

# THE ALCHEMIST



WHY ARE THERE SO FEW FEMALE MPS IN ZAMBIA?

IS YOUR BOSS UNDER THE SPELL OF A RASPUTIN?

SEX WITH BENEFITS, GETTING AHEAD, FAST

REVOLUTIONISE YOUR BUSINESS

## THE REVOLUTION IS HERE!

WHAT'S YOUR GIANT? MANTA? MABVUTO? IGNORANCE? OUR YOUNG REVOLUTIONARIES SHOW US HOW TO KILL IT. MEET OUR GIANT KILLERS, POMPI, CHISENGA AND CATHY IN EDITION 10 OF THE ALCHEMIST!

THE FEMINIST MOVEMENT  
ALUTA CONTINUA!  
VIVA THE REVOLUTION!



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# THE FEMINIST MOVEMENT - ALUTA CONTINUA! VIVA THE REVOLUTION!

**T**he first draft of this editorial was a very angry one. I vented about the increasing and alarming verbal attacks on women leaders in our society, often obscene and of a denigratory nature. I was angry because these attacks are a form of violence against women, by men and women who feel threatened and inadequate in the face of an empowered woman.

I have been a victim of this type of attack throughout my career. As a senior woman in management I have been singled out for obscene and sexualised character attacks so defamatory, I have on one or two occasions wept. I should by now have developed a thick skin, but the sadness and sometimes fear that overcomes me when it happens is always the same, especially as my 'brave' attackers, under the cover of anonymity, now post their comments on the world wide net. It often leaves me to wonder as to the identity of these angry men and women, if these people are actually people I know and interact with on a daily basis. What has made these experiences worse for me is the sniggers and barely veiled glee of people I work with, men and women alike.

Sheryl Sandberg, AWiL's 2013 Gender Ninja, told us to speak our truth. She spoke of crying on her boss' shoulder after being attacked in a blog. At first I didn't agree with the concept of a woman crying anywhere in a professional environment, believing human beings behave like animals in the wild, any sign of weakness makes you fair game. I now understand what she was saying, her point was that as professional and powerful women it is often easy to be dehumanised and degraded making it easier for people to attack us in this way. So yes I have cried.

A friend of mine, a male executive who heads a large multinational, sympathised with me and advised me not to take it personal. He explained: "One thing you need to understand is that in our society women are considered inferior to men. Because power is absolute and finite in our society, an empowered woman is seen as taking away power from a finite pool of power, thereby diminishing the power of those who feel entitled to have that power, men. The one sure way to remind a woman of her place is to denigrate her, the more publicly the better. This of course also serves as a strong warning to other women."

After interviewing Pompi, my anger subsided. There are people who leave you inspired and who restore your faith in the inherent good in people. People who make you realise that we dwell too much on the negative. Pompi is one of these people.



We forget there are many men out there who don't endorse this type of gender based violence, men who have loving and respectful relationships with women.

I am reminded of an incident that happened to me nearly ten years ago when an Ally came to my defence. I was physically barred from entering a local 5 star hotel when I stopped to meet my husband for a quick after work drink. A security guard shoved me, preventing me from entering the hotel. I later discovered that preventing unaccompanied women from entering the hotel was a measure introduced by the hotel to curb prostitution. With the strength of an enraged woman, I pushed my way past the guard and marched straight to the Reception to complain. The Receptionists and Front Desk Manager, who had witnessed the whole thing, tickled by my indignation, smirked at me as I approached. They only stopped smiling when a man who had witnessed the occurrence charged towards us yelling: "There is no way a Zambian woman can be treated like that. This could have been my wife, my daughter, my sister. This cannot happen, not in Zambia! Not in 2004." He demanded an apology on my behalf and gave me his business card in case I wanted to sue the hotel.

Pompi, through his music, advocates against many societal ills including the subjugation of women. In his interview, he sees women in all societies as the backbone, and encourages us to collectively set high benchmarks for ourselves and in terms of how society should treat us. Cathy Phiri, through Love Games also forces us to hold up a mirror to our lives. Through this process we have the opportunity to make a conscious decision whether to keep living life as it is or if we actively begin changing those aspects of our reality which are negative.

As I have encouraged Zambian men to be Allies to women in leadership, I have asked them to consider their outrage at experiencing racial oppression. To remember a time when they were made to feel inferior or second class. I have shared the story of a very successful Indian man who was sitting in Business Class on an international airline. He accidentally spilt a drink on the man sitting next to him and the man muttered "Koolie" at him. The Indian man froze in his seat unable to react to what the man had said to him. He somehow found his way to the bathroom and cried. He



**The Alchemist** Founding Editor, Chimango Chikwanda with Chisenga Muyoya and Catherine Phiri

explained that just that one word was enough to take him back to his childhood to a time where he was witness to his parents stripped of their dignity because of their race.

I have been witness to many women being stripped of their dignity in the name of culture and tradition and many times I haven't said a word. Alchemy has given me a vehicle to speak and make a difference. Everyone should make this effort, it doesn't have to be in a big way, even in small day to day matters. For example, as I raise my daughter and sons, I have been careful not to reinforce messages I received as a child about my inferior position in our society, I must admit this isn't always easy. I will never, not even jokingly, encourage my daughter to Shipikisha for instance. Shipikisha is the practice of martyring oneself to ensure the pleasure and happiness of a husband and most importantly to keep him at all costs. This is a message consistently reinforced during marriage proceedings. I will want her to understand that women have just as much right to be happy in a marriage and in that vein, should she wish to pursue a career, she has every right to be as successful as the next person.

The feedback I get from our Allies and other women fuels me in the endeavour. When I see young women, like Lwanga Mwilu who recently joined our editorial team publicly blogging about highly controversial issues like Iris Kaingu, and contributing opinions

contrary to public opinion, I feel inspired. When, during our interview, Chisenga Muyoya tells me that she has come to the realisation that Feminism is not the negative thing she once thought it was, but an advocacy which believes in the uplifting and empowerment of women, I feel encouraged. When I see young women I have mentored and encouraged "Leaning In" like Kabinda Kawesha and Linda Kasonde, both who have recently been promoted, Linda as Secretary for the Law Association of Zambia, I draw strength and courage to lean in myself. And finally when I receive the wonderful feedback from people who have mentored me like, Tony Tasca, I feel empowered and invigorated.

Tony mentored me through a very dark period of my career, he taught what a leader is by encouraging me, standing up for me and recognising my potential by nominating me for a prestigious fully sponsored Masters programme at Oxford University. He wrote to me with these words of encouragement "I want to congratulate you for the work that you are doing. You are making me proud to have met and worked with you. Continue to think boldly ... I have always and will continue in the future to admire strong, bright and motivated women. Why? My mother was a strong, bright (yet unappreciated) and motivated woman - a great coach for us on how to treat women with respect, kindness, and love." Doesn't this make it all worth it? Aluta Continua! Viva the Revolution.

# Building **connected cities**

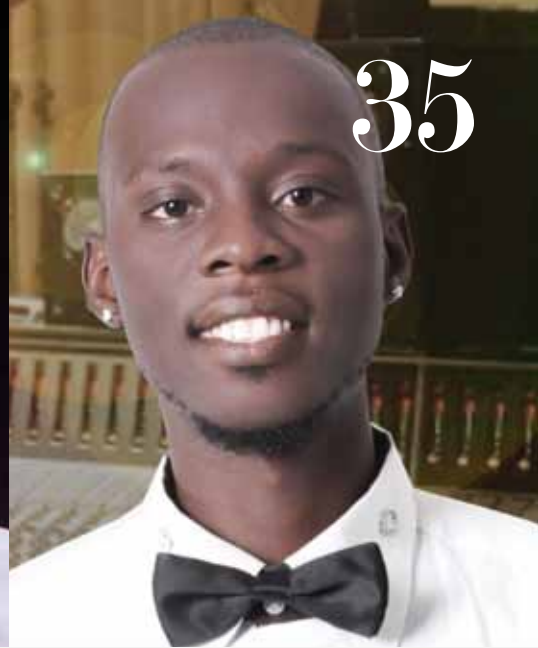
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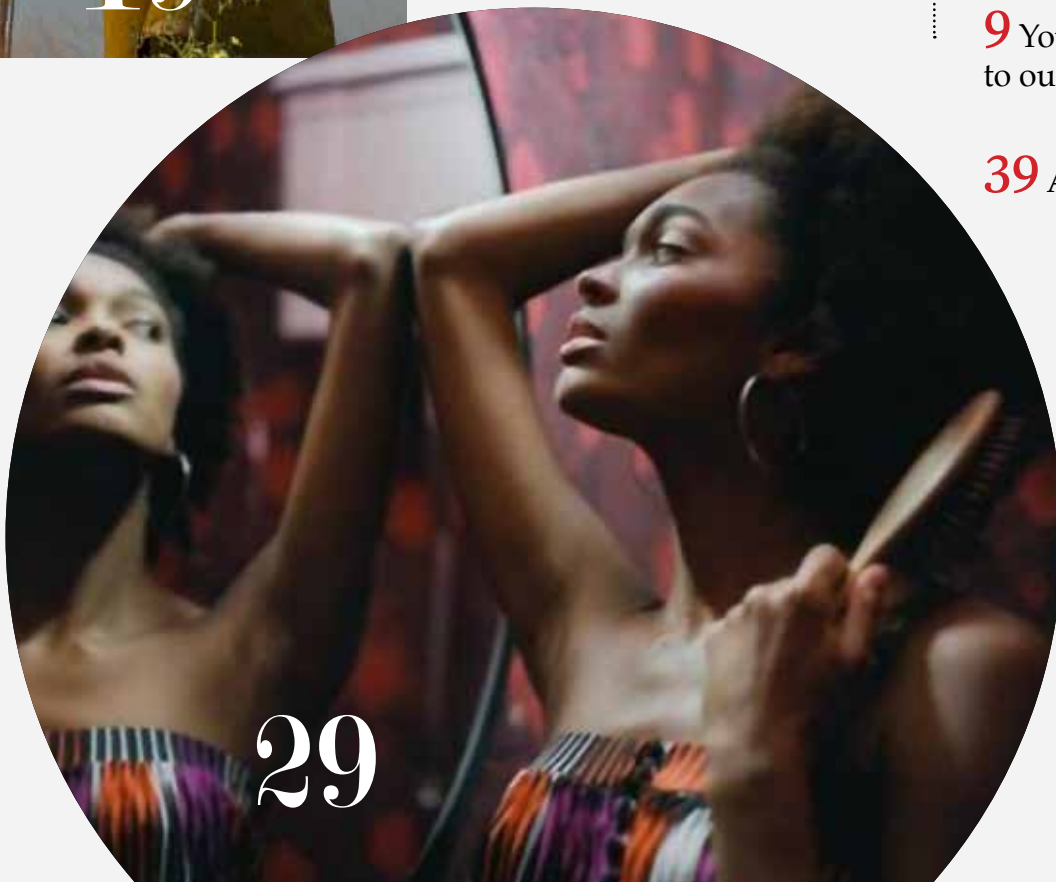
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Chiseche Salome Mibenge, Editor-in-Chief

I celebrated a birthday in August and enjoyed the moment of reflection on the year ahead and the one past. The birthday coincided with the publication of my first academic book 'Sex and International Tribunals'. A joyful occasion that I celebrated on my college campus with faculty and students at a book launch at the start of the fall semester. The publication of a book is an 'exhale moment' in the academic slog to tenure for life, so I won't underplay my feeling of accomplishment at this moment.

However, it is heightened by the start of a new writing project, this time a creative writing project. Writing African women's lives into literature was always my childhood dream – and as I near my 40th year I know I am finally ready to sit down and write my 'real' book. Why now and not before? I feel safe: I have a good measure of career stability and I've bought my first home here in New York. Knitting and laying down my safety net allows me to leap up and over towards my creative self.

Speaking of birthdays. Ten today! We've entered the double digits of Alchemist editions. And 'we can't stop' to exhale until we hit the 100th edition of Alchemy WIL. Mark my words there will be fireworks all over the globe commemorating that milestone. But for now, we will celebrate with our own homegrown fireworks: Chisenga Muyaya, Catherine Phiri and Chaka Nyantando aka Pompi. A warning: You are going to have to be a savant with new media/technologies such as Twitter, Vimeo, Facebook, Youtube, Instagram, the blogosphere, and iTunes in order to enjoy full access to this crew of youthful revolutionaries. Get with the program.

It is the new technologies that allow me to edit this magazine from my apartment in the US, and that has, more importantly, got me hooked on Love Games, a breathtakingly familiar series that captures...how else can I put it? The Story of Us. If you are not already watching Love Games, you should if only to see the reflection of your supportive husband, your girlfriend-remember that one who was nice only after you gave her some pocket money?, your disloyal lover-that one your friends warned you about, your anxiety over the results of your HIV tests after dumping the disloyal lover, your loving circle of friends, your cold feet on your wedding day, your secret half brother – it's all there! Art imitating life, or is it the other way around? And we speak with our Alchemist Cathy Phiri the executive producer of this provocative and timely series. Cathy, a Zambian professional relaunched her professional career in Lusaka after making her mark abroad with MTV International,

provides some personal-political reflections about everything from the role of the media in the empowerment of women, to gender politics in relationships and cowardly trolls who hide beyond anonymity when posting libelous and bullying comments on the World Wide Web.

An email from AWID.org, a leading feminist network for women in development about the new African leaders in ICT alerted me to the star potential of Chisenga Muyoya. She had just been named as a 2013 Moremi Initiative Leadership and Empowerment Development Fellow (MILEAD). Her leadership at Asikana Network, a youth led technology organization to empower young women in Zambia distinguished her from more than 200 applicants all over the continent. Chisenga's calendar, which I came across on her facebook page and twitter feed, includes: an appointment with Asikana Network to train Grade 8 pupils in computer skills in 21 schools across Lusaka; and exploring the tech scene at the Accra MEST tech hub and discovering a start up working on a health app with great potential. How does one accomplish so much at such an early age? Chisenga provides us with a glimpse into her day job, night job and everything in between and believe me you'll be breathless by the end of the reading. Breathless and inspired to be more and give more.

My favorite book store and political lounge and restaurant, is Busboys and Poets (BB&P) in Washington DC. They are famous for their thrilling poetry slams, advocacy for the marginalised and un-politically correct commentary by guest speakers, invited from all corners of the the US and the world. When I grow up I want to be invited to do a book reading at BB&P! So, imagine my pride, but not surprise to see Pompei via Youtube, bringing the BB&P house right down. He opened his rhyme/rap with the words "Bill Gates I'll be coming soon, caviar will be served" and then moved smoothly on to lyrics about police brutality in Zambia. The DC audience didn't seem to miss a beat when the

Zambian rapper, poet, entrepreneur, singer switched between English and Nyanja. What a performer! Pompei, our third Alchemist joins Cathy and Chisenga in taking his talent across borders, beyond divisive poles such as rural and urban, old and young, global North and South, elite and working class, Zambians and foreigners, Chinyanja and English, conservative and hip.

The Alchemist is thrilled with our conversations with these young revolutionaries who didn't wait to buy the first and then the second house, or to attain job security, fill up the retirement fund, or to put the kids through college, before venturing off the beaten path. They share the sources of their faith in their capabilities, their formal and more importantly, informal learning/training processes and their desire to be change agents against unequal relations but also against dated ideas of what is a real or valued career path. Their bold choices in their professional and personal lives are a testament to their alchemist spirit. This and past issues of Alchemy WIL could not be realised without a generous group of contributors representing different sectors of professional life. It's not possible to name all of them here, but I will extend a welcome to our newest contributor Lwango Mwilu, a journalist whose contributions on the lobola calculator in the previous edition tickled but also challenged many of us to rethink the role of culture in our relationships. In this issue, Lwanga reminds us that nothing is black or white, especially not sex as a form of currency in the work place. She strikes down the notion of paradigms such as sugar daddy and victim, hard work and lying on one's back. She reveals that there are many gray areas for men and women in transactional relationships, especially when our society is complicit in shaping what behaviors come to be considered business as usual.

We have come a long way since the 1960s when our mothers entered the work force: school teachers could not wear trousers in the classroom, women were prohibited from mining and other

industrial labor, women could not add a child to their passport without a husband's authorization, employers could deny married women access to loans and mortgages, and the state taxed the wages of a married women more than those of married men. We can celebrate the fact that we have legal protections against discrimination, and choices. Our contributors Linda Kasonde and Alisha Patel refer to the contribution and limits of some of these formal or legal reforms in our society.

We must remember however, that choices are made in a cultural and political context: Entering into a transactional relationship in the work place; choosing a degree program in ICT and not in law or engineering; writing novels, singing, dancing, producing movies, acting, developing software professionally; postponing marriage into your thirties or forties; repatriating from the west to the Zambian workplace, can be inevitable or optional choices – our contributors elaborate very helpfully in this respect. And ofcourse, not all choices are luxury choices where you come out a winner whichever road you take. Oftentimes, we are faced by an extensive range of bad choices, and I hint at this in my reflection piece on gender based violence in 'Night Life'.

However, Nankhonde van den Broek uses the term 'driving without a seatbelt', and it is something we all must do, from time to time, as we navigate on the path to that elusive feeling of fulfilment in the most important spaces and relationships in our lives. There are 101 gurus selling books prescribing your formula for love in your romantic life, respect from superiors and subordinates and admiration from your peers. I have a strong suspicion that our alchemists, Chisenga, Cathy and Pompei have not read the 101 books – I believe that this is part of their success. They are 'writing their own revolutions', being their own 'personal legend', and valuing their worth with their individual set of scales.



# Your Say...



Thanks a lot for this magazine. I must say you are doing a very impressive job. You really are torch bearers.

**Judge Mubanga Kondolo**

I am looking at the magazines and I want to personally thank you and Alchemy for supporting Women. I celebrate women and I am a firm believer of women empowerment. I salute your efforts in the empowerment field.

As women we need to challenge ourselves and advance to another level and do both, discuss children and men but also discuss business opportunity.

**Shupi**

Thank you so much for the copy of the Alchemist, and kudos to you all for a job well done, the quality is unparalleled and the magazine itself is worth the read. Keep up the good work of empowering more women by being exceptional role models.

**Cynthia Chirwa**

I am a law graduate from Witwatersrand. I was recommended to read your emagazine by a friend of mine. I cannot help but say that it was a really good read. The articles are very informative, interesting and most importantly educative. It is for this reason I would like to subscribe to your emagazine. I look forward to more of your issues.

**Bobby Macheleta**

I enjoyed reading this month's issue and I commend you on addressing such raw topics! I particularly enjoyed reading the article on Miss Kapwepwe, "The Lobola calculator", slightly hilarious, the Editor's note, the article on the marriageable age, the article about the unapologetically assertive woman and the article about Nazingwa. Overall a really good issue, as always! I wish you success and may your legacy continue to grow!

**Penny**

## WHAT WOULD YOU DO IF YOU WERE PRESIDENT FOR A DAY?

Responses taken off Facebook and Twitter.

I would implement policies that promote/encourage business entrepreneurship as well as apprenticeships. This would not only financially empower our young population, but give them an education that is relevant to many trades and industries in Zambia. This is just about the one of the major ways to ensure sustainable development of any country.

**Muchangwe Farrao**

Build pre-schools for kids in prisons.

**Laida Chongo**

I will help poor kids.. I will open good relation between my country and the world.. I will fight for women's right.

**Duda Alyafei**

Make all women and children hear, understand and work upon the word EDUCATION because it's the key to changing the world.

**Mpimpa Lubomba Bweembelo**

Clean up the streets, lay off everyone aged 50 and above to pave way for the younger generation!

**Connie Katalai Chiwenda**

Introduce free financial and health courses for women.

**Eva Kasapatu**

I would make sure all the young people that have finished their studies start work. If we only look for people with a minimum of 6 years' experience, where are the youth going to get that experience from?

**Monica Chimangeni Zulu**

Rule!

**Anthony Kasongo**

Inventions, development, systems that give chance to work. Leadership to the young - Peace, care, love, freedom.

**Moses Mailu Nzioka**

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# WHAT WOULD YOU DO IF YOU WERE PRESIDENT FOR A DAY?



Alchemy Women in Leadership (A.WiL)

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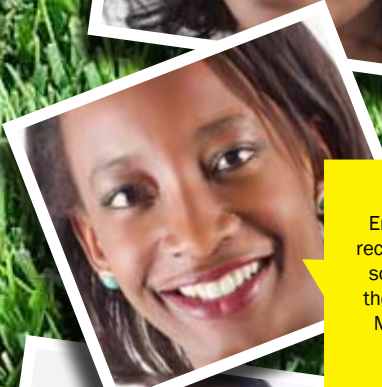
**Chimango Chikwanda,**  
(Founding Editor) - I would introduce quotas for women in the Private Sector, Public Sector and the Legislature. 50% nonetheless.



**Chiseche Salome Mibenge** (Editor in Chief) - I would introduce Community Service or National Service for Forms 4s and 5s so that they can appreciate what it is to be a servant leader.



**Lwanga Mwilu** (Editor) - I would abolish the high cost/low cost distinction in all public hospitals (starting with maternity services) because it promotes discrimination in the provision of health care. I would also demand that the current standard for high cost patients be the minimum.



**Natasha Chiumya** (Editor - Your Enterprise and Your Money) - I would reclassify sanitary napkins as medicine so that women wouldn't be taxed for them. I would also tax luxury vehicles MPs buy and use that money in the Health sector.



**Kabinda Kawesha**  
(Editor - Women on Board) - I would have a grand picnic, game viewing and fireworks display on the State House grounds. An open house.



**Linda Kasonde** (Editor - Your Rights) - I would call for the decriminalisation of the decriminalisation of defamation and insult laws.

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# SEX WITH BENEFITS

## WHAT'S THE IMPACT ON OUR ETHICS?

By Lwanga Mwilu

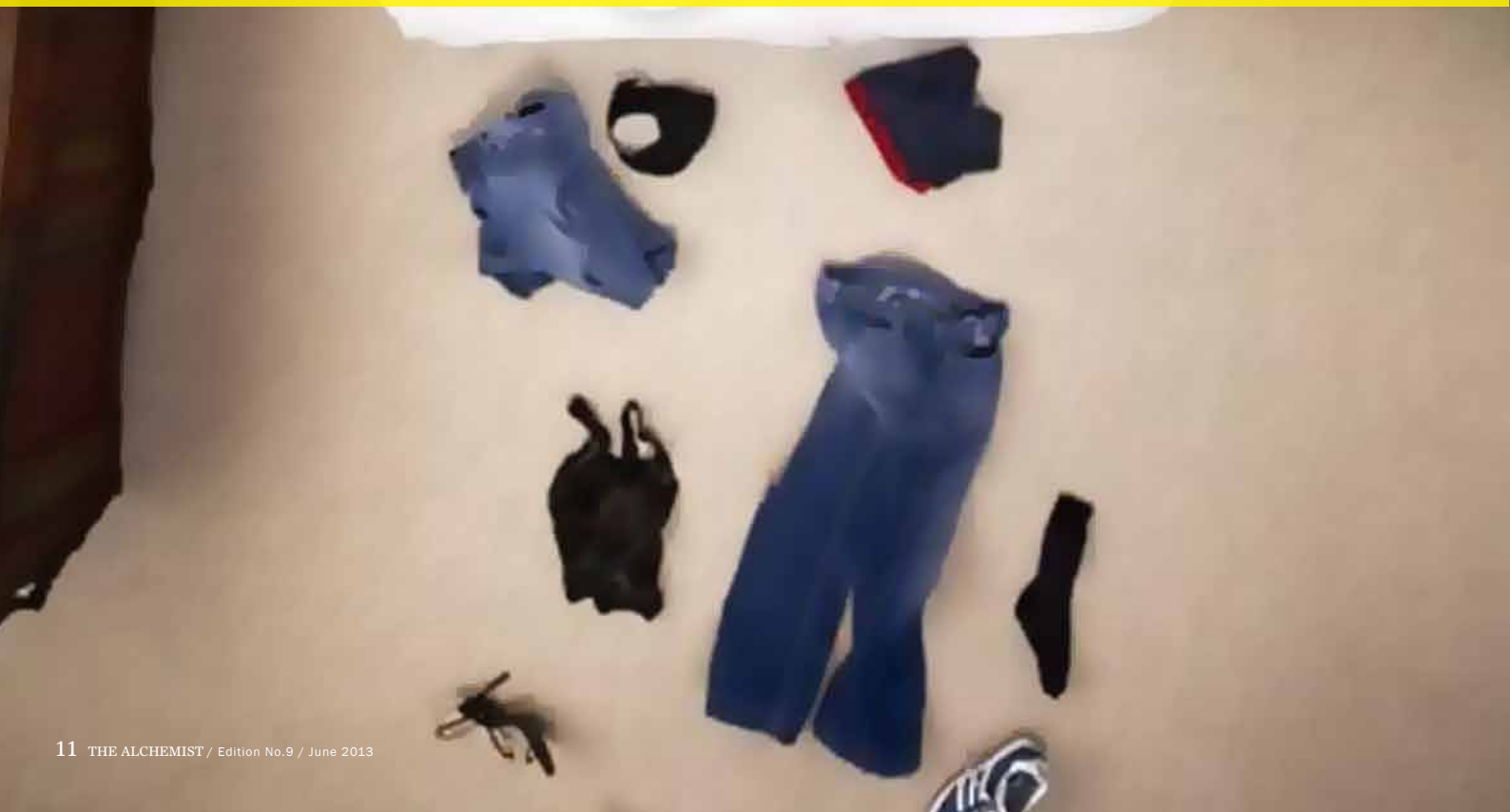
**T**he most common discussions on transactional sex in Zambia - where sex gets exchanged for material support and benefits - focus on sex workers. Typically, these discussions revolve around poverty as the key reason people find themselves desperate enough to trade sex and risk exposure to disease, particularly HIV/AIDS. HIV/AIDS is regarded in the debate both as a killer of many breadwinners and therefore

contributing to poverty, as well as the likely outcome of a trade that involves multiple and concurrent partnerships. However, the reality of transactional sex in this country goes way beyond that of roadside survival sex motivated by extreme poverty.

Contrary to the stereotypes, transactional sex is a pervasive phenomenon which transcends location, age, class, gender, ethnicity, race and tribe. Many Zambians have

embraced transactional sex, with regular and non-regular partners, for several reasons, some of which do not fit the extreme poverty/starvation narrative.

Some people use it to get and/or keep a job, get promoted, get business deals, get good grades in school, finance their lifestyle of choice, gain an unfair advantage over competitors in different situations and more. Others, including those with fairly decent



# What is the cost of transactional sex if intelligent young women and men whose hard work can move this country forward shun their potential and choose sex as their fast track strategy to the top?

economic means, use it as an express upward social mobility strategy; they put in sex and take out a higher status and a life more luxurious than their day job can pay for. And those who pay for transactional sex may do so in order to display their personal wealth by contributing to utility bills and rent or making larger purchases such as cars or tickets for travel abroad. In the workplace, the promise of a promotion, for example in exchange for sexual favours is a demonstration of power, more accurately, an abuse of power. In all of these contexts, sex is like a currency with decent buying power or a key with the ability to open many doors faster than conventional means of hard work, courtship, etc.

Unlike sex work where participants are strictly traders and clients, participants in some of the other types of transactional sex relate as partners. Stereotype often limits these relationships to the 'sugar daddy' with innocent girl and 'sugar mummy' with toyboy types but reality shows us they are more varied than that. Some of these relationships may even be long term but the motivation remains to benefit materially and to gain regular sexual access from the exchange. What then does it mean for the country's work ethic, professionalism,

fairness and integrity if an average student or worker can get ahead by sleeping with the 'right people' at the expense of their harder working colleagues? If average performers can sleep their way into positions meant for outstanding performers? If outstanding workers can only progress if their supervisors can take liberties with their bodies? What does it mean if, rather than work hard to meet their needs, people can trade sex for the promise (often unfulfilled) of quicker results? Discussing transactional sex within the poverty and HIV narrative is very important but it should not end there. We need to explore and understand other ways in which consumerism, opportunism, exploitation, sexism and poverty operate as drivers of transactional sex. People should also be able to move away from their often limited understanding of transactional sex and see the various ways in which it occurs in their own lives or circles. We need to consider more how these seemingly personal decisions actually affect the next person. What is the real cost of transactional sex if we have beneficiaries of sexually acquired first class grades/ academic qualifications, sexually acquired jobs and business deals, sexually acquired promotions and so on operating in the system? Have you ever wondered how the

country is paying for that?

What is the cost of transactional sex if intelligent young women and men whose hard work can move this country forward shun their potential and choose sex as their fast track strategy to the top?

What is the cost of transactional sex and economically motivated relationships, including long term ones like marriage, as livelihood options? How are the recipients paying for that? What do such relationships and the unequal power relations inherent in them mean for equality, dignity and the fight against GBV?

Not all recipients of sexually acquired benefits fit the 'victim' role as portrayed in the typical survival sex narrative, in fact some of them can be said to be strategic and even manipulative in their engagements. Yet one still wonders, is it possible to trade sex and not be a victim of some kind? Is it sexual liberty and women taking control of their own bodies, and therefore empowerment, when they choose to engage in transactional sex to get what they want? Mind you, choice is best understood within the context of the other options available. Is transactional sex a likely first 'choice' where several good livelihood options are available to a person?

It is difficult to measure what the status of success aided by transactional sex is, is it considered legit, something admirable? I do know that "she slept her way to the top" is said with much contempt in many Zambian circles, and unfortunately it is used to spite and dismiss the accomplishments of successful women irrespective of their having engaged in transactional sex. The pervasiveness of success sponsored by transactional sex, cronyism, nepotism, corruption and such seems to have convinced some people that it is not possible for women especially to attain great success completely on merit.

# THE ALCHEMIST, CATHERINE PHIRI

By Chiseche Salome Mibenge

I remember the first time Catherine Phiri appeared on my radar as an editor of *Trendsetters*, a lightning rod, in the history of Zambian journalism and reporting. She is on my 'who, living or dead, would you love to have dinner with and talk about gender and women's emancipation for hours? list' alongside Wangechi Mutu, Bessie Head and Sara Longwe. I hope that my conversations with Cathy will continue, and I guarantee you that you will want to hear more from this media giant in our midst.



## On power in relationships

**CSM:** Recently a friend expressed his observation that: 'the problem with men is they want to buy women, and the problem with women is that they want to be bought by men.' These words resonated powerfully with my own early socialization as young women in Zambia. The lack of love and trust in relationships between men and women is a recurring theme in Love Games. In season 2 we hear Pamela Jones (Phenny Walubita) encourage a young woman to pursue a man because he has a nice car and a lot of money to spend...

Can you share your thoughts on transactional relationships/power in relationships in Zambia and on your own expectations of a healthy and fulfilling relationship?

**CP:** I think the story of transactional relationships in Zambia still rings true. And there are many different types of transactional relationships as far as I'm concerned. Firstly women here are conditioned to believe that the men should be the provider in a relationship and so there becomes some sort of belief that whoever has the money in the relationship controls the relationship, or has the power in the relationship. I think we all like nice things, expensive things even, but when did we get to the point where we decided not to work for these things? To let someone pay us (in exchange for services) to get these things?

It's the given expectation - if I pay, I get what I want, when I want - regardless of whether the 'I' is male or female. It's a power play. Unfortunately more often than not, the 'I' in this case is male. I don't judge, if people want to be in those kinds of relationship then so be it, but they shouldn't be fooled about who has the power in the relationship. It's not that I necessarily believe that there should be any power in a relationship, but sadly that's the way the cookie crumbles in most

relationships in Zambia. Again maybe this is because women are conditioned to be subservient to men, and men are conditioned to believe that they should have absolute power in the relationship. Personally, I'm in a happy relationship that isn't built on those type of beliefs. We respect one another enough to let the other play the roles that are required to be in a happy relationship. As a self-defined type A woman, I do like strong men, but to me being strong means knowing when it's ok to be weak too. We support each other and we're emotionally available to each other too. It certainly didn't happen over night, but I think we're getting there now. So my expectations remain to be in a mutually respectful relationship that takes into consideration each others needs and strengths. I like nice things, and expensive things and of course I'd love my partner to get me these things, but I also make my own money to get them - that's why I believe a woman's financial security/freedom is important - it gives you options and you can do what you want with your money without owing anyone anything.

**CSM:** Which couple is your favorite in Love Games?

**CP:** I'm not sure I have a favorite couple in Love Games - everyone is flawed :) People love Womba and Chilufya's relationship - it is sweet, he supports her through everything, but Chilufya can be too sickly sweet for me. I suppose in the end it will be Tasheni and Kasamu because he listens to her, he brings out the best in her and supports her. And vice versa, she brings out the best in him - she's his muse. That's the kind of relationship I want to be in!

## On 'alternative' careers

**CSM:** You are quoted as saying your father responded with a humorous response when you picked an alternative career 'prepare to be poor!' We know that with your achievements today, your parents must be extremely

proud of you! What advice do you have for a young Zambian who dreams of studying dance, and choreographing dance performances that combine traditional Zambian with contemporary dance and music, and ultimately opening a dance studio in Lusaka. Should she be sensible and enroll at ZICAS or UNZA for a professional qualification? Or should she pursue her dream? How?

**CP:** First of all, my dad recently said to me 'oh Media 365 is a real business, not just a hobby?' I know he was joking but at the same time, parents will always think of you as children as far as I can tell!

My parents are really proud of me, but would he have been happier if I was something more traditional (read stable) like a lawyer or doctor, I'm pretty sure he would have been. It's a new world he doesn't fully understand, my love of television, it's still a bit strange to him. I have to admit, I understand why people want to do the safety net things first - it's safe. But I think you have to pursue your dreams first. If you have a talent, why waste it? And if it makes you happy why not pursue it?

I don't believe in starting with plan B. If you truly have a passion for it go after it and you'll want it bad enough to succeed. How do you go about achieving it - especially like dance where we don't have a dance school in Zambia? Start online. You'd be surprised how many resources are online to teach yourself. Also expand your networks, perhaps you will find that there is someone who has been educated in the field that you want to be in - listen to them and learn. So use your networks to see what or who is out there, but don't expect a handout. It would be great if someone can sponsor you to go to dance or music school, but that rarely happens, so raise the money yourself. Set the goal and start making the money - get a job, any job, or put on dance performances where you can start raising money. And when you

have enough you can send yourself to school. And remember you can go to school at any age. You might even end up opening the dance school before you get formally trained, and that's fine too. But find the opportunity to perfect your craft at some point. I think when you have a talent you still have to hone and develop it. Even today, I work with loads of people who want to be filmmakers, and they have taught themselves so much from youtube tutorials, which is great. And now they're making money. But I still feel that they should take 6 weeks out and go and do a film course, it just helps you do better and really understand your craft.

So my advice is: You progress when you start doing. Be careful of going down the path of plan B because when will you get back on the path of plan A? On entertainment and sexual education

**CSM:** Love Games addresses the complex gender dynamics around HIV/AIDS in Zambia. It is using entertainment as a vehicle for education. I've learnt that I was quite ignorant about the facts about the low risk of mother to child transmission through breastfeeding, for example! Many myths are dispelled by Love Games, I (and I assume others who should know better) believed that an HIV + mother should not breastfeed. What other myths about HIV/AIDS, and about gender relations in general do you think are challenged by Love Games? And after so many years of Zambians' intimate experience of HIV and AIDS, why do some of us remain so ignorant? Is it by choice?

**CP:** First can I say how impressed I am that men actually watch Love Games? While they were always a secondary audience, Love Games was written predominately for women. The hope was that women could see how they can find themselves at risk for HIV transmission, and hopefully start taking more control of their sexual lives.

When it came to prevention of mother to child transmission of HIV, when we did our research, turned out that everyone knew it was possible to prevent HIV transmission from mother to child, but probe further and people really didn't know how. So we knew we had an opportunity here to really go into detail - and boy is it quite complicated! Love Games had to literally scratch the surface, enough so that hopefully people who want to know more will seek that information, but even for those that don't there is a better understanding.

As Love Games progresses (in season two), we also look at how sexual violence and low self esteem also put us at risk for HIV transmission, because of how it affects the sexual decisions we make. Which is something I am truly passionate about - women and self-esteem and how this impacts everything that we do. So even today when we look at our shockingly high rates of sexual violence against young girls - we point to Love Games and say, well look what can happen to this young girl 10-15 years later. At least I hope people will clearly see the correlation.

Love Games was also originally titled Shipikisha Club, because we also wanted to look at how traditional teachers could be harmful in a world of HIV - that women should just endure, or that a man's affair doesn't break the home - all the things that make women stay in unhealthy marriages, because at the end of the day it could threaten their lives. Again, by the end of Love Games we see this clearly. And the stories in Love Games are not made up - these are real life stories that happen every day. By using drama we've just put a magnifying glass to it, but I think the reason Love Games works is because we can all identify with at least one of the character - either because they represent ourselves or represent someone we know. Hopefully this will allow us to talk openly about their experiences in relation to real life

and start seeing ways we can protect ourselves.


I think while there is a lot of knowledge around HIV, it's a question of whether there is understanding of how HIV is transmitted and indeed how we are at risk ourselves. Also, and this is my personal opinion, for too long, the message has been targetted at the masses, with an emphasis on lower socio-economic groups, while assuming the more educated, more affluent aren't really at risk because they have the information to hand. Which, if we look at our current stats, is simply not true. It might even have pushed this group into believing they weren't at risk because messaging wasn't targetted at them. I think Love Games opens up to the fact that everybody is at risk.

And maybe after all these years we simply got complacent. We're not seeing as many people die as a result of HIV, in fact we're seeing how it is a manageable disease, so this makes us less worried about it. I think we need to hear more honest accounts of HIV, almost go back to the days when people were scared. Now, there are just other pressures and HIV has fallen to the background. But we have to make it personal again, because it's still very real threat, and we are still all at risk if we don't take control of our sexual behaviours - we can't control other people, only ourselves ultimately.

I don't think I've fully answered your question, because I don't understand why we remain ignorant, I just know we do. I hope that Love Games helps people take a little bit more of an interest - and there are flaws in Love Games that might make some people switch off - but I hope a good number will take an interest and educate themselves more on this deadly disease, because it still is a threat, and it is still a killer.

## Self development

**CSM:** My students are surprised to



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find that I am their classmate as well as their professor. Last semester I audited Spanish 101 and 102, and the semester before that I took a class on Queer Latin American Studies. All this in preparation for a new comparative research I'd like to do on feminist human rights movements in Africa and South America. We have to keep on learning, right?

**CP:** I truly believe every day is a school day. If you're not learning, you're not growing right?

**CSM:** Tell us about your MBA program?

**CP:** When I first decided to pursue an MBA it was literally to become more marketable and advance my career prospects. And I enjoyed most classes, it was fascinating - I really do love learning more. But my job got in the way and I had to put the MBA on hold. I was so close to completing too, but definitely study and career is hard. I hope to go back to complete it soon, as soon as I have my career trajectory back on a stable course. In the meantime I carry on reading. I don't have the luxury of time to read long books and things like that, but I find blogs I enjoy, or articles online that I can read and that help me reflect. I do think reflection is key in learning.

**CSM:** What other ways do you continue to develop and nurture your creativity and intellect?

**CP:** I surround myself with people who I can have stimulating discussions with. Even at work, we challenge ourselves constantly - we research all our topics throughly - recently I had to draft press releases for Governance Secretariat on the recently launched APRM Zambia Country Review Report and I had to digest the 300 odd page report to find the key issues for the releases and it was simply fascinating. It then led to a discussion in the office (with a friend who simply popped in for a visit) on economic reforms in Zambia! So it's read, think, and discuss!

**I don't have the luxury of time to read long books and things like that, but I find blogs I enjoy, or articles online that help me reflect. I do think reflection is key in learning.**

Whenever I'm with my dad we also tend to have loads of political discussions, or talking about national development issues that also help keep me alert and gain more understanding. I think you just have to be open to wanting to learn, and take things in and truly reflect on them.

Oh and I watch a lot of Who Wants to Be A Millionaire with my partner! lol. He knows more of the answers than I do though. I get fascinated by how he has such a wealth of information on stuff that you'd think no one really needs to know! But he'd definitely be my phone a friend on the show for that exact reason! Of course I'm more knowledgeable on the current pop culture and fashion trends!

And by the way, I think you can learn something from everyone. I remember working with this girl who people thought was just a dumb blonde, but when it came to knowing all the current happenings in celebrity life she was on it. You'd be thinking that that wouldn't be of interest, but when you work at MTV, how can you possibly be relevant if you don't know what is going on in

the life of celebrities? It also helped in guest lists for events, programming ideas, and which celebrities we could use to get a message across to young people so they'd listen and it would impact them.

So knowledge comes in many ways, learning is all around us.

## On Making the Personal Political

**CSM:** In interviews you have alluded to your concern about being 'too personal'. "I try not to go too personal, but use it as a platform to share insights from my experience here to inspire change and also provoke some issues from our industry."

I was struck by this because as editor of the e-zine I am inclined to veto submissions from anonymous contributors. There is a moment in the feminist movement when women had to put 'personal' subjects like marital rape, domestic violence, and lack of control over birth control into the public forum. Many women today take for granted their right to own property, travel abroad with their children without the permission of their husbands, or receive equal pay with men for equal work. However, these entitlements wouldn't be possible if brave women all over the world didn't tell their often humiliating stories of inequality and discrimination and demand powerful/ political responses. I believe that if we cannot talk about our divorces, our fears about our children, our complicity in our own subordination, our failure to balance home and work, our shortcomings as sisters, friends, lovers, and our pride in our ability to mentor and raise up others - our conversations in Alchemy are empty.

**CP:** Let me clarify about what I mean when I say too personal - I mean I don't want to make things about me. What I want to do is always be about things greater than myself. I don't want to talk

about my personal problems as they relate to me. I want to use my personal experiences to help someone - either to see a different issue, or to help them find a solution to their problems.

But on the other hand, I also don't want to be completely vulnerable, so I use what I can share without leaving myself too exposed. I'm not sure if this does come from a fear of exploitation or not being the 'strong' woman people think I am. I'm not sure to be honest. And also I guess some things that are personal aren't just about me, it affects other people in my life too, and do I have the right to expose them too just by me being personal when I don't need to? On the other hand there are times when I feel like I want to get more personal and open up about some things... I'm sure I'll get there one day!

**CSM:** Can you share some of your experience in making the personal a public debate when you served as editor in chief of Trendsetters, the groundbreaking youth movement and magazine? Trendsetters exposed many societal taboos and empowered many young Zambians to take responsibility for their health and personal development. Can you also share some responses to your openness in your blog. The Alchemist has a lot to learn from you in this respect!

**CP:** At Trendsetters we did share true life experiences to address key issues that were detrimental to our lives, as individuals and as a society. I think you're absolutely right, if we don't use personal experiences we can't really critically address issues - think about it, statistics come from personal experiences, and the only time statistics hit home is when you put the human face to it.

And people responded to that. Again it's because you're not really the only person going through that specific issues, so it does end up helping loads of people in the same situation as you. I get the same response with my blog. Funnily enough I blogged about not

wanting a child and I had other women respond how it resonated with them - when actually I would have thought that more people who have bashed me because of being a woman who wanted to put her career first before thinking about child bearing!

I share a lot of experiences, especially things that irritate me in Zambia (as a returnee!), and I find that people find that information relevant to them - hence the reason they read the blog. And other people who have experienced the same issues, can also relate and share their experience of the same issue.

## The internet as an empowering tool

**CM:** Throughout the world, women journalists, lawmakers, politicians, intellectuals, and entrepreneurs, are targeted by anonymous bloggers for death threats, threats of rape, and defamatory statements about their sex lives. Why? Because these women are strong, educated, and outspoken about their commitment to professional service. You are clearly an advocate for empowerment and improved communication through new technologies. And your work demonstrates that you see the internet as an important tool for improving gender relations and particularly for empowering women.

How do you reconcile your advocacy for new technologies with others' growing fears that the internet increases women's vulnerability to sexual humiliation, blackmail and violence?

**CP:** I think like everything there is good and there is bad. But I believe the internet is a tool for good like never before, because it can be used to spread information and put across viewpoints that might not always have the opportunity to hear. You can self-publish, you can have a blog, you can be heard, and in most cases it is free. But it is a place that allows for everything and anything to be posted,

so I understand the concern and you need to be careful about what you post, and what you read.

**CSM:** Can you give us some pointers on how to make the internet work for us?

**CP:** It's great for finding information and it's great for creating a brand for yourself. It is for your brand or to publicise issues you care about, remember that what you post will always be online - even if you delete it, it's somewhere - you might not have deleted it before it was reposted or retweeted! As they say think before you speak, so you must think before you post. And even more importantly, especially on social media, google before you post or tweet.

I also think sometimes people say or do things online that they wouldn't do in person - but remember that whatever you say or do online is still a reflection of who you are, so don't be a troll, bully or insulting, it's not necessary.

**CSM:** Can you provide us with some websites that showcase your profile/brand/projects?

**CP:** I have my personal site - CATHYPHIRI.COM - which is my personal opinion on life and things I'm passionate about. The tagline is 'The Journey to my personal Legend (it annoys me to no end that my friend who created the image put a small 'p' on that. If you've read Paulo Coelho's 'Alchemist' you'll understand what that means. In a nutshell, it's about me finding out who I am and my purpose in life.

We also have WWW.MEDIA365.CO.ZM that showcases the company work and WWW.VIMEO.COM/MEDIA365 that showcases all our TV productions. And I can recommend <http://twentytenclub.com>. The twentyten club supports black female business owners in the UK, and Zambia is its first stop in Africa. So be on the look out for profiles on Zambian female entrepreneurs.

# ARE WOMEN HUMAN? THE BILL OF RIGHTS AND GENDER EQUALITY



By Linda Kasonde

**T**he Constitution is the supreme law of the land. A bill of rights is a group of rights given special protection from interference within a constitution.

These are what are known as human rights, rights which everyone is entitled to indiscriminately. It is therefore significant that Zambia is in the midst of yet another constitutional review process. The Technical Committee on drafting the Zambian Constitution has submitted a draft constitution that introduces new articles aimed at redressing gender inequality. But, if the Constitution recognises that all people are equal before the law, why has the Committee introduced specific articles on women's rights? Assuming that the process goes through what will it mean for the rights of women in the country?

On a global scale many countries

recognise the right to equality of the sexes in their constitutions. Further, all the members of the United Nations have accepted what is referred to as the Universal Declaration of Human Rights, a catalogue of civil, political, economic, social and cultural rights states must respect and protect. UN member states, including Zambia, recognise the equality of the sexes and yet on the back of the feminist movement, the United Nations felt it necessary to introduce the Convention on the Elimination of Discrimination against Women (CEDAW) (1978). CEDAW defines discrimination against women as:

*"...any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of*

*equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field".*

Zambia is just attempting to fall in line with international trends to eliminate discriminatory practices against women. While we have made progress in terms of achieving gender equality, largely through advocacy by civil society organisations, there are still many local cultural and traditional practices that discriminate against women and violate their rights, for example virginity testing of girls, an intrusive practice that emphasizes the double standard whereby men have sexual autonomy while women can be punished by society if they are sexually active. That might be far removed for most of our readers but what about the right to choose your own surname

when you get married or that of your child whether you are or not? Article 51 of the draft constitution underscores the equality of the sexes in cultural, political, economic and social life, and it explicitly protects: property rights including the right to inherit; equality in marriage and in case of divorce. Article 51 expressly prohibits laws and customs that undermine the status and interests of men and women.

However Article 52 of the draft constitution goes on to provide what have been termed “further rights for women”, including: reproductive health, including family planning; the right to retain or choose their family name and nationality (and that of their children); the right to domicile; rights relating to adoption and guardianship; and an unprecedented reference to women’s rights before the criminal justice system, with respect to non-custodial sentences if pregnant or are nursing mothers.

While Article 52 contains valid rights,

**On a global scale many countries recognise the right to equality of the sexes in their constitutions.**

I am concerned that it is superfluous as Article 51 adequately addresses the issue of discrimination against women in principle, and in an illustrative (and not exhaustive) manner. Rather than principles, Article 52 contains details that could quite easily be embodied exhaustively in a statute. The current constitution is a fraction of the size of the bulky draft constitution which is

full of such unnecessary detail.

On the other hand, having sat through a national sector group convention on the draft constitution it has become apparent to me that the people do not trust their politicians to give them the rights they feel entitled to through legislative reform. They want them enshrined and protected in a Bill of Rights so that no one can take them away from them, including women’s rights. Zambia has been very quick in the past to sign up to numerous international human rights conventions, like the International Convention for the Elimination of all forms of Discrimination against Women. However, a lot of the rights contained in these conventions do not always get enacted into local laws and subsequently remain paper fossils. One thing is for sure, if this draft constitution becomes law, women will have a legal framework which supports them in taking up their rightful place as equal partners in the development of this great nation.

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**WOOLWORTHS**

**DISCOVER  
THE  
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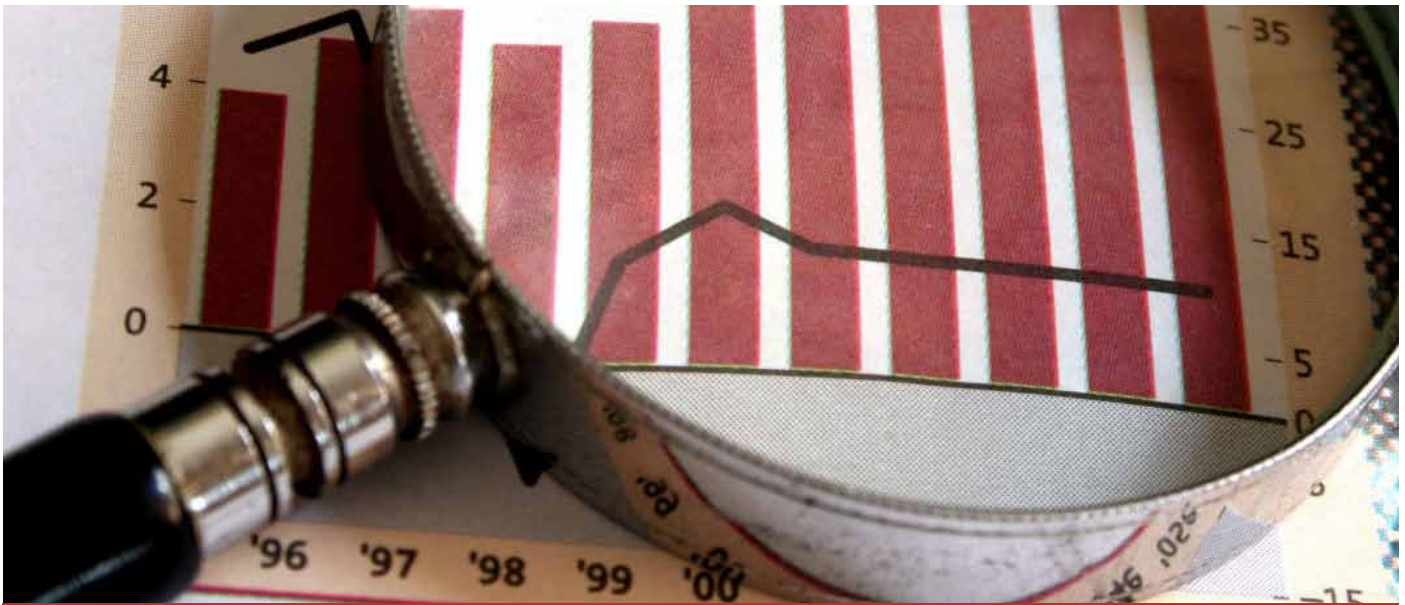
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# HOW TO BREAK OUT OF A BUSINESS RUT

By Natasha Chiumya

**A**ll business owners face challenges and obstacles that have to be overcome. Many times these challenges force us to take our business to a whole new level and we can look back in appreciation at the lessons learnt. But let's face it, while the day to day running of a business can be demanding, it's not every day that you have to be fire fighting. In fact there may be times when things are ticking along just fine as your business settles into its rhythm. You may find your business is stuck in a comfortable rut with no real forward momentum. Below are 5 signs that will help you identify if you're stuck in a business rut and what to do about it.

## 1. Your revenues have plateaued.

After the initial frenzy of the start up years and rapid growth, your revenues have settled into a predictable and stable trend. They're not falling but they're certainly not rising either. It may be time to push for ambitious revenue targets. Sit down with your team and set a goal to increase

revenues by 100% or 200% in the next financial year. Ask yourselves how you can make this happen, write it down and work towards it. It's important that the goal is monitored on a regular monthly or quarterly basis to track progress. Even if you don't meet the target, working towards a seemingly impracticable goal will be enough to kick you and your team out of your business rut.

## 2. You're relying on repeat business

or a well established market. Repeat business is great because it means that your customers are satisfied with your product and keep coming back for more. Or perhaps you're servicing a well known market that is responding well to your products and services. But it could also be that you haven't brought in new customers for over a year. Remember that the market is dynamic and your most reliable clients could move to other suppliers or change their business focus, leaving you out in the cold. This is an opportune

time to scan your environment for new customers and markets. There may be lucrative ancillary markets, closely tied to your existing products or services that are just waiting to be exploited. Investing the time to analyse new markets and cultivate new client relationships will lead to new areas of growth for your business.

## 3. You haven't developed any new products for some time.

Your products or services have worked well and satisfied your customers. But in these fast moving times, businesses always have to innovate. Even Coca-Cola, famous for only having one product, has introduced new products over the years such as Diet Coke, Coke Light and Coke Zero. What new product or service can your business launch in response to your market? This need not be an expensive exercise in product development – what is most important here is creative ideas. By carefully listening to what your customers want, you will be able to respond with a new product

or an enhanced client experience that transforms your business.

4. **No one in your business, including you, is upgrading their skills.** You had the fire and passion to start your business as well as the knowledge to produce the goods or services you sell. You have built a team that understands the business and assists you in service delivery. Your enterprise is relying on your collective skills set, and yet these haven't been improved in years. Gaining new and better skills will not only improve your business' performance but will also keep your staff engaged. Training need not be expensive or lengthy. There are many service providers that can provide short or part time courses that benefit your business. Even one day workshops can bring new insights and different perspectives. If funds are really tight and time is short, have staff members share their roles and responsibilities with

other staff and institute an internal job swap programme. You may be surprised with suggestions offering a fresh approach on standard processes or new ideas in relation to your products.

5. **You're bored.** Like all relationships, the intensity of the early days is replaced by a predictable routine. The spark is gone and you miss the excitement of the early days. As the entrepreneur, your passion will always fuel the business. If things are too monotonous and your mind is beginning to stray, set yourself a Big Hairy Audacious Goal to light your spark again. Consider taking your business national, exporting to a foreign market, exploring the possibility of a merger with another local player or becoming the representative office of a regional or international player, the possibilities are truly endless. Revisit your personal vision statement and create one if you do not have one.

Ask yourself how your business can align with your personal goals and ambitions.

Running a successful business is a journey that has peaks of exhilaration and troughs of complacency. These highs and lows are natural. As an entrepreneur you can make the lows as beneficial as the highs and use every stage of the cycle to further your business with these low cost tips.

**As an entrepreneur you can make the lows as beneficial as the highs and use every stage of the cycle to further your business with these low cost tips.**

ZAMBIA



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# A.WiL FAVOURITE QUOTES

There is no such thing as a minor lapse of integrity.

- Tom Peters

A little integrity is better than any career.

- Ralph Waldo Emerson

“There are seven things that will destroy us: Wealth without work; Pleasure without conscience; Knowledge without character; Religion without sacrifice; Politics without principle; Science without humanity; Business without ethics.”

- Mahatma Gandhi

We learned about honesty and integrity - that the truth matters... that you don't take shortcuts or play by your own set of rules... and success doesn't count unless you earn it fair and square.

- Michelle Obama

One of the truest tests of integrity is its blunt refusal to be compromised.

- Chinua Achebe

Character contributes to beauty. It fortifies a woman as her youth fades. A mode of conduct, a standard of courage, discipline, fortitude, and integrity can do a great deal to make a woman beautiful.

- Jacqueline Bisset

## Book Review

YOU ARE NO  
ONE UNTIL  
SOMEONE CALLS  
YOU BOSSY



Tina Fey 'Bossypants' (Reagan Arthur (2013) reviewed **by Travis Mulenga**  
If you ever wander into a bookstore or an e-Book website at some ungodly hour, and you come across this book, open it up and read through the first pages.

Tina Fey writes a compelling, comical and business-ish book that chronicles her life growing up in suburban Chicago to making it on TV in New York. She takes the reader through a number of life stages from her childhood days through to her teenage years, college life and early adulthood, and to the present day when she is a "boss" on a TV show 30 Rock (NBC 2006-2013).

She borrows heavily from her early days in improvisation to show the reader how she develops a worldview that is not only comical but witty, and asserts herself as a unique writer and not just for TV. However, 'Bossy pants' is a refreshing change from celebrity memoirs riddled with drug abuse, sex scandals, childhood trauma and domestic strife. So if you are looking for a tell-all tale about some episode of depression, addiction or scandal - this might not be for you!

Fey candidly shares an early childhood assault that left her with a prominent scar across her face. She describes her close friendship with gay and lesbian peers in adolescence, as well as her early college and young adult days of being strung along by "boys" -- you get the sense she is not skirting round any embarrassing issues you may have already read in the tabloids.

She provides a gendered insight into creating a TV show that is "unique and quirky" in a male-dominated genre of comedy. Art often imitates life: Before 30-Rock, Tina Fey was best known as the head writer for Saturday Night Live, America's best known comedy and variety show. Yes she has been nominated for and won many Emmys, and is a two time Golden Globes winner.

And so, if...you happen to find that nice woman with the glasses - yes the loner in your office - or the upbeat nerd at her desk, reading this book, borrow it if you may as it includes essential life tools. Don't worry, if you are into the glossy tabloid stories she won't disappoint. She name drops from time to time, for example when describing her work with Oprah, Sarah Palin, Amy Poehler, Alec Baldwin, Will Ferrel, Conan O'brien, and Tracy Jordan. And occasionally she makes funny jokes on 'popular' reality TV 'stars.'

So whatever your taste in books - throw this in, shake and mix - you will be as surprised as I was at the result.





Zambian women wait in line to cast their vote in the 2011 elections. Photo by Liesl Harewood.

# IT'S A RICH MAN'S WORLD: WHERE ARE THE WOMEN IN ZAMBIA'S LEGISLATURE?

By Alisha Patel

In September 2011 no one in Zambia could have missed that the country was in the midst of a heavily contested election. The country was awash with party paraphernalia that adorned street corners and supporters alike. Candidates from the then incumbent Movement for Multiparty Democracy (MMD) and opposition Patriotic Front (PF) both employed slick, outlandish branding and catchy slogans in what amounted to the most expensive election campaign ever seen in the country. The election resulted in the transfer of power from the MMD to Michael Sata and the PF, ending MMD's twenty years

in power; Zambia was seen to be on a path of continued democratisation.

Yet the election saw a fall in the number of female candidates elected for legislative positions. Indeed, despite the reinstatement of multi-party politics in 1991, little has changed in terms of the number of women in the legislatures. In 2011, only 11.5% of legislative positions were held by women, a decline from its 2006 value of 14.6%. Only 106 of the 709 candidates selected to stand for Parliament in 2011 were women, according to the Electoral Commission of Zambia. Furthermore, Electoral Commission data for 2011 shows that female representation in local

government is also worryingly low at less than 6% while only 19 of Zambia's 287 traditional leaders are women. This imbalance continues in the civil service where men hold the majority of decision-making posts.

## **Bucking the trend**

Despite democratic advances in terms of electoral turnover, Zambia lags behind many of its neighbours when it comes to female representation in legislatures. It is behind South Africa (42.3%) Angola (34.1%), Mozambique (39.2%) and Zimbabwe (15%). Across the continent, female representation is on the increase — of the 50 countries in the world with the highest percentage

of women in parliament, 13 of these are in Africa..

Social attitudes towards women are one crucial reason underpinning this and the problem is on the rise, according to Dr Charlotte Harland Scott, a political activist and the wife of Vice President Guy Scott. Particularly concerning, she finds, is that “rather than reducing the inequalities that arose from traditional gender roles, we are replacing them with new habits and practices that are based on disturbing, aggressive and deeply anti-women sentiments”.

Instead, there is “a dangerous and unfortunately growing tendency to introduce hate-speech and viciously anti-women speech into political and civic debate”. In a speech made on International Women’s Day, Scott argued that “comments made on women leaders on some of the well-known and apparently widely read internet news sites in particular are routinely disgusting, outrageous and insulting”. Such comments serve as an intimidating barrier to many aspiring young women: “Why should a woman want to try to do her best as a politician, journalist or leader in civic affairs when she is likely to experience vicious public harassment and abuse?” she asks.

As a product of these attitudes the political arena and public life are seen as exclusively male domains where traditional masculine qualities of strength, aggression and competitiveness are valued while feminine qualities are belittled. The 2011 Gender Sector Analysis noted that women are taught to refrain from voicing opinions and to behave modestly in the presence of men, including their husbands. Furthermore, women who have the relevant qualifications and expertise to apply for political positions are less confident of their ability given the prevailing social attitude, as well as being frequently looked down upon for not meeting the standards of femininity that traditional gender roles require. Unsurprisingly, in 2012, Zambia ranked 163 out of 186

countries on the 2012 Gender Equality Index with a score of 0.623.

### **Looking ahead**

In addition to having direct consequences on the number of women willing to run for political office these attitudes also have indirect consequences. Conceptions of gender roles are such that women are faced with structural disadvantages and have less access to formal education and employment opportunities than their male counterparts. For example, the female/male income ratio is 0.56, while the tertiary enrolment ratio is 0.46. This lack of financial resources, a pre-requisite to politics in a country where election campaigns are increasingly expensive, often serves as an insurmountable barrier to political office.

Speaking to Think Africa Press, a local business woman in Lusaka highlighted the increasingly common practice of politicians becoming patrons of the electorate: “They must cover funeral expenses, distribute food and clothing and help out with everyday living costs which are always increasing.” As a result there are increasing numbers of wealthy businessmen winning elections due to the financial resources at their disposal, with which they can provide for their constituents and garner support.

Zambia is presently in the process of redrafting its constitution and has invited delegates to debate potential amendments to clauses. The draft constitution makes provisions for a gender equality commission and requires that political parties “ensure that in nominations for elections there is equitable representation of each gender, persons with disabilities and the youth”. However, unlike many African states, the new constitution has stopped short of imposing a quota or any formal measure to more directly address low levels of female representation. By contrast the Southern African Development Community, of which Zambia is a member, has set a

goal of 50%.

Yet, as election costs continue to climb, a more systematic problem emerges; namely that of money playing an increasingly prominent role in political decision making. This is an issue which is difficult to combat, especially as electoral competition becomes fiercer — a by-product of the democratisation process. Women’s lack of access to good education — and resulting difficulties in obtaining well-paid jobs — increasingly exclude them from positions of power.

Political will to instigate change is minimal. The incumbency advantage provided to politicians by wealth gives them little incentive to address the link between money and political success. In addition fielding women candidates in localities where unequal social attitudes are prevalent is not electorally viable, especially not in a competitive party system where parties wish to see a return on the investments they make in their electoral campaigns.

### **A plan for action**

Kanni Wignaraja, UN Resident Coordinator and United Nations Development Programme (UNDP) Resident Representative, and Viola Morgan, UNDP Country Director in Zambia advocate for formal measures such as quotas, but also call on social movements with access to local networks to address the cultural sentiments which are subtle but deeply ingrained obstacles to the role of women in politics. They argue that keeping women away from elected bodies and limiting their political and policy making contributions diminishes the democratic space and holds back human development .

### **About the Author**

*Alisha Patel is a freelance journalist, and recently completed an MSc in African Studies at the University of Oxford.*

*This article is reprinted with the kind permission of Think Africa Press*

# NIGHT LIFE

The most important work that I do as a human rights and gender expert is the work that I enjoy the least. I do it grumbling and grudgingly – when the phone rings, and I see that work number, I say something filthy as I look for my ID and security tag, call a taxi and make sure my paperwork is in order in my handbag. This work is unpaid, and it takes place between the hours of 8PM and 8AM, but the call always comes around 1 AM.

I am a rape crisis counselor who acts as an Advocate for survivors of rape and other forms of sexual violence that make it to the Emergency Room of one of three Bronx based hospitals.

I complain bitterly when the call comes: ‘why am I doing this?’ ‘why can’t I do happy work?’ ‘what difference am I going to make anyway?’ ‘I need to sleep too’. But in the emergency room (ER), with the male or female survivor, something happens. I am confronted with gender based violence and its universal application to oppress, humiliate, disempower and I shut up and stop complaining about this lousy job. I jump right into the victim’s life or death battle to regain selfworth, power and faith in a world where violence should not be the norm.

I am sharing this reflection piece I wrote about the ER, because I believe it is not only a New York story, it is a Lusaka story, a Mufulira story, a Beijing, a London story. Please, let it disturb you, GBV disturbs me. But also, let it ask how you can be the advocate for victims and survivors of any form of gender based inequality and discrimination – I’ll complain less when the next call comes at 2AM when I know that my fellow alchemists are joining the army of advocates against GBV.

By Chiseche Mibenge

I had three calls to the ER last night, starting from 1AM. The jobs overlapped, so I moved from the adult ER to the pediatrics ER and then back to the adult ER. Luckily it was one hospital, otherwise I don’t know what my taxi bill would have looked liked.

I was with a young hardman on the way over. He was wearing a leather jacket, casually cool, like the one in Drive. He drove like hell, and with the window down – hoping the speed and the cold would keep him awake. He made a mistake though, almost drove up a one way street, he was stupid-drunk with fatigue. I recorded his name, I thought I’d report him to the taxi dispatcher, but I was generous, after all, I get a little deranged too when I’m tired.



My victims: A forty four year old man, a sixteen year old girl in pediatrics, and a nineteen year old girl. In that order, in seven hours. I met someone new, a social worker, with a strange bedside manner. He marched into the room and said 'Tell me! Tell me what happened. Tell me. Tell me what happened to you.' I never ask – I pick up the story usually after the first hour passes. But there he was. The sixteen year old was astonished. She gave him a fuck-u-who-r-u look, but she told him. The forty year old man was more compliant and after the first order, he told him what happened to him.

By 6 AM I was ready to let the sixteen year old walk out with her bestfriend to catch a train, and this social worker blocked our passage with a sweep of his arms that kept us detained in the room. It worked more effectively than a locked door would have done. In the half hour that he was gone I convinced her that noone would check her urine for weed, and that it was only required for the pregnancy test. Before she disappeared into the bathroom she told me wisely, 'that's what they need to look for you know. Weed and shit.' But my proud little druggie preached at me a few minutes later when I mentioned the word termination. 'I don't believe in no abortion. So if I'm pregnant it's gonna be a rape baby.' She was worried about the hepatitis injection in her backside. 'Is it gonna make my ass fat?' I was bemused and answered, 'Don't be silly. Why would it make your ass fat?' She exchanged a look with her bestie and they launched into a discussion about all the fatasses on Depo for my benefit. 'Nae and Jaine got fat everywhere, but not Angie, she just got fat in the ass, she a real fattyassy now. She put it up on facebook. And that's like after just two injections this summer.'

'Miss, you from Guyana?'

'No. I'm from Zambia.'

'So what are you?'

'I'm a Zambian. Zambians come from Zambia.'

'Miss, you got kids?'

'No.'

'No! Why not!'

'Why do you want to ask me about kids?'

'I don't know Miss. I'm just talking. I don't want them either. I don't even like boys. I don't feel nothing for them. And then this dog takes my virginity. Miss, do you think I'm gay?'

Our social worker walked back in and declared victoriously, 'I cannot release a minor into the care of a minor. I have made arrangements. Your grandmother will be here in half an hour.' I was surprised to see how happy and 16 years old this made my victim look. I had called the grandmother an hour before and she had told me 'tell her to come on home before I leave for work at 7'. As I left my 16 year olds, I respectfully and humbly shook my social workers hand. My left hand carried the urine sample in a plastic bag towards the nurses counter.

There were no cops on these cases. And I missed their copshow bedside manner, crowding the witness, stepping on the examiner's toes, always charging in during the worst parts of the forensic exam: 'we're gonna get this guy...you better not be one of those girls that doesn't press charges you hear...we want to talk to you alone...we're taking you to the courthouse right now, you're not goin' home...he's an animal we're on him.'

The ER was noisier than I'd ever known it, and even the nurses seemed charged, some were playful and but many were combatative. A man warned, 'Don't touch me, stop touching me!' And two male nurses standing miles away from him, were sarcastic. 'Noone is touching you. Please!' And a young woman, was surrounded by an excited gang of nurses as she worked herself up into a rage before she attacked – they all waited for the bell to go off. Now! And another girl lowed hoarsely 'help me help me please let me pee, I'm desperate just let me pee.'

But in my ER it was calm. I worked with two forensic examiners throughout the night in our strange oasis. We know each other by now, although it's been

months since I last served with them. They love the victim, and they reel off empowering survivor words at every turn, and I love to watch them work. It was an easy night for me, except for the 19 year old, the victims hardly needed me. The 19 year old wanted to go home, and her grandmother, barred from entering the ER, begged me to make her stay and submit to everything. I took care of it, and it was nice between us, sitting alone together in the ER, mostly quiet. I explained the difference between evidence gathering and medical attention. She began to understand, and then she made her choice. She wanted the kit and the medication. The forensic examiner came in and repeated my spiel. This time the girl said no rape kit, just the medical treatment for HIV, pregnancy, STIs and hepatitis. 'That's ok I told her', in case she thought I was mad at her. I trusted her. The examiner and I both did our jobs well.

There was a pregnant psychiatric nurse too, and she winked at me when my victim started to feel sorry for himself. I tried to ignore her, but it's confusing, trying to work for him while feeling close to the professional eye. I stood aside as she was joined by the social worker in interrogating him about his willingness to enter into another detox program. They were kind of exasperated but I knew they believed him about the sexual assault, even though he was still drunk, and somehow a simpleton, and had a history of charging into the ER belligerent and high.

I leaned against a closet and dozed off on my feet as the examiner conducted the last exam at 6.30AM. Shame on me, before I slept at 11PM last night I said 'god don't let my phone ring, let me sleep through the night.' I didn't feel like a hero when I walked out of the hospital, and I didn't feel furious either, which was great. I felt ok, the way you're meant to feel at the start of a new day, smelling the dawn getting old and the chill lifting, almost letting the sun warm up.



# THE **W**OMAN IN THE MIRROR: WHO ARE YOU?

By Nankhonde Kasonde-van den Broek

**I**n 2006, I resigned from my job to take up a regional position that took me from supporting programs in 4 countries to managing a global program in 17 countries. I expected that my new job would positively change my career.... and it did, but unexpectedly it made me question my identity and who I thought I was. The backdrop to the whirlwind in my head was an increasing awareness and understanding of organizational politics. The person on paper and the woman in the mirror became foreigners to me. My choices had created an

ambitious person who was driving to the top without a seat belt.

For the first time in my career, my technical knowledge and skills were not good enough. I discovered that I had reached a level professionally where 40% of my job was the actual TORs and 60% was my ability to navigate the organizational politics. I had avoided things that distracted me from my work up until then; and even prided myself in being someone who was results oriented. I did not get too caught up in 'keeping my ear to the ground', recruiting allies (to have my back) and

knowing what was happening behind closed doors. Office politics is not office gossip. It's not about who has taken whom for lunch but it's about who's budget is being cut and why? Who holds the power to fire or hire, promote or dismiss and how their agenda or their feelings about you, can either make or break you.

In my previous position I was under the wing of the boss. He had seen potential in me and really changed, positively, the level to which I executed my work. By moving away from him, I was left exposed and had to withstand whatever

weather was coming my way alone. My insecurities surfaced instantly. My new supervisor made it clear that I was welcome to join his team but I quickly got to understand that I would only have peace if I worked according to his conditions. He wanted me to implement my budget in a certain way (despite the strategy developed at headquarters – my second reporting line) and prioritize certain countries for technical assistance. When I did not comply I was made aware of my ‘insubordination.’ Eventually it got to the stage where I was constantly defending my decisions in meetings, told by individuals that my supervisor could ensure that I never progressed, to finally having my driver and assigned vehicle re-assigned to someone else.

One year into the position and continuing to implement the strategy according to how I had been guided by headquarters, I realized that this was not the first time I had come across this type of experience. This happened earlier with a different boss who actually ended up frustrating me out of my position. ‘People don’t quit organizations, they quit people.’ It’s amazing how life replays the same lesson back to you through different people and situations until you get it. It’s about YOU. The lesson is for you! Why was I not asserting myself? Why was I not managing this relationship better? The answer came quite simply in the form of my reflection in the mirror. I had to not only know what was important to me but what standards, ethics, values and reputation I wanted to build; and make a decision not to compromise. I knew that if I did what my boss wanted I would be a ‘YES BOSS’ person but I would have peace at work. At the same time, I knew that I had worked hard to get where I was and thought that I could surely read a book or find a course on working with difficult people, effective

communication....whatever it would take to help me stand my ground.

You will note that my solutions were all about the other person and skipping the most important component....ME! Oh no there was nothing wrong with me, it was him! I could not face the fact that maybe I was not equipped to work through this challenge. Regardless of my existing capacity, it was an invitation to see what I had to learn from this situation for MY growth and build capacity to operate at the next level in the organization, that was actually in my plan and where office politics determine the A.O.B on your TORs.

I learnt that I am not naturally a confrontational person, which is great for diplomacy, but as a result, sometimes people walk over me with my full knowledge because I am not able to express myself and be assertive without being aggressive. So things continue until one day I say enough (this takes a long time)!

There are so many ways to develop you. The market is flooded with self-help books and people telling us how we can have better lives, how we can be happier, more productive, but if you apply their concepts without fully appreciating our own true context, they do not stick. I must have read at least 50 books and attended half a dozen conferences before I was forced to ask the question; how is what I am reading manifesting results in MY LIFE? You can get an MBA to become a better manager or increase your management prospects (my motivation) but you have to first be self aware of who you are to make real progress. Within that context, you can tailor the application of what you are learning and become a great manager.....a respected manager and a more peaceful and fulfilled person. All of a sudden I was propelled to a

deeper understanding of not just the concept but the application of Michael Jackson’s ‘Man in the mirror’:

*“I’m Starting With The Man In The Mirror. I’m Asking Him To Change His Ways. And No Message Could Have Been Any Clearer. If You Wanna Make The World (I see this as work place, home, community, country) A Better Place. Take A Look At Yourself, And Then Make A Change.”*

How can leaders and managers possibly motivate other people if they do not know what their individual needs are?

Finally I close with one question to you. Who are you?

**Can you answer the following 10 questions ?**

1. Who am I outside the roles I play?
2. What are my long-term goals?
3. What should I be doing with my life right now?
4. What are my strengths and weaknesses?
5. What direction will my life go if I continue doing what I’m doing?
6. How can I be sure I am in the right place, doing the right thing?
7. Who should I be partnering with?
8. What resources are available for me to accomplish my goals?
9. Do I like the person I’ve become?

Nankhonde Kasonde-van den Broek is a Life Coach and Organization & Relationship Systems Coach. She is accredited by the International Coaching Federation and serves as a Director and Regional chair for South East Africa on the Africa Board for Coaching, Consulting & Coaching Psychology. She is CEO and founder of Tuntulu, a Lusaka based coaching, consulting, mentoring programme broker and training company. For more information go to [www.tuntulu.com](http://www.tuntulu.com).

<sup>1</sup>Extract from Dr Cyndi Trimm, The 40 day Soul Fast

# A DAY IN THE LIFE OF CHISENGA MUYOYA

By Chimango Chikwanda

On graduation 19 years ago, I was assigned to work for the Zambia Consolidated Copper Mines (ZCCM) in Mufulira Division. My first posting was the Mining Department where I heard disciplinary cases and handled mostly administrative problems underground Miners faced. On one particular day an elderly man ravaged by decades underground came into my office requesting to see “the HR.” When I identified myself the look of incredulity that spread across his face was one I will never forget. “Aba?! Eh Ba HR?” (This one? Is this the HR?) he asked those around him. I didn’t take offence, seeing myself through his eyes made me realise how much things had changed and how absolutely incredible the sight of a teeny tiny girl, which I certainly looked like in those days, wielding a position of authority was to him and many other men I interacted with there.

**C**hisenga and I facebooked and emailed before our first meeting as founding Directors of Asikana and Alchemy respectively. When I finally met her, before I could stop myself I blurted out “oh my God, you look 10 years old.” Fortunately, just like I did all those years ago, she took things in her stride and we both laughed at how stupid my comment was. Dynamite surely does come in small packages. Chisenga’s achievement in co-founding an organisation like Asikana Network with the objective of building technical capacity and confidence in young women is a huge deal. Asikana’s mission centres around the techno-empowerment of Zambian women and has put Zambia on the map.

Few Zambians, in their 20s, male or female, can credit themselves with this accomplishment. In addition to this she is also a Global Shaper under the World Economic Forum - the Global Shapers community is a network of hubs developed and led by young people who are exceptional in their potential, their achievements and their drive to make a contribution to their communities. As if she isn't busy enough, she has a full time job working as a software developer for EGPAF (Elizabeth Glaser Pediatric Aids Foundation) on the SmartCare project (SmartCare is the national electronic health record system).

I had the privilege of interviewing Chisenga, who was guest of honour with Cathy Phiri at the launch of the Alchemy Women in Leadership Future Leaders Network sponsored by Foschini and the International Labour Organisation (ILO).

This “Child of Africa” as she called herself having grown up in Tanzania, Zimbabwe and Zambia shared with us her hectic schedule of having a day job and then working for Asikana Network at night, on weekends and during holidays. She loves Coding, camping and travelling and prepares for interviews by doing “Power Poses” to convince herself that she is worthy of praise and the limelight given the work that she is doing for women. To

demonstrate what a “Power Pose” is, she stood up and did a Superman pose and a fist Power salute.

When we finished our interview Chisenga asked if she could share one very important thing she had learnt in the past week. As I leaned into her expectantly she told me that she wanted people to change their perception of Feminism from a threatening movement where women hated men and burned bras.

“Feminism,” she said “is uplifting women, whether you are male or female. Being a feminist doesn’t mean you are anti-men, neither does it mean that you promote women based on their gender and not their skills. Feminism is about giving people the freedom to make their own choices. I have learnt to put more effort in understanding other women, and respecting their choices, no matter how far they are from mine. Her decision to focus on her career for now, for example, was her choice. It doesn’t make her any less of a woman.”

On the day of our magazine photo shoot, Chisenga was also being interviewed by the BBC. We asked her if that was a typical day, that is, crazy busy, and she advised that most her days were like that because of the two hats she wears. I bit my tongue, stopping myself from saying “it gets much much worse, especially if you decide to get married and have kids.” We must remain positive always and encourage young women to press forward and continue to strive for excellence and exceed expectations. We asked her to share her day with Alchemy Women in Leadership.

### 03h00/04h00

Wake up. Mainly to study, I am pursuing my MSc in Information Systems Management at ZCAS.. This scholarship is part of the Ministry of Science’s programme of scholarships for female Scientists. “The Government has a policy in place for gender inclusion in the sciences, however, there are still many barriers to women “leaning in” and taking up these opportunities. Asikana Network tries to address these

barriers and encourages women to reach for the stars.”

I also do proposals for Asikana and any other work pending.

### 06h30-14h00

I leave the house. I usually don’t have time to eat, but have resolved to take better care of myself. I keep oats at the office. “On this day I rushed to Bongo Hive where there was an interview by InfoDev who were doing research on women involved in mobile entrepreneurship.”

### 14h00-16h00

Rushed to Manda Hill and then to my sister Chiteu’s house to eat something because her fridge is ALWAYS packed with yummy left overs. I had a stomach bug that whole week so was scared to eat anything knowing I had so many meetings and interviews on that day.

### 16h00

BBC interviewed Regina Mtonga and I, and shot a video clip with some members of Asikana Network for their TV series #100 women which is scheduled to air next month.

### 17h30

The interview was concluded and the BBC nearly started a riot when they asked the 30+ girls who had come to attend the interview to take a picture in the kitchen. After a lot of explaining that the picture wasn’t to stereotype the girls, the girls conceded.

### 18h00

Rushed to Alchemy Women in Leadership Photo-shoot. Shooting with Cathy and Chimango made me realise that being a model isn’t as easy it look. I carried a white shirt for the shoot only to be advised that I couldn’t be photographed in it.

### 19h00

Rushed back to Bongo Hive to attend the Insaka

### 21h00

Got home and CRASHED!



# ORGANIZATIONAL RASPUTINS & SVENGALIS

By Anthony Tasca

It has been four years since I left the workforce and faded into retirement. As you can imagine, I have had plenty time to reflect on a number of issues and events during a long work journey spanning 50 years. All this in an attempt to distill my learning and formulate my conclusions. Why? So that I can share them with the younger generation in the hope that others have an easier path to success than the previous generation. Younger people often learn by making mistakes -- my hope is that they be new mistakes rather than a repetition of old ones.

During my long career, I had the

privilege of working for several organizations. A handful left an indelible mark on me. They were great companies with exceptional leaders and with unique internal cultures. I was one of their employees at their peak, when they could do no wrong, where success shined brightly over them. They had one thing in common -- they were people companies ... not mere product or service providers. But as the law of gravity teaches us -- what goes up must come down at some point in time. But why? The reasons are many: loss of market focus, errors in strategy, fumbling execution, arrogance, self-absorption, neglect, and so on. A more insidious reason is the emergence and

flourishing of internal Rasputins and/or Svengalis.

For those not familiar with either term, let me illustrate one of them: Rasputin. He is indelibly immortalized in 20th century Russian history. He was an Eastern Orthodox monk who used his spiritual role to gain access to the Empress and win over her confidence and trust. He used the relationship to manipulate the impressionable Empress for his own benefit and often to the detriment of others, especially those that he saw as potential or real competitors. He eventually was exposed and died ignominiously as a result.

Organizations, even the best, are not immune to this phenomenon that I have come to call Rasputins and Svengalis. Clever people use their superior talents to gain access to and eventually manipulate outstanding CEOs and senior managers. Being at the top, it is said, is lonely -- no peers, no real colleagues. To fill the gap, CEOs and senior managers must still rely on others for information, counsel, and social interaction. They select their inner circle from those they have come to admire for their technical expertise, people perceptiveness, unquestioned loyalty, sense of humor and/or intellect. When someone possesses one or more of these traits, he or she is able to more quickly penetrate the circle and seduce the top person. As part of the inner circle, they wield power that goes beyond their formal role, level of experience, or business acumen.

Most members of the inner circle use this power positively and to the benefit of the organization. A few, however, use it to fulfill other needs ... of the devious kind. They are interested in solidifying their unique position and to eliminate real or perceived threats. They cleverly work on shaving down others' credibility, impugning their motives, trivializing their capabilities and accomplishments. They work to erode others' stature in the eyes of the CEOs or senior managers so that their own profile can stand taller and stronger. One of the consequences of this treachery is executive isolation. The other is manipulation.

Rasputins and Svengalis come in all kinds of forms and gender ... they might be ex-college buddies, top-notch technical folks, accomplished consultants, sport partners, etc. They are as good as any chameleon and are able to disguise their real motives and hidden agendas. The effect on the organization is devastating. The very fabric that has brought success begins to fade and come apart at the edges. Trust level begins to decline. Communication becomes randomized and perfunctory. Fear of reprisal looms heavy in people's mind. Organizational energy starts to dissipate away from the customer to internal politics and posturing. Opportunities are missed, threats minimized, weaknesses hidden, and strengths weathered away.

## **Rasputins and Svengalis come in all kinds of forms and gender... they might be ex-college buddies, top-notch technical folks, accomplished consultants, sport partners, etc.**

You might say that this is just a theory. And you might be right at that. But I have accumulated too many critical incidents over the past 50 years to ignore this phenomenon. Let me share one glaring example.

A Rasputin in one of the top companies in which I had the privilege to work managed to capture the attention and gain the emotional intimacy of the CEO. There was nothing that this man did not know or was not good at in the eyes of the CEO. He was the only one who could solve looming profitability challenges that required drastic management action and strategic reassessment. Only his viewpoint counted. It was foolhardy for others to question his recommendations. He saw to it that those who were not in line with his thinking would be branded as not loyal team players and too invested in the status quo. Deadly labels during tough times in any organization. They could be the first faced with elimination.

To conclude this example, this Rasputin convinced the CEO that there was only one way to come out a winner out of this managerial conundrum of increasing market share while drastically reducing operating margins. The board was dissatisfied with the profitability level. He convinced the CEO that salvation would be possible only if the organization outsourced as much as possible. No one raised his or her hand to question this strategy! Soon he singlehandedly, with the help of chosen cliques and mini-Rasputins,

began to outsource internal activities and processes to providers that (1) did not know how to do it better, and (2) who charged more for the service than what the organization was spending. His view was that there were no competent external partners and that the organization needed to develop their own. Result? Things got much worse. Board pressured the CEO out. Company lost its momentum and went into a defensive retreat in which many years later is still mired. By the way, the now ex-CEO still believes that this Rasputin can do no wrong.

The signs were there for all to see. Rasputin had a checkered business background. He had some success managing a green field operation in a friendly market place with unlimited resources at his disposal. He had no prior successful experience helping a grey field operation regain profitability and market dominance. His foray into launching a start-up was a total failure that ended up in bankruptcy, of course, he would maintain to no fault of his own.

It has been said that it takes a lot of work to screw up perfectly good companies. I agree. To speed up the process ... just bring in a few Rasputins. The management literature is full of examples. To name a few: Hewlett Packard, Digital Equipment, Sun Microsystems, Xerox, Memorex, Fairchild Semiconductor, etc.

I am sure that you can add to the list above ....

A portrait of Pompi Chaka Nyantando, a young man with a goatee, wearing a white dress shirt and a dark bow tie. He is smiling slightly and looking towards the camera. The background is a blurred indoor setting, possibly a church or a formal event space, with warm lighting and some furniture visible.

# INTERVIEW WITH POMPI CHAKA NYANTANDO

By Chimango Chikwanda

“Muli Bwanji, Muli Bwanji.” This was my first encounter of Pompi. My 8 year old nephew put on a song in my car which I didn’t know I had or how it got onto my hard drive in the car. I share the same taste in music with my kids, much to the dismay of my husband who has more refined taste in music. I love pop, I rarely know the singers or even the names of the song, I just love the beat. My kids know they can upload anything onto my hard drive in my car, Justin Bieber, Macky 2, Beyonce, anything goes. I was therefore surprised to find not only this song, but whole CD playing in my husband’s

car. Not the knock off mind you, my husband had actually gone and looked for an original CD. Now everyone in my house has a favourite Pompi song, my 5 year old loves “Make Up,” I love “Mizu,” my daughter loves “Giant Killer,” and so on.

When I finally got round to asking about Pompi and who he is, I was intrigued. First of all I hadn’t realised his music was gospel, his songs combine rap, RnB and what he calls “Afrosoul” and mixes them out sing about extol his God. I also discovered that not only is he an artist, but he is

also a ‘Geek’ or ‘Techie’ with a degree in Business Systems. He runs ‘gigs’ alongside IT consultancies for large organisations here in Zambia.

The final surprise was the best, I discovered that Pompi and I share a mentor. His Dad. His father was someone I looked to for advice and guidance in the early stages of my career. I owe him my success.

As we launch our Future Leaders Forum this month, a mentorship programme focussed on 18 to 30 year olds, we chose Pompi for our Leaders

Corner – music is a powerful medium for change. Pompi, through his music, preaches positive messages to the youth. Alchemy Women in Leadership talks to Pompi!

**CMC – Pompi! It has been impossible to pin you down. What’s keeping you so busy?**

**Pompi** - Juggling three jobs, that is, being a Systems Developer, IT Consultant and Musician means that every hour of my day is taken up. It is difficult to balance the three.

**CMC - Are you maybe doing too much? Now that your singing career has taken off, don’t you want to give up your day job?**

**Pompi** - I have a lot of administrative support, so it isn’t too bad, though because of the nature of my work, especially the music, it is difficult to delegate. I want to go into broadcasting later on, so still want to pursue the systems development. I want to build on this as much as possible.

**CMC - How did you discover you could sing?**

**Pompi** - I knew from a very young age that I could sing, but I didn’t know how good I was. I was also very shy so I never sang in front of people. When I first performed before my sisters, they burst out laughing.

**CMC – I bet they are not laughing now?**

**Pompi** - No they are not. I first realised I could sing when my friends and entered a talent show and I won. My friend TK encouraged me to record a mixed tape, I was very academic, though, so treated singing as a hobby. When I went to South Africa for school, I circulated the demo TK had done for me. It went viral. That’s where it all started. I started performing in South Africa and was signed up by a large Nigerian label.

**CMC - Why did you come back?**

**Pompi** - When you sign with a large label like I did the one I did, you are scripted as an artist. I have always had a vision of what I wanted to represent, which was divergent to what they had scripted me as.

**CMC - What was your vision?**

**Pompi** - I wanted to encourage other Africans to be proud of being African. Mizu came from there.

**CMC - What does it mean?**

**Pompi** - It means ‘roots’ in my language. You have to know your roots and be proud of them.

**CMC - Pompi for President! This is the name of one of your songs on your album. What year are you planning on running for President so we can begin the campaign? Is this something you are seriously aspiring to?**

**Pompi** - Not at this stage of my life. The album name was inspired by a friend of mine who asked me a simple question: “do you have an opinion?” What he wanted to find out was whether I had my own opinion as opposed to an opinion that was derived from an external source like the media or other people. The media and society often define and shape who we are and what we think. How actively do we interrogate these opinions in order to come up with our own truth? Do we even try to come up with our own independent decisions and choices based on what is right? Pompi for President means Pompi President of my Mind.

**CMC – If you were President for a day, what changes would you make?**

**Pompi** - I would change the education system. Our system raises us to be employed. I don’t believe in formal employment. We all have gifts, the system doesn’t nurture them or teach you how to make money from it. If you do something without passion it limits your ability to succeed. We need to borrow from other countries which adopt education systems which draw

out your talents and passion.

**CMC - What needs to happen to get more young people to pursue alternative careers?**

**Pompi** - It starts with the education system and the environment. A President doesn’t have to be the most brilliant mind, he needs to know how to manage Zambian talent. He is our manager. A seed no matter how good it is needs to be planted in fertile soil for it to thrive. Richard Branson often says he isn’t the smartest man on earth but he knows how to bring talented people together. We lack inspiration.

I started a research asking youth if they could name me five Zambian Heroes and the most they could name were two. Even adults found it challenging. I went to the States for the first time last year and you could see monuments of Founding Fathers people who shaped their country. We can’t even remember our history or honour our heroes as a nation.

On the other hand if you ask the youth to name 5 non-Zambian Heroes, they very quickly rattle off names. Take note, though, that the Heroes or role models these youth name are not the people you think of, like Nelson Mandela or Obama, the Heroes they are naming are Hip Hop artists and Gangsta Rappers. These are our youths’ role models, the people they admire and aspire to become! This is something, as a nation, we really need to reflect on when we think of our future.

**CMC - If you were to choose 3 deliberate actions or steps you took to get where you are now, what would they be?**

**Pompi** -

- Follow your heart and passion. Using my passion as my compass. “Your treasure is where your heart is.” This quote is from the Bible.
- Being of stewardship to other people. There is music people use to edify themselves and music to edify others. Success comes from

doing things for others.

- Learning to find a good support system around you. You can't do things along. You need a mentor. My Mum and Dad have been a great source of strength for me, although they emphasised the importance of a formal education, they allowed me to pursue my music. For them to allow me to follow my passion is something many parents of their generation never did. My Mum is very artistic, that's where I get this side from.

**CMC - If you could meet or be more like one person in the world (living or not) who would that be and why? What qualities of this person do you value most?**

**Pompi -** Tim Keller. I also have a circle of good friends who mentally and spiritually inspire me. Bluseke Bluseke, Francis Chitundu, and Pastor Bruce Msidi.

Tim Keller, is a Pastor who preaches about pursuing a holistic life and being a servant leader. His works in improving the lives of people by building hospitals and other altruistic ventures makes me want to do more for help other people.

I have a perspective of Christianity which is different from the traditional perspective. The world of God is not just words it is actions. A Christian life is an abundantly lived life – righteousness, peace and joy. For example, my Dad bought a DSTV PVR Decoder. He had it for a while without realising its full functionalities in terms of recording, rewinding and so on despite it coming with a manual. We don't live to our full potential. The Bible is our manual. It tells us to minister to other people. Rather than praying for someone to have food, provide food. A fundamental teaching

is not to judge, discriminate and yet we continue to do so and call ourselves Christians nonetheless. I don't want to preach, but wanted to get this across because it is fundamental to who I am.

**CMC - What's next for you, what's your Big Hairy Audacious Goal (BHAG) 10-30 year goal?**

**Pompi -** I want to be an opinion leader on a global scale. I want to penetrate different media platforms to create a new African culture and to inspire the new Africa. As with most new democracies, it is easy to manipulate the electorate because of low levels of education or literacy. Because people are illiterate doesn't mean their opinion is of no value. Through music and other means it is possible to get through a message everyone can understand so that everyone can make better judgement decisions.

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**CMC - What Legacy do you want to leave behind?**

**Pompi** - I want to be able to help Zambians to pick a leader. The problem with a young democracy is that people don't always know what a quality leader is I want to be able sensitise and influence this through my music.

**CMC - My 5 year old son loves your song "Make Up." What is its meaning? What would you want for Zambian women?**

**Pompi** - I went on the US for Media and Civil Engagement Programme which

took us to Hollywood. People need to understand that media gives a perception of what life is and what it should be. The culture your children watch on TV becomes their reality or aspired reality.

Women are the people who set the standard for a country. Men argue with me all the time when I say this. What do I mean? I'll give you the example of an interview I saw of Michelle and Barack Obama. Barack Obama teased Michelle Obama about an ex-boyfriend who owns a grocery shop. He jibed at her that if she had married him, she would be running the grocery shop with him. Michelle turned to him and responded, "no, if I had married him, he would have been President of the United States."

Women underestimate their power to set the standard in their lives and in their homes. It starts even in their selection of a life partner. When I talk to my nieces I tell to be sure to set a high standard when they are looking for a life partner, they must choose someone who is excellent in every way - spiritually, professionally, and academically. Even after they marry that person, they must continue to

demand that excellence from their partner or husband. Just because the woman works and is a success, does not give the man licence to slacken. If you set a low standard you will live a low quality life.

Our future as a nation depends on our women. They are our soil, if women are not empowered and strengthened the product of the seed I spoke of earlier will be weak and will die. Men have to catch up to women who are successful and who I see are being forced to take on more and more responsibilities including being sole providers, despite having a partner. Men need to catch up and not bring these women down.

**CMC - Why did you stop doing the type of music you were doing before to do gospel?**

**Pompi** - The songs I sing now encourage women, for example, not to cheapen themselves because once they do that it gives other people permission to treat them accordingly. These music videos that we watch showing women being degraded sets a low standard for our society teaching our children that women are cheap. They are objects. Robert Lynch, one of the founders of the Ku Klux Klan, wrote extensively about this – the way to destroy a people is through their women. People are exposed to so many negative things, I want to counter that.

**CMC - What does the name Pompi mean?**

**Pompi** - A tap doesn't create its own water it is a vessel. It makes water more accessible to everyone. A tap always has a source. I am a tap God will use. I like RnB, Jazz, there is no reason I can't use these to spread the word. My album is called Mizu, which means Roots in my language. You need to know who you are and be rooted. It is so easy to lose your way with so many conflicting messages being bombarded at you constantly through the media and peer pressure. If your roots are not strong you can and will lose your way.

**CMC - Is there a book, movie, song, poem, saying or quote which has changed your world view or carried you through difficult times?**

**Pompi** - "Your treasure is where your heart is." It is about self actualisation. Finding what you were made for and pursuing it with excellence. Peter Druicker is the one who spoke about self actualisation.

**CMC - What are your values?**

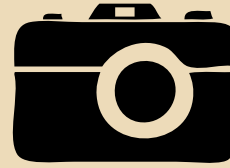
**Pompi** - I value music as my gift; excellence; loyalty; honesty and laughter.

**CMC - What are you reading now?**

**Pompi** - The Bible. Capitalist Nigger was the last book I read, though, which made me stop and reflect. It points out that we are consumers rather than contributors to the world. There are more luxury cars in some small African countries, than in other much more wealthy economies.

The concept of Africans being "crabs in a bucket" also resonated with me, pulling each other down rather than uplifting one another.

# WOMEN IN LEADERSHIP NETWORK (A-WiL)



in pictures



1

2



3



4



5



6

**Main Picture:** AWiL Founding Director speaking at the launch of the Future Leaders Network held at the Commonwealth Youth Centre.

**Other pictures:**

- 1 Keynote Speaker, Cathy Phiri
- 2 Participants
- 3 Clothilda Mulenga – Director Foschini  
Zambian, Alchemy Diamond Partners
- 4 Participants
- 5 Participants
- 6 Keynote Speaker – Mumbi Mwila, HR  
Director Airtel Zambia



1



3



4



2



5



6



2

**Main Picture:** Kondwa Chibiya, Mentor and President SADC Lawyers.

**Other pictures:**

1. Keynote Speaker – Matthew Grollnek, Mentor and Director Start up Junction
2. Buumba Malambo, Founding Director of Buumbalambo Foundation for Children
3. Participants
4. Chisenga Muyoya
5. Participants
6. Makeover courtesy of sponsors, Foschini
7. Participants
8. Katarina Zavarria, Mentor, and her Mentees



7



8





**Main Picture:** Louis Tembo, Keynote Speaker, My Brand.

**Other picture:**

- 1. Chisenga Muyoya
- 2. Participants
- 3. Kabinda Kawesha, Mentor and Banker
- 4. John Banda, ILO Representative and AWIL Partner
- 5. Katarina Zavarria
- 6. Foschini management team mentoring
- 7. Edward Kapili, Mentor and Banker

WHERE THERE IS A.WiL THERE IS A WAY...



**Alchemy Women in  
Leadership (A.WiL)**

## Alchemy Women in Leadership

Alchemy Women in Leadership (A.WiL) Zambia was launched in November 2009 and registered in June 2012 as a not for profit organisation. Modelled on the Yunus Centre concept of a Social Business Enterprise, this initiative is dedicated to supporting a higher representation of female leadership throughout the Zambian workforce and the broader community through:

- The Alchemy Women in Leadership electronic magazine (A.WiL E-Zine) - a platform for women to raise issues and challenges as well as providing important information;
- Workplace programmes designed to address gender inclusion at decision making level;
- The provision of scholarships for secondary and tertiary education for girls;
- Advocacy and partnerships with government and other organisations which focus on gender.

## Our Vision

- To support female leaders (current and future) with leading-edge skills, expertise and networks to equip them with the highest level capacity to lead.
- To empower and inform Zambian organisations with strategies that support the development of a more gender diverse workspace.
- To partner with the Government of Zambia and other gender focussed organisations in supporting and promoting women in leadership.

## Alchemy Women in Leadership Scholarship Foundation

A.WiL provides scholarships from secondary school to university to girls. Many of these girls without the financial support would drop out of the education system after primary school or before completing their secondary education. The Foundation is also dedicated to supporting a mentorship programme for the girls by providing them with role models.

**Alchemy Women in Leadership,  
Email: [info@alchemyhrs.com](mailto:info@alchemyhrs.com)  
Phone: +260 97 4088655**

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*(Leadership, Management, and Gender Forums)*

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