<p>I think it's actually very interesting, like I keep going back to my childhood and how I got to where I am today and I think it's difficult to also divorce the history of the country from all that's happening today and the perceptions about male and female and roles and responsibilities, but I think definitely, I mean I'm Indian, I come from an Indian background and if I think about my parents, my father was educated; my mother went to school but didn't complete and in that, our role was a very, I mean our family at that time as a child was very much my father worked and not my mother, taking care of an education was the most important thing, not even sports and those kinds of things but education and learning and now that I'm a parent and I have to boys and I am a parent, I can see how that's changed so much where, for me, whether I had girls or boys or whoever I had education and sporting opportunities and cultural activities, inclusion in activities, it has to be the same across. So whether it's me loading the dishwasher or my son loading the dishwasher or my husband loading the dishwasher it has to be the same, but that didn't happen 20 years ago.</p>
DR. MALKA	<p>And that's a generational difference....</p>
DR. SEEDAT	<p>...absolutely...</p>
DR. MALKA	<p>...'cause I'm sure, and forgive me here, but I'm sure your dad is still doing what he's doing and your mom is still doing what she's doing...</p>
DR. SEEDAT	<p>...absolutely, I mean if I think about...so my parents live with me and it's exactly that, I mean my dad would do stuff if my mum's not around but otherwise it's my mum doing stuff for my dad, whether it's preparing breakfast or whether it's cleaning up something or whatever it is and that's, as you said, generational but and I think as the generations change that has changed as well.</p>
DR. MALKA	<p>Dr. Alexander from a generational point of view, the piece that worries me or concerns me, is that we have to almost wait generations for change to happen; is</p>

	there any way of being able to speed that process up?
<b>DR. ALEXANDER</b>	<b>I think it's very difficult because you can do sort of individual changes within your household but you live within a community so from a coloured perspective I think it has also been like that but in my individual familial context, my mom was very progressive and independent and she was sort of...she led a very different coloured female role, so she was very different to other coloured women. She drove a car when other coloured didn't, so she taught my sister and I to be very independent and so in my household my husband also then took on very different roles, so he would cook and my children then also were raised in a very different way so they don't see any distinction between gender stereotypical roles, so they are very different and I'm so infinitely proud of my children, like you picked up the last time, I just absolutely adore them and in their particular households, again generationally, they will you know, infer that. I know that for a fact, in their households.</b>
DR. MALKA	The challenge here is that from an individual point of view where you've got control of your household, but as you said, we don't live...
<b>DR. ALEXANDER</b>	<b>...contextually....</b>
DR. MALKA	...in our households the whole time, we have to go out into the community, so we can, you know, ascribe certain values, certain beliefs within the family but when you go out, sometimes there's tension because your view is conflicting with the general view of the community.
<b>DR. ALEXANDER</b>	<b>But I do believe that we...we have some influence over not just the micro system but the miso systems and, you know, all the other systems according to..... because I believe as they come in context with all the other systems, they can influence those systems and what I've seen with my children is that the generation that they interact with are also different, I don't know about you Simanyela and Jay; I've seen that the children's generations are different; I don't know if it's...if it is like that....</b>
<b>DR. JAISHIKA</b>	<b>...it's a whole like generation X Y Z and...</b>
<b>DR. ALEXANDER</b>	<b>...yes, yes...they are not like, you know, my generations coloured community and I can't speak for all coloured communities because we are not, you know, all cut from the same cloth.</b>
DR. MALKA	And on that, on generations, so we've got baby boomers, we've got X, we've got Y, we've Z's or alpha's; how are you seeing gender changes, challenges, differences there, are they more progressive, are they neutral?
<b>DR. MAYISELA</b>	<b>I think they are very progressive now; I'm taking from what my colleagues have been you know alluding to. Thinking about the system, you have to think about the politics of that country, you have to think about the history of that country, you have to think about the social fibre; how it gets transformed, how it changes through the use of you know tools and technologies that we have. Media for instance, it has such an influence in informing and in gradually changing, you know, the culture within a particular generation and I think of when there is an equilibrium in terms of internal transformation which is the transformation within the mind of individuals and the transformation that is happening outside systemically or structurally, whether you take an institution or you take you know the society or the nation as a whole, I mean if it's a nation who think in terms of their politics at that point in time, if there are policies there that are speaking to, you know, issues of gender iniquity and if beyond the policies, if we have in institutions, institutional policies themselves within an institution they must speak to this transformation and develop women's</b>

	<p>urgency because if there is support externally then it's easier for internal transformation to take place and women can be in a position to speak up because you know with policies of course that will come with education, why things have to change and women are feeling the pressure because of you know economic pressure, let me put it like that. I mean there are single headed families which most of them I think, I can't stay percentages in terms of statistics, which are headed by females, headed by women and those women they really have economic...dire, dire economic needs that needs to be satisfied and therefore women are confronted with serious issues that even if though they were not socialised in a way that they can gain urgency with social encouragement from politics, from the government, from NGO's, you know, you find that women begin to gain urgency and they begin to speak up for women's needs and equality.</p>
DR. MALKA	<p>Something that I've always tried to grapple with is the issue that you've just pointed out here on so many households headed up by single women, so you have a strong women who is influencing her family with values, who is putting food on the table and yet she is the one who ends up being abused by somebody; she is the one who ends up being discriminated by somebody and that somebody has most likely been brought up by a single mom; where...what happens in this dynamic where respect falls away; why does it happen? Ideas?</p>
DR. MAYISELA	<p>I would think of it in terms of internalisation of abuse. I mean if we have a male person being raised by a single, you know, woman and of course there were needs, as a young man that were...he needed to have them satisfied learning from you know a male or a male figure, a father, and being denied that may you know may have...may or may result in issues you know of not knowing how to deal with him being a male figure and relating to a female figure because he may be having psychological difficulties in such a situation and therefore when he is now you know a man and old enough to be in a relationship he may find himself perpetuating unconsciously or even consciously perpetuating the very same experiences that he went through in childhood and you know leaving you know a woman with children and not being there, not caring for his own children because he hasn't experienced that, he hasn't been exposed to caring for children and can you imagine if even in institutions, workplace, whereby men are encouraged to care for their children, to bring children you know to workplace while they're caring for children you know for a certain number of hours like now with school holidays, if dad can you know bring you know his ten year old and the other dad brings a nine year old to the workplace, then you can see in such a situation you would see or you will see that there is now a socialisation within institutions that it's fine to be a dad and to care for children.</p>
DR. MALKA	<p>So that brings in influence on the community. If I look at the issues that we've raised; we've put through socialisation from childhood as being one fundamental, as a key influencer, we've spoken about policy, we've spoken about education, we've also talked now about the negative effects of vicious cycle that if you've experienced something that you sort of perpetuate that cycle when you go forward in your life; from your point of view Dr. Seedat, how do we start addressing these issues, how can we stop vicious cycles from repeating?</p>
DR. SEEDAT	<p>So I was going to say as well that...exactly about that, there's almost a gap. So we know all of these things at the theoretical level and even at the theoretical a lot of this exists in polices about the do's and the don'ts and the how's and the...all of that...so all of that exists but whether it plays out at the ground level is a different story altogether. The person exactly, the</p>

	<p>mom who's heading a household with five kids or a granny who's looking after the grandchildren while the mom is away at work; all of those things don't play out at the ground level and there's that gap that exists and something needs to be done at that level to intervene directly with the end users of these policies, the end users of these laws where things start to happen for females, where things start to happen so that when they get into a schooling system; all the things that Dr. Mayisela spoke about in terms of education and those kinds of things, those things starts getting addressed at a school level. The kinds of roles children play, whether in primary school...foundation school, primary school, high school and then getting to tertiary, 'cause I feel sometimes I mean being at a tertiary institution a lot of these things have been set in stone from the time the child started school and its....</p>
DR. MALKA	<p>...so their identity's already formed and you're almost having to try to undo it...</p>
DR. SEEDAT	<p>..exactly...undo it...and it's not easy to undo those kinds of things and that's why I mean going back to the country and the systems within the country and the politics within the country, I just think there's a lot that needs to be done; it's difficult to say exactly where it needs to start and where it needs to end but I do think education is key to a lot of the difficulties that we're facing and I think foundation and primary school, at those levels, if the interventions happen at those levels, males, females and the kinds of roles and responsibilities and you see it playing out now with our children in the kinds of projects that they engage in, that they're almost more neutral in terms of building cars or building bird houses or whatever, it's starting to do that but not all...not everyone in South Africa has access to that kind of education either, which you also then have to think about. So I don't know if there's an easy answer to it, I just think it's multi-faceted and it's very complex.</p>
DR. MALKA	<p>We wish there was an easy answer to it but unfortunately there isn't and that's why we have these conversations, to try to understand where we've come from and what we can do moving forwards into the future.</p>
DR. MALKA	<p>You are listening to "Womanity – Women in Unity" on Channel Africa, the African Perspective, on frequency 9625 KHz on the 31 meter band, also available on DSTV, Channel 802. Today we are talking to Dr. Daleen Alexander, Dr. Jaishika Seedat and Dr. Simangele Mayisela who are all from the School of Human and Community Development at Wits University. We would love to receive your comments on Twitter: @WomanityTalk.</p>
	<p><b>AD BREAK</b></p>
DR. MALKA	<p>As we wrap up this segment of the show where we have been discussing the issues, the challenges that women are still confronting; in your perspective what are the main issues that we still need to deal with, and starting with you Dr. Alexander?</p>
DR. ALEXANDER	<p>Dr. Amaleya I think we have spoken about the sexual stereotyping, we have spoken about our history that we can't get away from, you know, historically we have been socialised in a particular way, we have spoken about the policies that we have but that have not been enacted and I think it is about the differential ways that men are treated in the workplace and women are treated and I think it's also about the internal versus the external ways that we are thinking and I think I do agree very strongly with what Jay has spoken about; that we don't give ourselves actually, enough credit, that we have come a long way as women and we have to recognise it and if we do that we can actually celebrate that and by celebrating that the young women can be taken under our wing and they can then vicariously learn through us and through our verbal persuasion</p>

	<b>and our self-efficacy, they will be able to learn and we can assist them going forward. I think that's what we can do.</b>
DR. MALKA	Dr. Seedat, from your perspective, what do you still feel are some of the main issues that we need to contend with?
DR. SEEDAT	<b>If I think about it from our country's perspective, I think socio-economic status, vulnerability of people coming and because like I mean again in academia, students coming in from areas that may be not have similar kinds of experiences and exposures and those kinds of things, I think it leaves females a lot more vulnerable, I'm not saying that it doesn't leave other genders vulnerable but I think that vulnerability and I think education; just knowing your rights, knowing what your rights are. I think those are still things that we need to work with.</b>
DR. MALKA	And Dr. Mayisela?
DR. MAYISELA	<b>Yes I would agree with my colleagues and thinking of women's vulnerabilities, you know, women are...find themselves desperate to be in certain positions and with that desperation you know you may find that the male counterpart may you know find a loophole to abuse you know the woman colleague or a subordinate for that matter and sexual abuse is rife in institutions and I mean we've seen the play-out of the likes of Bill Cosby, I mean lately, which has I mean now with the current US case that is going on, I mean it's telling how women and not only women in lower positions are experiencing sexual abuse, women in powerful positions as you know we see in some of these cases. So women are vulnerable and those gender issues, they really need to be tackled through education. I mean women need to be empowered and they need to be empowered while they are young. The curriculum in schools it really needs to address this and beyond that you know in universities like you know Dr. Seedat has indicated that women come from different rural areas where they haven't been exposed to these kinds of gender relational challenges and they become vulnerable going forward in workplace this kind of vulnerability plays out, therefore I think education and support for women, young women is very key to alleviate issues of gender iniquities.</b>
DR. MALKA	Well thank you very much for all of the points you raised as still being our major concerns in this first part of the programme and we look forward to addressing those issues more fully as solutions in part two, so thank you very much for joining us today.
ALL	<b>Thank you for having us Dr. Malka</b>
	<b>PROGRAMME END</b>