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PROGRAM NAME: WOMANITY – WOMEN IN UNITY

GUEST NAME: MS BOITUMELO ELIZABETH MOLOI – DEPUTY MINISTER OF EMPLOYMENT AND LABOUR

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 our Johannesburg studios today is the Deputy Minister of Employment and Labour; Ms Boitumelo Elizabeth Moloji. Welcome to the show Deputy Minister!
DM MOLOI	Thank you so much Dr. Amaleya Malka and thank you for hosting me in your studio, I'm grateful to be here.
DR. MALKA	It's a pleasure to have you here.
DM MOLOI	Thank you so much.
DR. MALKA	To begin with, if we look at the Department of Employment and Labour,, it plays such an incredibly important role in society; could you tell us about some of your objectives that you want to achieve during this term?
DM MOLOI	As you would know that our workplace or the workplace in particular holds great importance in society. What happens at the workplace permeates through to our society and the stability of our economy rests on the ability to maintain low unemployment rates and to provide a safe and productive workplace and when there is a solid relationship between the workers and management at the workplace there is obviously productivity and I'm sure you are aware that that's why we, through our labour market policies as a department, we strive to ensure that unemployed people are placed in places of employment and we also provide exceptional services to our people whether in the form of access to the Unemployed Insurance Fund benefits, among others, but not necessarily limited to that in some of the services offerings that we provide in our department.
DR. MALKA	And what would you say are some of the biggest challenges that are facing you in this portfolio?
DM MOLOI	We believe that our labour market policies are intended to create an environment which is conducive to investment, among others economic growth, job creation and decent work and we therefore need to resolve the workplace dispute timeously because the longer the disputes continue the more the economy gets affected so that we don't...these disputes and the strikes that are there don't actually result in prolonged strikes which are costing the employers and workers respectively because remember, if there is a strike there is that policy of "no work no pay" and mostly it affects our employees, our workers gets ...are the mostly actually hardest hit and for our economy to grow we need to ensure that we are competitive as a country and we have an entity as a Department of Employment and Labour that helps companies to improve their competitiveness and productivity, thereby trying to save jobs and among others our two funds, which is your Compensation Fund and the UIF, through their social responsibility investment they work with the PIC to ensure that we invest in more job creation activities such as the likes of the Medupi Power Stations, health facilities. We know that transformation of our labour markets has not taken off as we had envisioned as the ruling party and as government but we are trying to intensify our

	<p>efforts to ensure that companies are transforming because it's a challenge and there are two critical instruments that we are using currently, one being subjecting designated companies through a rigorous review and secondly, we are reviewing the law to promulgate Section 53 of the Employment Equity which will then ensure that all companies doing business with the state are actually transforming and we are checking that in instances where people have been discriminated at in the workplaces, they may approach one of our entities, which is the CCMA and we have most importantly introduced the principle, actually introduced this principle of equal pay for equal work value and I'm sure you really understand why we are here.</p>
DR. MALKA	<p>That's a very important part and looking at some of these issues within the Department, job creation is critical, we've seen from Stats SA released that there's 29% unemployment in the country, when we start looking towards the sector of youth unemployment where there's something like 3.3million youth who are not working, they're not studying and they are the livelihood and the future that we've got coming into the country and then as you mentioned now in terms of receiving equal pay for work of equal value, that's a massive consideration for women in particular where often and we hear the statistic, I think it was the Institute of Race Relations, that states that generally women earn an income that is 23% less than their male counterparts. So being able to implement legislation and make companies accountable to their female workforce is really important.</p>
DM MOLOI	<p>Yes, just by recognising and acknowledging the existence of this disparity actually of inequality among males and females, just that, it serves as the beginning for change actually and one of the most difficult things about this imbalance and challenge is the fact that it was created by our social construct over centuries and for us to have a more equitable distribution of unpaid work between men and women requires us to recognise the work we call housework as work because that is actually the critical moment, I mean we need to be able to classify it as such and where possible try to come up with legislation that can actually regulate such but also the ability to be home and run the household has a direct impact on the economy and the society, hence we procure services in these instances where we can't do the work ourselves, actually we...because it's an economic activity, that's why....</p>
DR. MALKA	<p>...of course.....</p>
DM MOLOI	<p>...you have to appoint or employ a full-time nanny or a full-time domestic person to help with the chores, I mean chores at home, so it is an economic activity that needs to really be regulated and women must benefit out of it.</p>
DR. MALKA	<p>And it's almost as you're saying, it's women empowering other women by making it an economic activity whereas if they were doing it themselves, they're not being paid for making sure that the house is looked after, that it is cleaned, that the cooking is done, that the children are doing their homework, that all of that maintenance that we all need in our lives, happens.</p>
DM MOLOI	<p>You will know that you didn't be able to be here or even myself, I mean as beautiful as I look if I had not had any help at home of somebody who is able to help me because I will not be able to do.....you see we are...sometimes we are superwomen, we try to be superwomen, we're multitasking, it is our strength, but sometimes it's a downfall because you are not able to do all the things at the same time and one way or the other, some way, somehow, one is lagging and one suffers, so we need to recognise that.</p>
DR. MALKA	<p>And I think it also puts out the wrong perception to other women that someone can do everything at once.</p>
DM MOLOI	<p>No, yes, definitely, it's impossible.</p>

DR. MALKA	So we need to utilise our enablers. Do you think there will ever be a point where...that unpaid labour is recognised; either it is redistributed to...across the household equally, or, that that unpaid labour becomes a paid labour?
DM MOLOI	I think from a policy and legislative point of view we are trying to address this to arrive at that point. Remember currently we've just recently...we are on a process of reviewing, actually I think we have approved paternity leave now for males. Now you will understand if you are a man, you are a husband, you are a boyfriend, you are expecting a child, you will actually be now entitled to paid...fully paid paternity leave and you go to our services point and register for unemployment, I mean your paternity leave and you get paid for that. So it's a milestone, so why can't we....so we are optimistic actually that we are getting there with this one. I'm sure looking into the future, thinking about the future, we'll have to regulate mothers who are stay home mums who are taking care of their household, to what extent can we talk with the legislators to say how do we quantify the work that they do and they must receive some money from government.
DR. MALKA	This intervention of looking at the paid paternity leave; I see that in itself of saying that recognising the distribution of the load that this is your responsibility as parents, not as a mother....
DM MOLOI	...only as a mother. We are expecting our male counterparts, our husbands, our boyfriends, our partners, we are expecting that with the paid leave...paternity leave that they will be getting they are not going to utilise it to go on a drinking spree or some sort of socialising, but it will be utilised productively in terms of them having to help the mother, you know, a new mother with a new baby, with the household chores so that the mother can be able to rest and be able to take care of the child. It must be a joint venture, it must be a job that is done by both of the mother...both the mother and the father. So I think it will...to a certain extent it will relieve of the huge load of work from the mother, emotional stress of you know not just labour, but being there as a father, I think it will actually take us somewhere. We are actually changing our society I think.
DR. MALKA	And society is one of the biggest hurdles to change where you see patriarchy coming through and all of these elements....
DM MOLOIdefinitely, definitely.
DR. MALKA	Now as Deputy Minister of Employment and Labour and we had this conversation off-line as well, that education is a vital tool to empower individuals in societies. Even basic levels of literacy and numeracy have had profound effects on the well-being of women, whether it is knowing how to control fertility or reduce child mortality, improving the health of the homes and I think very importantly on reducing poverty. UNESCO for instance noted an additional year of schooling equated to a 10% increase in earnings. In your opinion, are we doing enough to ensure that the message of education is being spread across every forum possible and passed from mothers to daughters, particularly in underprivileged communities?
DM MOLOI	I think you'll agree with me that one of the things that we need to be proud of as South Africa is our literacy levels amongst women, especially amongst young women. It surpasses many other African countries and especially developing countries because we are a developing country, so I think this, how they actually....it's also translated into the number of women who are graduating from institutions of higher learning and being the leading example in the reversal of child mortality rate in the world, among others, taking into cognizance that we have the highest rate of HIV infections in the country and this achievements we ought to be proud of, this has also translated in longer life expectancies and economic participation of women.

	So we have to acknowledge the face of poverty and unemployment which is still existing, especially among young black women, but we have done a lot and this should never be taken for granted but we need to translate this achievement into a more equal society, taking into consideration that we are actually the most unequal societies in the world and the inequality has its own manifestations, especially in a more patriarchal foundations because that is actually the challenge.
DR. MALKA	And when you're looking at policy changes or let's say implementation of policy, do you look at it with a gender lens in the department?
DM MOLOI	[laughs] Not really, we...but we have to strive for...you know remember, where we come from, we cannot just change overnight. Fortunately, for the first time since our democracy, now 25 years into our democracy, we have a cabinet that is 50/50; 50 women; 50 men....
DR. MALKA	...big, big achievement...
DM MOLOI	...I mean excluding the President and the Deputy President, but for the first time we have 50% of women representatives and I think it is also at this point that we need to thank the women who are in the ruling party, the Women's League in particular, who have actually spearheaded this campaign of making sure that women are fully represented. We don't look at things...there's no competition between males and females, but the fact that our country's demographics are such that women are actually more than males...
DR. MALKA	...you're right....
DM MOLOI	...we are almost over 52%....
DR. MALKA	...52%...
DM MOLOI	...of women and women actually, the statistics, you look into the voting patterns, women are the ones who go to the polls and vote. They are loyal to the system of democracy; they vote and because they have hope that today is better than yesterday and surely tomorrow will be better than today, so they have hope that things will change for the better and when things change for the better for women, obviously like when we know that when you educate a woman you educate the nation because the woman carries that burden of having to take care of the entire village and the entire family. So, this is for us, it's quite an achievement that we are where we are and even the ruling party itself, strive...the ANC...strives to make sure that in all instructions we achieve the 50%, That is why where there is a discrepancy where you realise that we have premiers...more male premiers than females, we took a conscious decision to say let all the speakers be females, even in those provinces of Free State and Mpumalanga where the premiers are females, but the speakers must also be females and we say also where the premiers are males, the executive of ten should be in such a way that 60% becomes females and only 40% for males because we want to elevate and to show our commitment as the ruling party that we want...we are serious about the issue of gender equality and parity and we said we shouldn't stay at 50% each; even where there is a possibility for women to go beyond the 50% threshold, why not? So we have done that actually, with the exception of Gauteng of course, but we have actually instructed Gauteng to make sure that they do the necessary change and make sure that there are 60/40 and females are in majority in terms of the executive.
DR. MALKA	That's a really novel intervention and I remember reading back on things like the...with Beijing and all of the elements where people were talking about women attaining 30%....
DM MOLOI	...yes....

DR. MALKA	...but if you look at that and you think logically and I think this was from Dr. Phumzile Mlambo-Ngcuka....
DM MOLOI	...yes, the Beijing platform....
DR. MALKA	...she was saying that if you say that 30% for women then you are legitimising that 70% is for men, so when we hit the 30 quota, we're not going to take any more women.
DM MOLOI	That's where we started, I mean from 30% we might not have achieved it, but we managed to incrementally increase it up to 50%, even if it has taken us so long, we think that at some point we'll lead, we'll be more in majority in most...actually we are doing it in the public sector but we are saying the private sector must also come into being; most of the CEO's of companies are males....
DR. MALKA	...absolutely right...
DM MOLOI	...so we need to change the status quo.
DR. MALKA	But how do you think the private sector can take more learnings from the public sector?
DM MOLOI	I think there should be a dialogue, we should open up to a dialogue where we engage the private sector to say to what extent are you partnering with the rest of the country to transform our society and make sure that...because whether you like it or not most instances where the institutions are women led, they are mostly successful...
DR. MALKA	...and that....
DM MOLOImostly...often they are mostly successful.
DR. MALKA	What I've experienced is that sometimes women are put up to positions where they're almost on the verge of these organisations going into points of failure; it's almost saying well the women had it and it was the woman's fault that the organisation failed.
DM MOLOI	It's always the case but we are trying to prove everybody wrong, that actually the opposite is the truth. Most often than not institutions are rescued by women and they succeed. We can actually do that comparison, I think you must do that research and it will give you the conclusions that I'm talking about.
DR. MALKA	Well you're right, research has been done I think by Credit Suisse on the diversity and importantly how it impacts on the financial bottom-line of companies....
DM MOLOIof course....
DR. MALKA	...but you're right, maybe we must take this up as another venture on being able to promote women in the public, sorry, rather in the private sector, into elevated positions.
DM MOLOI	Yes.
DR. MALKA	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 the Deputy Minister Employment and Labour, Ms Boitumelo Elizabeth Moloi. We would love to receive your comments on Twitter:@WomanityTalk.
DR. MALKA	Deputy Minister, we are currently celebrating Women's Month in South Africa, which presents an opportunity to reflect on both the past as well as the future in terms of gender equality. We mentioned legislation and quota's as being a couple of interventions to help accelerate progress; in your views, what else do you think needs to be done to help close some of the gender gaps?
DM MOLOI	Currently I think as government...because as government we've got the responsibility to make sure that we create an environment which is conducive. So the issues of the gender gaps is not necessarily a responsibility of government alone, but through government programmes we can be able to actually transform and change the mindset of our people and obviously

	<p>also through institutions of higher learning. We have to also say to what extent can we put through institutions of higher learning some programmes that talks to the gender issues, but over and above that, the issue of gender parity and stuff, I think it starts from the home. How we groom our kids, how we socialise them, I'm thinking how we socialise our children should actually work towards making sure that the outcomes, the output, becomes such that there is no gender segregation in terms of the boys and the girls, how they are supposed to be perceived or which chores they are supposed to do.</p>
DR. MALKA	<p>Deputy Minister turning towards more of a personal aspect, one of the questions that I ask all my guests on the show who have made tremendous achievements in their respective fields of work is about the factors that they consider have contributed to their success. So in your opinion what would you say have been some of your key drivers?</p>
DM MOLOI	<p>You know, it's a very tricky question, I must say, but I must start from the beginning that I think my journey from the beginning of time when I was in primary I was in the debating team, I was debating as early as when I was in like standard four at that time and when I went to high school I got involved into the SRC work which was student movement at the time, but I think among others, as I evolved, the ruling party having exposed me to some of the unimaginable responsibilities. For instance, at an early age I was appointed in the ruling party...by the ruling party after its unbanning to work at the office in Western Transvaal, then when we still had provinces as regions like Transvaal, Northern Transvaal. So I come from the Western Transvaal area of Potchefstroom, that's where I was born and bred. So then I was appointed in 1991 as an organiser, so my responsibility...I was actually the only female organiser appointed at the time, amongst men, so I will work from the entirety of Western Transvaal, you remember it included parts of Bophuthatswana and including up to the points where the areas currently now are falling into the Limpopo province. I would go to Northam, I would go to Thabazimbi, up to Ellisras, those are the areas where I used to work and I worked in that position for five years and I was subsequently transferred to being an administrator of the office and at the time the region was like in the form of a province because you had to take responsibility for the entirety. So I worked as an administrator for eight years, from '95 to 2003, so...and as an administrator there I think it prepared me for the work that I'm at because remember, you cannot just wake up and become successful, you had to go through trials and tribulations, you had to do some mistakes in the process of you moving up and subsequently in...while I was working full-time for the African National Congress as an administrator I was also appointed a part-time counsellor in 2000 in the Matlosana City Council, which used to be called Klerksdorp City Council. So I was appointed and because we were the new batch of counsellors at the time I was given the role of being a chief whip for the time being of a period of three years and in 2003 I was then appointed a full-time member of the Mayoral Committee working in the executive of the Mayor. Then I was responsible for a portfolio dealing with local economic development and corporate communications. So I take it that all this combined work had prepared me for the work that I am in because in 2006, during elections, I was then appointed or elected to the position of the Executive Mayor from 2006 to 2016, so it was like....</p>
DR. MALKA	<p>...ten years....</p>
DM MOLOI	<p>...ten years of unbroken service to the people of...we used to call the...the municipality was called Southern District Municipality...Suidelike Distrik</p>

	<p>Munisipaliteit during that time and we...in the process in 2007 we went on a process of public participation to change the name from Southern District Municipality to Dr. Kenneth Kaunda District Municipality. I mean we did this in honour of former Zambian President because we felt that the role he played for Africa and for South Africa in particular and the support he gave to all the liberation movements and political parties which he housed in Zambia. Our headquarters of the ruling party was in Zambia, remember, so he did actually more to everybody in Africa more than he did to the people of Zambia, that is why actually at some point they ousted him but we felt that why not because this is a living legend, living giant, somebody who is alive, who has done so much for all of us, what is the honour that we can bestow unto him, so we decided to call our municipality Dr. Kenneth Kaunda District Municipality and which....actually the quote I made earlier on is his quote of he likes when he address...because we invited him to our council at some point, when he speaks everywhere, wherever he is, he tells you that...remember his motto first and foremost of Zamia; one Zambia one people...</p>
DR. MALKA	...one Zambia one nation...
DM MOLOI	<p>...one nation, so he...that's why Zambia at some point used to be very united, now he then says "do unto others as you would want them to do unto you" so that is something very profound to us that has actually kept us going and further to say "love your neighbour as you love yourself" so those are some things that really continue to resonate in some of us to be where we are, we continue to take leadership you know from such legends, living legends and we are where we are with things still because of such people and for that matter the issue of my key drivers, I think you know, perseverance amongst others. Steadfastness, being focused to the needs of our people. I think it's my passion actually, my passion has always been the fact that I need to put the interests of the people before my personal interests and I think it's the culture that I've also taught to my kids and I tell them that if somebody does not have bread, we better not have bread and give that bread to somebody else because.....we are advantaged, we know we can go and get bread somewhere else but that thing...because also of my background, I come from a very poor family, I think almost half of my life I lived a very poor life. We stayed in a shack for a very long time. At some point of my life I went to school without shoes so I think that then translated into my having to focus or channel this energy and passion towards helping others and I think that is something that makes me sleep well at night, that I'm helping people and I've been doing that forever and ever and forever I think because I was groomed by the African National Congress that we need to be selfless, we need to show compassion, we need to make sure that ours is to uplift and improve the lives of those who are less fortunate than us, not of our own personal making. So I think that's something that drives me, that keeps me actually awake at night, there are people who are sleeping in the streets, who had nothing to eat and that is why even in my legacy projects, where I used to be the mayor, we couldn't achieve much, but we managed to do a little to enhance our people, at least we have left a legacy where in the community, the entirety of the community of Dr. Kenneth Kaunda, in the municipalities that you find there we have free Wifi, you go to one area town of Ventersdorp, Potchefstroom, Ikageng, you go to Klerksdorp, in communities, in schools, you will see even elderly people you will see them next to a school yard because they are downloading something, you might not know why they are there, you might see cars parked there but this is some of the things that said our kids does not have access to the internet, how</p>

	do we help them to access the internet for them to be able to do research work.
DR. MALKA	And that's part of reducing the inequality because that's one of the channels...
DM MOLOI"	...because they will never...and remember that data is very expensive, I know because I had to give my kids data all the time. My daughter can't survive with 20 gig, I mean 10 gig...says mammie is nothing, so I know what they are going through, so but just think about it, what it does to our people. What it does to a person who is a street vendor who is there selling tomatoes, he can get...log in and actually begin to advertise on Whatsapp, on Facebook, whatever his trade, whatever they are selling. So it enhances even further that economic activity I was talking about earlier on to say this is what our people are looking for; what can we do? We cannot do much but we can do up to a particular point and we continue to say, our people must not...our people are expecting government to do everything but we know that government cannot do everything, so....
DR. MALKA	...but I think with this it's about teaching people to help themselves...
DM MOLOI	Yes, but it's actually what we are doing. Actually even in the programmes that we continue to run, we empower people as a department, through trainings and we train various courses, we've got...we are partnering with other service providers, our entities are doing the training with various SETAs. I was actually even challenging them to say what is that we can do to change the status quo, just to disrupt the status quo a little bit instead of us continuing to train people and sometimes you train them but sometimes they are unemployable. How can we change the status quo by actually training our people to be entrepreneurs; train them differently. You incubate them, give them the necessary support and then you leave them with the markets, they become the job creators themselves, so that then you remove and reduce the burden of government to be the job drivers, job creators, but you empower your people to make sure that they are the ones then who create the jobs themselves.
DR. MALKA	And it does so much more than economic value, it's about building...we were talking about the morality and the confidence....
DM MOLOI	...imagine now if you have trained a co-operative down in a rural community and there is a clinic or a school, inhospital they are using toilet paper, why can't we train as co-operative and you link it, you make sure that they are compliant and their product, the quality assurance that is done, that their product is of high quality, then that co-operative supply this clinic or the hospital. Imagine now, that work, the community there will be economic activity, how many people will be employed by that co-operative. Everything, imagine now if there is a co-operative doing a uniform for school kids around the community and every parent buys a school uniform from this co-operative. Now, it reduces the burden of government to have to be the mother and the father of these kids who might not be having parents but we have to do it together. Now we need to change the mindset, it goes back to that point I made where we need to be continuously and we need to be patient with our people because our people are impatient because they have been unemployed for too long. Remember you said there are those who are no more even seeking jobs any more, those who are no more in training, those who are just sitting at home have lost hope, but we are changing the mindset to say there is hope and just continue to have faith and therefore we need to begin to collate, to correct, do a facilitation, our department must then facilitate amongst other departments whatever they are doing, small business what are you doing. We have a programme team, we as Employment and Labour we will train people for you, fund them, so that

	then you will link them with the markets and then they are able to have jobs that are sustainable. So that is basically what we are about.
DR. MALKA	I think that's a noble initiative.
DM MOLOI	Thank you so much.
DR. MALKA	And lastly Deputy Minister, because we are unfortunately running out of time, as we close our conversation today for Women's Month, could you share a few words of inspiration or wisdom that you'd like to pass on to young ladies that are listening to us?
DM MOLOI	I will say to young ladies and young women the future looks bright. Our future looks bright for women and the future is women. The future is women and these women must have confidence in themselves because we have not yet actually unleashed the potential that is within us as women. We have much energy, we have that....we are brave, we can do...we are superwomen, so the future is awaiting, you know, we have seen the future, the future looks bright for women so the women must just be able to be patient with themselves and they must, among other things, our women, our young women must go and capacitate themselves because we need a future that is having skilled women in particular because it is a necessity and for us to be able to be taken serious as women we need to capacitate ourselves, to prepare ourselves for the future. We need women who will go onto space and explore life in space, for there is life beyond the sky because the sky is no more the limit, so we want young women to dream about being...maybe in our lifetime we will have a young female president. So young women must see themselves in that future as young ministers, as presidents, as deputy presidents, as CEOs of Eskom, CEOs of different parastatals, our SOEs and women must avail themselves because the opportunities are there. So these opportunities are waiting upon these young women to stand up and be counted and say here we are, we are ready, Tuma Mina.....as like the President saidwe are ready to serve. They must be ready to serve and they must be selfless, we need a new brigade of young women who will be ready to go out there and be go-getters and do that which our nation is expecting them to do. This is a game changer for women, so this is the opportunity that actually all of us have been waiting for in our lifetime. By the way my granny had to vote in 1994 at the age of I think 90...over 80 or 90, my grandmother passed on at 103 years and she voted for the first time in 1994, she was like 90 something, so imagine now my grandmother having to wait until she was 90 years to go and vote for the first time. But then the opportunities are presenting themselves to us now at our age, what about those who are coming. So the future is for the young ones who are here now so they must do everything in their power to make sure that they grab every moment, every opportunity that will enhance them to be counted in the future or they will be left behind.
DR. MALKA	Thank you for that vision of the future and that energy of go out and get it.
DM MOLOI	Yes, it's waiting for them.
DR. MALKA	Thank you so much for joining us.
DM MOLOI	Thank you so much Dr. Malka, and your studio, it has been nice and wonderful to be here, thank you so much.
DR. MALKA	We wish you every success in this important portfolio.
DM MOLOI	Thank you so much.
	PROGRAMME END