

skillsTALK

November 2020

@HWSETA

In this issue

page 4

Hwseta held a Gender forum

page 7

Hwseta donates a wheel chair to Luphiwe

page 14

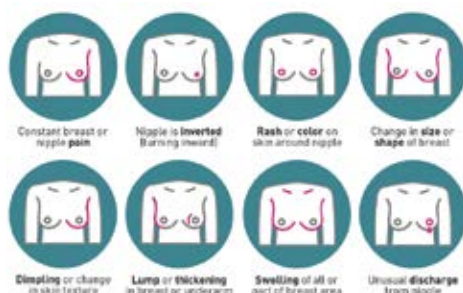
Hwseta celebrates Mental Awareness Day

HWSETA commemorates Breast Month Awareness

The HWSETA pledges to support Breast Cancer awareness.

Prevention: Ask my doctor what steps I can take that could reduce my risk of breast cancer.

Examination: Find out when I should get screened for breast cancer, and how often.



A Word from the CEO



And so the calendar year draws near to its end, and no doubt we are all looking for some relaxation after a year of precedence. Covid-19 has brought with it absolute tragedy, hardship and loss, and yet also opportunity and hope. The HWSETA heeded to the call and quickly invested in numerous Covid-19 projects to assist frontline workers, learners, and communities and the people of South Africa. This initial investment of R100 million for 2018-2019 saw momentum in the funding awarded in 2020-2021, and we are still continuing with Covid-19 projects in one way or the other.

The HWSETA has a new Board who started on 1 April 2020 as the old Board saw its tenure out. The HWSETA was blessed with an exciting Board that supported our mandate and upheld Governance. The New Board has hit the road running with passion and energy, maintaining commitment to our sector's needs and strengthening governance.

The Financial year 2019-2020 ended exceptionally well for the HWSETA where we achieved an audited 95.5% performance against set targets and an unqualified audit opinion. We thank all

our stakeholders and staff who together made this possible. With only 6 months to go in the financial year, we are striving for excellence and improvement as always. In this publication we showcase some of our projects and activities over the period since we last published. Some highlights were the celebration of Mandela month by handing over a customised wheelchair to a rural child in need. We also share awareness of the importance of understanding and being mindful of how many people suffer with mental illnesses, which we have seen to be on the increase through this lockdown period. Again, lockdown has highlighted this and we are more aware than ever of how many people suffer from mental illnesses, and know that we can assist one another, take the time to understand, and where mental illnesses can also be managed as long as we seek assistance.

The lockdown has once again shown South Africa of our challenge with gender based violence, which is a constant struggle.

The HWSETA has also been through a planning period for the 2021-2022 financial year and beyond. In this we held various sessions with our stakeholders in the

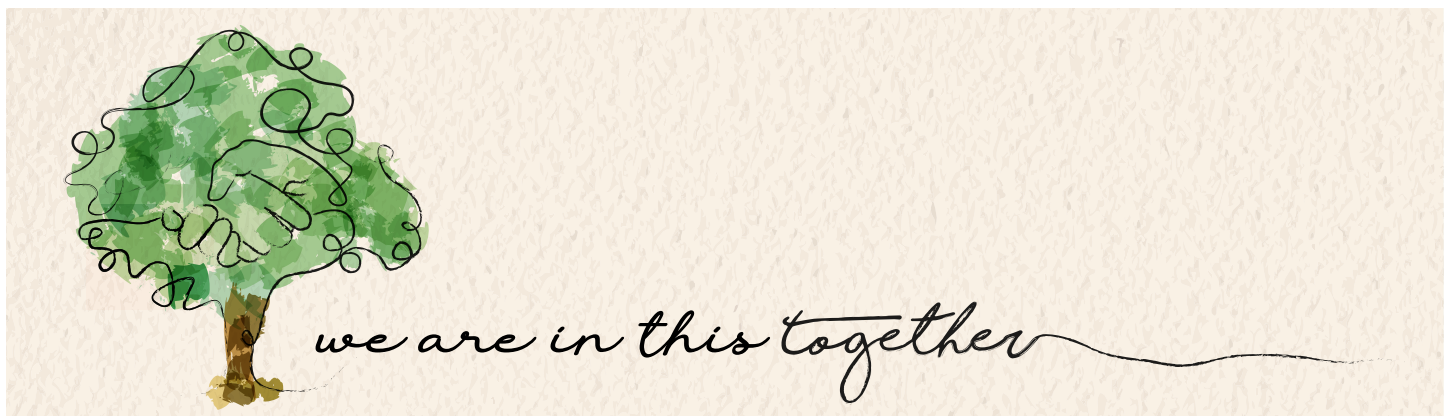
sector which proved to be most valuable and where the information has shaped our strategy going forward. We thank our stakeholders who participated. Together in partnership we will remain relevant to the needs of our sectors.

On the fun side, the HWSWTA participated in the Jerusalema challenge. We reflect how something as simple as a dance can bring us together as a nation.

We hope you enjoy our publication, and on behalf of the HWSETA and Board we thank you, our stakeholders, for a good year amidst the challenges, and wish you all the best with your plans and a good break in December.

God bless

Elaine Brass,
CEO



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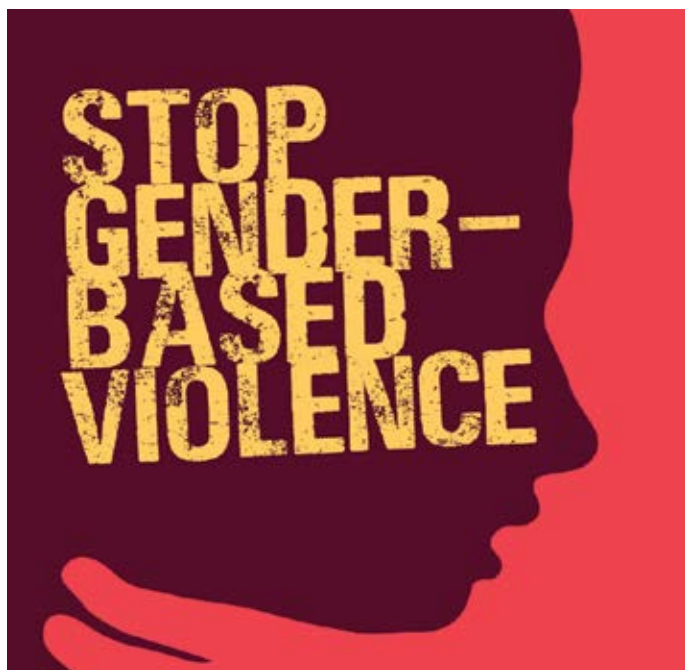
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HWSETA Supports (PSET) in Respect of GBV AND Mental Health



The HWSETA together with Higher Health embarked on a project to manage and create awareness against sexual violence/Gender Based Violence/Mental issues at Universities and TVET campuses in South Africa. This project aims at addressing the broader societal problems currently facing South African youth in the Post School Education & Training (PSET) system. The total funding from HWSETA for this project is R9,150,000.00

The central theme that runs across this project is ensuring that all universities and colleges will have in place a minimum package of skills and services to effectively prevent and manage Gender Based Violence and Mental health and other general health wellness and social issues amongst students in the PSET system.

GBV/sexual violence/mental issues has plagued the PSET system for quite some time, more cases of rape and murder of women students have been reported in recent years and continue to increase in South African Universities. Most of these crimes against women are perpetrated

by men who are well known to the victims as partners, former partners or fellow students. This has resulted in students protesting against unsafe environments and demanding gender transformation in institutions. These protests have negatively affected the academic calendar of institutions and in some instances interfered with their academic progress and affected them psychologically.

Higher Health has created numerous programmes that will help manage these issues.

The skills development program is run through a 2nd curriculum peer to peer education program developing skills among university and TVET staff and students across all campuses. This project runs through trained staff in the form of peer staff mentors and peer student educators who have been developed across all their campuses in universities and TVETs.

However, in TVET colleges, these session modalities are raised with campus managers within the academic cycles through recess periods and the key areas include:

- Gender Based Violence
- Mental Health
- HIV/TB/Sexually Transmitted Infections
- Sexual Reproductive Health / Unplanned Youth & Teenage Pregnancies
- Alcohol and Drug Abuse Prevention
- LGBTQI Stigmatisation
- Disability Sensitisation

The Higher education believes that based

on these seven focus areas they will bring information and assistance to students on Campus doorstep. As they tell them more about these services and assistance, Higher Health staff will engage more with students on the health, wellness and social challenges that the students encounter.

The Second Curriculum enables over half a million (500000) young students, across all universities and TVETs, on issues of GBV, mental health, HIV/TB/STI, SRHR, Alcohol and Substance abuse prevention, LGBTQI and key populations, disability. Furthermore the project for the Supporting a Gender Based Violence (GBV), Mental Health and general health and wellness Programme for PSET through Skills Development in respect of GBV, mental health and general health and wellness including COVID-19 outbreak so that they are competent to roll out a GBV programme across all 26 universities and 50 TVET colleges.

To date Higher Health has commenced on recruiting a mobile healthcare fleet that will comprise of a professional nurse, intern community health care workers (preference is being given to recently graduated TVET Primary Health Care Students) and psychologists who will be able to do routine mass screening, testing, linkage to care and contact tracing programmes.

The psychologist within the mobile healthcare fleet will be able to provide psychosocial support to students for issues such as mental health, GBV, COVID-19, amongst others. Risk-screening for GBV and mental health, with subsequent linkage to further care and support, will continue to be provided on a routine basis both through the mobile fleets as well as Higher Health staff at campuses.



**higher education
& training**

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA

The Hwseta held a Gender Forum in celebration of Women's Month



The HWSETA held a Gender Forum Webinar on 28 August 2020. The theme for the webinar was the Role of Women in Covid-19 crisis in honour of Women's Month. The event was well attended by a variety of stakeholders representing the different sectors in which the HWSETA operates.

Mrs Elaine Brass, CEO, welcomed everyone and shared that the HWSETA honours women in the sectors of Health, social development and veterinary science. This sector is made up of 70%

women, and proud of the dedication and courage in the fighting of covid-19 for every precious person in our country today. We salute you for putting other people's life's before your own.

"The HWSETA also has a workforce made up of 63% women, the Chairman of our board is Dr Mnisi, a veterinary surgeon and a starring example to women for success and passion. The HWSETA's board is comprised of 62% women, and over half of our Executive and Management team at

HWSETA is also made up of wonderful women, we are proud of you all", she said.

The first speaker of the day was Robyn Clark, a maths educational specialist, with experience in teaching, lecturing and designing educational resources. She is deeply passionate about making a difference in education in South Africa. Her presentation focused on the effects of school closures on girls from vulnerable backgrounds and shared with us the education system of South Africa. She

believes that many learners will be affected negatively due to school closure, more especially girls because attending school physically is often a "safe space" for many. She highly recommends that school open with immediate effect given that all Covid-19 safety protocol are in place as this might have a longer effect on a girl child.

The second's speakers of the day was Vuya Mazibuko, a qualified social worker registered with the South African Council Social Service Professional (SACSSP)

Her presentation focused on gender-based violence during covid-19 and shared with the audience that developing a women-led network to assist with education and awareness of health and social issue is crucial to all women during this tough time.

She believes that lockdown has cut off a lot of people, especially women from their support systems e.g. friends, psychologists and therapists.

She concluded by saying that the social and economic impacts of Covid-19 will be different for boys and girls, men and women: Increased economic insecurity may increase stress within the household, along with a GBV survivor's economic dependence on their abuser, making it more difficult to leave.



Cape Mental Health General Annual Meeting

The Cape Mental Health 107th Annual General Meeting took place on 20th August 2020 virtually for the first time due to Covid-19 restrictions. The purpose of the AGM was to discuss the importance of investing in mental health resources now and beyond COVID-19. The meeting was well attended by a variety of stakeholders representing different sectors in which the Cape Mental Health operates.

The Cape Mental Health provides a range of community-based services for persons with intellectual and psychosocial disabilities. Their services include assessment, referral, counselling and support. They also offer special education care centres for children with severe or profound intellectual disability and skills training and work opportunities for youth and adults with intellectual disability.

In addition, they offer psychosocial rehabilitation and peer support interventions for persons living with psychosocial disability. Cape Mental Health advocacy initiatives, training courses and community awareness programmes aim to raise much-needed awareness about mental disability. Through these programmes, they remove the barriers of stigma and discrimination that stand in the way of the recovery, inclusion, and empowerment of mental health care users.

Covid-19 has had an unpredictable and unimaginable impact on societies across the world, most importantly, the most significant impact we have to be aware of is how this pandemic will affect our mental health. According to World Health Organization (WHO) the number of people living with depression and anxiety increased by nearly 50% from 416 million to 615 million in the recent years and it is most likely to increase.

Mrs Ingrid Daniels, the President: World Federation for Mental Health and CEO

of Cape Mental Health shared with the stakeholders that although the Covid-19 pandemic had a devastating impact on the economy, livelihoods of families and NGO's income, the organization is still grateful for what they managed to achieve this financial year. She mentioned that for the first time, CMH secured funding from the Department of Employment and Labour to employ 100 individuals with intellectual disability through their Subsidy Scheme for Persons with Disability earmarked for Public Employment.

The Deputy Executive Officer, Santie Terre Blanche, who manages all the HWSETA programmes provided the following information pertaining to the HWSETA's contribution to the organization, namely:

- Levy Exempt Grants for Staff Development:
- 5 senior staff members from our Training Workshops Unlimited (TWU) team attended Management and Leadership training and are now implementing the knowledge on effective management at their respective workshops indirectly benefitting 600 adults with intellectual disability registered at TWU.
- 33 staff members benefitted from funding towards Continued Professional Development and Project Specific Training.
- Peer Support pilot programme benefitted from the services of a coordinator with a qualification in Community Development. This 12-month internship enabled us to pilot our first peer support training and mentoring programme with 5 peer supporters with intellectual disability and 5 peer supporters with psychosocial disabilities. This pilot laid the foundation for upscaling peer support interventions at Cape Mental Health to support service users to live as equal citizens in the community.
- 1 staff member in our Donor

Development Department benefitted from the HWSETA Bursary for 4 consecutive academic years (2017-2020) and is completing her degree in B.Com in Marketing and Business Management at the end of 2020. This study opportunity added value to her contribution to Cape Mental Health and the qualification will improve her employment opportunities.

- The Administration and Finance Departments benefitted from 18-month Work Experience placements of 3 TVET College Graduates (2 in HR Management and 1 in Financial Management). The first HR Management learner completed her work experience placement successfully at the end of June 2019 and the other 2 learners started their placements in January 2020 and completed 3 months before the COVID-19 lockdown started. They will return to their placements once Cape Mental Health returns to facility-based services.

Furthermore, The Health and Welfare SETA funded the employment of 12 Mental Health Advocacy Officers with intellectual and psychosocial disabilities respectively to engage in peer interventions and mental health awareness and education.



The HWSETA held a Social and Entrepreneurship Training and Mentoring programme for NGO's in KZN



The HWSETA held a Social Entrepreneurship Training and Mentoring sessions which took place between December 2019 and September 2020 in Kwa Zulu Natal, Durban. The main aim for the training was to capacitate NPOs in the areas of income diversification, mentoring, strategic planning, financial management, fundraising and online presence, the training was conducted face to face over a 5-day workshop.

South Africa has an extensive NGO sector which boasts hundreds of thousands of registered non-profit organisations (NPOs) and well over 50 000 unregistered ones, of concern is the staggering rate at which NPOs in SA are shutting down and struggling with sustainability and good governance. Research suggests that good governance is the foundation for all successful NPOs.

The HWSETA recognises the need to support the skills development of NPOs in South Africa, hence The HWSETA invited all suitably qualified Training Providers to submit quotations for the training, and mentoring of NPOs for the Social Entrepreneurship Programme. The aim was to upskill the NPOs with entrepreneurial skills and practises and ensure that their organisations are sustainable and turn them into successful social enterprises.

Although there were disturbances of load shedding during the training, the participation remained high, which indicates that the participants were committed and eager to learn. The training took place in the form of lectures, group discussions, group assignments, individual assignments, and presentations and was conducted in both Zulu and English.

"After the social and entrepreneurship training was conducted, we then decided to offer post training support by having mentoring session to all the participants who attended the workshop in order to achieve real and attainable improvement for HWSETA affiliated Non-Profit organisations, this follow up session was also held in Durban in December 2019, said Mlulamisi, WSP Manager at HWSETA.

The HWSETA made an alternative arrangement to continue providing mentoring online because of the National Lockdown, initially the mentoring was supposed to be for 5 months but ended up taking 7 months. Participants appreciated the mentoring assistance and felt that it would have a positive impact on the sustainability of their organisations.

The HWSETA is currently conducting this training in all 9 provinces and learners are issued with attendance certificates after the completion of the training.



Condolences

It is with sadness that we learnt of the passing of our North West Provincial Manager, Thabo Modisane. He has been part of the HWSETA team since 01-01-2020.

Message from his team

We met Thabo Modishane January 2020, upon his arrival he gelled well with everyone. He was passionate about skills development and determined in ensuring that the North West office delivers on its mandate at all costs. He was a devoted Manager and he availed himself to our needs and that of his duties. Thabo kept

those around him laughing and was kind and welcoming to every person he encountered. Even through the office indifferences, he kept on loving us, guiding us and motivating us.

Thabo passed away following an illness in hospital, on Friday 25th September 2020.

He will be remembered for his smile and joyful spirit.

May his beautiful soul rest in peace



HWSETA donates a wheelchair to a young girl in Fort Beaufort, Eastern Cape



As part of the HWSETA CSI initiatives a wheelchair was donated to Luphiwe Dlepu (5) from Ford Beaufort in the Eastern Cape.

The wheelchair handover took place on 07 October 2020 at her home.

Luphiwe has Cerebral palsy which affects her movement, muscle tone and posture and causes her not to walk.

“

CEREBRAL PALSY (CP) IS A GROUP OF DISORDERS THAT AFFECT A PERSON'S ABILITY TO MOVE AND MAINTAIN BALANCE AND POSTURE.

Since the handover, Luphiwe's grandmother has seen so much progress. She says she thinks there is an improvement on her spinal cord because she can now sit for short periods, which she was previously unable to do. She can now feed herself when using the table that came with the wheelchair and most importantly, Luphiwe is enjoying her new wheelchair and is a happy child.

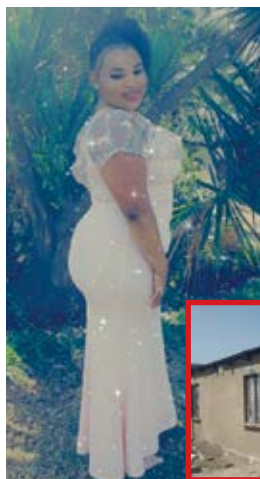
The HWSETA is committed to assisting people

with disabilities as part of our larger mandate to the health and social development sectors.

The HWSETA is pleased to have been involved in this project and hopes that the use of this wheelchair will make a difference in Luphiwe and her family's lives.



Learner builds a brighter future



Meet Phumelele Thusi, a 28-year young woman from Daagakraal in Mpumalanga who built a house for her family with the stipend money she is receiving from her internship programme funded by HWSETA.

She is one of 45 learners who were selected to participate in the Precision Community Development Programme. This programme is a joint venture between

HWSETA and Precision Community Development to upskill the youth of Daagakraal Community through skills development. The project also aims to alleviate poverty in the community by empowering the youth in the community with better opportunities.

Phumelele's internship is in Phlebotomy at The Department of Higher Education at Sunninghill where they screen and train employees for COVID 19 symptoms.

Phumelele says growing up life was not easy; they were seven in the household and lived in a small house, but she is

grateful for the never-ending love her parents showed her and her siblings while growing up.

"My dream has always been to build a house for my family, every month after receiving my stipend I would save the money knowing that I had a plan. Today I stand a proud daughter and I'm grateful for the opportunity HWSETA gave me. I'm also grateful for the skills development installed in me". She said with a smile.

She started building the house in February 2020.

HWSETA launches sanitizers and masks project in Klerksdorp



The dramatic spread of COVID-19 has disrupted lives, livelihoods, communities and businesses worldwide. In recent months, the South African government, business communities, philanthropists and society at large have shown remarkable unity in a joint effort to protect our country against the impact of COVID-19.

HWSETA also took part in this initiative by launching and funding the sanitiser and masks project at Khuma, Klerksdorp on 04 May 2020. The main purpose of this event was to curb the Covid-19 virus pandemic and aimed at establishing manufacturing processes which will encourage the community to develop products instead of only consuming them, contribute to the establishment of local economy and lastly to create employment in the community. In attendance were various organisations,

including NPOs, NGOs, FBOs, Councillors, Local Politicians, HIV/AIDS advocacy groups, stakeholders and role players of the project including HWSETA.

60 participants in the community and the criteria for selecting them was that they had to have Matric and no income in the household. The project was for 6 months.

"In funding this project, we not only want to create a sense of reliance on the payment of stipends, but we will be encouraged when the participants in this initiative can start thinking beyond responding to COVID-19 and coming up with sustainable mechanisms to sustain themselves further. HWSETA is an enabler in this project and our hope is for the beneficiaries to grab the opportunity and bring change to their lives and the livelihood of the community, whilst using this opportunity to fight this disease that is confronting us". said Thabo Modisane the provincial Manager of North West Province.

In attendance was also Cllr Barei Elizabeth Mosiane-Segotso who also expressed her appreciation to HWSETA, she said that she is grateful with the intervention through multifocal investment (monetary, human and product development) and general attentiveness provided to her District Municipality.

Furthermore, the Mayor applauded HWSETA for the noble gesture they are

doing by developing and implementing this project, more especially to the impoverished township of Khuma which is mainly reliant on the mining industry for their livelihood, and due to the scaling down of mining activities many are left unemployed. She pleaded with the beneficiaries to grab the opportunity with both hands and make it a success.

After the tour of the facility, the entourage, led by the Mayor left for the local hostel where free sanitisers and masks were distributed to the residents. The tour included some educational talks on ways to combat the pandemic and the residents were recipient of the visit. The same was reciprocated in an informal settlement called Unit 10.



HWSETA participates in the **Jerusalema** challenge

On 2nd October 2020 the HWSETA joined the rest of the country in participating in the Jerusalema Challenge while wearing traditional attire in honour of Heritage Month.

What is #JerusalemaChallenge?

It is a dance challenge that took off in February 2020, as Covid-19 caused lockdowns in African countries like in most parts of the world. It was a group of six friends – four men and two women – in Angola who made a video of themselves dancing to the foot-tapping number, while taking bites of food from plates in one hand.

This was soon dubbed the #Jerusalemachallenge or #Jerusalemadancechallenge after similar videos surfaced from parts of Europe, North America and South America.

Jerusalema is a song by Kgaogelo Moagi, better known as DJ Master KG, featuring vocalist Nocembo Zikode. The song was released in October 2019 and became an instant hit. This was followed by a video release in December 2019.

During the President's national address on 16 September 2020, he urged all South Africans to do the "Jerusalema" Dance Challenge as part of this year's Heritage Day celebrations on September 24.

"There can be no better way to celebrate our South Africans than joining the global phenomenon that is spreading

across the world, and that is the

"Jerusalema" Dance Challenge. I urge all of you to take up this challenge on Heritage Day," he said.

The president revealed that he is a huge fan of the hit song that got took the world by storm, referring to it as "the 'Jerusalema' song that I love". He also hailed local artists who, through their talent, have put South Africa on the map.

"Our performers have demonstrated to the world that we have got good music and good dance moves, so let's celebrate our heritage," he added.



HWSETA Stakeholder Engagement Session on Skills Development Needs

The HWSETA held a virtual stakeholder session on 31 August 2020 from 09:30 - 15:00, the theme of the event was "Training for skills and not jobs". The content for all presentations covered the skills development needs after Covid-19, personnel projections post Covid-19, 4th Industrial Revolution and its effect and impact on skills development and learning and possible research partnerships (if any).

The event kicked off with presentations from: The National Departments of Health, South African Veterinary Council, National Department of Health, South African Federation for Mental Health, Workers College, National Health Laboratory Service. Thereafter followed National Department of Social Development, South African Council of Social Services Development, South African NGO Network, Netcare and lastly Life healthcare.

SKILLS DEVELOPMENT TRAINING THROUGH E-LEARNING

- Accredited skills development providers are required to transition into a hybrid of training (mix online and classroom) with the aim of embracing e-learning fully
- E-learning to promote access to education
- E-learning to ultimately get rid of rural urban divide
- Also, e-learning will transform services into full automation of quality assurance function

Mrs Elaine Brass thanked all the stakeholders for their contribution and participation.



HWSETA in Partnership with Netcare makes a difference in interns lives

In May 2018, an opportunity to launch a career in the healthcare sector was offered to 1 000 South African youths through a five-year commitment from Netcare, one of the five flagship companies participating in the Youth Employment Service (YES) initiative that was launched by President Cyril Ramaphosa.

Subsequently the HWSETA set up a joint venture with Netcare to offer South African youths internship opportunities that will enable them to get the experience needed in a workplace. In 2019, the estimated youth unemployment rate in South Africa was at 55.97%.

In May 2019 35 interns enrolled at Netcare Head Office in Sunninghill as Debtors Controller Interns for 12 months. The HWSETA funded these interns with a stipend of R5000 a month, bringing it to the total of R2.1 million. Currently 29 of them are absorbed as permanent employees while 2 are on a fixed term contract.

“Investing in the youth through enhancing their employability is a direct investment in the future of South Africa, as this is a vehicle for stimulating inclusive economic growth and advancing socioeconomic transformation,” says Dr Richard Friedland, chief executive officer of Netcare.

Sanjay Khoosal, Head of People Development and Employment Equity at Netcare explained that before the intake of the interns they identified a need for more employees in the Financial Shared services Department, that is why all the 37 interns were in one department. The requirements for the internship was a Diploma/Degree in Financial Accounting/Management.

They were responsible for ensuring the achievement of collection targets essential to the profitability of the Hospitals. The incumbent has an overall responsibility to manage, control and collect all outstanding



monies due to the Hospital in terms of his/her responsibility in line with the Netcare strategic themes.

In total, Netcare aims to upskill 1 000 young South Africans over a five year period through the following career opportunities: 170 pharmacist assistants, 100 pharmacist stock assistants, 110 human resources interns, 30 in technical and engineering fields, 90 learnerships in various fields for disabled youths, as well as 500 registered nurses.

The HWSETA believes that through

collaborative partnerships we can do more to make a meaningful difference in the lives of young people, who in turn will be empowered to contribute to the economy while enriching the local healthcare sector through developing relevant skills.



You're in safe hands

Covid-19 is still here, continue to keep safe this festive season



For months now we have been isolating ourselves due to Covid-19 but with the holidays

fast approaching many of us are looking forward to reconnecting with our friends and families.

Unfortunately, COVID-19 epidemic is still here and in order to prevent a second wave of Covid-19 infections, we must observe the public health guidelines that remain in place. According to stats small household gatherings are an important contributor to the rise in COVID-19 cases.

Here is how you can reduce the risks this Holidays season:

- First, check the COVID-19 positivity rates in your area before considering a gathering, it is important to pay attention to the numbers and to the advice from local leaders. If positive cases and transmission rates are high, we all need to put safety first.
- Avoid indoor gatherings by hosting activities outdoors and remember to keep social distancing in place and limit it to a small group
- Open windows to improve ventilation if an outdoor gathering isn't possible
- If you are travelling stay on top of the high-risk locations
- Get creative and virtual - Holiday baking and sharing treats doesn't have to stop completely, you can drop cookies off on a loved one's doorstep, and they can grab them after you've left and sanitized the container.
- Catch a drive-by displays- Drive-by gatherings and celebrations are becoming more and more popular. Harness the power of social media like Facebook to find out what everyone in the neighbourhood is doing to deck out their homes.
- Always wash and sanitize your hands
- Remember to wear your mask
- Finally, manage stress the best way you can- It's always a good idea to prioritize your emotional wellbeing so you can take better care of yourself and others during challenging times.



The HWSETA Celebrates Woman`s Month



The HWSETA celebrated National Women's Month on 09 August 2020. August represents "Women's Month" in South Africa, we celebrate women in various capacities – women who occupy positions of leadership, women in business and women who play crucial roles in uplifting their communities.

The significance of Women's month in the country is dedicated to the commemoration of the iconic 1956 Women's March which saw 20 000 women march to the Union Buildings to protest against unfair pass laws. Today the march has been celebrated on 9 August each year since 1995 to recognize the important role played by women during the struggle for liberation against colonisation and apartheid.

Since the march, significant strides have been made in the advancement of ordinary women across the globe. More girls are attending school and more women are doing well for themselves while others are uplifting one another in their communities.

Afribiz foundation lead by CEO Kacha Stepanovic embarked on a journey with HWSETA to empower and impact the life's of hundreds of women nationwide. The training



centres have seen a total of just over 780 women receiving skills and education-based training on manufacturing goods to sustain the communities. Currently centres are predominantly female based as they believe that the empowerment should be reinstated into the female youth generation who come from previously disadvantaged backgrounds.

"Kacha - empowering a female is empowering a community", there is so much that happens when you give a woman power to stand on her own two feet. Education is the key element that need to be reinstated and they have done just that.

Many women who have received the training have no previous skills and have now been able to provide for their families. Manufacturing goods for their communities and seeing change in the new generations. For instance - they have young females who have dropped out of school due to menstrual cycles and lack of sanitary support, today the very same lady is now manufacturing reusable pads, so that young females in her community won't go through the same struggle she had to witness.

"We are taking production generations back to where jobs mattered the most, by eliminating new aged technology, we able to manufacture all the products by hand with easy accessible raw material and creating more job security for the women in the rural areas", said Kacha.

Their centres are manufacturing medical grade cosmetics such as Hand Soap, Sanitizer, Body lotion, tooth paste as well as manufacturing social sustainable products such as Face Masks and Reusable Sanitary pads.

Afribiz Foundation is currently working with the Public and private sector to supply their products to the people who need it the most. Yet despite the increased visibility for some remarkable women, millions of South African women remain invisible.

One of the biggest issues facing South African women is Gender Based violence. Women's rights and gender-based violence have been taking centre stage in South Africa for years now, and there has been a significant increase over the years. Gender-Based-Violence (GBV) is any violent act or action directed at a person on the basis of their gender. GBV affects approximately 35% of women worldwide. Although this is a shocking statistic, it is also important to note that a significant number of people affected by GBV are physically or emotionally unable to report their cases as they feel unsafe and embarrassed to do so.

During one of the National address held on 17 June 2020 by the president of South Africa, Cyril Ramaphosa described Gender-based violence in South Africa a second pandemic saying it is as serious as the Coronavirus. He mentioned that at a time when the pandemic has left us all feeling vulnerable and uncertain, violence is being unleashed on women and children with a brutality that defies comprehension. "These rapists and killers walk among us. They are in our communities. They are our fathers, our brothers, our sons and our friends; violent men with utterly no regard for the sanctity of human life."

“
‘WATHINT’ ABFAFAZI,
WATHINT’ IMBOKODO’
(YOU STRIKE THE
WOMEN, YOU STRIKE
THE ROCK)
”

There have been many attempts to create awareness against Gender Based Violence, like the 16 Days of activism against women and children and “Am I next?” hashtag. The HWSETA urges community members and organised formations to work with the law enforcement agencies by reporting all incidents of Gender Based Violence cases.

Women have had a long history of oppression, but every fight gets us one step closer to freedom and equality.



Mental Health Awareness Day



The aim of this awareness campaign is to educate people about mental health, and to reduce the stigma and discrimination people with mental health issues often experience.

World Mental Health Day was celebrated for the first time on October 10, 1992 at the initiative of Deputy Secretary General Richard Hunter. Up until 1994, the day had no specific theme other than general promoting mental health advocacy and educating the public.

Stigmas surrounding mental health pose a major stumbling block when it comes to treating the disease in South Africa. In African cultures there is not even a word for 'depression' – it's basically not deemed a real illness. As a result, sufferers are afraid

of being discriminated against, disowned by their families or even fired from work, should they admit to having a problem.

There is still the perception that someone with a mental illness is crazy, dangerous or weak. Because there is often an absence of physical symptoms with mental illness, it is considered 'not real', a figment of the imagination."

According to The South African Depression and Anxiety Group, one in five people will, or does suffer from a mental illness in their lives. Mental health problems, such as depression, anxiety, substance abuse and job stress are common, and have a huge effect on the wider community. Even though many mental health problems can be treated at clinics and hospitals, very few South Africans seek help when they have mental health problems.

Causes and risk factors for mental illness

There are several different causes of and risk factors for mental illnesses, ranging from inherited traits (other relatives have a mental illness), exposure to certain substances such as alcohol or drugs or environmental stressors before birth, and reactions to stressful life situations, such as a close person's death, or a divorce or financial problems, to name but a few.

Treatment depends on the type of mental illness, and how severe it is. Often a combination of treatments works most efficiently – these can include therapy, medication, and in some cases, hospitalisation. A team approach often works best.

Warning signs of mental illness to watch for especially when you have two or more of these symptoms are;

1. Long-lasting sadness or irritability
2. Extremely high and low moods
3. Excessive fear, worry, or anxiety
4. Social withdrawal
5. Dramatic changes in eating or sleeping habits

The HWSETA believes that the first step to healing is talking about it. There are still so many sufferers who feel alone, scared and misunderstood and we also believe that increased awareness and a policy of educating the public about mental health issues will encourage more people to share their diagnoses and seek the help they need.





Netcare Interns Amos and Nobukhosi

We got a chance to speak to two interns who are now permanently employed with Netcare, and this is how it went

Q Who is Amos? where is he from and how did you end up in this programme?

A My name is Amos Nkosi, a Debtors controller at Netcare Shared Services centre (SSC). I'm from Matsulu, Nelspruit in Mpumalanga. I'm an alumni for Vaal University of Technology where I embarked on an excursion in Higher learning in the field of Management Sciences in Financial Information Systems. I obtained my National Diploma in 2017 and Bachelor of Technology in 2018. I saw a post through the YES programme and I applied, a week later I received a call from Netcare informing me of an interview and the rest is history.

Q Why did you decide to study Financial/Management Accounting?

A I've always been good with numbers from an early age, I chose Financial information system because Finance has always been my strongest point.

Q How is your overall experience working for Netcare?

A Netcare embraces culture, more than anything else. I've been with the company for a year now and have already learnt so much, Netcare has allowed me to explore different scopes in the finance Department. The working environment is friendly, and most importantly we are able to interact and share ideas with colleagues.

Q Where do you see yourself in 5 years?

A I have enrolled for Masters at Tshwane University of Technology, In 5 years' time I want to be in a managerial position where I will still be able grow within the company.

Q Who is Nobukhosi? where is she from and how did you end up being in this programme?

A Nobukhosi is a young, ambitious, goal driven lady with a bubbly personality, a go-getter who makes the best out of every opportunity thrown at her. I have a diploma in Accountancy from the University of Johannesburg but currently studying CTA with UNISA. I saw the opportunity online and immediately applied for it.

Q Why did you decide to study Financial/Management Accounting?

A I've always loved the idea of giving financial advice, reviews and assessment. I believe that finance has an impact on successes of many businesses and still in demand in everyday lives.

Q How is your overall experience working for Netcare?

A It's how is it working for Netcare because I intend on growing with the company. Stepping into the premises of Netcare has been one of my biggest blessing. Being surrounded by phenomenal people

who want to see you win just as much as you want to, that's rare! There are special people who continue to make this journey an exciting one. There is no better way of evolving than being in an environment that has doors opened for you all you need to do is go through them with the willingness to learn.

Q Where do you see yourself in 5 years?

A In five years time I would have completed my CTA, using the knowledge and skills I'm acquiring from Netcare. My aim is to grow within the accounting environment, I believe I will be an asset to this phenomenal organization (Netcare).



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