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GUEST NAME: MS GITA KAMATH – AUSTRALIAN HIGH COMMISSIONER TO SOUTH AFRICA, BOTSWANA, LESOTHO, MOZAMBIQUE, NAMIBIA, ANGOLA & ESWATINI

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 Pretoria studio today is the Australian High Commissioner to South Africa, Botswana, Lesotho, Mozambique, Namibia, Angola and Eswatini; Gita Kamath. Welcome!
HC KAMATH	<b>Thank you Amaleya I'm delighted to be here and that's a bit of a mouth full.</b>
DR. MALKA	You've got a massive portfolio!
HC KAMATH	<b>Yes and as I said to you before the interview, I think the assignment in South Africa is more than a full-time job in itself.</b>
DR. MALKA	Well, welcome to the country, welcome to the continent, in fact, and to start with the show; you've served Australia for more than 20 years and you've held a variety of different roles in the foreign affairs space; can you share with us a few of the landmarks in your career?
HC KAMATH	<b>Yes sure, I mean obviously there are obviously professional landmarks like when I got appointed into our senior executive service and, you know, first ambassadorial appointment when I was a permanent delegate to UNESCO in Paris and of course arriving in South Africa, but there are also some personal landmarks and it was with my first posting, because you join a foreign ministry to go on posting and....</b>
DR. MALKA	...and where was that?
HC KAMATH	<b>I was actually posted to Indonesia to Jakarta, which was something I'd been wanting to do for years because I'd studied Indonesian at school and I had to do long-term language training and I was actually in Indonesia in Central Java on language training when the Australian government changed and I discovered a big budget deficit had instituted major job cuts across the public service and so in one year our foreign ministry shrunk by 20% and unfortunately they took a bit of an approach of last in first out and so I got a call when I was in East Java saying the High...the Ambassador wants to see you and I had to go fly back into Jakarta and got told that they were cutting my posting and I hadn't arrived of course, I was still on language training and they said oh but we've paid for all your language training so finish it all and go back to Canberra. So that was a landmark for me because I had an expectation about what I was going to do for the next three years and it didn't eventuate like that, but I learned a lot from that about...because after that I subsequently spent a year in Canberra and I went to Singapore and I had a wonderful posting in Singapore and it was always...after that I've always learned expect the unexpected, be resilient and be open to new opportunities and new experiences.</b>
DR. MALKA	And it also sounds a case of being able to make the most of whatever situation/circumstance you're in, so you start off for instance, with the language training, you were able to complete that so you're fluent and you've got a new set of skills and being able to adjust into a different position.

HC KAMATH	Absolutely, and another sort of landmark which was on posting in Singapore, was the birth of my first child because, you know, as a junior diplomat you sort of think at the time and this was in the late 90's how on earth can I ever, you know, have a child on posting because there was no....absolutely no option at that time to go part-time and do any of that, but having seen someone else do it, it really opened my eyes at what was possible and in those days we only got 12 weeks of maternity leave, which I realised is not even three months, and so I was determined to work as close as possible to the birth because I would only have a certain...so I worked until on the Friday and I gave birth on the Monday and that was a landmark for me...
DR. MALKA	Wow!
HC KAMATH	<b>...being able to have a child while working on posting.</b>
DR. MALKA	Thinking about having a child; it's part of a woman's fabric, it's part our lifecycle but in order to be able to fulfil our lifecycle we've got to have certain enablers in our life to make that happen and the right sets of support structures, so whether it's from a maternity leave point of view, whether it is about day care or other avenues to help us, you know, long gone are the days where we have to do everything ourselves and quite frankly we shouldn't.
HC KAMATH	<b>Yeah and I'm pleased to say that in our foreign ministry now; that was 20 years ago, but 20 years later we have much better support mechanisms and policies in place for women generally, but also specifically for women who want to have children on posting.</b>
DR. MALKA	Coming up to where you are today; you've been in South Africa, you mentioned on and off from July 2019, what would you say are some of the key challenges for you in this role?
HC KAMATH	<b>Well when I arrived here, I was really struck by the breadth and depth of the relationship between Australia and South Africa. There are enduring people-to-people links, you know, we have...everyone I meet seems to have some connection with Australia, whether, you know, they've visited or they've got a child who studied there or they've got a relative there and we have direct flights, daily direct flights from Perth and Sydney, which means that really emphasises and facilitates the people-to-people links. We have really strong, surprisingly strong trade and investment links so...and it's two-ways, so Australia is investing as much in South Africa as South Africa is investing in Australia and we have link sporting ties, you know, rugby and cricket and netball. We have very strong science and technology links; we're both hosting the square kilometre array which will be the world's largest radio telescope but I think the challenge is that and it's both of us...both countries find ourselves in different neighbourhoods in some ways and it's very natural that you will engage with your neighbours more than with...more broadly and I think that's the case of both countries and it's entirely natural. So for South Africa it's the broader African continent and perhaps to some extent looking north and it's the same for Australia, we find ourselves in one of the fastest growing economic regions of the world in South East Asia and North Asia and the Pacific and so that's our natural neighbourhood as well. So, I think the challenge is to try and raise awareness about the strength of the relationship and get the political engagement.</b>
DR. MALKA	And often I find, with different countries looking at these cross-border relationships from a diplomatic point of view when they come into a nation, so in your case Australia coming into South Africa and almost half of Sub-Saharan, but, you often have particular development programmes geared towards vulnerable groupings and I wondered if you had anything in particular that is addressing women's development?

<b>HC KAMATH</b>	Yes, well our...the Australian government's Aid Programme, which is almost four billion dollars a year, under our first female foreign minister actually, in 2013, we had a new aid paradigm and under our new aid policy it was determined that at least 80% of our aid investments, regardless of their objectives, had to effectively address gender issues in their implementation. So, as a result of that, we invest very strongly in enhancing women's voice in decision-making, in women's economic empowerment and in ending violence against women and girls and at the High Commission our flagship bilateral programme is our Scholarships Programme, the Australia Awards Programme and I'm pleased to say that we have actively sought and achieved and managed to maintain gender parity, which is not always easy in the selection of scholars because we find that there are far less women who apply for the scholarship programme. We also have an Australian Volunteers Programme and under that programme we have had a number of volunteers placed as gender specialists in South African organisations, non-government and think-tanks, for instance, and we also have a Direct Aid programme, so a small grants programme and under that programme we've had quite a focus on gender empowerment projects and I'm pleased to say that more broadly across the...in the High Commission we have a very good gender balance and across Africa six of our...Australia's nine diplomatic missions are headed by women.
DR. MALKA	So over half.
<b>HC KAMATH</b>	<b>Mmmm</b>
DR. MALKA	One of the things that I've found is that there also almost seems to be this increasing feminisation in governments and also in the diplomatic core and I think, if my numbers stand correctly, that ambassadors or high commissioners into South Africa that there's I think 20% are women.
<b>HC KAMATH</b>	<b>That's right, I recently had the honour to present credentials to President Ramaphosa and during the credentials ceremony there were 17 new ambassadors and only four of us are women and so I then did a little bit more investigation and I worked out that while South Africa, while Pretoria has one of the largest numbers of diplomatic missions in any bilateral city, capital city, over 135, only about less than 20% are headed by women. So I actually organised a function with all the female heads of mission and also South African women who are in positions of influence and leadership because I think...I'm a firm believer in the sisterhood and I think that there is power in the collective and men have always had these natural networks...</b>
DR. MALKA	...yes, they have.....
<b>HC KAMATH</b>	<b>...and I think we need to also get our social networks working to give us voice and an agency, but I think that, you know...and...because it's a human tendency to gravitate towards people who are like you...</b>
DR. MALKA	...mhmmm...
<b>HC KAMATH</b>	<b>...but I do think that there are also advantages in being in a minority because often you are...you find yourself as, you know, a small number or if not the only woman in a room or at a dinner table or so on, but I think...because I think half of the challenge of, you know, part of the stages of getting influence is having this ability and you know if you're in a room with people in grey suites and you are...automatically you have this, you know, advantage that you stick out but then you have to obviously take advantage of that and go one step further and speak and use your voice, but it helps.</b>
	<b>AD BREAK</b>
DR. MALKA	Today we are talking to the High Commissioner of Australia to South Africa, Botswana, Lesotho, Mozambique, Namibia, Angola and Eswatini; Gita Kamath. We would love to receive your comments on Twitter:@WomanityTalk.

DR. MALKA	Staying with the theme of women in leadership; our programme really focuses on gender equality as an important global focus and I think that part of that is about developing female leadership, so for instance when you were talking about belief in the sisterhood and establishing networks it will obviously foster relations and help move things ahead. Generally, how do you see female leadership, whether it's from a parliamentary perspective, a politics, a business, or any other field for that matter?
HC KAMATH	<b>Yeah this is an interesting question and I try to avoid gender stereotyping. I think there are different leadership styles and I think either gender...and there's not one style that's more successful than another and I think that either gender can learn to succeed in different styles, so I don't actually see that there's a definite female leadership model. One thing I do find though is that sort of there's a couple of things that are key to leadership and one is having a...building self-confidence and having a sense of self-belief and I think a lot of women struggle with that and I think to become a leader you actually...there are two key things; you have to see yourself as a leader and you have to be seen by others as a leader and I think this is where you have these unconscious biases that can create barriers for women and I think to see yourself as a leader involves a fundamental shift in identity. You have to kind of integrate leadership into your identity and that doesn't necessarily come naturally if you don't have the self-belief or self-confidence or role models actually and you also need external affirmation, so to give you that confidence to, you know, step outside your comfort zone and experiment and so that's where you need mentoring and role models and you need to have these policies and practices around that support these things.</b>
DR. MALKA	So it comes back to visibility and almost self-visibility of being able to see yourself in those shoes and I completely agree with you with the affirmation on policies around you that support and enable you. There's so few countries, globally, who have had or have women occupying the pinnacle of leadership as a country leader, whether it's a president or prime minister, but Australia's had a first female prime minister; Julie Gillard, who held office from 2010 to 2013 and I think that women occupying positions in government and serving as heads of state are significant for a number of reasons, many of which we've already spoken about, whether it is demonstrating empowerment, governance, serving as role models and looking at that both from a role model point of view from women and men to see that women are capable of leadership positions and it also helps to have suitable representation of a gender point of view in terms of policy development and implementation. So, my first question is do you think more countries are ready for a female president or prime minister?
HC KAMATH	<b>I think that, well first, one statistic which is the World Economic Forum has done some research into this and it said that based on current trends and policies it will take 170 years to reach gender equality globally and that's...so that's about five more generations. So I don't think we can wait until there's some artificial sense of being ready.</b>
DR. MALKA	It's incredulous, you know, none of us would be alive by then....
HC KAMATH	<b>...correct....</b>
DR. MALKA	...although, you know, we are living longer, but ja, 170 years is ridiculous.
HC KAMATH	<b>So, it really is then about what is the enabling environment to try and affect change and I'm actually quite a supporter of targets. Just looking at our own foreign ministry for example, in 2015 less than 25% of our diplomatic missions were headed by women. We then had our first female permanent secretary appointed only in 2015, and under her leadership that number has gone from less than 25% to over 42% in three years. So I think because we've had targets, we haven't had quotas, but we've had targets....</b>

DR. MALKA	...tell me the difference between targets versus quotas.
HC KAMATH	<b>Targets is setting an ambition; it's making sure that you very deliberately are looking at what your policies and procedures you have in place to try and make it easier for...to encourage women to actually put their hand up, because what we were finding as well is that women weren't putting their hand up. They were almost holding themselves back, whereas a quota is actually then saying well, you know, if you...actually saying well we're going to go and pick people and just put them in those positions and I think this comes back to this issue of you can appoint women but if they're not psychologically...haven't integrated the sense of leadership identity themselves and you don't have external structures that are going to affirm that, there's no point just putting women in place. So you're not actually...</b>
DR. MALKA	...that's almost setting them up for failure.
HC KAMATH	<b>Correct and I think there's an interesting example in Australia at the political level where we have two major parties and one of those parties back in 1994 decided they would set targets for women in parliament and it would not just be about women, you know, running for parliament but it's about pre-selecting them for winnable seats and so they set a target back then I think, of about 35% of women would have...be selected for winnable seats by the next ten years and progressively over the years they've increased the targets and they're very close now to reaching 50% of women in parliament. The other major party on the other hand did not do that and they have less than 25% of women in parliament.</b>
DR. MALKA	Stark differences and it shows if you're not...if you don't keep at something, if you don't have that consistency, you won't get to the end goal and if you don't have whether it's quotas or targets, something that you're aiming for, that it again won't materialise because it's not part of the agenda, part of the KPI's. That's amazing, so, 75%....
HC KAMATH	<b>...50%...</b>
DR. MALKA	...50% versus less than 25%....
HC KAMATH	<b>...correct...</b>
DR. MALKA	...so parity on one and not even a quarter on the other.
HC KAMATH	<b>And you do need to have a critical mass of women to get that voice and there's a really good analogy that the...our first female foreign minister, or a kind of anecdote really, that she always uses and I...and she said that she was...back in 2013 she was the only woman in cabinet.</b>
DR. MALKA	2013?
HC KAMATH	<b>Yes, this is Australia we're talking about and she always talks about this and she says that when she was in cabinet she would suggest ideas only to have them ignored by, you know, all the other men around the table and then she'd find that someone would copy her ideas and the others would say what a brilliant idea it was and so she said that once she got a few more women around the cabinet table they all joined together and made a deal and they said that no matter what each of them said, the others would all come in and say it's a brilliant idea, and you know, so I think critical mass is really important.</b>
DR. MALKA	Looking at theory of diffusion and innovations, it shows that when you hit 30% of something, then you're able to achieve critical mass; anything less than that, it's like a waste of effort until you get that break-even point and tip over. Well, thinking about numbers here, when I was looking at the latest statistics from the Interparliamentary Union, I recognised in terms of female representation, South Africa is ranked eleventh in the world; countries in...other countries in Africa like Rwanda and Namibia hold first and tenth positions respectively. Australia ranks forty-seventh and it indicated that you have 30% female representation.

	The global average of female representation in parliaments stands at only 24.5%, indicating that most parliaments are male dominated and I think that also ties back to the WEF statistic on looking at taking 170 years to get to parity, but, within these elements, what do you think we need to do to get to 50/50 at a more rapid rate?
<b>HC KAMATH</b>	<b>Well, it's I think a number of the factors that I've raised; it's about the support enabling mechanisms around women themselves to help them have that self-belief and self-confidence that they can actually be leaders. I think, you know, we...what's also important is that, you know, we need to bring men into the fold and we need to have male sponsors and champions and a really interesting initiative in Australia, which I'm a very strong supporter of, is called the Male Champions of Change Initiative and it's...it was I think started maybe in 2010 and it's a coalition of Australian CEO's, male CEO's, non-executive directors and community leaders who are there to support women...stepping women up to, you know, try and achieve significant representation and improve representation in leadership, not just in private sector, but also in the public sector and I think it really underscores how important it is to get men on board and what we've seen what this initiative is that the men who are part of it are quite competitive amongst themselves, they want to be able to show that in their own organisations they're doing their bit and that's kind of...it's very healthy competition and there have been wonderful examples of what this group has done. So for instance, the Australian Federal Police Commissioner, he's one of the Male Champions of Change or the previous one and I've no doubt the current one and he decided to run a female only recruitment round.</b>
DR. MALKA	Female only?
<b>HC KAMATH</b>	<b>Yes, because to try and increase the representation of women in the police service and they also, you know, they learn from each other and you know then they...</b>
DR. MALKA	...well of course because just thinking on that example, if you are looking at it almost as a generational view and we see figures like 170 years, that speaks to generational views, that if you are only allowing an input in a particular period, then you've got this growth; that's a great example.
<b>HC KAMATH</b>	<b>Yeah and a very practical thing that the Male Champions of Change and Initiative they've been promoting is called the Panel Pledge. I don't know if you're aware of this, but....</b>
DR. MALKA	...no, please share....
<b>HC KAMATH</b>	<b>...yeah, in Australia you know there's something like only 15% of panellists at major conferences and events are women and so they have taken the Panel Pledge, as has the head of our foreign ministry, which means that when she or they are invited to speak or participate in a professional forum, they request advice or confirmation on who the other panellists are, the speakers, and what...how the gender balance is going to be achieved and they insist, as a condition of acceptance that they expect women to participate in a meaningful way and they can reserve the right to withdraw at the last minute if this isn't going to be the case and you can also help the organisers.....but we can't find suitable women, you can help them by offering the names of women from within your organisation or network and or if necessary point them to available resources. And of course it can be quite difficult, I mean particularly for instance in some particular economic sectors like mining, to find suitable women but it...you don't always have to have the CEO's who speak, you could have, you know, the Chief Financial Officer or the Head of Human Resources and often they are better speakers actually. So, and our permanent secretary has taken this Panel Pledge one step further that she's</b>

	<b>now refusing to speak at events where there are very few women in the audience, so....</b>
DR. MALKA	This is the first time I've heard about this, but I love learning about new mechanisms because these are effective, these are about putting the pressure on organisers, on organisations to drive that change and go and seek out women; (a) it provides a platform for their voice, it provides an opportunity for them to get exposure and also expertise recognised in a particular field and bringing more and more women into these spaces and environments.
HC KAMATH	<b>And a really good example recently was at the South African Government's Investment Conference; I was really struck by the almost total lack of women on stage making the investment pledges, but there was one exception and there was a CEO of a company who very deliberately stood aside to give the floor to one of his female colleagues, obviously more junior, and it really raised the profile of the company I think at this prestigious event; it spoke to it's values and it sent a really powerful message that, you know, gender equality is not only the right thing to do but it makes commercial sense.</b>
DR. MALKA	We had the Minister of Agriculture, Land Development and Reform, Thoko Didiza on the show a couple of weeks ago and one of the things she said when she was at the Investment Forum and she was doing something in the poultry sector, was exactly as you said, the lack of female representation from...that were coming up and putting in their pledges.
HC KAMATH	<b>Yeah and it doesn't have to be the CEO's. What he showed was that you could have one of your employees and who makes a strong contribution and so you 've got to think of creative ways of getting women to participate meaningfully in these events.</b>
DR. MALKA	Great, well thank you for sharing all of those mechanisms, interventions and things that have a real practical impact on helping us shift the gender balance more towards a parity situation.
	<b>AD BREAK</b>
DR. MALKA	Today we are talking to the High Commissioner of Australia to South Africa, Botswana, Lesotho, Mozambique, Namibia, Angola and Eswatini, Gita Kamath. We would love to receive your comments on Twitter: @WomanityTalk.
DR. MALKA	High Commissioner, one question that I'd like to ask you now is about your personal journey, so some guests on the programme who've reached tremendous achievements in their respective fields talk about some of the factors that have contributed to their success, whether that is perseverance, hard work, a particular person that influenced them in some way; could you please share with us in your opinion what have been some of your key drivers?
HC KAMATH	<b>Well I think two things that have had a transformative impact on my life have been education and migration to Australia. So I...for your listeners, I am...I was born in India and I then spent the first seven years of my life in Malaysia because my mother was a Malaysian Citizen and so and both my grandmothers who were born in India, were married at thirteen....</b>
DR. MALKA	...thirteen...?
HC KAMATH	<b>...yes, so neither of them were educated....</b>
DR. MALKA	...I'm getting goose bumps....
HC KAMATH	<b>...yeah, so and my father was the first person in his whole family to go to university and of course women on my mother's side, my grandfather was a doctor but he married a thirteen-year-old and my grandmother had seven children, six of whom were girls and she was widowed at a very young age, in her thirties and my mother was only...my mother was the second oldest and she was sixteen and so my grandmother's father, who was a doctor, said well what are you going to do, you've got six girls, you're in Malaysia, you're widowed, you know, bring them to India and marry them off. She did</b>

	take...my mother was actually sixteen, she was on a boat to Dublin to study medicine at sixteen but the other...so she was the second oldest, so the other five my grandmother took to India but she had a falling out with her father, she moved out of the family home and she refused to marry them off. She brought them all up and she was a very strong woman and they all, all seven of them are doctors.
DR. MALKA	What a fantastic success story....
HC KAMATH	...yeah....
DR. MALKA	...and the integrity that your grandmother had to do this all on her own.
HC KAMATH	Yeah, I mean she didn't want them to go through what she had gone through which is marriage at such a young age. So I think, you know, I...and for me I think that the education is...it's just an extraordinary opportunity I've had that my grandmothers didn't have, my mother did have, but I think you know she could have done, you know, much more. So, I think each generation makes progress and combining that with migration to Australia, that's certainly for me I think has been transformative.
DR. MALKA	So your mom went to Ireland...
HC KAMATH	...yes...
DR. MALKA	...and then ended up going to Australia?
HC KAMATH	She didn't finish medical school in Ireland so she went there as a sixteen-year-old, can you imagine this young Asian woman...girl, very innocent. She finished medical school in Malaysia where she met my...in India rather, where she met my father and then my sister and I were born there but she found it very hard living in India. We moved back to Malaysia when my brother was born and Malaysia at that time in the early '70's had a lot of racial problems, racial tension; race riots actually and my father wasn't a citizen so it was very difficult for him as an Indian to remain there and you see that this is a time when a lot of Chinese and Indian Malaysians left Malaysia, it coincided with the end of the White Australia Policy, so a lot of...and Australia was taking doctors, so a lot of Chinese and Indian Malaysians migrated as doctors to Australia at that time.
DR. MALKA	And when we were speaking about the education aspect; you've got a Bachelor of Arts and Bachelor of Law from New South Wales University. You've also got a Master of Arts in Foreign Affairs and Trade, which you attained from the Australian National University and you've been admitted to the Supreme Court of New South Wales as a Legal Practitioner; so you've emphasised in the conversation the impact of education and to a certain extent on some of the aspects of being transformational for your family. Is there anything else you'd like to share on that point?
HC KAMATH	Well I think, I look at my mother and she was also like her mother, an extraordinary force of nature and she was offered a Fulbright Scholarship in Malaysia but she gave it up to get married and she was a medical doctor and when we came to Australia, you know, she had to requalify and become a medical specialist and she had lots of exams and I remember her being not...being absent to study and she qualified as an immunologist and this in the 1970's and most of my friends, their mothers didn't work and I had a mother who was a very...you know, a scientist and she was in a very male dominated profession and I think...I look back on it now and I didn't realise at the time how difficult it must have been for her and how many challenges and frustrations she had in the 1970's as a non-Anglo-Saxon woman in a scientific field and I think that, you know, if she had been born now, wow, what she could have achieved. So I'm really, you know, I think that the slogan "because of her I am" I think that applies to my mother in terms of her mother and it certainly applies to me in terms of my mother.

DR. MALKA	And being a massive influence in the subtle ways as role modelling for you to become the person you are today. You've shared a few of the highlights on your travels on being in India, on being in Malaysia and being in Australia; can you tell us about some of the pivotal moments in your life growing up which have made you to be who you are today?
HC KAMATH	<b>Well I think what I've said, I mean, moving countries, you know, it's...I think there are few countries where a migrant like me could represent that country internationally and so I think you know that's really a pivotal moment, migration to Australia.</b>
DR. MALKA	And given your experiences so far in your career, if you could call out one lesson; what would it be?
HC KAMATH	<b>Oh wow, look I think I'm always learning so I think I'm continuously learning. I think, you know, I mentioned right at the beginning of this interview my aborted first posting, so I think, you know, "the best laid plans of mice and men"...you really have to expect the unexpected and go with the flow. I think it's important to, you know, challenge ourselves, to be brave and put ourselves out there and be...failure can be a very powerful learning tool, especially if you combine it with a positive attitude.</b>
DR. MALKA	But sometimes that's almost so, so challenging to think of failure in a positive perspective, but you're right, ultimately I think our biggest lessons actually come from failures, they're the ones that we remember the longest, maybe it's because of the pain that you endure as you go through it. And finally, as we conclude our conversation today, could you share a few words of wisdom or inspiration that you'd like to pass onto women across the continent that are listening to us?
HC KAMATH	<b>Well when I had this function recently that I mentioned for the female ambassadors and South African women in leadership, I gave a bit of a speech and I concluded it with one of my favourite sayings, which is actually from Madeleine Albright, who's the US...former US Secretary of State, so in the foreign relations field and I think she said something like "there is a special place reserved in hell for women who don't support other women" so I, you know, that was part of the reason I held the function because I was like well we all need to support each other and we are much stronger together. But I think, you know, one of the quotes that I hold very closely to me is from the late great Toni Morrison, which is that "if you are free, free someone else and if you have power, empower someone else".</b>
DR. MALKA	Such poignant words, really and I, you know apart from...looking at it from an individual point of view to internalise that, but being able to make sure that you help other people around you who are less fortunate but who still could have so much opportunity available to them. Thank you so much, we really appreciate you being on the show and look forward to hearing more and I hope you enjoy your tour in this incredibly diverse portfolio that you have in the continent.
HC KAMATH	<b>Thank you very much, it's been a great pleasure.</b>
<b>PROGRAMME END</b>	