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PROGRAM NAME: WOMANITY - WOMEN IN UNITY

GUEST NAME: MS JULIA GILLARD – 27TH PRIME MINISTER OF AUSTRALIA – 2010 TO 2013

	TRANSCRIPTION
DR. MALKA	Hello, I'm Dr. Amaleya Goneos-Malka, welcome to 'Womanity– Women in Unity'. The show that celebrates women's milestone achievements in their struggle for liberation, self-emancipation, human rights, democracy and much more.
DR. MALKA	Joining us today is Julia Gillard who is best known for serving as the 27th Prime Minister of Australia, from 2010 to 2013, and notably being the first, and so far, only woman to have held this role. Some of her current positions include serving as the inaugural chair of the Global Institute of Women's Leadership; Chair of the Board of the Welcome Trust; Patron of Canford, a campaign for female education, as well as Patron of, A Monument of One's Own, and much, much more. Welcome to the show!
MS GILLARD	**Thank you, delighted to be here.**
DR. MALKA	It's a real privilege to host you and what I've seen in some of the work that you're doing currently as well as previously there has really been a strong element between women's leadership as well as education, so kind of like building the pipeline. One of the things that I think 2024 is going to be noted for, well personally, is that more than 60 countries representing over half of the world's population had general elections and it got me thinking about the power of politics and some of the responsibilities that leaders should uphold for their citizens and society at large. Whether that's legislation, budgeting, diplomacy, social reform, etcetera, but given that we are a gender-based radio show, it also got me thinking about the fact that how many countries are led by women and when I looked at the stats, so far only 29, and that's about 15% of the global population. So, as the first female Prime Minister of Australia, can you tell us how you navigate the unique challenges of being a trailblazer in such a high-profile role?
MS GILLARD	**That's a great question and of course those statistics are very depressing, and we need to do so much better. I mean for me in Australia, when I came to the role as prime minister, I obviously knew that it would be a 'thing', it would be a very noted thing that I was the first woman to serve in that role, but I made the assumption that what would happen is the focus on me being the first woman would be most intense at the start and it would have two dimensions. It would have people who were very supportive, you know, about time, it's great to have a woman, but it would have people who were discomforted by a change in the image of leadership, but I thought all of that would kind of normalise the longer I did the job and I'd just end up being treated like prime ministers have in the past, which in the Australian political culture is in a very robust way, but I thought it would be normal like that. What I actually found was the longer that I was prime minister the more intense the gender-based attacks became, you know, the gendered insult became the go-to political weapon and on reflection, and this is the advice I give now to other women coming through, you shouldn't let the assumption that it will fix itself somehow**

	drive what you do. You need, as soon as there is a treatment that is visibly different, to call that out and to try and shine a light on the sexism and misogyny, in the hope of provoking the right debate so that your further treatment is no longer subject to those kinds of biases. And one of the things I have certainly devoted my time to since politics, is putting tools in the hands of women leaders, particularly the research evidence through the Global Institute for Women's Leadership about what best gets rid of gender-based barriers.
DR. MALKA	Thanks for sharing some of those experiences. I remember from a conversation with Phumzile Mlambo-Ngcuka and one of the things that she spoke about was that if you don't nip something in the bud, then it will just perpetuate, it's almost you have given permission for people to continue behaving in that vein.
MS GILLARD	**I think that's absolutely right and a very wise observation, but we should acknowledge, it's hard, you know, imagine if you had just become the leader of your country, you'd want to be standing on that stage presenting your vision for the country, what you're going to do for the people, the changes in jobs, the economy, healthcare, education, the climate change, the passions that drove you into politics and to take the time when a reporter does something that's clearly gendered or the newspapers are just reporting what you're wearing not what you're doing, to unpack that is hugely frustrating, but I do think with the benefit of hindsight that it's important that that is done, though the woman at the centre of it isn't the only person to have the responsibility to do this. In fact, if anything, the responsibility lies more deeply on the shoulders of others, because I think it is more powerful if others call it out and particularly if men are prepared to call it out and I have reflected a lot since my time in government, how powerful it would have been if some of our leading men, perhaps some of our leading business leaders had at the time that it was all getting a bit silly, had come forward and said look, you know, you can think whatever you like about Julia Gillard and her politics, you can vote whichever way you like at the forthcoming election, but we as male leaders think those choices should all be made on the basis of politics and policy, not on the basis of sexism and misogyny and therefore object to the following treatment of the prime minister, and give some examples, I think that would have been tremendously powerful.**
DR. MALKA	You're so right and I hope that those learnings filter down into not just the political spectrum, but also into other avenues, and that it doesn't just become this view of when a woman is a position that she is dealing with her position, the role that she has groomed herself for, but then almost having this duel agenda of trying to defend herself as a woman. It certainly sounds like a challenging period that you had, but given that, can you tell us a few highlights of your role in office that stood out for you?
MS GILLARD	**Certainly and yes it was a challenging period but also an immense privilege and I am a huge advocate for politics, I am a huge advocate for people with a vision and passion for change going into politics, I am an advocate for people from all walks of life, people of all types going into politics, but obviously close to my heart is women going into politics and I fundamentally believe that there is no better way to put your values into action than through political leadership and I got to do that. I got to bring very big changes to my nation, things like a disability scheme that has**

	fundamentally changed the lives of Australians with disabilities. I was able to change our education system from the earliest age, from early childhood education all the way through to the universities, to improve both quality and equity to make sure that we were doing more for disadvantaged children. I was able to demonstrate to our nation that we could take action on climate change, you know, and I could keep going but probably those highlights are enough, you know, you do have profound powers in your hands to make a difference up to the current generation and for future generations. So, even though we're necessarily having a discussion about the gender bit, I don't want anybody to be put off going into politics.
DR. MALKA	Comforting words and we have had a little bit of a political series, so I hope those do encourage women to continue putting their values into action and those elements that you reflected on, they really are about sustainability, so looking to, for instance as you spoke about the disability component, for people to be inclusive, developing that pipeline of change within the educational space and that you can take action from a climate point of view. Moving onto some of your more, well let's say more recent work, one of the books you published is Women and Leadership: Real Lives, Real Lessons, which was co-authored with Ngozi Okonjo-Iweala and in that you discuss the complex relationships between gender and leadership. What types of patterns do you see in the way that female leaders are treated across different countries and what would you say are some of the key changes that are still needed for women to be accepted as leaders?
MS GILLARD	**Yeah, Ngozi and I worked together on this book, and we are obviously, we're great friends but we come from very different cultures and contexts. Ngozi is Nigerian, she served as Nigeria's Finance Minister and at one point Foreign Minister, she is now leading the World Trade Organization. I was born in the United Kingdom but grew up in Australia, her parents have academic backgrounds, neither of my parents finished secondary school so, you know, quite different cultures and contexts, but we came together to ask ourselves the question, how does the research around women in leadership, which the Global Institute for Women's Leadership contributes to, as do others, how does that research actually live and breathe in the lives of women leaders. Do they experience it the way the research suggests they should and how global is that phenomenon or is it very different in different places and so we developed a number of hypotheses about how women leaders are treated, based on the research, and then we interviewed women leaders who lived and did their leadership in very different settings. So, everybody from Erna Solberg in Norway which is a very gender equal and very wealthy country, to Ellen Johnson Sirleaf in Liberia, Joyce Banda in Malawi, Hilary Clinton, the very partisan world of US politics, Jacinda Ardern, Michelle Bachelet, and the list went on. And what we found when we put to them a series of propositions like there had been more focus on their appearance, there had been more focus on their family structures, that they felt the pressure of not coming across as too shrill or too soft, you know, that they had to walk this tightrope between strength and empathy. When we put to them a series of propositions which came out of the research, we found that each of them had some resonance with those propositions, some more strongly than others, so it did vary, but we did end up concluding that basically patriarchy, misogyny is a global phenomenon, the way that it shows up**

	does differ in culture and context but every woman leader in every culture and context still has her leadership received in some different way simply because of her gender. And then we went on to conclude the book with lessons, because a real purpose of the book was to equip women who are starting out on their leadership journey, our central proposition was the women who are coming through now have got the benefit of having seen this movie before. They can learn from the experiences of the women who have gone before, and they can apply those lessons when they hit gendered moments in their own experiences.
DR. MALKA	What would say, if you could share maybe two of those core lessons with us?
MS GILLARD	**Yes sure, I mean of the core lessons we talked to women about war gaming; what they would do in the face of the first gendered attack. So that takes us back a little bit to an earlier part of our conversation, you know, not being mugged by it or blindsided or not knowing what was going to happen next, for example before they get to be very prominent in leadership, developing a network of allies who would immediately flood into the public square, including male allies, if a gendered attack came. We suggested as well to women leaders how they show up in the world in the sense of what they are wearing is entirely a matter for them, some women care a lot about fashion, some couldn't care a less, but it's good to know how that is likely to be received and the experiences of other women show how it is likely to be received, and to make your choices in the light of that knowledge. And different women came to different conclusions around that, but some of our women leaders had deliberately adopted a kind of uniform, they wore effectively the same outfit every day, Angela Merkel is probably the exemplar of this, you knew every day she would be wearing a kind of pants and a coloured jacket, to try and take clothes out of the equation. So, we offer some very practical tips; that was the aim of it.**
DR. MALKA	So interesting when you think about these things, which you shouldn't have to think about, but …
MS GILLARD	**You shouldn't, but you do.**
DR. MALKA	But you have to. Staying with the publishing theme, another publication is, Not Now, Not Ever, which was published 10 years after your famous misogyny speech and some of the reviews have posed this question of where were you then and where are we now, and when I was looking at it I thought in 2012, as a where you then, that was actually the start of the Womanity journey, but between then and now, I ask myself have we really made much progress and when I look at the World Economic Forum's Gender Gap Index, it horrifies me year-on-year by the fact that we've got an estimated 130 plus years to reach gender parity, which is roughly about five generations from now. So, in this book you explore a roadmap for the future with some next generation feminists, can you tell us how behaviours and misogynistic attitudes are shifting?
MS GILLARD	**I wish that we could now have a conversation about, wow look at all the progress we've made and how fast the rate of change is and this is a problem that will be solved in our lifetimes and we'll be clinking glasses celebrating, I wish we could have that conversation, but unfortunately we're not going to, because you're right about the rate of change. I think some things have got better and some things have got worse, and I think that's the nature of feminist progress, of actually changed projects, you**

	know, it's not linear. Of the things that have got better, and I can only really comment on the context that I'm most familiar with, but certainly in Australia it is true to say that the traditional media and legacy media in some people's language, are much more careful about how they report women leaders than they were in my day. They recognize now I think that they went too far and they're much more careful about their reporting, so even very simple things like it would be very common 10 years ago to see a report about a woman which was literally, you know, Suzie Jones, brackets, wearing a red dress and high-heeled shoes, comma, mother of two, comma, today addressed the World Economic Forum on the future of technology. You know, so apparently, we needed to know what she was wearing and her family status before we needed to know anything else. I think most traditional media no longer take that approach, but while that has got better what has certainly got worse is social media and the vile sewer that that is for women and I think what is also concerning and I would refer your listeners to our Global Institute for Women's Leadership website, if they just Google that up, Global Institute for Women's Leadership, we do attitudinal research each year, polling research and that research shows very clearly that for the youngest cohort, Gen Z, to use the terminology, people aged 18 to 27, we are seeing quite a backlash attitude against gender equality amongst young men. That shows in our polling research, but I think we've just had a real world experiment around this too and it's called the US election and we can see very clearly from the results that a certain version of masculinity, the version paraded by President Elect Donald Trump, was very appealing to a cohort of young men. So I think there I a lot for us to think about and to re-gear around, I think we've got to be quite self-critical as to whether we've been inclusive enough of the feelings and attitudes of young men in the gender equality project and whether we've been clear enough that a more gender equal world is actually a better world for everyone, this is not a zero-sum game where, if women win, men lose.
DR. MALKA	Such food for thought. One of the elements that I'm taking away from our conversation has really been about collective action. That you can have individuals having their own opinion and thinking about gender equality, thinking about feminism, but if everybody else isn't on board, then we're not going to get the movement that we want to see.
MS GILLARD	**Absolutely and I think this resonates on a whole series of levels. I mean the very statistics that you cited from the World Economic Forum tells us that power is still disproportionality in the hands of men. So, if men aren't using that power for change, we're not going to have change, so we need an inclusive force, an inclusive movement that is pushing for change and I think we need an inclusive dialogue too. I genuinely believe that a gender equal world will be better for everyone, it's not just women who suffer from gender-based stereotyping, you know, there are men out there who navigate the world pretending to have alpha male characteristics because they think that's the only way to get on in this world, but if they had their preferences, would make a different set of decisions around what they did as an occupation, how they balanced work and family life, how they showed up in the world in terms of decision-making structures, you know, not feeling the need to be the one who's pushing and thumping the table**

	to get on and we don't allow people to just be themselves because of these gender-based stereotypes and they hold everybody back.
DR. MALKA	Stereotypes can certainly be dangerous. The proceeds from Not Now, Not Ever, go to the Global Institute for Women's Leadership and you've mentioned it a couple of times; please can you tell us more specifically about some of the institute's activities as well as the goals that you're driving?
MS GILLARD	**Yes, I'd be delighted to. So, there are actually two Global Institutes for Women's Leadership. The original one I founded is at Kings College London, I'm in London talking to you today and was with my colleagues from the Global Institute for Women's Leadership last night, and we do have a sister institute based in Canberra at the Australian National University, and the shared mission across the two institutes is to deepen the research base around what truly enables us to reach gender equality most quickly. We therefore definitely look at the world of work and what businesses can do and organizations, but we also look at the setting, the context in which businesses and organizations are working. We therefore look at the legislation from national governments, things like gender pay gap reporting, one of our major reports actually has led to legislative change in parts of the world. We look at politics, role modelling, what is happening there that matters for gender equality and we also focus on change makers, so we have a project which enables women who are at the forefront of change to come and work with researches at Kings College in London and to therefore get onto some new ways to upscale their work and to date our change makers have come from Africa. So, we're very keen to keep mobilizing support for both institutes and particularly for the change maker's programme. We do have the support of the universities that host us, which is very generous, we win research funding, but we're also very reliant on philanthropic contributions.**
DR. MALKA	It sounds like a really exciting space to be in and one that is developing, evolving and providing meaningful value.
MS GILLARD	**I hope that people do see it like that and that is certainly the feedback that I've got from the network that we've developed and we're always seeking to broaden our network, because our aim is not to do academic research which is cited in prestigious papers and journals, but to get it out there into the real world, into the hands of people who can use it.**
DR. MALKA	Education seems to be a strong point for you, even when you were talking about the changes that you impacted from an Australian perspective, but in terms of thinking about the different committees and wards, etcetera, that you chair, so for example being a chairperson of the Global Partnership for Education, the work that you do with CAMFED which empowers young women in Africa through education and in that obviously directly addressing poverty and inequality. Could you share a story or insight with us from some of your experiences with CAMFED that's had an impact on you?
MS GILLARD	**Oh absolutely, I mean the current CEO of CAMFED, Angie, is an African woman, she is from Zimbabwe, and she started as a CAMFED girl, so she was only able to complete her education because the campaign for female education made a scholarship available to her and as part of my work at the Global Institute for Women's Leadership, I too have a podcast, called a Podcast of One's Own and you can hear Angie's story on that podcast and Angie's life story really captures I think the essence of CAMFED,**

	which is that it supports girls to complete their education, but it then also helps them with the transition from education to what next, which might be further education, it might be entrepreneurship, it might be being employed with a business or an organization, it might mean making contribution back in the education system, but it keeps the alumni together and the alumni in turn then support more girls to get scholarships. So, this is absolutely an exponential model for change, because on average CAMFED alumni support three more girls going through, so the more we support, the more support there will be, which is a wonderful vision of sort of solidarity and how we can truly change the future.
DR. MALKA	That's such an inspiring story and I love the exponential factor that's coming through, because in our conversation we've obviously been talking about well what can we do, and in this, with CAMFED you're seeing that, it's not just one life that's being touched but it's multiples.
MS GILLARD	**That's right, absolutely, and given the scale of the challenges we face, we do have to be thinking in the millions to change lives.**
DR. MALKA	Yes, completely, I'm always looking at scalable opportunities and things that we can do to make a difference. Ms Gillard on a more sobering note, unfortunately we're coming up to that time of the year where we're looking at the global campaign of 16 Days of Activism against gender-based violence, which starts on the 25th of November, the international day for the elimination of violence against women, and when I looked at the UN's website there was an alarming stat which said every 11 minutes partners and family members killed a woman intentionally in 2022, and the point that struck me was 'intentionally'. Currently the hashtag noexcuse campaign emphasises that there are no justifications for violence against women; how do you think we can involve men and boys more actively in this movement to not only challenge these harmful gender norms, but also become allies in ending gender-based violence?
MS GILLARD	**That's a very difficult question and if we had the key to it, I think if there was just one key, we would have found it by now. I think it in some ways goes back to our conversation about including men and boys in discussions around gender equality and how a gender equal world will be better for them, and a world free of this kind of violence will be better for everyone. I think its important to recognize that overwhelmingly the vast majority of men do not commit gender-based violence and are appalled by it and many men who go on to commit gender-based violence, if you'd asked them earlier in their lives, you know, will you at some point do this thing in your life, they would have looked at you in horror and said no, and so I think there's a continuing project of education here about gender-based violence, about the circumstances in which its most prevalent and how we can address those underlying circumstances. I think it's also important that we've got strong law enforcement, you know, at the end of the day violence is violence, murder is murder, and societies do change because law and order build new norms and people realize that there are consequences for their actions. And so, I think it's that mix, you know, education, inclusion, but also at the right point a strong law and order response. I also think its important for governments, communities to think about the support structures. Once again I obviously know he Australian**

	context better than I know other contexts, but from the work done in Australia it is clear that women who have experienced violence at the hands of their partner often return to those circumstances because they don't have options and choices about how they will support and house themselves and their children, unless they return to the partner. So that's clearly a failure of government and community services to support a woman at a critical time in her life and that failure can be addressed.
DR. MALKA	It becomes that vicious cycle where your situation and environment keeps you in that perpetual motion, so thinking about the social structures within countries to help women in a time of need.
MS GILLARD	**Absolutely.**
DR. MALKA	One question that I ask all my guests on this show is about some of the factors of their success. So, some people will talk about a particular person in their life or values or faith, and I wondered if you could share some of the factors that you feel have contributed towards your success?
MS GILLARD	**Well, I would point to three things, I mean first my family background, you know, my parents certainly taught my sister and I to aim high, to value our education, to go on in our education because neither of them had finished secondary school, they definitely wanted us to have the best of educational opportunity and without that attitude in my family home the rest of my life couldn't have flowed. Second, I would say I have always been someone who's had a clarity of purpose and one of the things that I do recommend to people that I meet now when we're having conversations about leadership is, you know, go through the exercise of writing on a sheet of paper what you see as the purpose of your life and keep it with you so that it can steady you on those days that you feel pulled in a million directions, and you can actually look and reflect as to whether you're on course for that purpose. And third, I had a great friend and mentor in woman called Joan Kirner, she was the first woman to lead the state of Victoria, she was Premier of the State of Victoria, and I was close to her, got to watch her experiences and as I went on in politics she was always a great person to talk to, to decompress with and to get some advice from. So that kind of personal support and mentorship is incredibly important too.**
DR. MALKA	Would you say that your purpose has shifted over time or is there always a sort of North Star?
MS GILLARD	**I think for me there's always been a North Star which has been about what I refer to as the politics of opportunity, making sure that everyone has a fair and equal opportunity to have the best possible life and I've always believed that that starts with education and using the terms fair and equal, that doesn't simply mean that empowered actors life governments should dole out exactly the same thing to everyone. We know that disadvantaged circumstances make a difference and if you can take an approach of progressive universalism, where everybody benefits but those who have the greatest needs benefit more, that's the approach we talk to our education reforms in Australia, then you can truly include people and give them a great chance at building their life and having a full suite of choices. And so, for me that's always been a North Star that has guided my work and continues to guide it now.**

DR. MALKA	And lastly Ms Gillard, we're unfortunately at the end of the show, there are a million questions that I wanted to ask you, but as we wrap up today's conversation, could you use our platform to share a few words of wisdom or inspiration for girls and women that are listening to us?
MS GILLARD	**I think the thing I'd most want to say is, onwards this can be a world where we end up reading the news and feeling pretty depressed and perhaps even a bit cynical about the prospects for change. I am not naïve about the world we live in and the dimensions of difficulty, but I am an optimist, I do truly believe that action taken by individuals and collectively can change the world, and we will continue to do that by working together.**
DR. MALKA	Thank you very much for joining us today, for sharing your experiences of the past, but importantly your vision and views for the future, looking at those cohesive actions which can really drive meaningful change.
MS GILLARD	**Thank you very much, it's been lovely to join you.**
	PROGRAMME END