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# Vuk'uzenzele

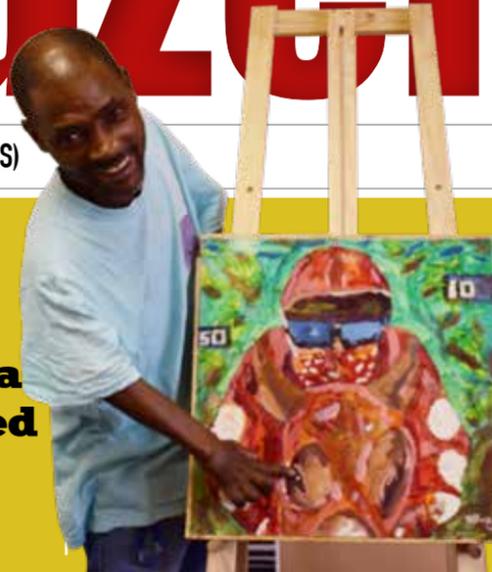
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November 2019 Edition 2



**What to expect when reporting a GBV-related crime**

**Page 5**



**Finding a purpose through art**

**Page 16**

**JOBS INSIDE:**

# Sukuma Ndoda!



**Ending abuse starts with you.**

**Men working together to end abuse #16Days**



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# How to report a missing person

Silusapho Nyanda

**T**he first thing you should do when a loved one goes missing is to report the incident to the South African Police Service (SAPS) immediately.

This is according to the SAPS Section Head of Crime Stop and the Bureau for Missing Persons, Brigadier Attie Lamprecht.

"A missing person can be reported at any police station," said Brig Lamprecht.

He said even though no one will be turned away for reporting a crime at any police station, it is advisable to report the incident in the area where the missing person lives, in order to avoid delays.

Brig Lamprecht explained that



despite popular belief, there is no waiting period to report a missing person. The sooner the case is reported, the better the chance of finding the missing

person, he said.

"The chances of finding the person unharmed diminish as time passes," he said.

The missing person's report

must contain as much information as possible, including:

- Eye and hair colour
- What they were wearing
- Where they were last seen
- Circumstances of the disappearance
- Latest photograph of the missing person.

When reporting a missing person, you must complete an official SAPS 55(A) form, which is available at police stations, said Brig Lamprecht. This form safeguards the police from hoax reports and gives the police permission to distribute a photograph and information of the missing person.

"If it is suspected that the life of a child or adult is in danger, the police can release all available information without permission since the State has

a legal responsibility to prevent and investigate crime," said Brig Lamprecht.

The police prefer that a parent, a close partner or a legal guardian reports a missing person.

When the missing person is under the age of 18, the case is handled by the Family Violence, Child Protection and Sexual Offences Unit.

Currently, the police's missing persons database contains over 34 000 names.

"The number of missing persons fluctuates daily as people are found and new cases are reported," he said. **U**

**If you would like to file a missing person's report, call:**

- The National Bureau for Missing Persons at 012 393 2002.
- Crime Stop Call Centre at 08600 10111.

# Support for GBV victims with hearing disabilities

Dale Hes

**T**he Department of Social Development's Gender-Based Violence (GBV) Command Centre ensures that all victims of GBV, including those who are deaf or hard of hearing, receive the same level of support.

The centre employs 48 social workers and receives calls, SMSes and 'Please Call Me' messages every month. Deaf people also have the opportunity to interact with social workers through video-calling over Skype and by SMS.

"We look to provide the same level of service to everyone, regardless of their situation. When a deaf person calls us



over Skype, they are connected to a social worker. We then communicate with the person using sign language over video," said Barata Molopyane, a social worker at the Command Centre.

Once the person's specific situation has been communicat-

ed, the centre will provide the necessary support to the victim.

"We establish a relationship with the person and then start gathering the information we need from them. After that, we connect them with counselling services and also start engaging with social workers in the area

where the victim is based. These social workers can then deal with the issue on the ground," Molopyane explained.

The centre is also able to refer calls directly to the South African Police Service when immediate help is needed.

Molopyane said because Skype is not yet well known to many people in rural communities, the Department of Social Development is conducting awareness campaigns in deaf schools and deaf communities.

For people who don't yet know how to use Skype or can't afford the data costs, an SMS line is available.

"We can communicate well with people over SMS, especially those who are deaf or who have hearing disabilities,"

Molopyane added.

**Assisting with other issues**

The Command Centre also deals with a number of other social issues.

"We are social workers, so we don't turn anyone away. We have non-GBV cases that we attend to as well. Whether it be family issues, information about social grants or skills development opportunities, we are able to help," said Molopyane. **U**

**\*People with a hearing disability can access the GBV Command Centre by SMSing 'help' to 31531 or Download Skype on their phone or computer and add 'Helpme GBV' as a contact.**



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# We are stronger together



**T**he sight of Springbok captain Siyamthanda Kolisi lifting the cup at the Yokohama Stadium filled me with great pride. I could see the undisguised emotion on the face of his father, Fezakele Raymond Kolisi watching from the stands. There was his son, the first black captain of the Springboks, making history.

Siya Kolisi was born on a day of profound significance in our country, 16 June, when we remember the valiant

students who lit the path for our freedom. Siya's captaincy not only epitomises the transformation of a sport that was once racially segregated; it is the power of a dream fulfilled. This is the dream of a young man of humble circumstances to one day wear the green and gold jersey, and of a country that has enabled him to see it realised.

At a time when South Africa is experiencing profound challenges, we have rallied around the victory in Japan. The outpouring of support for

the Springboks on the road to the final once again showed the immense potential of sport to unite us as a people.

When Caster Semenya crosses the finish line, when Banyana Banyana find the back of the net, when Chad le Clos lifts his gold medal, when our national netball team, the Proteas are crowned Africa champions, all of South Africa is cheering on the sidelines. After generations of division, we have become a people with a great sense of national pride.

But we are not only united by the achievements of our sportstars or internationally acclaimed performers, like the Ndlovu Youth Choir. We are also united by a shared desire for a country where all can live in peace and comfort, where all have an equal chance to achieve their potential.

We are united by the vision of a country where the divisions of the past can be overcome, a nation of equality, dignity and respect for human rights. Over the past 25 years, we have been working together to build that nation. And while this is still very much a work in progress, we are firmly on the path to unite, renew and transform our society.

The spectre of racism, sexism, tribalism, xenophobia, homophobia and other forms of intolerance has on occasion taken root in our society and has blindsided us as we strive towards our national objective of creating a non-racial, non-sexist, democratic, prosperous and tolerant society.

But we have always come back, even when we stood at the brink of tipping over. Our win against England was a tri-

umphant day as it confirmed what we are as a nation, firm in its resolve to find unity in its diversity, as exemplified in our national rugby team which is transforming beautifully, being presented to the world with its first black captain.

We often fail to appreciate just how far we have come since that iconic moment in 1995 when a South African first held aloft the Rugby World Cup Trophy in building a society that offers equal opportunity to all regardless of race, gender or social circumstances.

I recently attended a businesswomen's summit in Johannesburg and was in awe of the breadth of occupations and ventures our country's women have entered. We had among us shipping company CEOs, tech entrepreneurs, DNA specialists and production company owners. This has been made possible by the progressive policies of this government and the opportunities it has afforded its people.

We are proud of South Africa and what it has become. But there is much more that we need to do to make this a country where the black child and the white child can attain the heights they always dream of.

We must do more to foster social cohesion in our society. Our national broadcaster – indeed all broadcasters – should commission more content that reflects the values of tolerance and multiculturalism. Leaders of faith organisations, traditional bodies, political parties, cultural organisations, sports organisations and business bodies should all work together to foster a more inclusive

and cohesive society.

Public sports and recreation facilities must be better resourced, especially in rural areas, so that young men and women who cherish dreams of sporting success attain their goals. The youth should be able to explore and appreciate their history, traditions and languages.

South Africa hosted its second Investment Conference as part of our ambitious drive to set our country on a path of faster growth and to create the many jobs that our people need. We welcomed over 1,500 investors and business people to explore the many investment opportunities in our country.

To mobilise the investment we need requires a massive effort from us all. More than ever, we need to be single-minded in our determination to build an economy that can benefit all our people. So let each of us, wherever we find ourselves, become part of the campaign to build a better South Africa.

As we held our breath in the rugby final against England and awaited the final whistle, we momentarily forgot our woes. And now, our sails swelled by the wind of victory, our pride must not deflate, our euphoria must not dissipate and our optimism must endure.

Let the goodwill brought by our success at Yokohama inspire us to put our collective shoulder to the wheel as we confront our economic, political and social challenges together – and overcome them.

As Siya Kolisi said: "We can achieve anything if we work together as one." 



Let's Grow South Africa Together

#SendMe #ThumaMina




# More funds pumped into fighting abuse



## More Matshediso

President Cyril Ramaphosa recently updated Parliament and the nation on efforts to end Gender-Based Violence and Femicide (GBVF).

A few months ago, the President asked Parliament to approve the Emergency Action

Plan to combat GBVF. He has since announced that government will commit R1.1 billion towards the implementation of the plan.

“National Treasury has written to key departments and entities, asking them to urgently identify funds that can be re-prioritised. Departments must be commended for readily and swiftly responding to this call.

We are now in a position to allocate more than R1.6 billion from the 2019/20 financial year baseline spending allocation,” the President said.

“We know that GBV often has its roots in social, cultural and other norms that perpetuate patriarchy and chauvinism. We also know we have to focus on prevention as the first point of intervention,” he said.

The President said the Department of Social Development will, in collaboration with other departments, drive the roll-out of programmes that will engage with men’s formations, traditional leaders, student organisations, youth groups, offenders inside prisons, officials working in the criminal justice system and communities at large.

He also announced that 200 social workers will be appointed to provide targeted services to survivors at various social services centres, including the national network of Thuthuzela Care Centres.

The President said work is being done to enhance our current legal and policy framework to make it more responsive to the needs of GBV survivors.

“This includes bail and sentencing reform to ensure that perpetrators face justice and that the law acts as an effective

deterrent,” said the President.

Meanwhile, Cabinet has welcomed the recent 20 life sentences and 758 years’ imprisonment sanctions handed down to serial rapist Bongani Lucky Masuku, as well as the life sentence handed to convicted rapist Nicholas Ninow.

“This sends a strong message to perpetrators that our criminal justice system will not tolerate crimes against women and children,” said Minister in the Presidency Jackson Mthembu said. **V**

**The GBV Command Centre can be reached at 0800 428 428. Alternatively, send a please-call-me to \*120\*7867# or log onto the website [www.gbv.org.za](http://www.gbv.org.za).**

## Legal assistance for victims of GBV



## More Matshediso

Victims of Gender-Based Violence (GBV) who cannot afford to pay for legal representation can

get assistance from Legal Aid South Africa.

Principal Legal Practitioner at Legal Aid South Africa, Makgate Nkgapele, said.

Legal Aid South Africa is an independent Statutory body

which aims to provide legal aid to those who cannot afford to pay for legal representation.

“We have a national footprint of 64 local offices and 64 satellite offices, where we have in-house attorneys and

advocates to assist members of the public with their criminal and civil matters,” said Nkgapele.

In addition to that, Nkgapele said the independent body has established 32 justice centres which provide legal aid throughout the country. They are usually near courts and each centre serves between 10 and 20 courts.

In total, 724 000 persons were assisted by the organisation in 2018/19.

Nkgapele said Legal Aid South Africa uses a means test as a tool to determine who qualifies for its services.

“Amongst others, the means test looks at the applicant’s income as well as the assets they own,” he explained.

“If you earn R7 400 and less per month after tax deductions, then you’ll qualify for legal aid. However, if you exceed the means test by a certain amount, which is less than R1 300, you may still qualify to get legal aid, depending on the discretion of the head of office,” he added.

He said people who receive a

state grant or old age pension automatically qualify and do not have to take the means test. They must, however, be able to produce official documents proving they are grant recipients.

Nkgapele said in criminal cases, children automatically qualify for legal aid and do not have to take the means test. If it is a civil case, the family of the child will need to take and pass the means test. **V**

### How to contact Legal Aid:

Walk in at any of their offices across all nine provinces.

Call the toll-free number:

0800 110 110 (Monday to Friday 7am – 7pm).

Use the Please Call Me service: 079 835 7179.

Log a query via the website: [Legal-aid.co.za](http://Legal-aid.co.za).

# What to expect when reporting a GBV-related crime



**R**eporting a rape or any other crime that is Gender-Based Violence (GBV) related can seem daunting and intimidating.

*Vuk'uzenzele* has put together a step-by-step guide to give survivors an idea of what to expect when visiting a police station to report a GBV related crime.

The South African Police Service (SAPS) said that it is committed to ensuring secondary victimisation does not take place when a rape survivor arrives at a police station to tell their story.

A rape case can be reported to the SAPS via the 24-hour emergency crime reporting centre on **10111**, or by visiting your nearest police station.

The victim is permitted to have a person of his/her choice present during the interview and can expect to be interviewed in surroundings that are familiar or reassuring.

Once the police have received enough information a docket must be opened and registered on the Crime Administration System and an affidavit must be made in which the following must be clearly specified:

- The time, date and place of the offence.
- The nature of the offence and manner in which it was committed.
- The first person that the abuse survivor told of the attack.
- Any details regarding the alleged offender(s) or possible witnesses who may assist in apprehending the suspects.

A medical examination may be needed to establish whether there is any evidence that could be helpful in court. It

is therefore essential that the victim be examined without delay – even if the attack took place more than 72 hours before, or the survivor has already washed.

The medical examination will be conducted at the state's expense and by a medical professional. No man may be present during the medical examination of a female victim, and vice versa. Even a member of the same gender may only be present during the medical examination if the victim agrees to it.

## Victim after-care

The victim of a sexual offence has had a traumatic experience and will more than likely need some form of counselling.

If the victim is a child, a member trained by the Family Violence, Child Protection and Sexual Offences (FCS) unit or a specialised individual must be contacted. It may be decided that it is in the best interests of the child to be removed and taken to a place of safe care.

## It is the responsibility of the investigating officer to:

- Provide the victim with the details of medical and counselling services available in the area and reasonable assistance to access them.
- Ensure that appropriate steps are taken to safeguard children or other vulnerable victims.

The investigating officer will keep the victim informed of

any developments in the case and must explain the court process to the victim to prepare her for the court hearing.

On the day of the trial or earlier, if the victim requests it, the investigating officer will hand the victim copies of her statements to read through to refresh her memory. **U**

## DID YOU KNOW?

- The name of a rape victim may not be released by the media.
- Any person who has knowledge of the sexual abuse of a child or a mentally disabled person is legally obliged to report the incident to the police.
- If you have been a victim of a sexual offence, do not wash, change your underwear or rinse your mouth until you have had a medical examination.
- No victim may be turned away because the offence took place a long time ago or was committed in the station area of another police station.

**\*This information was supplied by the South African Police Service**

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## Helpful numbers for survivors of GBV

**S**outh Africa has a number of organisations that survivors of Gender-Based Violence (GBV) can approach for counselling and after being abused.

*Vuk'uzenzele* has compiled a list of places that survivors of abuse can go to for help.

### People Opposed to Women Abuse (POWA)

POWA provides counselling, both telephonically and in person face-to-face, as well as legal assistance to women who have been abused.

**Website:**  
<https://www.powa.co.za/POWA/>

**Phone number:** 011 642 434/6

### Childline South Africa

This non-profit organisation helps abused children and their families. It deals with issues such as physical and sexual abuse, substance abuse, behavioural problems and trafficking, and gives legal advice.

**Website:**  
<http://www.childlinesa.org.za/>  
**Toll-free helpline:** 0800 055 555

### Child Welfare South Africa

Child Welfare South Africa focuses on child protection, child care and family devel-

opment. Neglect and child abuse can also be reported to them.

**Website:**  
<http://childwelfare.org.za/>  
**Phone number:** 074 080 8315

### Family and Marriage Association of SA (FAMSA)

FAMSA provides counselling and education to help improve marriages and family. It provides assistance in cases of domestic violence and trauma, divorces and mediation. FAMSA has offices throughout the country.

**Website:**  
<http://famsa.org.za/>  
**Phone number:** 011 975 7106/7

### Tears Foundation

Founded in 2012, this non-profit organisation provides a database of medical, legal and psychological services available in South Africa to help those who have been raped or survived sexual abuse.

**Website:**  
<https://www.tears.co.za/gbv-domestic-abuse/>  
**Phone number:** 010 590 5920

### GBV Command Centre

The Department of Social Development opened a GBV Command Centre in November 2013. It operates 24 hours a day and is

operational all year long to assist victims of GBV.

The command centre can be reached in a number of ways, including on their emergency toll free number at **0800 428 428**, or by sending a please call me to **\*120\*7867#**

You can also add **Help Me GBV** to your skype contacts and send a message. This platform is also used to help victims in the deaf community who use South African Sign Language to communicate. **U**

**Other options are to SMS Help to 31531, or to visit [www.gbv.org.za](http://www.gbv.org.za)**

# “Corrective rape” is a hate crime

**RAPISTS** who claim they are restoring their lesbian, gay, bisexual or transgender victim's manhood or womanhood through their actions are nothing more than perpetrators of vicious hate crimes.



## More Matshediso

**T**he rape of people to ‘cure’ their sexual orientation is a barbaric crime that is all-too prevalent in South Africa. Moude Maodi-Swartz from lesbian, gay, bisexual and transgender (LGBT) well-being organisation OUT,

said “corrective rape” – also referred to as curative or homophobic rape – is a hate crime.

“The common intended consequence of the rape is to enforce conformity with gender stereotypes,” said Maodi-Swartz.

She explained that the perpetrator perceives their victim’s

sexual orientation as wrong or morally unacceptable. “These crimes are often gruesome and fatal,” she added.

Victims of this hate crime include people who identify as lesbian, gay or transgender, with the majority of attacks targeting masculine black lesbian women, feminine gay men and transgender women, said Maodi-Swartz. “They do not conform to societal norms and are therefore seen as a threat to what is deemed normal.

“The highest number of reported hate crimes were against lesbian-identifying women; at least 30 lesbian women were raped and murdered in the past 15 years,” she said.

## Dangers associated with “corrective rape”

Maodi-Swartz said the dangers

associated with “corrective rape” can be external or internal.

She said internally, the victim can contract viruses or infections as perpetrators do not use protection in most “corrective rape” incidents.

“Should the survivor not seek medical treatment within 72 hours of exposure, they might be at a risk of contracting sexually transmitted diseases, infections or viruses,” she explained.

Often, she said, survivors of “corrective rape” also suffer from mental health issues, such as post-traumatic stress disorder, anxiety and depression.

“The survivors often feel guilty and ashamed of the violation and do not seek support from family and friends because they fear rejection,” she said.

Externally, Maodi-Swartz said although the hate crime might have been committed with the aim of transforming the individual’s gender identity or sexual orientation, the act itself is committed with the intention of sending a broader message of disapproval to the specific community.

“This sends a message of fear and hostility which regresses the processes of acceptance and social inclusion,” she said.

In the end, she said the hate crime sends out the message that lesbian, gay, bisexual, trans, intersex and queer people’s lives do not matter. It also instils fear within the community.

OUT provides direct health services to the LGBT community, sex workers and intravenous drug users. **V**

People who need help or would like to report cases of “corrective rape” can send an email to [report@lovenothate.org.za](mailto:report@lovenothate.org.za) or call OUT on 012 430 3272. It is vital, however, that all cases are also reported to the police.



# Do not discriminate against the LGBTI+ community

## More Matshediso

**P**eople who identify as lesbian, gay, bisexual, transgender and intersex (LGBTI) have the same rights as heterosexual people in South Africa.

This is enshrined in the Constitution and the Department of Justice and Constitutional Development (DOJ&CD) continues to work hard to promote and protect the rights of LGBTI persons.

Despite these efforts, the Director of Access Chapter 2 (AC2) Mapaseka Steve Letsike said members of this community are still marginalised. AC2 is a Non-Profit Organisation

initiated to promote the rights and empowerment of women and girls, and LGBTI people.

She said South Africa has a history of prejudice based on skin colour, as well as discrimination against women. In the past 25 to 30 years, Letsike said the LGBTI community has also been subjected to similar marginalisation and prejudice.

“When we talk about challenges experienced by the LGBTI community, we talk about multiple forms of discrimination, stigmatisation and marginalisation,” she said. “We have to constantly teach people that the LGBTI community is made up of a diverse population in terms

of gender and sexual orientation,” said Letsike, who identifies herself as a lesbian woman.

Letsike said people must understand that members of the community are not asking to be accepted. “Who is accepting heterosexual people? I think when we talk about embracing one another, we talk about embracing people as

they are, whether heterosexual, homosexual or intersexual. I think the principle of humanity brings

a complete context of respect, love, care and non-judgment, regardless of any creed,” she said.

She said stereotyping based on gender has unfortunately been normalised in our homes, schools, churches and workplaces.

The assumed domination of

heterosexuality has resulted in marginalisation of members of the LGBTI community, which ultimately leads to victimisation in terms of abuse and sometimes even murder, she believes.

Her sentiments are shared by the Project Manager of the LGBTI Programme at the DOJ&CD, Busisiwe Dhlamini, who said most members of the LGBTI community are still being discriminated against because of their sexual orientation or gender identity and expression.

Dhlamini said people can visit the department’s website [www.justice.gov.za](http://www.justice.gov.za) to learn more about their rights and the rights of others. **V**



# The story of how an abuser became a beacon of hope



■ Gender-Based Violence activist Thabo Moeketsi helps men who want to end the cycle of abuse.

## Silusapho Nyanda

**J**ohannesburg resident and Gender-Based Violence (GBV) perpetrator-turned-activist Thabo Moeketsi (40) found himself perpetuating his father's abuse.

Moeketsi's father had physically, emotionally and financially abused his mother when Moeketsi was a child.

"I thought it was normal," said Moeketsi.

As an adult, he vowed to be different but despite his intentions, he too ended up as a domestic abuser, repeating the cycle by inflicting physical, emotional and financial abuse on his partner.

"I never realised the anger that I held in me until I got counselling. It would be triggered by the smallest of things, such as someone bumping into me while walking inside the house,"

he said.

The father of two boys said in 2013 he sought help from a non-governmental organisation (NGO) after seeing its advertisements on television. The organisation referred him to Agisanang Domestic Abuse Prevention and Training (ADAPT), another NGO, which provided the necessary counselling to help him stop abusing his family.

"The abuse affected my two sons, 14 and eight. You could see that they were traumatised by it. Even if they were not home when I abused my wife, they knew what I had done and I could see that in their eyes. I hated myself for that because I knew how they were feeling," he said.

Moeketsi said asking for help was the biggest hurdle. He said it took him six months to take the first step but once he did, the dam of

emotion inside of him broke free. Today, Moeketsi helps other men wanting to end the cycle of abuse.

As part of the healing journey, Moeketsi also made sure that his wife and children also received counselling.

He said men need to be taught from an early age about how domestic abuse affects their loved ones. They also need to realise that power comes not from abusing other people, but from helping and protecting them, he said. **V**

To get help in ending the cycle of abuse, contact ADAPT via email at [adapt@worldonline.co.za](mailto:adapt@worldonline.co.za) or call them at 011 440 4047/5615.

## Changing men's perceptions

### More Matshediso

**A** self-confessed but reformed perpetrator of domestic violence, Patrick Shai is taking action to say enough with the abuse and killings.

Shai established a men's social movement called Khuluma Ndoda in 2005. It is a behaviour change initiative that offers social wellness programmes designed to empower men in the fight against gender violence, domestic violence and femicide.

The programme was established to create a platform for men to engage and formulate responsive interventions to reduce acts of violence against women, children and the vulnerable people.

"For many years, violence against women was kept under the carpet. Families knew about it. Communities knew about it. Friends knew about it. Yet there

was silence when women were assaulted. I needed society to open up and talk about the violations of the rights of women," said Shai.

He said the main idea of the movement is to mobilise men and boys to learn to resolve

**"You know it is not right to beat up a woman. You know it is not right to rape a woman."**

problems without violence, and to respect and protect women and children.

Most importantly, Shai said the movement assists men who are in conflict with their partners.

"We resolve and harmonise relationships. We hold the view that sound, violence-free families are the foundation upon which personal growth can be built. Prosperous economies survive because they are driven by stable families," he said.

Currently, the non-profit organisation has only three people working for it, with Shai's family pitching in and doing much of the work. "This is because it is difficult for people to commit their time and services for free. We have not received any funding from government," he said.

"I would welcome people who want to join Khuluma Ndoda on voluntary basis, especially in the areas of counselling, human resources management, fundraising, public relations, project management, creative writing, marketing and publicity. We need committed people who want to help in eradicating GBVF," said Shai.

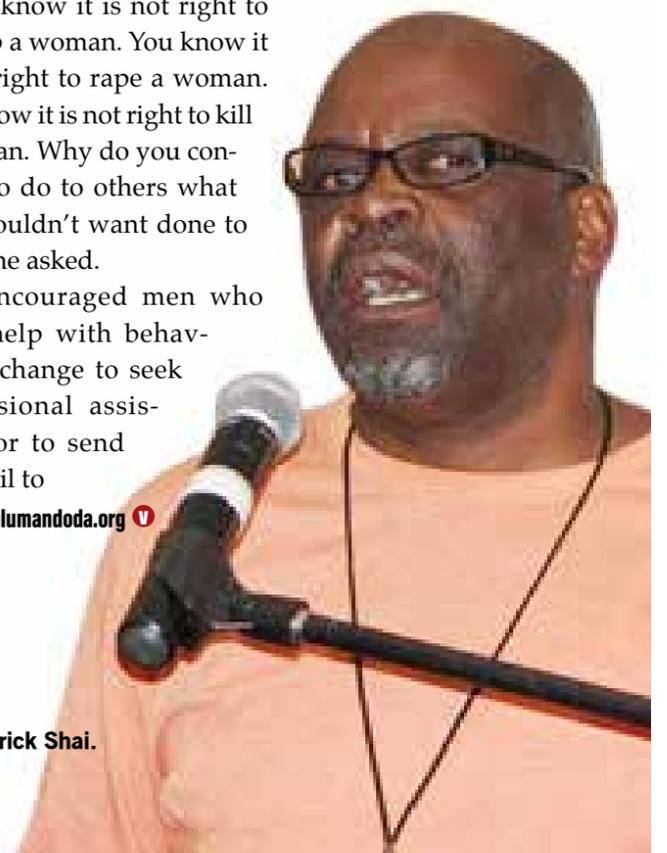
His message for men who

are still abusing women is that they should think about how they would feel if their sisters or loved ones came home with injuries, were raped or were killed.

"You know it is not right to beat up a woman. You know it is not right to rape a woman. You know it is not right to kill a woman. Why do you continue to do to others what you wouldn't want done to you?" he asked.

He encouraged men who need help with behavioural change to seek professional assistance or to send an email to

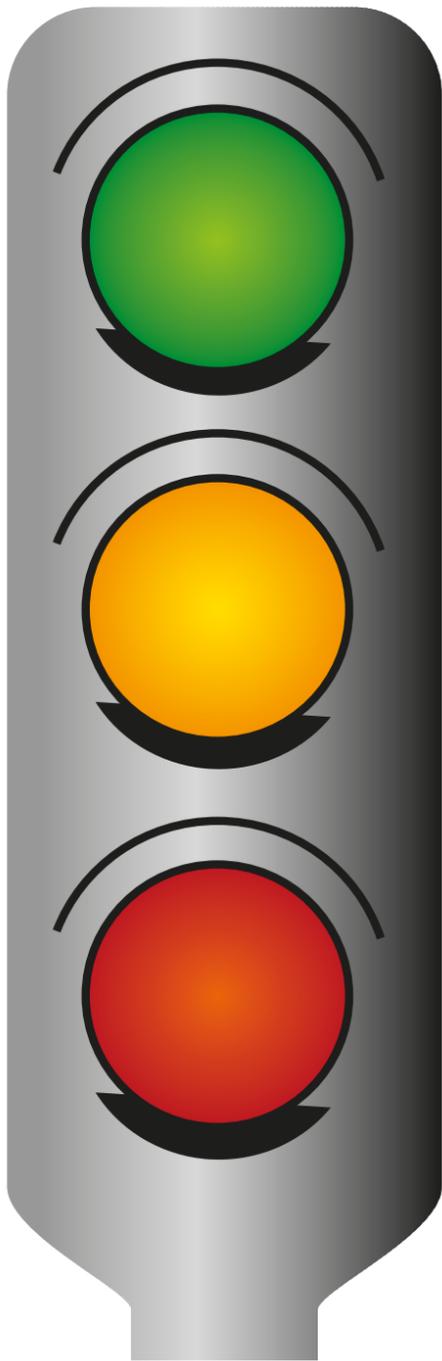
[info@khulumandoda.org](mailto:info@khulumandoda.org) **V**



■ Patrick Shai.



## MEN'S ROBOT



Women's Rights are Human Rights

**#HearMeToo!**

SA Police Service: 10111  
 Presidential Hotline: 17737  
 Gender Based Violence Command  
 Centre: 0800 428 428  
 Department of Justice and Constitutional  
 Development Stop Gender Violence  
 Helpline: 0800 150 150  
 Department of Women: 012 359 000

### #EnjoyYourRelationship

GREEN – ENJOY YOUR HEALTHY RELATIONSHIP! (#EnjoyYourRelationship)  
 There is mutual respect, open communication, and support for each other

- You often express your love for your partner. You consider love for your partner to be above all else.
- You respect your partner at all times
- You often express your love for your partner
- You show affection towards your partner
- You are open with your feelings and always honest
- You trust your partner at all times
- You can forgive without causing harm
- You are sensitive and responsive to your partner's feelings
- You give your partner space to make their own decisions
- You respect your partner's decisions
- You support your partner's ambitions
- Always make time to talk and listen to your partner
- You understand that negotiation is a healthy part of a relationship
- You have a constant feeling of happiness in your relationship
- You understand your partner can say "No, I don't love you anymore"

### #TalktoSomeoneYouTrust

ORANGE – BE AWARE OF THE SIGNS. START SEEKING HELP! (#TalktoSomeoneYouTrust)

- You constantly belittle or insult your partner
- You try to control your partner's decisions
- You want to control how your partner spends their money
- You decide when your partner can socialise with her friends and family
- You decide what clothes your partner can wear
- You invade your partner's privacy, always wanting to see their cellphone messages, or emails.
- You are jealous of your partner's successes
- You ridicule and offend your partner
- You resort to lies and deceit to cover the truth
- You intimidate your partner to get your way
- You damage or destroy your partner's property
- You physically handle your partner roughly without regard for their wellbeing
- You treat your partner as a sex object
- You lock your partner away from their family and friends
- You carry resentment or a grudge over a fight that happened a long time ago.

### #ActNow

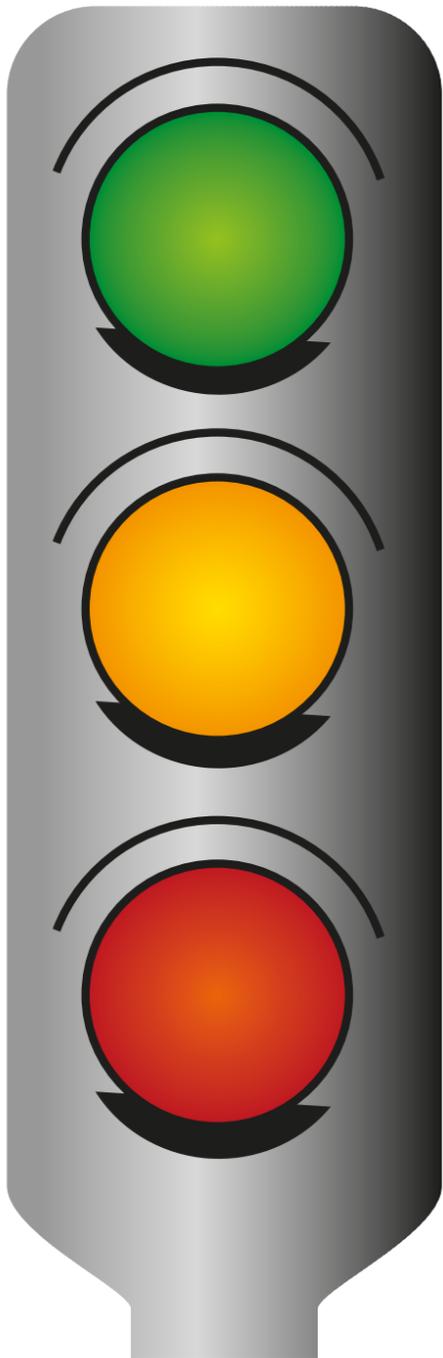
RED – SEEK PROFESSIONAL HELP IMMEDIATELY!  
 (You are in the danger zone - #ActNow)

- You threaten your partner with death
- You are constantly angry at your partner
- You use weapons or objects to harm your partner
- You cause physical harm to your partner
- You constantly think about harming or killing your partner
- You aggressively handle your partner for sexual pleasure/sex without their consent.
- You think it is ok to rape or sexually assault your partner
- You believe your partner belongs to you
- If you have raped or murdered your partner, go to your nearest police station and report your crime.

#NGIZWE #NDIVE #NKUTLWE #HOOR-MY #NI-TWE-NA-MINA #NTHEELETXE-LENNA



# WOMEN'S ROBOT



Women's Rights are Human Rights

**#HearMeToo!**

SA Police Service: 10111  
 Presidential Hotline: 17737  
 Gender Based Violence Command  
 Centre: 0800 428 428  
 Department of Justice and Constitutional  
 Development Stop Gender Violence  
 Helpline: 0800 150 150  
 Department of Women: 012 359 000

## #LightsForLife

IF THEY REALLY LOVE YOU, THEY WON'T HURT YOU

GREEN – ENJOY YOUR HEALTHY RELATIONSHIP! (#CoupleGoals)

There is mutual respect, open communication, and support for each other

- Your partner often tells you how much they love you and how beautiful you are.
- You value love above all else in your relationship
- Your partner respects you at all times
- Your partner always shows you affection
- You can be open with your feelings and you can always be honest with your partner
- You trust your partner at all times
- Your partner shows you kindness
- Your partner is always thoughtful and forgiving
- Your partner respects your decisions
- Your partner does not try to control you
- Your partner always encourages you to follow your dreams
- Your partner assists you with chores and duties around the home
- Your partner always makes time for you
- You understand that negotiation is a healthy part of a relationship
- You have a constant feeling of happiness in your relationship

## #SeeTheSigns

ORANGE – BE AWARE OF THE SIGNS. START SEEKING HELP! (#SeeTheSigns)

- Your partner constantly belittles or insults you
- Your partner tries to control your decisions
- Your partner decides who you can be friends with
- Your partner wants to control how you spend your money
- Your partner is always telling you what you can and cannot wear
- Your partner does not trust you, always wanting to see your cellphone messages, or emails.
- You feel like your partner is jealous of you
- Your partner hurts you with their jokes and often ridicules you
- Your partner lies to you
- Your partner humiliates you in public
- You are often blamed for things going wrong
- Your partner damages or destroys your property
- Your partner physically handles you in a way that makes you feel uncomfortable or insecure.
- You feel like you are only being used for sex
- Your partner carries resentment for fights that have long passed

## #Run4YourLife

RED – SEEK PROFESSIONAL HELP IMMEDIATELY!

(You are in the danger zone - #LeaveNow)

- Your partner has threatened to kill you or your children
- You fear for your life or the lives of your children in your relationship
- Your partner has used weapons or picked up objects to threaten you
- You have been physically harmed by your partner
- Your children have been physically abused by your partner
- Your partner constantly threatens to harm you, your children, or your family members.
- You have given your partner sex due to them being forceful or roughly handling you.
- Your partner thinks it is ok to get sex from you even though you say no
- Your partner says you belong to them and says you cannot be with anyone else. If your partner claims they have raped or murdered someone in their past and threatens to do the same to you, go to your nearest police station and seek help.

#NGIZWE #NDIVE #NKUTLWE #HOOR-MY #NI-TWE-NA-MINA #NTHEELETXE-LENNA



# It's time to Father A Nation

**NON-PROFIT ORGANISATION** Father A Nation believes that if we can heal men, we can heal society.

Allison Cooper

**C**lose to 60 per cent of South African children are growing up without a present and engaged father. Research shows that fatherlessness is the single biggest driver of violent crime globally.

This is according to non-profit organisation Father A Nation (FAN), which addresses Gender-Based Violence (GBV), crime and fatherlessness by restoring and equipping men to be nation-builders, fathers and role models.

"We teach men to use their strength to love, serve, protect and provide and to be activists against any form of abuse," said Craig Wilkinson, the founder of FAN.

FAN believes that there is no greater nation building imperative for our nation

than the restoration of men. "By failing to father our children, South Africa has been growing an army of dangerous men. We have the highest rate of rape and GBV in the world. He added that men who have had an absent

**"Wounded men raise wounded boys who become wounded men who wound."**

or abusive father grow up wounded. "In addition, if they've had no male mentors or role-models to teach them good, positive masculinity, they often have a distorted

concept of what it means to be a man."

"Wounded men with false notions of what it means to be a man are the primary cause of masculine abuse in all of its forms. This is not something that will self-correct. Wounded men raise wounded boys who become wounded men who wound. We need to break the cycle. Unless we deal decisively with this our future is in very real danger," Wilkinson said.

## Working with men and boys

FAN has been working with men and boys since 2010.

FAN runs various programmes to support its mission, including the #No-Excuse for Abuse - Champions For Change Programme, school and college man talks, soccer fan events and man camps.



FAN engages boys and young men in conversations about positive masculinity in communities, schools and tertiary institutions around the country.

FAN's two-day, two-night man camp interventions engage groups of up to 100 men, in a combination of adventure activities, group discussions and teaching sessions. "The camps inevitably produce emotional healing and positive shifts in attitudes, beliefs and behaviour. They change the way men see themselves, the world and masculinity," said Wilkinson.

## Engaging men in the community

At the launch of FAN's Champions for Change programme held at the Sedibeng Technical Vocational Education and Training (TVET) Sydney Madibo, FAN Project Leader: Champions for Change, said: "I chose to be part of the #No-Excuse campaign because I felt that it's something that's very close to my heart, growing up in a community where I witnessed a whole lot of abuse. I actually want to come into society and impart something positive and to educate our male friends about women abuse.

While at FAN's Man Talk at Orbit TVET College in Rustenburg, the all-male

audience was noticeably different from the other college sessions that the team had run. There was greater openness and frankness and the type of issues discussed went deeper, to the core of masculinity.

When asked what they learnt at Man Talk, Botshelo Moumakoe said: "How to treat women." Another student, Mlondolozzi Sibisi, said: "A man is not defined by money, but by his actions." Student Thapelo Mabusa added: "There is no excuse for being a monster in your family."

The students were also asked what they would change. "I will protect abused women," said Kamoselo Senamo. "I will stop degrading my own manhood," said Maledi Kgwale. Tshepo Shoro said he would change his personal lifestyle, choices and friends. **V**

**There are various ways that you can get involved in FAN's mission. For more information, visit FAN's website at [www.fatheranation.co.za](http://www.fatheranation.co.za) or connect on Facebook: @FatherANation or Twitter: @FatherANationSA.**



# Dealing with economic conditions prevents violence



## More Matshediso

**M**en's inability to handle difficult economic circumstances is a contributing factor to Gender-Based Violence and Femicide (GBVF).

This is according to Mpho Ramoloto, a Male Programme Co-ordinator at Agisanang Domestic Abuse Prevention and Training (ADAPT).

ADAPT was one of the first organisations in South Africa to start working with men as a way to tackle widespread violence against women.

Ramoloto provides counselling to perpetrators of domestic violence and GBV.

## Money affects romantic relationships

Ramoloto said traditionally, men have been referred to as providers and have felt the pressure to live up to that social expectation. When they are unemployed or unable to fully support their families, frustration and desperation

may set in.

"It is frustrating for people to lose jobs generally, and sometimes men feel like they are not enough when they do not earn an income. If such frustration is not managed, it can lead to abuse," he added.

In order to address this challenge, Ramoloto said men need psycho-education, especially about what it means to be a provider outside of their financial responsibilities.

For example, he said being a provider can include being present and supportive in meeting the emotional and social needs of your partner and family members.

"A man can assist children with homework, clean the house and do other things that do not necessarily require money," he said.

## Power and control over your partner

Other possible causes of GBVF, he said, include having entitlement issues; a sense of ownership, power and control over someone; low self-esteem

or an inferiority complex.

Ramoloto said it is important for men to acknowledge their reality and introspect so that they are able to adjust.

In some cases, even men who are financially comfortable end up committing GBVF. "They must learn that doing something for someone does not mean you have bought them or that they owe you loyalty," he said.

## Breaking the cycle of abuse

Ramoloto advises men to:

- Seek professional help or counselling if they are not coping with their reality.
- Find ways of accepting that a relationship can end and they must adjust to changes.
- Learn to live within their means.

"Living within your means is important. If you have children, you need to explain to them that you are no longer working, or you are no longer making the same amount of money as before. This is important because you have taught your children a certain lifestyle and now they need to adjust," he said.

Abusers must realise that their behaviour is their fault and they must change their ways, he stressed. "It is violent and inhumane. They must seek therapy and know that there are repercussions of their actions," he said. 📞

ADAPT can be reached at 011 440 4047.

# Young men speak out against abuse

**YOUNG MEN** speak out about Gender-Based Violence and the importance of healthy relationships.

Silusapho Nyanda

**V**uk'uzenzele hit the streets to determine young men's views on healthy relationships; domestic and sexual abuse; sexual consent and how men can help put an end to Gender-Based Violence (GBV).

**Aubray Motswai** "To stop GBV, men must be proactive about tackling the issue. This is a mindset, viewing women as objects. Once we eliminate this, we can start dealing with GBV. Making unwanted sexual advances and touching women without their consent is sexual abuse."



**Rowan Camps** "Domestic abuse can be mental, physical or emotional. A lot of the time people think it is just physical. I think it is mental and emotional as well. At times, it has something to do with emotional blackmail. Abuse in communities can be stopped by educating young men about what it is and why it is not good to abuse others. It goes back to education at school, teaching why it's wrong."



**Malesela Masenya** "My view of sexual consent is that both parties want to have sex and both parties give their permission. You must start to call people out who build toxic masculinity."



**Henni van Jaarsveld** "Healthy relationships are those in which both parties respect each other, communicate without fear and have each other's best interests at heart."



# Writing her pain away

**ONCE A DOMESTIC** worker with a tragic past, a Johannesburg woman is today a psychology graduate, an author and has started a publishing company.

## More Matshediso

**F**aith and words helped Linda Maponyane (36) heal after twice being raped, once when she was 12 and again in 2011, when she was a student.

Maponyane is an author, publisher and a pastor. She spoke to *Vuk'uzenzele* about overcoming her painful experiences and said that grace helped her survive.

"Writing my first book, *Shadows of my Scars*, was very therapeutic and helped me a lot in my healing journey. Publishing my book was also a great opportunity to minister to thousands of people," she said.

She said the book is about having survived the two rapes,

living with rejection and starting from the bottom.

Maponyane said what happened to her pushed her to want to go further in life and to show people that they can rise above their painful experiences.

Forgiving the man who raped her in 2011 was also a release of painful feelings.

"Forgive. It is not easy but if you don't forgive the perpetrator, you are only granting him the power to continue violating you," she said.

After writing her book, she started a publishing company called Kenako Media House and she recently published her second book, *My Father's Blessing*.

"In the book, I outline the importance of a father's presence and voice in chil-

dren's lives. I also have two special chapters written for mothers who singlehandedly raise their children and for children who grow up without their fathers," she said.

Maponyane graduated with a psychology degree from the University of South Africa this year, 13 years after starting her tertiary education.

Maponyane took long to complete her studies because she was studying part-time. "I initially worked as a domestic worker for a month and I was fortunate to find another



■ Linda Maponyane.

job as a tea lady." She later progressed to become a filing clerk, receptionist, imports and exports controller. She

said her grandmother, mother and other close relatives also worked as domestic workers. **U**

## Be aware of online child grooming



**W**ith the advent of social media and the internet, the number of platforms available to sexual predators has also increased.

"As a result, stranger danger is as much a threat to children in the online space as it is in real life," said Film and Publication Board (FPB) spokesperson Lynette Kamineth.

The Films and Publications

Act defines child pornography as images, videos or descriptions that depict a child, whether real or a person made to look like a child, engaged in sexual conduct.

"These images amount to sexual exploitation or degradation of a child," Kamineth explained.

A child in South Africa, is anyone under the age of 18.

Section 18 of the Criminal Law (Sexual Offences and Related Matters) makes it illegal in South Africa to supply, expose or display child pornography to someone or to make publications, films or images available with the intention of enabling, encouraging or persuading someone

to perform a sexual act with a child.

"Adults with an interest in the sexual exploitation of children often use images of a sexual nature to 'groom' children and exploit them by creating pornographic images or materials in future," said Kamineth.

She explained that the 'grooming' process starts when an adult starts a seemingly innocent relationship with a child online. "This then escalates into the child being shown sexually inappropriate images, to make them feel that this type of behaviour is 'normal'. Grooming may result in the child being exploited for the

creation of child pornography themselves, but even if this does not occur, the effect of the 'grooming' alone is harmful to the child."

Parents need to monitor their child's online behaviour. "This starts with educating them that internet access is a privilege and not a right. Parents should always maintain the right to monitor their child's online activities and set rules and limitations on what is acceptable use of the internet," said Kamineth.

### Avoid sexting

According to Kamineth, sexting is the dissemination of sexually explicit messages, images or videos with peers.

"The FPB always warns children during our public education campaigns that 'the internet never forgets'. An image or text sent to a friend today gives them the

power over you to use the image without your consent to harm you in future. This is also the basis of revenge pornography," Kamineth explained.

She said that revenge pornography is the online sharing of an image of a sexual nature with a third party, without the permission of the person in the image. "This phenomenon is growing in prevalence and can have serious reputational consequences for the person in the image, not to mention psychological issues that can arise, such as depression or even suicide," she said. **U**

**Inappropriate online content can be reported on the FPB's website at [www.fpb.org.za](http://www.fpb.org.za) or call the hotline at 0800 148 148.**

# THE DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT



**DEPUTY DIRECTOR: LANGUAGE POLICY AND INTERPRETING SERVICES**  
REF NO: 71/19/WC  
CENTRE: REGIONAL OFFICE, CAPE TOWN

**SALARY: R733 257 - R863 748 per annum** (All inclusive remuneration package). The successful candidate will be required to sign a performance agreement.

**REQUIREMENTS:** Bachelor's Degree in Administration/ Management or equivalent; Post graduate qualification will be an added advantage (Administration/ Management); Three (3) - five (5) years' experience in management of which three (3) years will be on supervisory level. Knowledge of Language Policy, Knowledge of policies, prescripts and legislation translation and editing.

**ENQUIRIES:** Ms M Zietsman (021) 469 4000

**CLOSING DATE: 25 NOVEMBER 2019**

**ASSISTANT DIRECTOR: COURT OPERATIONS**  
REF NO: 19/ 85/FS  
CENTRE: MAGISTRATE'S OFFICES, BETHLEHEM

**SALARY: R376 596 - R443 601 per annum.** The successful candidate will be required to sign a performance agreement.

**REQUIREMENTS:** A 3 year qualification in Administration and/or a National Diploma in Services Management (NQF level 5) plus the module in Case Flow Management or equivalent qualification; 3 year's Managerial or Supervisory experience; A valid driver's licence. Knowledge of and experience in office and district administration; Knowledge of financial management and the PFMA;

**ENQUIRIES:** Ms M Dywili (051) 407 1800.

**CLOSING DATE: 18 NOVEMBER 2019**

**ASSISTANT DIRECTOR: ARCHIVES SERVICES**  
REF NO: 19/140/AIR  
CENTRE: NATIONAL OFFICE: PRETORIA

**SALARY: R376 596 - R443 601 per annum.** The successful candidate will be required to sign a performance agreement.

**REQUIREMENTS:** A National Diploma and /or Bachelor's Degree in Library Science, Information Management, Archival Studies/Records Management or NQF Level 6 qualification in the related fields; 3 years' experience in Archive or Records Management, 3 years' experience at supervisory level; Knowledge of the National Archives and Records Services Act; Promotion of Access to Information Act (PAIA), Public Finance Management Act and Public Service Act; A valid driver's licence.

**ENQUIRIES:** Mr. O. Melato (012) 315 1351

**CLOSING DATE: 18 NOVEMBER 2019**

**ASSISTANT DIRECTOR: FACILITIES MANAGEMENT**  
REF NO: 43/19/LMP  
CENTRE: REGIONAL OFFICE, LIMPOPO

**SALARY: R 376 596 - R 443 601 Per annum.** The successful candidate will be required to sign a performance agreement.

**REQUIREMENTS:** An appropriate three year National Diploma/Degree or (NQF 6) equivalent qualification (Building, Electrical and Civil Engineering or Related field; Three years facilities and Auxiliary services experience; A valid driver's licence.

**ENQUIRIES:** Ms. MP Mongalo. (015) 287 2037  
Ms. MR Phalane. (015) 287 2036

**CLOSING DATE: 18 NOVEMBER 2019**

**CLUSTER MANAGER: COURT INTERPRETING**  
REF NO: 75/19/WC  
CENTRE: MAGISTRATE OFFICE, CAPE TOWN

**SALARY: R376 596 - R443 601 per annum.** (The successful candidate will be required to sign a performance agreement)

**REQUIREMENTS:** NQF level 4/ Grade 12; National Diploma: Legal Interpreting at NQF level 5 or any other relevant tertiary qualification at NQF level 5; Proficiency in English; Proficiency in two or more indigenous languages; Six years practical experience as a Court Interpreter with minimum three (3) years supervisors experience; A valid Driver's licence.

**ENQUIRIES:** Ms M Zietsman: (021) 469 4000

**CLOSING DATE: 25 NOVEMBER 2019**

**LEGAL ADMINISTRATION OFFICER (MR1-MR4)**  
REF NO: 2019/103/GP  
CENTRE: REGIONAL OFFICE GAUTENG

**SALARY: R198 411 - R351 795 per annum.** (Salary will be in accordance with OSD Determination). The successful candidate will be required to sign a performance agreement

**REQUIREMENTS:** LLB degree or 4 year recognized legal qualification; At least 5 years' post graduate legal experience; A sound knowledge of the South African Legal system; An understanding of the principles of Batho Pele, Victim's Charter and Restorative Justice; A valid driver's licence and the willingness to travel; Knowledge on the implementation of legislation affecting vulnerable groups; Proficiency in isiZulu will be an added advantage.

**ENQUIRIES:** Ms RR Moabelo (011) 332 9000

**CLOSING DATE: 18 NOVEMBER 2019**

**MAINTENANCE OFFICERS (MR1 - MR3) (3 POSTS)**  
REF NO: 46/19/NC: CENTRE: PIXLEY KA SEME DISTRICT DOUGLAS MAGISTRATE COURT  
REF NO: 47/19/NC: CENTRE: NAMAKWA DISTRICT SPRINGBOK MAGISTRATE COURT  
REF NO: 48/19/NC: CENTRE: NAMAKWA DISTRICT CALVINIA MAGISTRATE COURT

**SALARY: R198 411 - R332 823 per annum.** (Salary will be determined in accordance with OSD Determination) The successful candidate will be required to sign a performance agreement.

**REQUIREMENTS:** An appropriate four year recognized legal qualification (BProc or LLB); Extensive knowledge of the maintenance system; Proficiency in at least two official languages; Understanding of all services and procedures in the area of maintenance and other areas of family law; A valid driver's license, and willing to travel extensively within the province and beyond.

**ENQUIRIES:** Ms M Phiri (053) 802 13000

**CLOSING DATE: 18 NOVEMBER 2019**

## NOTE:

Applications must be submitted on Form Z83, obtainable from any Public Service Department or on the internet at [www.gov.za](http://www.gov.za). A Z83 form & CV must be accompanied by original certified copies of qualifications, identity document and a driver's license where necessary.

A SAQA evaluation report must accompany foreign qualifications. Applications that do not comply with the above mentioned requirements will not be considered. All shortlisted candidates for SMS posts will be subjected to a technical and competency assessment. Candidate will complete a financial disclosure form and also be required to undergo a security clearance.

Foreigners or dual citizenship holder must provide the Police Clearance certificate from country of origin. The DOJ&CD is an equal opportunity employer. In the filling of vacant posts the objectives of section 195 (1) (i) of the Constitution of South Africa, 1996 (Act No: 108 of 1996), the Employment Equity imperatives as defined by the Employment Equity Act, 1998 (Act No: 55 of 1998) and relevant Human Resources policies of the Department will be taken into consideration.

Reasonable accommodation shall be applied for People with Disabilities including where driver's license is a requirement. Correspondence will be limited to short-listed candidates only. If you do not hear from us within 3 months of this advertisement, please accept that your application has been unsuccessful.

The department reserves the right not to fill these positions. Women and people with disabilities are encouraged to apply and preference will be given to the EE Target.



**Application Development: Java**

Chief Directorate: ICT, Head Office  
Reference No: HR 4/19/11/44HO

Salary: Commencing: R 376 596 per annum  
Enquiries: Ms. E Cronje, Tel: (012) 309 4876

**HEAD OFFICE**

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

**Assistant Director:  
Employer Service Coordinator**

Centre: Provincial Office: Western Cape  
Reference No: HR 4/4/10/123  
Salary: Commencing: R 470 040 per annum  
Enquiries: Ms Z Maimane, Tel: (021) 4418125

**PROVINCIAL OFFICE**

Chief Director: Provincial Operations:  
PO Box 872, Cape Town, 8000

**Deputy Director: COID( Re-advertisement)**

Provincial Office: Limpopo  
Reference No: HR 4/4/6/99 Salary: All inclusive: R 869 007 per annum  
Enquiries: Ms. TE Maluleke, Tel: (015) 290 1768

**PROVINCIAL OFFICE**

Chief Director: Provincial Operations: Private Bag X 9368, Polokwane, 0700

**Assistant Director: Finance and Provisioning**

Directorate: Provincial Office: Braamfontein  
Reference No: HR 4/4/4/10/01

Salary: Commencing: R376 596 per annum  
Enquiries: Ms. Ivy Hadzhi, Tel: 011 853 0415

**PROVINCIAL OFFICE**

Chief Director: Provincial Operations:  
PO Box 4560, Johannesburg, 2001

**Assistant Director: Occupational Therapy Grade 1**

Provincial Office: Limpopo  
Reference No: HR 4/4/6/102  
Salary: Commencing: R 517 326 per annum (OSD)  
Enquiries: Ms. TE Maluleke, Tel: (015) 290 1662

**PROVINCIAL OFFICE**

Chief Director: Provincial Operations,  
Private Bag X 9368, Polokwane, 0700

**Principal Inspector: Employer Audit**

Provincial Office Limpopo  
Reference No: HR 4/4/6/100 Salary: Commencing: R470 040 per annum  
Enquiries: Mr. GC Morebodi, Tel: (015) 290 1768

**PROVINCIAL OFFICE**

Chief Director: Provincial Operations: Private Bag X 9368, Polokwane, 0700

**CLOSING DATE FOR APPLICATIONS: 02 December 2019 | For full details of the advertised posts visit our website: [www.labour.gov.za](http://www.labour.gov.za)**

Applications must be submitted on a Z83 form, obtainable from any Public Service Department or on the internet at [www.gov.za/documents](http://www.gov.za/documents). The fully completed and signed form Z83( Section A and B Compulsory) should be accompanied by a recently updated, comprehensive CV as well as recently certified copies of all qualification(s), academic records including a Senior Certificate and ID-document [Driver's license where applicable](Certified copy of a copy will not be accepted). The certification must be within three (3) months as at the advert closing date. Non-RSA Citizens/Permanent Resident Permit Holders must attach a copy of their Permanent Residence Permits to their applications. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA) including Matric. Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. The Department does not accept applications via fax or email. Failure to submit all the requested documents will result in the application not being considered. Correspondence will be limited to short-listed candidates only. If you have not been contacted within eight (8) weeks after the closing date of this advertisement, please accept that your application was unsuccessful. Suitable candidates will be subjected to a personnel suitability check (criminal record, citizenship, credit record checks, qualification verification and employment verification). Where applicable, candidates will be subjected to a skills/knowledge test. All shortlisted candidates for SMS posts will be subjected to a technical competency exercise that intends to test relevant technical elements of the job, the logistics of which be communicated by the Department. Following the interview and technical exercise, the selection panel will recommend candidates to attend generic managerial competencies using the mandated DPSA SMS competency assessment tools. Successful candidates will be appointed on a probation period of 12 months. The Department reserves the right not to make any appointment(s) to the above post. The successful candidate will be expected to sign a performance agreement. The Department of Labour is an equal opportunity affirmative action employer. The employment decision shall be informed by the Employment Equity Plan of the Department. It is the Department's intention to promote equity (race, gender and disability) through the filling of this post(s) with a candidate whose transfer / promotion / appointment will promote representativity in line with the numerical targets as contained in our Employment Equity Plan.

Stay in touch with the department, visit: website: [www.labour.gov.za](http://www.labour.gov.za) Facebook: Department of Employment and Labour | twitter: @deptoflabour



**employment & labour**

Department:  
Employment and Labour  
REPUBLIC OF SOUTH AFRICA



**To Advertise  
Contact:**

**(012) 473 0353  
or  
(012) 473 0010**

# Global recognition for South African activist

**ONE OF THE MOST** respected activists in the country said she hopes the global recognition she has been given will inspire other African women to speak out about their challenges.



■ Lucinda Evans putting South Africa on the map in the fight against Gender-Based Violence.

Dale Hes

**W**estern Cape's Lucinda Evans is the only South African to make it onto the BBC Top 100 list of inspiring and influential women from around the world for 2019.

As the founder of Philisa

Abafazi Bethu, a non-profit organisation that is making a real difference in the lives of hundreds of people on the Cape Flats, Evans has done outstanding work in protecting women and children from violence.

Philisa Abafazi Bethu was established in 2008 in Lavender Hill and has since spread its work to various other com-

munities where women and children are at risk.

Evans said she started the organisation after witnessing a shocking incident on the streets of Lavender Hill. "I witnessed a crowd gathering around a man beating his wife. People were watching, yet no one was doing anything to stop the violence. This kick-started my dream of

protecting and empowering abused women and children," Evans explained.

Today, the organisation offers a number of child and youth protection programmes, as well as programmes geared towards empowering women.

Programmes to support and uplift children and youth include an after-school programme for at-risk boys and girls, a youth programme that teaches essential life skills and improves overall wellbeing, and a summer surfing programme that gives children a chance to enjoy a new and fun activity.

"The children's programmes aim at providing children with a safe environment to develop and create everlasting positive friendships," Evans said.

The women empowerment programmes range from supporting older, vulnerable women through group workshops and outings to providing parenting skills

to mothers; offering support groups to women and providing court support in Gender-Based Violence (GBV) cases.

The organisation's Baby Saver programme allows helpless mothers to bring in unwanted babies, who are then directly transferred to medical care to check if the baby is unharmed. This is followed by contacting social workers to handle the case.

Evans is co-ordinating the One Billion Rising campaign in Caledon. She and other activists will engage with community leaders, police and social development officials to find GBV solutions. **V**

**\*For more information about Philisa Abafazi Bethu, call 081 746 9889, WhatsApp 084 521 2897 or email admin@philisaabafazi.org.**

## FCS unit serves and protects

**REPORT GENDER-BASED** Violence to the Family Violence, Child Protection and Sexual Offences unit in your province.

**W**hen South Africans report Gender-Based Violence (GBV) to the police, their case is left in the capable hands of the Family Violence, Child Protection and Sexual Offences (FCS) unit.

The FCS unit was re-launched in 2010 and has since doubled its resources. It is involved in the policing of sexual offences against children, person-directed crimes (where the family is involved), the illegal removal or kidnapping of children under 12 and crimes facilitated by electronic media.

Two areas of particular concern for the FCS unit are child pornography and sexual offences.

When Police Minister Bheki Cele released South Africa's crime statistics in September 2019, he said there are plans to increase the number of FCS units in South Africa and to train more female officers to work in them.

"To further fight the scourge of violence against women, we have heeded President Cyril Ramaphosa's call to re-open investigations into all cold cases of gender-based crimes in the country," said Minister Cele.

He added that there are 185 units that deal with GBV-related cases.

"In the past financial year, the FCS unit recorded 658 life sentences from 504 registered cases. It is through highly-specialised investigative work that 387 suspects were sentenced to 20 years and above," said Minister Cele.

The FCS unit employs a network of highly-skilled forensic social workers to assist with the assessment of abused children, compilation of court reports and to provide expert testimony in court.

The unit is also involved in ongoing drives to raise aware-



ness in schools, churches and other institutions across the country. Minister Cele said the FCS unit continues to be one of the best units within the South African Police Service, with the fundamental responsibility of protecting and serving

women, children and other vulnerable groups. **V**

**For more information about the FCS Unit call the head office number on 012 3932107**

# Finding a purpose through art



**IT IS ART AND** not his disability that has shaped the course of the talented artist's life.

**Galoome Shopane**

**D**espite a debilitating disability, visual artist Sicelo Matrose's world is as bright as an artist's palette.

At age seven, he found a place of comfort in art and ever since, has used his creativity to live a full life.

Sterkspruit-born Matrose (38) has birth-related diplegia and his upper limbs are contracted and stiff. Visual art has been the saviour that allowed him to overcome his physical challenges and create a rich, colourful world.

His determination and his dad's unwavering support also allowed him to rise above alcohol abuse.

Today, Matrose's works include ceramics, sculptures, paintings and drawings, all of which are inspired

by the world around him. "My art is a reflection of the times that we live in," said Matrose.

"I'd like to think of myself as a contemporary artist using Renaissance elements," he added.

Although he struggles to sell his work, Matrose supports himself by doing signwriting at Bloemfontein supermarkets and he is the Marketing Officer at the Free State Performing Arts and Transport for People with Disabilities.

Matrose joined the organisation to help other aspiring artists living with disabilities who did not have the opportunity that he did to go to school. He holds a Marketing Management N6 qualification, a Diploma in Fine Arts and is currently studying towards becoming a teacher.

It is his wish to see Free State artists joining

forces to promote the sector in the province. "Without resources and unity, it is difficult to forge ahead. We particularly need a studio where we can work freely," he said.

Matrose is currently working on a hand-written and hand-illustrated comic book that he hopes to have published.

"The comic book is a way for me to encourage other people, whether they are living with a disability or not, to never give up and to fight for their dreams, no matter what. I once lost everything, but I managed to bounce back."

His greatest achievements are exhibiting his work last year at the International Day of Persons with Disabilities celebration in Cape Town and this year at the Mangaung African Cultural Festival. **U**

# Emerging musicians given platform for success

**Dale Hes**

**E**ight emerging young musicians recently recorded their first albums after a life-changing opportunity provided by a song-writing competition hosted by the Western Cape Department of Cultural Affairs and Sport (DCAS).

Held in partnership with Music Exchange, the project saw a series of workshops and auditions being held in Knysna, Beaufort West and Cape Town in 2018.

"The purpose of this project is twofold. Firstly, to provide information to emerging musicians and artists about aspects of the music industry, such as copyright, publishing,

marketing and the general business of music. Secondly, to find emerging songwriters and teach them the importance of composing and how to trade in songs in the music industry," said DCAS spokesperson Tania Colyn.

The eight winning musicians have since enjoyed a wonderful journey of playing at live events, attending workshops, being mentored by professional musicians and networking with notable people in the music industry. The experience culminated in the recording of a compilation album.

One of the winners, Mary Jane Zimri (29) from Kuils River, Cape Town, said that the experience has given a huge boost to her as an aspir-

ing professional singer.

"From the start, the workshops were really helpful in providing advice on what is needed to record and market your music. I took that advice when I submitted my song for audition."

Zimri's winning song is inspired by the struggles that women face in South Africa.

"I came to a point where I felt I had to write a message to women out there, saying it is okay to be the woman that says no, that valuing yourself is not something to be ashamed of," she said.

Zimri and the other winners had the opportunity to attend the Music Exchange Conference which allowed them to interact with some of the most influential names in the South



**Some of the winners of the competition who had an opportunity to record their albums.**

African music industry.

The workshops and competition will take place again this year, with auditions being held at the end of November in the Central Karoo, Eden District and the Cape Metro. **U**

**\*For more information about finding support as an emerging artist, call the Western Cape DCAS on 021 483 9610.**