

Vuk'uzenzele

**JOBS
INSIDE:**

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South Africa's heroines



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South Africa's first woman shipbuilder is making waves

Dale Hes

Candra Shanice Pedro from the Cape Flats suburb of Bonteheuwel in the Western Cape made national news after becoming South Africa's first qualified female shipbuilder.

Pedro (26) recently completed an apprenticeship in shipbuilding she started in 2013 at the Armscor Dockyard, stamping her mark on a field dominated by men.

During her apprenticeship, Pedro would work alongside qualified shipbuilders, learning how to carry out various jobs.

"This trade is vast. What you do depends on the job at hand and which workshop you are at. If it's metalwork, you deal with gas cutting, welding and fabrication. Or you maybe decking or carry

out engineering changes made to a vessel."

Pedro faced some challenges along the way. "Having half the stature, half the strength and also being half their age, I came to understand why this is such a male-dominated field. It also gave me great respect for the artisans working in this field.

I used to compare myself to them but at a later stage, I found out that I have my own strengths," she says.

Pedro said as part of her journey of becoming a shipbuilder she completed matric at Spes Bona Secondary School which is a technical school. She did subjects such as technical drawing, pure mathematics and physical sciences. After completing matric she went on to study multi-disciplinary drawing office



Candra Shanice Pedro has made history by becoming the first female shipbuilder.

practice.

Pedro explained that this is a draughtsman qualification that only goes up to N5. "This covers mechanical engineering

in its theory and every type of drawings possible such as technical illustration, structural steel development and AutoCAD 3D."

She added that being a artisan is exciting.

"I am a TVET college student and a recently qualified shipbuilder who worked on our naval vessels for our South African Navy, working amongst many other artisans to physically keep our vessels and the Navy functional and afloat... Our trade might not be fancy but we keep things functioning," she said. □

DID YOU KNOW?

If you want to become a shipbuilder you need to do subjects such as mathematics, physical science and technical drawing at matric level.

Preserving plants to sustain life

More Matshediso

Tasneem Variawa (28) believes plants play a huge role in sustaining all life, keeping Planet Earth balanced and controlling the climate.

This is why she finds her job as a botanist for the scientific authority at the South African National Biodiversity Institute (SANBI) in Pretoria fascinating.

Variawa is part of a team that coordinates research and gathers information and data to help experts make decisions on whether the use and trade of animals and plants is sustainable.

The scientific authority is a group of expert scientists from conservation organisations, such as SANBI and zoos, whose work is in line with the National Environmental Management: Biodiversity Act of 2004.

They assist with regulating and restricting the use and trade of plants and animals that are threatened or in danger of becoming extinct.

The job that they do contributes to the protection and preservation of plants so that they do not become extinct. Part of Variawa's job is to explain to people why it is important to protect plants as natural resources for future use.

"Plants have ecological and economic importance in the sense that they give human beings and animals food, building materials for shelter, medicinal benefits and also play a role keeping the air and water clean and the soil intact," she said.

Variawa defined botany as the scientific study of plants and said that the field is important because botanists' knowledge can be used to improve the



Conserving plants is all in a day's work for Tasneem Variawa.

growing of food, extract medicines from plants and understand what causes harm to life and biodiversity.

Effects of climate change on plants

With climate change affecting all nature, she said it is a bit tricky for plants unlike animals

that are able to move around when the environment is a bit too hot or cold for them.

"Even in South Africa, we have those kinds of plants that are restricted to a certain environment. There are many outcomes – the plant may adapt to a new climate, its seeds might be carried to an area

more suitable for its survival or it might keep contracting and contracting," she said.

To lessen the effects of climate change, Variawa advised everyone to be cognisant of everything that they do. "Education is key, always, and in everything. When people are informed they can do better. They should always think about the consequences of their actions for future generations," said Variawa.

How to become a botanist

After completing matric with biology and mathematics included in her subjects. Variawa enrolled for a BSc degree at the University of the Witwatersrand (Wits). She subsequently graduated with a BSc degree in Zoology and Ecology before doing her Honours Degree in 2012, focusing on conservation. □

"NOW IS THE TIME FOR ALL OF US TO WORK TOGETHER, IN HONOUR OF NELSON MANDELA, TO BUILD A NEW, BETTER SOUTH AFRICA FOR ALL."

PRESIDENT CYRIL RAMAPHOSA

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Celebrating South Africa's women

August is Women's Month, a time for us to celebrate and acknowledge the extraordinary contribution women made to the struggle of the South African people for liberation.

More than 20 000 women marched to the Union Buildings on 9 August 1956 in protest against the extension of Pass Laws to women.

Because of this and many other contributions to the liberation of women, many women are excelling today in sectors that were traditionally reserved for and occupied by men. Women are now taking their rightful and equal place and occupying positions of authority and significant responsibility.

We celebrate the hundreds of women who are building communities and moving our country forward through art, education, agriculture, science and technology and politics, to name but a few areas of achievement and positive impact on our society.

Women's Month is a time for us to celebrate these achievements and learn from the hardships of these and many more women.

As a country we have made many strides in empowering women, although much more still needs to be done.

For the first time since 1994, the Cabinet of the 6th Administration has women occupying 50 percent of the positions. This



Many women are excelling today in sectors that were traditionally reserved for and occupied by men.

is a milestone that has placed this country among 11 countries in the world that have done the same.

Prior to 1994, South Africa had only one female judge, while today women judges make up almost 28 percent of the judiciary. Thirty-six percent of the seats in South Africa's superior courts are occupied by women.

When it comes to equality in the workplace, government leads the way. Women make up almost 40 percent of senior management in the public service and, overall, women comprise over 50 percent of employees in the public service.

As we celebrate these achievements, we must be conscious of that the struggle for the

emancipation of women and the achievement of meaningful gender equality continues.

We must all ensure that women continue to be affirmed and enjoy rights that are afforded to them by the Constitution.

The discourse of human rights in South Africa encompasses a wide range of entitlements that need to be afforded to all citizens.

These include the rights that still need to be afforded to women due to the continuous discrimination which particularly affect women in society.

The rights of women in South Africa are also given effect through the Bill of Rights (Chapter 2 of the Constitution).

Apart from this, Section 9 of

the Constitution further provides a similar aspiration and in particular, it expresses that women and men should not be "unfairly discriminated directly or indirectly against anyone on one or more grounds, including race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language and birth".

The history of women's rights in South Africa spans over decades, arising from organised movements of women who sought to challenge injustices that have a particular negative impact on women.

This Women's Day, as we celebrate our achievements,

as we recognise our many challenges, let us reaffirm our determination, together, as women and men, to build a non-sexist South Africa.

The liberation of women must be accompanied by our empowerment of men, young and old, to shake off the oppressive bonds of patriarchy.

Across our society, in towns small and cities large, in homes, in schools, in colleges and universities, in our streets, our parks and open spaces, a war is being waged against women.

Gender-Based Violence and Femicide (GBVF) continues to be a big problem in our society. With an aim of curbing this, an Interim GBV and Femicide Steering Committee was set up as a result of the GBV Summit held last year.

The committee consists of Government departments, Civil Society Organisations that represents networks or coalitions and Intergovernmental organisations.

The committee is working under tight deadlines given by the Summit to develop the National Strategic Plan (NSP) which must be integrated within the 2019–2024 Medium Term Strategic Framework and appoint the GBVF Council by September 2019.

The struggle against GBVF must not be left to government alone it must be embraced by all South Africans – men, in particular.

Building a credible society where women feel safe and are afforded the necessary opportunities to progress is in all our hands.

When women are free, we are all free. **V**

Malibongwe!

Gogo Ntuli raises the community of Kwaggafontein

FOR NEARLY 30 YEARS, a Mpumalanga gogo and committed educator has been giving children a solid start in life.

More Matshediso

One of the benefits enjoyed by children who attend early childhood development (ECD) centres is that they grow up having a good foundation.

This is according to Sesana Martha Ntuli (73) who is the founder and manager of Asisizane ECD centre in Kwaggafontein, Mpumalanga, which was established in 1990 and was one of the first ECD centres in Kwaggafontein.

It is also regarded as one of the best ECD centres in Mpumalanga after winning the 2016 Best ECD Centre of the Year award in the provincial leg of the South African Early Childhood Development Awards hosted by the National Development Agency (NDA).

"Even primary schools around here can attest to that Grade R learners who come from Asisizane are top performers," said Ntuli, a former primary school teacher.

She said she is passionate about moulding children so that they become better citizens and is proud that Asisizane has contributed to producing a number of professionals in Kwaggafontein.

"I think we have produced many respectable members of society over the past 30 years. Especially from the first class of Asisizane. Others are still in school now but we have had a great impact on many young people's lives," she said.

It all started when her last



Sesana Martha Ntuli, the Founder of Asisizane ECD centre.

born child could not be admitted to Grade One in 1990 because his birthday was towards the end of the year.

"I was told that he was too young and he had to turn seven first before he started school. He used to cry every day when his friends went to school. That troubled me as well," she said.

Then she learnt about training being offered to mothers who ran crèches and decided to also attend.

"I explained to the organisers that I did not own a crèche but I was in a process

of registering one and I was allowed to participate. I have never looked back," she said.

Ntuli said it was difficult in the beginning because she ran the crèche from the backyard of her house, where it operated for about nine years until one of the parents encouraged her to apply for funding and to approach sponsors.

"I applied to the NDA and my application was successful. We received a grant to build new premises which we have now occupied since 2000. Later on we also

received donations of toys," she said.

Today, the centre has six staff members and 60 children.

"We open at 7am and parents start picking up their children in the afternoon from 3.30pm," she said.

Ntuli encourages parents and the women in her community to treat children with respect and be patient with them.

"If you respect children, they reciprocate the love and respect you give them," she said.

Although she has already impacted many lives, she is determined to work until she is no longer able to.

"I receive a lot of support from community members and that motivates me to keep helping their children," she said.

Asisizane has a vegetable garden because Ntuli believes in healthy eating.

"I play rope skipping with some of my learners just to keep fit and healthy. Children must grow up active so that they do not easily get sick," she said. ■

Masakhe Stokvel building homes

INSTEAD OF WAITING years to save up the money needed to build a home or attempting to secure an expensive loan, a group of Western Cape women have found empowerment through unity.



Silusapho Nyanda

Women are the pillars on which a society is built. This is the motto of the 28 members of the Masakhe Ladies Stokvel, who are pooling their resources to build homes for each other on a rotational basis.

The stokvel's chairperson, Ntombekhaya Nyama-Plati (43), said the females-only stokvel, based in Gugulethu in Cape Town, was started to empower women and create economic opportunities for them and their families.

"Women can be change agents in communities but to do so, they need to ask how they can change things in their neighbourhoods," said Nyama-Plati.

She said it was asking this

question that gave rise to the Masakhe Ladies Stokvel.

"I saw how unemployment was devastating my community and how families were stacked in small homes and wondered what could be done," Nyama-Plati told Vuk'uzenzele.

Nyama-Plati said members of their stokvel each pay R2 500 a month. The money is used to buy building material and pay for a builder to build a home for one of the members each month.

Since starting the stokvel in April, three members have had their houses fully built and another house is under way.

According to Nyama-Plati, the stokvel's first benefactor was a woman whose house was unfinished because the family's sole breadwinner died before construction

If women work as a united force, they can achieve a great deal."

was completed. The two other homes built were backyard dwellings. Two of the stokvel's members plan to have their homes built in rural parts of the Eastern Cape.

"We not only build houses for families without homes but also build backyard flats so that people can possibly rent them out for extra income," Nyama-Plati said.

Beneficiary and secretary of Masakhe Ladies Stokvel Nobantu Malgas said the stokvel has brought hope to the community. Malgas, who has built two backyard flats, said she managed to keep some of her allocation of money to buy equipment for chicken farming.

Nyama-Plati said they have been invited by an East London-based group to advise them on how to start a similar stokvel.

She said the stokvel, whose youngest member is 26, targets women because when you empower women, they often do the same for other

members of society.

"In our democracy, there are opportunities for women but they don't know their strength. If women work as a united force, they can achieve a great deal," said Nyama-Plati.

She said that some members of the stokvel are now training to be builders themselves. The ladies are also set to receive training on how to make bricks.

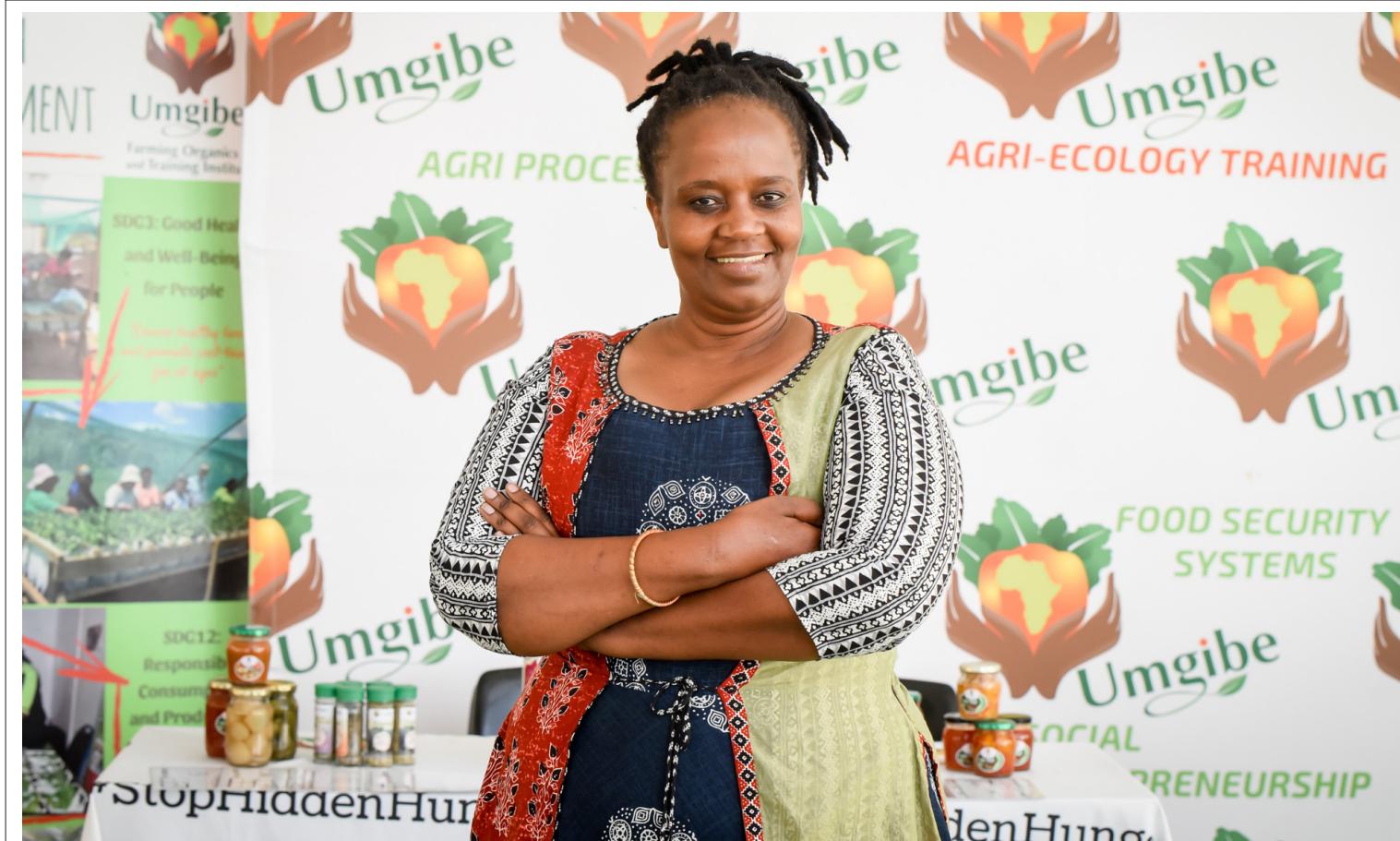
During a training session hosted by cement manufacturing company PPC, the group was taught about the different forms of cement.

"We didn't know that the cement used in building is different to the one used for plastering."

The stokvel has become so popular that it now has a waiting list of people who want to join. ■

How one woman's tragedy sparked community renewal

NONHLANHLA JOYE who patented the Growth System believes her invention is the rope of hope that pulls unemployed and underserved communities up.



■ Nonhlanhla Joye fought illness, poverty and hunger to start Umgibe, a company which now has a positive impact on thousands of people.

Dale Hes

Nonhlanhla Joye has been through some huge struggles in her life, including illness, poverty and hunger.

But this remarkable woman fought through it all to make a success of herself and impact positively on the lives of hundreds of people in her community, through an innovative vegetable-growing initiative called Umgibe.

Joye (54) was born in the village of Umphise in KwaZulu-Natal. Her parents were subsistence farmers, providing fruit and vegetables for the family.

"I never knew that you could buy vegetables when I was growing up," said Joye.

In 2014, Joye's life changed forever when she was diagnosed with cancer. She was left powerless and could not provide for her two children and three grandchildren.

"I realised that I needed to

grow vegetables in my backyard but my neighbours' chickens ate everything in sight. Needless to say, I was devastated."

This prompted Joye to start a new growing system which used discarded plastic bags to grow vegetables in a vertical system.

"Before long, I had vegetables to eat and there was also enough to sell to the neighbours. I gathered a few women and we each grew vegetables and started selling them."

Umgibe grows to change communities

In July 2015, Joye officially registered the company under the name Umgibe, and her patented growing system began to spread.

"We now have 95 co-operatives growing vegetables, giving 897 households vegetables to eat. Schools have also become involved in growing their own vegetables."

Today, Joye's Umgibe Farming



Organics and Training Institute employs 12 permanent staff members and 18 seasonal workers. It offers a variety of fresh, fermented and processed products.

To her, however, Umgibe is much more than a business.

"It is a way to empower people and do away with being dependent on others. Today, we have trained 300 agripreneurs

who can grow food to not only feed themselves, but also to gain an income and improve their livelihoods. We also have 200 school children who we call seedpreneurs, from 10 different schools around Durban."

Joye's work has been recognised both nationally and internationally. Since 2015, she has won 15 prestigious awards related to entrepreneurship,

business development, societal impact and environmental friendliness. But this courageous woman has her sights set on an even bigger goal – making a difference to the lives of thousands more people.

"My vision is to grow Umgibe to be the biggest experiential training centre in Africa. A place where Africans can learn to grow their own food and learn about the whole value chain from seed to processed. I dream of an Africa that is not only food secure but an Africa that has communities that are self-sustainable," said Joye.

Ordinary women can be extraordinary

Joye always had a passion for supporting worthy causes in her community. When she was young, she noticed that women in particular faced difficult challenges.

"I started an organisation that dealt mainly with rape, which was prevalent in my community. But as we progressed, we realised it went way beyond this. I am talking about poverty, unemployment and HIV."

She approached several organisations to help with providing food parcels. All went well, but then she noticed that people were starting to expect too much and weren't trying to help themselves.

"People started demanding that we give them food parcels and it was clear that they felt entitled."

Joye decided to change the organisation – instead of just receiving food parcels, she wanted the beneficiaries to become actively involved in the process. She and a few other women pooled their money to buy seeds and other equipment and they started to grow and sell vegetables. The left-over vegetables were donated to child-headed homes and the elderly.

Women must choose to fight through tough times to find something beautiful, she believes.

"I want to say to all women who are going through tough times, be it hunger, health or emotional issues, that there is value in the valley. My valley was illness, poverty and hunger but I made a choice to fight back to regain my health and dignity. It starts with you finding the purpose for your existence and my purpose in life is to stop hunger." ▀

An abundance of motherly love

FOR NEARLY two decades, a Pretoria woman has opened her heart and home to over 100 children in need.

More Matshediso

Giving love and care to vulnerable children is what Mmakgomo Jacobeth Mai-di (55) sees as her purpose on earth.

This Women's Month, we celebrate Mai-di, who is affectionately known as 'Mama Joggie' to the over 100 children she has taken care of over the past 18 years.

She is the founder of Share Tears and Grow, a place of safety for children in Nell-mapius in the east of Pretoria, that was established in 2001.

She currently looks after 11 children. The youngest is only two and the eldest is 17.

"All of them attend school. I want them to be able to look after themselves when they leave my home," Mai-di said.

"I believe that children deserve to be loved and that is why I am doing what I do – I love children," she said.

Mai-di grew up in a family of seven children and was raised by her mother after her father

passed away when she was seven.

Although her mother earned little as a domestic worker, Mai-di said she never felt short of love and that showed her that money cannot buy love; it is free yet very important for human survival.

Mai-di did not complete high school but rather joined the world of work.

"I worked for a couple of children's homes around Pretoria, from as early as the 1980s. In 1991, I was permanently employed as a caregiver at one of the homes in Pretoria east," she explained.

"At the time, I was the youngest caregiver and the only black woman working at that children's home. The head of

the home equipped me with invaluable skills. I worked there for 10 years but lost my job due to illness," she said.

Never give up

Despite her health challenges, Mai-di refused to back down. She successfully applied with the Department of Social Development to open a place of safety for children in 2001.

The first child to find a home in her shelter was referred to her by a community member who realised that the child was homeless.

"He was in primary school when he came to stay with me and remained in my care until he finished matric," she said.

Most of her children are referred to her by social workers, although community members, police and schools also make referrals when they realise that there is a child in dire need of a place of safety.

"I am open with the children – they know that I am not their biological mother but I assure them that I will love and take care of them regardless of that. I teach them love and forgiveness because life is not easy. They need to forgive so that they can be free and happy," she said.

She teaches her children to write down the things they are not comfortable sharing with her, so they can get it out of their system.

However, she involves social workers when official support is needed and receives assistance from child protection services and the South African Police Service when necessary.

"My community is also very supportive. When my children play

in the streets, nobody makes them feel like they are different from other children. I have never heard anyone make nasty comments to them. My neighbours know my situation and they love what I am doing," she said.

Finding joy after pain

Mai-di is assisted in looking after the children by two local women.

She said she finds joy in seeing her children genuinely happy, despite the trauma they suffered before finding their way to her home.

The shelter receives donations of clothes and food from various churches and individuals and the children receive social grants, which help supplement the income Mai-di receives from running a small catering business.

Mai-di had four biological children but sadly, three died. Her remaining son is very supportive of her work. "Before I started this, I sat down with my children and discussed my plans with them. I had to make sure they understood why I was opening a shelter. I wanted their buy-in because I did not want to compromise their happiness while trying to help other children," she said.

Her wish is to get more land and build a bigger shelter so that she can take care of more children. ▀



Help for female entrepreneurs



Government offers a wide range of assistance to women who want to start their own business, from advice to funding.

SEDA

Too often, the brilliant business ideas of women do not take flight because they don't have the information to transform their dream into reality.

The Small Enterprise Development Agency (Seda), an agent of the Department of Trade and Industry (dti), realised this and produced a booklet for women-owned enterprises on the support available to women, both financial and non-financial. The booklet covers topics from how to register your business and the challenges

facing female entrepreneurs, to specific information about various industry sectors and how to access funding. To view the booklet, visit www.seda.org.za/Publications.

Registering your business is an important starting point for any entrepreneur, in order to adhere to and comply with the laws governing business activity in the country. Businesses must be registered with the Companies and Intellectual Properties Commission.

www.cipc.co.za.

Sources of help

There are many other government departments and state-owned enterprises offer assistance to female entrepreneurs in various industry sectors.

SEFA

The Small Enterprise Finance Agency provides financial products and services to qualifying small, medium and micro enterprises (SMMEs) and co-operatives.

www.sefa.org.za.

Finfind

Finfind links SMEs that need finance with appropriate lenders, provides finance education information, deals with frequently asked questions and addresses common challenges.

www.finfindeeasy.co.za.

IDC

The Industrial Development Corporation's (IDC) Isivande Women's Fund provides affordable, usable and responsive finance. It pursues deals involving start-up funding, business expansion, business rehabilitation, franchising and bridging finance.

www.idf.co.za.

NEF

The National Empowerment Fund's Women Empowerment Fund accelerates the provision of funding to businesses owned by black women, while its iMbewu Fund supports black entrepreneurs wishing to start new businesses and supports existing black-owned enterprises with expansion capital.

www.nefcorp.co.za.

Black Industrialist Scheme

The dti's Black Industrialists Scheme aims to fast-track the participation of black industrialists in the South African economy, while its B'ayumile skills development initiative supports women's empowerment through capacity-building aimed at identifying talent in the arts and crafts and textiles and clothing sectors.

www.thedti.gov.za.

NYDA

The National Youth Development Agency provides young entrepreneurs with an opportunity to access financial and non-financial business development support.

www.nyda.gov.za.

Techno

- Technology for Women
women's economic development of women
the Support Programme provides financial assistance of innovative products

- The Technology Venture
or debt funding to enterprising businesses, to enable them to rich South African market-ready products
- The Seda Technology Programme services that promote entrepreneurship, particularly enabling appropriate technology and growth

www.seda.org.za

Agriculture

In the agriculture sector, the dti offers small businesses funding via the Agro-Processing Support Scheme, which is designed to boost investments in new and existing agro-processing projects. www.thedti.gov.za.

Women can also get assistance from the Department of Agriculture, Land Reform and Rural Development's Ilima/Letsema and Comprehensive Agricultural Support Programme programmes. www.daff.gov.za

Technology

men in Business accelerates women's empowerment and the creation of women-owned enterprises, while the IDC's Centre for Industrial Innovation provides assistance for the development of products and processes. www.idc.co.za

The IDC's Technology Capital Fund provides equity funding to emerging technology-focused companies for the conversion of technology and intellectual property into a marketable product. www.idc.co.za

The Seda programme provides a range of support services to help entrepreneurs in industry, agriculture and small enterprises to access the skills they need to become more competitive and successful in their businesses. www.seda.org.za



Manufacturing

The IDC's clothing and textiles business unit offers support to the creators of home décor, leather goods producers and manufacturers of natural or synthetic fabrics, while its chemical products and pharmaceuticals unit offers funding and industry and project development support to businesses developing downstream chemicals, plastics and pharmaceutical products. The IDC also offers support to various other industry sectors, from agriculture and tourism to machinery and equipment. www.idc.co.za.

Education and NPOs

The National Development Agency (NDA) can assist those who wish to establish and register an early childhood development centre. www.nda.org.za. Ilifa Labantwana is a South African early childhood development programme founded in 2009. Its Bhalisa Inkulisa programme helps streamlining partial care registration for ECD centres.

www.ilifalabantwana.co.za

The NDA also assists organisations to become formal structures or entities; compile the information they require to register as an NPO or co-operative; complete and submit registration forms; and assess their needs properly to ensure that once registered they remain compliant with the registration act which they have registered under.

www.nda.org.za

If you need more information on starting a business call the following numbers:

Seda- 012 441 1000 | CIPC- 086 100 2472 | Sefa- 012 748 9600 | IDC- 011 269 3000
NEFCORP- 011 305 8000 | NYDA- 012 322 1375 | DAFF- 012 319 6000
NDA- 011 018 5500 | Ilifa Labantwana- 021 670 9848



Youth Matters

Workplace doors opened for rural students

Silusapho Nyanda

Young unemployed youth from rural areas now have a greater chance of finding employment, thanks to a woman-owned business that was funded by the National Youth Development Agency (NYDA).

Malitinne is a job placement company that focuses on finding employment for students from rural areas and mainly from Technical and Vocational Education and Training (TVET) colleges. Owner Sibusisiwe Kraai said she started the business after noticing how rural youth who had studied at universities of technology and TVET colleges were struggling to find intern-

ships and in-service training opportunities.

Malitinne received NYDA grant funding valued at R49 820. In addition, Kraai said the agency refers young people who are looking for in-service opportunities to her company.

"We place graduates and undergraduates in workplaces for in-service training. We approach TVET colleges, universities and private training providers to see if we can assist their learners in securing placements," she said.

Some of the TVET colleges that Kraai's company works with are Umfolozi in Richard's Bay, Esayidi in Port Shepstone and UMgungundlovu in Pietermaritzburg. The company also draws talent from the Mangosuthu University of Technology, the University of Johannesburg

and Walter Sisulu University, among others.

Since starting Malitinne five years ago, Kraai said they have managed to place over 9 000 students in jobs in KwaZulu-Natal, the Eastern Cape and Gauteng. She is looking to expand her business to other provinces.

"Of these, I can safely say we have achieved 36 percent permanent employment."

Kraai herself had struggled to find an in-service training placement for eight months, after completing the academic part of her diploma in Local Government and Development Management at Mancosa.

During her time at Edinvest Holdings, which worked with local municipalities in KwaZulu-Natal, Kraai realised how much rural youth battled to find



■ Owner of Malitinne Sibusisiwe Kraai (middle) with two students that have benefitted from the company's in-service placement programme. On the left is Ziningi Moyeni and on the right is Thwalani Dlamini.

work experience opportunities. This reminded her of her own struggles and she decided to do something about it.

She said: "We recruit from the deepest rural areas because it's those learners who are suffering the most. You find that academically they are very good but when it comes to expressing themselves during interviews, they are very scared."

Today, Kraai holds a Bachelor of Commerce in Accounting de-

gree from the Regent Business School and aims to expand Malitinne's operations after receiving accreditation to train students for national certificates in furniture making, clothing and textile design, and forestry. ■

Youth who are looking for help from the NYDA can call 0800 52 52 52 or send an email to info@nyda.gov.za.

African lionesses roaring to success



■ Lionesses of Africa has a number of programmes, including business development, mentoring, digital media training, community platforms and networking events.

Dale Hes

In 2014, successful entrepreneur Melanie Hawken launched Lionesses of Africa, an organisation dedicated to supporting women entrepreneurs. Just like the

prides of lionesses that live and hunt on the plains of Africa, Hawken realised that life is a battle for survival for women entrepreneurs.

She built an online community which now has 750 000 users across 54 African countries.

The Lionesses of Africa social enterprise has a number of programmes, including business development, mentoring, digital media training, community platforms and networking events.

Lionesses of Africa is all

about sharing, connecting and inspiring," says Hawken. "Established women entrepreneurs are sending the elevator down to a new generation of women following in their footsteps."

In South Africa, one of the entrepreneurs who received assistance from Lionesses of Africa was Ntsoaki Kortjass (31), the founder of Tsoabelo Security Solutions, a security company that specialises in guarding services, access control and CCTV cameras.

Kortjass has been part of the Lionesses of Africa community since she started her business. She says that the benefits have been huge.

"I was placed in the Digital Accelerator Programme, and that has been one of the best things to ever happen to my business."

Lionesses of Africa placed Kortjass in the Cherie Blair Mentoring Programme, which connects African women entrepreneurs with mentors in overseas countries.

"My mentor is from Russia, and being part of the programme has really opened my

mind beyond this country and helped me to look at my business from a global perspective," Kortjass says.

As a result of the mentorship she received, Kortjass's company has secured a wide range of clients in both the public and private sector. She has her sights set on even bigger goals.

"I strive to build a strong and respected brand that makes a positive contribution to the South African economy and the security industry as a whole."

Kortjass says that she is extremely grateful that she has the opportunity to run her own business, as it was almost impossible for black women to do this in the past.

For Women's Month, Kortjass gives the following encouragement to women:

"Plant your own seed of opportunity, nurture it and grow into a phenomenal and unstoppable queen." ■

For more information on Lionesses of Africa, log on to www.lionessesafrica.com.

Why and when to use PrEP

Allison Cooper

The antiretroviral medication (ARV) oral pre-exposure prophylaxis (PrEP) has been welcomed across the world as one of the major HIV prevention interventions in the fight against AIDS.

It was rolled out to select clinics in South Africa by the National Department of Health in 2016, to help prevent high-risk HIV-negative people from contracting the disease. When taken consistently, PrEP has been shown to reduce the risk of HIV infection in people who are at high risk by up to 92 percent.

According to Pholosong Hospital's medical manager Dr Nthabiseng Makgana, PrEP provides an additional prevention option for those working in a high-risk envi-

riment, like sex workers, or those with a partner who is HIV-positive.

PrEP is a tablet that must be taken daily if it's going to significantly reduce a person's chance of getting HIV. The pill (brand name Truvada) contains two medicines (tenofovir and emtricitabine) that are used in combination with other medicines to treat HIV. When someone is exposed to HIV, these medicines can stop the virus from establishing a permanent infection.

"Patients need to be HIV-negative to qualify for PrEP and it must be demonstrated that they are at an increased risk of contracting the virus. The benefits of taking PrEP must outweigh the risk associated with the side effects of the drug. A potential candidate for PrEP also first has to undergo baseline tests, conducted by a medical

clinician, prior to commencing treatment," said Dr Makgana.

"Some clinics are already offering PrEP to high-risk individuals. They can consult their local clinic to find out about their PrEP programme," she added.

Why PrEP is being used

"There was an increase in new HIV infection rates in women aged between 18 and 25, an increase in new infection rates amongst sex workers, and the dilemma of partners wanting to bear children when one is HIV-positive," Dr Makgana said.

PrEP is also used to prevent HIV transmission from



mother to child, prevent early neonatal deaths and the death of children under five-years-old. "It has shown a drastic decline in intrapartum and post-partum transmission to babies. But there are no reliable studies in South Africa about PrEP's use by adults," she added.

headaches and abdominal complaints.

"It is very important to be evaluated by a practitioner before starting treatment. When there is demonstrable evidence of increased HIV risk, the benefits outweigh the risk," she said. □

For more information about PrEP, contact your closest primary healthcare clinic, HIV centre or the national AIDS helpline at 0800 012 322.

Donate breastmilk to save a baby's life

Dale Hes

Most of us know about donating blood at blood banks, but did you know that you can donate breastmilk too? If you're a healthy, breastfeeding mother, your excess milk can help premature or sick babies.

Provincial departments of health have established dozens of milk banks in all nine provinces of South Africa and various non-profit organisations support government's milk bank efforts. The South African Breastmilk Reserve (SABR), for example, supports 70 hospitals around the country, and has supplied donated milk to almost 20 000 babies since 2003.

Sometimes mothers are unable



to supply the breastmilk that a premature baby needs for nutrition and growth. When this happens, it has been recognised that breastmilk from another mother is a better option than artificial formulas.

Research has found that natural breastmilk dramatically

increases the baby's chances of survival, offers protection against sickness, boosts the immune system and helps prevent fatal infections in the intestines. Babies, especially those born prematurely, have undeveloped immune systems that do not cope well with artificial food.

Just 50ml of donated milk can feed a baby of under 1kg for 24 hours, potentially saving their life.

How can mothers donate breastmilk?

- Breastfeeding mothers need to meet the following criteria:
- Be a non-smoker,
- Not be a regular drinker of hard liquor,
- Not be on any regular medication,
- Not be a total vegetarian,
- Not ever have suffered from Hepatitis B, HIV / AIDS or TB
- Not had a blood transfusion or a tattoo in the past 12 months, and
- Not had the measles, mumps or rubella vaccine in the past 12 months.

If you aren't sure you meet the criteria, contact your nearest

milk bank to be screened.

Donated milk is pasteurised, frozen and delivered to vulnerable babies. If you meet the above criteria, you can also collect breastmilk at home and store it in a sterile container. Sterile glass containers or breastmilk storage bags are the most suitable. You should then freeze the milk, before taking it to the milk bank. Remember that each container you donate must contain milk from only one session – you should not put milk from multiple sessions into one container. □

Who can you contact for more information?

SABR – 011 482 1920 or e-mail: info@sabr.org.za

Milk Matters – 021 659 5599 or email: info@milkmatters.org

Deputy Director: Labour Centre Operations

Labour Centre: Mkhondo

Reference No: HR 4/4/7/41

Salary: All Inclusive: R 869 007 per annum

Enquiries: Ms. M Mazibuko, Tel: (013) 655 8701

PROVINCIAL OFFICE

Chief Director: Provincial Operations: Private Bag X 7263, Emalahleni, 1035

ICT Project Manager

Directorate: ICT, Head Office

Reference No: HR 4/19/08/13HO

Salary: All inclusive package: R 869 007 per annum.

Enquiries: Mr. EJ Nowasiad, Tel: (012) 309 4990

HEAD OFFICE

Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001

Workshop Team Leader: Textile and Metal

Sheltered Employment Enterprise, Potchefstroom

Reference No: HR4/19/08/11

Commencing: R 376 596.00 per annum

Enquiries: Ms. A Pretorius, Tel: (012) 843 7300

HEAD OFFICE

Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001

Director: Public Employment Services (6 posts)

Provincial Office: Gauteng-Ref No: HR4/19/08/15 GP

Provincial Office: Eastern Cape-Ref No: HR4/19/08/16EC

Provincial Office: Kwazulu-Natal-Ref No: HR4/19/08/17KZN

Provincial Office: Limpopo-Ref No: HR4/19/08/20LP

Provincial Office: Mpumalanga-Ref No: HR4/19/08/21MP

Provincial Office: North-West-Ref No: HR4/19/08/22NW

Salary: All inclusive: R 1 057 326 per annum

Enquiries: Mr. Xola Sicwebu, Tel: (012) 309 4382

HEAD OFFICE

Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001

Chief Legal Administration Officer

Chief Directorate: Legal Services, Head Office

Reference No: HR 4/19/08/54 HO

Salary: All inclusive: R 1 251 183 per annum

Enquiries: DDG: CS Ms BB Matebesi, Tel: (012) 309 4865/4226

HEAD OFFICE

Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001

CLOSING DATE FOR APPLICATIONS: 20 August 2019 at 16:00

For full details of the advertised posts visit our

website: www.labour.gov.za

Applications must be submitted on form Z83, obtainable from any Public Service Department or on the internet at www.gov.za/documents. The fully completed and signed form Z83 should be accompanied by a recently updated, comprehensive CV as well as recently certified copies of all qualification(s) including a Senior Certificate and ID-document [Driver's license where applicable]. Non-RSA Citizens/Permanent Resident Permit Holders must attach a copy of their Permanent Residence Permits to their applications. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. The Department does not accept applications via fax or email. Failure to submit all the requested documents will result in the application not being considered. Correspondence will be limited to short-listed candidates only. If you have not been contacted within eight (8) weeks after the closing date of this advertisement, please accept that your application was unsuccessful. Suitable candidates will be subjected to a personnel suitability check (criminal record, citizenship, credit record checks, qualification verification and employment verification). Where applicable, candidates will be subjected to a skills/knowledge test. All shortlisted candidates for SMS posts will be subjected to a technical competency exercise that intends to test relevant technical elements of the job, the logistics of which are communicated by the Department. Following the interview and technical exercise, the selection panel will recommend candidates to attend generic managerial competencies using the mandated DPSA SMS competency assessment tools. Successful candidates will be appointed on a probation period of 12 months. The Department reserves the right not to make any appointment(s) to the above post. The successful candidate will be expected to sign a performance agreement. The Department of Labour is an equal opportunity affirmative action employer. The employment decision shall be informed by the Employment Equity Plan of the Department. It is the Department's intention to promote equity (race, gender and disability) through the filling of this post(s) with a candidate whose transfer / promotion / appointment will promote representativity in line with the numerical targets as contained in our Employment Equity Plan.

Stay in touch with the department, visit: website: www.labour.gov.za | Facebook: Department of Labour | Twitter: @deptoflabour



Winter winner treats

Just like most people you try to eat right in winter, but the cold weather has you craving something warm and comforting. We love anything that gets roasted, slow cooked or baked, leaving that lingering aroma in our homes. From creamy butter chicken to delectable cupcakes, these delicious dishes will keep you warm this winter.

1 ¼ tsp salt

Method

In a food processor, combine the marinade ingredients (except the chicken) and blend until smooth for an extra smooth sauce. Pour into a bowl and add chicken to the marinade, mix until chicken is well coated. Cover and refrigerate

overnight, or up to 24 hours. In a large frying pan, heat the butter over high heat. Remove the chicken from the marinade and place into a heated frying pan. Cook for 3 minutes, until the chicken is cooked through. Add the tomato puree, cream, salt and sugar. Turn temperature down to low and simmer for another 20 minutes. Serve with basmati rice, roti or naan.

Creamy butter chicken*Ingredients**Marinade*

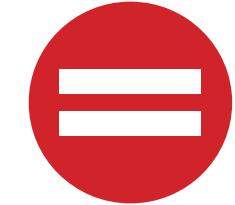
- ½ cup plain yoghurt
- 1 tbsp ginger, freshly grated
- 1 tbsp lemon juice
- 2 tsp garam masala
- ½ tsp cayenne pepper
- 1 tsp ground cumin
- 1 tsp turmeric powder
- 2 cloves garlic, crushed
- 750g chicken fillet, cut into pieces

Curry

- 2 tbsp butter
- 1 cup tomato puree
- 1 cup fresh cream
- 1 tbsp sugar



Vuk'uzenzele Newspaper is FREE

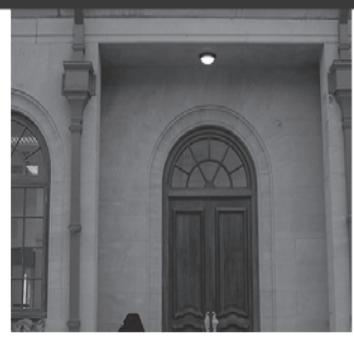
**FREE**

Warning

Did you know that Vuk'uzenzele Newspaper is FREE.

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THE DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT


FAMILY ADVOCATE - LP7
REF NO: 19/VA38/NW
**CENTRE: OFFICE OF THE FAMILY ADVOCATE
NW - MAFIKENG**
SALARY: R763 212 - R822 192 per annum.

(Salary will be in accordance with OSD determination). The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: An LLB Degree or recognised 4 year legal qualification; Admission as an Advocate; The right of appearance in High Court of South Africa; Five (5) years appropriate post qualification litigation experience; Fluency in Afrikaans will be added as an advantage; A valid driver's licence.

ENQUIRIES: Advocate OS Matjila
(018) 462 1630/5

COURT MANAGER
REF NO: 2019/69/GP
CENTRE: MAGISTRATE WESTONARIA
SALARY: R470 040 - R553 677 per annum.

The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: Three (3) year qualification in Administration (NQF level 6) and / or National Diploma in Services Management (NQF level 5) plus the module on Case Flow Management or equivalent qualification; At least 3 year's managerial or supervisory experience; Knowledge and experience in office and district administration; Knowledge of Public Financial Management Act (PFMA); Experience in managing Trust (Third Party Funds) and Vote Account; A valid driver's licence; Experience in the Court environment will be an added advantage;

ENQUIRIES: Ms RR Moabelo ((011) 332 9000

ASSISTANT DIRECTOR: ASSET MANAGEMENT
REF NO: 2019/41/MP
CENTRE: REGIONAL OFFICE, MPUMALANGA
SALARY: R 376 596 - R443 601 per annum.

The successful Candidate will be required to sign a performance agreement.

REQUIREMENTS: A National Diploma and / or Bcom in Public Finance / Accounting / Economics / Public Administration or Management and other related qualification NQF 6; Minimum of three (3) years working experience in financial environment (Asset Management); A valid driver's license;Knowledge of Supply Chain Management Framework and Asset Management

ENQUIRIES: MS NC Maseko
(013) 753 9300 Ext 224

ESTATE CONTROLLER EC1, (02 POSTS)
REF NO: 19/104/MAS
**CENTRE: MASTER OF THE HIGH COURT:
JOHANNESBURG**

SALARY: R198 411 per annum. (Salary will be in accordance with OSD determination). The successful candidate will be required to sign a performance agreement.

REQUIREMENTS: An LLB degree or recognized four years legal qualification.

ENQUIRIES: Mr. C. Msiza (012) 315 4754

NOTE: Interested applicants may visit the following website: www.justice.gov.za or www.dpsa.gov.za to view the full job specification of the above positions. Applications must be submitted on Form Z83, obtainable from any Public Service Department or on the internet at www.gov.za. A Z83 form & CV must be accompanied by original certified copies of qualifications, identity document and a driver's license where necessary.

A SAQA evaluation report must accompany foreign qualifications. Applications that do not comply with the above mentioned requirements will not be considered. All shortlisted candidates for SMS posts will be subjected to a technical and competency assessment. Candidate will complete a financial disclosure form and also be required to undergo a security clearance. Foreigners or dual citizenship holder must provide the Police Clearance certificate from country of origin.

The DOJ&CD is an equal opportunity employer. In the filling of vacant posts the objectives of section 195(1) (i) of the Constitution of South Africa, 1996 (Act No: 108 of 1996), the Employment Equity imperatives as defined by the Employment Equity Act, 1998 (Act No: 55 of 1998) and relevant Human Resources policies of the Department will be taken into consideration. Reasonable accommodation shall be applied for People with Disabilities including where driver's license is a requirement. Correspondence will be limited to short-listed candidates only. If you do not hear from us within 3 months of this advertisement, please accept that your application has been unsuccessful. The department reserves the right not to fill these positions. Women and people with disabilities are encouraged to apply and preference will be given to the EE Target.

CLOSING DATE: 05 AUGUST 2019

Tel: 012 315 1111 Private Bag X81, Pretoria, 0001 Momentum Centre, 329 Pretorius Street, Pretoria

www.justice.gov.za [@DOJCD_ZA](https://twitter.com/DOJCD_ZA) [at DOJCD](https://facebook.com/atDOJCD)



the DOJ & cd

Department:
Justice and Constitutional Development
REPUBLIC OF SOUTH AFRICA



Pholosong Hospital serves with a smile

Allison Cooper

Ekurhuleni's Pholosong Hospital has launched an 'I serve with a smile' campaign to ensure that its employees become champions of good service.

"The campaign is more than just offering a smile, we are asking every staff member to go back to basics and show love, dignity, respect and humility to patients and their colleagues," said acting Chief Executive Officer, Dr Ashley Mthunzi.

The hospital launched the campaign on 1 April 2019, when it recruited 64 senior managers and other employees, across all service areas, as its champions.

"I serve with a smile is our response to patients complaining about employees' attitudes. The hospital conducted research

and found that 90 percent of the complaints emanated from bad staff attitude. The campaign was launched to sensitise staff to service and to ensure they become customer focused," said Mthunzi.

Over 200 employees have joined the campaign and taken the pledge. As a result, the hospital has seen a reduction in the number of complaints received and positive feedback from patients via its social media platforms and letters.

"Our members are starting to actively take part, whether through showing little acts of kindness to patients or by genuinely serving with a smile. Our courtesy marshals, who are frontline staff, are championing the campaign and setting the tone for a positive experience throughout the patient's journey," Mthunzi said.



Professional Nurse Nomalungelo Mavimbela who works at Pholosong Hospital received praise from many South Africans for her service with a smile. She provided kangaroo care for a newborn in her ward.

To ensure that the campaign is a success, employees are first taken through an orientation process of the Patient Charter in their service areas. Employees who emulate or identify with the campaign's principles are nominated as champions by other employees. They then sign the pledge and receive a badge and t-shirt as a symbol of their commitment and so that patients can easily identify them. The champions are then

inaugurated and a Quality Assurance Committee measures complaints, to determine the campaign's impact.

Making a difference

Professional Nurse Nomalungelo Mavimbela, who works in the hospital's postnatal unit, went the extra mile to serve with a smile by providing kangaroo care to a newborn girl whose mother was taking care of her brother in the intensive

care unit. "Her photograph was shared on social media and she was praised by thousands of people," said Mthunzi.

Monica Methula, a hospital cleaner who took the pledge, said she is always available to help patients find their way around the hospital, especially the frail. She explained that this is a healing gesture and she will continue to help those who need it.

"Community members in KwaThema, Tsakane and Duduza (Kwatsasuzza), the hospital's catchment area, have been sharing their experiences with staff members - from porters to doctors. They are also encouraging our employees to be more approachable so that they are free to ask them questions about their health and to make their hospital experience more pleasant," said Mthunzi.

"Public service healthcare workers play an important role in the community. They are the heart of the community and more often part of the community. They are important when it comes to education on the management of diseases and have the power to empower community members to lead healthy lifestyles and manage their conditions more effectively," she added. ■

Top tips for credit management in tough times

In an increasingly strained economy, what are the top credit management tips for small businesses?

Growing a business in a strained economy is tough. Getting paid by your customers in a strained economy is even tougher.

There is little doubt that people are feeling the pinch.

Businesses that sell their goods and services to other companies on a trade credit basis are specifically under pressure because their clients may battle to pay what they owe and this causes cash flow problems.

To adjust to this new reality, businesses (especially

smaller ones) have to quickly adapt their thinking to survive. But how do businesses adapt?

Here are some tips from credit management company Debtsource:

Even big businesses might not pay on time

There are so many large businesses and SOEs in financial distress right now, that you can no longer rely on them to pay their accounts on time. Every debtor, however small or large the company may be, and irrespective of who their shareholders are, needs to be treated with the same circumspection and diligence.

Insure your debtors

Credit insurance protects businesses against the possibility of debtor default and is an extremely effective tool for dealing with credit risk in any business. Smaller businesses that cannot survive large bad debts should strongly consider this option.

Do not rely on business rescue to save your bad debt

In a business rescue or liquidation scenario, there is often not enough money to pay all creditors and often smaller businesses as low-ranking creditors do not receive a payout. Moreover, statistics show that only 13 percent of com-



panies that go into business rescue are ultimately saved in one form or another.

Very few businesses fail if they have a healthy cash flow which means it is really important that your customers pay their accounts on time. This requires maximum dil-

igence in managing debtors and requires businesses to adapt their processes and attitudes to the realities of the market conditions. ■

Tributes pour in for Johnny Clegg

More Matshediso

Tributes poured in as South Africa mourned the death of an anti-apartheid cultural activist, performer and National Order of Ikhamanga recipient Jonathan "Johnny" Clegg.

Clegg passed away last month in the presence of his family following a long battle against pancreatic cancer.

President Ramaphosa said his thoughts and prayers were with the family and friends of Clegg, who was also an award-winning singer, songwriter, anthropologist and academic.

The President said Clegg will always live on in many citizen's hearts and in their homes as they replay his stirring blend of cultural celebration and political resistance.

"We have lost a special patriot... A beloved, inspirational and heroic voice has fallen silent and leaves all of us bereft of an exceptional compatriot and icon of social cohesion and non-racialism," said President Ramaphosa.

The President has offered his condolences to Mr Clegg's family, friends and followers, and the broad range of artists and organisations with whom he collaborated in South Africa and internation-

ally during his performance career of four decades, in the course of which he sold more than five million albums.

"Johnny Clegg's special relationship with Sipho Mchunu in Juluka, as well as with Dudu Zulu in Savuka, gave apartheid-era South Africa a window on the non-racial South Africa we were determined to achieve," said the President.

In 2012, Clegg became an Esteemed Member of the National Order of Ikhamanga – awarded in Silver – for

his excellent contribution to and achievement in the field of bridging African traditional music with other music forms, promoting racial understanding among racially divided groups in South Africa under difficult apartheid conditions, working for a non-racial society and being an outstanding spokesperson for the release of political prisoners.

Clegg's website summed up his musical career saying Clegg had sold over five million albums of his brand of

crossover music worldwide.

"He has wowed vast audiences with his audacious live shows and won a number of national and international awards for his music and for his outspoken views on apartheid, his perspectives on migrant workers in South Africa and the general situation in the world today. Johnny Clegg's history is as bold, colourful and dashing as the rainbow country which he has called home for more than 40 years," Clegg's website stated. □



■ Johnny Clegg received the National Order of Ikhamanga – awarded in Silver.



■ Banele Nqai, a young soprano soloist is breaking ground in the music industry.

A rising star on the opera stage

More Matshediso

At just 16 years of age, Banele Nqai appears set for stardom.

The young soprano soloist from Fumana High School in Katlehong, Ekurhuleni, won first place in the secondary schools open section solo soprano category of the annual ABC Motsepe South African School Choral Eisteddfod (SASCE).

The competition is hosted annually by the Department of Basic Education and the Motsepe Foundation and seeks to promote unity in diversity, national reconciliation, a new national identity, social transformation and social cohesion among learners.

Nqai received a standing ovation for her rendition of I Feel Pretty (L Bernstein/West Side Story).

She said her opera journey started in 2015, when she was in Grade Eight and joined the Fumana school choir.

"I was not confident about my ability to sing, but one of my friends told me that the choir conductor wanted new singers to join the choir. We just went to test the waters and were both accepted," she said.

She started off as an alto singer but her conductor encouraged her to become a soprano because she could hit the high notes so well.

"My performance started improving in 2017 as a soprano soloist. I made it to the regional competition and took second place," she said. The following year, she came second in the national leg of the SASCE.

At the beginning of this year, Nqai felt overwhelmed and was no longer sure she wanted to enter the competition as a soloist. However, her teach-

ers encouraged her to give it another try and she ended up winning the provincial phase.

Based on her performance, her school arranged for her to attend a camp where she was taught the story behind the song she would sing at the nationals so she could better portray her character.

"It was a tough competition. I thought there were learners who portrayed the character better than me but I told myself to focus on my vocal strengths and stick to what I knew from the camp," she said.

"When I finished singing, the crowd was all excited and applauded me. I could not believe my ears when my name was announced as the winner," she said.

Nqai had dreams of becoming a medical doctor but now wants to study music at the North-West University. □