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MANAGER

THE MAGAZINE FOR PUBLIC SECTOR DECISION-MAKERS

PSM

OCTOBER 2019

New heights

Lefentse Phokwane
is flying high at SAA

Ensuring Gauteng delivers

Ntombi Mekgwe
leads from the front

Lifestyle

- Delicious treats
for sunny days
- Put a spring in
your step

Focus on social development

Supporting
vulnerable groups



SOUTH AFRICAN AIRWAYS

A study of the hake deep-sea trawl fishery conducted by independent economic consultants, Genesis Analytics, has revealed for the first time the massive economic contribution made by the fishery:



66.6% black-owned – Empowerdex



R6.7 bn / year
total economic contribution

R1.89 bn / year
total wage bill



R1.5 bn
domestic sales

R6.6 bn
total investments



R3 bn
export sales

R4.5 bn / year

R335 million / year
total spend with SMEs
(of which 57% is with
>50% black-owned SMEs)



7 300 employees



The hake deep-sea trawl fishery is an industrial-scale fishery. It does not overlap with small-scale fisheries, nor does it compete for resources with small-scale fishers - the fishery targets hake in deep, offshore waters that are inaccessible to small boats.

SADSTIA's vision is a hake deep-sea trawl fishery that is sustainable, internationally competitive and delivering a full range of benefits to the people of South Africa for generations to come.





A transformed industry making a vital contribution to the ocean economy

The hake deep-sea trawl industry adds substantial value to the Cape hake resource, with more than 50% of the catch being beneficiated in South Africa. Value-adding generates local economic benefits including on-shore investment, employment and supplier spend.

Owing to a long-standing partnership between the South African Deep-Sea Trawling Industry Association (SADSTIA), the University of Cape Town and the Fisheries Branch of the Department of Environment, Forestry & Fisheries, the trawl fishery for hake is sustainable and generates extensive benefits for the people of South Africa.

SADSTIA, which represents the 33 rights holders in the hake deep-sea trawl fishery, is fully committed to supporting the Fisheries Branch in the development of a policy framework for the Fishing Rights Allocation Process of 2020 (FRAP 2020).



SADSTIA

South African Deep-Sea Trawling Industry Association

www.sadstia.co.za



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Providing support to the most vulnerable

For many South Africans, it is a daily struggle to provide for their families and put food on the table. As a caring government, we cannot ignore the plight of these families and it is the task of the Department of Social Development (DSD) to support them.

October is Social Development Month and given the tough times faced by so many of our people, it is critical that we dedicate ourselves to raising awareness of the services and support government offers to vulnerable groups.

According to Statistics South Africa's General Household Survey 2018, social grants remain a vital safety net for many people.

In 2018, 31 percent of South Africans benefitted from a grant, while 44.3 percent of households received one or more grants. Grants were the second most important source of income (45.2 percent) for households after salaries (64.8 percent), and the main source of income for almost one-fifth (19.9 percent) of households nationally.

Government provides social grants to 17 million South Africans; this is a significant increase from the two million who received social grants in 1994.

Extensive research has been done on the impact of social grants and how it has lifted South Africans from extreme poverty since 1994.

Studies show that social grants have had a meaningful impact on women, with the majority of beneficiaries of the child support grant being female. This has em-



powered women in impoverished communities in life-changing ways, giving them more power in making financial decisions.

The positive effect on children is also evident, with reports showing links between child support grants and school attendance rates and improvements in healthcare.

Social grants provided by government include older person's grant (old age pension), child support grant, care dependency grant, grant in aid (for those who are on a social grant but need someone to take care of them) war veteran's grant, foster child grant and disability grant.

The DSD has allocated R175 billion to social grant beneficiaries in 2019/20.

However, it is important to note that social development is more than the paying of grants. The DSD works in partnership with non-governmental organisations and other entities to educate communities about the dangers of drugs.

Work is also underway to finalise the National Drug Master Plan, which is a national blueprint for preventing and reducing alcohol and substance abuse.

The National Development Agency (NDA), which is an entity of the DSD, also contributes to-

wards the eradication of poverty and its causes. It provides grant funding to and helps strengthen civil society organisations that are helping to build resilient and self-sustainable communities.

The DSD also provides support to survivors of Gender-Based Violence (GBV), through initiatives such as the Gender Based Violence Command Centre. The centre operates a national call centre facility that employs social workers who offer assistance to survivors of GBV who call in. Last year alone, the GBV Command Centre received over 150 000 calls and over 500 short messages, most of which were linked to legal and psychosocial support services.

The DSD is concerned with the welfare of those who are living with disabilities. The department is working on the full implementation of the White Paper on the Rights of Persons with Disabilities. The White Paper reaffirms that all persons with all types of disabilities must enjoy all human rights and fundamental freedoms. It contains measurable and time-specific actions that relate to the areas of education, employment, provision of public services, special access to housing, health, accessible public transport and personal safety, among others.



**Minister in the Presidency,
Jackson Mthembu.**

While much of the responsibility of supporting our most vulnerable citizens is borne by the DSD and its agencies, the South African Social Security Agency and the NDA, social security and development are everyone's business. All spheres of government have a duty to implement their mandates to empower, uplift and care for the less advantaged citizens.

*** The DSD has two toll-free
helplines: 0800 121314 for
substance abuse and 0800 428
428 for GBVF.**

City and citizen safety starts with greater cybersecurity awareness

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The digitisation of government services is putting pressure on public sector leaders to better protect valuable government and citizen data. Modern cybercrime is not driven by lone thieves out to make some easy money. It's a well-oiled global criminal enterprise that is expected to cost the global economy \$6-trillion by 2021. According to the latest data from the SA Banking Risk Information Centre, South Africa has the third-highest number of cybercrime victims worldwide.

Cities' expanded use of technology to improve service delivery - marking the rise of the smart city - also complicate matters for the public sector. As government services become increasingly digitised, cyber risks are heightened. Globally public entities are being targeted repeatedly by hackers because they are the perfect target. Many are hamstrung by tight budgets and limited funding available to spend on security measures. A cybercriminal exploiting vulnerabilities in the operational technologies that power our homes, for example, or enabling revenue collection could cripple homes and businesses alike - with devastating socio-economic consequences.

As we've seen with the recent example of Johannesburg's City Power, which fell victim to a ransomware attack, such disruption can lead to reduced trust in government services. The recently established Cybersecurity Hub, which forms part of the Department of Telecommunications and Postal Services is a positive sign that SA's government is taking these risks seriously.

What tools are available to assist the public sector with protecting against a rising tide of cybercrime and associated risks? Because they are seen as easy targets for cyber criminals, public sector entities should be tightening their security, creating offline backups, educating their citizens and employees, and planning how they will respond to a cyber attack. It is recommended that they investigate appropriate cyber insurance to protect themselves and ensure that recovery services are in place should the inevitable breach happen.

One solution with arguably the greatest impact is to build greater awareness of cyber risks among citizens and workers. Studies suggest as much as 95% of all security breaches involve human error. According to a Google Consumer Research report commissioned by Mimecast, nearly one in four employees aren't even aware of the most basic cyber threats to their organisations.

Equipping public sector employees with knowledge and tools to spot and prevent cyber threats can help establish a better overall defence against cybercrime - a form of group immunity that requires that everyone works together to limit potential risks. Knowing that email is the number 1 attack vector is a good start. All it takes is for one person to engage in risky behaviour to put entire systems at risk.

As important is building awareness of emerging cyber threats among citizens. Public service announcements highlighting risks that citizens should avoid can protect them against potential threats, for example:

- Not opening emails from people they don't know;
- Not clicking on links without first validating that they're authentic; and
- Not carelessly opening attachments.

Mimecast's latest research also found that South African organisations reported an 88% increase in phishing attacks. Where such an attack was successful, nearly a third suffered a direct financial loss and 28% lost customers. At 27% of affected organisations, some employees lost their jobs as a direct result of the cyberattack.

If we are to protect our businesses, institutions and citizens against cybercrime, the first step should be greater awareness among officials and citizens of the various cyber threats. Knowledge is our most powerful tool. And with a concerted effort, we can collectively improve our defences and keep criminals at bay.

2019 State of Email Security Report

WWW.MIMECAST.COM/THE-STATE-OF-EMAIL-SECURITY-2019/



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Why Should Employees Be Your Greatest Risk, Instead Of a Security Asset? Effective doesn't have to mean boring. Effective training is engaging, short, relatable and persistent. It reinforces key concepts regularly. Mimecast awareness training is all that and more.

*Internal studies conducted in 2018 of Mimecast Awareness Training participants

Smoother, safer journeys for South Africans

Every day we are confronted with news of road accidents that claim the lives of South Africans. It is no wonder that Transport Minister Fikile Mbalula recently said South Africa is experiencing a road carnage crisis.

It is unacceptable that families leave home to go to work or school and do not return because of the recklessness of motorists or their disregard for the rules of the road.

Transport Month, marked annually in October, gives us a chance to reflect on our driving ethics and for the transport

authorities to raise more awareness about road safety.

While government continues to raise awareness about road safety in hope of changing driver behaviour, it is important that motorists take more responsibility for their actions when they are behind the wheel. This includes ensuring their vehicles are roadworthy, keeping to speed limits, ensuring they do not drink and drive, and refraining from texting while driving.

Government has committed to stepping up traffic law enforcement efforts. Minister Mbalula has vowed to implement measures to deal with traffic officers who violate the law and undermine safety efforts by soliciting or accepting bribes, clampdown on motorists who offer or pay bribes, and ensure more visible policing by implementing a 24-hour, seven-day shift structure.

In August, the Administrative Adjudication of Road Traffic Offences (AARTO) Amendment Bill was signed into law. AARTO is intended to improve law abiding and safer driving behaviour in order to reduce road accidents.


Government is also concerned with the rail safety and ensuring that the needs of commuters are addressed.

In August, the Passenger Rail Agency of South Africa War Room was launched to urgently improve Metrorail's performance. It will monitor Metrorail's operations daily and ensure the implementation of turnaround strategies.

The War Room focuses on three areas. The first is service recovery, paying particular attention on rolling stock availability and reliability, infrastructure availability and reliability and train performance.

The second focus area is safety management, paying attention to implementing effective measures to protect rolling stock, staging yards, perway, electrical and signal infrastructure, depots, stations and passengers on board trains.

The third focus area is accelerated implementation of the Modernisation Programme, which will ultimately lead to the deployment of the new trains in targeted corridors.

As our trains get moving on time and our traffic officers roll up their sleeves to make our roads safer, remember your own duties as a responsible citizen. Take care and arrive safely. 



Phumla Williams, GCIS
Acting Director-General.

Take stand against human error with these five tips

By Mimecast

Faced with a sophisticated social engineering attack, the typical person may not have the knowledge necessary to distinguish it from a legitimate request. And once they're tricked into sharing personal information or inadvertently download malware, cybercriminals can use that information to steal their identities - and their money.

Studies suggest human error contributes to 90% of all data breaches. No matter how much you've spent on cybersecurity to protect your business from crooks, all it takes is one careless person to compromise your entire business.

During this October's Cybersecurity Awareness Month, business leaders, IT managers and chief security officers need to take a stand against human error. Our research found that 98% of companies offer some form of cybersecurity awareness training, but only 25% offer it on a regular basis. The threat landscape changes so much and so fast that ad hoc or occasional training simply isn't adequate.

What should companies teach employees to keep them - and their businesses - safe from crooks? It all starts with following these five tips:

1. Don't get caught hook, line and sinker Fraudsters are becoming really good at masking themselves as someone you know or should trust, like a friend, service provider and even boss. The plan? Trick you into sharing your personal information - passwords, ID numbers, credit card details - which they then use to access your finances, secrets and other private details. The end-game is almost always monetary gain.

Remember the famous Nigerian 419 scams that were so prevalent in the 2000s? If it sounds too good to be true, it probably is (most people don't have a mysterious long-lost uncle who bequeathed a fortune to them, despite the late-night email proclaiming such). Look closely at email addresses to make sure you're dealing with who you think you are. Cybercriminals trick you by using international letters to mask the illegitimacy of their emails.

2. Keep the office clean (of crooks) Keeping your personal data safe depends on more than just cybersecurity. Leaving personal or company information exposed on our desk, computer screens, or anywhere in the office building could expose you and your employer to security risks. Someone walking by could potentially see sensitive company or personal information that can later be used in the service of cybercrime.

Don't let strangers into the office, and don't leave people coming into the office unaccompanied. Keep your desk free of any sensitive or confidential information, and take great care when working remotely. The local coffee

shop is not the best place to work on confidential projects - it takes only one glance from the wrong person to open the door to risk.

3. Take extra care with data in motion There are plenty of places your personal and company information should never go. Every time your data is on the move, it's exposed to a range of risks that are often out of your control. Taking a stand against human error also means we need to correct some bad habits.

Don't use USBs to store any sensitive information, and don't plug them into machines you are not 100% sure are secure. Avoid sending information through online links, as it's difficult to have full confidence that the data will be well-protected. And if you're sending any sensitive information via email, make sure you first password-protect it.

4. Be discreet when you tweet We live in an age where every aspect of our daily lives can be broadcast to millions of people around the world using only a smartphone. Our use of social media and other online tools has turned the world into a virtual village where everyone around the world can instantly connect. But that same convenience and connectedness also creates very real risks.

Those unwanted spam calls you receive? They can be the result of someone misusing your personal information - information which may have been stolen and sold on without your permission. You can protect against this by taking care with the information you share with others. Don't leave confidential or personal information on social media or other public sites. Be careful with the information you share in conversation when in a public space. And make sure you password-protect your smartphone, tablet and laptop - these are a wealth of personal information that crooks can easily manipulate for monetary gain.

5. Don't flirt with password etiquette It sounds like old advice (because it is!) but having a strong password is one of the most important steps to securing your personal information. A strong password makes it harder for cybercriminals to gain access to your data.

Remember: your passwords are the keys to a wide variety of accounts filled with sensitive personal and financial information that crooks can exploit. The typical person may think having one strong password is enough, but it's a really bad idea to use the same password across multiple accounts.

Keep safe by using native language passwords (South Africans, with their lively eleven official languages, should find this easier than most nations). Don't use personal information - such as a birthday or spouse's name - as your password. These are too easy to guess. Phrases from songs or books can also work well.

Most importantly: never make your password 'password'!

Social development concerns everyone



Social Development Minister Lindiwe Zulu receives a memorandum from a non-governmental organisation that marched to Parliament to speak out against Gender-Based Violence.

The role played by the Department of Social Development in helping to create a better South Africa is bigger than the provision of social grants and food parcels to vulnerable citizens.

According to Minister of Social Development Lindiwe Zulu, social development affects all South Africans and is about the wellbe-

ing of every citizen. It is about enabling every citizen to sustain their own lives and the communities they live in.

Against the backdrop of the country commemorating Social Development Month in October, the Minister explained her department's mandate, which is to ensure protection against vulner-

ability by creating an enabling environment for the provision of comprehensive, integrated and sustainable social development service. It comprises three key pillars – community development, social welfare and social security.

"I am excited to be leading this department ... This is an opportunity for me to contribute towards

the wellbeing of our communities. Every South African needs to see value in themselves in order to extend those values to other people and create a better nation,” she said.

Working with stakeholders

To prepare for her new role, the Minister examined the department’s 25-year review to understand how far the department has fared in delivering on its mandate.

She discovered that most of the challenges facing the department emanated from it not working closely enough with its stakeholders.

To turn things around, the Minister said she has already introduced a portfolio approach, which focuses on working more closely with the department’s agencies – the National Development Agency (NDA) and South African Social Security Agency (SASSA).

The NDA contributes towards the eradication of poverty and its causes by granting funds to civil society organisations to implement development projects in poor communities and provide services to these communities.

SASSA’s role is to administer social grants to categories of people who are vulnerable to poverty and in need of state

support to improve their standard of living. Within her first 100 days in office, she held a meeting with the Chief Executive Officers (CEOs) of NDA and SASSA and informed them about the need to use a portfolio approach, with the department at the centre of it all.

“Both these agencies get their mandate and finances from the department, so we really need to work together in order to achieve our goals. The two CEOs were both excited about the new approach,” she said.

“In most of the activities that we recently held, we have been participating together to ensure that we start implementing this new approach so that we become one point of service with different responsibilities,” the Minister explained.

She also reminded SASSA that it has a responsibility beyond paying social grants, such as communicating empowering messages to beneficiaries so that those who can are able to get off the social grants grid and earn a decent income.

“Every South African needs to see value in themselves in order to extend those values to other people and create a better nation.”

She said by working together, the NDA will be able to empower young parents who receive child support grants and encourage them to start cooperatives so that they are not solely dependent on social grants.

According to the Minister, the number of social grants beneficiaries increased from just over two million to over 17 million in the past 25 years.

“About 11 million of these beneficiaries are children,” the Minister said.

The high dependence on social grants could be reduced if the country’s economy grows and sustainable cooperatives and small businesses help to create jobs.

Rooting out internal issues

To ensure that her department becomes more effective, Minister Zulu is keeping her ears close to the ground.

She has met with the department’s entire staff twice to find out more about the challenges the staff are facing and to ➔

explain the direction the department is moving toward.

"If you want to work well with people, they have to know who you are and what your approach to the task is. I had to accept the task in front of me and appreciate the people who are supposed to help me deliver on it," she explained.

Collaborating with other departments

Minister Zulu also believes that the success of the department is linked to the efforts made by other departments to improve the lives of citizens.

If departments such as health, education, employment and labour, small businesses, human settlements and others do not increase efforts to deliver basic services, her department will remain heavily burdened, the Minister pointed out.

"We have to ask all other departments if they are doing enough to enable citizens to create jobs for themselves, have access to services and help government grow the economy," she said.

"If other departments are not delivering basic services, it means more people will be vulnerable and dependent on things like social grants because the economy will not be enabling

them to sustain their own lives," she explained.

Combating GBVF

The Minister said for South Africa to win the fight against Gender Based Violence and Femicide (GBVF), every citizen must play a role because this is not a fight to be tackled by government alone.

"I am of the view that the nation needs to take a step back and deal with this problem individual by individual, family by family, house by house, and street by street... We need to go down to the basics. Violence is sitting somewhere in the homes in person to person relationships, and to get to that level of relationships you need to use other methods besides marching – although protests have their own impact," the Minister said.

It is part of the department's responsibility to mobilise communities to fight the scourge of violence, particularly GBVF.

She added that community leaders must play a role in getting residents to actively deal with social ills affecting them.

"When church leaders and other community leaders speak to their fellow members about issues they grapple with on a daily basis, they speak from first-hand experience. They are there in those specific communi-

ties when problems like violence arise and they can come up with tangible solutions," she said.

Reflecting on government efforts to deal with GBVF, the Minister said the Victim Empowerment Programme (VEP) was established in 1998. It is a partnership between government, civil society organisations, volunteers, academics and research institutions.

Led by the Department of Social Development, the VEP offers support to survivors of violence and abuse.

In 2012, an Inter-Ministerial Committee on Violence against Women and Children was also established. It is tasked with investigating the root causes of violence against women and children with the aim of developing a comprehensive strategy to address the scourge of violence.

In addition, the national Summit on GBVF took place last year and produced a declaration which entailed deliverables that must be taken forward and implemented in dealing with the crisis of GBVF.

An Interim Steering Committee on GBVF was formed, with the mandate to draft a National Strategic Plan (NSP) Framework and establish a National Multi-Sector GBVF Council. The department is part of the national

consultation process with other stakeholders on the draft NSP for GBVF.

Tackling social ills

The Minister also believes that the country needs more social workers who will play a massive role in helping to address the current social ills facing the country, including alcohol and drug abuse affecting the youth.

She said she had recently signed off a Drug Master Plan that was developed to address

alcohol and drug abuse. The plan will be presented to Cabinet soon.

When time comes for the plan to be implemented, the Minister said she will insist on an inter-governmental and coordinated approach because it cannot be the sole responsibility of the department.

“Justice and Correctional Services has to play its role, the police have to play their role, and Intelligence has to play its role. The biggest issue around drugs

is to catch the masters who are manufacturing these drugs just as much as we want to catch those who are distributing them,” she said.

“The social workers will play a huge role in providing counselling and offering support to drug abusers or addicts who need rehabilitation. If we do not address issues like alcohol and drug abuse we will fail in our efforts to deal with other social ills in our communities,” the Minister cautioned. ●



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3 175

New jobs created



R16.3M

Bursaries to 298 students in the 2018 academic year



155 029

People trained



2 863
E-LEARNING
PLATFORMS

Across Africa to facilitate remote training



3,5M

Training hours



Assisted
1 851

previously unemployed young black people to gain work experience by the end of 2019



5 079
YOUTH

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147 268

People employed throughout Africa

ALL DATA DRAWN FROM 2018/2019 FINANCIAL YEAR.

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At the Shoprite Group we are continually striving to build the resilience of our business to ensure secure employment and growth for our people and inclusive market access for our suppliers, enabling us to make significant tax contributions to multiple economies.

We're doing all of this while fulfilling our mission of long-term efficiency and sustainability practices, having worked hard over the past few years to develop the necessary systems. This includes employing an experienced Sustainability Manager in February 2019 to lead a dedicated team in establishing sustainability principles in our operations, particularly waste management, plastics recycling, water and energy efficiencies, and food losses and waste.

We have invested heavily in information and technology systems to help us to quickly adapt to a fast-changing business and social environment, while enhancing our compliance and reporting abilities. Our human resources strategy has evolved to ensure that we maintain a pipeline of quality talent to lead our business in the future, while we continue to cultivate long-term relationships with strategic partners to help us deepen our economic and social impact.



R6.2BILLION

Contributed in taxes across 15 countries

OUR COMMUNITIES

Our communities are home to our employees and customers and are at the core of our business. The Shoprite Group supports communities in the way we do business and through our corporate social investments (CSIs), which focus on fighting hunger, investing in early childhood development and supporting vulnerable communities. We support our customers by helping their communities in a way that sustains their long-term growth and development, and by dedicating resources to help them overcome short-term difficulties during crisis and disaster.



R58.1M

Donated in surplus food



R35.6M

Invested in CSI projects



R141M

in food prices subsidised to help customers



307 051

Meals provided to early childhood development centres



90

Total food gardens established, including 3 in Zambia. 39 created in 2019



545

COMMUNITY MEMBERS Trained to grow gardens



3 995 TONS

Plastic recycled from our stores



R2.2M

Dedicated towards building stronger communities during the year

OUR SUPPLIERS

The Shoprite Group actively supports small businesses by facilitating access to our vast market and network. Small businesses drive the economic growth and development of South Africa, as well as foster diversification through their development of new and untapped sectors of the economy. In South Africa, small and medium-sized enterprises make up 91% of formalised businesses and provide employment to nearly 60% of the labour force, while total economic output accounts for roughly 34% of GDP. We strive to create a culture of development and inclusivity and have formed a Broad-Based Black Economic Empowerment (B-BBEE) Committee, chaired by the Chief Executive Officer.



2 366

Small suppliers given access to market



R85M

Invested into a new supplier development investment fund

MULTI-MILLION RAND CONTRACT

We have proudly awarded this to plastics manufacturing and recycling company, Verigreen, spearheaded by Mike and Thina Maziya, to supply 25 different products under the Shoprite Group's Ritebrand and Housebrand private labels.

"THE SHOPRITE GROUP IS INDEED COMMITTED TO GIVING MARKET ACCESS TO LOCAL ENTREPRENEURS"

- THINA MAZIYA



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SHOPRITE 
group of companies

Ntombi Mekgwe ensures the Gauteng government delivers



Ntombi Mekgwe started her political activism during her teen years, participating in the Congress of South African Students (COSAS) while in high school, and subsequently extended her activism to the South African Youth Congress (SAYCO) and later Youth League of the

African National Congress (ANC). She remains a dedicated and active member of both the ANC and its Women's League.

She served as Regional Secretary of the Women's League. She has served as an Executive Mayor of Ekurhuleni Metropolitan Municipality, Gauteng MEC for Health and

Social Development (2010) and MEC for Local Government and Housing in 2012. Her work in the public sector saw her being elected as the Speaker of the Gauteng Provincial Legislature in 2014. She was re-elected the Speaker of the Gauteng Provincial Legislature on 22 May 2019.

About the Gauteng Provincial Legislature

The GPL is one of nine provincial legislatures in South Africa, which are a product of extensive negotiations that gave shape to the 1996 Constitution. The Constitution empowers the Legislature to make laws for Gauteng, watch that the Gauteng government works efficiently and honestly, and ensure that the people of Gauteng participate in the running of their province. The Legislature is a House comprising the Speaker (who heads up the organisation) and Members of the Provincial Legislature (MPLs) from various political parties, allocated per the vote of the Gauteng Province. Political parties get seats in the Legislature through a system of proportional representation – meaning, the party with the majority of votes gets the majority of MPLs in the House.

The GPL has the constitutional mandates of law-making, oversight and scrutiny, public participation and cooperative governance. The GPL, therefore, makes laws that address the specific needs of Gauteng and conducts oversight over Gauteng Provincial Departments to support the improvement of service delivery. It also conducts public participation interventions to ensure public involvement in the GPL business processes and promotes coop-

“The GPL consciously works towards contributing to the achievement of national, regional and international transformation goals.”

erative governance for coherent decision-making across spheres of government.

In 2015, Mekgwe issued a directive for the GPL to take a comprehensive approach to the mainstreaming of cross-cutting issues. Thus, a transversal mainstreaming approach was adopted, which involves the mainstreaming of gender, race, disability and youth in the Constitutional mandates of the GPL.

The approach was taken as a point of departure to inform relevant interventions to respond to the call of the post-2015 transformation agenda: *To Leave No One Behind*, as articulated in the Sustainable Development Goals (SDG) 2030.

Thus, the GPL consciously works towards contributing to the achievement of national, regional and international transformation goals, pronounced in the SDGs as well as the National Development Plan (NDP) 2030 and the African Union Agenda (AU Agenda) 2063.

Goal of the Gauteng Legislature

The goal of the Gauteng Legisla-

ture is to contribute to equity in service delivery, employ inclusive strategies for oversight and scrutiny, involve the people of Gauteng in the processes of the legislature; for people-centred decision-making, and conducting cooperative governance to enhance sector coherence.

Policy Development

A Transversal Mainstreaming Policy was developed, which outlines broad strategies to guide the GPL on mainstreaming gender and human rights in oversight, law-making, public participation, cooperative governance and other operational processes. The policy emphasises areas of weaknesses and suggests approaches for addressing the weaknesses. The policy also outlines performance measures to ensure that issues of mainstreaming gender and human rights form part of the internal regulatory environment.

Mekgwe, with the support of the other presiding officers (Deputy Speaker, Chair of Committees and Deputy Chair of Committees), is hard at work to ensure a concrete,



Ntombi Mekgwe with Professor Dipiloane Phutsisi, Director of Motheo TVET College.

institutionalised and sustainable strategy for mainstreaming gender and human rights in the work of the institution, both at strategic and operational levels. This includes forging collaborations and partnerships to advance contributions to transformation goals of the country.

Mekgwe won the Standard Bank Top Women Public Sector Leader award in 2019. "Winning of the award means more work should be done by us, but also doing more for others. We need to draw in more women from all sectors that are doing well. It's a big motivation for recognition of the work I do. I did not expect any form of recognition except to see change we make in the lives of others," she said. This award reaffirms her belief

in women leadership and the commitment she has to breaking the gender stereotypes in society. Through Mekgwe's leadership and determination in women empowerment, the GPL currently has 75 percent of the top decision-making structures represented by women, redefining the role of women in society.

The message she has for young women aspiring to public office is that they should be cognisant of the fact that the road in leading starts with being selfless, putting people first and strong commitment. "Start off by looking within your space and community and what you can do to empower others before looking at profits. Come on board with that energy and enthusiasm needed

to tackle all the challenges. Gone are the days where the role of the women was in the kitchen. Where doors are open, they must enter. Where doors are still closed, they must kick it open. When inside, challenge what is not right to make a difference," she said.



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**BUILDING SOUTH AFRICA
THROUGH BETTER ROADS**

From flight attendant to Acting CEO

Zuks Ramasia is the perfect example of what people can achieve when they believe in themselves and pursue their ambitions.

Ramasia started her career as a flight attendant at the South African Airways (SAA) about 27 years ago, and now she is the Acting CEO of the airline.

"I remember being asked during the interview for the flight attendant post where I see myself in future and I said: 'I see myself as a senior manager'," she recalled.

At the time, Ramasia had a BA degree in Human Resource Development and BA Honours in English and Psychology from the then Rand Afrikaans University, now the University of Johannesburg.

Five years into her job as a

flight attendant, Ramasia started teaching cabin crew and pilots about safety and procedure, which is crucial for the team to evacuate passengers safely from the flight in case of emergency.

A few years later, she applied for

the Operations Manager position and got it.

"My career took off from there. I held various senior management positions at SAA and served on various boards within the aviation industry. I have not missed a



single step on my way up to my current position,” she said.

Along the way she obtained a Diploma in Airline Operations from the International Air Transport Association (IATA), which is a trade association of the world’s airlines.

She also graduated from the Leadership Development Programme offered by the University of Pretoria’s Gordon Institute of Business Science and a Postgraduate Diploma in Management from Henley Business School.

Ramasia said she is well aware of the high expectations that come with her current position.

SAA has a presence on every continent across the globe. It has a responsibility to ensure transportation of passengers in the safest way possible and on time to various destinations locally and abroad.

Part of its mandate is also to offer the most cost-effective customer experience to passengers.

“We call ourselves a world-class leading airline in Africa,” said Ramasia.

Her responsibility as Acting CEO is to ensure that everybody in the company understands SAA’s mandate, vision and mission to ensure that the airline runs smoothly and is recognised worldwide, said Ramasia.

She is also tasked with maintaining SAA’s good safety record.

Addressing challenges at SAA

Recently, the airline has experienced financial troubles.

Ramasia assured the public that there was a plan to turn things around.

“Funding is still our biggest challenge because certain parts of our strategy have not been implemented when they were supposed to. My duty is to ensure that I fast track the implementation of our existing long-term turnaround strategy. This keeps me up at night,” she acknowledged.

“We have five key pillars which are liquidity, balance sheet restructuring, revenue enhancement, cost optimisation and strategy. With this we could reach financial stability if we implement our long-term strategy,” Ramasia elaborated.

“We also understand that South Africans cannot afford to give SAA money every time because it is our responsibility to generate money through our own operations. We have an action plan on how to implement our strategy,” she added.

She said some of the solutions include reviewing procurement procedures, getting the best prices, optimising network across the globe because an aircraft is expensive when it is standing still.

“As employees of the airline, we all need to do our part to return

it to its state of profitability. It is not only the CEO’s responsibility and that is what I am trying to get all staff members to understand and do.”


She said the executive committee of the airline recently met with senior managers from across the globe to contribute to the action plan that will get the airline back on track to being profitable.

Contribution to the SA economy

Ramasia said SAA is vital to South Africa’s transport sector and the country’s economy because it is the national carrier of South Africa.

“We carried about nine million passengers together with SA Express and Mango in the past year. So our responsibility is to keep reminding everybody that there is safe air transport that they can use to travel for business, leisure or any other reason,” she said.

To ensure that the airline becomes more market competitive and provides its customers with the best air travel options available, it has formed new partnerships to expand on travel choices in North and South America.

Ramasia said SAA has signed codeshare and frequent-flyer agreements with Brazilian airline GOL Linhas Aéreas, which means SAA passengers can now fly from São Paulo to 20 other 

destinations in Brazil on GOL.

A similar partnership has also been signed with Alaska airlines, which is the fifth largest airline in the United States.

Ramasia said SAA is looking at introducing more new routes.

"We are looking at Guangzhou, which is a sprawling port city northwest of Hong Kong in China. This is a very strategic route for us because many people across the continent love travelling to Guangzhou, so OR Tambo International Airport will be the hub for customers who want to fly there from our country and the continent. This is expected to start operating from early next year and we are excited about it."

"We also have new Airbus A350-900 jets that are coming and they will replace the A340-600 on our New York route. We are making progress in securing the regulatory approvals and the required training for our crew and technicians so that they are certified to operate these aircraft," she said.

Empowering women in aviation

Ramasia said SAA has made progress in bringing equitable representation of women in all its disciplines, in an industry that is still largely male-dominated.

"We have increased the num-

ber of women who fly for SAA to 66 pilots, of which six are captains. This represents 30 percent of female pilots who are qualified and hold Airline Transport Pilot Li-

"It is a concerted effort by the management of the organisation to ensure that when there are vacant positions we look for capable women because the industry has been male-dominated for decades."

cences in South Africa," she said.

As at September 2019, the airline had 4 724 permanent employees of which 2 427 were female.

"This is not something that hap-

pened by default. It is a concerted effort by the management of the organisation to ensure that when there are vacant positions we look for capable women because the industry has been male-dominated for decades," she said.

In 1994 there were only four female technicians working at SAA, but today there are 158 with 10 leaders, seven senior licensed technicians, three aviation instructors, and 138 aviation technicians.

SAA has 71 females at its Technical Training School who are busy with their apprenticeship training to become aircraft technicians.

Ramasia said SAA has had one female CEO previously and now she is the Acting CEO, which is an indication of how the industry remains dominated by males.

Although SAA has been in the spotlight for funding controversies, Ramasia said there are many positive stories that people need to know, such as the airline managing to maintain its four-star carrier status for the past 17 years.

Her message to South Africa during Transport Month is that the national carrier is always proud to bring the world to Africa and take Africa to the world. ●

AMADLELO AGRI

Amadlelo Agri was established in 2004 by a group of commercial farmers from the Eastern Cape and KwaZulu-Natal with the unrepentant goal of facilitating transformation of the dairy sector.

Since then, Amadlelo Agri has grown its black participation in the business and is now a majority black-owned company. Its aim is to provide support services to emerging black farmers who want to build prosperous agribusinesses and benefit from exceptional operational capacity, extensive project management, proven skills development and significant resources as investors.



OUR PROJECTS

Fort Hare Dairy: The first dairy to be established in the Eastern Cape by Amadlelo Agri continues to be successful.

Seven Stars Dairy: The 9-year old dairy in Keiskammahoek produces 29 000 litres of milk daily.

Makhoba Dairy: Based in the KwaZulu-Natal, the community-led dairy should help the community expand into crops and other livestock initiatives.

Shiloh Dairies: This Whittlesea dairy produces in excess of 13 000 litres of milk every day.

Middeldrift Dairy: This is a joint venture between the community, Amadlelo Agri and NEF.

Fort Hare Piggery: The state-of-the-art piggery in Alice with over 1 000 sows is also used as a training facility.

Ncora Dairy: This dairy is responsible for producing 29 500 litres of milk per day.

Ncora Macadamia: Located outside of East London on a 600-hectare farm, the project produced its first crop in 2013.

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Lefentse Phokwane

reaching new heights at SAA

Growing up on the streets of Vosloorus in Ekurhuleni, Lefentse Phokwane aspired to become a chemical engineer, but ended up studying for a Diploma in Non-Destructive Testing Inspection at the Vaal University of Technology (VUT) instead.

It was a decision that has resulted in the 31-year-old becoming the first female aircraft mainte-

nance engineer to specialise in non-destructive testing inspection at South African Airways (SAA) Technical. It is a subsidiary of SAA that is responsible for full-service maintenance, repair and overhaul of aircraft.

"When I applied for admission at VUT, I was told that there was no longer any space for first-year students who wanted to enrol for chemical engineering. The

head of the department at the engineering faculty advised me to register for the non-destructive testing inspection course. I had no idea what it was about," she explained.

"I was told that the introductory modules for first year of this course were the same as those for chemical engineering, and that perhaps I could find space in chemical engineering in the

second semester as students sometimes drop out or change courses,” she added.

However, that was not to be. Instead, Phokwane fell in love with the non-destructive testing inspection course and pursued it.

After obtaining her qualification, Phokwane applied for an aircraft avionic apprenticeship at SAA Technical in 2009 and completed her trade test in 2012, and became an aircraft engineer in avionics.

Working her way up

“I was then appointed as an aircraft maintenance engineer specialising in non-destructive testing inspection from 2012 to present. I started as a junior and worked my way up by undergoing intense training and studying relevant courses to enhance my skills,” she said.

Her job entails carrying out detailed inspections on aircraft and aircraft components, using various specialised techniques of inspection.

Through these methods, Phokwane looks for cracks and defects that are not visible to the naked eye but which could cause major damage or malfunction of the aircraft or its components.

One of the methods is called ultrasonic testing, which is the use of sound to discover if there are any defects in various parts of the

aircraft.

Another method is X-ray inspection, which is similar to the way radiographers do their work on human beings. “I use an X-ray to see things that are not visible. For example, I would use it on a wing of an aircraft to check if the oil and everything inside it is working or if there are any defects,” said Phokwane.

Ensuring safety

Aircraft also need to be serviced to ensure that they function properly and transport passengers safely.

Just as a car needs to be serviced after reaching certain kilometres, an aircraft needs to be serviced when it has completed its cycle, which varies from one aircraft to another. Some are serviced on a weekly basis while others are serviced after a longer period.

“We have what we call C and D checks, which are major services on an aircraft whereby maintenance engineers strip off the entire aircraft and I get to perform a detailed inspection on it. Mechanics are responsible for overhauling it after the detailed inspection,” she said.

“One of the most fulfilling experiences for me is to see an aircraft I have worked on take off defect-free to the skies, knowing that my signature is there among the

many talented, committed and passionate men and women who also worked on it.”

Phokwane is part of a team of 12 aircraft maintenance engineers who specialise in non-destructive testing inspection. They all work in crews to perform various inspections.

Phokwane views her job as a critical aspect of aviation, saying there is no room for error in what she does.

“I cannot afford to miss any defects. I have to be at my optimum every day and remind myself that although I work with aircraft, people’s lives are what I have to keep in mind. The aircraft needs to fly safely, without any defects. The responsibility that I have as an inspector is quite huge in the sense of having to decide whether to ground it or not, based on the results I have found,” she explained.

Career highlights

One of the highlights of her career so far is recently attending training at Rolls-Royce, the British luxury car and aero-engine manufacturing business. The company has built a reputation for its development and manufacture of engines for defence and civil aircraft.

“According to Rolls-Royce’s records I am the third female in the world and the first one in Africa to receive that kind of training” ➡

from their company. That is really humbling to know," she said.

Phokwane said the fact that she is still the only woman at SAA Technical doing this work is still hard for her to believe and she would like to see more women joining her team.

One of the challenging aspects of her work is that she constantly has to develop herself to stay on par with other engineers in the field because technology is always evolving.

Phokwane encouraged young people to pursue careers in non-destructive testing inspection,

which is not as popular in South Africa as it is abroad.

"Not many people are exposed to careers such as this one. I learned about it for the first time when I could not find space to study what I initially wanted. Perhaps the reason I am the only female in my team is because people do not know about this job opportunity," she said.

Being the only female in the team was a challenge for Phokwane and her male colleagues at the beginning of her career, because they were not used to sharing duties with females.

"They also had to change the way they talk about certain issues," she said.

However, Phokwane said it did not take too long for everyone to accept her as part of the team.

"They learnt to work with me and I also had to adapt to working with them. Right now we work so well together. We treat each other equally regardless of our gender difference and understand that each of us are an important part of this team," she said.

Phokwane hopes to see more women specialising in non-destructive testing inspection. ●



FLYING HIGH WITH SANSA



Its name may suggest that it's concerned only with matters higher than atmosphere-bound aviation, but the South African National Space Agency (SANSA) performs key services for all aircraft and their operators.

The Space Agency has been selected by the International Civil Aviation Organization (ICAO) as one of two regional centres to provide space weather services, including solar storm forecasts and warnings, to the global aviation sector. This means that every aircraft flying across the continent's airspace will rely on SANSA for space weather information as part of its flight planning.

"With aviation, we consider four key risk areas: communication, navigation, avionics and radiation exposure," says SANSA MD, Dr Lee-Anne McKinnell. "High-frequency radio communication, as well as ground and air-based navigation systems, can be affected or knocked out entirely by space weather storms. Delicate electronics can also be damaged and radiation exposure poses a hazard for crew and passengers, particularly on long haul flights." Space weather can also have a major knock-on effect on airlines and airports.

Another key competency of SANSA is compass accuracy. Despite the rise of modern navigation systems such as GPS and radio aids, compasses are still an essential component of aircraft navigation equipment. Electrical systems may fail, but the Earth's magnetic field never does. However, it is continuously changing and that requires constant monitoring to determine the degree of compass variation at any specific place.

A proper compass swing procedure is necessary to determine how to measure and compensate for the magnetic field of the actual aircraft, which will cause a deviation to the compass reading once located in the cockpit, due to the proximity of steel or iron components and by the effects of current flowing in nearby electrical circuits.

A properly conducted compass swing requires a calibrated reference compass, and must be done in a magnetically clean environment – free of steel structures, underground cables, or equipment that produces magnetic fields – to assure it is free of interference. As a recent grounding of part of a local airline's fleet by the South African Civil Aviation Authority (SACAA) that stranded thousands of tourists over the holiday season recently showed, accurate compass swinging performed by qualified technicians is essential.

SANSA's facility in Hermanus is the only SACAA accredited facility in South Africa that offers this type of service with the necessary expertise and facilities to perform training in the compass swing procedure on site. SANSA has been presenting training courses on the execution of compass swings to the South African Air Force for more than 20 years and recently hosted a five-day Compass Swing Training Course and a three-day Compass Swing Refresher Course. The course is presented by SANSA engineers and physicists who have many years of relevant magnetic navigation ground support experience.





Qualification fraudsters

could find themselves behind bars

Lying about your qualifications could now lead to jail time, according to the new National Qualifications Framework (NQF) Amendment Act which aims to prevent the misrepresentation of qualifications and fraud.

President Cyril Ramaphosa signed the NQF Amendment Act 12 of 2019 into law on 13 August and it was published for general information on 19 August. It will come into effect when it is promulgated in the Government Gazette.

According to Joe Samuels, the CEO of the South African Qualifications Authority (SAQA), which oversees the development and implementation of the NQF, the amendments were made to strengthen the NQF Act 2008 in terms of misrepresented and fraudulent qualifications. It also provides SAQA with the legal right to verify qualifications and part-qualifications (an assessed unit of learning that is registered as part

of a qualification).

"The NQF Amendment Act tightens the legal requirements and strengthens the hands of NQF bodies to inspire confidence in the education and training system," said Samuels.

He explained that skills development providers now need to be registered by the Department of Higher Education and Training, which was not the case in the 2008 Act.

"The Amendment Act also brings with it some new and revised definitions to address the gaps and penalties for qualification fraud and education institutions and skills development providers that are not registered and accredited. The qualifications offered by these institutions and providers must be registered on the NQF.

"Ultimately, the amendments aim to protect the integrity of the South African education and training system and to address some of

the challenges in our education system," said Samuels.

Amending the Act

The process of amending the NQF Act has taken several years, as input from various stakeholders had to be taken into consideration. The amendments had to go through all Parliamentary processes, including public comments to the National Council of Provinces, and then to the President for promulgation.

"With the NQF Act now amended, other legislation governing education and training also need to be in alignment," said Samuels.

The amendments include the revision and introduction of new definitions; giving SAQA the legal responsibility to verify all national qualifications; providing for the formulation of the criteria for evaluating foreign qualifications and for the establishment and maintenance of separate registers

of misrepresented or fraudulent qualifications.

It also provides for a separate register for professional designations; for the referral of qualifications to SAQA for verification and evaluation; and for offences and penalties which have a bearing on fraudulent qualifications.

The Amendment Act clearly defines authentic qualifications and part-qualifications. It also defines misrepresented and fraudulent qualifications. If, after verification or evaluation, a qualification is found to be inauthentic, misrepresented or declared by a court of law to be fraudulent, SAQA is now required by law to record the finding in the register of misrepresented qualifications or the register of fraudulent qualifications; inform the requester and the holder of the qualification of the finding; and inform the relevant professional body.

"The verification and evaluation processes must conform to the provisions of the Promotion of Administrative Justice Act 2000, which means that the 'qualification' holder will have the opportunity to make a representation about the decision," said Samuels.

"SAQA therefore urges the public to be honest about the qualifications they have obtained and to refer qualifications to SAQA for verification or evaluation. SAQA also calls on providers to be truthful about the qualifications that they offer and not claim NQF registra-

tion or accreditation where none exists."

In the case of foreign qualifications, SAQA must first verify that they are authentic and then compare them with South African qualifications for placement within the South African NQF. By so doing, the quality of both national and foreign qualifications will be protected.

Penalties imposed

The NQF Amendment Act imposes penalties on qualification fraudsters and on education institutions and

"The amendments aim to protect the integrity of the South African education and training system."

skills development providers that falsely claim that they are registered and accredited.

All providers have to be registered by the Department of Higher Education and Training and must be accredited by the Quality Councils to offer qualifications and part-qualifications that are registered on the NQF.

"It is a criminal offence for an education institution not to be registered and accredited, let alone offer qualifications or part-qualifica-


tions that are not NQF registered," said Samuels.

A person convicted of an offence in terms of the NQF Amendment Act is liable to a fine or imprisonment for a period not exceeding five years or to both a fine and imprisonment.

A person or education institution; director or board member of an education institution, foreign institution or its agents; or a skills development provider found in contravention of the NQF Amendment Act may be ordered to close its business.

"They may also be declared unfit to apply and register any education institution or skills development provider or to become an agent of any foreign institution in South Africa, offering a qualification or part-qualification on the NQF or a foreign qualification or part-qualification, for a period not exceeding ten years," said Samuels.

Penalties can also extend to anyone who makes or causes a false entry into the National Learners' Records Database or the misrepresented or fraudulent databases.

Ultimately, the Amendment Act seeks to protect the public against unscrupulous education and training providers and to protect government and the private sector from hiring people who do not have authentic qualifications. Always check with SAQA to make sure that an institution is registered and accredited before you enrol. 



Looking to the skies for solutions

A young South African is exploring the secrets of the universe and believes studying the cosmos can teach us many things that we can apply in improving our daily lives.

As an astrophysicist, Sphesihle Makhathini applies the laws of physics and chemistry in an attempt to understand the most massive objects in the universe.

Makhathini (30), who is a doctoral degree holder and an astronomy and astrophysics research fellow at Rhodes University,

is based at the Cape Town office of the South African Radio Astronomy Observatory (SARAO). There he listens to and analyses radio waves emitted by the stars and galaxies. He then gathers huge amounts of data and processes it in a bid to better understand the universe.

"There are stars that we can see with our eyes, such as the sun, which is our mother star, and you can see stars that are further away – these are the ones we see in the sky every night. Basically, all

this light that we are getting from the stars we can see with our eyes. However, if you could see radio waves, then you would see the sky in a completely different way because of emissions at different wavelengths," he said.

Makhathini said the Southern African Large Telescope (SALT) in Sutherland in the Northern Cape is a leader in optical astronomy and astrophysics.

Makhathini's field of specialisation focuses on radio wavelengths.

He is creating an algorithm that will allow scientists to process the data collected by the MeerKAT telescope into smaller and more manageable sizes. His work allows scientists all over the world to analyse data gathered from space.

"Over the past five to six years, my interest has been in developing algorithms and software to make sure that data from the MeerKAT radio telescope is processed properly so that the science is easier to do," he explained.

A benefit that has been reaped from the study of the universe is the advent of MRI machines. Makhathini said the mathematics used in the life-saving equipment is the same formula used

in space research. He believes future space research will yield solutions to some of the world's biggest issues, such as pollution, water and energy challenges.

Addressing global problems

With an increasing number of Africans becoming technically skilled, he is excited at the possibilities of what the continent can contribute to addressing global problems.

The data studied by Makhathini and his colleagues has already given an idea of how gold forms. In 2017, they realised that a kilonova – an explosion caused by the collision of two neutron stars – had led to the formation of gold.

The collision and merging of the neutron stars gives off massive bursts of energy, which forges heavy metals like platinum and gold.

South Africa's MeerKAT was one of the first radio telescopes to detect radio emission from the aftermath of the collision of the 2017 kilonova.

Makhathini said a second kilonova had recently been detected and he will do research to compare the dynamics of the two kilonovas.

A lecturer at Rhodes University, Makhathini previously worked as a data scientist for SARAO. Though he is now contracted to Rhodes University, he conducts his research using SARAO resources and widely shares his findings.

His interest in the field started while studying Computational Physics at the University of KwaZulu-Natal.

"When I was in Grade 10, there was a programming course at our school and because I was quite good at programming and science, I wanted to do something in the science and coding fields," he said.

While doing his honours, Makhathini worked on a computer simulation project that looked at whether a neutron star could collapse into a quark star.

National Aeronautics and Space Administration describes a neutron star as a star between seven and 20 times the mass of our sun. When this type of star runs out of fuel, it collapses under its own weight, crushing its core and triggering a supernova explosion.

Makhathini then did his masters in cosmology, which is the study of the evolution of the universe.

He said those who study astrophysics could learn how galaxies are formulated over time. "Astrophysics is the study of how stars and galaxies are born, how they evolve and ultimately, how they die. Cosmology is the study of how the universe itself was born, how it evolves and how it will end up," he said.

New discoveries

He said there are endless opportunities to make new discoveries in both radio astronomy and astrophysics.

"In radio, we can see a totally different sky. Radio astronomy is relatively new compared to optical astronomy and there are more opportunities in radio to make new discoveries," he told *PSM*.

He said more young people should consider a career in the world of astrophysics because Africa has the potential to be a world leader in the development of knowledge, given the resources at its disposal.

"If young people participate in the generation of ideas, we can find solutions to our problems instead of waiting on the likes of Bill Gates to come to our aid," he said. ●

MAKING THE MOST OF YOUR MEDICAL AID

For many South Africans, navigating the medical scheme space can be very daunting.

Firstly, you have to come to terms with the jargon-loaded language of medical schemes. What is a PMB, or an ATB or a "co-pay"?

Secondly, we sadly often regard medical aid as something of a grudge purchase that we ignore until we need to use it. This means medical scheme members often miss out on opportunities to use these products optimally.

The fact is, your medical scheme membership can be a powerful tool to help you plan for your future and to protect your health and that of your family.

GEMS is South Africa's largest closed medical scheme. A core part of our mandate is to widen access to quality medical care, and a significant portion of our members have never been part of a medical scheme before.

Through working to educate our members about how to use their medical aid, we have found that there are four key factors that most members miss when it comes to using their medical scheme packages optimally.

TAKE ADVANTAGE OF WELLNESS BENEFITS

The first is understanding that often the most powerful benefits that any medical scheme provides are the ones that help prevent you from falling ill.

Do you get free wellness checks to test your blood pressure, cholesterol, blood sugar and HIV status? If so, take advantage of them. Are you covered for regular pap smears? Then go for them regularly. Does your medical scheme cover vaccinations for your children and subsidise flu vaccines? Make sure you get them done.

By using these benefits first, you reduce your chances of ending up in hospital or having to treat a more serious condition.





The knock-on effect: you protect your quality of life, safeguard your future, and ultimately save the money you would otherwise have to spend if you deplete your medical savings or have to pay out of your own pocket for more serious medical care.

UNDERSTAND THE DIFFERENT OPTIONS

The second thing is to properly understand the different benefit options your medical scheme offers and figure out what you really need.

Under the rules set out by the Council for Medical Schemes, all medical scheme members have a basket of basic benefits they are covered for – regardless of which medical scheme you're with, or which option you are on. These include emergency medical conditions, more than 200 specific medical conditions and more than 20 chronic conditions.

Medical schemes build from this foundation to create different options or packages that vary in price depending on the additional benefits they offer. Go through these carefully before choosing your option to ensure you pick a package that meets your needs and the needs of your family (based on their ages and how healthy they are).

USE NETWORK PROVIDERS

The third thing to do is to pay attention to the ways that you can save. For instance, most medical schemes have agreements with healthcare providers in their network. Using these providers will often mean that you're fully covered and will not have to fork out extra for your treatment.

There may be times when you want to see a specialist who isn't on the network. Save these for exceptional circumstances only.

Similarly, make sure you register for programmes that your medical scheme offers to help you save. For instance, registering for a maternity programme unlocks benefits that you can use for your treatment during pregnancy, instead of paying for treatment out of your regular benefits.

USE GENERIC MEDICINES

Finally, perhaps one of the smartest ways to use your medical aid is to use generic medicines.

Generic medicines contain the same active ingredients as brand-name medicines, and are identical in strength and dosage. They work in exactly the same way as brand-name medicines. The only real difference is that they cost a fraction of the price – in some cases up to 80% less.

Ultimately, all these tips call for one thing: an investment of time and attention on your part. Considering the potential pay-off in well-being, quality of life and financial savings, it could be the most important investment you make.

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Breast cancer:

Early detection saves lives

Breast Cancer Awareness Month in October sees a nationwide drive by the public and private healthcare sectors to raise awareness of breast cancer, its early signs and symptoms and the importance of early detection.

According to Professor Carol Benn, Head of Department at the Helen Joseph Hospital Breast Care Clinic, in Johannesburg, cancer is the growth of abnormal cells that invade and destroy normal tissue.

"These cells vary in size and shape and multiply uncontrollably into masses of cells called tumours. Cells may break away from the tumour and spread via the blood stream to different parts of the body where secondary growths form. This process is called metastasis," she explained.

There are different types of breast cancer. "The most common type occurs in the milk ducts and is called ductal carcinoma. Another commonly occurring breast cancer is lobular carcinoma and this occurs in the milk lobes.

Other types of breast cancer, such as Paget's disease that looks like eczema of the nipple, are rarer," said Benn.

According to Benn, diagnosing a breast cancer is the first step before treating one. "This sounds easy in practice, but can actually not be as simple as it seems," she said.

The most common sign of breast cancer is a lump or mass, which is usually painless. "Other signs include dimpling or

puckering of the skin, retraction of the nipple, change in the skin around the nipple or a clear or bloody discharge from the nipple and enlarged lymph nodes under the arm. Cancer may also present as a hot, tender breast, resembling an infection."

According to the Cancer Association of South Africa (CANSA), the risk for breast cancer increases as women grow older, but many women under the age of 40 are

"The most common sign of breast cancer is a lump or mass, which is usually painless."



also diagnosed with breast cancer. "All women are at risk, and in particular women with a family history of breast cancer. Being overweight, inactive, consuming alcohol, poor dietary habits, smoking and exposure to chemicals also increases risk," said CANSA.

Diagnosis and treatment

Benn explained the first step a doctor takes when evaluating a suspected breast cancer is to take a complete medical history and perform a physical examination. "Imaging tests, such as a mammogram and ultrasound, and a biopsy will follow this. It is important to have a needle biopsy, preferable to surgical biopsy, so that the diagnosis of the cancer can be made prior to treatment," she said.

Once the diagnosis has been made, all patients should have a multi-disciplinary discussion around what treatments should be given and in what order. "If the tests come back positive for cancer, there are several treatment options available and the treatment depends on the type of cancer, stage of the cancer, whether it has metastasised, age and general health," said Benn.

The options include surgery, radiation, chemotherapy and hormone therapy. "All treatment

options play a role and specialists with an interest in breast problems will guide you as to the order of the treatment options," she explained.

Usually some form of surgery is performed to remove the cancerous tissue. "There are two aspects to surgery. One involves what to do to the breast and the other involves what to do to the glands in the armpit (axilla)," said Benn.

Breast surgery can be breast conserving surgery or a mastectomy and reconstruction. Breast conserving surgery involves the removal of the cancer and a small area of surrounding breast tissue.

"Whether this can be done depends on the size of the breast, size of the tumour and the patient's wishes. Most importantly, a mammogram must be done prior to surgery to make sure that there are no other hidden cancers. The result must be cosmetically acceptable, while still being a good cancer operation (no cancer left behind or close to the margins). Breast conservation must always be followed by radiation therapy," said Benn.

A mastectomy is done if the cancer has characteristics that show it may be in other parts of the breast or difficult to detect on a mammogram, such as lobular cancers. A mastectomy is also done if the size or position of

the cancer makes breast conservation not cosmetic, or if the tumour-to-breast ratio is such that conservation cannot be done.

"A mastectomy is not a second best operation and must always be planned in conjunction with a reconstruction, either immediate or delayed," said Benn.

When it comes to surgery to the axilla or armpit, Benn said that traditionally at least seven lymph nodes were removed from the axilla in all patients with an invading breast cancer.

"A more modern approach is sentinel lymph node dissection, where a dye, radioactive isotope, magnetised iron (sienna) or a combination of these is injected into the area surrounding the cancer. The sentinel is the first lymph node to receive lymphatic drainage from that area of the breast which contains the tumour and is most likely to harbour cancer cells if the tumour has spread.

"This technique enables the surgeon to identify the sentinel lymph node and only that node is removed to see if it contains any cancer cells. If there is no cancer in this node an axillary dissection is not required. This procedure should only be offered by surgeons trained in this technique, who have done at least 20 combined procedures and have good audited results," said Benn. ●



A recipe for Africa:

Tolerance, trade and youth opportunities

Africa has a recipe for sustainable growth, following this year's agreement on a ground-breaking trade deal that promises to soften borders across the continent.

This was the message from the co-chairs of the World Economic Forum on Africa to participants during the closing session of the meeting.

While big challenges remain to translate the promise of the Africa Continental Free Trade Area into jobs and economic

growth on the ground, there is a palpable sense of hope that the components for success are now in place.

"I like to think of this Continental Free Trade Area as the most delicious African dish that can be produced," said Arancha Gonzalez Laya, Executive Director of the International Trade Centre. "The ingredients have been assembled, the cooks are in the kitchen. The guests are impatiently waiting for this dish to be served.

"The 'dish' is vital for the 200

million young Africans aged 15-24 who need to see the continent move up a gear to a higher level of economic growth, if they are to secure jobs and contribute to their countries' prosperity as the workers of the future."

Sipho Pityana, Chairman of AngloGold Ashanti, said the free trade deal is a "catalyst". However, it is now up to political and business leaders to implement the removal of trade barriers and ensure sufficient investment in infrastructure and logistics to truly

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accelerate cross-border trade flows.

"We need to soften our borders to enable easy movement," Pityana said. "We need leadership that is capable and has the determination to act collaboratively."

For investors, this is a critical moment – and also a testing time for the claim made by President Cyril Ramaphosa at the meeting that this will be 'Africa's century'.

"From a business point of view, I view Africa as a large-scale start-up, just as East Asia was in the early 1990s," said Alex Liu, Managing Partner and Chairman of A.T. Kearney. He argued that the continent could leapfrog in certain areas, just as it has already done in mobile payments.

Including the whole of society

will be crucial to delivering sustainable success, given the rapid pace of change in the workplace and the disruptive effects of new technologies with the arrival of the Fourth Industrial Revolution. Africa's left-behind youth and discriminated-against women have already made clear they are not prepared to tolerate the status quo.

"If we don't bring society with us then we will end up with similar tensions that the first and the second and the third industrial revolutions had," Farrar said.

This also requires long-term thinking and a multistakeholder approach from business. Ellen Agler, Chief Executive Officer of the END Fund, a philanthropic initiative tackling neglected tropi-

cal diseases, said it is clear that successful companies have to chase more than profit.


"It's amazing how many times I engage with the pharma sector and they say: 'We keep the best people because of our programmes on engaging in neglected diseases' – but that's one of the things that helps with retention, helps with talent acquisition."

André Hoffmann, Vice-Chairman of Roche, said Africa's extraordinary natural heritage also needs to be cherished and is an opportunity for development. "Nature is not something that stops you from developing, it is an opportunity. In fact, it is a \$1 trillion opportunity for investment," he said.

Reflecting on the challenges and opportunities of the ➔

region, the meeting produced numerous notable outcomes:

- An action plan was launched to tackle the crisis of Gender-Based Violence (GBV). The plan is initiated by African Monitor, works with multiple stakeholders and is backed by the government of South Africa through the Minister of Women, Youth and Persons with Disabilities and UN WOMEN in South Africa. The plan has three core priorities:
 - To work with the technology industry to deploy a free emergency response system for women under attack in nine provinces in South Africa.
 - Support for women entrepreneurs as a means of promoting economic empowerment.
 - Establishment of a fund to help support South Africa's GBV strategy and action plan.
- The Africa Growth Platform was launched to help start-up businesses access finance, advice and better regulatory conditions. Founding partners are Alibaba Group, A.T. Kearney, Dalberg Group, Export Trading Group, US African Development Foundation and Zenith Bank.
- The African Risk Resilience Platform was initiated. It will combine private-sector resources with those of governments to help countries prepare for climate- and disease-related disasters.
- The World Economic Forum teamed with the International Trade Centre will kick off an E-Commerce Action Agenda. The initiative is aimed at promoting cross-border data services in Africa, an industry that could create three million jobs across the region by 2025.
- The African Union, in partnership with the World Economic Forum, launched a new foundation paving the way for the private sector to help build capacity and resources to strengthen health security across the continent.
- The World Bank and the Forum teamed up with African governments to launch an innovation challenge aimed at finding new ways of using drones across Africa. The competition, supported by the United Kingdom's Department for International Development, is a precursor to the Africa Drone Forum, which will be held for the first time in 2020 in Rwanda.
- The Forum's Global Plastic Action Partnership signed a national partnership with Ghana. The partnership aims to combine public- and private-sector resources to tackle plastic pollution and unmanaged waste. The partnership is the first signed with an African country, following an initial partnership signed with Indonesia earlier this year.
- Five private sector partners announced US\$28 million in new commitments to support the Global Fund's mission. Donors include Goodbye Malaria, Project Last Mile, GBCHealth, Zenysis Technologies and Africa Health Business.

The Co-Chairs of the 2019 World Economic Forum on Africa were Ellen Agler, Chief Executive Officer, The END Fund, USA; Jeremy Farrar, Director, Wellcome Trust, United Kingdom; Arancha Gonzalez Laya, Executive Director, International Trade Centre, Geneva; André Hoffmann, Vice-Chairman, Roche, Switzerland; Alex Liu, Managing Partner and Chairman, A.T. Kearney, USA; Jim Ovia, Chairman, Zenith Bank, Nigeria; and Sipho M. Pityana, Chairman, AngloGold Ashanti, South Africa. 



STATEMENT BY THE EXECUTIVE MAYOR ON THE NATIONAL TREASURY REPORT RATING BUFFALO CITY METRO HIGH IN BUDGET EXPENDITURE AND OTHER FINANCIAL INDICATORS

Buffalo City Metropolitan Municipality (BCMM) received with great delight the news from the National Treasury that it is rated high in budget expenditure. These outcomes of the report titled **'The State of Local Government Finances and Financial Management'** confirm an overall clean bill of health for our Metro, rating us high on most major indicators.

On capital spending, Buffalo City was rated first, confirming the fact that the municipality is creating social and economic infrastructure which is necessary to create a conducive life and leverage further development. This means that our city has a sound financial strategy and that there are adequate project preparation and management practices.

On cash coverage, which measures whether municipalities have cash availability to meet operating expenditure requirements, our municipality came first. The City also came first with regards to the measurement of whether we have enough cash to pay creditors. We are also high-up on our ability to avoid financial distress.

In reflecting on the report, the Executive Mayor of Buffalo City Metro, Councillor Xola Pakati remarked that, "This is a great encouragement for us to work even more harder and diligently in delivering services to our people.

"This rating did not come overnight but it is a result of the tireless efforts of good women and men in our municipality who are determined to make our City an even better place to live, play and invest in. We thank the councillors, the management and the entire staff of our Metro for ensuring that the proper levels of efficiency which have earned us this recognition are created and maintained," said Executive Mayor Pakati.

He added that: "What is important now is to improve on this and ensure that we defend our position. In the State of the City Address I did make an indication that we will improve our expenditure towards ultimate perfection through the introduction of an enterprise resource planning system whose initial stages will focus on supply chain management, contracts and asset management."

Issued by the Office of the Executive Mayor of Buffalo City Metro





**Eastern Cape Premier
Lubabalo Mabuyane.**

Building a better Eastern Cape

Despite boasting incredible natural beauty and a variety of attractions for tourists, many people in the Eastern Cape face more struggles than most.

With much of the population living in isolated rural areas, including former homelands such as the Transkei and Ciskei, the province is among South Africa's poorest.

According to Statistics South Africa, 12.7 percent of households in the Eastern Cape live in poverty. Access to education, health and jobs

remains a huge challenge, along with inadequate infrastructure and service delivery challenges.

However, there can be no doubt that the situation is steadily improving and Premier Lubabalo Mabuyane has his eyes firmly set on further growth for this province of high potential.

Industrial zones

Since 2014, there has been an explosive growth of industrial zones in the Eastern Cape, based mainly around the automotive, shipping and energy sectors. The province is home to two Special Economic Zones (SEZs) – the Coega SEZ and

the East London Industrial Development Zone (IDZ).

Coega is considered to be the most successful SEZ in Africa, boasting 40 operational investments with a cumulative investment value of R7 billion. Another 22 investments are underway, including an R11 billion investment from the Beijing Automobile International Corporation, and a R3.5 billion investment in the Dedisa Peaking wind power farm.

Meanwhile, the East London IDZ has 26 investors, mainly operating in the fields of science and technology and renewable energy generation.

Construction is underway at the Coega Special Economic Zone.

Premier Mabuyane said that government is also finalising an application for the designation of a new SEZ on the underdeveloped Wild Coast, which will be an agro-processing hub and create thousands of jobs for people in rural areas.

"Furthermore, we are upgrading the infrastructure of Industrial Parks, at Komani, Vulindlela, Fort Jackson, Somerset East, Butterworth and Dimbaza, to create jobs in these small towns that were once vibrant economic hubs," he said.

The Premier said going forward, investment will focus on the key areas of manufacturing; agricultural production and processing; the oceans economy; skills development and youth employment; small, medium and micro enterprises' support; tourism; creative arts; and townships and rural economic development.

Getting the basics right

Over the previous term, the provincial government placed an intense focus on bolstering service delivery. Through the Back to Basics programme, government embarked on a five-pronged strategy of putting people and their needs first; building a culture of governance; ensuring sound financial management and accounting; and ensuring sound institutional and administrative capabilities.

Premier Mabuyane's emphasis is on further improving service delivery, especially for the 60 percent of the province's population who live in rural areas.

"They want the same services that are enjoyed by their counterparts who live in urban areas. They too want shopping malls, postal services, libraries and banking institutions on their doorstep. We will soon share with the people of our province a dedicated plan to promote economic activity in our townships and rural areas," the Premier explained.

Education and skills development

Premier Mabuyane stressed the need to improve access to higher education for the youth, while also providing more skills development opportunities.

"One of the most prominent concerns communicated by the labour market is that we have a low skills base. We are henceforth going to prioritise skills development among the youth with a formal and informal sector focus through the intensification of learnerships and internship programmes targeting learners in our universities and technical and vocational education and training colleges."

The Premier said the province has set firm targets, aligned with the National Youth Service programme.

"We will initiate and mainstream

the implementation of the National Youth Service programme in our province and provide training and skills development to no less than 1000 young people per district over the next two years. This training and skills development programme will empower our young people to explore various progressive pathways in life."

The province has also initiated the Isiqalo Youth fund, which has been allocated R150 million to promote youth entrepreneurship.

"This fund will assist young people in productive sectors such as manufacturing, ICT, tourism, maritime, agro-industry, sustainable energy, and the creative arts," said Premier Mabuyane. ●

Eastern Cape fast facts

- Population: 6.5 million
- Capital city: Bhischo
- Most spoken language: isiXhosa (78.8 percent)
- District municipalities: Six
- Local and metro municipalities: 29
- With three import/export harbours, three airports, and excellent road and rail infrastructure, the province has been earmarked as a key area for growth and economic development in modern South Africa.

Buffalo City on the rise

The port of East London is a burgeoning Industrial Development Zone which is attracting multi-billion rand investments.

Situated in the bustling port city of East London, Buffalo City is a burgeoning metropolitan area that is proving crucial to the economic growth of the Eastern Cape.

Home to more than one million people, the Buffalo City Metropolitan Municipality is a region on the rise. Massive investments, modernisation and a transport network that links to all of South Africa's major economic centres, are turning the eyes of the country to a city that burgeons with promise.

Capitalising on a world-class port

Much of Buffalo City's economic activity is stimulated by the port at East London. In his State of the City Address in July, Executive Mayor Xola Pakati outlined the significant contribution that the port is making to the province and South Africa.

"The Port of East London is a major critical asset that our city has in its quest for enhanced global connectedness. I am proud to report that the port is

already a vibrant trade gateway that is involved in all sectors of the economy and is stretching boundaries to meet the needs of industry."

After being declared a Special Economic Zone, the areas around the port – in the form of the East London Industrial Development Zone (IDZ) – have brought multi-billion rand investments to the city.

"In the past five years, the IDZ has attracted 19 new investors with an overall investment value



of R4 billion. In the past financial year, five new investors were secured and they brought a combined R819 million into our city. The operations of investors at the East London IDZ have created 4 666 jobs, thus proving decisive in the fight against poverty and joblessness in our city," said Mayor Pakati.

In the current financial year, 13 new projects are expected to begin in the IDZ, bringing in another R2 billion worth of investment and creating 1 300 new manufacturing and services jobs.



Buffalo City Executive Mayor Xola Pakati hands over grants to early childhood development centres.

Electricity and water provision

According to the Mayor, the city has one of the best-performing electricity networks in South Africa.

"Since our arrival in office, we have successfully upgraded the electrical infrastructure in King Williams Town, East London CBD, Zwelitsha, Wilsonia, Mdantsane, East Bank, Phakamisa and many other suburbs in the metro. Eskom has also confirmed that it will start the implementation of the greater East London electrical network strengthening scheme later this year," he said.

Access to basic water supply in the city currently stands at 98 percent, and a further R82.5 million will be invested in the upgrading of water infrastructure in the current financial year.

Connecting with Africa and the rest of the world

It is hoped that Buffalo City will soon be home to one of the biggest telecommunications projects South Africa has ever been a part of. The Indian Ocean Exchange Subsea Fibre Optic Cable Project will see the installation of 8 850 kilometres of fibre cable connecting East London to India, Kenya, Mauritius, Egypt and Europe.

"The impact of this project will be massive and unimaginable for our economy as a city and as a province. This will clearly provide the people of our city with affordable and stable data around which a host of ICT-related and dependent industries can flourish," said Mayor Pakati. ●

AfricArena Summit 11–12 November 2019

AfricArena Summit is an annual conference that showcases Africa's best startups and innovators in front of an audience of international and local investors looking for world-class talent.

It provides a platform for tech startups to share their business models, cultivate valuable networks and obtain funding.

The conference's main aims are to accelerate the international traction of Africa's tech startups, promote African tech

excellence and its opportunities, and attract international entrepreneurs, corporates and investors to Africa.

New businesses will get the opportunity to pitch ideas or products/services in front of an audience of investors and venture capitalists.

The City of Cape Town is among the conference's sponsors and partners.

AfricArena will take place at Century City Conference Centre in Cape Town from 11–12 November 2019. For more information, go to <https://www.africarena.com/>

W12 Congress 27–31 January 2020

The W12 Congress is an international conference and expo that seeks to create the world's first "Major City Best Practice Water Protocol" and strengthen the citizen-driven governance of alternative sustainable water solutions.

The City of Cape Town will host the conference, which aims to be the first of a global movement featuring the major work of city governments facing water crises.

Cape Town was the first major city to face what has become

known as Day Zero: the day water resources are completely depleted and taps run dry. By 2050 almost two billion people living in cities will suffer water shortages as demand for water increases.

The congress brings together city officials, academics, business executives, water experts and students, from major cities in the world who are likely to face a Day Zero scenario in the next 24 to 36 months.

The W12 conference will take place at from 27–31 January 2020 in Cape Town. For more information go to <https://www.w12-congress.com/>



Polymer Processing Society (PPS) Europe-Africa 2019 Regional Conference 18–21 November 2019

The PPS Europe-Africa 2019 Regional Conference (PPS2019) is the leading conference on polymer processing, and attracts internationally renowned scientists, engineers and designers in the field of polymer research and development.

The theme of this year's conference is "Advanced Plastics as an enabling technology for the Fourth Industrial Revolution (Industry 4.0)".

The programme will include lectures by distinguished speakers from across the world, contributed oral presentations by senior and young scientists and engineers, young post-doctoral fellows, PhD and master students and engineers working in academia and industry.

The conference will take place at the CSIR International Convention Centre, Pretoria, from 18–21 November 2019. For more information, go to <https://www.pps2019.com/>

DIGITAL TRANSFORMATION

GEARING TOWARDS 4IR AND BEYOND

4IR



DURBAN INTERNATIONAL CONVENTION CENTRE
27 Oct 2019 – 30 Oct 2019



REPUBLIC OF SOUTH AFRICA

hosted by



Accelerating Delivery Through

DIGITAL TRANSFORMATION

The successful implementation of 4IR technologies is a critical pillar to support the achievement of many of the millennium and sustainable development goals including key priorities as identified by the South African government.

Like with most successful economies, the growth of the South African economy is dependent on achieving improved productivity and innovation and 4IR technologies are major drivers for achieving improved productivity. Numerous case studies globally show examples of these intricate links between adoption and deployment of technologies and the discernible rises in the levels of economic productivity.

From the growing body of research there is a support for the view held by Governments across the world that the 4th industrial revolution and related strategies to harness this change present the biggest opportunity to transform society and enable Governments to meet the needs and expectations of the citizens, thereby empowering governments to execute their obligations more efficiently. The South African Government is no exception.

With this realization, the government has mandated the Ministry of Communications & Digital Technologies to lead and coordinate the digital transformation interventions on behalf of the South African government, albeit to enable the government to achieve key priorities that guide Government activities in a new wave of growth and development, which include:

- Accelerate inclusive economic growth and create jobs.
- Improve the education system and develop the skills that the country needs now and into the future.
- Improve the conditions of life for all South Africans, especially the poor.
- Step up the fight against corruption and state capture.
- Place at the centre of our national agenda the needs of the poor, unemployed, marginalised and dispossessed.

In the last 250 years almost, there have been successive waves of inventions giving rise to changes in the modes of

production and the multi-layered nature of modern technology innovations is based on generations of research and development of prior foundations to support each new generation. This has manifested in realisable impact of 4IR innovations such as IoT, AI, Big Data or 3D Printing, founded on the solid platforms laid in previous revolutions.

As South Africa, the continent and the rest of the developing world grapple with the reality of the 4IR, the historical inequalities remain and these continue to haunt, making the 4IR both a blessing in terms of the inherent new opportunities and a liability given the necessary foundations that could have been missed in the past due to underdevelopment. The net impact of this is that while 4IR commissions and other structures may prioritise workstreams across critical 4IR categories, further prioritisation on existing gaps must be prioritised to ensure a stable foundation on which to build future value realisation. While we grapple with this mammoth task, a further realisation is that some of the technologies currently being adopted as anchors of the 4IR have been in development for some time. This implies that while implementation occurs after development of stable foundations for the use of the technology, the development cycle may be as long as 40 years prior to implementation. Bearing in mind this technology turn-around times, this poses a question what is the technology developments and associated foundations that will anchor the 5th Industrial Revolution.

I posit that the 5th IR is underpinned by extra-terrestrial activity. No, I am not saying ET will visit and bring new tech (maybe, but not scientifically predictable at the moment), I am however saying that space exploration and exploitation will be at the fore in the next revolution for the economies that are unlocking a new growth trajectory. The question that should be explored is what has South

Africa or Africa's role been in defining these developments and ensuring that this future revolution will drive appropriate transformation for African communities.

WHAT THEN SHOULD THE CONVERSATION AT GOVTECH BE IN THIS REVOLUTION? IS IT TODAY'S TRANSFORMATION OR WHAT COMES AFTER TOMORROW?

Dr Michael Magondo - Convenor, GovTech 2019 Programme

JOIN US @ GOVTECH 2019



Stella Ndabeni-Abrahams
Minister of Communications & Digital Technologies



Sophia The Robot

Schools to make learners aware of GBV

The Department of Basic Education is currently testing scripted lesson plans that are aimed at making learners more conscious of issues of Gender-Based Violence (GBV).

The scripted lesson plans (SLP) are being tested in five provinces, with the intention of strengthening the life skills curriculum offering in the schooling system while raising awareness about GBV.

"The SLPs have been designed to assist educators to teach scientifically accurate, evidence-informed, incremental, age-appropriate and culturally-appropriate sex education within the Life Skills and Life Orientation

Curriculum Assessment Policy Statement in the classroom," the department said.

The SPLs use a human rights approach which allows adolescents to develop appropriate life skills to support healthy choices and promote gender equality.

The SPLs are additional resource tools for educators and learners to enhance pedagogy and teaching methodologies in the classroom.

These are currently being tested in 1 572 schools across five provinces – Free State, Gauteng, KwaZulu-Natal, Mpumalanga and Western Cape – ahead of full implementation.

"Additional resources to engage stakeholders within school communities have been developed in preparation for

the provision of sexuality education in schools. These include School Governing Body Orientation Manual, School Management Team Orientation Manual, Teacher Training Manuals and Parent Engagement Manuals," the department said.

DMRE approves R4 billion mining rights

The Department of Mineral Resources and Energy (DMRE) has approved mining rights worth R4 billion for Orion Minerals.

"The DMRE has approved a mining right for Orion Minerals, paving the way for the development of a R4 billion copper-zinc project in the Northern Cape," said the DMRE.

Speaking at the Australia Down Under mining conference in Perth, Minister Gwede Mantashe said this latest investment confirms that South Africa remains a preferred investment destination for mining.

The department said requisite regulatory and policy certainty have attracted more investment into the country.

The DMRE said the revival of copper and nickel mining in the country provides a good replacement pipeline for the depleting minerals which have been mined for over 130 years.





In 2018, South Africa's mining sector received over US\$3.2 billion in investments, which resulted in the creation of an estimated 5 000 jobs. There are also about 60 projects in the pipeline, with an estimated value of US \$7.8 billion and potential job opportunities of over 30 000 in the medium to long term.

Home Affairs kick-starts dialogue on new marriage policy

The Department of Home Affairs has started discussions to align the country's current marriage laws with the Constitution. "We are starting a process to modernise our marriage laws to ensure that they adhere to the principles of the Constitution, which enjoins us to ensure that the State does not unfairly discriminate against any citizen,"

said Home Affairs Minister Aaron Motsoaledi.

Currently, marriages in the country are governed by three laws, all of which discriminate against some citizens. These laws are contained in the Marriage Act 25 of 1961, the Recognition of Customary Marriages Act 120 of 1998 and the Civil Unions Act 17 of 2006.

Largely influenced by religion, the laws in relation to marriage prejudice certain segments of society and contravene the Constitution. Current legislation does not regulate some religious marriages, such as Hindu, Muslim and other customary marriages that are practiced in some African or royal families.

The Recognition of Customary Marriages Act does not make provision for entering into a polygamous marriage with

non-citizens. This poses a serious challenge when such marriages are entered into, especially amongst community members who are members of the same clan but are separated by a borderline.

The legislation does not make provision for couples who change their sex status, but want to retain their marital status.

While in terms of African tradition, chiefs or traditional leaders have a recognised role in the conclusion of a customary marriage; the legislation does not extend a similar responsibility to traditional leaders.

In light of this, government has sought to do away with the discrimination by crafting a new marriage policy.

"Through the consultations, we aim to identify key issues that should be addressed by the new marriage policy," said the Minister.

It is envisaged that the new marriage policy will be taken to Cabinet, in March 2021, for approval after an extensive public consultation process has been undertaken. ●





Emergency plan to protect women and children

President Cyril Ramaphosa has announced an emergency plan to deal with the violence against women and children in the country.

Addressing a Joint Sitting of the National Assembly and National Council of Provinces recently, the President said the plan strengthens existing measures and introduces new interventions in five principal areas.

These areas include how to prevent Gender-Based Violence (GBV); strengthening the criminal justice system, as well as steps

that need to be taken to enhance the legal and policy framework.

Other areas focus on what can be done to ensure adequate care, support and healing for victims of violence, and measures to improve the economic power of women in South Africa.

"This emergency action plan will be driven by an Interim Steering Committee located in the Presidency and co-chaired by government and civil society organisations.

"The Steering Committee will coordinate rapid response at

national level. The plan will be implemented over the next six months," the President said.

He called for the Joint Sitting to focus the attention of elected public representatives and the nation at large on the crisis of GBV and femicide (GBVF).

"To enhance the safety of women we are going to, as a matter of urgency, make the necessary amendments to our laws and policies to ensure that perpetrators of GBV are brought to book. We will make substantial additional funding available for a comprehensive

package of interventions to make an immediate and lasting difference.

"Cabinet has resolved to direct R1.1 billion in additional funding in this financial year to the comprehensive response to GBV. It is government's intention that the funds appropriated for this programme will be raised from within the current budget allocation and will not require additional borrowing," the President said.

Prevention measures

Government will launch a mass media campaign that will target communities, public spaces, workplaces, institutions of higher learning and schools, as well as recreational spaces.

"As part of this campaign, we are going to provide gender sensitivity training to law-enforcement officials, prosecutors, magistrates and policy makers – and ensure that those who are found in breach of their responsibilities in this regard are held to account.

"We will undertake a mass mobilisation programme to train and deploy prevention activists to all of our 278 municipalities," the President said.

The campaign will focus on men's groups and formations, at-risk youth and offenders inside prisons.

This will be matched with prevention education in schools.

"Women's rights and gender power relations will be part of Life Orientation in the school curriculum," the President said.

Strengthening the criminal justice system

Government will direct resources to improve the functioning of Sexual Offences Courts, Thuthuzela Care Centres, and the Family Violence, Child Protection and Sexual Investigation Units of the South African Police Service.

"Funding has already been approved for the establishment of an additional 11 Sexual Offences Courts over the next financial year," the President said.

The Ministry of Justice and Constitutional Development is already working on measures to clear the backlog of criminal cases for rape and other forms of GBVF.

These measures include the establishment of special courts, hiring additional court staff and clearing the backlog at forensic labs.

Enhancing the legal and policy framework

In a move to strengthen the response of the State to GBV, government will propose a range of legal and regulatory reforms in Parliament.

"We will propose to Parliament the necessary legislative changes

to ensure that all crimes against women and children attract harsher minimum sentences.

"We need to engage with the Judiciary on the role it can play in supporting the national effort to end GBV," the President said.

He affirmed the position that the State should oppose bail for suspects charged with the rape and murder of women and children.

"Those who are found guilty of such crimes should not be eligible for parole. A life sentence must mean just that – life in prison. We are also going to give urgent attention to strengthening programmes to rehabilitate offenders and youth at risk," he said.

The President also emphasised the importance of finalising legislation such as the Victim Support Services Bill. The bill will strengthen the support of GBV programmes and services.

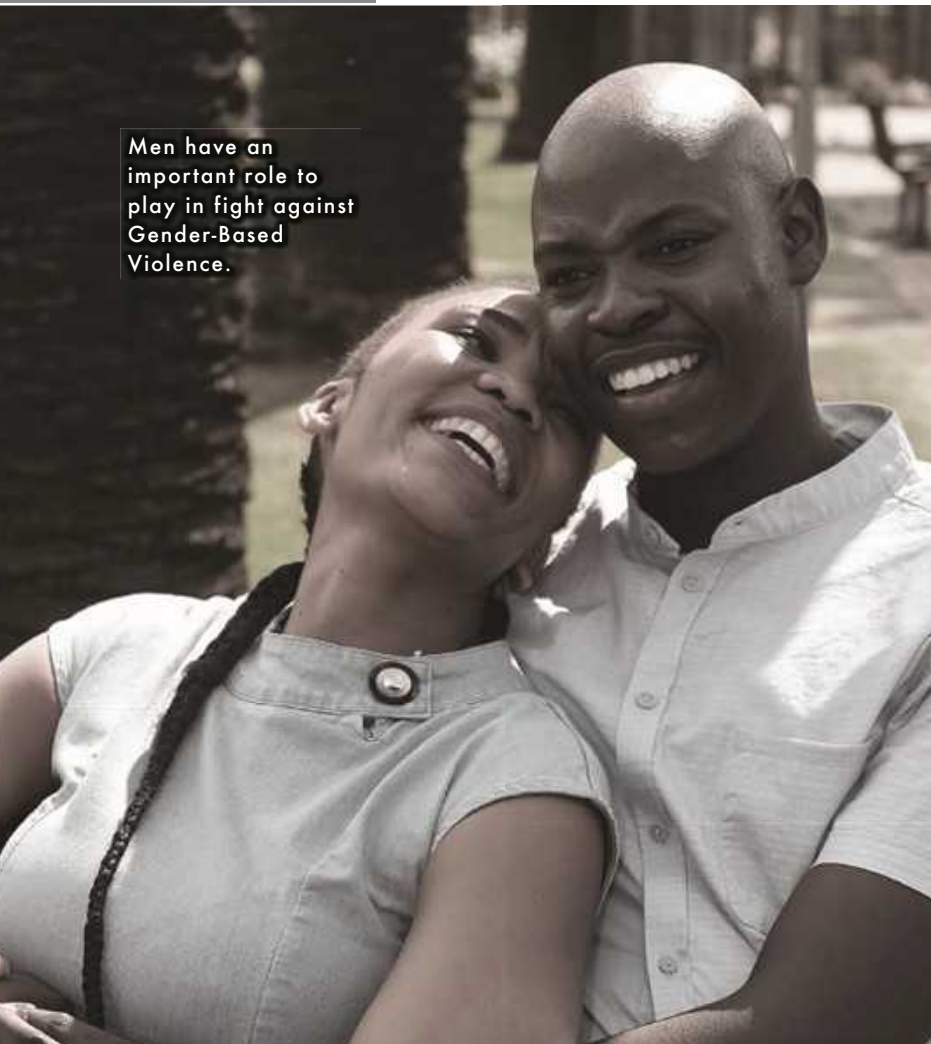
"We call on all Parliamentary committees to prioritise these areas of legislative reform and ensure that we have effective legislation in place without delay," the President said.

Care, support and healing for victims of violence

Government has committed to standardising the framework for funding civil society organisations working with survivors of GBV.

"Through our Emergency 

Men have an important role to play in fight against Gender-Based Violence.



Action Plan, we will provide post-rape training for health care providers and lay counsellors, who provide care and support to victims and survivors.

"We will work with the private sector, concerned individuals and other institutions to substantially increase the number of Thuthuzela Care Centres across the country from the current 54 to over 100 by 2025," the President said.

The Department of Social Development has been tasked

with increasing the visibility of substance abuse awareness and education, and prioritising funding for more treatment facilities.

In addition, government will resource the GBV framework in universities and colleges, which will include the establishment of gender equity offices in these institutions.

The President will meet with vice chancellors of universities to discuss what can be done at institutions of higher learn-

ing to address the challenge of violence against women.

Improving the economic power of women

Government will continue to prioritise women when it comes to access to employment, training opportunities and procurement of services.

"By tackling unequal economic power dynamics, we can reduce the vulnerability of women to abuse. Government is committed to reach its target to set aside 30 percent of the value of its procurement for women-owned businesses, and to progressively increase that to 40 percent," President Ramaphosa said.

All government departments will be expected to adhere to gender-responsive planning, budgeting, monitoring and evaluation.

"We are also going to improve collection and analysis of data to monitor our GBV programmes. As part of this, a national GBV prevalence study will be commissioned in the general population, as well as a specific survey to monitor gender-based violence in the Lesbian, Gay, Bisexual, Transgender, Questioning, Intersex+ community," the President said. ●



THE 13TH PUBLIC SECTOR INNOVATION CONFERENCE

The Role of Public Sector Innovation, Design Thinking and Foresight in
Accelerating the Achievement of seven Government Priorities.

The Minister of Public Service and Administration, through the Centre for Public Service Innovation (CPSI), will be hosting the 13th Annual Public Sector Innovation Conference in Gauteng on 28 and 29 November 2019.

This annual conference is one of the innovation platforms through which the CPSI entrenches the culture and practice of innovation in the public sector to improve service delivery.

In his last State of the Nation Address, President Ramaphosa said that the time for idle talk is over and that implementation should be foremost if the country is to realise Vision 2030 of the National Development Plan (NDP).

"Unless we take extraordinary measures, we will not realise Vision 2030. This means that we need to prioritise. We need to focus on those actions that will have the greatest impact – actions that will catalyse faster movement forward, both in the immediate term and over the next 10 years. Now is the time to focus on implementation. It is time to make choices. Some of these choices may be difficult and some may not please everyone."

Taking place at the beginning of the 6th Administration, the 2019 Public Sector Innovation Conference will provide a critical platform to encourage and advance the adoption of innovation, design thinking and foresight as catalysts for improved service delivery. It serves as an opportunity to explore how public sector innovation, design thinking and foresight can assist in accelerating the achievement of the seven priorities as set out by the President:

- Economic transformation and job creation;
- Education, skills and health;
- Consolidating the social wage through reliable and quality basic services;
- Spatial integration, human settlements and local government;
- Social cohesion and safe communities;
- A capable, ethical and developmental state; and
- A better Africa and world.

FRESH NEW APPROACH TO THE 2019 CONFERENCE

Contrary to widespread criticism of conferences being outdated, it remains one of the most effective and quick ways to tap into the tacit knowledge of delegates from diverse backgrounds. The value of a conference is in the interaction among the delegates. The creation of strategic partnerships through dialogue remains critical in creating a culture of innovation in the public sector.

During the past 12 years the conference has evolved, exploring a number of approaches such as commissions, various high-level panel discussions and key presentations linked to the theme. In 2018, a mini Public Sector Innovation Hackathon was held on the margins of the conference to, among others, align the conference to the imperatives of the Fourth Industrial Revolution (4IR).

This year again, a mini-hackathon will be held as 4IR is only now taking off in our country. The conference will further attempt to infuse new thinking as a way of ensuring its purpose and relevance. The conference aims to infuse basic understanding of design thinking and foresight, fairly new concepts in the public sector, as part of the innovation journey.

CONFERENCE DELEGATES

The target audience includes, among others, decision-makers throughout the three spheres of government, innovation practitioners, software developers, service delivery champions as well as partners from the private, NGO as well as academic sectors.

Registration is free and interested parties can register at www.cpsiregistrations.co.za. (NB: Delegates are responsible for own travel and accommodation.)

For more content details contact Welcome Sekwati at Welcome.Sekwati@cpsi.co.za or on 082 610 2199. For logistical issues contact Mmabatho Mashaba at Mmabatho.Mashaba@cpsi.co.za or on 012 683 2800/34 (or visit www.cpsi.co.za)



Aarto demerit system encourages safer driving behaviour

Driver's need to be extra vigilant when it comes to sticking to speed limits and obeying road rules, following President Cyril Ramaphosa's signing of the Administrative Adjudication of Road Traffic Offences (Aarto) Amendment Act into law in August.

Aarto, which is being introduced

to improve law-abiding and safer driving behaviour to reduce road accidents, will be implemented once it has been gazetted.

The Department of Transport has welcomed the Act saying it will help address the higher number of road accidents.

"The Aarto Act is an objective and fair system of identifying

reckless drivers and law breakers so that we can remove them from the driving fold," said Transport Minister Fikile Mbalula.

"We will be able to adequately address the carnage on our roads. We are burying far too many people as a result of crashes. In 2018 alone, 12 921 people lost their lives in road collisions in

South Africa. Each death represented an average loss of R4.6 million to the economy, in terms of lost productivity, pain and suffering and legal and funeral costs," he said.

Besides introducing a demerit system to penalise offenders, the Act also ensures common penalties for offenders. "All traffic violations throughout the country will carry the same penal values," the Minister explained.

Under the Act, failing to pay traffic fines can lead to a block on obtaining driving and vehicle licences and an administrative fee, in addition to other penalties.

The Act also states that documents, which previously had to be delivered by registered mail through the post office, can now be served electronically and reminders can be sent via WhatsApp and SMS.

"Law enforcement can be effectively supported by technology, serving documents by electronic means. Similarly, infringers can exercise their options electronically as well," said Minister Mbalula.

An Appeals Tribunal will also be established, which will preside over issues raised under the Act, and a procedure will be put in place for the effective and expeditious adjudication of infringe-

ments to alleviate the burden on courts.

The Minister said driver rehabilitation programmes would be put in place for infringers who have their licences suspended.

"This shows that Aarto is not just about punishment, but has intentions to ensure compliance and change road user behaviour," he explained.

The demerit system

The Aarto demerit system will penalise drivers and operators who are guilty of infringements or offences, by allocating demerit points that could lead to the suspension and cancellation of driving licences, professional driving permits or operator cards.

Every licenced driver starts with zero points. Points accumulate for every infringement, until they reach a maximum of 12. Depending on the severity of an offence, between one and six points can be allocated at a time.

A person is allowed to drive until he/she reaches 12 points, thereafter any more points result in a licence suspension. When your licence is suspended you must immediately hand in any driving licence or professional driving permit to the issuing authority for retention during the disqualifica-

tion period. You may also not apply for a driving licence, professional driving permit or operator card during the disqualification period.

Any person who drives or operates a motor vehicle during his or her disqualification period is guilty of an offence and liable, on conviction, to a fine or imprisonment for a period not exceeding one year or to both a fine and imprisonment. When the disqualification period has ended, you may reapply for and be issued with a licence. However, when a licence has been suspended for the third time, it is cancelled.

Unlicensed drivers will receive no discount and their demerit points will only start to reduce once their licence is issued. However, unlicensed drivers caught for the third time will be arrested.

If you elect to go to court for an offence, demerit points are only recorded when you are found guilty. If you appeal against a conviction, no demerit points are recorded unless the appeal is rejected or abandoned. Nothing prevents you from approaching a court to appeal or review the total amount of demerit points recorded against your name.

The demerit system also rewards law-abiding drivers by reducing ➡

“We will be able to adequately address the carnage on our roads.”

one point, every three months, if no infringements have occurred. Points can be reduced until the driver again reaches zero points.

Fleet representatives be aware

It's vital that the public and private sectors understand their responsibilities and ways to protect themselves from possible liability relating to employees' driving offences, especially those who serve as fleet representatives.

While the Act is clear that fleet representatives cannot lose points on behalf of drivers, they have to ensure demerits accrue to the correct person. The most common infringements are those received in the mail (a camera fine) and addressed to the company, with the responsible person's name and identity included on it. Infringements or offences for which the driver is stopped on the road would be written up in the driver's name at that time.

Not keeping a register of the driver or person in control, while not specifically mentioned in the

Aarto Act, becomes an infringement under the obligation that does exist of 'failing to obtain the particulars of a driver prior to letting them exercise control over that vehicle'.

For the first time in traffic legislation in South Africa, companies and organisations are required by legislation to record these details.

It is thus vital that address details on record with eNatIS are correct and up to date so that infringement notices are delivered to the correct person. The Aarto Act deems all notices that have been posted to the last known address of the infringer to have been received 10 days after posting by registered mail.


Mixed reactions

While the Act and demerit system is supported in theory, it has become controversial and

some organisations have argued that the lack of enforcement of current laws and capacity by traffic authorities means the new system could be ineffective.

In recent media reports the Automobile Association said the focus appears to be on revenue collection, with other provisions in the Act suited to making it easier for authorities to deliver fines and hold vehicle licence renewals to ransom over unpaid fines.

Civil action group Outa said it will challenge the constitutionality of the Act.

It's clear though that with the increasing carnage on South Africa's roads, something has to be done to bring unlawful drivers to book. "We have won an important battle, but the war on road fatalities is not yet over. Here is to many victories ahead, as we work together to ensuring safer roads," said Minister Mbalula. 



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Khawuleza to fast track service delivery

A new district-based coordination model dubbed “Khawuleza” is expected to address service delivery and economic development challenges in the country’s 44 districts and eight metropolitans across the country.

Khawuleza, which was launched by President Cyril Ramaphosa recently, is being piloted in the OR Tambo District Municipality in the Eastern Cape and aims to turn plans into action. The launch took place in Lusikisiki in Ingquza Hill Municipality.

“Through this model, we are determined to improve coordination action so that we don’t operate in silos. This will also enhance coherence in planning and budgeting. We will then be able to monitor and evaluate what we are doing,” said the President.

He explained that Khawuleza seeks to adopt an approach to development that is more practical, achievable, implementable and measurable.

“We are going to have clear targets and have a clear line of sight. What is going to be done, who is

going to do it, how much it will cost and when will it be completed,” said President Ramaphosa.

Through this approach, development is pursued through a single, integrated plan per district that outlines the role of each sphere of government.

Streamlining services

The new district-based coordination model also ensures that all spheres of government work alongside social partners and synchronise their plans.

The President mapped out how



President Cyril Ramaphosa addresses the District Coordination Forum meeting comprising the Premier of the Eastern Cape, Ministers, Eastern Cape MECs, mayors and other stakeholders.



government would embark on not only service delivery but economic development of one of the poorest districts in the country.

The President explained that the district model will streamline services, ensuring that government has clear targets.

Projects that will be implemented in the OR Tambo District will see government spend R11 billion.

Cooperative Governance and Traditional Affairs Minister Dr Nkosazana Dlamini Zuma will spearhead coordination of the model.

At the launch, Minister Dlamini Zuma highlighted a few challenges faced by the district that will inform government's plan for the district.

Among them, she listed a young population, high unemployment,

poor infrastructure, backlogs in housing, water and roads.

However, Minister Dlamini Zuma emphasised that the district, which currently contributes 0.85 percent to the gross domestic product, boasts potential in the areas of agriculture, agro-processing, the oceans economy and tourism.

The second pilot launch will take place in the eThekweni Metropolitan Municipality in KwaZulu-Natal, followed by the Waterberg District in Limpopo.

The OR Tambo pilot will serve as a learning curve on the rollout of the district model from a rural perspective, while the eThekweni launch will offer the urban perspective.

Waterberg will allow government to learn about the implementation of the model from the lens of a

mining town.

Once implemented in all three pilots, government will monitor and evaluate the process.

Best practice will then be rolled out in other metros and districts nationwide.

World class-clinic

While in Lusikisiki, the President also launched the National Health Insurance (NHI)-ready Lusikisiki Village Clinic in Ingquza Hill Municipality.

The world-class clinic is fitted with units such as emergency services, dental care, optometry, a section for chronic patients, a 24-hour maternity ward, a chemist and a rehabilitation centre powered by medical professionals.

The clinic also has a waiting ➡

room and rest rooms for the staff.

"The clinic is world class and there is none like it in this district," said the President.

The launch of the clinic takes forward government's commitment to ensure access to quality health care for all South Africans.

"Primary health care in rural areas is a primary goal for the NHI project. The NHI aims to provide world-class health care at hospitals and also clinics. The clinic in Lusikisiki already complies with the prescripts of the NHI," said Health Minister Dr Zweli Mkhize, who was also at the launch.

The Health Department has also put together a committee that will ensure the new facilities are maintained and always consistent.

In line with the district model's aim to streamline service delivery and development, the Communications and Digital Technologies Department also provided connectivity to the new clinic.

Communications Minister Stella Ndabeni-Abrahams joined the President to showcase the broadband connectivity at the clinic, including applications.

What is Khawuleza?

In his presentation of the Presidency Budget Vote to the National Assembly earlier this year, President Ramaphosa identified the "pattern of operating in silos" in government as a challenge which led to

"lack of coherence in planning and implementation and has made monitoring and oversight of government's programmes difficult".

The President said the consequence of this challenge was non-optimal delivery of services and diminished impact on the triple challenges of poverty, inequality and unemployment.

In view of government's own recognition of shortcomings in service delivery and in response to

"The NHI aims to provide world-class health care at hospitals and also clinics".

demands by citizens and institutions of civil society for improved delivery, Cabinet has adopted a new integrated district based approach to enabling development in the 44 districts and eight metros that constitute the country.

The new district-based coordination model aims to address service delivery and economic development challenges through the synchronisation of planning across all spheres of government, working alongside social partners such as business and community.

From planning to implementation in each district, government will consult social partners to ensure that development meets the needs of local communities and stakeholders and government will ensure that the local, provincial and national spheres have a shared plan to drive development in the district concerned.

Implementation will entail localised procurement and job creation to ensure that local businesses participate in and benefit from development, and that citizens in the district concerned are prioritised for employment on local projects.

Development will be pursued through single, integrated district plans enabled by the vision of "One District; One Plan; One Budget; One Approach". This model has been endorsed by Cabinet, local government structures, traditional authorities and the President's Coordinating Council.

This new approach will require – with effect from the 2020/21 Budget cycle – that national budgets and programmes be spatially referenced across the 44 districts and eight metros. Similarly, provincial government budgets and programmes will be spatially referenced to districts and metros in the respective provinces, while municipalities will express the needs and aspirations of communities in integrated development plans for all districts and metros. ●

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Securing economic growth

Government has stepped up efforts to ensure the country's economic growth and address unemployment. These efforts include changes made to visa regulations for tourists and highly-skilled professionals, financial support for black farmers and black industrialists and the upgrading and creation of industrial parks.

President Cyril Ramaphosa provided an update on actions to ignite economic activity to the National Assembly during a recent session of Questions for Oral Reply.

He reaffirmed economic growth and job creation as the apex priority of the sixth administration.

The President provided evidence of implementation of the Economic Stimulus and Recovery Plan

introduced by government in 2018 to shore up the economy.

A recent intervention in this direction was the designation by the Department of Home Affairs of a number of countries that will receive visa waivers, among them are countries with high tourism potential like Qatar and Saudi Arabia. Qatar has also waived visa requirements for South Africans.

Furthermore, an e-visa system will soon be piloted as part of modernising current systems.

The Department of Home Affairs is working with the Department of Higher Education and Training towards refining a list of critical skills that will inform future regulations.

The President said trade measures had been in place to safeguard key agricultural sectors like the poultry industry, protecting local jobs in the process.

Making it easier to do business in South Africa, the Ports Authority of South Africa reduced tariffs by six percent in late 2018, while also decreasing container and automotive cargo dues.

On agrarian reform, the President said funding to the tune of R3.9 billion had been released to support black commercial farmers through the Land Bank.

To promote greater certainty in the use of land for productive activities, more than 1 400 thirty-year leases have been finalised.

New industrial parks

As part of implementing the stimulus and recovery plan, three new industrial parks have been

launched in the 2019 financial year in Ekandustria, Garankuwa and Nkowankowa.

Between September 2018 and July 2019, the Industrial Development Corporation (IDC) approved upwards of R14 billion in infrastructure funding for roads, human settlements, water infrastructure, schools, student accommodation and public transport.

To support job creation an amount of R600 million has been provisionally allocated to support rural and township entrepreneurs.

The Employee Tax Incentive has been extended to 2029 to enable more employers to take advantage of its provisions to hire more young people.

The President and Deputy President David Mabuza are due to convene regular meetings with the National Economic Development and Labour Council to

review progress in the implementation of the Jobs Summit commitments.

Industrial strategy

The President said government was pursuing a purposeful industrial strategy in partnership with social partners to develop Master Plans for sectors with high potential for growth.

Government has already begun work with sectors such as the clothing, textiles and footwear, poultry, the sugar industries and steel and downstream metal fabrication.

Funding to the tune of R600 million has been allocated over the Medium-Term Expenditure Framework to support the clothing and textile sectors.

In June, a number of Chinese companies signed agreements with their South African



counterparts to buy more than R25 billion of South African goods.

This will help to boost production, growth and jobs in the local economy, the President said.

The African Continental Free Trade Area, which is planned to come into effect on 1 July next year, is expected to fundamentally reshape the South African economy.

Already, exports to other African countries support about 250 000 South African jobs.

Investment Conference

To improve the levels of investment in the economy, government will host the Second South Africa Investment Conference from 5 to 7 November this year.

This will build on the success of the 2018 conference where commitments of R300 billion were made by local and international companies in support of government's R1.2 trillion investment drive.

Of the R300 billion committed at the inaugural Investment Conference, around R250 billion worth of projects are in the implementation phase.

There has been a significant turnaround in flows of foreign direct investment, surging from R26.8 billion in 2017 to R70.7 billion in 2018.



President Ramaphosa outlined a set of priority reforms to improve the ease of doing business and reducing the cost of compliance.

Technical Working Groups comprised of officials in the relevant departments have begun work on five of the indicators: starting a business, paying taxes, registering property, trading across borders, and dealing with construction permits.

The President positioned the recently enacted Competition Amendment Act as a bulwark against economic concentration, which is a major constraint to growth in the South African economy.

The new laws will give the competition authorities the ability to address abuse of dominance and high concentration that keeps small and emerging companies out of the economy.

The combined efforts of the Department of Trade and Industry,

the IDC and partnerships with the private sector are expected to provide support of over R40 billion to black industrialists over the next five years.

The IDC is expected to provide R11 billion in support to women-empowered enterprises alone, and further funds will be made available for youth enterprises.

Through spatial interventions like special economic zones, reviving local industrial parks, business centres, digital hubs and township and village enterprises, economic development is taking effect in local areas.

"If we are to achieve the South Africa we want, we need to forge durable partnerships between government, business, labour, communities and civil society," said President Ramaphosa.

"Government is hard at work to create an enabling environment, use public resources wisely and invest in developing the country's human potential," he said. ●

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Violence not the answer to resolve issues

Efforts are underway to reintegrate foreign nationals into communities after many sought refuge at police stations and community halls following sporadic incidents of violence across Gauteng.

Speaking to the media on behalf of the Justice, Crime Prevention and Security Cluster, Defence and Military Veterans Minister Nosiviwe Mapisa-Nqakula said humanitarian assistance is also being offered to the hundreds of foreign nationals who were displaced during the attacks.

The Minister said while incidents of violence have since declined, police forces remain on high alert and are closely monitoring all

hotspots to ensure that further violence does not erupt.

Minister Mapisa-Nqakula called on both South Africans and foreign nationals to respect the rule of law.

"We are appealing to all South Africans to abide by the rules of the country. We also appeal to foreign nationals themselves, whether documented or undocumented, to observe the rules of the country and if you come into South Africa for business, to apply for a business permit ... It is important to appeal to our people to understand that there will be no tolerance for lawlessness," she said.

No excuse for intolerance

Addressing the nation following the incidents of violence directed at foreign nationals, President Cyril Ramaphosa said no amount of anger and frustration and grievance can justify such acts of destruction and criminality.

"Our country has been deeply traumatised by acts of violence and criminality directed against foreign nationals and our own citizens ... People have lost their

lives and many have been injured. Families have been traumatised. Livelihoods have been destroyed," he said.

The President stressed that there can be no excuse for the attacks on the homes and businesses of foreign nationals, just as there can be no excuse for xenophobia or any other form of intolerance.

"Equally, there is no justification for the looting and destruction of businesses owned by South Africans," he said.

President Ramaphosa noted that people from other countries on the continent stood with South Africa in its struggle against apartheid.

"We worked together to destroy apartheid and overcome the divisions it created, where we feared each other and our differences were exploited. Thanks to the people of Africa, we have now achieved democracy and must use this platform to live together in harmony," he said.

Responsible behavior required

The President urged communities with genuine grievances to ad-



dress them through engagement and dialogue.

"But where people act with criminal intent, irrespective of their nationality, we will not hesitate to act to uphold the law and ensure order and stability," he cautioned.

President Ramaphosa called on South Africans to desist from fueling a climate of fear and confusion.

"We must act responsibly and stop disseminating fake videos, photographs and messages, especially on social media, with an intention of negatively portraying our country and its people.

"This misinformation is also being disseminated in neighbouring countries and throughout the world, causing panic and putting lives in danger. Let us not be misled."

The President stressed South Africa values its relations with other African countries and the need to strengthen political, social and trade ties to develop the economy and those of our neighbours.

Minister Mapisa-Nqakula reiterated the President's views, saying the South African government will continue to contribute to the promotion and maintenance of peace and security in Africa.

"We will increase our participation in conflict resolution, peace-making and peace-building at regional and continental levels. As a government we are will-

ing to endorse mechanisms which resolve regional and resolve continental conflict," she said.

Giving an update on the progress of the work that has been done to deal with the challenge of undocumented foreign nationals, the Minister said that in the first six months of 2019, the Department of Home Affairs deported more than 10 000 undocumented foreign nationals who were in the country illegally.

She said deportations happened regularly once prescribed legal processes have taken place.

"In the same period we have charged 1 048 employers for breaching immigration laws and 524 of these were in Gauteng.

"With regards to hiring undocumented foreign nationals, we will clamp down on private business owners who do not abide by the labour and immigration laws."

She said the departments of Home Affairs, and Labour, and the police will intensify inspections.

Border Management Authority

The Department of Home Affairs is preparing to implement the pilot phase of the Border Management Authority shortly after the Bill has been finalised through Parliamentary processes.

The Border Management Authority is

expected to improve the security of the country's borderlines and facilitate the easier movement of people and goods through ports of entry.

The Border Management Authority Bill seeks to, among other things, give South Africa a new policy paradigm of integrated border management with an aim of facilitating the legal and secure movement of people and goods across SA borders.

Once passed into law, the Authority will close the chapter on the issue of porous borders bedevilling the country over the years, and will tackle corruption at ports of entry.

The Authority will also help in preventing drug-related crimes, human trafficking, illegitimate movement of goods and unauthorised movement of persons. ●

City shelters assist displaced foreign nationals



Kids play hide and seek as their mothers do laundry, men offload their belongings from hired cars – acts which seem ordinary but the setting, DH Williams Community Hall, dispels notions of normality.

The community hall is one of two which has been turned into makeshift accommodation for over 850 displaced people

from Mandela Informal Settlement and Nhlapo Section in Katlehong. These are among the areas that were hit by attacks on foreign nationals in Katlehong, Ekurhuleni.

The second displacement centre is Tsholo Community Hall.

In the wake of the unrest and violence, the City of Ekurhuleni swiftly set up a Joint Operation

Centre (JOC) to provide shelter for displaced people who had to abandon their homes in search of safety.

“We have accommodated different people. Here at DH Williams, the people are predominantly from Mozambique. Home Affairs is on site to assist with documentation,” said the spokesperson for Ekurhuleni

Emergency and Disaster Services, William Ntladi.

While the number of foreign nationals fluctuates with others finding alternative accommodation, the Metro noted that 588 adults and 227 children were housed at DH Williams and Tsholo Hall.

Various City departments are providing assistance such as waste removal, electricity supply and additional ablution facilities.

The City is also providing standby mobile power generators, Metro Police patrols and escorts for transport of the affected persons and delivery of their necessities.

Through the JOC, foreign nationals are provided with humanitarian assistance.

Processing of important documents possibly lost during the attacks, such as passports and birth certificates, is being facilitated by Home Affairs at the sites.

Medical services are also provided by the Health Department with the assistance of various non-governmental organisations (NGOs) to those in need.

Doctors without Borders, Red Cross, local NGOs, churches and ordinary members of the community can be seen at the community halls offering assistance



to displaced persons.

"Mostly we have been trying to support the efforts of local disaster management and local services to assist displaced people. So far, we have provided care to about 20 individuals at Tsholo Hall.

"Specific assistance provided was chronic medication to those who lost their medication when their shacks were burnt or when they were chased away from their homes," said Doctors Without Borders Deputy Country Director, Vinayak Bhardwaj.

Other assistance from donors includes the provision of food, medical services, blankets, mattresses, toys for the children and sanitary material. Church services are also provided at the sites.

The City said plans to reintegrate the affected foreign nationals back into the places from which they were displaced are already in place, as well as plans to document those who are undocumented.

Those who wish to be repatriated to their countries of origin will be repatriated with the assistance of relevant government departments.

"There are some Zimbabwean foreign nationals who have expressed an interest in returning home.

"The embassy of Zimbabwe was here to check on people who need to go home. Those logistics are unfolding," Ntladi said.

Funds for the operation are largely being channelled from the City's emergency fund. ●

ENABLING SMALL BUSINESS TO GROW IN THE BIOMANUFACTURING SECTOR

Lara Kotze-Jacobs

Access to funding and market continue to be the main challenges facing small, medium and micro enterprises (SMMs) in South Africa. It's often not the lack of a quality product that hinders their progress, but an inability to prioritise the activities that will enable market access and secure funding for business growth.

Despite the abundance of entrepreneurship training on offer from various institutions, there is a dire need for the mentoring of entrepreneurs. Further, lack of coherence among the available support instruments leads entrepreneurs, in many instances, to waste valuable time and energy on pursuing too many avenues at once.

SMMs that approach the Council for Scientific and Industrial Research (CSIR) are often not aware of the other instruments in the national system of innovation that can provide them with business support, and funding for equipment and development. The converse is also true, with many entrepreneurs being assisted by the various facilities on offer but still failing to capitalise on this support. There is a real need for alignment and engagement between the instruments to maximise the outcomes in the form of successful SMMs.

We often hear that small businesses must be the engine of our economy and provide employment. In the biomanufacturing sector, many entrepreneurs are attempting to do just that. This could be the home baker who realises the potential of a humble vegetable, expanding her idea to high-quality processing and analysis for the retail market. Or the biotechnology

company that has in-licensed international intellectual property and is attempting to validate and scale up that technology for local production.

The CSIR's Biomanufacturing Industry Development Centre (BIDC) is assisting such entrepreneurs by lowering the barriers faced by so many SMMs, such as access to scientists and engineers, as well as world-class facilities for product and process development. We are extremely encouraged by initiatives by the United Nations Industrial Development Organization (UNIDO) and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) to support the development of quality and standards for essential and fixed oils in South Africa and foster the growth of SMMs in the natural products sector, with a focus on indigenous plant ingredients and finished products. These initiatives stimulate the involvement of stakeholders and help with identifying barriers and devising mechanisms by which these can be overcome.

The biomanufacturing sector is a space characterised by plenty of enthusiasm and a high entrepreneurial spirit. Moreover, the multiple support instruments in the sector and assistance from government departments – notably the Departments of Science and Innovation, Environment, Forestry and Fisheries, Small Business Development, and Trade and Industry – have created an environment in which entrepreneurial success is not just a possibility. Accessing funds from investors to build manufacturing facilities, purchase equipment and launch products in retail spaces, has become a reality, and we have seen real success stories and growth among the SMMs supported through our programme.

The CSIR, through the BIDC, will continue to attract support from stakeholders and funders to develop the biomanufacturing industry by enabling small businesses to convert their novel concepts into products through the application of science and innovation.



In the six years since the inception of the B IDC, we've seen more than 220 unique applications from SMMEs in biomanufacturing, including speciality chemicals, eco-friendly cleaning products, nutritional foods and cosmetics, with a focus on indigenous product-based ingredients and biopharmaceuticals.

From these applications, the B IDC has to date supported 31 companies by developing and validating manufacturing technologies for products, including scale-up, piloting and techno-economic assessment, as well as initial contract manufacture to enable companies to test the market.

Most of these companies were located in Gauteng, with a smaller representation from other provinces, and were mostly in the micro to very small range. They include Lighthouse Healthcare, Professional Laboratory Services, Marple Skincare, OptimusBio, JVS Biotech Solutions and Phephisa Natural Resources Institute.

Through the B IDC's support, 92 products have been developed together with these SMMEs, tested and transferred to the companies. These products can be purchased online, in retail stores, or through agent-based sales, or are being sold to larger companies for re-packaging and on-selling.

This support was made possible by funding from the Department of Science and Innovation (DSI) and the Jobs Fund, as part of the national drive to create jobs and achieve a sustainable socio-economic impact through innovation.

Lara Kotze-Jacobs is the CSIR Project Manager of the Biomanufacturing Industry Development Centre.



science & innovation

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Marine Protected Areas provide safe spaces for iconic marine species such as Southern Right Whales. Photo: CapeNature

Protecting our precious ocean resources

In October, South Africa commemorates National Marine Month, which creates awareness about the country's marine and coastal environments and the benefits of the oceans.

South Africa's oceans hold vital importance for our country's economy and food security. Protecting the health of our marine life is therefore a top priority. Government has been on a renewed drive to conserve our oceans, with the establishment of new Marine Protected Areas (MPAs).

In May 2019, government officially gazetted the establishment of 20 new MPAs around our 2 850 km coastline. This brought the total number of MPAs in South Africa to 41, increasing the percentage of

our protected marine ecosystems from 0.4 percent to 5.4 percent.

In an era of overfishing and climate change, the resources of the world's oceans are under increasing pressure. MPAs are crucial for alleviating this pressure and ensuring the sustainability of our marine environments. These areas have strict rules in place to restrict fishing and other human impacts, creating safe spaces for fish and other marine life to breed and flourish.

Work on approving 20 new MPAs dates back to 2014, when, under government's Operation Phakisa: Oceans Economy programme, a plan was endorsed to establish a viable network of MPAs.

After years of consultation with various communities and conser-

vation authorities, the MPA network was gazetted in May, and officially came into effect on 1 August 2019.

"South Africa's ocean space, which is one of the most varied in the world, is highly productive, with rich biodiversity providing for living and non-living resources that contribute significantly to the country's economy and to job creation," said then Environmental Affairs Minister Nomvula Mokonyane at the time of gazetting.

The benefits of MPAs

Dr Kerry Sink has been involved in marine protection since 2005, and currently works as the Marine Programme Manager for the South African National Biodiversity

Institute (SANBI). She also led the technical team that provided the scientific knowledge underpinning the Operation Phakisa MPA network.

"We used many map layers to design a network that represents the incredible diversity of South Africa's marine ecosystems with the least socio-economic impact and the most benefits for people," said Dr Sink.

The new MPAs cover various important underwater habitats and ecosystems, and also provide the first official protection for several threatened and fragile ecosystem types.

Dr Sink said MPAs provide ben-

efits in multiple areas including tourism, fishing and the protection of sensitive areas.

"MPAs provide benefits by helping fish recover, both inside and next to MPAs. They boost tourism and help protect important sensitive areas from pressures that can undermine their value."

She singled out the iSimangaliso MPA in KwaZulu-Natal as particularly impressive in fulfilling all of these areas – fish recovery, protection of sensitive coral reefs, turtle nesting and feeding areas and boosting tourism.

Dr Sink cited the Goukamma MPA near Knysna as another example of success. After the

establishment of the MPA in 1990, populations of the valuable Roman bream immediately began to increase. By 2000, catch rates for fishermen in areas adjacent to the MPA doubled, and have been maintained ever since.

Meanwhile, the De Hoop MPA close to Agulhas – which has been in effect for more than 30 years – has become South Africa's most important sanctuary for calving Southern Right Whales, while fish stocks have remained stable.

Dr Sink said the proclamation of 20 new MPAs is a giant leap forward for marine conservation in South Africa. ➔



"The proclamation of the Phakisa MPA network took South Africa's marine environment from least protected to best protected in comparison with terrestrial, wetland, estuarine and freshwater environments. This network will help sustain South Africa's emerging ocean economy, protect marine ecosystems, rebuild fish stocks and support climate resilience."

She noted this commitment has established South Africa as a leader in the management of ocean resources.

"As Minister of Finance Tito Mboweni said during the Cabinet meeting when this decision was made, 'This is an investment in South Africa's future'. South Africa

has established itself as a leader in integrated ocean management, balancing protection with economic development for increased ocean benefits."

Effectively managing MPAs

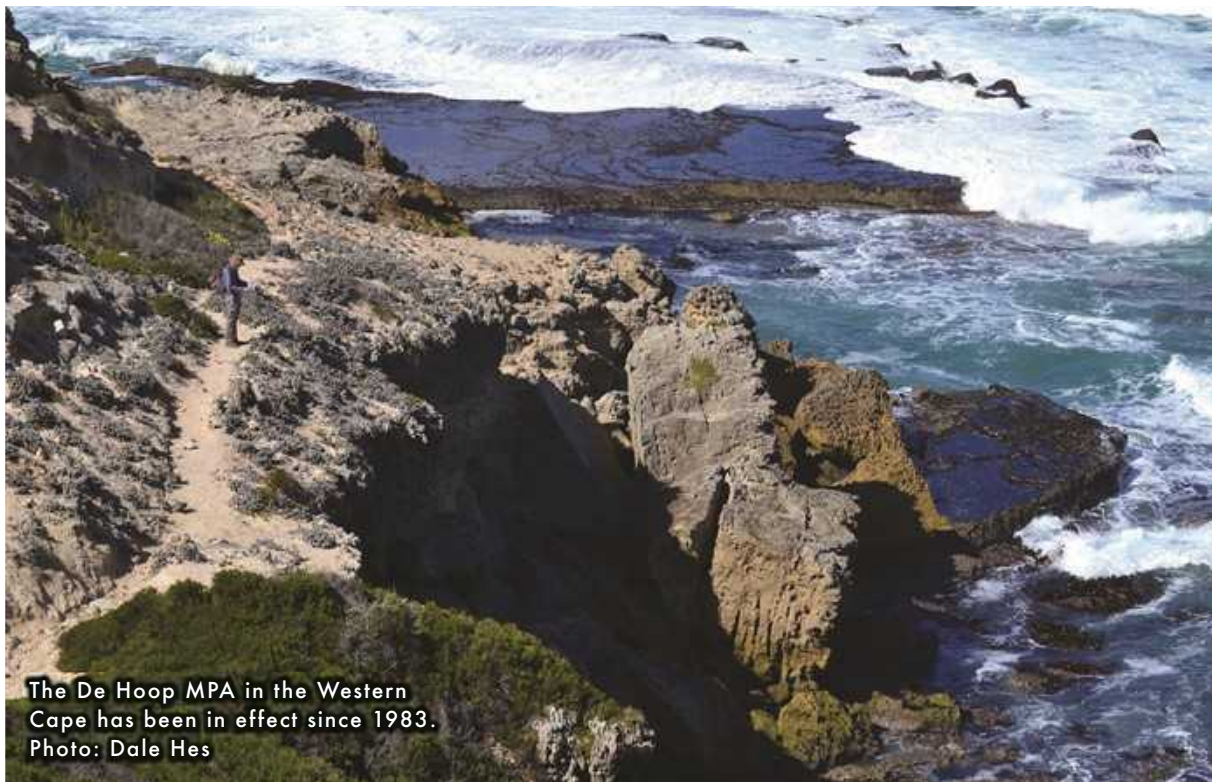
From the conception of the Operation Phakisa MPA network, government has been acutely aware of the factors that need to be taken into account for the effective management of MPAs.

"The department is fully aware of the considerable commitment required to effectively manage the new MPAs, and this has been part of the process from the outset. In this regard, a number of state

conservation agencies contributed to stakeholder engagements and also advised, on the basis of their local insight, on the suitability of the management measures for each MPA," the department said in its press statement confirming the establishment of the new MPAs.

In this regard, various management authorities have been enlisted, including provincial conservation agencies and South African National Parks. SANBI, in consultation with national and provincial authorities, leads the identification of priority areas for the expansion of MPAs, in line with international conservation targets.

The Western Cape is home to almost half of the MPAs in the new



The De Hoop MPA in the Western Cape has been in effect since 1983.
Photo: Dale Hes

Involving communities and land owners is an essential aspect for successfully managing MPAs. Photo: CapeNature



expanded network. Provincial conservation body CapeNature is the assigned management authority for these MPAs.

"CapeNature contributes to the National Biodiversity Assessment which informs protected area expansion at a national level, through the generation of information and contributing to prioritised monitoring programmes," said Pierre de Villiers, Programme Manager for CapeNature's Coastal Programme.

He explained CapeNature carries out a number of management actions, including a variety of research and monitoring programmes, as well as regular land and sea-based patrols.

"Threats like shark long lining and abalone poaching have been identified and need to be controlled. The use of satellite-based systems is assisting CapeNature to identify the long liner

vessels that often enter the MPA at night. The carrying out of sea patrols in varying weather and sea conditions with a semi-inflatable vessel requires highly-specialised skills, adequate personnel and maintained, reliable equipment."

De Villiers highlighted some of the most important factors that need to be taken into account when managing MPAs. These include monitoring key stone or indicator species, interpreting data, understanding how the MPA functions within the broader ecosystem, developing partnerships to assist in managing and moni-

toring MPAs, and developing and managing effective stakeholder engagement platforms.

Benefitting communities

De Villiers stressed MPAs have to benefit communities in order to be successful.

"Apart from serving a critical function in addressing the conservation of important species, MPAs also provide a "spill over" effect to surrounding fisheries which contributes to their sustainability."

He said CapeNature also focuses on creating jobs in the MPAs.

"CapeNature focuses its efforts and those of its partners on creating jobs within the conservation field, for example coastal monitors, and within the fields of tourism where the harvesting of animals is not involved. A good example is the community restaurant at Stony Point in Betty's Bay."

CapeNature also sets up communication platforms or forums where community members are exposed to a range of alternative livelihoods (other than fishing) as well as improved fishing livelihoods. ●

The importance of South Africa's oceans

South Africa's 2 850 km coastline, stretching from Namibia to Mozambique, boasts a huge diversity of coastal ecosystems. With both the warm Indian Ocean and the cold Atlantic, our oceans are crucial for food security, jobs, climate resilience and heritage preservation. MPAs are designed to protect these precious resources from threats such as overfishing, oil drilling, climate change and pollution.



SAIMI: UNLOCKING WAVES OF NEW OPPORTUNITIES

Partnerships are the key to unlocking the skills development, education, research and innovation needed to support the growth of a sustainable oceans economy for South Africa.

Globally, the oceans are viewed as the new frontier for economic growth, employment, and human endeavour and innovation in the search for solutions to food security, climate change, social development, sustainable resources and energy, and health.

Harnessing the potential of South Africa's more than 3 000km of coastline, and a maritime territory larger than its land mass, has an estimated benefit of contributing up to R177-billion to South Africa's gross domestic product (GDP) (vs R54-billion in 2010) and 1 million jobs (vs 316 000 in 2010) by 2033. Those estimates, based on studies by the then Department of Environmental Affairs, drove government's initiative to accelerate maritime economic growth through Operation Phakisa in the Oceans Economy.

Implementing the three-foot plans of Operation Phakisa and enabling the maritime sector to take advantage of opportunities for growth, requires people – locally available and suitably qualified with the necessary skills.

As a direct outcome of Operation Phakisa, the South African International Maritime Institute (SAIMI) was established to facilitate the skills and knowledge development needed to support growth of the maritime sector and a sustainable oceans economy. SAIMI leads a partnership and collaborative effort towards the efficient and effective education, training and upskilling of South

Africans, linking them to socio-economic opportunities and investing in new knowledge, technologies and innovations to build a globally competitive maritime sector.

The national oceans economy development strategy and programme – expressed in Operation Phakisa in the Oceans Economy and the National Development Plan – is at the core of SAIMI's strategic agenda and has been adopted as the main theme for the institute over the next two decades.

Funded by the Department of Higher Education, Science & Technology (DHEST) through the National Skills Fund (NSF), SAIMI is a national asset, housed at Nelson Mandela University in Port Elizabeth and working with stakeholders across the country in industry, government, civil society, education, training and research.

"We are not about re-inventing the wheel. Our aims and those of the many maritime economy-linked role players in government are similar – to produce more skilled people in order to support socio-economic development, job creation and enterprise development. Thus, we seek to form partnerships and drive collaborative interventions where, by working together and maximising the application of scarce resources and capacity, we can collectively make more impact than if we all worked alone," says SAIMI Acting Chief Executive Odwa Mtati.

The maritime industry covers many sub-sectors – from aquaculture, fishing and marine protection and governance, to transporting goods and people, ship and boat building and repairs, offshore oil and gas exploration, and coastal and marine tourism.

“REALISING THE POTENTIAL OF SOUTH AFRICA'S OCEANS ECONOMY REQUIRES BUILDING A NATIONAL MARITIME CULTURE AND CONSCIOUSNESS”

Industry, government, business and civil society stakeholders in each of the priority sub-sectors formed the “labs” in which the Operation Phakisa plans were developed, and SAIMI is the implementing agent, on behalf of DHEST, for implementation of the skills development aspect of those plans through seven Operation Phakisa Skills Initiative Working Groups.

SAIMI coordinates the working groups that bring together the lead government departments and agencies, together with industry representatives and education and training institutions, to identify challenges and solutions to delivering the skills targets of Operation Phakisa, in order to support SAIMI in developing a comprehensive national maritime skills development strategy and implementation plan for the DHEST.

The working groups cover the “lab” areas of aquaculture, marine protection and governance, maritime transport, marine manufacturing, offshore oil and gas exploration, small harbours development, and coastal and marine tourism.

The National Cadet Programme managed by SAIMI – and involving role players such as the South African Maritime Safety Authority (SAMSA), the Department of Transport and Transnet – is a key intervention in seafarer development. It provides South African maritime students with the practical training and sea-time experience that is required to achieve the STCW Officer of the Watch qualification that enables them to work as seafarers with international merchant shipping lines. There are currently more than 300 cadets in the programme.

SAIMI also works closely with Sector Education and Training Authorities (SETAs) to collaborate on skills development initiatives that support industry in their respective sectors. With the Transport Education and Training Authority (TETA), SAIMI is running a pilot project to train Able Seafarers, an initiative aligned to Operation Phakisa

objectives to widen access to maritime training and expand the scope of career opportunities in the sector. SAIMI is also working with TETA on providing business development support to TETA-registered maritime small businesses.

An agreement with the Chemical Industries Education and Training Authority (CHIETA) allows SAIMI and CHIETA to collaborate on skills development in the maritime aspects of that sector, including artisan development.

With the Department of Basic Education (DBE), SAIMI provides support including learning resources and capacity-building for teachers to maritime high schools in the three coastal provinces. SAIMI partnered with the Gauteng Department of Education to launch a maritime high school in Sedibeng East in early 2019.

Maritime stakeholders agreed that fully realising the potential of South Africa's oceans economy requires building a national maritime culture and consciousness – encouraging South Africans to recognise their country as a maritime nation and take collective ownership and pride in a sustainable blue economy.

To this end, SAIMI is driving a national Maritime Awareness Programme (MAP), with the aim of raising greater awareness and involvement in the maritime environment by all sectors of society. SAIMI leads a multi-stakeholder task team of relevant government departments and agencies collaborating on initiatives to encourage South Africans to “buy in” to the oceans economy as a key economic sector and raise awareness of the economic and career opportunities linked to the oceans.

MAP activities include supporting high schools introducing maritime subjects, promoting awareness of maritime careers and study opportunities, leisure and sport, conservation and responsible citizenship, especially among school learners, youth, unemployed and disadvantaged groups.

MAP was officially launched on 4 September 2019 with the DiveIn! Maritime Career Exploration expo and a stakeholder engagement session. The launch was held in East London, as a pilot for a series of maritime career expos to be staged by SAIMI and the MAP task team in the coastal provinces in 2020.

A legal researcher's take on book topics

People should be informed of the issues that are happening in their world, believes Supreme Court of Appeals Legal Researcher Ayanda Mdletshe. These issues influence everything he reads.

What book are you reading and why are you interested in it?

I am reading *The End of Poverty: How we can make it happen in our lifetime*, by Jeffrey Sachs.

Sachs is one of the best economists and has served in the United Nations (UN) as the advisor of then UN-Secretary General Kofi Annan. His understanding of the impact of poverty in many African countries touches on real issues that our country is facing.

Which books have you read that had an impact on your life?

A Transformative Justice: Essays in Honour of Pius Langa, edited by Alistair Price and Michael Bishop; *Confession of an Economic Hitman*, by

John Perkins; and Trevor Noah's *Born a Crime*.

As a public servant, I am thrilled by the current affairs and prevalent legal issues coming to our news screens across the country. I think it's important for every South African, especially public servants, to continuously engage themselves with such topics.

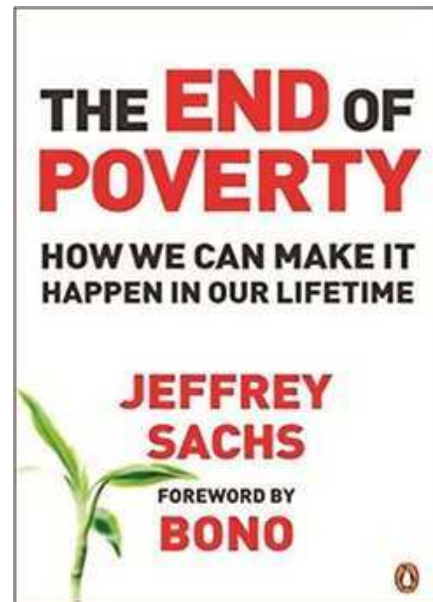
Which book would you recommend to other people and why?

I recommend *The Super Afrikaners: Inside the Afrikaner Broederbond* as it was the most interesting read. This might be controversial to recommend, but if you enjoy controversies and are thrilled by domestic political history you may find it breathtaking.

What are some of the benefits that you enjoy from reading?

Notwithstanding the usual benefits around the vocabulary of new terms, phrases and concepts, reading as a culture moulds our brains and essence.

The words of



former Secretary of the Defence of America, Donald Rumsfeld, were best captured by former President Thabo Mbeki in his 'The role of knowledge as the betterment of society' speech at the Stellenbosch School of Business. He summed it up: "Through [reading] we best understand the (known knowns) – meaning there are things we know we know. We also know there are (known unknowns), that is to say there are certain things we know we do not know. [Nevertheless], there are also (unknowns unknowns), the ones we do not know we do not know."

We need to be more preoccupied with the latter as a society. Then you don't only become a critical thinker, articulate and confidently sharp, but you also end up becoming a reservoir of knowledge. ●



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ARMS CELEBRATES 13 YEARS

Audit & Risk Management Solutions (ARMS) celebrates its 13th year of operations in 2019. The company, under the leadership of its founding directors Nkuli Swana, Boreka Mollanthe and Namhla Gogo, has become a recognised name in government, state-owned entities and private companies in South Africa.

ARMS' founders and partners bring decades of accounting and auditing experience to the business. This group of professionals are leading the company as it establishes a reputation of providing high quality professional services. Our growing client base is testament to our passion for transformation, professionalism and uplifting black graduates entering the auditing fraternity.

ARMS has established its base of operations in Gauteng, with headquarters in Johannesburg, and regional offices in East London in the Eastern Cape and Polokwane in Limpopo. The firm focuses on servicing all spheres of government and SMMEs in South Africa. It assists clients with all matters relating to assurance, enterprise-wide risk management and governance.

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Desk

exercises to improve your health

Many of us are desk-bound for most of the work day, but that does not mean we have to be inactive. There are a number of exercises that can be done at your desk to help you keep fit and stretch your body.

PSM spoke to exercise consultant Valencia Sambo about what these exercises are and how they can benefit your body.

Seated leg raises

"This exercise requires you to sit upright in your office chair, straighten your leg so that it is parallel to the floor and hold it in place for about 10 seconds. Then

you alternate your legs, left and right, repeatedly 16 times," explained Sambo.

The hovering leg raise

"This exercise works more on your core than legs. You must sit upright in your chair, raise both legs so that they are parallel with the floor, slowly lower your legs until they are hovering an inch or two above the ground. Hold that position for as long as you can and release," she said. Sambo stressed that with this exercise, it is important not to hold the chair too tight.

Chair dips

"For this exercise you will need an

office chair that won't roll or you can align it with the wall. Scoot up to the very front edge of the chair and place your hands on the chair, on each side of your hips. Your fingers must grasp the edge of the chair. Then use your core and arms to raise your body up off the chair then down, so that your rear goes down towards the floor. Push yourself up and repeat 15 times. Rest between all three cycles," she said.

The swivelling abs

"Sit upright in your swivel chair and lift your feet off the ground, lightly hold on to the desk with your fingers. Use your abs and

core to swivel the chair from left to right. You can do 15 repetitions in three cycles.”

Benefits of exercise

Sambo said doing these exercises can help you feel happier as exercises generally improve mood and decrease feelings of depression, anxiety and stress.

“One of the obvious advantages of exercise is that it helps you manage your weight because exercising boosts your metabolism and burns calories”, she added. It also improves muscle mass and decreases the fat percentage on your body.

Exercising also increases en-

ergy levels, reduces fatigue and improves concentration span. It also reduces the risk of getting chronic diseases.

“Light exercise also provides antioxidants, protecting and promoting blood flow, which protects skin and delays aging,” she said.

It is also good for the brain because it promotes the flow of blood and oxygen to the brain. It also helps with relaxation and sleep quality.

Get moving

According to Sambo, sitting down for too long increases the risk of chronic health problems such as heart disease,

diabetes and cancer.

“Too much sitting is bad for mental health and it can lead to weakening and wasting away of bum muscles. It can also lead to problems with hip joints,” she said.

In order to stay healthy and fit, Sambo shared the following tips:

- Walk or cycle to work.
- Get off the bus one or two stops early and walk to the office.
- Use the stairs instead of the lift or escalators.
- Walk over and talk to your colleagues instead of emailing them.
- Take your lunch break away from your desk and enjoy a short walk.
- Stand up while you read your emails or reports.
- Move your rubbish bin away from your desk so you get up when you need to throw something in it.
- Use the speaker phone for conference calls so you can walk around the office during the call. ●





Delicious treats for sunny days

The sun is out and you should be too. Here are some delicious recipes that are sure to be winners on those outings to friends or family.

Creamy prawn pasta

Ingredients

500g peeled prawns
½ onion, thinly sliced
Salt and pepper
Chicken spice

Mixed herbs
2 tbsp crushed garlic
500ml fresh cream
500g mushrooms
500g pasta of your choice
Oil

Directions

Boil a kettle of water for the pasta. Place the prawn in a bowl and season with chicken spice, mixed herbs and a touch of salt and

pepper. Once the water has boiled pour into the pot, followed by the pasta and season with some salt. Allow it to boil. Add the knob of butter to a pre-heated pan. Once melted, add in the sliced onion and sauté until tender. Add the crushed garlic and let it simmer. Add the prawns and constantly stir for two to three minutes. Break the mushrooms into the pan; they do not have to be perfect pieces because the mushrooms will give the dish a different texture. Once it begins to simmer, pour in the fresh cream and stir. Drop the temperature of the stove to low and let it sim-

mer for a few minutes. Strain your pasta in a colander and gently drizzle some oil over it and toss. Once you are satisfied with the thickness of the sauce in your pan, remove from the stove and add the pasta. Serve up and enjoy.

Chicken souvlaki

Ingredients

12 chicken thighs (deboned)

For the marinade

4 tbsp olive oil

2 tsp dried oregano

1 tsp dried mint

1 tsp ground cumin

1 tsp coriander

1 tsp paprika

½ tsp ground cinnamon

2 lemons (1 zest and juice) (1 cut into wedges to serve)

4 garlic cloves crushed

For the wraps

7g yeast

250g white bread flour

1 tsp castor sugar

2 tsp olive oil, extra for greasing

For the tzatziki

200g Greek yogurt

Juice of ½ a lemon

1 garlic clove, crushed

½ cucumber

Handful of mint finely chopped

To serve

1 butter lettuce

4 chopped large tomatoes

1 red onion, halved and thinly sliced.

½ cucumber

Handful of mint finely chopped

4 skewers

Directions

In a large bowl, add all the marinade ingredients along with some salt and pepper. Add the chicken and mix until well coated. Cover and store in the fridge overnight.

To make the pitta, add the flour, yeast, sugar and half a teaspoon of salt into a large bowl and mix with your fingers. Pour 150ml lukewarm water and two teaspoons olive oil into the dough and mix. Place dough onto a working surface and knead for 8 to 10 minutes. Clean the bowl the dough was in and lightly oil it. Place the dough back into the bowl and cover loosely. Leave it to rise for one hour. Divide the dough into four equal pieces. ➡



Roll out into thin circles, cover with oiled cling film and leave to rise for 15 minutes.

To make the tzatziki, halve the cucumber lengthways and scoop out the seeds. Finely chop, and then combine with the remaining ingredients, and a pinch of salt. Chill until ready to serve.

Pre-heat the oven on 180 degrees. Remove the chicken from the fridge and thread it over three skewers, you should fit four thighs on each skewer. Set aside while you finish the wraps.

Heat a large frying pan over medium heat and brush the wraps with oil. Place one at a time into the pan. It should bubble and sizzle on the surface after one to two minutes. When the underside is golden, flip it and cook for another two to three minutes. Repeat for all four wraps and cover them in foil.

Put the chicken on a baking tray and place in the oven for 15 to 20 minutes, brushing with left over marinade regularly, and turn halfway through cooking. Once cooked, remove from the oven and rest for five minutes.

Cut through each pair of skewers to make four kebabs and serve in the warm wraps, with lettuce, tomato, red onion, lemon wedges and tzatziki.


Homemade strawberry ice-cream

Ingredients

500ml double fresh cream
1 can condensed milk
500g strawberries, mashed
4 strawberries, sliced

Directions

In a medium-size bowl, mash the strawberries and set aside. Add

the double cream and sweetened condensed milk in a large mixing bowl. Using an electric hand mixer, and whip the mixture until stiff peaks form, do not over mix. Pour in the strawberries and gently fold in until combined. Pour the mixture into a container and top with strawberry slices, seal and pop it into the freezer overnight. 



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Haval exudes

confidence with style



If you are still sceptical about the build quality of Chinese vehicles, pay a visit to any Haval Motors' showroom and you will be pleasantly surprised. Haval Motors is the Sport Utility Vehicle (SUV) arm of GMW Motors, and is the biggest selling SUV brand in mainland China.

With the motoring public's love affair with the ubiquitous SUV, the Chinese realised there was big money to be made competing in this segment. They also learnt rather quickly that there is no substitute for quality.

So out went poor build quality, substandard materials, lack of design flair and general fuddy-duddy motoring and in came great quality and stylish designs that can compete with some major global brands. Of course, once quality improves, so does the price.

Offering only SUVs in its model range the, local range includes the entry level H1, compact H2, attractive H6 and the Prado-sized, top-of-the-range H9. In South Africa, the H2 remains the best-selling model of the brand and competes with accomplished models such as the Renault Captur, Ford Ecosport and Renault Duster.

Each of these vehicles have their fair share of loyal takers.

Buyers are demanding greater value for money and buying down has become not only trendy, but also the norm in the current tough economic conditions. The Haval H2 injects a breath of fresh air into this genre of motor vehicles that is somewhat over populated and has done so since its first introduction to the South African market in May 2017. According to Haval Motors South Africa, since the model's local launch, the Haval H2 sales have dramatically increased earning it the second best sales volume in the small SUV category from the third quarter of this year.

Undoubtedly, the unique selling point of Haval in general and the H2, in particular, that has allowed it to gain great traction in the market has been the offering of numerous A-list features as standard. Fitted with every conceivable bell and whistle, normally only reserved for top-end models in the range, the H2 represents excellent value for money at its price point. The H2 also boasts a true ANCAP five-star achievement adding to greater peace-of-mind motoring.

Haval Motors South Africa unveiled the latest Haval H2 Facelift at the Wesbank Festival of Motoring, at Kyalami in August, with the plan to replace the current version at the end of the first quarter of 2020.

While the engine and drivetrain line-up remain unchanged, the most significant change has been cosmetic. Featuring a bold new frontal treatment, with revised front grill, arrow-shaped lights and updated front and rear bumpers, the new H2 could easily be mistaken for a high-end European design. And what a difference a few brush strokes can make. The car really makes a bold and stylish statement without being overly aggressive. The vehicle's bonnet and fenders are also updated giving the new H2 a totally updated and revised stance and aesthetic appeal. The 18-inch wheels have been retained but now boast a sportier five-spoke, star-shaped wheel that adds to the aesthetics.

The 2020 Haval H2 Facelift will be available in four derivatives in both manual and automatic drivetrains and with different levels of specification namely the Base or City models and then the Luxury model to choose from. The new H2 will be available in eight colour variants.

The interior of the new H2 features Carplay as standard feature across the range as well as a sunroof in all models;

however the Luxury model will offer a panoramic version. An all new Shifter has been introduced for the Auto model with various

minor updates to the upholstery and finishing.

Mechanically the new H2 features the same engines, gearboxes, suspension, chassis and safety features as its predecessor.

A test drive in the current H2 version late last year, revealed nothing untoward. Performance was adequate, so too were the ride and handling characteristics. Fuel consumption at around 9 km/l is acceptable rather than exceptional.

I took the opportunity to conduct an interesting experiment. Having parked at my local shopping mall, I covered up the Haval badges with masking tape and asked shoppers to guess the "mystery" brand. Not one of the dozen or so shoppers thought it was a Chinese brand, with two even saying it was "something new from Audi"!

I think it would be fair to say, that the Haval brand should no longer be viewed as a Chinese brand with negative standards and connotations, but rather as a serious contender in the various market segments in which it competes. ●

Price	From R 259 000 to R 320 000
Engine	Four cylinder, 1500 cc, turbo
Fuel	Petrol
Power	105 @ 5600
Transmission	Six manual/six automatic
Drive system	Front-wheel drive



Experiencing Johannesburg like a local

It isn't the capital city of South Africa, and it isn't the oldest city either. It doesn't have beaches, mountains or an influx of foreign tourists like Cape Town does, but as the locals will tell you, that doesn't mean there's nothing to do. In fact, Johannesburg is a city with a fascinating history, a lively cultural scene and plenty of attractions.

A lot of the activities in the city exist because of its history. Johannesburg and Soweto were at the centre of a lot of the political ac-

tions and protests during apartheid, and there are many museums and memorials scattered around the city to commemorate those times.

Apartheid Museum

The Apartheid Museum needs at least half a day to be properly explored. With an impressive display of photos, videos, monuments and displays (including an intimidatingly large and fully-armoured police van) the museum explores

the complete rise and fall of apartheid, and is something that should be seen by every South African to better understand our past. It is open seven days a week and the entrance fee is R100 per adult.

Lilliesleaf Farm Museum

The Lilliesleaf Farm Museum in Rivonia remembers the secret gathering place for much of the liberation movement. Members of the liberation found shelter at Lilliesleaf, where they would also gather for meetings. Former President Nelson Mandela also lived there for a while, under a false name, and pretended to be the groundskeeper. The museum is open seven days a week and tours cost R110 per adult.





Hector Pieterse Memorial and Museum

The Hector Pieterse Memorial and Museum is based in Orlando West in Soweto and explores the role that students played in the struggle against apartheid. The iconic photograph of Pieterse's body being carried, with his sister running alongside, is famous all over the world, and the museum contains many testimonies, documents and photographs that help to fully explain the protest. The museum is open seven days a week and the entrance fee is R30 per adult.

Gold Reef City

Once you've taken in all the history, you can try out Gold Reef City. Johannesburg started as a small village in 1886, as a result of gold

found on a farm nearby. Gold Reef City is a family-friendly theme park based on this gold rush. It boasts a mine museum, an underground mine tour, plenty of thrilling roller-coaster rides (and a few tamer ones for the younger children), South Africa's only 4D theatre and a casino and hotel. Jump City trampoline park has also recently been opened as a new attraction. The cost is R210 per adult rider ticket.

Johannesburg Botanical Garden

For those after something a little

more peaceful, the Johannesburg Botanical Garden is well worth a visit. Highlights include the Shakespeare Garden, Rose Garden, main arboretum and Emmarentia Dam. Expect to feel like one of the locals while here – you'll most likely come across people fishing, kayaking, dog walking, jogging or just relaxing. At 81 hectares, the garden is big enough for everyone. The garden is open seven days a week from 6am to 6pm and entrance is free).

Walking tours

Another really fun way to con-





Johannesburg Botanical Garden.



Gold Reef City.



nect with the “real” Johannesburg, and keep active and healthy at the same time, is through one of the walking tours. This is a great way to get around in a group and there are many companies offering tours that highlight different parts of the city. Enthusiasts

can do street art tours, pub tours, food tours or rooftop farm tours. Prices vary from free to R50 and upwards per adult. There are also skate tours, cycling tours and tuk-tuk tours available.

Walking tours of Soweto are also a great experience, espe-

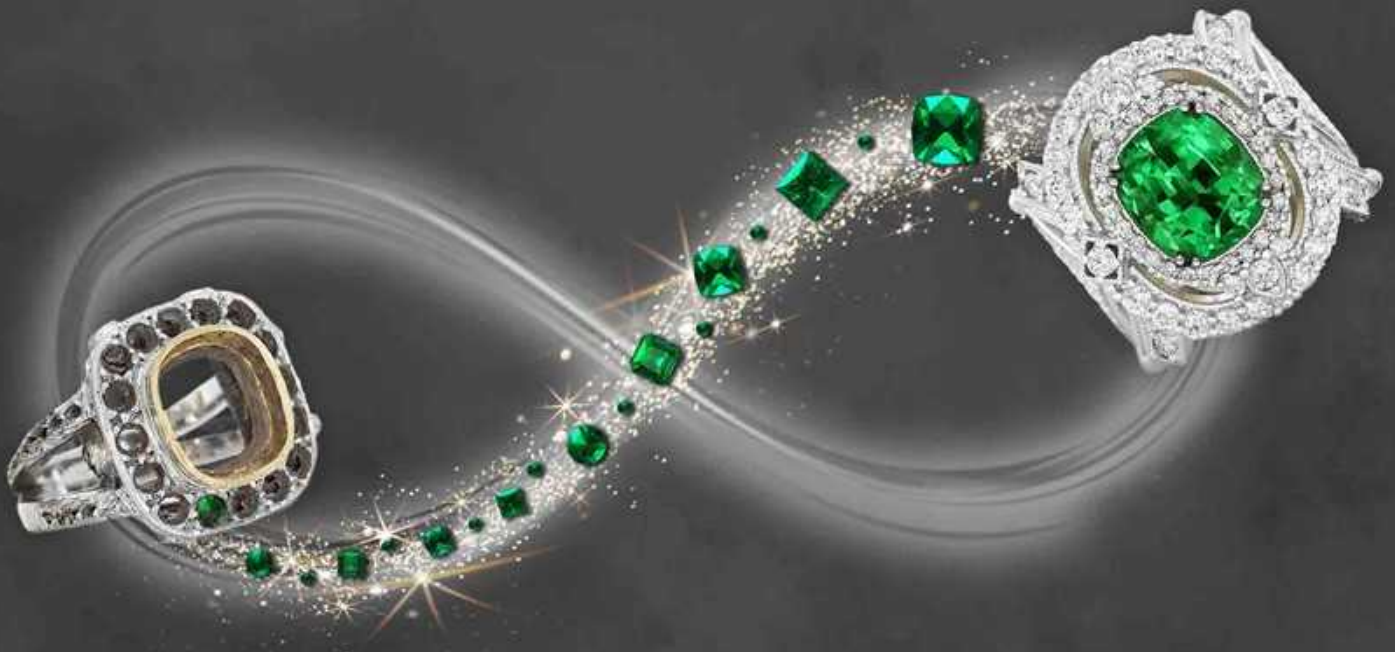
cially if you want to combine a tour with some sightseeing. Highlights include the Orlando Towers (fancy a bungee jump or abseil?), the FNB stadium (host of the 2010 FIFA World Cup final), Vilakazi Street (the only street in the world that has housed two Nobel Peace prize winners) and Diepkloof (a diverse and interesting neighbourhood). It’s also a fantastic chance to experience the Soweto lifestyle, as most tours stop off for a meal and drink at a local restaurant.

Checking off this entire list will be tiring work, so once completed why not reward yourself with a drink at the Westcliff Hotel. Perched on a cliffside and overlooking the Johannesburg Zoo and the northern suburbs, it offers one of the best panoramic views over the leafy metropolis sprawled out before you.

If all of this isn’t enough to entice you to visit this energetic and lively city, perhaps some of these fun facts will. Johannesburg is the world’s largest city not built along a coastline, river or lake, and is the world’s biggest man-made forest with more than 10 million trees. It has the tallest rollercoaster and the busiest airport in Africa, as well as the largest acute hospital in the world. To top it all, the Johannesburg Zoo houses the only two polar bears in Africa. ●

JENNA CLIFFORD

Design Jewellers



Revive

Your Jewellery

Keep it casual

The warmer weather is a time to inject some colour into your wardrobe. These casual finds will keep you comfy while looking fashionable.



1 When in doubt, choose floral.

Try this beaded woven kaftan, Queenspark, **R299**.

2 Experience all day comfort with these Nike Renew Lucent sneakers from zando.co.za, **R1 699**.

3 Local designer Palesa Mokubung has a great new collaborative range with H&M for her label Mantsho. We especially love these Mantsho

X H&M espadrilles, **R999**.

4 Soft pastel shades work well on accessories, like this baby blue bag, which also comes in white. The floral embroidered detail is a winner, Aldo, **R1 299**.

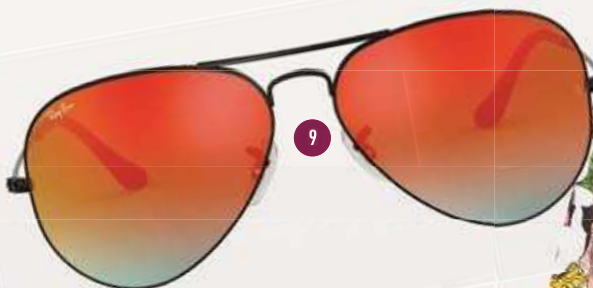
5 If you're looking for a new pair of shades, we recommend these gorgeous Ray-Ban pink transparent sunglasses, **R1 789**.



6



8



9



10



7

6 Keep the sun at bay in these stylish shades. Try these classical shaped black Emporio Armani sunglasses, zando.co.za, **R1 789**.

7 This easy to wear safari floral shirt from Brave Soul can be paired with jeans, shorts or chinos, zando.co.za, **R399**.

8 The colour and texture contrast of these cool sneakers make them a winner, Call It Spring, **R399**.

9 If you're feeling brave and looking to add a colourful pair of sunglasses to your collection, opt for these Ray-Ban aviators in a shiny red/black gradient, **R2 389**.

10 Sun's out, hats out. You can never go wrong with a fedora, like this natural beige one from Joy Collectables, zando.co.za, **R129**.

Put a spring *in your step*

You are all ready to shed the layers of clothing and hop into shorts and t-shirts, but the winter months have taken a toll on you. Here is a list of products to help you look as fresh and stunning as the beauty Spring is creating all around you.

1. Sorbet Pro Gel Nail Polish What A Flirt, 15ml.
2. Clinique Even Better™ Makeup Broad Spectrum SPF 15 Amber, 30ml.
3. L'Oreal Revitalift SPF30 Anti-Wrinkle Extra Firming Day Cream 50ml.
4. Nivea Sun SPF50+ Moisturising Spray, 200ml.
5. Aunt Jackie's In Control Moisturising & Softening Conditioner, 260ml.
6. Maybelline Baby Lips Glow Lip Balm.
7. Sorbet Hydrating Body Butter, 250ml.
8. Calvin Klein CK One Summer, 100ml.



Phishing, Impersonation and Ransomware Attacks are Getting Smarter.

Now it's time to upgrade your strategy beyond just protection.

77%

of impersonation attack victims dealt with a **DIRECT RESULTING LOSS** (data, financial or loss of customers)

87%

of organizations that received an email-based spear phishing attack looking for sensitive information, such as money, sensitive data or intellectual property

3 days

average **EMAIL DOWNTIME** after a ransomware attack

Mimecast The State Of Email Security Report 2019 | www.mimecast.com/the-state-of-email-security-2019



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