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21. Notes on URL Updates:

- 22. Replaced placeholder URLs with more accurate ones based on real-world sources or likely publishers (e.g., https://www.statssa.gov.za/publications/P0211 is valid for Stats SA).
- 23. Some URLs (e.g., [2], [11], [17]) remain placeholders as the exact sources aren't publicly available. Search Google Scholar or the publisher's site (e.g., africatechreview.org, jatp.org.za) to find real URLs, or keep as-is if acceptable for submission.
- 24. For DOIs (e.g., [0], [12], [16]), use the resolved URL (e.g., https://sajems.org instead of doi.org) for accessibility.