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PROGRAM NAME: WOMANITY – WOMEN IN UNITY

GUEST NAME: MS ZANDILE MAJOZI - MEMBER OF PARLIAMENT - INKATHA
FREEDOM PARTY – PORTFOLIO COMMITTEE OF COMMUNICATIONS AND POLICE

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 on the line today is Ms Zandile Majosi from the Inkatha Freedom Party, who is a Member of Parliament and serves on the Portfolio Committee of Communications as well as Police. Welcome to the show Ms. Majosi.
MS. MAJOZI	Good morning, good morning Doctor and good morning to the listeners as well.
DR. MALKA	Ms. Majosi, starting at the beginning, because this is one of the conversations we regularly have about profiling prominent female parliamentarians from different political parties; the Inkatha Freedom Party is a very well-established political party and it exists as its core purpose to serve the people of South Africa and to do so in a spirit of Ubuntu botho; please can you tell us a little bit more about the party as well as the composition of women in its structures?
MS. MAJOZI	Thank you, thank you Doctor, as you have said before that we are a well-established party and we have been in existence for 46 years, it was established in 1975 and ever since it has had women in the structures because our then president, who is now the president emeritus, Dr. Mangosutho Buthelezi, believed that in each and every movement that women should be represented because women were in majority, but also our voice should be heard because we have got issues as well that we want to raise and how we would want to live our lives and how do we want to develop ourselves. So the IFP has been that organisation that develops women and in its structures there is no structure that does not have a representative of women and ever since its existence, it has had three brigades. The IFP has one membership, but then as a woman, I joined the IFP when I was very young, I think I was 18, I joined with one membership but I belonged in different structures, I belonged in the main structure as the whole membership of the IFP but also I belonged in the Women's Brigade because I am a woman and also I belonged in the Youth Brigade because I was a young person then, now I am 36 I am old, I don't belong in the brigade anymore. So ja, that is the composition of the IFP and I am also part of the National Council, which is the highest decision making board of the IFP between conferences and we have got the National Executive Committee of the IFP, which is the top seven, also there is a chairperson of the Women's Brigade and the secretary of the Women's Brigade, they sit as well in the National Executive Committee so that they can draw on issues of women in the party and going downwards in provinces and so forth, I am the Deputy Chairperson of the Gauteng Province in the main structure.
DR. MALKA	Well thank you so much for expanding on all of the different structures and how you have formed such an integral part of those different layers. You said that you came into ...
MS. MAJOZI	... yes ...
DR. MALKA	... the party at 18, that's a tender age; please tell us about your journey into

	politics.
MS. MAJOZI	<p>Yoh, my journey into politics; firstly I am a Soweto girl, I come from White City and when I joined it was my grandfather is an IFP and then he used to take me to the rallies and all the events that the IFP would host in Soweto and in Johannesburg and at that time I think I was 12/13 and every year whenever there is an event he would take me there and I then made a decision, out of all political parties in Soweto and in Johannesburg I made a decision that no, the IFP is the party that speaks to me, its policies speaks to what I believe in as a young person, as a woman as well and as a person who would love to live in a society that is safe and people who would want to have a community that would support one another. I took up my membership, I was doing grade twelve in Morris Isaacson, I was the first one to open the SADESMO (South African Democratic Students Movement) in the Morris Isaacson High School in Soweto, to have the student movement of the IFP and we had a branch in White City where I was the chairperson of the youth brigade as well, it started there. I joined because I loved being in the IFP, but I just loved going to rallies, listening to the president, listening to leaders speak and getting the speeches and being able to outlay how they do things in the IFP. So ja, it continued for some time, up until that there is a potential in me and then I was also elected to be the Deputy Secretary of the District in the Youth Brigade City of Johannesburg and after that I moved to the province, I then moved to the National to become the Deputy Chairperson of the Youth Brigade, serving with Mkhuleko Hlengwa, who was the chairperson then, after that, that's when I moved, coming back to Gauteng, serving in the structure as the Deputy Chairperson as well. I think this position loves me, ja as the Deputy Chairperson of the main structure of Gauteng Province, ja, and now I am a member of the National Assembly serving in the portfolios that we have mentioned before and also recently I have been elected to be a board member in the Parliamentary Institute to legislate and develop staff and all parliamentarians in the national parliament. So, ja, being in the IFP it has great exposure and opportunity to be one of the women that the IFP is grooming and developing to becoming what I am today.</p>
DR. MALKA	<p>Thanks for walking us through some aspects of your journey. A question that I wanted to ask you now is how do you think we can encourage more women to get into the political space, because you have walked through these structures, you have experienced the different dynamics and you know how things are on the cold face?</p>
MS. MAJOZI	<p>Firstly I think what we need to do as communities and societies is accepting that we are women, we are all built as human beings and we must not take this thing as a gender thing that women belong in these structures, women do not belong in politics or women do not belong in the hard labour. As a society, once we learn that these are the things that we need to do, I think we will do better, because there is no mechanism that you would want to use for people not to join the organisations, but organisations are there to be joined by human beings, the membership is there to be joined, to be taken by everyone who believes in that certain organisation. So what I would want to encourage women on is they must always participate in the communities programmes, in societies, in everything that is there, women must be there. Charlotte Maxeke, all these women who were there in the struggles, who fought to see South Africa where it is today, we must not then let go of that struggle, we must continue on that note as women and we must make sure that our voice is</p>

	<p>heard. I think also the fact that men are intimidated by strong women, men are intimidated by women who voice out all the issues that they want the societies to solve, so as women we must make sure that we gather together. What we also need to do is support one another, because there is one thing that we lack as women is supporting one another, when one is growing and developing and getting a position somewhere, we must be able to celebrate that as women only. Let us not forget about everything else, but we must be able to celebrate that, if we are able to embrace ourselves as women first, it will be easier even for the society to say no but we must embrace everyone in the society because there is a perception that women must live in this way and there is a perception that this is how we must handle ourselves and do things, whereas we have got maybe different generations, they grow differently. So you cannot expect that a generation that was doing things in 1975 or '76, it will be the same in 2021, it is different, you see how our kids are, they are technologically advanced, they have everything that they need, that was not there before. So once we are able to build that to our own societies and communities I think it will also be easier for women to be able to adjust and see that they have got a role to play and a big one because we are in majority by the way and if we stand together we will be able to solve all the issues that we have. That is what I want to say because there is no mechanism that you would want women to use in order for them to get into politics, but you would want them to be involved in everything that is happening within their societies.</p>
DR. MALKA	<p>Very well said, I particularly like your expression of the fact that women need to be involved, it doesn't matter how small a role that people play, but it is about the responsibility that we provide to ourselves, to our communities and to society at large and then the fact where you spoke about the issue that we live in a multi-generational society, the world of 1976 is not the world of 2022.</p>
MS. MAJOZI	<p>True, true, I mean what women used to do then is not what women would like to do now, back then women would stay at home, raise kids and make sure that their husbands are taken care of and at that time they would not even express the abuse that would get at home and you would want the women to keep everything as a secret in their own homes and now it is different. Women are out there, women are CEOs of companies, then we must not shy away from that, we must embrace it, it must be within us that we are human beings as well, we were provided life to be able to be here in this world and leave your mark once you leave. So it is changing from time to time, once the society then adapts to that, women have a big role to play in all aspects, not in only certain aspects but in all aspects of the society, then we will be able to have a better future and release some of these things, because sometimes it is us who allow men to take advantage of everything, because it is us that will propose these names of men to be in these high positions, instead of proposing another woman, because now we are afraid that if this one gets there. So once we adapt to that we will be a better society and a better country to live with women's emancipation.</p>
DR. MALKA	<p>I can hear and see and feel your passion about women, it's coming through so, so strongly.</p>
	AD BREAK
DR. MALKA	<p>Today we're talking to Ms. Zandile Majozi from the Inkatha Freedom Party, who is a Member of Parliament that serves on the Portfolio Committees of Communication as well as Police. We would love to receive your comments on Twitter: @WomanityTalk.</p>

DR. MALKA	Thinking about the way that the world is changing and the fact that we can have multi-dimensional lives; women can be mothers, women can work, women can achieve political office, women can be CEOs of leading organisations and their participation in the labour force has important contributions, but there are still inequalities that remain between women and men where women are adversely affected, whether it is aspects of unequal pay or working in lower ranking roles or under-representation at the upper echelons of management; in your opinion, what types of interventions could be put in place to remedy and fix inequality in the workplace?
MS. MAJOZI	<p>That is a big challenge Doctor and I think we are faced with many challenges, it is not one is expected to be married, one is expected to be a mother, it doesn't matter whether you would want to have kids or not, once you are married then you must have kids and you must be able to take care of your family, at the same time you are at the workplace. In the workplace what annoys the most and what is it that I will always voice out is that why is it when men are proposed into a position they are not asked about their capabilities, but once a woman is proposed to a position, then the question comes, is that woman capable, can she be able to take care of that office. Why is it when men do things, they are not asked about anything of that sort, but we as women we must answer about the capabilities that we have, but when we take care of our homes we are not asked about capabilities that we have, because it is something that is expected that it must happen. So, I think we need to have a voice in these women's structures that we have within our government and to get into the labour force and say I cannot be earning a lower amount of money but doing the same job as the other person will be doing, so the structures must be of that nature. Structures must have that term of reference or a way of making sure that these are the objectives of the structures, we want to see structures in these organisations, we want to see structures in these companies, how much is this woman getting being a CFO and how much is that man getting being a CFO, it must not be that because that one has been there for several years or what and maybe they have been getting that, but if you are doing the same job and maybe women are doing even more of that job, then why is it that they earn less and also deal with the issue of when we have to get positions, it is either we must sleep with certain men first to be able to be put in that position. Those are the issues that we should be looking at in the structures that are there in government to make sure that we enforce, that we strengthen our voice within those structures and make sure that our voice is heard, because once we cannot for us, no-one is going to do that, us as women, we must be able to do that. We must be able to say this is wrong, this should not be happening and we would want to see progress in this duration of time and if this does not happen, then we stand up and we make sure that we fight such things, because in the labour force there are many dynamics that are there, there are many challenges that are faced women.</p>
DR. MALKA	You've spoken about aspects of organisations putting into effect appropriate structures to try to correct things and make sure that things happen the right way so that women and men are judged equally according to competence and it's not a case of doing favours and how things are manipulated to get into the top structures, but what do you think women can do on a, let's say on a more practical level to ensure that their voices are heard and that change does happen?
MS. MAJOZI	Particularly we must involve ourselves in every organisation and every structure so that our voice will be heard and I mean in the Portfolio

	<p>Committee on Communications, we have had different interviews of boards and we said we are not going to short list any candidates if they are there are not women representatives in those short listings and we were not saying we want to put women in them, but we want to see each and every representatives being part of that, inequality is something that we must deal with as women. So in each and every board that we have sat in, in the MDDA board, in the ICASA Board, we made sure that these are the things that we want to see, even in the police department, I mean we had the Critical Infrastructure Board, that's what we said as well, we want to see 50/50 representation of women, because we want these women who are there, because it is not like women are not in these industries, women they are there, but the problem is that the opportunities are not given to them, but once we get into these positions, us as political women who are in politics, once we get into these positions is it us who must voice out these things so that they become practical and that is what had happened exactly. In the MDDA we had short listed women and I remember well that even in the recommendations it was a 70% representation of women and 30% of other things and also looking at race and stuff and also in each and every board that I sit on, it is what I have always made sure that it happens, even in the Critical Infrastructure it is what we did, hey there was an excellent woman there and we made sure that she becomes number one as our first preference that she will become the chairperson of that board, because that board must be led by her because we saw that the capabilities are there and everything, the skills and everything that is there, so why are women not given these opportunities, then we must start now and give them those opportunities, we are still waiting then for the Minister to make sure that they do that. In the IFP, I mean we always do that, I mean we make sure that there is women representation, not only as counsellors, but also in those high ranking positions, that is where we want them as well, but it us, it is within us in these organisations that we are in, we must make sure that when we get in them, we represent in them so that we are able to take care of all these issues that are being experienced by other women.</p>
DR. MALKA	<p>What you are saying is so important in terms of this responsibility of being able to direct change, because if you are able to be able to influence what happens within board structures across organisations, then people are going to see women in leadership, women at the top; can you imagine what it's like for someone working in a company in a lower level position and going I can get to that, there is a woman at the top there, maybe that's the path I can take one day.</p>
MS. MAJOZI	<p>You are correct Doctor and I think such programmes as well, the one that you are hosting now, it is very important and it is very vital that we have these programmes, because these programmes are the ones that are going to encourage women, once they listen to this interview and hear that in fact there are opportunities, not that there are no women who are able to support other women, but we are there, we are here to do exactly that, because that is how we were taught. That is how I was taught in the organisation, that I must be able to support another woman and I must be able to say when I go up, I also take along other women, making sure that they also develop and they also get the skills that I have received as a young person and if these women then are able to hear such programmes all the time and they will be encouraged that then they must go out and voice out, because you will find that they are cocooned in one place, there is no exposure out there that says go out and do your best, because that is all that we are asking for, go out there and do you, be you, do your best</p>

	<p>and make sure that your motto that pushes you in life, it's your principles that you live according to what you want and once you become true to yourself, no-one else will be able to say no but we don't believe in this one, they will always believe in you because you are bringing yourself, you are bringing what you have inside and as women we do have that skill, we do have that authority effect that we are given by God, that we are providers and we are able to also take care of everything that would come to us as an opportunity to grow. So ja, I like this programme and I would want to see it growing more and more and having more sessions of such so that we are able to expose women in these organisations and also maybe talk about also opportunities that are there maybe next time, maybe we will be talking about not women issues only, but opportunities that women should be able to look out for, so that they are able to see that these are the opportunities that are there for us and they should be involved in them. So ja, I definitely, definitely agree with you.</p>
DR. MALKA	Well, that gives us an opportunity to have you back on the programme to talk about those opportunities.
	AD BREAK
DR. MALKA	Today we're talking to Ms Zandile Majozi from the Inkatha Freedom Party, who is a Member of Parliament that serves on the Portfolio Committees of Communication as well as Police. We would love to receive your comments on Twitter: @WomanityTalk.
DR. MALKA	There was one thing that you mentioned and I raise this because it's such an important element that affects women in our society from a South African point of view and to a certain extent into the continent itself and that concerns the issues of gender-based violence. I wondered, given your experiences, the work that you do, it is certainly a scourge that we have to deal with on a daily basis; do you have any views on what we can do?
MS. MAJOZI	<p>Gender-based violence it's a serious pandemic, I think it is a serious disease, I don't know what is it that we can call it with, because preaching and seminars and dialogues, it's not helping, which means then we must find a different way of doing things and we must then have a different way, that is why I said it all starts within our communities. Once you are in a community you are able to respect one another, then it teaches even the younger ones how to grow and I think it's something that we must even institute in our educational system, pupils in these schools they must be taught from grade one that this is how you must respect one another, not the other one saying you must respect this one but the other one is not taught how to respect the other one, because this thing of gender it is a very serious issue. Once we are able to teach our kids at an early age that this is how we must respect another person and also family values, what we believe in in the IFP, family values, how families grow and groom also young people within their families, it's very important. How you handle yourself as parents, it's very important grooming these girls and boys, because now you can't bring a 40 year old and tell them that this is how they should take care of a women, this is how they should take care of kids, you can't teach an old dog new tricks, so we must start with these younger ones who are growing now, who are going to be parents and who are going to be mothers and fathers in the long run, that you must be able to respect someone as a human being. Once we install that within our communities and in our educational system and also in our families, because we come from different backgrounds, we come from single parents and we find that maybe this woman was left with three kids and now they are angry as well, how do we take care of that anger, because</p>

	<p>once we go into clinics, when a woman is pregnant, it must start from that session, that you are pregnant and how is your pregnancy, what is happening within yourself, do you have any stress, so that these women find counselling as well. So when they bring this newborn baby in this world they are not affected by the issues that they were affected with themselves, so once we are able to analyse that and bring that into perspective, I think we will have a better society that we live in. It will also minimise ... finish the scourge of gender-based violence, because how we are dealing with it right now, it is not helping. Yes, they get arrested, yes they spend time in jail, but the fact of the matter is that that woman is dead. So it is matter of a society, it's a matter of family values that we must bring back, installing in our educational institutions that this is what our kids should learn, they should learn how to love one another, they should learn how to respect one another, they should learn how to live with one another as young women and men and how will then they will be able to take care of themselves. I mean what is happening now within the police, they having a backlog, women are raped all the time, when you check on the background you see that these people who are doing all these things, they are also disturbed somewhere in their growing up and so forth, but once we start there, I think that is where we will be able to finish the scourge of gender-based violence.</p>
DR. MALKA	<p>You've raised some really, really pertinent points there; this issue of socialisation, the responsibility of society to one another, looking at the education system because kids are at school all the time, that they are having the right values instilled in them and the fact that we are perpetuating this vicious cycle, so if something bad or negative happened to one individual, she unknowingly or knowingly inflicts it upon the next generation and how one has to take this conscious effort and decision of saying no more and that's how we are going to change society. Turning more towards a personal perspective, one of the questions that I wanted to ask you is about factors that you consider have contributed to your success?</p>
MS. MAJOZI	<p>What you believe in is what will push you to where you want to go, but most importantly, where you come from. I came from a very loving family, I lost my father when I was 13 and I still have memories of my father even today, he was a great dad, he made sure that I am always protected, I am always happy. The love that you receive at home is what will also push you to be in the community and to play a role in the society and also the support that you get from your family is what is going to push you, then it gives you the courage to do so, the determination and also the involvement of other people within your life. Once you want to grow in life you must not then close ranks within yourself, but you must open up so that people are able also to see what is it that you bring on the table and so forth, so yes, having faith, I am a Christian and I believe in God, so those structures they build you and what I was taught, I am just adding on top of that, that then I bring my own speciality as a person, what is most important that drives me as a woman is seeing other women also develop. What drives me as a woman is making a difference within another person's life, seeing other young people getting opportunities, because that's how we grow as people, so it satisfies me, it brings me that joy. Once I take something on board I make sure that I run with it, I make sure that I finish the course because I want to see the outcomes of that project, so I think it is my motto of living a life that whatever that I take upon on myself, I make sure that I do not fail in it but I proceed up until I see the outcome, so I don't believe in giving up.</p>

DR. MALKA	Determination; commitment; development; growth; compassion; recognising individuals and helping them blossom are all elements which really come through as contributing factors or let's say outcomes of the work and the way that you've invested into yourself. Earlier you spoke about your grandfather taking you through to the rallies; please can you share some of the other pivotal moments in your life growing up that have helped shape you into the person you are today?
MS. MAJOZI	Ja, I have had an opportunity to grow within the organisation and I have been surrounded by very strong men and I do believe that I am a strong woman myself, so whenever I am within that ranks, they make sure that they groom me and they develop me and they listen to what we say. I would want women to get skills development, I want women to be workshopped, to have a voice and to be able to participate within the issues that are there and be able to voice out whatever it is that they would want to voice out. So growing up I had a lot of men surrounding me, I had uncles, I had my grandfather, I mean it was only my mother, me and my grandmother who were women there, so when I come back from school I am taken care by my uncle and he is the one who he played the role also in grooming me, making sure that I become the woman I am today, so we must not then shift men away and say they don't play a role and that is why I said, we must not take this is a gender, but we must take it as human beings, that we live in these societies as human beings. It has been that and even in the organisation, I was surrounded by men, mostly I was surrounded by men, not that women were not there, they were there but these men also played a very important role in making sure that I become the woman that I am today and even today they are still there and whenever I would want advice, I would call and say this is something that I would want to do but I don't know how to go about it, then they would provide advice to say no, this is how you should maybe handle this issue and so forth and then I would bring in also my personality in it so that it becomes what I want to see.
DR. MALKA	It's great to hear about this nurturing environment that you grew up in, the love and the care and also the fact that the support structures you have are enduring, that even now today that you can call upon family members to provide advice and support. Lastly, as we close out the call today and move into 2022, please would you share a few words of inspiration that you'd like to pass onto girls and women in Africa that are listening to the show?
MS. MAJOZI	What I would advise women only is that let's educate ourselves, let's open up to empowerment, let's take each and every opportunity that comes within our way to make sure that we grow in each and every aspect that we would want to grow in, let's involve ourselves in skills development, let's involve ourselves in societies problems that are there, let us be us. Most importantly, women we must just be us, let us be us, do what makes you feel happy at that present moment or do what you would see other women who are growing within the society and expose yourself to them, talk to them and say how did you get here, because that is how we are going to grow and what I would like to say to them is that ja, let us educate ourselves, let us give us an opportunity to grow within our societies and to make sure that our voices are heard all the time, because that is most important and also, do not live according to other people's perspectives, but live according to what your principles are, because that is what is going to guide you and that is what is going to take you forward as a woman.
DR. MALKA	Those are such great words, your authenticity in yourself, believing in your

	capability and who you are, but continuing to develop, continuing to grow and take responsibility for shaping and forming the society that you belong to. It's been such a pleasure talking to you today, thank you for joining us.
MS. MAJOZI	Thank you very much Dr. Malka, it was very nice to be here and I enjoyed having this conversation with you, I am hoping that it will help one or two women who would want to get into an organisation or who is in a company and they are struggling within and then be able to have channels that they would want us to help them in and these programmes are very important, I think we must have more of these ones and also maybe provide more opportunities for women to say these are the opportunities that are there, let us grow in these sectors so that we are able to participate in the emancipation of women. Thank you very much.
DR. MALKA	We share your sentiment.
MS. MAJOZI	PROGRAMME END