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**PROGRAM NAME: WOMANITY - WOMEN IN UNITY**

**GUEST NAME: ADVOCATE MIKATEKO JOYCE MALULEKE – DIRECTOR GENERAL – DEPARTMENT OF WOMEN, YOUTH AND PERSONS WITH DISABILITIES**

<b>SPEAKER</b>	<b>TRANSCRIPTION</b>
DR MALKA	Hello, I'm Dr. Amaleya Goneos-Malka, welcome to 'Womanity– Women in Unity'. The show that celebrates prominent and ordinary African Women's milestone achievements in their struggles for liberation, self-emancipation, human rights, democracy, racism, socio-economic class division and gender-based violence.
DR MALKA	Joining us on the line today from Pretoria is the Director General of the Department of Women, Youth and Persons with Disabilities, Advocate Mikateko Joyce Maluleke, who is an advocate of the High Court of South Africa, a member of the Johannesburg Society of Advocates; her qualifications include a BA, LLB and LLM Tax. Welcome to the show!
<b>ADVOCATE MALULEKE</b>	<b>Thank you, thank you, good morning to you and good morning to the listeners.</b>
DR MALKA	DG our interview ties in with Youth Day and this year marks the 46 <sup>th</sup> anniversary of the 16 <sup>th</sup> of June 1976 Student Uprising in Soweto, when young people protested against the imposition of Afrikaans by the apartheid regime as a medium of instruction. The events of June 16 <sup>th</sup> mark the role of youth in South Africa's liberation struggle, and I would also say it reflects the power of youth as a driving force of change. The theme of this year's youth month is 'Promoting sustainable livelihoods and resilience of young people for a better tomorrow'. Please can you tell us what Youth Day means to you?
<b>ADVOCATE MALULEKE</b>	<b>Youth Day is important because in 1976 I was 15 years when the riots started and I was part of the commotion and all those things, though I was not in Soweto. I was born in Alexander and you know that even Alexander came to a standstill at some point during that time, Alexander, it started on the 18<sup>th</sup> of June not actually the 16<sup>th</sup>, you know we were hearing 16<sup>th</sup> June in Soweto, whatever, but then it came to Alexander so I believe that I am one of those people who contributed to the power of young people of changing the cause of circumstances, even though many of them died, you know, bullets were going passed us, our heads and whatever during that time, but we were there so I understand. For me June 16th represents, as you have indicated, the power of young people but also the awareness of young people of things that are happening around them, but also the sanity of young people because those people were sane, they were not using substance abuse, they were not using alcohol and all those things, so they used to understand exactly what is happening around them and they even planned in terms of how they are going to surprise the system, even though the system ended up attacking them and killing them, but the message ran through the whole world, not just in South Africa, that young people were sick and tired of what was happening.</b>
DR MALKA	And when we think about young people it's important to acknowledge that in South Africa 63% of our population is under the age of 35, so we are a youthful nation and with your department, I know that you've got several programmes underway which are directed towards youth, be it aspects of the Nelson Mandela Youth Dialogue or the Ethical Programme which you've got in place; can you share with us some of those highlights?

<p><b>ADVOCATE MALULEKE</b></p>	<p>Yes thank you, I would like to start with now on the 16<sup>th</sup> of June; the 16<sup>th</sup> of June I think you have seen even on radio or on TV where the President acknowledged the young people who are trail blazers within the youth; one of them is trying to manufacture a car and it will be the first car in South Africa, so we are proud of what young people are doing, though we are concerned about the high rate of substance abuse and alcohol abuse and suicide from young people, young people have got challenges of mental health issues and others. I think COVID-19 also exacerbated the challenge because some of them now have to be youth-headed families or child-headed families, those are some of the challenges that young people are facing. However, the NYDA (National Youth Development Agency) is our agency, it is an agency that is under the Department of Women, Youth and Persons with Disabilities, it works with young people in order to ensure that it helps them to be able to start their own businesses, to link them up with other businesses but also to give them start-up grants, but on the Nelson Mandela Youth Dialogue and Ethical Leadership Programme, what we are doing is that you know that South Africa is branded xenophobic and all those things and yet South Africa as a country is not xenophobic, it is just that sometimes the understanding of the people in the communities is what is a challenge. So, we are trying to ensure that there is a relationship between South Africans and those that come from other countries in Africa but also to raise awareness that Africa needs Africa. The African countries are our market, if South Africa can have access to the markets in those other countries in Africa the unemployment rate will be addressed, the economic challenges will be addressed, so we need each other, Africa needs us and we need them, but also it is to raise awareness on the ethical leadership of Nelson Mandela. After Nelson Mandela was kept in prison for 27 years, when he came out, he was preaching peace, reconciliation and he led South Africa to a democratic state and he led the drafting of one of most celebrated constitutions in the world. So we are saying because young people are the ones that are used for wars, so we are trying to promote ethical leadership so that young people understand that when there is war they will never develop, but at the same time you will never achieve what you want to, just kill people and not achieve what you want, however, when there is peace and security we can grow as Africa and ensure the Africa that we all want. There are many other programmes; in October we are planning a programme where we want to ensure that all unemployed young graduates are placed in certain companies, we have already agreed with the Minister of the Department of Higher Education and Training, Science and Innovation that the SETAs will assist us because other companies will say we cannot employ because we don't have money, so we are going to match the unemployed graduates with the companies where they belong; if they are geologists they have to work within geological companies, if they are engineers, IT, if they BCom and whatever, we want to ensure that after the conference we have zero percentage of unemployed graduates.</p>
<p><b>DR MALKA</b></p>	<p>That is a fantastic initiative, all of these components that you've mentioned, from having greater integration with different countries within the African continent, being able to open up these economic opportunities and conduits to traffic goods, manufacturing, let's say human capital and talent across our borders so that we become more sustainable as a continent and self-sufficient.</p>
<p style="text-align: center;"><b>AD BREAK</b></p>	

DR MALKA	Today we're talking to Advocate Mikateko Joyce Maluleke who is the Director General of the Department of Women, Youth and Persons with Disabilities. We would love to receive your comments on Twitter: @WomanityTalk.
DR MALKA	Staying with the dynamic of economic empowerment, because women are a key focus for our show and yes, you've highlighted some of the initiatives from a youth perspective, which obviously women make up 50% of that contingent, but I understand the department has a programme phrased as Social Transformation and Economic Empowerment and the purpose of the programme is to facilitate and promote the attainment of women's socio-economic empowerment and gender equality. Please can you tell us a little bit more about this programme, what it aims to achieve or indeed what milestones it has accomplished to date?

**ADVOCATE  
MALULEKE**

I think you might have seen last year in October the President launched WECONA, we call it WECONA, it is W-E-C-O-N-A. It is Women's Economic Assembly, it is women in government and women in private sector coming together, meeting all these economic sectors, your automobile and your money, your agriculture and others to say what is in it for women in this sector, because now that they are developing the master plans, the master plans indicate how the economy is going to be developed in that sector and those master plans include women, as you would know that everybody talks 30% and the President has already pronounced 40% procurement for women in public service. However, you'll find that these percentages are in the documents, however in reality they are not there, some of the sectors they close even access for women. Let me just make an example with the automobile sector; the automobile sector they will tell you that if there is a new opportunity that exists or a car dealership is closed and one needs to buy it, they say they must have the right of refusal before anybody comes in. So in those instances they will always get the ones that are very progressive and any entrant, whether it is a female or anyone else will get those that are dysfunctional and yet the Competition Commission has already issued the directive that the issues of the right of refusal do not apply, they should allow those women and others to be able to access that industry before, but that is not happening so that is what we are working, but also as a department we have decided that there is not going to be a mega project in South Africa where women, youth and persons with disabilities are not involved. I know we are focusing on women, but for me, my mandate is women, youth and persons with disabilities, so wherever I go it's a package, I will just give you an example; you know that we are talking the economic reconstruction and recovery programme where government has one plan in terms of how to grow our economy, whether it be mining, energy, infrastructure and all those. So Infrastructure South Africa is part of the broader economic reconstruction and recovery programme and there are different programmes that are happening within that, one of them is the Eastern Seaboard Development; the Eastern Seaboard Development is a programme that is focusing on the Eastern board districts, there are four districts within this Eastern Board, within Eastern Cape and KZN, these districts are in front of the sea, the coastal districts. So, there is going to be a development of a new coastal city and it focuses on six areas; its infrastructure and property development, its mining, oil and gas, its agriculture, its oceans economy, they are even going to build a port, it's agriculture and then tourism, IT and creative industries. if you look at them, they will create billions, if women are not involved there, women will continue being poor, so what we have done, we have been hosting indabas to raise awareness to women so that they understand the projects and what is required but also what we do, we insist that the ones that are running the programmes must develop a value chain process where women can be plugged in but also the training of those women to be able to participate in those programmes.

DR MALKA

DG a few things, one; when we were talking offline we spoke about this issue of mindset shift from not thinking about women as victims but thinking about women as contributors, then you also mentioned that for such a long time we've had this

	view of we need 30% and now we're onto a view of 40%, but sometimes I feel yes those quotas are important because it means that we've got a target to achieve, but sometimes I feel that that almost institutionalizes an element of competition because if you have only got 30% of the pie or 40% of the pie available to you, that that kind of causes some conflict between other women because you're fighting for a limited component and then the third piece of this is how are we going to ensure that women really gain access to the strong value-add opportunities and not relegated to the sidelines of let's say superficial procurement elements?
<b>ADVOCATE MALULEKE</b>	<b>Thank you. The 30% or 40% is not limited to 30%, it is an at least, so there shouldn't be an instance where there are no women at all, so at least 30% should be to women but if women can get 70%, they can get 70%. However, you'll find that there are areas where women, because of our history in South Africa, the history of patriarchy, where women have not operated, so you'll find that women cannot compete, so you need to set up a target to say you make sure that there is this target but you assist them to be able to achieve and that applies to all sectors. So, if all sectors were to apply that, then women will not be fighting because there are women who into infrastructure, then they will go for that 30%, there are women who are in mining or energy, they will go for that 30%, there are women who will be in IT or financials or whatever, so if every sector applied that to ensure that at least 30% or more women participate, there wouldn't be any competition, but also the competition is also a challenge. Some of the companies that succeed, they are not competing, they come together to be a reckoned force. So that's what women also have to do to make sure that they can connect, collaborate and contract; that is the theme for 9<sup>th</sup> August; 9<sup>th</sup> August we want to establish the biggest market expo in the world where we are going to bring 90,000 women together where we say connect, collaborate and contract to win. If women come together, connect, collaborate and contract, women will win.</b>
DR MALKA	Wow, that is a very powerful statement; connect, collaborate, contract and to be able to bring through 90,000 women so that you've created that social networking environment where those contacts and contracts can be conducted, it really is going to help women excel.
<b>ADVOCATE MALULEKE</b>	<b>But we also say come with your credit cards or your debit card and cash to come and buy because we are also bringing small businesses, your small or informal businesses to come and sell their things there so that we can empower them, because that will be access to markets, many women are trying but they don't have markets, they don't have access to markets, that is why they end up relegated to grants, no woman wants to earn a grant, every woman wants to work and contribute. Thank you.</b>
DR MALKA	It's a very, very empowering initiative.
	<b>AD BREAK</b>
DR MALKA	Today we're talking to Advocate Mikateko Joyce Maluleke who is the Director General of the Department of Women, Youth and Persons with Disabilities. We would love to receive your comments on Twitter: @WomanityTalk.
DR. MALKA	DG as you know, you were one of the very first guests that we hosted on 'Womanity - Women in Unity' going back some eight years ago and one of the topics that we discussed then was the Women Empowerment and Gender Equality Bill, which ultimately lapsed but that also spoke about looking towards achieving percentages and helping accelerate women's economic empowerment. You have extensive knowledge of both national and international frameworks on the

	empowerment and protection of women, thinking about the recent past; in your opinion what would you say have been some of the important equality gains that women have attained?
<p><b>ADVOCATE MALULEKE</b></p>	<p><b>Thank you. You know one thing that we have achieved as a country is De Jure, when we say there is De Jure and De Facto; De Juro is legally, De Facto is factually, you know, and substantively. De Juro we have achieved even though yes there are women who might not know about the laws or their rights or whatever, but it is one thing that we have achieved, it is no longer allowed to discriminate against a woman, our constitution is one of the most celebrated constitutions which incorporates socio-economic rights in the constitution, most countries do not have that, even the US doesn't have the socio-economic rights within their constitution, it doesn't have the Bill of Rights which incorporate their socio-economic rights. It is prohibited to discriminate against women because of their gender or because of their age or colour, it is prohibited to discriminate against women in terms of culture and all those things, you know we have the recognition of customary marriages and I know that it has raised many controversies, there are people who are saying it must be abolished, but let me tell you I always say the recognition of customary marriages showed how South Africa is democratic, women who were in those marriages were the ones, I remember when we joined government, we were one of the people saying polygamy must go, polygamy must go and those women said to us we are already in polygamy, don't bastardise our children, recognise polygamy. So, for them it's a gain, for someone who is not there, someone who thinks I am an academic, I am an activist, whatever, who thinks that it discriminates against women, but women who are in those marriages, it was a gain for them to pass that act, they felt that their rights were recognised, so that is where the controversy comes in, that some say no but some said it is an achievement for it to be recognised. There were many challenges when it was implemented but the courts are always carving those rights to protect women in those marriages, even though in the process some women are not protected because it's women who get into marriages, when the court decides in favour of this woman, the other woman you will find that the laws against but it was an achievement. You know sexual harassment, we have laws that are against sexual harassment, previously people could do it and women did it as a right, so one thing that I always say is that in terms of the law, you have something to fall on and if you can take that matter to court, you know that you will win the court. The only challenge that we have is economic empowerment and yes there are few women, let me tell you, we have women now who are billionaires in South Africa but you can count them, you can count them and I think they are not even, I think you can count them, they are within five if any, we have millionaires, but still how many are there, the majority of women are still poor, the majority of women are still staying in shacks, the majority of women are cleaners and after COVID now they are working two days or three days. Those are some of the challenges, however, in terms of social rights we have that protection, even economically, that is why now jobs have to be advertised and everyone has to compete to find a job, even though there will be other things that could lead to a man being appointed, but you know that you can take it to court and challenge it in court, that on its own is a right.</b></p>
<p>DR MALKA</p>	<p>Thank you for sharing some of those developments and you're completely right, when we reflect back on some of those achievements and gains that have been put</p>

	<p>in place, we've almost taken them for granted because of that evolution and development process and also understanding that what works for some women won't work for others and that we always have to look at how we knit and weave in together custom, socio factors and how those can be modernised as we move along with our future. Staying with the theme of gender equality and we know that it is thankfully an issue of growing importance, we have elements like the United Nations who has in their Sustainable Development Goals, established Goal 5, which speaks to gender equality and some of those targets deal with ending all forms of discrimination, eliminating all forms of violence against women and girls, recognising and valuing unpaid care and domestic work and the last aspect which has really been part of our conversation is ensuring that women have full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life. In your view, thinking about some of the legislative components that we discussed earlier and looking ahead at more practical solutions, what type of actions do you think individuals can take to help achieve some of these targets for the greater female collective?</p>
<p><b>ADVOCATE MALULEKE</b></p>	<p><b>I think I want to start with this challenge that we have in South Africa because Goal 5 also talks to ending gender-based violence. One of the biggest challenges for us in South Africa is gender-based violence, I think you, because I am afraid whether you are driving or wherever, we are afraid, we have to be extra careful and all those things wherever you are, it's not safe even when people are in their houses, it is not safe for children and all those, so collectively we need to come up with a strategy to end gender-based violence and the challenge is that ending gender-based violence is not what happens now, it's also looking at the future; how do we make sure that we nip it in the bud for the future, not those that are going to prison now. How do we raise our children to be those people who know that you don't solve problems by violence but you talk and negotiate and if you have to walk away, you walk away, where you raise your son to know that you know what, if a girl says to me she no longer wants me, I tell her that you know what, that is your loss, I will find someone better than you, rather than kill that girl. So ending gender-based violence is something that all of us needs to work towards and not blame somebody else, the challenge is that by the time it goes to the criminal justice system, your daughter has died, so how do we protect ... or a woman has died, how do we stop that one, that is the biggest thing but also there are laws and policies in government, some people benefit from them, some don't benefit because some will not read, some will not look at how do I make sure that I empower myself. Economic empowerment and promotion at work is your responsibility, because sometimes people will end up complaining I am not promoted or I am not economically empowered and whatever, let me just give you an example; you know I was born in Alexander, you know Alexander Township, I am from Alexander and I have family members that I grew up with, my siblings, we are not all at the same time because of the decisions that we take, some decide to leave school and then the next thing they will be a challenge to the society, some continue, some decide to be even if they didn't go to school they become artists or they become, because it is not just about going to school, it is what career do you choose for yourself in life, I think that is what all of us need to ensure, but also I think it is important that all of us understand that we are responsible for our development.</b></p>
<p>DR MALKA</p>	<p>Taking ownership of your actions, your futures and responsibilities.</p>

ADVOCATE MALULEKE	She Decides.
DR. MALKA	She Decides.
ADVOCATE MALULEKE	<b>She Decides; that programme that says She Decides, because the minute she takes a decision, she is going to implement it, she is going to go through with that decision.</b>
	<b>AD BREAK</b>
DR MALKA	Today we're talking to Advocate Mikateko Joyce Maluleke who is the Director General of the Department of Women, Youth and Persons with Disabilities. We would love to receive your comments on Twitter: @WomanityTalk.
DR MALKA	On that vein DG, one of the questions that I ask all my guests on this show who've made tremendous achievements in their respective fields is about the factors that they consider to have contributed to their success, whether it is about self-belief, values, focus, faith; please can you tell us what have been some of your key drivers to success?
ADVOCATE MALULEKE	<b>First of all, I am a woman of faith, I am a believer and I am a born again Christian, that is one thing that keeps me going and that makes me believe that I am able to achieve anything that I want, but also because of the community where I come from, as indicated I come from Alexander, when you look at Alexander, you cross the highway in Sandton, the richest city in Africa, you cross the highway, on the other side is one of the poorest communities. I believe that all of us when we do something, we can be able to pull someone along and improve their lives, so my motto is I believe that everyone has the potential to change, to grow. I left school in 1976 during the riots, I even worked at the factory, after ten years I resigned from the factory, went back to school, started from grade nine and here am I today, an advocate, I am a director general. I believe that everyone who has an opportunity can be able to be somebody, you can contribute to the growth of South Africa. One thing I want to say to everyone is that the GDP of the country is determined by the individuals of that country, so all of us need to ensure that we contribute so that our GDP can grow. Thank you.</b>
DR MALKA	DG, what you've just shared with us has been very impactful, I mean we talk about people coming from disadvantaged backgrounds being vulnerable members of society and if we were to look at your case, that would certainly speak to those elements; how did you make it, how did you take that jump, take that ownership and move on and follow through with your ambitions?
ADVOCATE MALULEKE	<b>I think when you started you said what is it, did you believe in yourself, I think first thing is that yes, as I said I believe in God, I am one person I believe in God, but also, I believe that I can make it, I believe that I can make a difference. When I came back to government, at first, I didn't want to come back but I ended up saying now that I am given an opportunity, let me make a difference in the lives of many people and I came back because I believed that I can and I believe I am doing that.</b>
DR. MALKA	And reflecting on your life, can you tell us about some of the pivotal events that have shaped you into the person you are today?
ADVOCATE MALULEKE	<b>1976 is one of those that made me to be aware of the things that are happening and that made me to be aware of the disadvantages and the discrimination against black people and that was one of the reasons that I ended up being a lawyer, I am an admitted advocate because of that, but also even now, that is one thing that is driving me to ensure that I make a difference in the lives of many women in South Africa and I believe that if you empower women, you</b>

	<b>empower a nation. If we can be able to empower women, we will address even the issues of social ills, your teenage pregnancy, your substance abuse and all those.</b>
DR MALKA	And can you tell us who have been some of the strong women in your life?
<b>ADVOCATE MALULEKE</b>	<b>My mother, you know my mother, I think she studied until standard six, long ago, and she was a small business woman, informal business woman but she managed to raise ten children and took us to school, so I felt like that was powerful, but also I have worked with Thuli Madonsela; Thuli Madonsela you know she contributed a lot, I have worked with Phumzile Mlambo-Ngcuka, I have worked with Manto Tshabalala, the late Dr Manto Tshabalala-Msimang, she has contributed a lot, I have worked with Brigitte Mabandla. I have worked with so many women, powerful women, who have really taught me a lot.</b>
DR MALKA	And all those women you mentioned I think, when I think about their names and I include your mom into this, is that they contribute to society, they weren't doing things just for themselves, they were doing things for the greater good.
<b>ADVOCATE MALULEKE</b>	<b>Yes.</b>
DR MALKA	And lastly, as we close out our conversation today, in commemoration of the 46 <sup>th</sup> anniversary of Youth Day and remembering June 16 <sup>th</sup> 1976, please will you share a few words of inspiration that you'd like to pass onto girls and women in Africa that are listening to us?
<b>ADVOCATE MALULEKE</b>	<b>I want to say one of my biggest concerns is that South African, more especially black Africans do not own assets in South Africa but also in Africa, I want young people to know how to use the Stokvels, you know the stokvels, South African women have been using the stokvels to bring money together, but they have never used it to gain power with that. I want young people to be able to come together, even if it is a million of them and each contribute a thousand, it's a billion, and start investing in capital assets in Africa and in South Africa so that they can own Africa; asset equality is power. There are two things that they need to understand, there is income inequality, there is asset inequality. Income inequality is access to income, yes, we have a high rate of unemployed youth, but it can be solved tomorrow, even though the solution is getting a job, even if the job doesn't pay you enough like someone who gets 14 million per annum when you are getting 2,000 per annum, but asset equality is critical to determine the direction of policy and the economy of the country. Young people, make sure that you own assets, even if means you contribute R50 per month and many of you invest in assets, that will give you the power that you need to rule. Thank you very much.</b>
DR MALKA	Thank you for those practical words and thank you for all of the contributions that you've shared with us on the show, for me I will certainly be taking away the three C's of connect, collaborate and contract and you've really created this view for me of sustainability, of a circular economy, that we have got this potential but we just need to embrace it and make it work for all of us. So thank you so much for coming onto the show, it's been wonderful to see you again.
<b>ADVOCATE MALULEKE</b>	<b>Thank you and thank you for having me. Thank you.</b>
<b>PROGRAMME END</b>	