SIYAKHULA E-NEWSLETTER

Barloworld Siyakhula

The Siyakhula Email Newsletter

AUG. **2022**



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REBUILD, GROW and PROSPER

We are proud to present the Siyakhula SME Summit, designed to empower small businesses through practical actions they can take during these Post Covid economic times. The event will consist of keynote speakers, panel of solution providers and an executive address by the Chairperson of Siyakhula, Ms. Noluvo Ngcwabe.

The day is set to be filled with an excellent opportunity for all in attendance to learn from masterclass workshops, panel discussions and networking opportunities with different stakeholders. Headline topics include: 'How to grow your Business and Business Sustainability', 'Legal and Compliance', 'Financial Management and Digital Marketing'.

Suppliers and a limited number of SMEs will get to exhibit their offering at the designated booths at the SME summit. We are looking forward to this Summit and the grand contribution it brings to the growth of the Siyakhula Ecosystem.

8AM
THURSDAY
08 SEPTEMBER 2022

THE GALLERIA
10 Eastern Service Rd
Eastgate | Sandton | 2090

RSVP
https://www.barloworldsiyakhula.com

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BUT STILL, I RISE...

Prudence Gololo
Managing Director:
Barloworld Siyakhula, ESD

Our hearts cannot do much but break when we reflect on the epidemic called gender-based violence (GBV), which is ravaging our society. With bleeding hearts and immense pain, we remember all the women who have lost their lives at the hands of an abusive husband, lover, friend, even stranger. We take a moment to acknowledge each and every woman and girl child who is enduring indescribable pain and heartache, which no one should ever endure. But as the saying goes, out of the ashes rises the Phoenix.

In this 6th edition of our newsletter, we highlight the beauty of life and elevate many deserving women in honour of August, women's month. Our issue kicks off by reminding us that dynamite really does come in small packages, as we thrust a spotlight on Barloworld's Executive Group Compliance & Ethics Officer, Dr Yondela Ndema. Dr Ndema provides the true definition of grit and determination by emphasising that if you put your mind to it, you can achieve it!

We also look at the highs and lows experienced by female entrepreneurs and examine how they have persevered. In addition, we talk to Thandiwe McCloy of People Opposing Women Abuse (POWA), a non-governmental organisation (NGO) that is at the forefront of advocating for women's rights, the protection of women and girls from abuse and raising awareness on the scourge of gender-based violence (GBV). The Thought Leadership article on sexual harassment in the workplace also provides an eye-opening account of what some women endure in the workplace.

Our Siyakhula Supplier Summit is here!! We made mention of the Summit in our previous edition. Well, the time has come. Our Summit will take place next month, the 8th of September at the Galleria in Sandton. This Summit, which promises a range of Masterclasses, networking opportunities and affording entrepreneurs access to information and skills, is open to all Siyakhula beneficiaries and has been designed to benefit and contribute to the entrepreneurial growth of our valued beneficiaries. We look forward to welcoming you then.

Yours sincerely,
Prudence





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CHANGE-MAKERS

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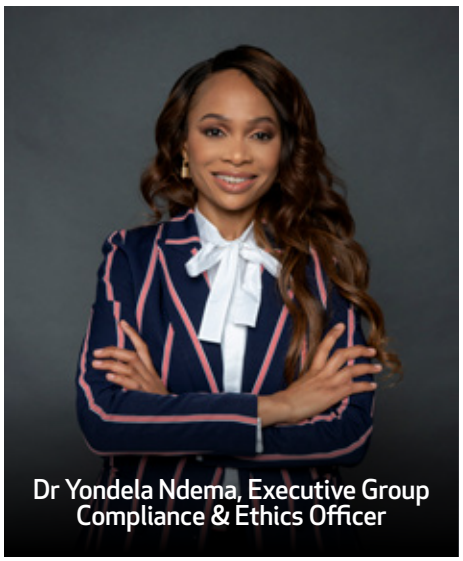
COFFEE FIXES EVERYTHING
– DR YONDELA NDEMA, EXECUTIVE DIRECTOR MBEWU FLAGSHIP PROGRAMME

Barloworld's flagship programme, Mbewu was launched in 2019, and is aimed at supporting social enterprises and start-ups that work innovatively to solve challenges in society, through their entrepreneurial activities. It was established on the realisation of the enthusiasm that South African citizens portray in developing innovative solutions to achieve sustainability. The programme seeks to drive economic sustainability, transformation and growth through development, funding and facilitating access to markets for small and medium sized enterprises. The programme represents a solid intervention, using the transformative power of social enterprises to be a catalyst of positive social change.



Dr Yondela Ndema, Executive Group Compliance & Ethics Officer

Dr Yondela Ndema is a highly experienced C-Suite Leadership Executive. With an illustrious career spanning twenty years, her inexhaustible industry expertise with leading local and international Public and Private Sector Organisations has set her apart as an intellectual maverick. She currently fills an Executive role for Group Ethics & Compliance on behalf of Barloworld South Africa. Prior to this Dr Ndema filled the seat of Vice President: Group Compliance & Ethics for Sasol South Africa.

Dr Ndema is a Global Subject Matter Expert in Compliance & Ethical Business, who frequently is requested to appear as a Presenter and Panel Member on all matters, ethics and compliance related. She boasts an enviable portfolio of continued professional development, Industry Body and Board representation and is incredibly well-versed in the comprehensive aspects of Legislation, Governance, Risk Management, and Global Compliance & Ethics Best Practice. Dr Ndema's all-pervading experience in Compliance includes but is certainly not limited to working as a Tax Legal Advisor for SARS, a Legal and Compliance Officer for Investec Asset Management and Absa Asset Management. These roles expertly executed by Dr Ndema dubs her the authority in preserving corporate integrity, a role she seamlessly fulfils by steering operations on a strictly lawful and ethical course. Dr Ndema's intellectual prowess is dynamic and profoundly diverse

An awe-inspiring conversation with Dr Ndema, provides a glimpse into her guiding principles, which have seen her career advance from strength to strength, all based on the premise of working hard and going the extra mile to ensure that she was never called mediocre and never "using" others for advancement opportunities but utilising sheer hard work. Her personal convictions have seen her affirming herself by saying, "I am all that I have", resulting in her pushing her limits to excel in everything she does. With determination as her cornerstone, Dr Ndema matriculated at the age of 15, obtained her first degree at age 19, her honours at age 20 and her Masters degree at the age of 21. If ever there was a symbol of unyielding resolve and prodigious intelligence, Dr Ndema is certainly it.

Dr Ndema's career began at the South African Revenue Service (SARS), where she worked as a Tax Legal Advisor. The defining moment in her career however (a path which ultimately led her to the Barloworld Group) came with her employment at the JD Group, where she worked as a Group Compliance and Legal Executive. The JD Group gave Dr Ndema the flexibility to set up her own Group Legal and Compliance framework, which led to her being selected for a prestigious

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international leadership development programme at Penn State University in the United States of America. Dr Ndema admits feeling a great swell of pride within herself at this point in her career, as her diligence and hard work were finally being recognised and acknowledged by the industry. Enviable as Dr Ndema's career has been, she emphatically insists that everyone at any station of life will inevitably experience adversities but these should never make one give up or doubt themselves, but rather use these experiences as tools to increase knowledge and develop their careers, basically, it's how the difficulties are assimilated that defines the direction of the trajectory.

The importance of a devoted and capable mentor can never be over emphasised. CEO of Exclusive Books, Grattan Kirk, took on this role for Dr Ndema. Grattan's dedication to his mentee is illustrated by the suspension of all his engagements of the day to surprise her at her graduation ceremony. Dr Ndema's greatest shortcoming was undoubtedly her inability to be firm and desist from allowing others to instil their will over hers. It was at the realisation of this pitfall in her persona that that the imperativeness of a firm and honest mentor became unequivocally clear to her. That this eye-opening revelation came courtesy of Grattan clearly illustrated the significance of mentorship. Following Prof Evance Kalula's (who was her mentor and supervisor for her PhD at UCT) priceless advice, Dr Ndema attended a number of leadership programmes focused on developing assertiveness and effective management skills

Women especially, face many hard moments in their careers and are at times used as tokens, if they do not stand up for themselves. Dr Ndema found this to be true when faced with one such tribulation, which became career defining for her. Her mentor, Grattan, opened her eyes when he lay bare her biggest weakness which, without a doubt, was going to be her career downfall, if she did not change it, that was her inability to be firm on people because she was too sweet! Dr Ndema pauses to emphasize the importance of mentorship by saying that every woman needs a mentor and coach, if reaching the top is on her list of career goals. It is evident that Dr Ndema took her mentor's advice and adhered to his coaching techniques. Over time, she developed the skills required to infuse her "being too nice" with assertiveness and admits that this was a real game changer for her.

In her spare time, Dr Ndema indulges in a steaming cup of coffee and digs into the latest novel on her coffee table, most of them inspirational self-help books on personal and career growth. Dr Ndema is clear, that it is crucial for one to reward themselves after hard work, making coffee, her preferred "guilt-free" pleasure. Dr Ndema's passion is found in assisting other women to succeed and her desire lies in preserving woman's rights, especially in workplace. Following a certain discriminating incident in the workplace, and realising just how little help women receive, she took it upon herself to become a 'warrior for women', obtaining a PHD in Sexual Harassment through the University of Cape Town (UCT) in a record three and a half years. Her advocacy sees Dr Ndema volunteering at AESHI, a Tanzanian Human Rights Group where she aids in human rights issues regarding sexual harassment. A core memory for Dr Ndema was meeting Catherine Mackinnon, a leading U.S feminist whom she referenced in her thesis.

In showing an appreciation for all women to succeed, Dr Ndema shares a few valuable tips:

- Develop a routine of conducting a holistic personal growth analysis on your life.
- It is important to have a sponsor and mentor to guide the way to success.
- Women need to learn to include and support one another
- Prioritise self-care and be confident of who you are, in the space you find yourself in
- Take care of your mental health by attending therapy sessions if necessary
- Refrain from spending unnecessarily and learn to invest for your future or retirement.

Happy Women's Day



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BEE LOVED_AN AUTHENTIC AFRICAN STORY – BOKOMOSO IMPACT INVESTMENT LESEGO SEROLONG



LESEGO SEROLONG,
MBEWU ALUMNI

The deep sense of community imbued within a boarding school by a devoted faculty would not only shield an orphan from the perils of the world but would instil in her a deep reverence for innovation, service to others and education. Lesego Serolong, founder of Bokamoso Impact Investments, dedicates her life's mission to empowering communities and promoting diversity and inclusion, emanating from a deep place of gratitude, for an opportunity that she was once given as an orphan. She completed her high school studies at Tiger Kloof in Mafikeng that gave her first-hand experiences of an education's life altering and transformative abilities, experiences that would define the trajectory of her life. To better her future through higher education, Lesego studied abroad and now boasts a Master of Science (MSc) in Social Policy and Development obtained at the London School of Economics and Political Science (LSE) and compliments it with a Bachelor of Arts degree (BA) in International Studies from the City College of New York. Subsequently, she returned to South Africa with a 'bee in her bonnet' on a mission to play her part in building the country and changing the narrative through innovation. Lesego was determined to do something that would positively impact, not only rural communities but also the environment, which drove her to research where she could make a difference.

Lesego and her husband, Neil's shared passion for education can be credited in the purpose of a Non-Profit Organization (NPO), Raise the Children, which they co-founded. It identifies orphans from the Kalahari's impoverished and rural communities in the Northwest Province, mobilizing resources to enable these orphans access to secondary and tertiary education. The organization gives children unprecedented access to mentors, offers advice on how best to apply to the world's best universities and obtain internships in renowned companies within our country's borders. Lesego spends most of her days working within the village of Manyeledi and says she has realized that the best way to understand what the needs are, where the lack lies and what the village youth are capable of, is by adopting a listening mindset. The need is so overwhelming and unfortunately, not everyone will have the opportunity of being granted a bursary. but with her vision of a self-sustaining rural South Africa, Lesego dug deeper into her innovative entrepreneurial mind to seek out how to better invest in these communities and considering her passion for sustainable education-based alleviation of poverty led the founding of Raise the Children to the creation of Bokamoso Impact Investments.

On identifying a niche, honey, she added beekeeping and harvesting Acacia honey to the cabbage, carrot and watermelon farming she had already commenced with. Sadly, and what very few know, is that most of the honey found on South African shelves is imported and not 100% organic. With the honeybee becoming an endangered species, it is paramount that we do something to save them. By promoting indigenous beekeeping, an important commodity, South Africa can play its part in saving the honeybee population while promoting education through agriculture and increasing job opportunities in rural areas.

Bokamoso recently built a factory that enables them to engage in the entire value chain, from manufacturing hives to placing, collecting and harvesting honey, packaging and retailing the brand to consumers in local and international markets. The agri-incubator hub is focused on bringing jobs closer to people in rural areas with the hopes of indirectly changing the mindsets of children towards journeying into entrepreneurship, connecting the invisible rural population of South Africa

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to opportunities through sustainable, fully integrated honey production.

'Bee Loved', brand name of the honey company, under the umbrella of Bokamoso Impact investments, in alignment with empowering women and achieving sustainability that ensures that Africa becomes the breadbasket of the world, launched a women's programme under the 2025 initiative, "One Million Beehives". The programme currently hosts 25 women, who are training to become fully-fledged beekeepers. Once they have completed the incubation phase the women will be granted 10 hives, protective suits and the tools required to become successful beekeepers. Bee Loved seeks to empower women through capital investment, access to information and opportunities, mentorship and skills development to thrive in their farming enterprises. Often, women residing in rural South Africa are overlooked due to barriers in communication and access that result in them losing out on valuable development opportunities. These rural women play important roles in the arduous task of creating jobs that, in turn, contribute to building the country's economy. Thus said, priorities must be set straight to enable interventions that will grant them easier access to the various development opportunities.

The 2025 initiative "One Million Beehives", aims to build and distribute one million beehives. We can all 'Bee better' and play our part in saving the honeybee while promoting entrepreneurship in rural communities to ultimately achieve the end goal of a self-sustainable rural South Africa by purchasing a beehive priced at R1750.00. In parting, Lesego urges anyone and everyone to play their part, either by becoming an urban beekeeper or donating a beehive to a native of the Kalahari. She reminds all South Africans to support local beekeepers, to save the honeybee and stimulate the economy.

She further opines that entrepreneurship is no easy game and oftentimes, a lonely journey but future entrepreneurs should not be afraid of failure as there is an abundance of wisdom to be drawn from our failures, which will, at most times, prepare us for our next steps. Her keen entrepreneurial spirit sees Lesego partner with Ezanne Gouws, embarking on an exciting journey in the Wine Industry. 'Khai' wine is an amalgamation of two unique cultures refined with the diversity of their life experiences and infused with their deep passion for people. Lesego and Ezanne's shared belief in the enormous untapped potential that lies beneath the scorching African sun combined with Acacia honey and Khai wines is most certainly going to unravel an inspiring authentic African Tale.





EXTERNAL CONTRIBUTIONS

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WAR WAGED ON WOMEN

– THANDIWE MCCLOY, COMMUNICATIONS MANAGER, PEOPLE OPPOSING WOMEN ABUSE (POWA)

POWA
PEOPLE OPPOSING WOMEN ABUSE

If a nation's character can be judged by how it treats women and children, then we are falling desperately short

– President Cyril Ramaphosa

As South Africa remains caught in the shackles of a relentless war waged on the bodies of women and children, we find ourselves in the midst of a horrific second pandemic revealing some of the highest rates of gender-based violence (GBV) recorded globally. Sexualised violence perpetrated by men against women has reached epidemic proportions in South Africa stemming from deeply rooted cultural and patriarchal beliefs in society that are systemic and institutionalised. Similar to language, violence is learnt and can be "spoken". The GBV language is disproportionately screamed at women and precisely like a language, the disturbing reality is that it is taught too, normalised and ultimately inherited by posterity.

Thandiwe McCloy, Communications Manager for People Opposing Women Abuse (POWA), a feminist organisation established in 1979, is a firm believer in change only taking effect when society directly intervenes and actively works towards improving women's lives. Additionally, POWA believes that there is no single route to change. Therefore, the organisation constantly seeks new and creative approaches in its programming to achieve the desperately required changes. Ultimately, POWA envisions a safe and equal society, intolerant of all forms of violence against women and girls, embracing diversity, where all are treated with respect and dignity and all rights are promoted. In a bid to achieve this, the organisation provides advocacy, skills development opportunities, counselling, sheltering and legal services to gender-based violence survivors. POWA also carries out public awareness and sector-strengthening on GBV-related issues.

Combatting the violent scourge of GBV cases in South Africa will take greater education surrounding gender inequality and gender stereotypes that perpetuate violence. There is definitely a need to socialise men into realising that it's normal to cry and seek counselling when they feel overwhelmed and frustrated and that violence is not a solution to dealing with life's challenges. Additionally, a more focused educational system surrounding teachings on the importance of gender equality from early childhood development (ECD) stages would prove beneficial in the battle to curb GBV. It is important to instil these values in children, that boys are not better than girls or vice versa, but rather that they all are equal. Even so, today's youths are significantly more conscious of the absurdity of GBV and are particularly moved to combat these issues, while the older generations, even though they are aware of how wrong it is, continue with their old ways of toxicity, downplaying GBV and gaslighting the victims.

No victim of GBV is at fault or deserves to be victimised. Obvious as this statement may seem to most, outdated beliefs of the supposed roles women ought to play in society have many victims believing that they are somehow to blame for the abuse. Statistics pertaining to men being abused are almost non-existent. This is not to suggest that men are not abused by women (a complex topic in and of its own not covered in this article), the point is that men are singlehandedly responsible for the harrowing GBV epidemic that belittles the women of our country and destroys their identity as a person. The next logical question then becomes: why is it that women are the ones fighting to eliminate GBV, why are women at the forefront of awareness campaigns and marches while men are few and far between?

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It should be men taking the lead in speaking out and reporting gender-based violence, in raising awareness, in peer education and in prevention efforts. Men in positions of authority, in our educational system for example, should be playing more important roles in the efforts to eliminate GBV and become more formative and present role models in their families, particularly when it comes to raising their sons to exhibit their masculinity in a healthy and positive manner, that is respectful of women and children. Masculinity should be clearly defined so that we raise men with empathy, tolerance and respect, then hopefully, many will realise that violence, especially sexual violence is wrong and unjustifiable. If every man gathers two men and the three pledge to never rape a woman, never lay a hand on a woman and actually hold each other accountable to this pledge, we can begin to seriously tackle gender-based violence in our country.

GBV involves both sexes and cannot be resolved by isolating and removing either gender from the equation. The fight against GBV lies with all of us. Everyone has a part to play in tackling the high rates of violence against women, everyone should be held accountable. The following are measures that should be vehemently considered if GBV is to be flushed from society:

- Confront and eradicate social and cultural beliefs and systems – such as those stating that men have the right to more power than women.
- Relationships within the home affect every relationship outside the home, so it is important to raise children in non-violent households where abuse is not tolerated and where gender roles and stereotypes that perpetuate gender inequality are completely rooted out.
- Consistent roll out of programs for adults and the youth that provide a safe environment for confrontation of societal issue in their numerous forms.
- Immediate intervention if violent or abusive behavior against women is witnessed by calling the police anonymously on 10111.
- Condemn any comments and jokes that condone or promote GBV.
- The widespread campaigning to educate more women, equipping them with qualifications or skills thus enabling them to become independent and generate an income of their own volition.
- Additional capital injection into programs targeted at men that address issues of gender-based violence and femicide (GBVF).
- The relationship between alcohol and gender-based violence is undeniable. Alcohol abuse increases aggressive behavior and promotes a lack of self-control thus perpetuating gender-based violence. Greater interventions to reduce the amount of alcohol consumption in communities is an imperative.

Women should not be subjected to violence of any kind. Abuse is not nor will ever be tolerable. No woman is deserving of abuse. Their plights are not falling on deaf ears nor are they alone. If you or someone you know is being abused, you can:

- Call POWA (011) 642 4345/6 or (011) 591 6800 (available from 8:30am to 4:30pm from Monday to Friday) or
- 076 694 5911 (available from 8:30am to 4:30pm from Monday to Sunday).
- You can also email counselling@powa.co.za or send us a DM.

Alternatively, you can call the GBV Command Centre on 0800 428 428, which is available 24/7.

Men who need help to either stop or prevent themselves from entertaining GBV can contact organisations such as:

Agisanang Domestic Abuse Prevention and Training (ADAPT) on (011) 440 4047/5615 for counselling.

To make an in-kind donation to POWA, email info@powa.co.za

To make a monetary donation, visit the POWA website on www.powa.co.za for their banking details.





THOUGHT LEADERSHIP

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INFINITE POSSIBILITIES

– SOUTH AFRICAN WOMEN MAKING WAVES IN BUSINESS

NTSIKI BIYELA, WINEMAKER

For some, very few indulgences come close to rivalling the wonderful experience brought on by a sip of full-bodied and balanced red wine, the exuberant flavour eruption from cigar box flavours that boast an unyielding abundance of smoke which evoke an air of reminiscence or the oak-aged and eternally buttery blend of toasty Toblerone textures from a white wine. With that bourn in mind comes the extraordinary tale of a woman who went from initial revulsion at the taste of her first sip of red wine, to attaining legendary status in the world of winemaking.

In celebrating Women's Day, Siyakhula showcases Ntsiki Biyela; a true ambassador where the collaboration of women and wine is concerned as well as the first black female winemaker in South Africa who simply states: "I make wine that talks to me. I believe that there are crazy people out there quite like me who enjoy the same things in life that I do!" Growing up in the rural village of Mahlabathini, Kwazulu Natal, Ntsiki was permanently immersed in some of the country's most fertile, densest and picturesque natural landscapes. An environment ripe for the cultivation of even the wildest musings as this may be, she had no idea the scenic route life was to take her down.

Ntsiki's ambitions in the field of chemical engineering were futile following the rejection of her application for a bursary. While working as a domestic aid the year after completing high school, she applied for and received a scholarship from South African Airways to study Winemaking at South Africa's Stellenbosch University. Neither acquainted with a winemaker nor having ever tasted a glass of wine herself, Ntsiki was completely out of her depth. As a prerequisite of her new profession, it was here that the soon-to-be world-class winemaker suffered her first taste of wine.

Upon arriving at Stellenbosch University, an enormous university which spoke a language she couldn't speak a word of (Afrikaans), Ntsiki was met by an otherworldly culture and the total upheaval of all she knew. She was flung head-first into an abyss of the unknown and was naturally wrought by insecurities. As opposed to the obvious implosion some may succumb to under these circumstances, Ntsiki instead referred to the grassroots lessons imparted by her grandmother to navigate through tumultuous waters. The importance of perseverance, how crucial ambition is in this competitive world and self-motivation are some of the cornerstones she referred to when all seemed lost. The deep reverence and love she had for her grandmother steered her clear of the rocks and ensured she maintained a true course. Still, traversing the path presented challenges Ntsiki nor her grandmother with her seemingly infinite wisdom couldn't pre-empt.

Being the only woman in the faculty, she constantly found herself at the centre of all manner of prejudices. The slew of obstacles Ntsiki faced on a regular basis often made prospects of a career in winemaking a seemingly insurmountable mountain. True to her grandmother's tutelage however, she persevered and graduated with a BSc in Agriculture (Viticulture and Oenology) in 2003. She then joined Stellekaya Wines as a winemaker about a year later.

Thrusting herself into the unknown became Ntsiki's signature of sorts. Never allowing herself to become comfortable or complaisant, she always sought after the next achievement and was constantly looking to push the boundaries of the status quo further. Being named South African Women Winemaker of the year in 2009 stoked an already ravenous flame within her to take her craft to unprecedented levels; this is when she

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began to seriously consider establishing her own wine company. The venture that some may regard as the final catalyst that prompted Ntsiki to branch out on her own was the collaboration with Californian winemaker Helen Keplinger. This alliance was established by the wine importer Mika Bulmash from Wine for the World, whose goal it was to support emerging winemakers through partnerships with US winemakers. This initiative saw these world-class winemakers collaborate on a red blend project called Suo, which means to join in Latin, inferring the joining of diverse winemaking styles and disciplines in the name of a single common goal: the creation of outstanding wines through the production of small-lot, hand-crafted wine projects. After spending 11 years with Stellekaya Wines and racking up awards and a plethora of experiences, Ntsiki finally established her own company. Aslina Wines, named after her grandmother, was established in 2016 and continues to produce award-winning Bordeaux blends, chardonnays and sauvignon blancs.

True to the ever advancing nature the wine industry has come to know and expect from her, Ntsiki was awarded the Diversity and Transformation award for her pioneering work in the industry at the 2021 Wine Harvest Commemorative Event. Ntsiki applies herself wholly in positive impact work, throughout the Cape Winelands and through the Pinotage Youth Development Academy, where she is a member of the Board of directors. This Academy develops and prepares the disadvantaged youth of South Africa for a career in the wine industry, hospitality and tourism sectors, which attract students from Stellenbosch and Paarl.

Ntsiki Biyela is without a shadow of doubt, a winemaking legend. Most would stop at being the first female black winemaker, Ntsiki's accolades however read like those of a winemaker twice her age: featured for on CNN, Forbes, on BKWine Magazine, and participation in the prestigious Winemakers' Collection at Bordeaux's Chateau D'Arsac to name but a select few. Ntsiki reminds us that "Passion should drive you", while advising the next generation of female winemakers "not to be afraid to ask for help, there is always someone willing to assist. Do not make challenges a stumbling block, rather look at them as an opportunity to grow." Sound advice from the woman who relentlessly summited every obstacle in her wake and gracefully willed her aspirations to life.



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SILENCE TO VICTORY

– DR PALESA MAHLANGU – SEXUAL HARASSMENT IN THE WORKPLACE



"It's better to be poor with integrity than rich without dignity"

Creating relations is part of human nature, but the art of creating sexual relations is seldom straightforward, meaning that to enter into or become involved in sexual relations, firstly, two parties must be attracted to one another and secondly, they must be in agreement to unite in a sexual nature. There is a line, though it be a fine line, between over-friendliness and harassment and it would be foolish to underestimate the devastating effects of sexual harassment; which often times results in Post-Traumatic Stress Disorder (PTSD), depression and the incapacity to produce work; and the sophistication with which it has manifested itself in employment spaces, and alternatively, it would be equally foolish to describe any or every conduct with sexual undertones as sexual harassment. There is only one way a proposer is able to make the proposed aware of a sexual proposition and that is through expression, be it verbal or non-verbal. If the proposed fails to make an immediate objection it can be perceived as encouragement, by not objecting to it. This is an area in which victims of sexual harassment, especially women, falter and unfortunately the myth in which some men so like to believe, "women like to say no when they actually mean yes", plays a huge role here.

It is evident that sexual harassment in the workplace has become commonplace, a sort of open secret in South Africa. The crisis is however not limited to South African borders as global initiatives like the #MeToo movement have forced the issue from the periphery onto the forefront of societal optics. These initiatives have championed exceptional progress towards the banishment of sexual harassment, but it still remains a critical issue with far reaching implications, severe impacts and long-lasting mental effects. Many victims choose to hold back on uttering their grievances rather enduring "suffering in silence" which is caused by numerous undeniable factors like power differentials within roles or levels, the fear of dismissal, victimization, being scorned at or simply unheard, among others. These factors interact with a number of drivers of sexual harassment such as social norms (cultural or religious), low levels of women's empowerment, lack of social support and socio-economic inequality.

Workplace policies and sexual harassment workshops may just assist in initiating a decline in sexual harassment cases and perhaps amending the constitutional laws to invoke harsher punishments for proven perpetrators would shy away those who are engaging in and those who find themselves heading towards committing such atrocities. The Public and Private sectors definitely have an important role to play here and should prioritise and focus on women empowerment agendas to curb the number of sexual harassment incidents within our country

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But, ultimately, the only way to put a final stop to sexual harassment lies with us, women. The culture of turning a blind eye to the perils of a colleague must be overthrown and replaced with a vicious sense of protectiveness for oneself as a woman as well as for others in the workplace and quite frankly, put an end to degrading one another and take the high road of unity! Unyieldingly calling out the perpetrator within the very instant another is being dehumanized, even at the risk of retaliation is the only way a new dawn can be ushered in. A new reality in which quid pro quo sexual harassment cases (asking for sexual favours in exchange for a variety of work-related benefits) are reduced to case studies and are no longer the standard for how women procure employment, receive a raise or are promoted. The sad truth is that as long as we continue subjecting ourselves to sexual favours for a chance at opportunities and advancement, we will remain slaves forever. The enduring proverb that says "it is better to be poor with integrity than rich without your dignity" should be regarded as a workplace cornerstone of conduct for both would-be perpetrators and their victims, constantly reminding them to refrain from actions that would tarnish their self-respect. Although men too are often victims of sexual predation in the workplace, sexually harassed women far outweigh men in regularity, scale and severity. To that end, walking the walk and talking the talk is the responsibility that lies largely on the shoulders of women, mothers and elders specifically, to affirm an unshakable foundation in young girls, moulding them into strong, resilient, and proud "women of the future", who never concede to the compromised ways of predators. An unassailable example laid forth by formidable women for posterity will inevitably break the shackles that have oppressed women and girls for millennia. Take charge of your life, your strength lies within you...

Know your Rights as Women in the Workplace

Click below to view the March 2022 Code of Good Practise on the Prevention and Elimination of Harassment in the Workplace:

https://www.gov.za/documents/employment-equity-act-code-good-practice-prevention-and-elimination-harassment-workplace



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JUGGLING LIFE TO STRIKE A BALANCE

– BALANCING YOUR CAREER, FAMILY AND ACADEMICS

In the modern world we live in today, digital transformation has changed the very core of our existence making life both, complex and simple at the same time. It would seem that life has become somewhat of a competition. If it's not man vs. man, it's man vs technology and in adopting this competitive nature, global communities have recognized that a solid education is integral to achieving one's goals. One of the voluminous positive aspects that are as a result of this digital age is the evolution of the World Wide Web. Information is now as easily accessible to most as the next breath of air. Internet speeds have reached unprecedented levels, which has had a profound effect on the ability to host educational programs and courses. The culmination of these two profound technological advances has made the access to education widely available, a godsend to parents who seek to complete or further their studies while actively fulfilling parental roles and adhering to the rigors of the corporate world.

Studying and working while raising a family takes on a sense of leading a double life which is obviously not easy, but certainly possible. Devotion to the path, discipline and an unwavering conviction in one's aspirations are some of but not the entirety of skills required to complete the balancing act. But here's where parenting plays to one's advantage, parents would have already developed or at the very least, started developing the many valuable skills necessary for raising children, that may work to their advantage when applied to online studies. It's a common opinion that older students have the emotional quotient (EQ) and maturity, aligned with the right perspective, to take on the challenges that come with academic learning. So, it begs the question, why not further one's studies? Not only is it never too late to achieve one's goals but doing so as a parent sets a profound example for your children. Additionally, living a stimulating and challenging lifestyle has a number of valuable benefits for both parents and the children of this generation.

Striking that perfect balance between work, studies and parenting is a difficult concept to grasp and execute successfully. Unlike young college students pursuing the next academic phase of their lives, a parent returning to school is like shifting the gears into reverse, metaphorically speaking. Parents who intend to embark on this journey will need to spend a significant amount of time together strategizing and planning to ensure the journey is as seamless and as scenic as possible while also being suitable for their lifestyle. A clearly defined responsibility dividend as well as budgeting their time and finances are some of the most intrinsic elements required. Both parents need to be equally supportive and completely invested in the enormous lifestyle shift. Although there are numerous guidelines and hacks to achieving this balance and simplifying daily routines, every family unit has its unique set of complexities. A realistic approach would be for both parents to design their family's strategy, one that will cater to the unique requirements of the family unit, foremost, considering the children, so as not to conflict with their development while ensuring to include them, as part of the family team.

Once the compilation of the plan of action begins to take shape, the need to consider one's options creatively and dynamically will quickly become apparent. Considering whether to move closer to work to cut an hour or two off travelling time per day for instance, would save the family valuable time, time that can then be redistributed and used on other aspects of the family life. Basically, trial and error define the name of the game and will determine how solutions are concocted. An imperative

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fact to remember is that this balancing act is never static but is a continuous process that must be adaptable to the changing dynamics of one's family and career.

Managing the numerous demands that come with this choice of lifestyle, can at times, be overwhelming as well as challenging but one should bear in mind that this lifestyle is temporary. Someday soon, the children will become independent adults and the parent's academic ambitions will have been fulfilled, possibly even those career goals that were the driving force behind this lifestyle. Of course, there will be many moments where the parents will be tempted to give up and although the journey ahead will be tough, peppered with hindrances and seemingly insurmountable obstacles, the fact remains that, everyone is capable of being successful and this success will be easier to obtain if they keep these in mind:

- Focus on the task at hand (Be where you are)
- Set a schedule for the week and get organized
- Reward yourself
- Remember that you are only human
- Use your support system
- Don't focus on getting straight A's
- Have some fun
- Learn to say 'no'
- Know when you need help

https://newscenter.seattlecentral.edu/2016/02/29/pro-tips-managing-conflicting-demands-of-school-work-and-family#:~:text=Pro%20tips%3A%20Managing%20conflicting%20demands%20of%20school%2C%20work,8.%20Learn%20to%20say%20%E2%80%98no.%20...%20Weitere%20Elemente

(follow this link for further descriptions of the above)





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FAHRENITE CONSULTING

–YEARS IN THE MAKING

Fahrenite Consulting has been fortified by years of trial and error, successes and failures, all valuable lessons used in building the enterprise into what it is today. The skillset and expertise of Fahrenite has been years in the making and embodies the true definition of "one who fights and works hard for everything". Started initially as a recruitment agency, by Director, Pinkie Harawa or Mam Pinkie as she is affectionately known, Fahrenite meticulously worked its way through a number of development phases and as a result of the trials and errors the company has evolved into a solutions-based organisation, with human interest remaining the focal point, the core from which it sprung. Mam Pinkie and her team pride themselves in delivering Transformation through Diversity and Inclusion services, with an emphasis on Disability Inclusion programmes and content creation services. It's personal, for Mam Pinkie; the passion for differently abled persons and funnily enough it hits home for all the employees of Fahrenite, each with a personal connection to differently abled persons. Mam Pinkies company, her heart and soul, is represented in cross-border countries as well, such as Angola, Mozambique and the Democratic Republic of Congo (DRC) delivering language training and translation services to its corporate clients.

At the heart of the organization, one will witness how Mam Pinkie's love for people has seen the company become dedicated to contributing to those in need of a helping hand, as well as driving change in the business sphere. Projects which are society focused, seeking immediate yet sustainable solutions are paramount to the organisation, allowing for their true strengths to be fully observed, ranging from either initiating or partaking in feeding schemes for the those who are not able to help themselves all the way through to providing a helping hand in crisis controls when our beloved African continent is ravaged and livelihoods destroyed by natural disasters. These acts of passion have taken centre stage in recent years, ultimately shaping the purpose of Fahrenite, ever driven by the need and desire to "do for others". This evolving from Mam Pinkie's strong belief in having been a recipient of grace, not only grace from her fellow human but the precious grace from God that extends above all.



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Mam Pinkie's compassion is contagious, evident when retail supermarkets such as PicknPay and Spar rose to meet her initiative, joining hands with Fahrenite by donating food items, for distribution, to those in need of a friendly smile and a meal to fill the belly. This food drive, initially spearheaded by Mam Pinkie, was prompted by the observations she made while going about her daily routine. The heart-breaking sight of so many women with babies fastened to their backs, elderly men, misplaced youth and young children begging on practically every corner she passed by, come rain, come sunshine, touched her so deeply. The plight of those people awoke Mam Pinkie's innovative mind which gave her the opportunity to "do her part", as she does best. Mam Pinkie embarked on this enriching journey by distributing bread on the streets within the suburbs she frequents. Purely out of curiosity, the management at PicknPay supermarket enquired as to what the need for so much bread was and instantaneously a relationship sunk its roots between the two, to help others, as a collective. The feeding scheme has grown tremendously over recent years, with other retailers like Spar rising to the occasion and coming on board. This due to the positive impacts they witnessed, generated by Fahrenite Consulting in the surrounding community. In enquiring from Mam Pinkie on what she sees as the next steps or natural progression for Fahrenite Consulting, she made it crystal clear that more programmes driving Diversity and Inclusion (D&I) are essential to Fahrenite's growth and to upholding the rights to inclusion of differently abled persons. Passionate about mental health issues and the rights of those with disabilities, Mam Pinkie expressed that D&I programs speaking directly to these areas are often misunderstood by corporates, hence her dedication to this drive, designing and implementing tailored D&I programmes that speak directly to the culture of the various organisations that Fahrenite provide their expert services to. While she concedes that she has seen a fair amount of transformation in her lifetime, especially from a professional perspective, she realises that South Africa still has a long road ahead to finally achieve a fully inclusive nation.





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KIRA BUSINESS ENTERPRISE

–SURRENDER IS NEVER AN OPTION

KIRA BUSINESS ENTERPRISES(PTY) LTD

Unbeknownst to her, the ten years spent seeking permanent employment following her untimely retrenchment from Transnet, would provide Faizer Raymond with the fundamental lessons anyone with planet-sized ambitions must learn. The moment she understood the significance of stepping out of one's comfort zone in pursuit of loftier ideals was the moment her tutelage came to an end and she was ready to embark on her life's most challenging and potentially most rewarding venture yet, in entrepreneurship. The next chapter of her career began in 2014 which saw Faizer founding a company of her own, Kira Business Enterprise offering end-to-end solutions, including management, and advisory of the procurement life cycle; from tender management to contract management; provision of materials handling equipment & plant hire and warehousing or logistics services. Despite working in the Procurement and Supply chain division of Transnet, which was not aligned with her qualifications, Faizer found a deep love for the discipline and has continued in this field ever since and finally, after experiencing the hardships of the barriers of access to education, she revealed (in conversation) the satisfaction she feels being a woman who has risen above trials and tribulations to finance her own studies. Faizer endeavours to obtain a Masters degree in Procurement and Supply Chain Management through Salford University, based in the United Kingdom.

Having come face to face with the adversities experienced by women in the corporate world, disproportionate in comparison to those of their male counterparts, Faizer decided to study Woman and the Law through UNISA. The more time she spent working in Transnet's Group Tendering & Policy department, the more her knowledge about gender inequalities grew, leaving these injustices consuming her thoughts, the chief among them being the evident gender pay gap, with women earning less than their male equals. In tandem with her passion for women's development and transformation Faizer is enthralled when assisting women, and men alike, to resolve gender-based issues. Anything from settling court related issues to drafting legal documentation bring an exuberant sense of fulfilment to her.

Always with women's empowerment in mind Faizer's keen business acumen allowed her to identify a gap in the male dominated mining industry. Her strategy to bridge that gap was to first to surround herself with skilled talent, then endow her company with the appropriate tools and equipment. The aim is to provide cost effective and sustainable solutions to black-owned, women-led businesses in the local mining communities, who require material handling equipment and plant hire services, a relatively simple approach to a perplexingly complex problem, but there are still some challenges for Faizer, as with any other business, challenges will always arise. A number of barriers and obstacles have knocked Faizer along the way yet even so, Faizer remains confident in her vision and says with deep conviction that she will not give up, expressing that "giving up is never an option". She continues to have hope that the people surrounding her, with the capability to support others, will join her in the mission to bring black women to the top of the mining industry.

Although growth remains relatively slow at Kira Business Enterprise, Faizer is grateful for the Siyakhula programme, who she became a beneficiary of in 2021, but the sun does come out again after the rain, a short-term contract awarded to Faizer by Exxaro Resources provides her with hope and a steppingstone to reaching her ultimate goals. With Zaakira as her motivation to get up every day and continue the battle of 'women in the field', she leaves other beneficiaries a message of hope, saying, "Even if you fall and bruise yourself; stand up, shake it off and continue marching forward, even if it's with a limp. Strong women shall not fall forever, keep on with your baby steps".

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TURNING BARRIERS INTO BLESSINGS
– BASADI AUTOMOTIVE

As we kick off Women's Month this year, we take a moment to celebrate the many female beneficiaries who have been given a helping hand by Siyakhula. Despite the odds, these women have persevered and demonstrated real grit and tenacity, conduct that deserves additional ovation.

Josephine Malakaone turned heads in Edition 1 with her desire to break through into the male dominated towing industry. Succeeding in any entrepreneurial endeavour is a difficult feat as is, Josephine however insisted on affirming her position amongst the "rough-n-tough" towing men in the Gauteng Province. Never one to be discouraged by the obvious difficulties to be expected from proverbially swimming up-stream, Josephine regarded all the barriers set before her as opportunities to learn and advance her vision. Having now earned the respect of the old-boy network, Josephine's towing expertise are now on-par and often exceed those of the most seasoned veterans in the towing industry. Most recent news coming out of Basadi Automotive is their advancement into 24hr towing services as opposed to their previous dayshift schedule. A key addition to the company's retinue is their dedicated and highly skilled nightshift driver, the 'midnight man" as he is referred to, who skilfully navigates the roads in their recognisably branded Rollback truck to aid those in need. As a result of delays in receiving the highly coveted 6 Vehicle Carrier, which eventually arrived in March 2022, Basadi Automotive suffered a significant loss of clients. To add insult to injury, the now internationally infamous "Zuma Riots" caused insurance premiums to triple, while the unrest in Ukraine has singlehandedly resulted in the fuel price skyrocketing to unprecedented levels. Although the entire country is enduring the aforementioned calamities, any entrepreneur would be forgiven for feeling as though these misfortunes are targeted attacks, particularly when they're as badly timed as Basadi Automotive's first ever trip to Port Elizabeth resulted in a huge financial loss and the retrenchment of two valued employees. Josephine's tenacious spirit continues to propel her forward despite all odds, motivating her to innovate and creatively traverse through or around all adversities.

The components of a vehicle carrier are two-fold: the one is referred to as the Horse, while the other is the Trailer. As a result of this contraption being detachable, Josephine has diligently researched an identified opportunity. She has seen fit to trade in the horse, for a different type of vehicle that will enable her to transport various other loads, like containers for example. The story of Basadi Automotive and Josephine's journey thus far is an excellent example of how the mind of a dedicated entrepreneur is constantly looking to innovate and overcome. Josephine Malakaone's unyielding drive is the ideal model of the problem-solving innovator and will surely transport her and her entrepreneurial exploits to galactic pinnacles.



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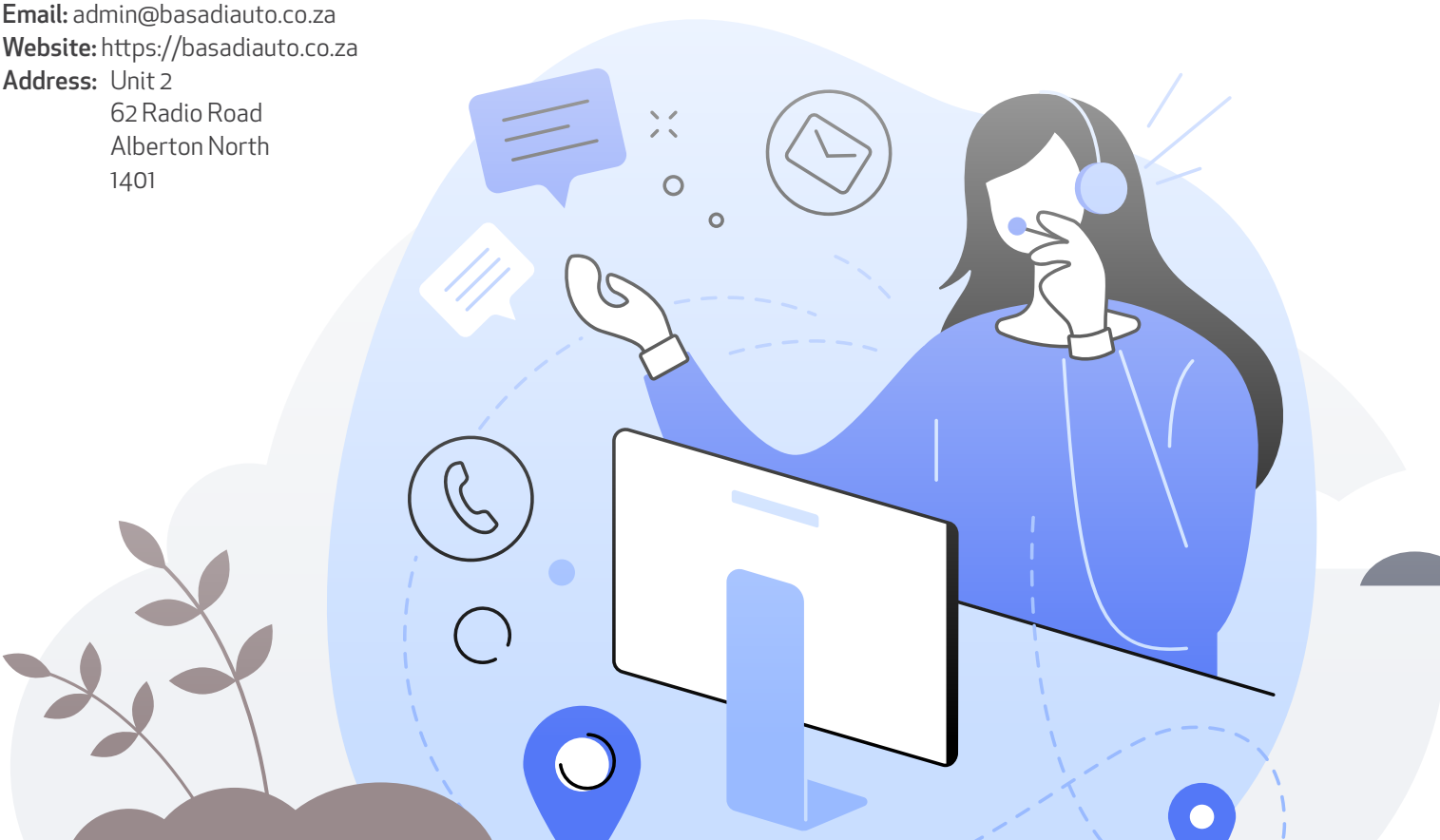

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