



200

YOUNG

SOUTH AFRICANS

2017

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THE 10-POINT REVIVAL PLAN

The City's budget is an investment in radical economic transformation, as expressed in the City's 10-Point Economic Revival Plan, which are:

1. Manufacturing Revitalisation;
2. Aerotropolis Masterplan Implementation;
3. Acceleration of IDZ/SEZ (Special Economic Zone) Programme;
4. Land availability for Strategic Development;
5. Support of SMMEs through Public Procurement;
6. Implementation of Township Economy Strategy;
7. Enabling Public Transport System;
8. Massive Public Infrastructure Investment
9. Promote Localisation and Production; and
10. Skills, Capability Development and Workplace Stabilisation.

Revitalisation of the manufacturing sector

An amount of **R664 million** goes to economic development, which sees **R619 million** for bulk infrastructure rollout to enable economic development initiatives including:

- **R45 million** for revitalisation of four traditional industrial parks in Wadeville and Labore;
- Conclusion of four strategic partnerships for cluster development;
- Implementation of the Gibela/Prasa Industrial Park; and
- Implementation of the Tambo Springs Inland Port.

Aerotropolis Masterplan Implementation

The rollout programme of the Aerotropolis gets **R570 million** over the three year. The Tourism Strategy receives **R35 million** for the Khumalo Street Tourism Hub while **R3 million** goes to the development of the Ekurhuleni Liberation Route.

Acceleration of IDZ/SEZ Programme

The key objectives are to finalise the proclamation of the OR Tambo International Airport Special Economic Zone (ORTIA SEZ) incentive package, undertake a feasibility study for the fuel cells project in Nigel in partnership with Impala Platinum Mine, and operationalise the Gauteng IDZ and Jewellery Manufacturing Centre.

Land Availability for Strategic Development

A total of 40 strategic land parcels are to be released and the focus will be on strategic development areas such as lakes and dams, and local townships

- **R4 million** is set aside for developing of 120 urban farmers.
- **R15 million** is allocated in the 2017/18 and 2018/19 financial years for investment in farm infrastructure.
- **R110 million** for the recapitalisation of the Springs Fresh Produce Market and Agriculture over the next three years.
- **R30 million** to invest on market access and designs for adding 20 000 square

metres of trading floor, a processing unit, retail, and other rental offices for agents.

- **R80 million investment** over the MTREF is for the expansion of the infrastructure to cater for distribution and agro-processing.
- **50%** of long term leases must be for previously disadvantaged.



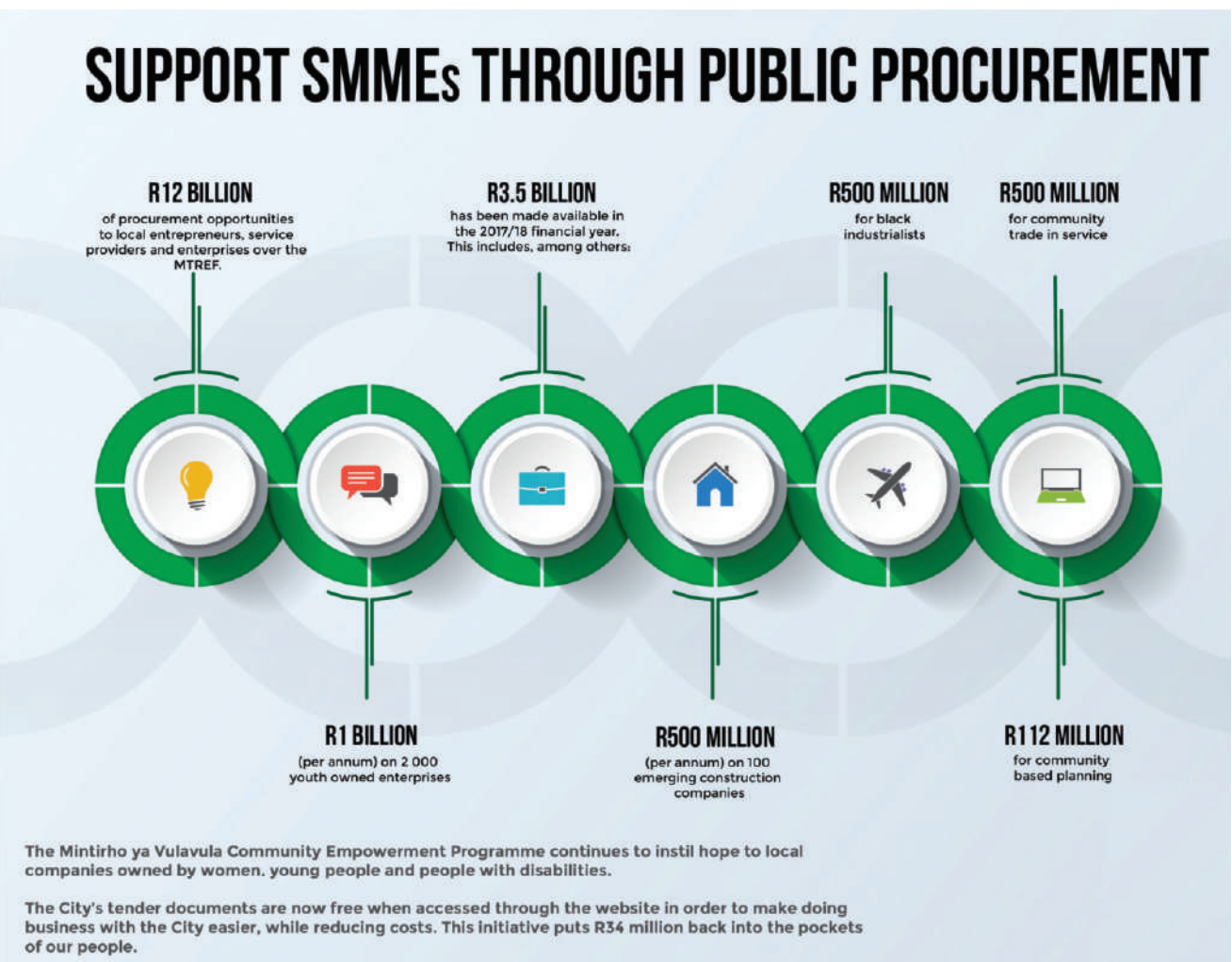
The total operating budget for the 2017/18 financial year is **R36.6 billion**

Support SMMEs through Public Procurement

- **R12**
- **R3.5 billion** has been made available in the 2017/18 financial year for, among others:
 - **R1 billion** (per annum) on 2 000 youth owned enterprises;
 - **R500 million** (per annum) on 100 emerging construction companies; and
 - **R500 million** for black industrialists;
 - **R500 million** for community trade in service;
 - **R112 million** for community based planning.

The *Mintirho ya Vulavula* Community Empowerment Programme will continue continues to instill hope to local companies owned by women, young people and people with disabilities. This programme is anchored to stimulate economic activity, drive radical economic transformation and job creation as envisaged in the City's 10-point plan. Its focus remains:

- Ring-fencing local procurement;
- Enablement of community retention earnings;
- Community mobilisation and empowerment; and
- Entrepreneurship and black industrialist development.



Implementation of Township Economy Strategy

Budget allocation for township economies is **R269 million** over the next three years, which is divided into:

- **R35 million** - Reiger Park Enterprise Hub: **R5 million** (2017/18) and **R30 million** (2018/19 and 2019/20);
- **R80 million** - Ekurhuleni Innovation Hub and Studios: 2017/18 **R10 million**, (2018/19) and **R70 million** (2019/20);
- **R60 million** - Kwa-Thema business hub: **R30 million** (2017/18) and **R30 million** (2018/ 19);
- **R50 million** - Automotive Centres in Katlehong, Tembisa and Tsakane: **R10 million** (2017/18) and **R40 million** (2018/19); and
- **R24 million** - Etwatwa Township Enterprise Hub (2017/18).

200 YOUNG SOUTH AFRICANS

FOREWORD

June is South Africa's cue to trot out tributes to the contribution young people have made to our liberation. With practised ease we hail the valour of the youth of yesterday. And with hearts anxious about the politics of the present, we point to young people as the leaders of another day.

And yet, young people are not the future. They are not tomorrow's leaders. They are not the concern of some other time and place. They are not the burden one day must carry for another. They are here, right now, learning to be.

It is beautiful to watch young people fulfilling their potential. But it is just as often heart-wrenching to watch them fall short of what they could be. And it's rarely their fault.

In a world so bereft of hope, love, and understanding, it is young people who must breach the limits of our reality. It is young people who must struggle to be great, to be free, to laugh, to love – to live.

The youth are our unbridled potential for greatness. In a world broken by greed, selfishness, and bigotry, it is young people who become our last defence against surrender. They are our immediate reminder that a more whole world is possible, that it can still be achieved.

And it is for them, those who inherit the bits and pieces we leave behind, that we must ensure that we hold fast on to hope, because, far too often, this is no country for the young.

The lightness of their being is snuffed out by the heaviness of our history. The stars in their eyes are extinguished by the scarcity of opportunities. Their space among us is cramped. They must learn to see where there is little light.

And still they lead us. It is young people who show us that apathy is criminal when injustice is "normal". They show us that even where generations before them have failed, they will try, and try again to be great in themselves, and somehow make the world a great place for all who live in it.

We have chosen these 200 young South Africans for their feats of brilliance as individuals, yes, but we have also chosen these wonderfully talented, resourceful, caring people because they remind us that all is not lost. They remind us that the pursuit of a better world is never in vain. Mostly, these young people remind us that we are not so alone in the world.

They remind us that it does take a village to raise a child, and together we are raise villages. It is young people who remind us that we are, because they are.

Young people are tinder for the fires of hope too often smothered within us. They show us every day what it means to be. They remind us that the flame of hope is kindled in a moment. Long may these fires burn.

Khadija Patel

Editor-in-chief, *The Mail & Guardian*



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How we choose the 200 Young South Africans

Every year in January we open up nominations for Young South Africans online on mg.co.za.

This year we received around 2 400 nominations.

Once nominations close we go through the list thoroughly shortlisting potential candidates.

We select candidates for each category.

Our team of writers then contact the selected candidates and we write profiles based on these interviews.

If you know someone who we should profile in 2018, be sure to nominate him or her when entries open in January next year.

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PROFILE PHOTOGRAPHS

Photographs were sourced directly from the individuals featured. Every effort has been made to identify and credit the photographers but this has not always been possible.

Any oversight should be brought to our attention via 200young@mg.co.za and will be corrected online.

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Message from the Executive Mayor of the City of Ekurhuleni

Youth month this year is an important expression of the belief that all of us have: that the youth must take charge of their future by organising themselves as the shapers of today. As we know, this year marks 41 years since the students' uprising of 1976. The youth of that day set in motion a series of political events that changed the course of history, leading in no small way to the eventual 1994 victory of the democratic forces over the apartheid regime. They acted as shapers of their day back in 1976 so that they could inherit a democratic future 18 years later, through the democratic breakthrough of 1994.

I am saying this because our chosen theme for this year in the City is "From Freedom to Opportunity". The theme affirms the point that the youth of today has a responsibility to lead the discourse on how to extend our political freedom into practical opportunities for economic development.

Incidentally, this year also marks 100 years since the birth of the late president of the ANC, Oliver Tambo. When delivering the State of the City address we said "the best tribute to OR Tambo and a sustainable means to immortalise his legacy, is best asserted through entrenching his values in the government

As part of this process of drawing lessons from the teachings of Oliver Tambo, we remain inspired by his important words that "A country or nation that does not take care of its youth does not deserve its future".

We further stated that: "Like everywhere else in our country, the face of poverty and underdevelopment in our City remains black, youth, township, informal settlement and mostly female." Our young people are struggling with high unemployment and a lack of opportunities to trade and own businesses for economic freedom. Our region of Ekurhuleni has potential to grow into a highly industrialised City with a modern economy that is connected to the Gauteng City region and the world.

It is for this reason that this ANC administration has committed itself to develop a working and radical economic strategy that will transform the ownership patterns in our economy in a manner that includes more black youth. We are committed to building a regional economy that is owned by the people of this region. We want to systematically transform economic ownership.

The objective of our struggle in South Africa, as set out in the Freedom Charter, encompasses economic emancipation. It is inconceivable for liberation to have meaning without a return to the wealth of the country to the people as a whole.

To allow the existing economic



Ekurhuleni executive mayor Mzwandile Masina. Photo courtesy City of Ekurhuleni

forces to retain their interests intact is to feed the roots of racial supremacy and exploitation, and does not represent even the shadow of liberation.

It is therefore a fundamental feature of our strategy that victory must embrace more than formal political democracy; and our drive towards national emancipation must include economic emancipation.

Therefore, the discussion around Radical Economic Transformation must be viewed as a youth discussion. It is young people that must actively engage the discussion and give it content in line with their current challenges and the kind of economic future they want to have.

The fact that the South African economy is concentrated in a few hands means that young people will have difficulty gaining ownership of economic assets. The fact that the economy of South Africa is fundamentally concentrated in white hands as a function of historical design means that poverty and underdevelopment is structurally a black crisis. It is these two facts of the South African economy that make it a white monopoly.

In this regard, it is you as young people that must fashion out ideas and strategies on how to radically transform this reality towards a more inclu-

sive, democratised and broadly owned South African economy.

On our part as the City of Ekurhuleni, we have already begun to put in place strategic programmes to transform systems of access to our local economy. We have taken steps at the level of the administration to provide pathways for young people to take charge of the economy.

At the heart of it all this is our commitment to youth empowerment through expanding access to education and skills development opportunities. We have extended bursary funding in 2016 to R100-million from R10-million in the previous year for academically qualifying students to go to universities and TVET colleges. This R100-million has taken 730 learners from Ekurhuleni to higher education institutions.

The City has resolved to ring-fence over R12-billion of procurement opportunities to local entrepreneurs, service providers and enterprises during our term of office through the Mintirho Programme.

Out of this R12-billion, we have resolved to specifically make commitments of not less than R1-billion per annum on 500 youth-owned enterprises, R500-million per annum on 100 emerging construction companies and more than R500-million on black industrialists.

We will use the rest of the remaining money for general strategic procurement for emerging black businesses and community enterprises as part of our policy of transforming economic participation.

However, these available resources can only be effective when we have active young people with legitimate businesses. This brings me to the point about the role of the Youth Directorate in the struggle for youth empowerment, youth development and radical economic transformation. So what is the role of the Youth Directorate in the context of Radical Economic Transformation in Ekurhuleni?

Firstly, we must remind ourselves that the Youth Directorate was formed as critical voice of young people within the overall administration of the City. Its role is to champion youth interests such that every programme government reflects the interests of young people. As a result, the Youth Directorate was located in the office of the Executive Mayor in order to provide it with political power to effectively represent young people.

In the context of government institutional platforms, the Youth Directorate has to understand its role and perform it very well. It must move beyond the distribution of bursaries and organising events; though these

are important, we must avoid reducing the work the directorate only to these things.

The Youth Directorate has the institutional and political advantage to be at the forefront of co-ordinating youth development across all departments. It must see itself as an activist directorate that infuses youth development targets to the planning and budget allocation processes of all departments.

Furthermore, the Youth Directorate has an obligation to lead processes of enterprise development, economic incubation and capacity-building programmes in the region. The ability of young people to develop and strengthen youth enterprises and youth co-operatives requires active support from government entities. It is this work that must be taken up by the directorate.

These are some of the institutional programmes that can be pursued in improving the participation of young people in the economy. However, radical economic transformation extends far beyond the space of government. Our perspective must be wider, and more importantly, it is in our interest to ensure that we invest in future OR Tambos who will lead South Africa to greater heights.

Mzwandile Masina is the Executive Mayor of Ekurhuleni

200 YOUNG SOUTH AFRICANS City of Ekurhuleni

Advertorial

Vision for 2020

Creating a Liveable City

Leigh Wils

The City of Ekurhuleni is under pressure to deliver a workable vision that will ultimately improve the lives of the people in the region. The proposed 2020 vision includes various projects and initiatives to uplift communities and significantly improve their socioeconomic status.

Key to this is alleviating poverty, unemployment and inequality, with a strong emphasis on youth development. The projects that fall under the 10-point plan include a commitment to improved SMME support through public procurement policies, supply chain management policies, improving the public transport system, and making land parcels available for strategic development.

To ensure that the quality of service delivery models to communities improve, and in the hope of curbing protests, the City aims to build 100 000 houses in the area and ensure the electrification of informal settlements. Such improvements to infrastructure may help increase the popularity of the ANC, which obtained only 47% of the votes in the region during last year's local government elections.

The 10-point Economic Revival Plan centres around the youth, who make up a large percentage of Ekurhuleni's population. The programmes focus on the themes of re-industrialisation, re-mobilisation, re-urbanisation, re-governance and re-generation.

"Our term ends in 2021, so by 2020 we would like to have developed and ensured a livable city, having dealt with the issues of good governance, curbing crime and unemployment, and increasing social cohesion. We wish to ensure that we provide quality services to the people, with a key focus on youth, as they are the incoming generation," said the city manager of Ekurhuleni Dr Imogen Mashazi.

The City of Ekurhuleni has set aside a record R20-billion Capital Budget over the next three years, R570-million of which has been allocated for the aerotropolis infrastructure rollout programme, developing the Aerotropolis Master Plan for optimal trade, tourism and investment opportunities.

Committed to development within the city, a policy recently passed, which comes into effect on July 1, revolves around procurement. It stipulates that at least 30% of all procurement expenditure is re-invested into the local communities within the region. Noting the role of an inclusive township economy, the strategy implemented will ensure the improvement of previously disadvantaged communities. It sees the city of Ekurhuleni allocating R269-million of the Capex to Township Economies over the next three years.

Forty strategic land parcels will be released, focusing on lakes, dams and township localities. To boost the agricultural sector within the Ekurhuleni region, R4-million has been allocated to develop 120 urban

farms, as well as making farm infrastructure available. The city is proudly within the request-for-proposals phase.

The issue of leasing has been noted as a cause for concern. The city has implemented 50% long-term leases, which must be allocated to previously disadvantaged people in Ekurhuleni communities.

The City of Ekurhuleni also pledges to improve productivity and upgrade the industrial programmes of 50 companies per annum, ensuring the Ekurhuleni Business Council operates efficiently. It will develop an innovation hub in the region along with five industrial estates and township enterprise hubs. Improving water networks, electricity and route networks — essential to attract potential investors. Improving infrastructure in turn stimulates the manufacturing sector. The city of Ekurhuleni is a manufacturing hub of Gauteng.

To instil confidence in voters in compliance with the Gauteng Provincial Government Policy, a payment timeline for services rendered is to shift from 30 days to 15 days, once all documents have been submitted by contractors.

Bid Committees will meet on a weekly basis to fast-track contract and effective project allocation and the management thereof, reducing costs and ensuring easier business transactions with the city.

The City of Ekurhuleni will focus on developing youth skills and capabilities, which is key to ensure their economic participation. Regarding skills, capability development and workplace stabilisation, community bursary funding for tertiary studies was increased from R10-million in 2015 to R100-million in 2016. Beneficiaries were increased to 1 850 from an initial 297. In addition, 1 500 unemployed youths will be placed into internship programmes; 3 513 have already been placed.

A hackathon competition aimed at youths aged between 14 and 35 encourages them to develop and design software projects. This will be used as a development portal for youth programmes.

A Youth Entrepreneurial Bootcamp is an intensive seven-day programme to help educate youth and grow their businesses. They are each required to submit a 1 000-word essay describing how they are being disruptive entrepreneurs. Cash prizes are awarded to top spots. The executive mayor of Ekurhuleni Mzwandile Masina concluded the youth month celebrations with a lecture on June 7 to educate and update youth on all programmes and initiatives available to them.

A proposed university in the region, set to become a top learning facility, will focus on the areas of logistics, science and technology, applied engineering, tourism, aviation and hospitality to service the sector. A request for approval has been submitted to Gauteng premier David Makhura and Education Minister Blade Nzimande.

Twelve billion rands worth of procurement opportunities has



Ekurhuleni city manager Dr Imogen Mashazi. Photo Daylin Paul

been allocated to local entrepreneurs to support SMMEs. More than R3.5-billion has been made available for the 2017/2018 financial year; R1-billion of this budget will go towards supporting 2 000 youth-owned enterprises; R500-million will be allocated to 100 emerging construction companies. The Vukuphile programme is strictly a youth-driven programme, and will support emerging contractors and provide opportunities to access tenders for the construction of routes and buildings in the city. To date, 100 people

have already graduated from the programme's first phase, and have been able to participate in other markets.

In addition to the youth, The Mintirho ya Vulavula Community Empowerment Programme values women and people with disabilities, focusing on community mobilisation and empowerment through retention earnings and stimulated economic activity for entrepreneurs and black industrialist development.

In keeping up with their commitment to empowering women, city

manager of Ekurhuleni Dr Imogen Mashazi herself represents transformation. Appointed in November 2016, she is one of the first black women to wield such power in the metro.

Legacy projects that add a cultural and heritage flare to the region to aptly commemorate 2017 as the centenary of OR Tambo's death have been implemented. A statue of Tambo will be constructed in Ekurhuleni and unveiled during October.

In addition to this, the city has bought the home of the late SACP secretary general Chris Hani, and will convert it into a museum. A comprehensive library of relevant items is being sourced. The aim is to develop Hani's home into a cultural economic hub, complete with restaurants, BnBs and experiences to attract tourists. The City is investing R38-million into the creation of the Khumalo Street Tourism Hub, R3-million of which will be for the development of the Ekurhuleni Liberation Route.

By the end of the 2021 term, the City of Ekurhuleni aims to ensure clean governance and maintain its clean audit status, with a livable city eradicating crime and unemployment, promoting social cohesion and showcasing the best the city has to offer.

invitation

The Executive Mayor of Ekurhuleni Metropolitan Municipality

Cllr Mzwandile Masina,

Invites you to the

EKURHULENI ECONOMIC YOUTH SUMMIT & CAREER EXPO 2017

date: 5 July 2017

time: 09h00 to 16h00

venue: Birchwood Hotel and Conference Centre,
14 Viewpoint Road, Boksburg

rsvp: on or before Friday 30 June 2017,
with Kgopotso Tlharipe on
Kgopotso.Tlharipe@ekurhuleni.gov.za or 011 999 7981

or

Koketso Mnguni on
Koketso.Mnguni@ekurhuleni.gov.za or 011 999 1723

Empowering youth through
skills development



a partnership that works
www.ekurhuleni.gov.za

Greening

A greener future

Abandoned mines, mine dumps and dams dot the landscape from west to east, mere reflections of their former heydays. In its commitment to delivering services to the community, the City of Ekurhuleni is committed to maintaining and promoting sustainable environmental management by carefully blending ecological, social and economic solutions into its future planning and decision-making processes. It balances the interests of the present with those of future generations and, ultimately, strives to reduce the environmental impact of current operations, activities, products and services.

The City believes that it is not enough to build awareness about climate change: taking action to slow down its effects is vital. This is evident through a number of award-winning projects it has undertaken, including the Ekurhuleni Landfill Gas Recovery Project, which was the overall winner of the prestigious Best Waste Management Project (Africa) 2013 award in the New Economy Sustainable Energy Awards 2013.

Environmental upgrading is a major focus of the City. In the years to come, it will include a number of initiatives and projects. These include an environmental policy for the City of Ekurhuleni area and a State of the Environment reporting system that will report on the progress made (or

not made) in terms of environmental indicators, including:

- the Hloekisa mine dump and environmental rehabilitation programme in the mining belt;
- the establishment of partnerships with major private sector land-owners and mining title-holders in the mining belt – working towards a joint vision in terms of the future development of the area;
- upgrading accessibility to the existing CBDs and old industrial areas in order to promote urban renewal and new development; and
- instituting a range of other complementary urban renewal initiatives.

Ekurhuleni has a few unique environmental and heritage assets worthy of protection. Strategies to rehabilitate and protect these assets have been developed. These include biodiversity strategy, a strategy that preserves and sustain streams, water bodies and wetlands, a city-wide open space, the enforcement of the urban edge to protect high-potential agricultural land, as well as heritage and tourism development and promotion.

All future development in Ekurhuleni will take place within the parameters set by the Environmental Management Framework. This includes strategies to address air quality management, resource management, the promotion of cleaner production technologies and the promotion of



Mine dumps, rivers, lakes and dams are being rehabilitated across Ekurhuleni. Photos courtesy Ekurhuleni

energy-efficient building designs and alternative energy sources such as solar heating.

Another strategy indirectly related to the environment will be the elevated priority given to stormwater management in all aspects of service delivery. The aim is to ensure that property and life are protected, while the effect of erosion is minimised and water quality from runoff is maintained within acceptable parameters, protecting natural watercourses, and so on.

Cleaning up

Rivers, lakes and dams are being rehabilitated to improve the image of the city and make it more aesthetically pleasing. This has the potential to increase investor interest in the city, while the beautification of the lakes and dams will contribute to increased tourism. The lakes and dams include:

- Benoni Lake, where alien invasive species are being cleared;
- Germiston Lake, where the lake area has been rehabilitated and alien invasive species cleared. The city has invested over R 12-mil-

lion into Germiston Lake, in the form of landscaping, picnic areas, playgrounds, walkways, as well as in the wetland itself;

- Boksburg Lake, where studies have been conducted to establish the sources and quality of pollution in the lake and to devise effective mechanisms and options to deal with the contaminated sludge;

- Kaalspruit wetland in Tembisa has had stabilisation and revegetation of stream banks, and the installation of weirs and gabion structures have been completed;

- Natalspruit in Tembisha, where the introduction of vegetation and the installation of weirs and gabion structures have been completed; and

- Blesbokspruit, where invasive alien species are being controlled through aerial spraying twice a year.

The city intends to have this master plan completed and approved during the 2016/17 financial year. Once done, it will release land parcels along the lakes and dams for investment and development. One such development, will be the construction of an hotel at Germiston Lake. Ekurhuleni's environmental management programme will create a number of sound investment opportunities.

Greenest in South Africa

Ekurhuleni was also declared the Greenest City in South Africa, following the announcement by the national department of environmental affairs during its Greenest Municipality Competition. The City met the criteria to be crowned the best in the country; the criteria include good waste management plans, policy and strategies, institutional arrangements and political support within the municipali-

ties on environmental programme greening initiatives, including landscaping, the planting of trees and community involvement in environmental projects and programmes. In addition, the first solar panels to power 133 low-cost houses in the country were erected in Wattville and make quite a statement nestled alongside the OR Tambo Precinct, which was itself built using eco-friendly material

Achievements to date:

- 4 600 workers have been appointed in four CBDs, which form part of the Clean City project
- 348 443 240 l is the capacity of rubbish bins that have been strategically placed through the city
- 10 mini recycling stations have been established in 10 customer care centers
- 10 co-operatives have been established to clean informal settlements
- 27 drop-off facilities have been upgraded
- 107 new waste management trucks have been purchased
- 1 000 000 households have weekly refuse collection
- 107 new waste management trucks have been purchased
- 10 000 swivel bins have been installed at strategic positions across the city
- 11 000 trees have been planted to bridge the green divide and mitigate climate change
- 10 air quality monitoring stations have been set up in Ekurhuleni to measure and transmit air quality data
- The Alberton transfer station has been upgraded
- Germiston depots are being constructed.

Ekurhuleni young scientist scoops top award

A rare invention to fight drought with fruit has seen an Ekurhuleni scientist take top honours at the prestigious 2016 Google Science Fair in California. Meyersdal-born Kiara Nirghin (16) scooped the first prize for her invention, a super-absorbent polymer that could be used to combat South Africa's crippling drought.

The absorbent polymer is made from orange and avocado peels, which act as a water retainer in soil. This sustainable solution combines to form a material that can store hundreds of times its weight in water, creating reservoirs that would allow farmers to maintain their crops through droughts.

Nirghin describes her invention as a mini reservoir of water in the soil that allows plants to have a water supply through drought. The water storage solution is made of low-cost material that would help reduce waste material from juice manufacturing, while helping local farmers save both money and crops.

South Africa is experiencing one of the worst droughts on record, with thousands of communities and millions of people experienc-



ing water shortages.

Using orange peel and avocado skins, the ingenious student created a super absorbent polymer (SAP) capable of storing reserves of water hundreds of times its own weight, forming reservoirs that would allow farmers to maintain their crops at minimal cost. The polymer has the added benefit of sustainability as it uses recycled and biodegradable waste products. "Kiara found an ideal material that won't hurt the budget in

simple orange peel, and through her research, she created a way to turn it into soil-ready water storage with help from the avocado," said Andrea Cohan, program leader of the Google Science Fair.

"Dynamite comes in small packages. As the City of Ekurhuleni we are proud of you and hope that your invention could be developed to provide a solution to the current water scarcity the country is faced with," said MMC for City Planning Masele Madihlaba.

The Vukuphile programme

The Vukuphile programme was started by the national department of public works to aid the development of emerging contractors into fully-fledged business entities able to execute labour-intensive projects. Its purpose is to provide formal training, particularly the youth and women, along with the opportunity to gain practical experience.

This project exposes them to the administrative side of running a business and learned skills including communication, project management, client liaison, tendering processes, and financial

management. After completion, they receive on-the-job training which sees them working on sites and smaller projects run by the municipality.

Interested parties are invited to apply to be part of the programme through advertisements. The municipality has just concluded the appointment of the trainees for the next Vukuphile Learnership Programme. At least 20 aspiring contractors have been selected to be a part of this comprehensive development programme for three years.

Health

Caring for the sick and the needy

Ekurhuleni has made good progress in delivering health services to its community, despite various challenges. It has made improvements to infrastructure through planned capital projects to support the objective of increasing access to quality primary healthcare and early childhood development.

It is also aimed at improving access to: HIV and tuberculosis (TB) prevention, management, treatment and care services; child health; medical male circumcision; the prevention of mother-to-child transmission of HIV; the modernisation of health services (e-Health); the development and retention of critical skills within the health and social sector; and the prevention and reduction of health risks associated with environmental hazards.

Ekurhuleni's service delivery priorities include the reduction of HIV infection in the general population to a level below 23% and the reduction of HIV transmission from mother-to-child to a level below 1.45%, below the national average of 2.6%. A 15% prevalence of HIV-positive patients seen through the HIV Counselling and Testing (HCT) programme in the municipality's health facilities was achieved. This is due to the robust implementation of HIV interventions in terms of awareness campaigns and HCT coverage.

Through improving TB case handling and treatment outcomes – by implementing defaulter management systems aimed at keeping the defaulter rate to a level below the national target of 5% – a TB defaulter rate of 4.4% was achieved. This was done by improving the monitoring and evaluation systems, by providing consistent monthly support and supervisory visits for progress on implementation. This reduction of patients defaulting on TB treatment resulted in an improved TB cure rate of 87.21% against the national target of 85%.

Primary healthcare

Four of Ekurhuleni's clinics have been ranked in the top 10 country-wide. This means that Ekurhuleni is well on its way to meeting the requirements of national government to have all clinics achieve "ideal" clinic status within a three-year period. An ideal clinic grade means a facility is hygienic, opens on time and only closes when the last patient is attended to. The characteristics of an ideal clinic also include good infrastructure, satisfactory staff, adequate medicine and supplies, and good administrative process. Sufficient bulk supplies that use applicable clinical policies, protocols and guidelines to ensure the provision of quality health services to the community are also mandatory. This grading serves as an assurance that residents will enjoy quality of service as determined by the standardised national level.

School health

The level of development of a nation can be measured by the status of its children. Internationally, children have become the focus of development initiatives to ensure a more promising future. While the need to support homes and families in this endeavour is recognised, increasing attention is being paid to school settings to promote the health and development of children and the communities in which they live.

School health services are delivered as an integral part of primary healthcare. The service upholds the principles of equity, access, intersectoral collaboration, appropriateness, effectiveness and efficiency. A strong, family-centered approach, which provides a link between the child, parents, educators and the governing body, is pursued. As children should be protected from maltreatment, neglect, abuse or degradation, as stipulated in the Constitution, priority is given to:

- pre-school children
- all children and young people, regardless of age, attending formal



Community health services are a priority for Ekurhuleni, with an electronic records system that will allow for improved planning and communication. Photo courtesy Ekurhuleni

- learning sites (grades 0 to 12)
- children of school-going age not attending school for various reasons and those who have completed grade 12, where possible
- tertiary institutions
- child-headed families.

Over and above the health promotion aspects, Ekurhuleni intends to empower children with life skills and the knowledge to survive the social ills they often face.

Mental health

International research shows that between 15% and 20% of Gauteng's population, at any one time, is said to suffer from some form of mental illness. That translates into over 2.3-million people. Of these, about 200 000 people suffer from severe mental disorders. The remainder are made up of those with less serious mental health problems, which nevertheless have significant detrimental effects, both personally and economically. Given the vulnerability of children to the effects of poverty, malnutrition, overcrowding, violence and trauma, it is estimated that between 10% and 40% of children in Gauteng suffer from some form of mental illness.

Services are severely under-developed for this target group. Ekurhuleni, operating within the

provincial and national contexts, acknowledges and accepts the responsibility to assist the communities, staff and others to be able to deal with the problems that incapacitate them mentally, through the provision of comprehensive mental healthcare services, other strategies and programmes, such as the diagnosis, management and rehabilitation of mental illnesses. The City aims to provide the mechanisms to help sufferers deal with their daily problems, and become productive and independent citizens once again.

Emergency services and disaster management

The Ekurhuleni Emergency Services renders the full scope of firefighting, rescue, hazardous materials response and ambulance services, as mandated in Fire Brigade Services Act (No. 99 of 1987). In terms of the provision of ambulance services, these are provided from 28 fire stations across the city, with an average response time of 12 minutes. In terms of combating shack fires in informal settlements, 600 community members from various informal settlements were deployed as community emergency response team members in order to provide immediate intervention in case of a fire or

similar incident. These deployments have focused on areas that are classified as being of high risk to life and property.

High-tech systems for Ekurhuleni health facilities

On its way to becoming a digital city and promoting the effective use of technology to improve healthcare, the City of Ekurhuleni is phasing in the E-Health Records system in primary health facilities across the Metro.

The Electronic Health Records system will make an impact on the waiting times and management of medication at primary healthcare facilities and the first phase, which is in the process of being implemented, is the Patient Registration Module.

As of June 2015, a total of 51 732 patients have been registered on the system at 40 primary healthcare facilities across the city. The system will also assist the municipality to establish how many clients are registered at a specific clinic and use that data for the purpose of improving planning of health services and the allocation of resources. It will also assist in the administration of medication and eliminate the current challenge of duplication of treatment, where patients receive medication from more than one clinic.

The records system will in future be linked with an SMS notification system. Chronic patients will be sent a short text message reminding them of their next consultation date.

An additional electronic module that will be applied in response to the national strategy to modernise healthcare is Mom Connect. Mom Connect is a cellphone system linked to National Electronic Information Centre that was implemented through the department of health in September 2014. It is essentially an SMS service that provides expectant mothers with information and advice on pregnancy, as well as a channel to notify government about poor service.



CAPABLE EKURHULENI

R100 million in bursaries for academically qualifying students.

Vision for 2020

Springs Fresh Produce Market

Learning from the turnaround strategies of the Johannesburg and Tshwane markets, the plan has been to strengthen the Springs Fresh Produce Market (FPM) by rehabilitating and improving infrastructure, and by implementing sound business management practices. As a result, the Springs FPM has regained its ability to compete with the best.

Completed capital projects between financial year 2012/13 and 2014/15 saw R56-million spent for the refurbishment of the market on:

- roof replacement
- refurbishment of cold rooms
- erection of access control and market entrance
- building of consignment office
- refurbishment of ablution facilities
- installation of high mast lights
- fencing and security infrastructure
- security upgrades: CCTV system, PA system and boom gates
- erection of storage facilities (skips and pallets)
- refurbishment of rented buildings
- erection of ablution facilities.

The role and purpose of the Springs FPM, as a recognised fresh produce market that is the fourth biggest in South Africa, is to offer the best possible facilities to commercial and small-scale farmers, their agents and their customers – regardless of size – on an equal-opportunity basis and without any form of discrimination, in accordance with the Constitution of South Africa.

It is the committed objective of the Springs FPM to increase its monthly turnover from R30-million to R40-million, by end of December 2016, and thereafter by a relative annual increase. This will realise an increase in market share from 2.7% to 8% by December 2020. While compliant with legislation governing fresh produce markets, a full audit and fine-tuning, where necessary, was completed by end December 2016. The process to convert the market into a council entity is expected to be completed by December 2017. However, the primary objective is to reach a sales turnover of R1-billion by July 2020. To achieve this, the ordinary and mundane will be carried out to the

highest possible standards, on a daily basis, and, through innovative business strategies, to expand the Springs FPM offering to include more wholesalers and small enterprises. To achieve this, investors are needed, in collaborative public-private partnership agreements.

Plans to increase market share

Springs FPM, with the intent to increase its market share, will be pursuing certain strategic objectives. The 2020 vision includes the construction of three buildings to house wholesalers who will sell produce to township and informal settlement spaza shops.

Also to be included will be agro-processing. Here, repackaged and cut-and-pack produce will be made available. In addition, a mini market to empower small, black-owned enterprises will also be built. These facilities will go a long way to increasing revenue and market share. The total cost of constructing these facilities is estimated to be R150-million, for which investors are needed. And, with these new facilities, another opportunity presents itself.

South Africa's farmers, through the country's network of fresh produce markets, should be supplying more vegetables to countries in the Southern African Development Community (SADC) region. With 257.7 million people in this region, it's not a small trading block. Springs FPM can and will exploit this market to its full capacity.

Why? Because traders from Mozambique regularly visit South Africa to buy produce, and they sell imported fresh produce from Europe on the streets of Maputo. In Nigeria, you can buy potatoes from Holland. This says that South Africa has not promoted its fruits and vegetables in these markets. As such, Springs FPM will increase its revenue significantly if it sells to traders in other African countries – and opportunity abounds.

Pricing model

Prices in the market are determined by the forces of market demand and supply, produce availability, produce freshness and quality, and customer preferences.

Trading hours

Trading hours at Springs FPM are



Springs Fresh Produce Market now (above) and an artist's rendition of the refurbishment (below).
Photos courtesy Ekurhuleni



from 5am to 10pm Mondays to Fridays and from 6am to 9pm on Saturdays.

Market share

Springs FPM is fifth out of 19 markets in South Africa, with a market share of 3%.

Requirements for buyers

In order for the customers to qualify to buy at the market, the following steps must be followed:

1. Apply for a secure cash card.
2. Complete the secure cash card application forms.
3. Hand in the completed forms at Counter One in the sales hall, together with your certified ID copy.
4. Application will be approved immediately.
5. Deposit money into your account.
6. Ready to trade.

Requirements for suppliers

According to the Agricultural Standards Act (No. 119 of 1990), all agricultural products are required to be:

- graded or classed according to standardised, objective, measurable minimum quality standards
- marked or labelled accordingly
- packed in a certain manner or container
- named, and farmer's address should appear on the container
- sold through agents who are required to enter into an agreement with farmers to sell on their behalf.

Requirements for produce

Essential to the success of any fresh produce market is the ability to receive and move quality produce off the floor as quickly as possible, and where there is a delay, for whatever reason, to keep the remaining produce fresh and saleable. To do this, there are a

few rules that Springs FPM follows, without exception.

The first is to keep Springs FPM's floors and fridges absolutely clean, and buildings well ventilated. Leftover residue or mould spores have a tendency to increase the spoilage of all produce remaining in storage, especially in fridges. This is because microorganisms – such as bacteria, yeasts, moulds, and viruses – are widely encountered in air, water, soil, on living organisms and unprocessed food items, and cause odours, slime production, changes in texture and appearance, and the eventual spoilage of foods.

Holding perishable foods at warm temperatures is the primary cause of spoilage. Microorganisms grow best between 20°C and 60°C. Odours are one of the first hints of a bacterial problem. Heat sources can be problematic, natural gas heaters in particular, and are avoided. This is especially true for bananas. One of the challenges with bananas is to keep them saleable for as long as possible. This tropical fruit should be harvested when still green. Even then, the bananas are still alive and continue to live after they have been picked. Breathing, cell metabolism, hormone production, etcetera continue. You cannot stop this process, but you can slow it a bit. To do this, bananas need to be stored in well-ventilated rooms and kept cool (15°C), and in the dark.

In many cold storage plants, fridge temperatures trigger their own growth slowing processes, because many fruits have evolved to stop growing in winter months. But, in tropical fruit, this does not work because there are no cold months in the tropics. Instead, it exposes sensitive skin cells to an environment they are not meant for, and they change a lot. Bananas

go black. Still, keeping bananas coolish and in the dark does help to prolong their edibility, because it gives the fruit less energy to spend on ripening.

Springs FPM has separate cool rooms for bananas, which are located away and to one side of the main building. As with bananas, all other fruits and vegetables have their own or similar idiosyncrasies. Far from a "one-size-fits-all" approach, it is extremely important that the science behind the storage of fruits and vegetables be understood – not just for Springs FPM but also for customers.

The cooling requirements of fruits and vegetables vary greatly, as do cooling methods. Highly perishable products such as broccoli, ripe tomatoes, carrots, leafy vegetables, apricots, strawberries, peaches and plums must be cooled as soon as possible after harvesting. Cooling is not necessary or as important for long-lasting fruits and vegetables such as potatoes, pumpkins, green tomatoes and apples.

With cooling, the storage life of fresh vegetables and fruits can be extended by several days, weeks and even months by storing them at temperatures above freezing, but below 10°C and usually between 1°C and 4°C. There are exceptions. Too cold and some vegetables become susceptible to chilling injury. Table 5 illustrates a few of the exceptions. The refrigeration and freezing of fresh fruit and vegetables is an important and fascinating area of heat transfer and thermodynamics that every market needs to understand and apply. Refrigeration slows down the chemical and biological processes in fruit and vegetables, and the continuing deterioration and loss of quality, which the storage life of fresh fruit and vegetables can be stretched through cooling and refrigeration.

Most fruits and vegetables freeze over a range of temperatures, instead of a single point, with the quality of the fruits and vegetables greatly affected by the rate and extent of cooling. Apples look perfectly fine outside below 0°C, but rot from the inside. Also important to remember is that the velocity of refrigerated air affects the rate of moisture loss from the products, in addition to the rate of heat transfer.

A recognised fresh produce market that offers best services to farmers and customers in South Africa

The market serves as a distribution point and trading platform for fresh produce, for retailers and for farmers and hawkers.

- Springs Fresh Produce Market (SFPM) manages and operate the fresh produce market facility in Springs
- The market manages a commission based business where producers deliver their produce to market agents who in turn then sell the produce to buyers.
- SFPM generates income through a 5% non-negotiable commission on the selling of all fresh produce at the market.
- SFPM strives to provide facilities that allows equal trade opportunities for large scale, commercialised producers and small scale farmers of fresh produce without discrimination based on size, colour or origin.

Aerotropolis

A connection to Africa and the world

An aerotropolis is a city built around an airport. Its development is never haphazard. A successful aerotropolis is the product of strategic and considered land use. It requires the targeted development of industrial and commercial businesses that form the backbone of this aviation-centred city.

The idea would not have featured in the minds of anyone standing in a muddy field on a farm called Witkoppies near Kempton Park in 1947, when prominent British military leader Field Marshall Bernard Montgomery was the guest of honour at a naming ceremony for the new airport to service Johannesburg.

That airport, now called OR Tambo International Airport, is at the heart of the Ekurhuleni Aerotropolis.

Strategic planning of the use of land within an aerotropolis offers businesses quick and efficient

access to their suppliers, customers and enterprise partners, both nationally and around the world.

Increasingly, the value of an aerotropolis is in its ability to serve aviation-orientated businesses and commercial service providers. Whether the business is providing fresh flowers to Europe, car parts to Africa or supporting the actual aviation industry itself, an aerotropolis provides a one-stop shop.

The Ekurhuleni Aerotropolis will create an environment where air travellers and businesspeople can work, shop, meet, eat, sleep and be entertained, all within a 15-minute radius of the airport.

An aerotropolis must be supported by an urban environment that attracts people and investment, and helps businesses and communities to thrive.

Athletic fields, green areas, piazzas and courtyards, along with transit plazas and sports centres will make sure the hubs become 24/7



OR Tambo International Airport, the busiest airport in Africa — situated in Ekurhuleni. Photo courtesy Ekurhuleni

zones, not old-fashioned industrial centres that empty at night. It is this objective that sees the Ekurhuleni Aerotropolis project working in close co-operation with the drivers of Urban Regeneration Projects in the affected areas.

The development of a successful, flourishing and growing Aerotropolis in the city of Ekurhuleni will bring much-needed economic stimulation to the area and enhance the economic strength of the entire province.

The project will be an important injection into the economy of the area. Ekurhuleni has a higher unemployment rate than other metros, particularly in its sprawling townships, where a lack of formal education further reduces the chances of employment. One million people are employed, but over 455 000 are unemployed and over 600 000 are not economically active.

The aerotropolis is ideally placed for local and foreign direct invest-

ment. OR Tambo International Airport is at its core, from where planes fly to 95 local and international destinations. Around the airport are 51 000 properties in a land area of 1.975 square kilometers, connected to a major road network.

The idea of an aerotropolis in Ekurhuleni makes economic sense. Businesses that rely on air transportation position themselves close to the airport. They, in turn, attract suppliers and complementary industries in the logistics and distribution, manufacturing and professional services sectors. The resulting economic hub forms a commercial ecosystem in which all players grow their efficiencies. The right mix of industries and sectors is important for the hub to thrive.

The Ekurhuleni economy is a primary driver of economic growth in Gauteng, and major development and investment in the Aerotropolis will have an important impact on the Gauteng economy. It's part

of the Government's National Strategic Infrastructure Plan which proposes investment in areas including energy, roads, rail and education.

Roads and rail also link the Ekurhuleni Aerotropolis to Durban and Cape Town, as well as cities and ports in sub-Saharan Africa. As these logistics and distribution corridors grow, they increase economic opportunities in the rural areas outside the big cities and stimulate economic growth for a wider population.

The aerotropolis will also provide access to emerging markets in Africa with high growth potential and increase the viability of air linkages to those countries.

As the aerotropolis grows, the demand for skilled workers will increase. The Ekurhuleni Metropolitan Municipality already has skills training institutes, which will be able to provide a steady supply of capable personnel.



A city so good

you'll want to live, play and invest in it.

live | play | invest

Aerotropolis City

From vibrant township life, through the city's beautiful lakes and dams as well as action-packed casinos to premium lifestyle estates like Ebotse and Serengeti, the City of Ekurhuleni is an irresistible setting for good living. Add to that, the city is the country's logistics and manufacturing hub, making it an undeniable investment proposition.

Ekurhuleni is home to O R Tambo International Airport, Africa's biggest and busiest airport on the continent with a significant logistics corridor along the R21 highway. The city boasts an extensive transport network across rail, road and air – with the Gillooly's Interchange being the biggest in Southern Africa.

The Aerotropolis project is key in the promotion, attraction and facilitation of investment and development opportunities, and the city has the infrastructure to support investments like Prasa Gibela Rail Transport Consortium, the Denel Aeronautics hub, Lordsview Industrial Park and Tambo Springs inland port.

Come live, play and invest in the Aerotropolis city.

200 YOUNG SOUTH AFRICANS Arts & Entertainment



PHOTO: BOTUMELO MOKHAHLANE

Candice Thikeson

Art historian

Twitter: @CandiceThikeson

A deep expertise in art history makes Candice Thikeson (25) a sought-after woman in the arts world.

She has opened a number of exhibitions for internationally acclaimed artists such as Wilma Cruise and Mohau Modisakeng, and frequently advises museums on their artistic content.

She's a full-time lecturer at the University of the Free State's department of art history and image studies, and is the first black woman to be employed in that department. She serves on the Fractal Contemporary Arts Forum, which works with Oliewenhuis Art Museum and the National Museum in Bloemfontein to support upcoming artists and small businesses through various events and projects. She's also a member of the Johannesburg Stegmann Art Gallery's advisory committee, influencing the management of the gallery and its new art acquisitions.

Another role sees her judging the Phatshoane Henney New Breed Art Competition run by Phatshoane Henney Attorneys. The competition aims to uncover talented artists in the Free State and provides broad exposure to showcase contemporary art from the province, she says.

At one stage Thikeson was planning to be an artist herself, as she enrolled for a degree in fine arts. "My love for reading art history and philosophy books soon outweighed my desire to become a painter. I also realised that there were very few art historians in South Africa, and I knew I could make a great contribution to the field," she says.

She gained an honours degree in art history and visual culture studies, completing part of her studies at the University of Groningen in the Netherlands.

"I spent much of my student years tutoring other students, working in the Willem Boshoff and Visual Archive, and working as an academic writing consultant at the Centre for Teaching and Learning at the University of the Free State," she says.

Her research has earned her scholarships including the Innovation Masters Scholarship from the National Research Foundation, the Mandela Rhodes Scholarship from the Mandela Rhodes Foundation and the Abe Bailey Travel Bursary, which sends South Africans committed to community service on educational and cultural tours of the UK.

She is working towards a master's degree with her research centred on the artists Zanele Muholi, Berni Searle, Penny Siopis and Diane Victor, focusing on how their fascination with staining processes makes comments on the everyday experiences of South African women.

— Lesley Stones

Benjamin Jephtha

Musician

Twitter/ Instagram: @benjaminjephtha

If you think the double bass is a boring instrument, that's only because you haven't heard Benjamin Jephtha playing it.

He was the winner of the 2017 Standard Bank Young Artist Award for Jazz and at 24 he's brought fresh life to the double bass and the electric bass, which he has played in public since he was 15 years old.

In 2014 he graduated from The University of Cape Town and moved to Johannesburg, where he regularly performs at venues around the city. His band the Benjamin Jephtha Quintet features Kyle Shepherd on piano, Marcus Wyatt on trumpet, Sisonke Xonti on sax and Sphelo Mazibuko on drums. They released their debut album *Homecoming* in 2015, of which Jephtha says: "I wanted to explore my own history and incorporate it into this sound. Having been raised on the Cape Flats in Mitchells Plain and coming through the church, I want to give the listener a musical biography of my life by using the harmonies and melodies associated with that upbringing. As an artist, I believe one should create music that is significant firstly to you."

In 2016 he was named both the Male Artist of the Year and the Songwriter of the Year in the Wawela Awards run by the Southern African Music Rights Organisation (Samro) and he was also one of the main acts at the Cape Town International Jazz Festival.

He became Africa's representative in the United States on the *OneBeat* programme, which involved an artist residency and a tour of the States with 25 musicians from 17 different countries. He has also been the resident bassist for *Bantu Houron* SABC 2.

Jephtha has performed extensively in Africa and abroad, playing at music festivals in Kenya, Mauritius, Switzerland and Sweden.

"I create music to motivate, inspire and transport people," he says. "I am constantly evolving and find myself definitely influenced by a lot of popular culture. I really dig hip-hop, rap, electronic music, folk and rock. My music has become an amalgamation of this."

His current plans are to perform and tour more and to host his own events with other musicians in unconventional spaces. "I also want to start collaborating with artists outside the jazz genre and work on releasing a few singles and music videos," he says.

— Lesley Stones



PHOTO: BIANCA THERON



PHOTO: SUPPLIED

Pap Culture

YouTubers

Twitter/ Instagram: @papculturesa

Three opinionated young black women are the trio behind *Pap Culture*, who have made YouTube their home for addressing issues relevant to young South Africans.

Bongeka Masango (24), Nwabisa Mda (26) and Thembe Mahlaba (23) created the collective in 2015 after long conversations over dinner, during which they realised there was a huge opportunity to create a platform that starts important conversations, as well as for having enormous fun.

"At the time there were few successful South African YouTube channels, especially ones curated by young black women; we felt we had the ability to fill that gap and so the journey began," they say. "We work tirelessly to be an entertainment platform that's relevant, relatable, engaging, inclusive and rooted in authentic conversations."

"Often as South Africans we're all having these open and very uncensored conversations behind closed doors, so as the collective, we wanted to bring these conversations onto a platform that forces

us all to really engage and interrogate the world around us, both in good and bad times."

They're based in Cape Town, with Mahlaba and Mda as the hosts and Masango as the videographer. Each episode aims to provide fresh and thought-provoking content, leaving viewers with a smile on their faces and sometimes clicking the pause button to enjoy a good long laugh.

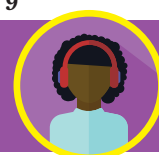
"More importantly, we aim to help people interrogate our conversations in their communities, to open up dialogue about the things that matter to young people," they say.

Their videos are sometimes shot on location to capture events, while a Ride Along slot has a guest join the ladies in a car for an informal chat to get to know the guest and discuss topical issues. In the Pap Culture Reacts slot they answer questions or react to a video, photo or tweets concerning a hot topic.

"We're smart, and becoming more informed, the more we start talking about current affairs and issues that concern us," Mahlaba says. "Now we are able to join the political conversation not with an invite, but by forcefully bringing ourselves to the table. We are voting and making our voices heard, trying to keep our government accountable to the promises they are trying to keep or not keeping."

"We are just going out there and doing what we believe is needed for us to live in a better society."

— Lesley Stones



Keke Chele



PHOTO: LAUGE SORENSEN

Dancer, Joburg Ballet

Twitter: @joburgballet

Keke Chele is a talented member of the Joburg Ballet dance company, but by no means is he an aloof prima donna. Instead he's fully committed to helping the next generation of young dancers discover their talent through his role as co-ordinator at the Joburg Ballet school.

The Accelerated Programme development school offers a range of outreach programmes, and Chele co-ordinates the three branches in Braamfontein, Soweto and Alexandra, attended by about 250 children aged six to 16. The aim is to become a centre of excellence and produce dancers who go on to join the professional company.

In addition to dancing with Joburg Ballet, Chele is its public relations assistant and oversees its corporate events. He also taught primary ballet at Madibatlou Primary School in Olifantsfontein for Mzansi Productions' Outreach Programme.

Chele himself comes from Sharpeville and matriculated at The National School of the Arts. He made his professional debut during his matric year, playing Brett in the musical *Children's Letters to God*.

His formal dance training began at Tshwane University of Technology where he was part of several musical productions and dance shows, including the Black Tie Ensemble's presentation of *The Merry Widow*.

After graduating in Musical Theatre he was appointed as a teacher and studio co-ordinator at Monnyth Arts House in the State Theatre. Later he spent four months with the Daksha Sheth Dance Company in India, performing with the troupe and leading the dancers in classes on Body Conditioning and Theatre Dance.

His choreographic credits include Engagements for the second-year choreographic examination at Tshwane University of Technology and *Mafofolo A Lerato* in the FNB Dance Umbrella for Monnyth Art House. More recently he created the opening sequence for *Big Brother Africa's* opening show with the band Mafikizolo, and collaborated with a Cuban colleague to create a salsa dance piece called HAVANA!

He has been seen on stage recently in *Giselle*, *Coppélia* and *La Bayadère* with Joburg Ballet, and he played the Pasha in the company's production of *Le Corsaire*, an ugly stepsister in *Cinderella* and the butler in *The Nutcracker Re-Imagined*. His dancing has also taken him to China, where he performed in Carmina Burana as well as in three scenes from the ballet *Kopano*.

— Lesley Stones

Claudine Ullman

Comedian

Twitter: @claudiokkiddo

South Africa's comedy scene has lived up enormously in the last few years, but it's still rare to spot a woman leading the laughter.

Claudine Ullman, the founder, managing director and a performer in the Jittery Citizens improvisation troupe is guaranteed to get you guffawing. The Citizens are about quick-witted comedy, where the jokes are as fast as they are funny. They've been invited to participate in the prestigious Dubai International Improv Festival in November.

After obtaining a BA in dramatic arts at the University of the Witwatersrand, Ullman travelled widely, first honing her craft at the London International School of Performing Arts and then receiving specialist improvisation training at the renowned US schools The Second City in Chicago, the Magnet Theatre in New York and the Improv Olympics.

She returned to South Africa determined to enhance the local live comedy and theatre industry by bringing innovative approaches to theatre creation and performance. As a more recent part of that, she records a podcast called *The Big Time with Claudine Ullman* to mentor and inspire emerging artists in the entertainment industry. The podcast features industry personalities and game changers who talk about what inspires them and what they did to succeed. She is also a writer for and a regular performer on SABC2's sketch comedy series *The Bantu Hour* and she hosts a Jittery Citizens Show on Cliff Central.

Ullman is also an actress and has written her own shows, including her one-woman show *Curled Up* that she toured with in 2011. The acting part of her career has seen Ullman appear in corporate theatre and videos for clients including Sun International, Nedbank, Standard Bank and AngloGold, as well as starring in commercials for Standard Bank, Winterfresh chewing gum and OLX.

To spread the fun and freedom that comes from fresh and spontaneous thinking, Ullman also facilitates improv corporate workshops and team-building events to encourage employees to use their minds more broadly. Her clients include Mercedes, SA Tourism, Anglo American, E&Y and Sun International.

Ullman also co-hosts and facilitates Secret Sunrise events, filled with dance and yoga for early risers who want to kick the day off in a wacky, healthy way.

— Lesley Stones



PHOTO: SUPPLIED

Maya Wegerif

Poet / Rapper

Twitter: @ShoMadjozi

Maya Wegerif has two career streams on the go, one as a performance poet and the other as a rapper.

Both involve the spoken word in English and in her native Xitsonga, making her a rarity on the music scene. As a rapper and hip-hop artist she goes by the stage name Sho Madjozi. She has collaborated with other artists, but is now working on her own singles and appears regularly as a guest on radio and television shows. She has been cast as a radical student activist on Mzansi Magic's youth telenovela *Isithembiso* and was selected by Nike SA for its Rebels on Air ad campaign.

This newer direction into rap began when she uploaded some videos of herself performing and received an unexpectedly favourable response.

As a poet she's known as Maya The Poet, and she often speaks about the sly or overt racism black people experience on a daily basis, such as in her poems *Sometimes It Pours* and *Black and White (They Call Me)*.

Speaking about *Sometimes It Pours*, she says: "Sometimes I am haunted by situations in my life where I think I should have or could have acted better — reacted sooner — and this one night I was kept awake by the incident that happened after I was arrested by racist cops in the States. I was in court but didn't stand up for myself in the way I would have wanted to. I was writing the poem in my head just weeping about all these experiences."

"If I don't react at all to small acts of daily racism I experience, but even if I react with sass or anger, I am still never really sitting down and taking a tally of the collective damage that it does to one's psyche. That night or early morning was that for me. And I didn't stop crying until I had the whole poem."

She was in the US as a college student, and that experience made her feel more African and saw her return more mature and ready to be herself and to embrace all that she is. As part of that, she is determined to fight the marginalisation of her people by promoting the Tsonga language and culture.

— Lesley Stones



PHOTO: SUPPLIED

Lebogang Mogashoa

Theatre performer

Twitter: @LeboshkaM

The idea that theatre can heal and nurture is the driving force in the work of Lebogang Mogashoa.

Mogashoa (32) is the brains behind The Storytellers Series at PopArt Theatre in downtown Johannesburg. The sessions see the participants share personal stories about the big or small events in their lives that have had a profound effect on how they live now; about love, break-ups, their dreams and struggles, sexual experiences and family dynamics. Mogashoa also runs corporate workshops that provide a space for people to open up and work through the experiences that have shaped them. Mogashoa ventured into this field by way of South Korea, where he went to teach English and stayed as a key player in the expats theatre scene.

He initially studied film and media at the University of Cape Town, and after a year as a researcher/writer on TV's *Top Billing* he went to Korea as a teacher. There he started reading his personal stories at open mic and talent shows. Listening to radio shows such as *The Moth* and *This American Life* and storytelling podcasts such as *Risk* gave him the confidence to launch his own show *When We Were Nearly Young* in a bar in Seoul. It quickly became a popular expat event and expanded to feature other expat performers too. Lebogang workshoped their stories with them to help shape them for the stage.

On his return to South Africa in 2013 he performed his show at PopArt and Cape Town's Alexander Upstairs Theatre and developed another solo show *The Real Dirt*, which received positive reviews. This is humorous, confessional storytelling and an exploration of young, black queer identity through stories that veer between funny, alarming and poignant. It resonates with the experiences of all South Africans, leaving many in the audience in tears, he says.

This use of theatre as a form of catharsis led to the Storytellers Series workshops to help people structure tales around true events in their own lives and perform them at the events. "Each event is uniquely powerful in that it allows people who have never told their story before to do so in front of a supportive audience," he says.

His goal is to spread this kind of storytelling to show people that their experiences are valid, powerful and entertaining enough to be shared and elevated.

Mogashoa is also a screenwriter on Mzansi Magic's telenovela *The Queen*.

— Lesley Stones



PHOTO: SUPPLIED

200 YOUNG SOUTH AFRICANS Arts & Entertainment



PHOTO: COLIN MILEMAN

Thabo Makhetha

Fashion designer

Twitter: @tmakcc

African fashion has always inspired foreign manufacturers with its vibrant colours and rich designs. But often the clothes being sold are not produced anywhere near Africa.

Thabo Makhetha wants to change that by making sure that consumers finally realise that high quality and highly fashionable clothes are being produced on African soil.

Makhetha is a fashion designer specialising in women's wear produced through her eponymous company. Her work is locally made from natural fabrics and is praised for its quality and creativity. It's available at the Thabo Makhetha Collective, a Cape Town store that stocks premium goods made on the continent.

She's best known for her range of warm winter capes inspired by and made from traditional Basotho blankets, sold under the label Kobo by Thabo Makhetha. The Kobo range has featured regularly in the local fashion magazines *Elle*, *Marie Claire*, *Grazia* and *Women and Home*, and has been covered in the *New York Post*, the *Wall Street Journal* and on numerous international fashion blogs.

She established her company in 2009 as a graduate when she failed to secure an internship with one of the top European fashion houses. Instead, she launched her solo business specialising in bespoke women's wear.

In 2012 she was named as the Best Dressed Female at the prestigious Durban July horse racing and fashion event. The event's theme was royalty, and her Basotho blanket coat caught the attention of socialites, celebrities and fashion editors.

That led her to showcase a collection called Kobo Ea Bohali (Blankets of Prestige) at the 2013 Design Indaba in Cape Town.

In 2014 she made her runway debut at Vancouver Fashion Week in Canada, where she was praised for her quality and creativity. In the same year the Arts and Culture Trust of South Africa honoured her with the 2014 Impact Award for Design.

Last year, her Classic Starburst Coat from her Kobo collection was nominated by *Elle* editor Emilie Gambade as the Most Beautiful Object in South Africa.

She has gone on to display her creations in fashion shows in Johannesburg, Maseru, London and Milan, and in 2016 she launched an exclusive collection in London through the online store Sapelle.

Her work is currently part of the Fashion of Southern Africa exhibition at Kent University, Ohio, USA.

— Lesley Stones

Zola Nene

Chef

Twitter: @zola_nene

Food is so much more fun than law. That truth dawned on Zola Nene two years into a law degree, and saw her swap the dryness of books for the invigorating smells of the kitchen.

Nene (33) is now the resident chef on the *Expresso Morning Show* on SABC 3 and has written her first cookbook, *Simply Delicious*. In May, *Simply Delicious* took her to Yantai in China to compete in the international finals of the Gourmand World Cookbook Awards. She won in the category of Best TV (English) Celebrity Chef and also came second in the category for the Best TV Chef Book in English, competing against chefs from around the world.

"It was all very dramatic, but so very exciting. I came to China to represent South Africa in one category and ended up receiving two awards. I'm just thrilled," she says. Nene carried the South African flag in the opening procession and at the invitation of the South African Embassy travelled to Beijing to host a South African food festival.

Nene, where her bubbly personality and skills saw her rise to the role of resident chef.

Nene also develops recipes for food brands, does food styling for publications, is a food judge and an MC.

— Lesley Stones



PHOTO: GUNTHER SCHUBERT

Sizakele Angel Khumalo

Artist and curator

Facebook: facebook.com/sizakeleangel.khumalo

Using art as a way of uplifting and beautifying communities is Sizakele Angel Khumalo's passion.

She believes art can be a community engagement tool to help make Johannesburg a better city for everyone, a belief that has grown out of her skills as a photographer and an art curator.

Khumalo studied photography at the Market Photo Workshop, which kindled a broader interest in and understanding of the arts world in South Africa. She is now a professional freelance photographer and has worked with artists including Simphiwe Dana, Hugh Masekela, Paul Weinberg, Andrew Shabangu and David Krut.

But her true passion lies in her using her skills, connections and love of the arts to affect and inspire her community. She grew up in various parts of Johannesburg with strong ties to Jeppestown, where she lived in an informal building during her youth. In 2013 and 2014, she mentored local artists in the Jeppe Super Dream project, co-ordinated by Trinity Session and Sticky Situations as part of the British

Council Connect ZA programme. She then founded Platinum Sketch Studios in 2014, an organisation aimed at youth development and community participation through art.

Continuing in a mentorship role, Khumalo co-founded Jeppe Photo Club in 2015 with Rebecca Crook to teach young people how to tell stories and engage their community through photography. The club has become like a family, holding meetings and outings and providing support for each other and the neighbourhood.

She is also part of an arts and youth residency programme based in the old Windybrow Theatre in Hillbrow, investigating how to reactivate the Windybrow as an arts and cultural space again and bring life back to its surroundings. She's there as a community facilitator and researcher for the Market Theatre.

Khumalo also served as a mentor in the My Alex project in Alexandra township, helping artists and residents to develop public artworks to regenerate Pioneer Park in Rosettenville.

As a curator and arts administrator she worked for the Bailey African History Archives, which specialise in art photography. As the lead gallery attendant, Khumalo sold art, organised art fairs and assisted with the curating of several shows, including 60 Years of South African Photography at Johannesburg Art Gallery.



PHOTO: SUPPLIED

As an artist herself, she explores and documents social issues including gender and sexuality, urban space, ethnicity and tensions between traditional and modern practices.

— Lesley Stones



PHOTO: SUPPLIED

Thabiso Mofokeng

Sesotho language practitioner

Instagram: @authorthabiso

The Free State-born Thabiso Mofokeng maintains that he did not choose a career in literature and the arts but rather, that literature and the arts chose him. "I was born a writer. I had worked in another occupation in the past but I decided to retire so that I could focus fully on writing and give it my full-on best."

The 28-year-old author, who is also an educational material developer and broadcast literature analyst, has published over 10 books and contributed to over 20 anthologies so far. His overarching goal is to see budding young writers know and discover themselves through literature. At a practical level, this means having more Sesotho writers getting more representation and recognition in our country, as well as changing the flawed and potentially dangerous perception that speaking good English is the standard for intelligence in our country. It is in this spirit that he founded the Thabiso

Mofokeng Writing Foundation in 2014 so that he could commit more of his time to encouraging young writers to continue dreaming, but to also start putting these dreams on paper.

Mofokeng completed a master of arts in creative writing (with distinction) from Rhodes University in 2015. He is currently studying towards a PhD in literature at the University of the Western Cape and has just been appointed as an assistant researcher at the same institution.

Although he concedes that the list is endless, Mofokeng lists Lesego Rampolokeng, Thando Mgqolozwana, Sabata-Mpho Mokae, Zakes Mda and Sindiwe Magona as just some of his literary influences.

Despite all his achievements so far, Mofokeng shows no signs of slowing down or stopping anytime soon. He has a crime fiction book coming out in the second quarter of the year called *The Last Stop*. The novel is a gritty and fast-paced exploration of the nuanced and oftentimes misunderstood characters that surround the South African taxi industry.

— Nomonde Ndwalaza

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PHOTO: SUPPLIED

Thabiso Mahlape

Publisher, BlackBird Books

Twitter: @thabisobonita

Thabiso Mahlape calls herself Oprah Morrison on the Twitter streets. "Oprah Winfrey and Toni Morrison both inspire me in different ways: Toni started out her career as a black publisher committed to changing the dominant narratives of the time. Oprah is a glamorous powerhouse who has been able to build an empire from absolutely nothing. There might be an Oprah Winfrey and a Toni Morrison in the world but there is no Oprah Morrison. And that is what I am about."

The engineering graduate-cum-publisher has loved books from a very early age and she always knew that the beautiful world of books would be part of her life somehow. Her publishing career began in 2010, when she secured an internship at Jacana, one of South Africa's biggest publishing houses. In the space of seven years with Jacana she has overseen the publishing of a number of books and has launched her own imprint called BlackBird Books. BlackBird Books is committed to the telling of black people's stories in an unapologetic, oh-so-necessary and somewhat cathartic way.

Mahlape lists McIntosh Polela's *My Father My Monster* as the most important book she has published so far. The book tells the story of former television journalist McIntosh Polela's quest to find out the truth about his mother, who was brutally killed when he was a child.

"That book sold over 15 000 copies, but beyond that, it represented for me the first time where I saw that there really is a space for stories that speak to the conditions facilitating our existence, and that these stories deserve to be told."

Thabiso believes that the South African publishing industry is as dynamic as it has ever been, and that the changes currently happening in the literary landscape make it a really exciting space to work in.

A columnist for *The Sowetan*, she plans to collect her works and publish a book of her own in the near future, once she finally finds the time.

— Nomonde Ndwelaza

Tumi Voster

Radio presenter, 5FM

Twitter: @TumiVoster

Glamorous Tumi Voster is a radio presenter who is now being interviewed as often as she is doing interviews.

She's also a marketing manager for Universal Music South Africa and has become a social media magnet with 90 000 followers on Instagram, 83 000 followers on Twitter and 19 000 friends on Facebook.

"I am what one would term a broadcaster, an entertainer, a creative and a fashion-lover. Through the entertainment industry I have the opportunity to seamlessly bring all my passions together on a daily basis," she says.

Her first break came at the age of 15 when she was signed up for SABC 1's YOTV, a live weekday interactive variety show for teenagers. Since that debut she has gone on to work on other TV shows including the dance reality show *Step Up or Step Out* on ETV and *Win a Home* on SABC 3. Her first radio break came on YFM with DJ Warras, and she now works for 5FM, co-hosting the 7-10pm weekday slot *5FM Nights* and her own weekend show, *The Saturday Situation*.

She kicked off her career with a marketing communications degree from the University of Johannesburg. "To most people I am known for my work in broadcasting, but what most people don't know about me is that besides my love for radio and television, marketing is also a great passion. I

enjoy working with brands, and I love coming up with brilliant concepts and strategies around different brands."

Her Instagram feed is full of fashion shots, which ties in with her ambition to get into the design side of the fashion world. "In the next five years I see myself owning a fashion house showcasing some of my own ranges," she says. "I describe my style as chic, playful and very personal. I enjoy playing around with different looks, but also adding a personal signature touch. I am very experimental when it comes to my sense of style — I allow my creativity to go wild."

She also wants to expand into hosting a drive-time radio show and a lifestyle talk show, and producing content for radio and TV channels. "My dream is to also own a production company which will be a platform to tell young people's stories as well as afford them an opportunity to showcase their talents," she adds.

— Lesley Stones



PHOTO: KEVIN MARK PASS



PHOTO: SUPPLIED

Thulisizwe Mamba

Graphic designer

Website: www.incaseyougetbored.co.za

Graphic designer and illustrator Thulisizwe Mamba (22) has made it his mission to capture the spirit of South Africa's youth culture.

Durban-based Mamba has run his own design studio called Less Studio + Co for almost three years, with most of the paid-for commissions coming from the advertising industry.

"My work as a designer and illustrator centres around documenting South African youth culture on the internet and offline. I tasked myself with this duty as I felt no one was documenting what being young in South Africa was like," he says. Capturing aspects of today's rapidly changing trends with his illustrations ensures that the moments are preserved as a reference point to show future generations where they come from, he says.

One memorable commission came from the online fashion retailer Superbalist last year for a project called Forever Emojinal. "They approached me to produce a series of 10 prints to sell on their site, because their target market is the youth in South Africa and I have a body of work documenting youth culture," says Mamba.

The idea was to capture how young South Africans are trying to gratify the ache of wanting to fit in while also trying to stand out. "The heightened desire to be 'cool' on the interwebs by all means necessary has amounted to South Africa's digital youth culture landscape being 'forever emojinal'," he says. "The outcome saw various characters from South African youth tribes presented in emojis that bear a relation to the character in terms of dress sense and usage."

Mamba is involved in voluntary work through the BookDash designers group, which designs books for children. He also runs a workshop for Ubuntu Youth in Verulam, a small town north of Durban, where he teaches art and design to high school kids on Saturdays.

Mamba was named a Design Indaba Emerging Creative in 2015, and has big ambitions for the future: "I'd love to have creative agency focusing on youth culture and culture in general. I'd like it to be very responsive in terms of taking from the culture and giving back to the culture in a manner different to that of advertising. I understand how corny things can get when it's about the culture, so I'd love to apply my witty approach to design and illustration beyond 2D surfaces."

— Lesley Stones

Siphiwe (SJ) Myeza-Mhlambi

Film director

Instagram: @SJ_7films

The career of film director Siphiwe (SJ) Myeza-Mhlambi is on the rise, with Loerie awards and a trip to Cannes already on his CV.

He's now the majority shareholder at 7Films, which he joined in 2015 when its owner, director Lourens van Rensburg, recognised his talent and became his mentor after Myeza-Mhlambi had studied directing and writing at Afda in Johannesburg. This mentoring, along with hard work and determination, saw him become an owner of 7Films in 2016, making it a black-owned company in a largely white industry.

His success at the Loeries came from a series of moving internet commercials called Chasing the Dragon. They were filmed for The Surf Shack in Muizenberg, which helps Cape Flats teenagers replace their addiction for tik with an addiction for surfing. "Chasing the Dragon was the first spot I shot as an upcoming commercials director," he says. "I fell in love with the characters and their stories. I felt very connected to the themes of loss, addiction, and gangsterism — but that's not the story I wanted to tell. All I did was listen and interpret the characters' story into a language the world could understand, and that story became a story of resilience and hope. Their stories moved me, the people involved inspired me and I was honoured to give them a voice."



PHOTO: SUPPLIED

The adverts won silver and gold at the 2016 Loerie Awards, making him the youngest ever winner at the age of 22.

His own story is also worth telling, as he

was raised by his Aunt Lerato and Uncle Marcom Myeza after his mother died. "They took me in and made great sacrifices and supported me every step of the way," he says. It's important not to let your circumstances define you, he adds. "You are not a product of your circumstances, you are a product of your attitude. There are more great people that come from rock bottom than there are great people that come from privilege."

He is also proud to be part of a non-profit organisation called Blackboard with Nkanyenzi Masango and Tseliso Rangaka. Blackboard intends to push Cape Town's creative industry to become more racially diverse, in order to make it more impactful. "The issue starts in high school. Most township students don't consider creativity as a career path because they don't know it exists. Our ambition is to change that," he says.

— Lesley Stones



Mohale Mashigo

Author and musician

Twitter: @BkckPorcelain



PHOTO: SYDELLE WILLOW SMITH

Mohale Mashigo's debut novel *The Yearning* begins with the phrase "My mother died seven times before she gave birth to me." The book was born out of Mashigo's unsatisfactory job in advertising — writing it became a coping mechanism. She would spend her lunch hours in front of her computer and away from colleagues and pretentious office chit-chat.

Mohale started writing the book in 2006 and she finally finished it in 2011 thanks to peer pressure from a very good friend.

The Yearning was published in 2016 to critical acclaim, and it tells the story of Marubini and her quest to manage the realisation that the past is not really past. *The Yearning* was also longlisted for the 2016 Elisalat Literature award, which uncovers and celebrates new writers on the continent. The book has also just been short-listed for the UJ Prize.

Mapetla-born Mashigo credits her father for introducing her to books and the transformative power of storytelling. "My dad turned me into a reader. I was a very curious child and my dad would answer my never-ending questions by giving me a book to

read." As a young child, she loved and could relate to Astrid Lindgren's superhumanly strong and adventurous *Pippi Longstocking*, but it was specifically Alice Walker's *The Colour Purple* that first gave her the idea that she could be a storyteller.

"I was quite young when I stumbled across it, and *The Colour Purple* was the first book I read that had black people in it. Reading it gave me permission to think I could simply exist, and it gave me a strong sense that I have something to say as well."

The storyteller also credits regional authors such as Zakes Mda and Tsitsi Dangarembga as her core sources of inspiration along the way.

When she is not writing stories, Mohale tells stories using music, as the talent behind the award-winning moniker Bkck Porcelain.

Mashigo believes that there is a space under the sun for all of us and she urges those who are interested in storytelling to simply put down words: "Every story and every writer of it matters."

— Nomonde Ndwalaza



PHOTO: SUPPLIED

Zanele Ndlovu

Publisher, author and indigenous instrument player

Facebook: facebook.com/zanele.z.ndlovu

Zanele has many titles to her name. Among other things, she's a publisher, author, storyteller, teacher, indigenous instrument player and singer.

Despite having started writing in IsiZulu and English as far back as 2011, Zanele encountered challenges when she tried to get her foot in the door of the South African publishing industry, especially as a vernacular-language writer. "Our languages have taken a back seat in the country, unfortunately," she says. "This frustrated me and I wanted to work towards changing that situation".

In the spirit of being the change that she wanted to see in the world, Zanele took a stand. She decided to publish a children's book titled *Umkhwenyana* in her mother tongue of IsiZulu, under her own, newly formed publishing organisation, Izimili Zase Afrika. *Umkhwenyana*, which tells the story of an ancient African storytelling instrument, has been well received by children of all ages — it fosters a sense of self pride and affirmation in African indigenous languages. The children's book has since been translated into five South African languages as a result of a collaboration with Nalibali, a countrywide reading-for-enjoyment initiative. The book is also available as an audiobook. Since then, Zanele has published another children's book, *Simunye*, which is available in IsiZulu.

In addition to having her work commissioned by the department of education, Zanele has also developed a music curriculum for grade R pupils at the Cape Gate Centre. She lists the South African national treasure Dr Gcina Mhlope as one of her editors and mentors.

In thinking about her future prospects, Zanele concedes that the end goal for her is to see her books becoming available in all the official languages of South Africa, and not only just a few. In the meantime, she is committed to continuing with her work of instilling greater mother tongue pride in the people of South Africa, both young and old, by showing them that intelligence isn't restricted by language and that it is cool to be multilingual.

— Nomonde Ndwalaza



PHOTO: SUPPLIED

Thuthuka Sibisi

Composer, director and conductor

Instagram: @thuthusib

Composer and theatre-maker Thuthuka Sibisi is currently studying performance and directing at Goldsmiths University of London, his studies sponsored by esteemed South African artist William Kentridge.

The faith that Kentridge has in Sibisi has been well earned, as they have collaborated on various projects, with Sibisi composing or arranging the music for their multimedia performances.

He was the musical director for Kentridge's *Triumphs and Laments*, an outdoor performance work involving 80 musicians presented in Rome, and for *Ciné-Concert* presented as part of *Notes Toward a Model Opera* by Kentridge.

Sibisi also works with the composer Philip Miller, and travelled to Stockholm as the musical director of Miller's opera *Between A Rock and A Hard Place* with Cape Town Opera, and visited China as the musical director for Miller's *Pulling Numbers*.

His musical education began at the Drakensberg Boys' Choir School and he graduated with a bachelor of music degree from Stellenbosch University in 2011. He also studied physical theatre and movement, giving him broader abilities than music alone.

He's now a composer, director and conductor who loves blending opera with contemporary music, and sometimes bringing in traditional African choral music. He's worked on various unusual productions with Cape Town Opera, including creating a choral arrangement of traditional African sacred songs for the Festival International d'Aix-en-Provence in France.

Sibisi describes himself as an interdisciplinary artist rooted in classical music. "I started working with William Kentridge when I designed the music for his puppetry and art in *Triumphs and Laments*," he says. "When you work with William there are no specific titles, everyone works around what needs to be done, so I helped out with the choreography and dramaturge for where the story was going."

His studies in London will round him out with broader skills for theatre-making rather than only focusing on the musical side. "I want to continue expanding," he says. Next year he's due to study at The Juilliard School in New York on an exchange programme, and will premiere a collaborative work in London and New York.

Other memorable moments in his career so far have included being the associate conductor and chorus master for Bongani Ndonana-Breen's oratoria *Credo*, written to commemorate Unisa's 140th anniversary, and collaborating with photographer and sculptor Jake Singer on *Joburg City Hustle* and *Intersections To This City*, which features in exhibitions in Venice and Los Angeles.

— Lesley Stones

Ntokozo Kunene

Costume and production designer

Website: www.fuzunina.com

Ntokozo Kunene's unravelling life story presents a didactic lesson on the transformative possibilities that come with following your dreams. The costume and production designer recently completed her master's in fine arts in design for stage and film at the New York University Tisch School of the Arts, in addition to acquiring a fashion design qualification from the Italian school of fashion and design Istituto Marangoni in the UK. She also holds a BComm degree in economics, business finance and law from Wits University.

"I've always been interested in the arts. I would ask my parents to bring me *Teen* [and] *CosmoGirl* magazine on their travels and I would try recreating the looks in the magazines from what I shopped at home. For my final matric assignment, I designed costumes for a production of *Sophiatown* that my best friend directed."

Kunene's unorthodox career trajectory is a result of having to balance her parents' well-meaning expectations with the silent whispers of her heart.

"When I was in high school applying for a degree, the idea of a job in the fashion industry was considered one of those careers that was not stable and required something more secure to fall back on. Once I had satisfied my parents, my father gave me the option to do my LLB or study fashion. I opted for the fashion, doing one year at Lisof (Johannesburg) and then moving to London to study at Istituto Marangoni. While there my history of art and history of costumes lecturer, who had wanted to be a costume designer herself, introduced me to the fact that I could do a master's in costume design."

A few years later and Kunene is flying the South African flag high, blending her formative African origins with her meticulous approach to design, and she is thriving. She is currently the costume designer for the world premiere of James James' *Kill Move Paradise*, directed by Saheem Ali and staged at The National Black Theatre in Harlem. Some of her collaborators include Spike Lee, Pauletta Washington and Zazie Beets and she lists working with acclaimed costume designer Paul Tazewell as a learning and humbling experience.

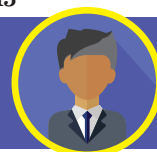
Her long-term goal is to work and teach and in the place of her birth, particularly in the arena of theatre education for the youth, as this would allow her to explore the possibilities of bi-continental cross-cultural exchange.

— Nomonde Ndwalaza



PHOTO: JOEL PLUMMER

200 YOUNG SOUTH AFRICANS Business & Entrepreneurship



Veli Ngubane

Chief creative officer, Avatar Agency

Twitter: @TheNduna

Veli Ngubane has managed to build the largest majority black-owned agency in South Africa, Avatar, and although the accolades and awards – such as the Financial Mail Adfocus 2017 Medium Advertising Agency of the Year award – are local, he and his team have big plans to achieve world-class excellence.

He and his partner, Zibusiso Mkhwanazi, set up the Mkhwanazi & Ngubane brands as an initiative to influence the industry and accelerate transformation by providing start-up companies with capital and expertise to help them thrive. Having created over 60 jobs in the company and close to 350 in the group, Ngubane is driven by a desire to change people's lives for the better.

He says the issues he's struggled with the most – fear, self-doubt, insecurity and making mistakes – have actually significantly



PHOTO: SUPPLIED

fuelled his success. As the first entrepreneur in his family, he says fear and doubt were inspirations that helped him reach each milestone he passed. He's a big believer of short-term goals that lay the path towards the ultimate goal.

When asked how they've managed to achieve so much with a company that's been running for only five years, Ngubane says he and his business partner sought to be different and become a challenger brand in an industry that was fast becoming complacent. "A lot of entrepreneurs are quick to start 'me too' companies and don't take the necessary time to find their unique space in the market. The real secret, though, is that we hire people who are more intelligent and talented than us, to move the vision forward."

He graduated with a Bachelor of Social Sciences in Politics, Economics and Law from the University of Cape Town and later obtained a postgraduate diploma in Marketing & Advertising Communication from the Red & Yellow School, where he now serves as chairman of the advisory board. When he arrived at university in first year, Ngubane already owned an events company that organised parties in Cape Town and on campus, an experience that taught him a lot about making money and running a business.

— Welcome Lishivha



PHOTO: SUPPLIED

Rushil Vallabh

Managing director, Secha Capital

Website: sechacapital.com

Although there are over two million SMMEs in South Africa, very few of them employ anyone outside the founding team – this is a problem Secha Capital, founded by Rushil Vallabh and his business partner, Brendan Mullen, are resolving through their business. Vallabh is optimistic about the future of Secha and believes that they will create hundreds of jobs in the company and even more through their successful business model, which they are looking to spread across the continent.

Originally a qualified aeronautical engineer, Vallabh worked a few years in the banking industry before he was accepted for an MBA at Cambridge University. He says the experience of studying at Cambridge, meeting people from across the globe and learning about business principles from leading scholars has been invaluable in his journey as an entrepreneur.

He graduated in 2014 with a first-class pass and was on the dean's list. He believes that his background in engineering taught him to think logically through problems, and always aim for optimisation, while the MBA taught him to think more broadly and incorporate a multitude of variables when making decisions. He has also worked for Bain & Company as a management consultant, where he realised that all the work he was doing for large corporates would be better served at the SMME level.

It was a combination of this skill set and experience that gave him the confidence to co-found the operationally-focused impact investment holding company. Through Secha Capital, Vallabh and his partner are investing in small companies, embedding highly skilled talent into the management team for nine months as part of an accelerator toolkit to help the business scales of the various SMMEs, and leveraging shareholder network to open market access for other entrepreneurs.

Although he enjoys the autonomy of running his own business, he says the hardest thing about starting it was having the initial self-belief that what they were doing was correct. "We've had to prove ourselves before asking investors for money. Now we're confident that we can succeed and are very optimistic about Secha Capital's future contribution to the continent," says Vallabh.

He has also listed on the Forbes Africa 30 under 30 list for his achievements as an entrepreneur.

— Welcome Lishivha

Philani Sangweni

Chief operating officer, Fundi

Website: www.fundi.co.za

If he were handed a magic wand to wave, Philani Sangweni (34) says he'd use it to "get the unions, government and the private sector to agree on a plan to upskill the unemployable young people of our country, then get them to work lock step to implement the said plan."

It is clear that youth development is close to Sangweni's heart and he works hard to lend a helping hand in the personal and professional development of the young people he crosses paths with.

"I'm part of the partnerships committee at Tirisano Foundation, where we currently work with two schools in Soweto on equipping learners with necessary life skills to enable them to take control of their future. We intend to create and grow partnerships with other organisations in order to scale the impact we have thus far," he shares.

This hard-working father of two is a believer in the saying that charity begins at

home and this is why a big part of his daily motivation stems from the place where he grew up. "I grew in a very close knit community in KwaMashu M Section. Despite it being a highly violent and crime-ridden



PHOTO: SUPPLIED

community, I've always had people in the community who, from a very young age, consistently told me that I would achieve something that would make all of them proud. I'm still not sure why they said this to me, but it has certainly been my biggest motivation," says Philani.

Amid all his commitments with supporting the young people he works with and being a father, Philani still finds time to develop himself academically. He holds a bachelor of accounting qualification from UKZN and a qualification from the Wits Business School executive development programme, and is currently pursuing an executive MBA at Indead. He explains that his position at Fundi (formerly known as Eduloan) sees him "leading a team that is currently piloting a cashless campus solution at schools and certain university campuses, with the intention of helping them raise additional revenue from fees from the transactions that occur in and around their campuses."

— Simphiwe Rens

Mphumeleli Ndlangisa

Winery owner

Twitter/Instagram: @magnacartawines

Many find themselves on the fence when deciding whether to pursue passion over money. Winemaker Mphumeleli 'Mphumi' Ndlangisa's story is one that clearly demonstrates what his stance is. For Ndlangisa (27), passion is a key driver behind his current success. Ndlangisa is a qualified mathematical statistician (undergraduate completed at the University of Cape Town and postgraduate at Stellenbosch University) who previously worked as an investment banker until his passion came knocking much more strongly.

"I grew up mostly in rural Estcourt and Bergville where farming was the most dominant trade in the area. I am the first child in my family of five to go to university and I succeeded in earning a prestigious first job as an investment banker. Through much dissatisfaction within an investment bank, I decided to build something for myself that represented my roots and my first love: farming," he says. Ndlangisa embarked on a journey which saw him leaving a high-paying job to start producing wine in a friend's garage in Stellenbosch.



PHOTO: SUPPLIED

He says about following passion over money: "I'd stick to passion. However, it must be noted that having money in a capitalist world is convenient, but the conundrum would then be, what to buy in a world where all that is produced is without passion? He is adamant that "in order to make money, you have to start with passion."

After fast becoming one of South Africa's youngest self-taught winemakers, Ndlangisa's products now sell in London, Tokyo, Zambia, Lesotho, Kenya and Nigeria. Another incredible achievement is the fact that his wines have been invited for participation in the 2017 John Platter awards, which is quite an honour.

A major goal for Ndlangisa is working towards "expanding Magna Carta's natural wine philosophy into the African continent, through my wine education initiative (Magna Carta Wine Day) and through exporting natural wines into the rest of Africa. Look out for a Magna Carta pop-up restaurant too in Jo'burg and Cape Town," he says.

— Simphiwe Rens

200 YOUNG SOUTH AFRICANS Business & Entrepreneurship



Zwelethu Ndhlovu

Owner, East Rand Toilet Hire

Twitter: @JustZweli

When Zwelethu Ndhlovu finished school, he wanted to join East Rand Toilet Hire, the family business. He had been involved in it since childhood, answering phone calls for a small wage. Although it wasn't doing too well, he recognised its potential and wanted to shake things up.

His mother, however, wouldn't hear of it. So Ndhlovu enrolled for a commerce degree at the University of the Witwatersrand, and headed straight to work after lectures. He managed to get his hands on a remote message retrieving answering machine, which he had seen on an American sitcom, and recorded a message on it that guaranteed a call back within 45 minutes (the length of a university lecture). As soon as he could, he would rush to a pay phone, retrieve his messages and return calls. His attention to customer service paid off, and today, with Ndhlovu at the helm, East Rand Toilet Hire is a multimillion-rand business that has made its mark in the events and construction industries.

"Initially, the business did toilet hire for weddings and funerals in townships," Ndhlovu recalls. "If there was no business over the weekend it was a financial shock. I then established the long term/construction toilet hire division, which although it has low profit margins, if scaled up quickly, would provide enough annuity income to cover all the basic costs of running the business. This was the breakthrough."

Ndhlovu then turned his focus to improving his quality of service. "We were so good, clients would merely switch to us when they heard about us, often leaving the large corporations for us," he recalls.

His goal is to grow the business into the largest black-owned toilet hire company in the country, worth in excess of R100- to R200-million. "The end goal would then be selling the business and I would use my proceeds to further my passion, working with the youth to develop their own businesses."

— Fatima Asmal



PHOTO: SUPPLIED

Ouma Tema

Owner, Plus-Fab

Twitter/Instagram:
@oumatema



PHOTO: SUPPLIED

To be yourself in a world that is constantly trying to make you something else is the greatest accomplishment." Ralph Waldo Emerson's expression is embodied by Ouma Tema, a Gauteng-based businesswoman who continues to make a name for

herself in the fashion industry.

Tema (32) owns Plus-Fab, a fashion outlet targeted specifically at plus-size women. She has become one of the most sought-after plus-size fashion designers for fuller-figured women in the region. For Ouma, this journey started out of sheer frustration with the availability and variety of clothing on offer in stores for fuller-figured women such as herself. Her determination and drive saw her creating a multiplicity of garments that fellow plus-size women were eagerly waiting to see in stores. This achievement is one of the major reasons behind Tema's daily motivation: "I am who I have been waiting for".

Plus-Fab continues to grow from strength to strength, and Ouma is delighted about the future prospects of the business. She shares that she is looking forward to "growing Plus-Fab's footprint in South Africa and abroad. Presently, I'm excited about opening our online store to Africa in July, and the US at the end of the year. We are also working on new product offerings to the brand, for which more

details will be made available early in 2018."

Aware of the challenges facing the fashion and other industries in South Africa today, Tema expresses that if she magically could, she would do something to safeguard the integrity and value of locally-produced brands by protecting products made in South Africa from counterfeits. She is of the opinion that "we cannot — at this stage — sustain or create more jobs if our products are not protected. Worse, in our own country."

Plus-Fab's contribution to the economy is noteworthy as the business has created and manages to sustain 18 permanent jobs. The business successfully operates in some of South Africa's biggest regional malls, and Tema finds joy in the fact that the business successfully owns the design and production value chain.

For Tema, it is important to be driven by passion. "Money will always come. Your craft and passion is the real magnet to the money you want. I am living proof! Not that I have a lot of it," she jokes.

— SImphiwe Rens

Jimmy Kalombo

Founder, Kuwasha Afrika

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Jimmy Kalombo was a talented soccer player with every intention of going professional. But he had to give it up when he was seriously injured during a soccer match.

Soccer's loss was society's gain. Kalombo, a chartered accountant, is the founder of Kuwasha Afrika, a company made up of a financial advisory (Kuwasha Advisory) and a tech/development subsidiary called KuwashaTech.

Although Kalombo has no formal training in software development, his passion has seen KuwashaTech building an online mentorship platform that has been sold to the South

African Institute of Chartered Accountants (Saica). Each week the platform (which will officially be launched later this year) has a select number of mentors — all qualified chartered accountants — share their journeys with students and answer their questions via blogs, podcasts and live video streaming.

"Of the 45 000 chartered accountants in the country, only 20% of the population are black," Kalombo says. "I believe this is a legacy issue that came about with black students not having parents or family and friends in senior corporate positions. As a result, many black students do not have sound advice and guidance on their CA journeys ... I wanted to build a platform that will bring the entire ecosystem to aspiring chartered accountants, by allowing them to engage with qualified chartered accountants, companies and products aimed at students." KuwashaTech has also developed



PHOTO: SUPPLIED

an online app called Sebenza CV Builder.

Kalombo has been selected by the Barack Obama Foundation and the US embassy as a 2017 Mandela Washington Fellow.

He grew up in a one-roomed house with his five siblings. However, his mother never failed to inspire him. She began her career as a nurse, and embodied the spirit of an entrepreneur, sewing and knitting skirts for her colleagues. She later returned to school and qualified as a physiotherapist, serving as the head of physiotherapy at Chris Hani Baragwanath Hospital and then opening her own practice, as well as a bottle store. The apple has not fallen far from the tree.

— Fatima Asmal

Vuyisile Zondi

Founder, Corium Skincare

Twitter: @JustVuyi

Vuyi Zondi (28) is inspired by the need for black Africans to create their own beauty products and promote those products — a radical decolonisation of beauty standards, of sorts. She says: "We shouldn't need Western popular culture and blog culture to tell us that shea butter and African black soap are good for skincare, when they have been staples of our beauty practices for decades — we should already trust and own our beauty knowledge."

Zondi founded Corium Skincare in April

2016, a move that's seen her transition from "passionate about self-care and natural products" to "one to watch in the natural beauty market". One of the hallmarks of Corium is its reliance on traditional beauty practices, specifically African and Indian practices.

Zondi hopes for Corium to grow into a voice of authority in the natural skincare arena. She's mastered marketing through social media and is constantly engaging with consumers to grow the brand. In just a year, she has built a natural beauty skincare range that has the market's attention.

Aside from founding Corium, Zondi is also a management consultant, itself a demanding profession. She has leveraged her corporate experience in strategy consulting to grow Corium. "I think I was able to transition my beauty interest into a business because it was an organic passion," she notes. "It's

what I love. Identifying the gap, getting in and exploiting it became so much easier because it was a natural progression. I am not trained in beauty, and I could have gotten into any business aligned to my academic/vocational background, but I chose beauty because it resonates with me — it's in me."

She has been featured in various notable publications, further cementing the Corium brand and teaching consumers about healthy and sustainable beauty habits. Seeing her grow the business, grow her professional profile and constantly work 18+ hour days to make her dreams a reality is inspiring. Zondi hopes to see more ownership and more pride for Africans.

— Sifiso Buthelezi



PHOTO: SUPPLIED

Malizole Mdlekeza

National head of mentorship, Association of South African Black Actuarial Professionals

Twitter: @malizo_oki

The road to qualifying as an actuary is gruelling and requires an incredible amount of tenacity and hard work, no matter how intelligent you are," says one of the 66 black African qualified actuaries on the continent, Malizole Mdlekeza. In his current role as the national head of mentorship for the Association of South African Black Actuarial Professionals, Malizole spends his time helping other young black South

Africans break into what's arguably one of the most difficult professions.

He completed his undergraduate studies at the University of Cape Town, and says that being at university opened the world up by exposing him to better career possibilities. He's an evangelist on the diversity and variety of the skill set possessed by actuaries, skills that he believes are applicable to a range of areas within the financial services. He says he's often surprised at how unaware



PHOTO: SUPPLIED

the broader market is of this, and makes a mission of proving it otherwise.

As chairman of the Actuarial Society of South Africa Alternative Investment Committee, he has pioneered alternative investments — such as hedge funds, private equity, infrastructure investing and public sector related investments — within the actuarial profession and the South African investment market. He considers this

field of investment to be specialised and a bit underdeveloped, another area within the actuarial profession that he has made

his mission to raise awareness about, both within the profession and to the general investment market.

He believes that there is a huge lack of support for young people who excel at what they do in South Africa. In this country to get anywhere, "you really have to fight uphill battles, power through things and navigate uncharted territories", he says.

He aims to leave behind a legacy of having contributed to the overall development of the profession in South Africa by helping more people from disadvantaged backgrounds break into the profession. "Seeing those who have benefited from mentorship on their road to passing exams, getting their degrees and eventually qualifying as actuaries has to be the main highlight of doing this work."

— Welcome Lishivha

200 YOUNG SOUTH AFRICANS Business & Entrepreneurship



PHOTO: SUPPLIED

Nadine Moodie

**Communications specialist
McKinsey & Company**

Twitter: @nadinemoodie7

Nadine Moodie continues to celebrate the many people who went before her to lay the path she currently treads on. To whom much is given, much is expected — a principle she has come to embrace wholeheartedly. She works in the brand, risk, communications and consulting space at international firm McKinsey and Company. Here, she juggles many roles in her pursuit of assisting people realise their full potential. She also assists people in scaling their businesses and operation ventures in niche environments, namely arts and fashion.

Born in the Mother City, she attended St Cyprian's School for Girls from the age of 12. This served as an inclusive space where her identity was embraced. She saw it as a space which ultimately prepared her for the world and some of its dynamics. It was in this environment she helped develop an ongoing initiative known as "The Girl-Child In Afrika" scholarship, along with her peers. It was a scholarship by the students, for the students, catering to their needs in an holistic manner. She also helped create the Kay Mason Foundation scholarships initiative, which has funded the education of over 200 young South Africans.

Choosing to study at the University of Stellenbosch was solidified after the MIA (Majuba Internal Alliance) incidents which occurred at the University in May 2004. She was determined to change racist perceptions entrenched in many at the time. She used her mixed background as a tool to serve as a bridge and communicate with all, helping parties to reach a consensus.

On her quest for lifelong learning, Nadine completed her BA in international studies at the University of Stellenbosch in 2008, followed by law and BPhil journalism in 2012. Her parents are her earliest heroes. "They raised an individual to be of benefit to society," she notes. "My parents are real symbols of hope, people who have arisen above their circumstances." Her grandmother also taught her to turn ideas into business. Mentorship from colleagues has also played a pivotal role along her journey to date.

She has worked at Media 24 and Eyewitness News, where she was able to relay the stories of ordinary people, again serving as a bridge for people's stories to be told. "I got to do stories that took me into the homes of people. I became part of people's lives. Trust was important." She concludes that even in the most dire of circumstances, people are inherently good at heart.

Passionate about the country and its people, she aims to serve as a bridge to help build a better South Africa for all.

— Leigh Wils

Mari Rabie

Co-founder, Movepretty

Twitter: @marirabie

After graduating from the University of Stellenbosch with a bachelor of commercial and actuarial science, which she completed while pursuing an athletic career 2009, Maria Rabie was awarded a Rhodes scholarship to study at the University of Oxford, where she obtained an MSc in applied statistics and an MBA at the Oxford Saïd Business School.

Movepretty, an active leisure outdoor brand for women, was born out of her retailing project while completing her MBA at Oxford. Rabie did extensive research for the project when she saw a gap in South Africa for "athleisure". She believes that the growing trend of people wanting to live more active, healthy lifestyles and women who want to exercise in fashionable, comfortable clothing are some of the factors that have contributed to the success of her business. Movepretty is entirely home-grown; all products are manufactured locally, thereby supporting other local businesses and appealing to the conscious South African consumer.

At 21, she represented South Africa in Triathlon at the Beijing Olympics and again recently at the 2016 Rio Olympics. She says retiring from professional sport at the end of 2016 gave her a chance to pause, reflect, and consider how she could apply the skills and the lessons learnt in her life going forward. She realised in addition to doing well, she also wanted to make a valuable contribution to the lives of others.

Although she's achieved a lot more than many people her age, the fear of not being good enough is something she often battles. "I have encountered this fear repeatedly, whether as a South African at a top international university or on an Olympic start line, starting my own business and as a woman in the business world. I constantly have to overcome this fear by doing the very best that I can, regardless of the circumstances. The rest is beyond my control anyway."

— Welcome Lishivha

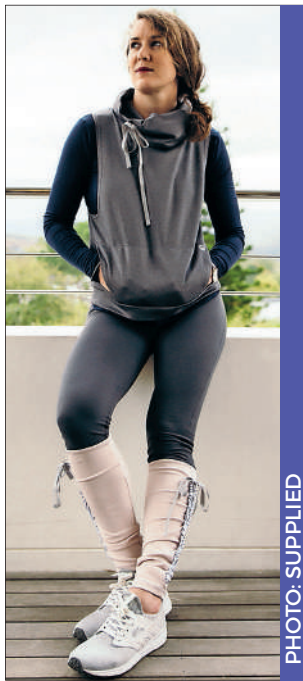


PHOTO: SUPPLIED

Nthabiseng Mosia

Head of marketing and finance, Azimuth/Easy Solar

Twitter: @easysolar_sl

'Every time I think of all the amazing, strong individuals who have fought, bled and died for my civil liberties, I know I can't afford to cower or bow down in fear. The world is my oyster because of their sacrifices, and I honor their struggle when I embrace my privilege of having the freedom to be whoever I choose to be.'

With such a strong sense of gratitude and appreciation for the sacrifices of those who have come before her, it is no surprise that 26-year-old Nthabiseng Mosia's professional pursuits are, in many ways, a form of giving back to those less fortunate and unable to benefit from certain socio-economic privileges.

Mosia is currently in charge of both finance and marketing at the start-up she co-founded: Azimuth — known locally as Easy Solar. This social enterprise is "an innovative, leading distributed energy service company that provides consumer financing for solar products to off-grid households and entrepreneurs across Sierra Leone. Azimuth makes clean energy affordable for low- and middle-income consumers by offering solar powered devices on a rent to own financing structure, enabled by pay-as-you-go technology and mobile money," she explains.

The company's efforts have been offering something towards solving Sierra Leone citizens' challenges in accessing clean and affordable energy. It is a country particularly hard-hit by issues of access to energy. While justifiably thrilled by the impact the company has had thus far, Mosia doesn't turn a blind eye to the fact that a lot still needs to be done with respect to Africa's development. In particular, it is her wish to see African women of colour develop themselves to greater heights. "There is still so much work to be done in building a world in which successful, intelligent, and courageous black African women are the norm and not the exception. This feeling of being responsible for carrying the torch pushes me to keep going further, and to shatter glass ceilings, no matter how implausibly high they may seem, or how painful the reality is of breaking through them," shares Mosia.

Mosia has completed a master's qualification in energy finance and policy at Columbia University's School of International and Public Affairs, where she learnt about innovations in clean energy finance and scalable business models to serve off-grid markets. She attended Columbia on a full ride scholarship supported by the Sainsbury Foundation, maintaining a solid 4.00 GPA while juggling several extracurricular activities during her two years in New York, including a teaching assistant post in economics.

— Simpfiwe Rens



PHOTO: SUPPLIED



PHOTO: SUPPLIED

Thomas Kgokolo

Financial director, DM Minerals

Twitter: @thomas_kgokolo

At age 33 Thomas Kgokolo occupies a number of board positions, overseeing private and public entities with a net asset value of over R42-billion. He is the chairperson of the board and the audit and risk committee at the Mineworkers Provident Fund, where he manages assets worth over R28-billion.

He recently joined City Power, which has a net asset value of over R10-billion, as the chairperson of the audit committee. He's also the acting chairperson of the audit and risk committee at the bhe Banking Sector Education and Training Authority (Bankseta) and a member of the audit committee at the Local Government Seta. He chairs the finance and risk committee of the South African Heritage Resource Agency.

Kgokolo is the former chief financial officer of the Competition Commission of South Africa and also the financial director of DM Minerals.

"Being in board committees requires hard work and dedication," says Kgokolo. "I think it's especially the case when you are young and expected to lead people older than you. My approach has always been to prepare well in advance, and I ensure that I maintain a high level of independence."

Asked about the golden thread that runs throughout the various board committees that he is leading, he says: "Before any business venture or board meeting, I always ask myself, how can I better serve the people of South Africa?"

As a qualified chartered accountant and GIBS MBA graduate — where he was the top student in the leadership and accountability course — Kgokolo says that his education enabled him to harness his leadership and business skills; he is determined to create a positive impact in corporate South Africa through what he calls, "good corporate governance and sustainable leadership".

— Welcome Lishivha



PHOTO: SUPPLIED

Bokang Lemaana

Founder, Kabrio Technologies

LinkedIn: [linkedin.com/in/bokang-lemaana-87b7275a](https://www.linkedin.com/in/bokang-lemaana-87b7275a)

Bokang Lemaana is studying for a BSc in logistics engineering at the Nationale Hogeschool voor Toerisme en Verkeer (NHTV) in the Netherlands. He describes himself as an altruist, a speaker, a poet, and an avid writer, with a wealth of experience in hospitality, banking and retail. He has a passion for publishing and writing; his most recent book is entitled *Are you the Right Mind, Heart or Limbs for that Business?* It is available on Amazon and other online bookstores alongside his two poetry anthologies *A Journey to Nowhere* and *A Poet's Grave Sin*. He describes himself as a writer first, and he is already planning a book on logistics.

In 2016 he established Kabrio Technologies, which provides specialised IT services, solutions and products. In 2017, he co-established a company called Chronicle Ink under the entrepreneurship honours track he currently follows at NHTV Breda University of Applied Sciences. Earlier in the year, Lemaana won Best Idea for his African publishing house business idea in the 2017 NHTV Start-up Festival, where students get to pitch their start-ups or ideas to industry experts, fellow students and academic teams.

As a wordsmith, Lemaana has shared the stage with poets such as Don Mattera, Napo Masheane, Masoja Msiza and the poet-rapper, ProVerb, and has recited prose and poetry all over South Africa. A great ambassador for South Africa, Lemaana is on the board of the Erasmus Student Network, a non-profit international student organisation that represents students from across the globe.

— Sifiso Buthelezi



Dr Yudhvir Seetharam

Head of analytics, FNB Business

Twitter: @Yudhvir_S

Yudhvir Seetharam completed his doctoral studies in behavioural finance — what he calls a more “realistic” way of applying finance theory. “Behavioural finance takes the textbook and turns it into reality, by incorporating more relevant assumptions about how we behave when participating in the market,” he explains.

Seetharam is one of the few researchers in South Africa actively conducting academic research in this field, and he’s drawing on that academic background as head of analytics at First National Bank Business. He’s responsible for heading up a team of analysts that examine customer-driven analytics, maximise customer experience and conduct reports that help benchmark the bank’s performance against those of other banks.

“In this age of information, data is generated at faster speeds, in more complex, unstructured ways, and, particularly, it’s becoming more costly to analyse data,” says Seetharam on the importance of finding techniques and tools to analyse data for accurate prediction of trends in various markets.

He studied a bachelor of commerce and majored in business finance and economics at the University of the Witwatersrand, where he also completed his honours degree in finance. He did his master’s while doing internships at various companies and lecturing part-time at Wits, before moving on to complete his PhD.

Seetharam sees the work that he is doing in analytics and big data as preparation for greater things to come. Companies across various industries that have started to harness the power of the information age “are leaning towards data analytical tools and expertise to be more in touch with their customers and to create better customer experiences” he adds.

— Welcome Lishivha



PHOTO: SUPPLIED

Itumeleng Merafe

Founding director,
Bokamoso Cross
Mentorship Programme

Twitter: @ItuMerafe

Itumeleng Merafe joined Investec in 2006 and has worked his way up; he’s now the head of the Treasury Structuring Team. While at Investec, he completed the Finance Executive Development Program at GIBS in conjunction with Cass Business School in London, which was awarded with distinction. He then went on to further complete a Master’s in the Management of Finance and Investments at Wits Business School, which was also awarded with distinction.

For his undergraduate studies, Merafe completed a bachelor of commerce in economics and finance from Unisa, while also working as a telesales consultant at FNB to fund his studies. Having always been involved in activities such as soccer, squash and chess from an early age, he’s learnt to manage his time well, a skill that he says helped him thrive later in his studies and career.

He is also the founding director of the Bokamoso Cross Mentorship Programme, an initiative which started in 2007 that mentors grade 11 learners from both privileged and underprivileged backgrounds. “The most rewarding experience with Bokamoso has been seeing some of the learners from the programme grow into their own,” he says of the project.

He highlights a learner who joined the programme eight years ago, who made it through university and ended up working at Investec. He believes that it’s important for Bokamoso to be targeted at learners from township schools, former model C as well as private schools to allow for a broadening of views.

Merafe is also the founding director of the Young Professionals Association, which he says was born out of a need “to find a space where young professionals can interact, debate and learn from each other”. Through the social capital, resources and networks available in a gathering of young professionals, the association is a platform that allows young people to pioneer projects that will have a greater impact through various synergies instead of isolation.

As someone who’s constantly finding new and exciting ways to use his knowledge to help create new opportunities, Merafe is very optimistic about the future of South Africa, believing there is so much more we have yet to achieve as a nation.

— Welcome Lishivha



PHOTO: SUPPLIED

Lethabo Motswaledi

Chief executive, 3D Power

Twitter: @ThabsMotswaledi

‘When we speak of 3D Printing, we refer to a process that turns a blueprint into a real product, an actual three-dimensional object,” says the future-minded Lethabo Motswaledi on 3D Power, a 3D printing company she co-established in 2014.

Motswaledi studied geomatics engineering, an applied science in the rapidly developing engineering discipline that deals with spatial information at the University of Cape Town. She went on to further complete her MA in engineering, where she discovered a strong desire to start something of her own, which is when 3D Power was born.

Having studied a degree that allowed for the visualisation of the real world in 3D software, 3D printing became a natural avenue to explore. What started out as a hobby quickly turned into products that she realised could be commercialised. One of their most innovative products Hello Baby 3D Prints, which converts ultrasound data into 3D prints, providing expectant parents with the opportunity to “meet” their unborn babies, the first of its kind on the continent.

An Allan Gray Orbis Foundation Fellow and a Mandela Rhodes Scholar, she says: “My engineering degree gave me a broad scope of what was possible and the confidence to venture into new technical territory. And through starting my business I’ve had the opportunity to learn how to apply all these skills.”

The most challenging obstacle she’s had to overcome has been learning to operate her business without any external funding. “A false message often preached to entrepreneurs is that the first thing they need to do is secure funding to survive. Contrary to this, I have learnt that your business needs customers to survive, and they will be your initial funders. In South Africa where there is a huge shortage of risk capital; one needs to start with customers who believe in the product enough to buy it. Only then will the funders flock to your business.”

She’s also launched The Hourglass Project, a project that seeks to encourage active citizenship through a digital network of synchronised hourglasses that count down 67 minutes on Mandela Day. Through this project, Motswaledi says she and her team are hoping to inspire the citizens of South Africa to become active and play their part.

— Welcome Lishivha



PHOTO: SUPPLIED

Bongani Khulu

Head of family offices and client engagement, Barclays

LinkedIn: linkedin.com/in/bongani-khulu-33a4738

At 30, Bongani Khulu joined First National Bank as an executive assistant to the then chief executive Michael Jordaan, a move that has been significant in his career in retail banking. He’s since been the director of FNB Botswana Consumer Banking and headed up the Wealth Segment of the bank. He is currently with Barclays as the head of family offices and client engagement, where he oversees ultra-high net worth individuals and internationally wealthy families.

Khulu is optimistic about the wealth and investment management industry, which he believes is undergoing a major shift, as more previously disadvantaged communities are attaining wealth. As one of the few black executives in his space, he is a strong believer in innovation and social entrepreneurship as a means of bridging the gap between the haves and the have-nots. Khulu is

passionate about using his skills to improve and create conditions for the next generation to achieve financial freedom. He and a group of friends started the ByForce Youth and Economic Development Agency, an initiative that provides township high school and university students with mentorship and tutoring opportunities, to become more equipped entrepreneurs.

He attributes his entrepreneurial drive to his late maternal grandfather who owned a general store, where he worked as a young person.

Being one of the youngest people at management level in his field, Khulu says that the responsibility often requires making executive and strategic decisions affecting the direction of the business, which can sometimes be daunting. “I am becoming more and more comfortable with making those decisions and taking full responsibilities for their outcomes.”

He holds an MBA from Instituto de Empresa Business School in Madrid and a BSc with honours from the University of Pretoria. He started out his career as an assistant lecturer at the University of Pretoria in mathematical statistics and econometrics. He joined the corporate sector in 2007, and his first executive role was at the age of 27 as chief actuarial audit manager for FirstRand. — Welcome Lishivha



PHOTO: SUPPLIED

Naledi Phafane

Founder, Spectrum

Twitter: @NalediPhafane

At only 14 years old, Naledi Phafane is the co-founder of Open Root and Moval, mobile apps that simplify accommodation rental and transport in cities. She also co-founded Spectrum, the

company organising the Cognothon series of events.

Her involvement in the application and coding world has already scooped her awards that include winning of the City of Ekurhuleni Hackathon and TADHack Girl Coder of the year. Phafane is geared to give back to the nation through entrepreneurship — and thrives while doing it. “We South Africans have so much potential, but are constantly being held back because we don’t take action or use our resources to make this a better country,” says Phafane.

Her biggest challenge is finding business partners her age who share her mindset. Her father has played a significant role in

her success, helping her set up Spectrum, a company that hosts and organises events with Cognothon that aim to inspire the youth to take an interest in entrepreneurship. Naledi also runs innovation and entrepreneurship seminars at universities, with a recent one held at the University of Pretoria.

“My future aspiration is to see other young South Africans doing what I’m doing: taking interest in entrepreneurship and innovation in order to improve the economic status of the country. I’d like to see more young people adopting an entrepreneurial mindset,” she says.

— Welcome Lishivha



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be that great generation. Let your greatness blossom,"**

- Nelson Mandela.

200 YOUNG SOUTH AFRICANS Civil Society



Jolene Shaw

Economic development portfolio manager, Aurora Wind Power

LinkedIn: [linkedin.com/in/joleneshaw/](https://www.linkedin.com/in/joleneshaw/)

In South Africa currently, women (as well as people living with disabilities) are scarcely represented in the economic development sphere, particularly in the renewable energy sector. Jolene Shaw (31) has defeated the odds and is making noteworthy strides in this considerably male-dominated industry. "I feel privileged to be part of this industry, which not only provides clean energy options for our future but also allows me to use myself

as a catalyst to bring about meaningful and inclusive change for others."

Shaw, who recently completed her master's in public administration through Stellenbosch University, is currently managing Aurora Wind Power's economic development portfolio. "Our programmes range from early childhood development initiatives to providing tertiary bursaries to needy students. South Africa's Renewable Energy Independent Power Producer Procurement Programme (REIPPPP) has provided an excellent opportunity for independent power producers to invest in the communities surrounding their operations, most often marginalized communities," she says. It



PHOTO: QUAMBERLEY DUDLEY

is because of the newness of the renewable energy programme in the country and the amount of investment directed towards economic development in the programme that Jolene believes the opportunity is ripe for impactful community work.

One of Jolene's biggest motivations in life has been the opportunity to engage in developmental work to help change the course of people's lives. Having attended six different schools — ranging from private schools in Zimbabwe to public schools in Cape Town — has armed Shaw with insight into the way that not everyone is fortunate enough to have the courtesy of opportunities for development extended to

them. She expresses an appreciation for the fact that although her moving between many different schools "was decidedly disruptive in [my] childhood, I believe this unique perspective formed the basis of my work in economic development today. Acutely understanding the difference between having opportunities in life and the limitations cast on an individual who doesn't have those same or similar opportunities has shaped my commitment to community work."

A life lesson Jolene holds dearly is: "run your own race." She believes "there is a big difference between drawing inspiration from someone else's success and comparing yourself to it. At times when I feel I have not achieved enough, I just look back at my own journey and realise that I have pushed through my own limitations and that is phenomenal."

— *Simphiwe Rens*



PHOTO: SUPPLIED

Lauren Hermanus

Sustainable development specialist

Twitter: [@laurenhermanus](https://twitter.com/laurenhermanus)

"I am most thrilled by the power of thinking and imagination to change the way we solve social, environmental and economic challenges," says Lauren Hermanus, a specialist in sustainable development who focusses on urban resilience and energy innovation. "Our ability to think up new futures for our cities and societies presents us with blueprints that allow us to act differently today."

Resilience is essentially the ability of a system — composed of people, ecosystems and built infrastructure — to recover and even thrive after a lasting change or a shock, she explains. "I'm interested in urban (city and town) resilience. We can ask, for example, how resilient the City of Cape Town is, given that we are not doing very well in the face of this drought." Complexity thinking — an approach to making sense of the world which emphasises the interconnection between things in the world, and the fact that these multiple relationships unfold in time — formed the basis of research for Hermanus' first master's degree and has continued to inform her approach to all her work. Hermanus works in both the public and private sectors, applying complexity thinking to development challenges.

In 2016, she co-founded Massive Small Collective, a global network of researchers and practitioners focused on incremental and citizen-led urban development. Hermanus — who has just completed her second masters in development — is also a researcher on the international European Union-funded GreenWin project, which promotes bottom-up solutions to energy poverty and resilience. From 2014 to 2016 she served as the green economy coordinator for the Western Cape government, developing the first green economy indicators in the country. These indicate progress in the development of a greener, more sustainable economy: for example how much carbon is emitted through electricity generation. Hermanus led the process of getting this information, working with people across government departments and drawing on advice from national and international stakeholders.

"It is critical that human beings find more viable ways of interacting with each other and with natural systems if we are to increase well-being and opportunities to thrive for all people," she says.

— *Fatima Asmal*

Alexandra Parker

Founder, Joint Plans Committee East, Johannesburg Heritage Foundation

LinkedIn: [linkedin.com/in/alexandra-parker-63618015](https://www.linkedin.com/in/alexandra-parker-63618015)

Johannesburg's built heritage and social history are remarkably rich and complex for a city that is only 130 years old. Sadly, the state institution that is tasked with preserving and promoting this heritage — the Provincial Heritage Resource Agency of Gauteng (PHRAG) — is underfunded and lacks the capacity to successfully perform this role. In this vacuum, the role of civil society is particularly important.

Alexandra Parker has applied herself to this challenge with great energy and considerable success. She began volunteering at the Johannesburg Heritage Foundation (JHF) while a student at Wits, and this is where much of her journey began. Recognising the importance of the built heritage of Johannesburg's eastern suburbs, and the enormous developmental pressures that are eroding that heritage fabric, she founded the Joint Plans Committee East (JPCE). The JPCE is an organ of the Heritage Foundation, and is responsible for assessing heritage applications and town planning matters that have an impact on the eastern suburbs of Johannesburg. Parker has created a network of heritage, architectural, town planning and urban design professionals that provide professional guidance, free of charge, for heritage applications in this area. "The work that I do for the JHF is important because the history of this country will continue to be relevant for generations to come and one way to continue to learn from it is to conserve the built environment heritage — heritage that is both painful and heritage that should be celebrated," says Parker.

The JPCE now has the support of residents' associations from Kensington to Modderfontein, and in the 18 months of its existence has assessed over 100 heritage applications. Under Parker's leadership, the JPCE has not only protected built heritage but has also found innovative ways to accommodate densification and the diversity of uses that are required to make Johannesburg a more inclusive and resilient city.

Parker (33) is also a researcher at the Gauteng City-Region Observatory (GCRO) and serves on the board of The Architects' Collective, a nonprofit. "The city is a complex place full of diverse people — attempting to understand this complexity is partially what drives me," she says. "There are many different histories and stories and there are many reasons for the way things are. My job is to uncover this, to explain and understand, and to recommend what should be changed and what should remain."

— *Aaisha Dadi Patel*



PHOTO: SUPPLIED

Ntokozy Yingwana

Gender activist

Website: ntokozoyingwana.wordpress.com

Ntokozy Yingwana (31) is a gender, sexuality and sex workers' rights activist. As a feminist has dedicated her life and work to fighting gender and sexuality biases. She consults for the Sex Worker Education and Advocacy Taskforce (Sweat), the African Sex Worker Alliance (Aswa), and the Global Network of Sex Work Projects (NSWP). In 2015, she was invited by the English Collective of Prostitutes (ECP) to speak about decriminalisation at the House of Commons (England's parliament).

"When all's said and done," she says, "the most meaningful impact for me is having sex worker rights' activists that I have helped train and mentor speak for themselves either in the media, conferences or Parliament."

Yingwana is currently a PhD candidate and a communication and research uptake officer at the African Centre for Migration & Society at Wits. She cites African feminist and scholar-activist Sylvia Tamale as one of her biggest inspirations. "I admire how her academic work is informed by her activism, and in turn how her activism is guided by her academic work. She has written extensively on African sexualities and used that scholarship to advocate for LGBTQI (lesbian, gay, bisexual, transgender, queer and intersex) and sex workers' rights in Uganda."

She remains resolute in campaigning for the end of the criminalisation of sex workers in Africa. "Criminalisation not only robs sex workers of their bodily integrity, but it also renders them vulnerable to all sorts of abuses and even murder. And until sex workers are free from violence we cannot truly claim our freedom as a country. Decriminalisation is the only legal model proven to protect sex workers' rights."

Her message for young people? "Take up the difficult fights, even if they might be considered taboo and render you unpopular."

— *Aaisha Dadi Patel*



PHOTO: SUPPLIED

Collin Mduduzi Shongwe

Advocacy specialist, South African Human Rights Commission

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Collin Shongwe grew up in the rural township of Nhlazatshe in Mpumalanga, a community without access to water and electricity, and where the closest high school is 7km away. Access to water was 3km away, and each day he would wake up in the very early hours of the morning to fetch some before school.

These tough conditions were difficult for many of the young people in the area. Only a few made it to high school and for most who did, matric was the end of the road. But Shongwe was driven and determined to make it as far as he could go. "Growing up, we hardly had role models in our community. This was the reason why most young people did not see the importance of education. I thought to myself, 'if as a community we go on like this, we will most definitely be failing those coming after us'. With no role models in the community, young people have no future to look forward to."

Fast-forward to 12 years after his matriculation, and 29-year-old Shongwe stands out as a role model for young people everywhere. Not only is he an advocacy specialist for the South African Human Rights Commission (SAHRC), but he's also completing his master's degree in law at the University of Johannesburg. He already holds an LLB and a national diploma in legal assistance. He also had a stint working for the public protector of South Africa, where he did work "aimed at empowering the general public on remedies available to them to hold those in power accountable".

Through his work at the SAHRC, he has assisted in the development of educational material to educate communities about their human rights and the Constitution, including a fact-sheet produced in all 11 official languages, simplifying Section 26 of the Constitution: the right to have access to adequate housing.

Shongwe is optimistic about the future of South Africa, and has great faith in the Constitution. His message to young people is clear: "I cannot stress enough the importance of education. In school, I used to ask for old newspapers from my teachers and read them on my way home."

— *Aaisha Dadi Patel*

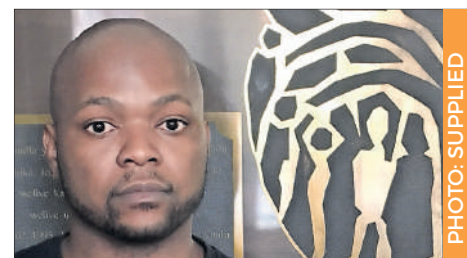
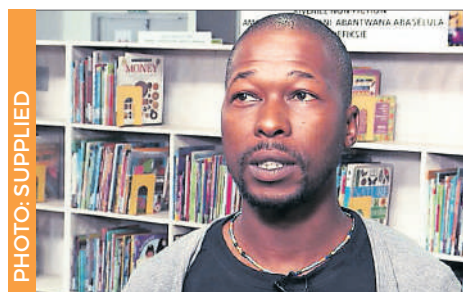


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200 YOUNG SOUTH AFRICANS Civil Society



Motebang Masitha

Founder, Philippi Brotherhood Project

Twitter: @PhilippiBrotherhoodProject

Motebang Masitha is a young ex-offender who now runs an organisation called Philippi Brotherhood Project in his own neighbourhood for young men and boys in gangs. He has been an ambassador for Young In Prison South Africa's Siyakhana programme and has travelled to prisons in the Netherlands to facilitate and teach other young people about the risks of being in a gang and life in prison. He's also been participating in community works with the City of Cape Town. Being moved from prison to prison in the Western Cape, Motebang managed to finish his matric inside prison and throughout his time there wrote poetry. His life changed after prison when he realised the need for intervention in his community. The project he runs already hosts workshops in the community and schools to create awareness on issues such as domestic violence with other young men who have been along the same route as him. "My son inspires me to be the father I never had, and be a better man and a role model worth looking up to," he says.

One of the biggest realisations Masitha made while behind bars was how prisons are so full of young black men. "I realised that crime and gangsterism, the abuse of drugs and alcohol by youth and broken families and communities are more like a culture to us than a problem. These things form part of the lives we live; directly or indirectly they affect everybody, but very few people want to get involved. I saw myself in everybody's story, and by so doing started on a journey of self discovery and realisation. That is why today I spend my days not just inspiring or motivating the youth to rise above their circumstances but in their own way, make the world a better place for all."

Masitha is now also a qualified pastry chef, after receiving a bursary to study at False Bay College in Muizenberg, and has worked in hotels and guest houses in Cape Town. Because of the ex-offender tag, getting work is a struggle — these struggles led him to start the Philippi Brotherhood project.

"My message to the youth out there is for them to not let their mistakes, downfalls or shortcomings define their realities. Everybody has a purpose or a role to play in this life — find it and live it."

— Aaisha Dadi Patel

Wanelisa Xaba

Radical feminist activist and decolonial writer

Twitter: @blak_terrorist

Deliberate, stern and unapologetic in her views, Wanelisa Xaba is a radical feminist activist, decolonial writer and thinker who is currently pursuing a master's in social development at the University of Cape Town. "My research explores university students' experiences of the blackness within the university space. I am exploring issues such as colonial and apartheid legacies in education, decolonisation, black tax, institutional racism, university cultures, marginalisation and belonging.

"Basically, my research is in conversation with the Rhodes Must Fall and Fees Must Fall movements by exploring the challenges faced by young black South Africans because of their black identity. The narratives are both heartbreaking and powerful," explains Xaba, who also confirms "I hold an additional two degrees that I have obtained by memorising racist, patriarchal and colonial 'knowledge'. I am trying to undo that damage to my psyche."

Although currently only focusing on completing her master's qualification, Xaba has been involved in a number of social justice, children and youth development initiatives. "I started facilitating social justice workshops at the age of 15 with a children's rights organisation. I travelled to different continents as a youth activist while still in high school. In university, I have been involved in various social justice initiatives against racism and within black feminist spaces."

Her work has seen her engaging policymakers from the department of social development regarding interventions for orphaned and vulnerable children. During her undergraduate studies at UCT, Xaba was part of a collective called Conscious Conversation which partnered with the office of the vice-chancellor and the transformation office to facilitate discussions about race, justice and restitution over a period of two years.

Xaba makes it clear that her biggest motivation in life is love, in particular, a deep-seated love for black people. "I love black people. In this context, love is a radical, relentless and uncompromising quest for freedom for our people. When I say I love black people, this means I hold black people accountable for our internalised racism, misogyny, queer antagonism, interpersonal violence, rape culture because truth is a huge component of love. Sometimes I don't like us black people but every day I choose to love black people. Love is a furious fire and a radical response to injustice. Love drives my quest for freedom," says Xaba

— Simphiwe Rens



Silomo Khumalo

Activist legal researcher, Section 27

Twitter: @silomomk

It was in late 2014 and early 2015, along with colleagues from Section 27, that Silomo Khumalo visited the 22 public special schools for visually impaired learners in South Africa. The report on these visits, titled *Left in the Dark*, is an indictment on the education system for children with disabilities. Khumalo describes the time conducting this research as greatly upsetting for him as a completely blind person.

Khumalo is an activist legal researcher at Section 27, where he has been working for more than two years. From Clermont,

outside of Durban, Khumalo has been blind since the age of 9, and despite the challenges he faced at the University of KwaZulu-Natal, he completed an honours degree in public policy and a law degree.

During Khumalo's time at university he involved himself in various activist and community causes. As a result, when he finished law school he had already connected with Section 27 through his involvement in Students for Law and Social Justice (SLSJ) and began to assist the organisation's burgeoning work on education for children with disabilities.

He was awarded a Section 27-SLSJ fellowship to work at Section 27, and was involved in the production of research reports, book chapters and opinion pieces. Khumalo has also actively thrown himself into giving educational and motivational talks on his experiences as a person with a disability in South Africa. His commitment to social justice activism is a very necessary contribution to the struggles for disability rights and inclusive education. The 30-year-old will be working as a clerk to Justice Johan Froneman at the Constitutional Court from July 2017.

— Sifiso Buthelezi

Zola Valashiya

Co-founder and director, Debate Afrika

Twitter: @ZolatheSoul

When Zola Valashiya was introduced to debating at high school, he was totally hooked. "I thoroughly enjoyed the intellectual challenge, memorising facts about the world, and out-thinking my opponent at an intellectual level," he says.

Valashiya co-founded Debate Afrika in 2012, with his friend, and while training high schoolers in Bloemfontein to debate, they

noticed that it was often learners from schools in affluent areas that were selected to represent the Free State at the national debate competition, while learners from disadvantaged schools were continually sidelined. "It was not because they weren't smart, but they needed coaching and practice, especially because debating is primarily in English — a language that is not their own." Valashiya and his team began training these schools in logic, argumentation, case construction and critical thinking, setting up debating league structures to enable learners to practise as frequently as possible.

This resulted in many being successfully



drafted into the national team and performing better at debating competitions.

If a school doesn't have an existing debate club, Debate Afrika helps establish one, training teachers and learners to run it autonomously. Other specific programmes include the Afrika Debate Academy (a Saturday debating

school) and SheSpeaks! a debate and public speaking workshop specifically designed for girls, addressing challenges they face.

Valashiya is also the schools projects and campaigns manager for Corruption Watch, a role that further allows him to pursue his passion for working with the youth, engaging with them about issues like leadership ethics,

Nkosikhona Mpungose

Founder and chairperson, Youth Inter-Active

Twitter: @MpungoseNW

Nkosikhona Mpungose is a Muslim youth community leader who currently serves as the Youth District Chapter Leader for the National Interfaith Council of South Africa.

Mpungose is a community development activist who is the founder and chairperson of Youth Inter-Active (YIA). YIA is a platform that facilitates leadership, peer education, career guidance, and art and sports development. Currently, he is also the executive youth representative for the KwaZulu-Natal Civil Society Organisation Coalition, the Project Manager for the I CAN Leadership Project — which operates under the United States Consulate's Durban branch, as well as the Activate Station Head for the INK (Inanda, KwaMashu and Ntuzuma) region in eThekweni.

He has over 10 years of experience in adolescent sexual and reproductive health and is considered a champion of meaningful youth participation and inclusion. He is the chairperson of the eThekweni Aids Council (district level) youth sector and is one of eight African representatives for the HIV Vaccine Network Team based in Washington. He is a member of a Community Advisory Board at Caprisa, where he advises researchers and doctors on how to approach young people regarding new HIV prevention strategies. He is also a facilitator at Children and HIV Association, where he facilitates the adolescence and friendly youth services programs. In 2016, he was elected as a steering committee member for the 21st International Aids Conference Durban Youth Force. He speaks of the important part that young people have to play in the eradication of HIV and the promotion of beneficial sexual health practices.

In 2014, his community work earned him the Most Resourceful Youth Award by Activate! Change Driver organisation for community development and public innovation and in 2013, he got the Community award for gender-based violence prevention by Brothers for Life and the KZN Network.

To add to his many achievements, he was also selected to participate in the ASRI Future Leaders Fellowship programme.

— Sifiso Buthelezi



accountability, integrity and transparency.

It has been quite the journey for the primary school learner who overcame a speech impediment to win his first speech competition through sheer hard work and practice. Valashiya holds an LLB degree from the University of the Free State and a master's in public administration from Central European University. He is also a Mandela Rhodes scholar (2015) and a Young African Leadership Initiative Mandela Washington Fellowship (2017).

"I am passionate about working with young people and helping to shape young minds. There's nothing more beautiful than seeing a young mind flourish. Civic leadership is critical in our country right now and we need leaders that can make South Africa the best version of itself. That means we must start early to build the sort of leaders we want to see."

— Fatima Asmal



Lindiwe Dhlamini

Founder, Injabulo Anti-bullying Project

Twitter: @IAmAFallist

Lindiwe Dhlamini is the director of the Injabulo Anti-bullying Project (IABP), a nonprofit she founded in 2015. The severe bullying that Dhlamini's nephew had to endure in high school because of his homosexuality motivated Dhlamini to kick-start this project. The IABP strives to eradicate the bullying of high school learners by working closely with schools across the townships of Khayelitsha, Gugulethu, Nyanga, and Langa. Learners exposed to the project are given 24/7 access to representatives of the project via WhatsApp as well as social media platforms in order to communicate their concerns. The project also hosts educational workshops twice a month using arts, poetry, music, drama and dance.

Dhlamini, who is currently reading towards an honours degree in gender and transformation studies at the University of Cape Town, holds a bachelor of social science qualification from the same university where she has been actively involved in various mass mobilisation efforts for campaigns such as *#FeesMustFall* and *#EndOutsourcing*. Dhlamini says she would like to be remembered as "a dedicated social justice activist, fallist, and founder of Injabulo Projects"

She's a dedicated leader and has a healthy leadership track record that includes being a fellow with the Human Sciences Research Council, University of California and Hivos in the Leadership for Stigma Reduction Programme. She is also the chairperson of the UCT postgraduate humanities faculty council and has held various leadership positions at UCT, including being the first black female chairperson of Rainbow UCT. She is also the founder of Lindiwe's Mobile Water-less Car Wash, an initiative started with the aim of "raising fees for university students, and creating awareness about the water crisis in Cape Town," she shares.

"Always show up for yourself, because no one will," she says. If she could instantly bring about any change in South Africa's current state of affairs, Dhlamini says that she would "end violence against LGBTQIA+ people, women and children."

— Simphiwe Rens



PHOTO: SUPPLIED

Paris Nyiko Makaringe

Founder and director, Lonwabo Lwesizwe

Twitter: @Paris_Makaringe

Growing up in a lower income family in Eldorado Park, Paris Makaringe observed that poorer communities didn't have essentials like winter clothing and blankets. As an adult this inspired him to try to make a positive difference in society.

He co-founded and directs Lonwabo Lwesizwe, a non-profit organisation which gives young people a platform via which they can develop their skills, keeping them away from harmful elements on the streets. It also assists hundreds of underprivileged children with clothing, blankets and food parcels through its "1000 Kids 1000 Smiles" initiative.

Another programme, #IAMAWOMAN aims to restore the dignity of women, by creating platforms through which they can express themselves regarding social issues they face. "We have 27 females volunteering for our organisation, and I noticed that they faced many social challenges which needed to be addressed," he explains. "Many women don't have anywhere to turn to for advice, so we created a space for them where they deal with their issues in a collective way, through hosting events in various areas, including in Freedom Park, Orange Farm and Eldorado Park."

Makaringe is also employed by Kumaka Early Development Index, a nonprofit organisation that is involved in youth development, drug awareness programmes and other community development initiatives. He is primarily involved in Kumaka's implementation of Ke Moja, a department of social development drug prevention programme. His duties include managing and supervising Ke Moja coordinators, as well as planning and driving the facilitation of Ke Moja programmes in schools and other sectors of the community and referring relevant cases to social workers.

But that's not all. As a project manager of #FASHIONFUSION, Makaringe also gives up and coming models and fashion designers an opportunity to showcase their work at the Eldos Art & Jazz Festival. He is an anti-drug activist of note in Eldorado Park, where — as a member of the Local Drug Committee (LDAC) — he regularly gives talks aimed at drug awareness and prevention at schools. "I feel that it's better to give than to receive and that a giving heart is a stronger heart. It makes me feel better about myself if I can help someone who doesn't have or is less privileged than what I am currently," he says.

— Fatima Asmal



PHOTO: SUPPLIED

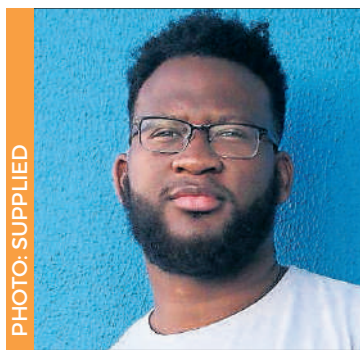


PHOTO: SUPPLIED

Laszlo Maya

Chairperson, Maya Deaf Foundation

Twitter: @MDF_185744

The question, "what has been your greatest life lesson?" may prove challenging for many young people to confidently respond to. But for 24-year-old Laszlo Maya, the answer is clear. For him, it's "do what makes your soul shine," because "life is too short to live it under the constraints of other people," he says. Maya, who lost his hearing

at the age of six, is the chairperson of the Maya Deaf Foundation, and is also completing his final year towards a BCom accounting qualification at the Nelson Mandela Metropolitan University.

Following a successful cochlear implant, Laszlo can now hear up to 60% with a hearing aid. He has strived never to allow his condition to hinder his progress and stand in the way of his achievements. Despite being deaf in a school with hearing children, Laszlo held significant leadership positions, including senior head boy. He is strong in his academic endeavours, holds a keen interest in dancing, and is an avid sportsman who has played first-team rugby in high school as well as in university. He attributes his drive and motivation to God and his family. "Everything I am and have is because of God. Despite my circumstances, I grew up in a household where my family instilled in me the belief that I can achieve anything I put my mind to. Until this day I still believe that," says Maya.

The Maya Deaf Foundation aims at raising deaf awareness, as well as raising funds for others who need cochlear implants and hearing aids. He also offers dance workshops for children, and spearheads an annual September #NotDEAFeted deaf awareness campaign. Giving back comes naturally to Maya, and his humility is memorable. "I wasn't placed on this Earth to live for myself," he says. One other strikingly memorable thing about this young leader would be his proclamation that "I love being deaf. If I had a choice, I'd choose deafness anytime."

— Simphiwe Rens

Alan Wallis

Information, expression and accountability programme manager, Open Society Foundation

LinkedIn: linkedin.com/in/alan-wallis-6231632b

We are fortunate to have functional levers for accountability in South Africa," says human rights lawyer Alan Wallis. "Things could be worse, but they could be better." Wallis holds an LLB from the University of Cape Town, and an LLM from the University of Michigan. After growing up in South Africa, Namibia, Armenia and the UK, he had his heart set on studying something related to the environment, but settled on law because it "involves building skills and ways of thinking that would be useful in a variety of contexts."

Wallis has played an active role in South African civil society for a number of years. After clerking at the Constitutional Court, he worked as a project lawyer in the International Criminal Justice Programme at the South African Litigation Centre. Inspired by the law's unique ability to find itself in the most unlikely, yet appropriate, settings. He is currently the manager of the information, expression and accountability programme at the Open Society Foundation (OSF-SA).

As a passionate advocate for human rights who has previously worked in the nongovernmental organisation sector himself, Wallis currently performs a key behind-the-scenes role in providing fundamental support to civil society organisations working to make South Africa's constitutional rights a reality. "Working in a donor allows for a bird's eye view of the phenomenal work South African civil society does," says Wallis. "It is a sector that is often wholly dependent on philanthropic support. This support, must be appreciative of and familiar with South Africa's unique socio-political landscape and the challenges facing the sector."

His message to young people? "Remember that you don't need to be a lawyer to promote human rights. Human rights and social justice need to feature more prominently outside of the courtroom."

— Aisha Dadi Patel



PHOTO: SUPPLIED

Ondela Manyezi

Co-founder, Township Farmers

Instagram: @ondie_m

Ondela Manyezi's passion lies in the promotion of children's rights. All her community efforts have been centred around ensuring children are allowed a fair chance to play and grow in a safe society. Through her initiatives she is tackling several of the sustainable development goals: ending poverty in all its forms, ensuring food security and to ensuring healthy lives and promoting wellbeing for all at all ages.

Ondela and her partner Siyabulela Sokomani

started Township Farmers, an initiative that has started sustainable gardens in orphanages and crèches in Khayelitsha. As the co-founder of township farmers, Ondela is driven by the right in the South African Constitution for children to have access to basic nutrition. As township farmers they are passionate about ending child hunger in black communities.

Township Farmers creates sustainable organic gardens in townships. The focus is on creating these gardens in early childhood development (ECD) centres and orphanages. "In ECDs for example, there is a need for nutritional foods for children in crèches who sometimes don't even have enough food at home, so we teach teachers how to grow and prepare food,"



PHOTO: SUPPLIED

she explains. This filters through to education about what nutrients are needed most for which age group and why, while maintaining the organic vegetable garden within the premises of the ECD centre.

Because of the red tape required for funding and a lack of knowledge of the processes, most orphanages identified by Township Farmers were not registered with government agencies and therefore don't receive government funding support. This affects the income of the homes and what food the home is able to afford for its children. "We engage with the kids and management. We keep the educational aspect interesting and interactive — when the kids are involved, they take part in designing

the process of their mini farm." A "plant day" is organised soon after the meeting where the kids get their hands dirty while working with management on how this garden can provide income for the home or orphanage. Township Farmers put in the hard work and partners provide all the teaching material and garden needs like compost, tools, seedlings and trees.

Manyezi says "the aim when working with communities is to always have sustainable programmes that the community and individuals have ownership of. As Township Farmers we are concerned with creating income networks with communities, allowing communities to trade among themselves and to have children re-imagine the spaces around them. The dream is to have a Township Farmers market where once a month all the projects could come and sell their produce from their own gardens to the community at large. Through permaculture and horticultural practices we do hope that this will be achieved."

— Sifiso Buthelezi



200 YOUNG SOUTH AFRICANS Civil Society

Ottilia Anna Maunganidze

Head of special projects,
Institute for Security Studies

Twitter: @MaS1banda

Ottilia is the head of special projects in the office of the executive director at the Institute for Security Studies. She works to identify key threats to Africa's development and crafts innovative solutions to deal with them.

In 2016, Ottilia was one of the panelists at

the annual Thabo Mbeki Africa Day lecture — a platform she used to highlight the plight of African victims and call for more responsible and responsive leadership. She is also one of the 2017 Munich Security Conference Young Leaders and intends to leverage this position to bring a strong African voice to global debates.

Through her work she has trained police and prosecutors, including those from the Hawks and the National Prosecuting Authority, to better respond to serious international and transnational crimes and has contributed to judges of inter-



PHOTO: SUPPLIED

national tribunals' understandings of African issues. "My deepest passion is for Africa, and I long to see Africa at peace, with Africans safe and prospering," she says. "Knowing that we can achieve this potential is what gets me going every day and motivates me to play my part. For me, this has meant actively working to shape laws, policies and practices on the African continent — from advancing peace to building inclusive and just societies. My work has few instant successes. It takes a lot of work and time; sometimes you only start seeing results after several years. But

knowing that I can and do contribute drives me and keeps me involved."

She is a big believer in the fact that women can do whatever they set their mind to. "People will tell you you are too young, too female, too this and that. Often, we fight against that. Don't. You are all of those things and that's your magic. Decide for yourself what you want to do and work towards it. Invest in yourself. A strong support system is invaluable, too!"

"I am inspired by my mother and African women like her — who lead in ways that so many do not acknowledge."

Ottilia hopes to see a South Africa where healing, inclusivity, and peace are a reality.

"We'll have to work together to achieve it, but first, we must have tough conversations about who among us must carry the heavier load."

—Aaisha Dadi Patel

Lungile Zakwe

Chief operating officer,
Treatment Action Campaign

Facebook: facebook.com/lungile.zakwe.56

After completing her studies in South Africa, Scotland, Sweden and Japan, 33-year-old Lungile Zakwe has worked extensively in the civil society sector to improve life for her fellow South Africans. She plays an instrumental role in the running of the Treatment Action Campaign (TAC), as well as the AFRO-Freedom Book Club.

Founded in December 1998 to campaign for access to Aids treatment, the TAC is widely acknowledged as one of the most important civil society organisations active on Aids in the developing world. One of its most significant victories was the 2002 Constitutional Court ruling in which the South African government was ordered to provide anti-retroviral drugs to prevent transmission of HIV from mothers to their babies during birth. Today the TAC continues to represent users of the public health-care system in South Africa and to campaign and litigate on critical issues related to the quality of and access to healthcare. The organisation currently has over 8 000 members and a network of 182 branches and provincial offices in seven of South Africa's nine provinces.

The AFRO-Freedom Book Club, founded over four years ago, is a great setting for Afrocentric, creative, opinionated and open-minded people. This is an excellent way to enjoy African literature with a great and diverse group of readers. The book club is open to those who want to stimulate their brain cells, have fun and create meaningful relationships through shared literature.

Women's empowerment is big on Zakwe's radar. "I particularly draw my strength from everyday women — we are powerful beyond measure. I am inspired by feminine leadership. It is a special kind of leadership that uplifts and raises the social bar."

She also feels strongly about African identity, and is inspired by fellow South Africans who "wake up and choose to be part of the solution."

"My every being believes in the Afrikan continent and its people," she says. "I believe in our experiences and stories. We are the change we've been waiting for. I am greatly interested in my work because it combines my passion and talents to make a difference in the world of Afrikan storytelling and social justice.

Our time is now and I am driven by that."

—Aaisha Dadi Patel



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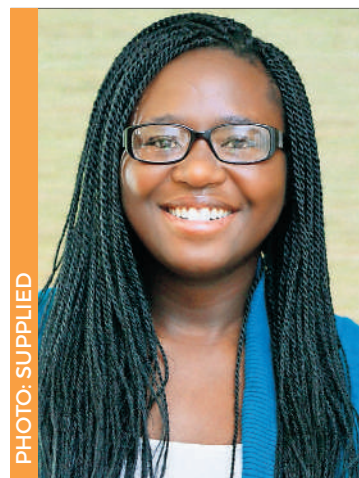


PHOTO: SUPPLIED

Nomonde Nyembe

Attorney, Centre for Applied Legal
Studies

LinkedIn: linkedin.com/in/nomonde-nyembe-3a3abb133

Nomonde Nyembe is an attorney at the Centre for Applied Legal Studies (Cals), a former clerk of the Constitutional Court and former fellow of the UCLA-Sonke Health and Human Rights Fellowship. She currently leads the Business and Human Rights Programme at Cals and has been instrumental in litigating against the South African Social Security Agency (Sassa) during the recent

social grants crisis. Cals, representing the Black Sash Trust, approached the Constitutional Court in February this year to ensure that the social grants system and its beneficiaries were protected when the contract between Sassa and Cash Paymaster Services came to an end in March. Nyembe is one of the unsung heroes of this victory.

She is also busy leading work on women in mining, representing the family of a woman raped and killed underground and hoping to hold the mine responsible for the protection of the female staff from gender-based violence.

Motivation for 31-year-old Nyembe to carry out the work that she does comes from her own lived experiences. "I am a black woman, I come from a black woman, and the experiences of black women resonate with me at a cellular level. Both patriarchy and racism are self-executing policies, although they were created to benefit some and exploit others. As such they have both latent and patent manifestations, and I have a responsibility to find ways to address them."

She remains inspired by women: Bonita Meyersfeld, Sisonke Msimang, Vuyiseka Dubula, to name a few, and her mother and late grandmother. She also finds the young women she works with to be inspiring, and says that their unseen efforts are their greatest wins: inspiring and encouraging black women, and being willing to lower themselves to act as a ladder for black women — something she also strives to do.

While Nyembe has plenty to say about young people, she has a more important message for older people: "Create the opportunities for young people, build the ladders, expand the space and when they talk — listen."

And her hopes for South Africa? "I would like South Africa to move from being one of the most unequal societies with regards to wealth, race and gender to an equal one."

—Aaisha Dadi Patel

Luthando Brukwe

Head of transformation unit, National
Union of Mineworkers

Twitter: @thiido

For a 32-year-old in corporate South Africa, Luthando Brukwe should be an inspiration to his peers and the generation after him. Currently employed as the head of the National Union of Mineworkers' transformation unit, he is responsible for monitoring and evaluating the Mining and Construction Charters, the implementation of social and labour plans by mining companies, compliance with department of mineral resources regulations and advising the union's structures on present legislation.

Working in organised labour, Luthando always has to keep his focus on the needs of the working class and the policies that seek to exploit them. The mining industry in South Africa has been plagued by inequalities and oppression for decades. As a member of the Minerals and Petroleum Board at the department of mineral resources, where he is the chairperson of the Section 52 downscaling and retrenchments sub-committee, he ensures the correct implementation of the Minerals and Petroleum Resources Development Act and its objectives of ensuring the mineral resources of the Republic of South Africa belong to the South African people.

In 2007 Brukwe obtained a BA degree from the University of the Western Cape majoring in psychology and political studies. Since then he has also completed a prospecting and mining law postgraduate course at the University of the Witwatersrand's Nelson Mandela Institute, and he is now pursuing a course in sustainable development at the same institution.

Transformation is a hot topic in South Africa, and recent statistics have shown an improvement in transforming the face of the industry, but the process has been slow, leading to much frustration, open letters and protests. Armed with a wealth of knowledge from advising mining companies on community and stakeholder engagement, transformation, local recruitment, women in mining, local economic development and preferential procurement policies, it would seem that a more inclusive mining industry is what Brukwe aims to achieve.

—Sifiso Buthelezi



PHOTO: SUPPLIED



PHOTO: SUPPLIED

Leandra Pinho

Pilot

Facebook: facebook.com/leandra.a.pinho

After a terrifying experience on a turbulent flight when she was four years old, Leandra Pinho had her mind set that the world needed good pilots, and that she was going to be one of them. At 26, she has just reached a big milestone of 1 000 hours of flying.

Growing up with a single mother, there was never a guarantee that there would be funds to study further. But after years of saving, she put herself through aviation school and obtained her private pilot license. "I am lucky enough to love what I do and to be extremely passionate about what I do," she says. "I don't wake up and go to work every day — I wake up and live my dream."

She flies all across Africa, including in war zones in western and central Africa. Some of her experiences could read straight off of the pages of adventure books: she's been part of military operations, stayed in military camps, slept on a stretcher in the middle of the desert, and had runways bombed while attempting to land. She's flown in bulletproof vests, and cooked food underneath the wing of an aircraft with one firefighter and one match in 50 degree heat. She also assists in medical evacuations, and delivers medical equipment, personnel from Doctors Without Borders, and food to refugee camps on a weekly basis. "I believe that the risks are worth the good being delivered each and every day," she says.

Pinho says her work is very far from glamorous, and it can sometimes be challenging to be a female pilot in such a male-dominated space. "Men are intimidated by women in this industry. It is an industry of huge ego, and this is why the women in aviation have to be extremely strong at heart and extremely passionate. Out of approximately 49 pilots in my company, there are only three woman pilots. A big positive would be when people see you in the airport and they can't believe they are meeting a woman pilot. Most of the time I'm the first one many people have met."

All said and done, when Pinho is in the air, she is on cloud nine. "My most peaceful time is when I'm airborne. My life has clarity, I know why I am there, I am one with my passion, my love and my life."

—Aaisha Dadi Patel

200 YOUNG SOUTH AFRICANS Civil Society



Twin Mosia

Founder, Elandskop Museum

LinkedIn: <https://www.linkedin.com/in/col-lin-mduduzi-shongwe-07059963/?ppe=1>

Twin Mosia is a man on a mission. He comes from a small town in the Free State called Mamafubedu Petrus Steyn, where he's been actively involved in the community since he was a child. Mosia spent a lot of time working on local projects and in various other roles until, in 2015, he left his job as a miner to focus on his passion — South African history and heritage.

"I have had a love and passion for South African history, culture and heritage since my early days at primary school," says Mosia. "I am a typical farm boy who didn't believe in cities, but due to a lack of employment opportunities in Mamafubedu Petrus Steyn, I travelled across the country looking for work. I was a gardener, construction worker, driver, miner and everything else in between until I decided

to return home and focus on my passion for history."

Mosia decided to open a museum in his hometown. Since jobs are scarce and nothing happens in the area, despite its potential, he decided to make it happen himself. The museum is called Elandskop Museum, named after a local hill, and will be housed at an old train station that belongs to Transnet. He plans to return it to its former glory.

"I identified the train station as it forms part of the history and heritage of our town and has been badly vandalised, so we are in talks with Transnet and other stakeholders to have the station leased or donated to us," he adds. "The museum will be home to an art gallery, book shop, cultural village and an arts and crafts shop, to name but a few."

However, funds are not easy to come by, so Mosia plans to cycle more than 3 000km to raise money for his dream. He also wanted to collect stones from both the black and white concentration camps of the Anglo Boer War (1899-1902) to build the first ever reconciliation monument to honour those who died in the war.

"This idea slowly took root, and I've had



PHOTO: SUPPLIED

the Nelson Mandela Foundation, Freedom Park, South African Military Veterans, and the Heritage Foundation all show interest,"

says Mosia. "While the cycle tour hasn't taken place yet as we are seeking funding, we've had plenty of visitors, even without [yet having] a museum. It has been running as a virtual establishment and has gone on to represent South Africa as a finalist in the African Youth Awards 2016 in the Civil Society of the Year category. We've had visitors from the Netherlands, Australia and Belgium."

In 2016, Mosia also received a Golden Shield National Heritage Award from the National Heritage Council for his contribution to South African heritage. He also received a Gold Medal and the title of Reconciliation and Unity Ambassador for his contribution to the education of the public.

"As a young person with dreams I believe our biggest obstacles are drugs, the educational system and youth development. There is a huge need for the government to support those who take initiative," concludes Mosia. "Many of my peers have given up because there is a lack of support. Our youth is frustrated and have lost hope. I challenge the youth all to rise up and take this country to where it needs to be. Do your bit for a better South Africa."

— Tamsin Oxford

Mawethu Nkosana

Founder, The Black Love Association

Twitter: @Mawethu_



PHOTO: SUPPLIED

A queer black thinker whose work as an artist and social commentator has been featured on various platforms, Mawethu Nkosana is adamant about carving out a space for queerness in the mainstream. As a performance artist he continues to contribute to the national art landscape — Mawethu teaches spoken word and literature to marginalised communities and has done immense work with TBWA's Room 13 project.

He is the founder of The Black Love Association, a social dialogue and events platform aimed at "popularising intersectional politics and implementing the 'safe space' ideal through photography, poetry, music, screenings and dialogues," he explains. He has previously worked as a copywriter and BlackBerry ambassador.

Nkosana is an Auwal Socio-Economic Research Institute (ASRI) Future Leader 2016 fellow, part of The SA Human Rights Defender Network, A COP17 2011 Youth delegate, and former member of WASO. He is now the research and communications officer at the

Human Rights Institute of South Africa.

He was recently invited to the NGO Forum and 60th session of the African Commission on Human and People's Rights in Niger where among other activities he presented the state of South African human rights. He has a passion for the advancement of women's and girls' rights and works with various organisations to campaign and make policy changes to ensure gender-based violence and the feminisation of poverty is combated and that the Maputo Protocol on women's rights is fully adopted by all states that ratified it.

In the continued effort to create a better South Africa through dialogue with the various constituencies in society, Nkosana is also part of the working group on the establishment of a South African youth nongovernmental organisation coalition with multiple civil society members. He holds a BA in psychology and political science from the University of the Witwatersrand. His dedication to human rights has made him a key commentator on these issues.

— Sifiso Buthelezi

Bongani Mcobothi

Programme manager and facilitator, Fli Hi Training

Facebook: [facebook.com/patrickb.mcobothi](https://www.facebook.com/patrickb.mcobothi)

Bongani Mcobothi didn't have an easy childhood. His father left his mother while she was pregnant and she passed away shortly after he was born. Mcobothi (29) was sent to a home for abandoned and abused children in Umlazi, before ending up at an orphanage in Umlazi where he grew up. At 18, he had to make way for other children, and learnt to fend for himself, working as a cashier and shop assistant.

Although life was difficult, he chose to see the positives in his situation: "I learnt to be patient, to love other kids who were in similar condition, and to be self-disciplined." He completed a three-month life skills and leadership development training course with World Changers Academy (WCA), a KZN-based nongovernmental organisation, joining them as a community mobiliser, facilitator and programme manager thereafter.

During his time with WCA, from 2011 to 2016, Mcobothi trained between 4 000 and 6 000 young people in various fields including life skills, leadership and computer literacy. Community halls, churches and other private venues were used for these classes, which catered for between 100 to 300 learners. "I was involved in these personal mastery programmes in almost all the townships and rural areas under the eThekweni Municipality," he says. "I facilitated topics like vision, purpose, goal setting, social issues, leadership, self-



PHOTO: SUPPLIED

leadership, job readiness, career guidance and branding and communication."

Earlier this year Mcobothi joined Fli Hi Training as a programme manager and facilitator. The company offers different types of business and entrepreneur training, and he is responsible for its business practice learnership and leadership development training. He was recently part of a team responsible for selecting potential entrepreneurs to undergo a 12-month business practice learnership, and was thrilled to be afforded the opportunity to identify talent in his hometown of Chesterville.

Mcobothi is currently studying towards a degree in social work. "It has been a pleasure to serve my country at a young age and I am looking forward to continue serving my people," he says.

— Fatima Asmal

Nosipho Vidima

Human Rights and lobbying officer at Sweat

Facebook: [facebook.com/nosipho.vidima](https://www.facebook.com/nosipho.vidima)

No day is the same for Nosipho Vidima (31), who is the human rights and lobbying officer at the Sex Worker Education and Advocacy Taskforce (Sweat). "I can go from having a routine day, then boom — a sex worker is raped or killed or arrested unlawfully."

In the case of the latter, Vidima has to strategise on interventions with Sweat partners. Then she has to call police stations, communicate with human rights

defenders, and assist the sex worker as best as she can, documenting every step, for the larger advocacy plans of the organisation. A sex worker herself, Vidima says she has experienced various human rights violations including rape, physical assault and discrimination at the hands of clients, government institutions, service providers and the community in general. "Sex workers are among the most vulnerable persons in South Africa, mainly because of the laws that push sex work and sex workers into unsafe,



PHOTO: LESEGO TLHWALE

unprotected areas to conduct their trade," she says.

Back in 2012, Vidima saw a sex worker being brutally attacked by police officers, and tried to intervene, videoing the incident with her phone. Shortly thereafter she heard that Sisonke, a sex-worker led organisation, was planning a march to various police stations to protest police harassment and abuse. Vidima joined in, heralding the start of her passionate involvement in fighting for the rights of sex workers. Since then she has served as a sex worker

ambassador for TB/HIV Care Durban, a lobbying officer for Sweat (2013 to 2014) and a project site coordinator for the Red Umbrella sex worker programme (2014 to 2015) before rejoining Sweat last year.

Vidima currently coordinates the #SayHerName campaign, which documents the deaths of sex workers in South Africa and works with a team of human rights defenders to ensure that these cases receive attention and are not overlooked.

"Sex work should be decriminalised so that it can be seen as work, so that sex workers can have safe working environments, so that they can mobilise and unionise to fall under the employment and labour laws," she says. She will not rest until this happens. "My goal is to be part of the decriminalisation campaign until sex work is decriminalised or I die, but I'm here for the fight until the end."

— Fatima Asmal

200 YOUNG SOUTH AFRICANS Education



Xichavo Alecia Ndlovu

**Political studies lecturer,
University of Cape Town**

Twitter: @AleciaNdlovu

Having come from an under-resourced school, Alecia Ndlovu was not the strongest student during her undergraduate years at University of the Witwatersrand. Determination, hard work and a passion for learning changed that around, and today she is considered the up-and-coming academic on comparative and international political economy in South Africa.

Just 28, she lectures political studies at UCT while studying a PhD in international relations, focusing on the effects of political institutions and party systems on the inclusiveness and sustainability of development in resource-rich African countries, specifically Ghana, Mozambique, Namibia and Zambia.

Ndlovu's research studies issues that are critical to the political and economic development of African nations, and says she considers it a privilege to be in a position where she can conduct and present data that has potential to influence and direct policy decisions.

Ndlovu attributes much of her success to good mentorship.

"Those who mentored

me during my journey as a student played an important role, and I'm inspired by the possibility that I too can have a similar impact on the lives of my students. A key role in cultivating curious minds is to challenge self-doubt and encourage boldness in questioning the status quo," says Ndlovu.

This dynamo admits her greatest career challenge is being a young, black, female academic, constantly having to deal with the possibility of being second-guessed and undermined.

"That, together with finding a balance between my research, writing my PhD thesis, teaching and looking after my two siblings, is what keeps me challenged."

Despite a firm belief in the notion of character over accolades, Ndlovu has already achieved so much.

She has won numerous awards, including a Carnegie Global Change Award and being named a Social Science Research Council (SSRC) Next Generation Social Sciences in Africa research fellow. She has an MA (cum laude) in international relations from the University of the Witwatersrand, for which she won the School of Social Science Research Award, the Feroza Adams Award and a University Council Scholarship.

— Linda Doke



PHOTO: SUPPLIED

Sinazo Maneli

**Meteorological technician,
South African Weather Service**

Instagram: @manelisinazo



PHOTO: SUPPLIED

initiative, energy and a determination to enable others to see opportunity is what 10 years ago set Sinazo Maneli apart from other matriculants in her community. Maneli recognised that good grades are not only what university acceptance is about, and that early application to institutions and organising one's financial assistance in advance are critical.

Coming from a disadvantaged community herself, Maneli graduated from the University of Fort Hare with a BSc in geography and geographical information systems (GIS), and an

honours degree in applied remote sensing and GIS.

In 2015, as a GIS intern at the department of agriculture, forestry and fisheries in King William's Town, she organised the Masifundeni Career Awareness Day for more than 400 students from four high schools in her community, mobilising support from various national and provincial government departments to support the event by presenting career opportunities and financial offerings.

Maneli then compiled the Masifundeni presentation, clearly outlining the process of applying to institutions of higher learning on time and avoid walk-ins happening at universities in January.

"You find that walk-ins are mostly students from rural areas, as they are not aware of the proper application process. There are also many assumptions about academic funding. Many people presume you need to come from a rich family to study at university – they don't know that if you pass matric with good grades and apply on time, there are scholarships, bursaries and study loans available."

Maneli is inspired by the knowledge that she is helping others and changing lives for the better.

Now just 27, Maneli has been appointed as a meteorological technician for the South African Weather Service on Marion Island scientific research base, which is part of the South African National Antarctic Programme by the department of environmental affairs. She will be based on the remote island for 13 months.

— Linda Doke

Itumeleng Molefi

Science teacher

Twitter: @itu_molefi

Itumeleng Molefi never intended to become a teacher. Despite being the one in class who kids went to when they needed something explained, he was the mischievous one who knew how to get up to nonsense without getting caught. So instead of going the teaching route, he chose to study physics and maths.

It was no surprise then that as a first year university student Molefi found himself tutoring maths and science to high school learners on weekends through a non-profit organisation

called Ikamva Youth.

"I really enjoyed the moments of clarity that I gave to the learners and students, and I enjoyed the feeling of contributing to, and forming relationships with, the next generation. It became clear to me that teaching was something I had to try," says Molefi.

After completing an honours degree in physics, he took a break from his studies and joined Teach South Africa, a non-profit organisation that seeks graduates who have not studied education, but who can teach mathematics, science, technology and English. He was placed in the small Northern Cape Karoo town of Carnarvon.

"My initial plan was to teach there for two

Lindelwa Mini

Leader, Leap 1, Langa

Facebook: facebook.com/lindelwa.mini

"Take advantage of the opportunities provided no matter how small they are, and let your current circumstances be a motivation for you to be great." This is Lindelwa Mini's advice to young people who don't have access to high quality education.

It is this attitude which has seen her succeed. Back in 2003, Mini was a student at a high school in Langa, at which Leap Science and Maths Schools – which provides free education to learners from high-need communities – was running afternoon classes. Mini asked one of the tutors if she could attend. She then passed an admission test for entry into Leap 1, forming part of the first Leap cohort in 2004. When Mini matriculated in 2007, she joined a Leap programme for teachers, completing a bachelor of education via Unisa. She then began teaching accounting and economic management sciences at Leap 1, and was eventually offered the opportunity to lead a school in Langa.

As a leader she oversees the daily running of the school, including managing its budget and payroll. She also oversees the recruitment and training of teaching staff and learners; plans the school timetable and calendar, and oversees the school's extra mural activities. "I am a role model to the black kids from Langa township whom I lead," she says. "When they see a successful young black woman they know it's possible for them as well."

She takes her role very seriously: "Every decision I make needs to be purposeful and in their best interest, because we share the same background and went through the same struggles. I also feel a great responsibility on me to make sure that I produce conscious and passionate citizens."

Someday Mini would like to relocate to a remote area in the Eastern Cape, where she would like to start a school similar to Leap 1 for economically disadvantaged children. "In order to access resources you need to have knowledge, and unfortunately you need to have education to have access to them. Education gives you a set of skills that can assist you in improving your circumstances."

For Mini, education entails much more than academic success: "You can excel academically but if you don't know who you are and what you stand for you will not succeed. I believe education is being the better version of yourself."

— Fatima Asmal



PHOTO: SUPPLIED

Kwandile Sikhosana

Co-founder and chairperson, Daveyton Book Club

Twitter: @ukwandile

Kwandile Sikhosana has a clear, and large, vision: to improve the lot of the overwhelming majority of South Africans who are disadvantaged.

He wants to empower people to not become just job-seekers, but rather macro-economic role-players.

"I want to redefine what it means to be African – free of racial issues, xenophobic fears and other socioeconomic challenges that counter the progress we have made since 1994," says Sikhosana.

Just 25 years old, he believes that as a product of poverty and coming from a disadvantaged background, he has a duty to address these issues "so that the next generation can have different struggles, like creating a first world country from our current junk status situation."

Sikhosana is co-founder and chairperson of the Daveyton Book Club, an organisation that seeks to address illiteracy by establishing mini-libraries and book clubs for disadvantaged communities through partnerships with community developers across the country.

The organisation hosts various campaigns, from feeding the homeless and clothing street kids, to providing free basic project management training, computer skills and

entrepreneurship.

Ever the energetic community developer, Sikhosana is currently working on the Brakpan University Initiative, proposing the redevelopment of an underutilised facility in Brakpan into a university campus. The proposal has been put to the department of higher education, and is at the feasibility study stage.

Sikhosana considers red tape and access to funding the greatest challenge he faces in his community development work.

"Many funding institutions prefer to fund initiatives that have been in business for a long time, rather than considering the impact that relatively new organisations can have."

— Linda Doke

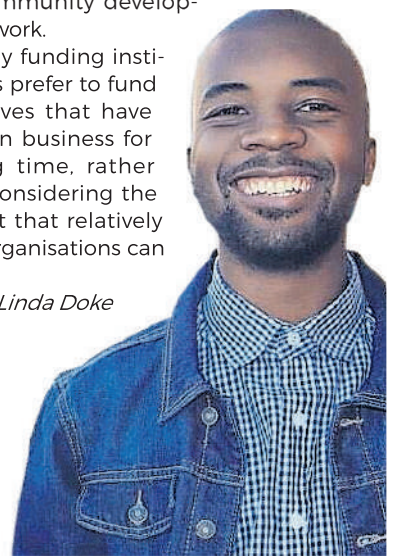


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PHOTO: SUPPLIED

conscious and active citizenry that will help further social justice in our world," he says.

According to Molefi, the secret to good teaching is the ability to make the material more engaging, and to show learners how their theoretical work can be applied to real life problems.

In 2016 Molefi was one of 47 science teachers selected globally to attend the Cern High School Teacher Programme in Switzerland, and in July he will be one of 50 science teachers worldwide at the Perimeter Institute for Theoretical Physics in Canada to take part in the prestigious EinsteinPlus programme.

"This will be another opportunity for me to learn how to make the material I teach come to life," he says.

— Linda Doke

200 YOUNG SOUTH AFRICANS Education



Stacey Fru

Author

Twitter: @staceyfru

At the tender age of seven, Stacey Fru wrote her first book, *Smelly Cats*. She's now 10, with a second book *Bob and the Snake* on the bookshelves and a third, *Smelly Cats on Vacation*, due to be published this year. *Smelly Cats* went on to qualify with the national department of basic education as supplementary learning material at primary schools. Fru has since won several Young

Leader awards and Academic Achievements awards for her writing and for being a motivational role model. Last year she became the youngest founding member of Wits University Centre for Multilingual Education and Literacy. She's spoken to audiences at Unisa, University of the Witwatersrand and the University of Johannesburg and addressed more than 800 matric learners at the AngloGoldAshanti Career Expo in 2015. In 2016 she officiated at a graduation ceremony for 300 learners at Mvelaphanda Training Centre in Limpopo. There's a funny story behind why she began to write, says Fru. "My mum wrote her masters' thesis and I saw her book and I was very jealous that she could write a book without telling us, and I thought 'if my mum can do it, so can I'. So I started writing the book *Smelly Cats*."

Her mum edited it, then sent it to be professionally edited and illustrated. When it was ready to be printed some professional publishers turned it down, so they decided to self-publish. Her books are now sold in regular bookshops and online via Fru's website. She has formed the Stacey Fru Foundation



PHOTO: SUPPLIED

to run a campaign called A Child, A Book to encourage people to buy and donate her books to kids who would otherwise never own a book. Meanwhile her mother, Victorine Mbong Shu, has published two books of her own about parenting, and together they make a popular mother-and-daughter team for events and TV talk shows. Despite her success, Fru has other ambitions. "I want to become a medical doctor. I still want to be an author as well as a doctor, so I'll write in my spare time," she says. "My friends are very proud of me, but we don't bring it up much at school because I just want to enjoy school. And I don't stand out, because we each have our own talents."

— Lesley Stones



PHOTO: THABANG R PHOTOGRAPHY

Dr Ayesha Omar

Political theory lecturer, University of Johannesburg

Twitter: @AyeshaOmarSA

The students taught by Dr Ayesha Omar at the University of Johannesburg say she is the reason why they have developed a passion for political thought. She has opened their minds and given them a deeper insight into black radicalism, philosophy and comparative thought. "She breaks the boundaries of the glass ceiling every day and, more importantly, is inspiring a generation to do the same. South Africa needs more women who teach us to think differently," her students say. She also has three children, proving that being a mother need not be an impediment to holding a challenging position. Omar is a political thought lecturer who talks passionately about her subject. "It interrogates some of our most fundamental ethical questions in society: what is justice, what is freedom, who should rule and why they should rule, and it elucidates important contemporary debates in politics and helps us understand the way certain political institutions and practices are justified," she says. "As a young person I'm committed to teaching and enabling my students and helping them understand these ideas. I ask meta-questions, such as 'what is a state and why do we have one?'"

Omar entered the field because she had always found research to be extremely stimulating, as it makes you engage with ideas. "I find teaching incredibly rewarding because of the manner in which the students engage with you and how we can use political theory to understand ideas and help to facilitate a more just world."

Although her expertise could take her to a lecturing position overseas, she plans to stay in South Africa to contribute to the country. "I believe it's imperative for young people to give back to society, and one of the most powerful ways is through a commitment to education to help students think intelligently. They are confronted with all these issues in society and part of the job of a university is to help students think through and unpack issues," she says.

She holds a BA, an honours in political science, a master's in political theory, and a PhD. She is now expanding her PhD thesis on the political thought of the historic philosophers Ibn Rushd and Marsilius of Padua into a book. After that, her medium-term goal is to become a professor.

— Lesley Stones

Lerato Machetela

Psychologist

Twitter: @LeratoMachetela

Clinical psychologist Lerato Machetela is the founder of a dance group in Jagersfontein that provides young men with a means to express their emotions while still feeling like real men. Members of her Diamonds in the Rough dance group have earned national attention and performed at the Mangaung African Cultural Festival, Bloem Show, International Museums Day and various Heritage Day celebrations. Machetela formed Diamonds in the Rough when she was placed in Jagersfontein for her academic community service year, as the final step to qualify as a clinical psychologist. She created a gumboots dance school to give male teenagers a chance to freely express themselves.

"Due to the culturally embedded norm that 'real men don't cry', men are denied the opportunity to experience and express their pain and humanness in an appropriate manner," she says. Instead they suppress their emotions until they lash out in a way that is usually detrimental to their wellbeing. "The positive impact this group had on male teenagers inspired me to explore arts-based methods in research," she says. Working in Jagersfontein also showed her the insurmountable daily challenges people experience, which inspired her to pursue academic research that would have a direct impact. She is studying for a PhD in clinical psychology at Stellenbosch University by researching the traumatic impact that daily experiences of humiliation and depravity have on young people's sense of identity. Her research has already received international recognition and she is often invited to speak at various academic conferences. Her work with the dance group has also

drawn attention from numerous businesses, which have awarded scholarships to some of the young men to further their studies. Machetela says her interest in this field stems from her role as a school prefect. Many learners confided in her about personal challenges and she focused on trying to raise their self-esteem and instil positive thought patterns. "It was always fulfilling to witness the manner in which my peers' quality of life appeared to change following the interactions. It was then that I saw the need for such a profession and the good it could do in the world, with the aim of having a positive impact on people's lives and alleviating human suffering," she says. "Now I am doing research that has direct impact and can leave a legacy behind."

— Lesley Stones



PHOTO: SUPPLIED

Thandolwenkosi Mthembu

Urban designer

Instagram: @let_thando_be

Thandolwenkosi Mthembu wants to design African cities that serve their populations and that can grow to support rapid urban development. "I want to do more than just design buildings; I want to change and affect people's lives," she says. Mthembu is studying for an MSc in city design for developing countries at Oxford Brookes University in England on a prestigious Chevening Scholarship. She aims to improve areas like her hometown of Hammarsdale in KwaZulu-Natal. "My hometown is riddled with poverty and other social ills, and my academic training has brought to light the urban development issues that the society I live in faces." She hopes her "innovative but sympathetic

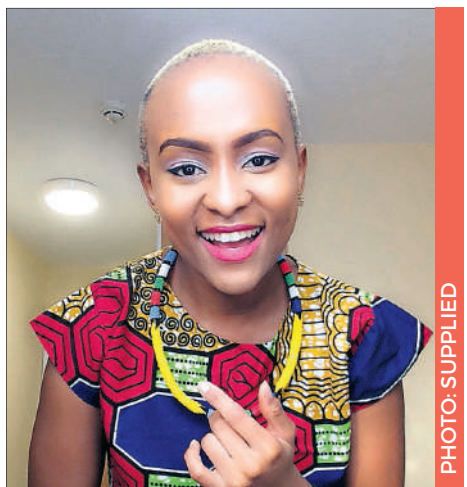


PHOTO: SUPPLIED

design approach," coupled with a strong interest in decreasing the effects of poverty,

will fuel her career in the built environment. She previously studied architecture at the University of Cape Town on a scholarship from the Allan Gray Orbis Foundation. While there she fell pregnant with her son, so she completed her degree at the University of KwaZulu-Natal, closer to her family. Her experiences of poverty and being a single mother have shaped her. "I'm committed to the transformation of the spaces in which Africans live, and I'm a strong advocate for equal opportunities for women in male-dominated fields such as architecture, and for transformation of all issues around race and the empowerment of women," she says. In 2015 she was part of an international workshop on reshaping the socio-ecological landscapes of Kya Sands informal settlement. She is also the founder of Power Generation, a youth organisation empowering the disadvantaged through education, sports and cultural activities. Before going to the UK she lectured in architecture at Durban University of Technology.

— Lesley Stones

Kentse Mpolokeng

Junior lecturer, UCT

Twitter: @KentseMpolokeng

At just 26, Kentse Mpolokeng is on the fast track to becoming one of South Africa's leading academics. She is the first black female lecturer in the human biology department in the faculty of health sciences at the University of Cape Town (UCT). With the passion that she has for her work, one would be surprised to learn that this Bethlehem-born academic initially wanted to study medicine — but couldn't because of her mathematics matric results. She then decided to instead enrol for a BSc in human biology at the University of the Free State and to her surprise, excelled in her studies.

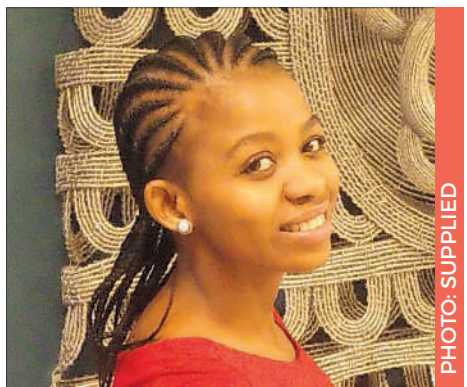


PHOTO: SUPPLIED

"I was in love with it. I enjoyed learning about the human body so much that I started spending extra time in the lab everyday exploring more and more things," she recalls.

And her hard work paid off. During her studies, she was approached by her lecturers to work in the department on a part-time basis. After finishing her degree, she applied for an honours in anatomy. While still working part time at the university, she applied for an officer in human anatomy position at the University of the Western Cape in 2014. In 2015, she was accepted into UCT for the new generation of academics (nGAP) programme. This was the first implementation phase of the programme, and Mpolokeng was in a group with five other people in the university. In January 2016, she started working officially at UCT and will be graduating *cum laude* for her master's in medical science in June. Her research focuses on the prevalence of anatomical variations in the intraorbital part of the ophthalmic artery and its branches in cadavers. She is lecturing and pursuing her PhD at UCT.

— Slindile Nyathikazi



Singathwa Poswa

Co-founder, Singalakha Development Organisation

Twitter: @Cnger

A conversation between friends was the catalyst that saw Singathwa Poswa create an organisation to help uplift her community.

The Singalakha Development Organisation (SDO) was born out of discussion with her mates about the social problems crippling people in the Uitenhage area and the desperate need to address them. "After further caucusing over a number of weeks, it was pretty clear something could be done, and this led to the conception of SDO," she says. "Its general mandate is to initiate projects and provide services for social upliftment within Uitenhage communities."

Two pilot projects to deliver on its core goals of improving the socioeconomic status of people in the area through literacy, education and life skills have now been created – the Uitenhage Debating League and the Literary Club. As well as being a co-founder, Poswa is also the treasurer of the organisations.

Her desire to "pay it forward" has seen her get involved in various other initiatives. "I get to uplift, empower and inspire my community through each of the projects I'm part of. I'm also able to connect with the community on a more personal, intimate level, which allows me to work from a place of awareness of the situation," she says.

One of those roles is as a mentor with an organisation called Vision-4-Women, which honoured her with its Beyond the Balance Sheet Award in recognition of her contribution to transforming the communities she serves. "The programme supports girls from previously disadvantaged backgrounds by grooming them for their next step in life," she says. "I decided this would be my way of empowering the girl-child."

Poswa also recently participated in the Young African Leaders Initiative, a project supported by the former US President Barack Obama to empower the next generation of leaders, where she acquired a certificate in civic leadership.

She is also the president of the Uitenhage South Rotaract Club, a body that she initiated with the help of a Rotarian. "It gets the youth of Uitenhage active and giving back to their community through service projects. I saw it as a great platform to develop myself, expand my networks, and improve on my skill set while serving my community," she says.

Poswa holds a BA in chemistry and microbiology from Rhodes University and is the head of outreach educational programmes for the Nelson Mandela Bay Science and Technology Centre.

— Lesley Stones



PHOTO: SUPPLIED

Mangi Tshikomba

Founder, Things Technologies

Twitter: @mangi_tshikomba

Growing up in a rural village in Venda, Mangi Tshikomba was all too familiar with the challenges individuals face in accessing education. His primary school was severely under-resourced and ran its classes in shacks.

Tshikomba credits a programme produced by an EdTech company televised on SABC for helping him pass grade twelve maths and science. These days, Tshikomba runs his own EdTech company, Things Technology, which helps schools and organisations use eLearning to supplement their teaching and training. The company achieves this by setting up learning management systems, or by advising them on the best way to develop digital educational content. It also hosts events targeting the senior management of companies, aimed at looking at how different stakeholders can leverage technologies to create a brighter future for South Africans. These events have featured the likes of computer scientist and entrepreneur, Rapelang Rabana, Stephen van Coller (vice-president for digital services, data analytics, and business development at MTN Group) and Allon Raiz, the chief executive and founder of Raizcorp.

Tshikomba recently negotiated a deal with Curiscope, a UK-based EdTech startup to bring their augmented reality technology – which helps learners with anatomy – to South Africa. His company is currently in discussions with the department of basic education about rolling the technology out nationally.

Tshikomba also contributes content to a technology radio show on Umhlobo Wenene FM which reaches more than two million listeners, and is partnering with a nongovernmental organisation to pro-



PHOTO: SUPPLIED

duce an early childhood development programme that will be broadcast on Alex FM. His company has also developed several educational websites including *historyacademy.co.za*, *edtechdojo.co.za* and *prod-emy.co.za*.

Tshikomba believes that Africa needs a smart-phone-type education system that is affordable, inclusive and of high quality. "The education industry has not been embracing technology and innovation in how people learn and the modus operandi has been the same for centuries," says Tshikomba. "Technology has changed almost all other industries and we will be one of those companies leading the adoption of technology in education." His sterling efforts in making education accessible to all have not gone unnoticed. He was named a One Young World Ambassador in 2013, a Queen's Young Leader in 2015 and one of Africa's Brightest Young Minds in 2016.

— Fatima Asmal

Marvin Jansen

Health science education lecturer

LinkedIn: <https://www.linkedin.com/in/marvin-j-8382055b/>

Growing up amid gangsterism and poverty in the Cape Flats means a life of struggle is something you are all too familiar with, but Marvin Jansen shows that this does not have to determine your lot in life.

From when he was young, Marvin always wanted to make something of his life through education. Initially having wanted to study medicine at UCT, he instead opted to train to be a paramedic as there were no funds for him to study. He is a qualified life support paramedic and worked as one for four years before deciding to make the switch to academia.

"I changed careers because I left like I was doing the same thing over and over again and I could not shake this nagging feeling that I could contribute more to society through education," he says.

As a paramedic student, he was uncomfortable with practicing on "real-life" patients and so decided to focus his research on medical assimilation. He completed his master's in emergency medicine and is now completing a PhD in health science education.

His UCT dream has finally come true and he now works as a lecturer in health science education, a position he has held for the last two and a half years. He is also a first generation graduate in his family.

"I see myself as being in a very fortunate position – I am fortunate enough to be teaching medical students and I am in such a rich and valuable learning and teaching environment," he says.

In the spirit of paying it forward, he is also very involved in community upliftment projects such as Project Smile.

— Slindile Nyathikazi



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200 YOUNG SOUTH AFRICANS Education



Katlego Thindisa

Chief education specialist, Red Pencil Group

Instagram: @kat_jt

In Tswana, "Katlego" means "successful." Katlego Thindisa has certainly lived up to his name.

After completing a bachelor of accounting sciences degree via Unisa, the 27-year-old completed a postgraduate diploma in tertiary education cum laude. At just 22, he was appointed the first-ever full-time accounting lecturer at Varsity College Pretoria, where his role over and above lecturing included providing various forms of support to lecturers and students.

In the same year, Thindisa founded Balance House, a non-profit organisation that focuses on the development of young

leaders. Over the period of a year, members are taken through various programmes designed to develop them holistically. These include intergenerational programmes that allow them to engage with leaders of different ages, as well as corporate social responsibility initiatives. Funding constraints have brought the organisation's activities to a halt, and Thindisa and his team are looking at ways of restructuring to regain momentum.

In 2015, Thindisa was appointed chief education specialist for Red Pencil Group, a company that is well known within South Africa's education sector. Some of his various roles include researching ways of improving the education system in the country; doing advisory work on various



PHOTO: SUPPLIED

provincial and national platforms on how to improve education; and leading a team of subject specialists within the company in developing various resources – like interac-

tive systems, calculators, maths and science kits, teaching and learning material and methodologies – which can be introduced into the education system. Thindisa has also been involved in training educators at Association for Mathematics Education of South Africa national and provincial conferences, as well as in training over 20 000 learners in multiple provinces on the use of calculators for maths, science and accounting. As Red Pencil's Group chief education specialist, he also sits in on different meetings and boards of the department of basic education, and was recently part of the minister's task team visit to various schools in Limpopo.

Thindisa continues to lecture commerce modules at various institutions. He is clearly passionate about education. "I believe that education is a language that is understood by individuals of all ages, and therefore acts as the main force behind all decisions and actions made by people," he says. "Therefore, if I am to positively impact education in South Africa, then I can positively impact the economy of South Africa and its people."

— Fatima Asmal

Dr Elias Phaahla

Researcher, National Institute for the Humanities and Social Sciences

Twitter: @Elias_Phaahla

Elias Phaahla's academic research journey has been underpinned by a desire to fully understand South Africa's economic trajectory in the post-apartheid era and the implications it has had on those living on the margins of society.

Brought up in the Sekhukhune district of Limpopo, Phaahla has lived his 30 years

by the motto "live boldly and bloom to your fullest potential by taking small but fearless daily actions in the direction of your dream".

With an honours degree (*cum laude*) in international political economics from the University of the Witwatersrand, Phaahla was awarded a Mandela Rhodes Scholarship to study his master's in international studies at the University of Stellenbosch. He followed this with a doctorate in the subject, thereafter working briefly for the Helen Suzman Foundation on various research projects.

He is currently based at the National Institute for the Humanities and Social Sciences (NIHSS), and is part of the Institute's Brics team working on the implementation of South African Brics Think Tank (SABTT) initiatives.

He is responsible for supporting Brics-related research projects as well as serving as an intermediary between the SABTT and the Brics Think Tank Council, which oversees the affairs of Think Tanks across all Brics countries.

Phaahla keeps inspired knowing that it is a long, yet worthwhile, journey to reach a point where the playing field in the knowledge generation space is levelled enough for Global South theories of knowledge to be accorded similar respect as those from the north.

Challenges within Phaahla's field of research have so far been few.

"There has been buy-in from many stakeholders and various corners of society – from government officials to intelligentia, policy practitioners to students and civil society alike. Perhaps a need for more concerted efforts is needed to strengthen already existing research ties between the South African research community and its counterparts in Brics, as well as moving to forge new ones for greater impetus," says Phaahla.

— Linda Dove

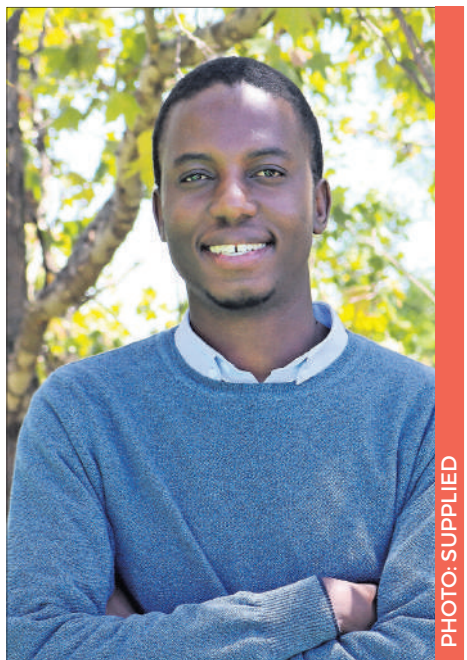


PHOTO: SUPPLIED

Kelebogile Nthutang

Educator

Instagram: @ke lebon210ng

"I am in love with science education and what it can do for a black child, if done correctly," says Kelebogile Nthutang. "Finding meaningful ways of teaching and learning wakes me up every morning." Nthutang (30) is an educator involved in various organisations, including her own educational solutions company, ke Aone Holdings. She loves technology and project-based learning as a form of teaching and addressing societal issues, including harnessing the power of social media for educational purposes.

Her pet hates are people who do not respect education, teachers who tell kids they amount to nothing, and the educational gaps that still exist in black communities.

Her career began when she enrolled for a BSc in biology at North-West University in 2005; she graduated in 2008. She now holds a postgraduate certificate in education and a postgraduate diploma in project management, conferred with distinctions from Unisa and the Management College of South Africa, respectively.

She works with Teach, a non-profit organisation that recruits, trains, places and supports excellent young graduates to improve the quality of education around the country. Her first role with Teach was as a change agent in a deeply rural area around Tzaneen. While she was there she started an English tournament that was funded by the local municipality. She also co-facilitated various programmes in the school she was placed in, including Unicef Girls and Boys Education Movements, and a Cell C and department of trade and industry's



PHOTO: SUPPLIED

Technogirls initiative to interest girls in science and technology. She was also involved with an after-school centre that looked after orphans.

In 2013 she moved to a Leap Science and Maths school in Jane Furse as a head of the sciences department, where she also initiated an English tournament. "The following year I was elevated to the school management team," she says.

In 2014, Nthutang became the first African to attend the Project Based Learning conference in California, one of the world's leading conferences in the field of education for Project Based Learning.

She is also on the board of the Makhuduthamaga Home Community-based Care Umbrella that works from Jane Furse Hospital in Mpumalanga. It co-ordinates and empowers community-based organisations that work in 146 villages by helping people affected by a range of illnesses.

Nthutang is a mother of two and a district examiner for life sciences.

— Lesley Stones

Andrew Einhorn

Managing director, Numeric

Website: www.numeric.org

For many, a life and career abroad holds promise and prospects of a better and more comfortable future, but for Andrew Einhorn all roads were always inevitable going to lead back home.

Andrew came back to South Africa in 2007 to pursue a master's degree at University of Cape Town after having studied physics and mathematics at Harvard University. He landed himself a lucrative and comfortable position at Allan Gray, where his upward trajectory was certain, but during his studies he

had an idea of how to improve the learning of maths with children from Khayelitsha.

His idea was born out of the challenges that South Africa faces in providing access to quality education for children, particularly for children from poor backgrounds.

"80% of jobs which are demand in South Africa require maths, but we do not have the technical people to build our country. Kids are not getting the education they need because very few actually leave school with a reasonable understanding of maths. This is why I decided to dedicate my life to an intervention that would address this problem we have," he says.

This idea he developed is called Numeric:

an intensive after-school maths programme for children in their final year of primary school. He began by running a pilot project in 2011 with seven classes in Khayelitsha and today it has grown to having 2 200 participating kids in low-income areas in both Cape Town and Johannesburg. Numeric is currently being implemented in 47 primary schools in both these cities.

Numeric has also more recently launched a teaching academy, a project Einhorn is particularly excited about because it is holistic and fully funded programme that starts to address fundamental problems in the entire schooling system, and especially in the development of teachers. The academy is currently training 20 maths teachers while they complete their postgraduate certificates in education in Cape Town.

— Slindile Nyathikazi



PHOTO: SUPPLIED

200 YOUNG SOUTH AFRICANS Environment



Hunter Mitchell

Rhino conservationist

Twitter: @raisebabyrhino

At only 10 years old, Hunter Mitchell is not just a national inspiration. His rhino awareness campaign has reached as far as Australia and the United Kingdom. He has raised more than R120 000 for rhino conservation.

Mitchell is already changing the way youth see their ability to make a difference. He has been named a LeadSA Youth Hero and a finalist for the Enviropaedia Eco-Logic Eco-Youth award for 2017. He flew to Australia in 2016 to receive the International Steve Irwin Visionary Wildlife Warrior of the Year Award.

Mitchell creates awareness at schools and businesses and has been on TV news shows in Australia and on BBC World multiple times. He is an ambassador of Saving Private Rhino, the first rhino orphanage in the Western Cape and works there when he can.

"I have always loved the amazing wildlife all over the planet, especially in Africa," says Mitchell. "In South Africa we are so privileged to be home to some of the world's most incredible animals. It is sadly no secret that our rhino are in serious trouble."

"In 2015 when I heard about an abandoned baby rhino, I knew that I wanted to help him. I was driven knowing that every rhino needed every chance possible to survive. I managed to raise a lot of money

in two weeks and was invited to meet baby Osita."

"I will never ever forget the day I met him. He was intelligent, loving and so playful. I cried when I left and on the way home because there are so many other orphaned rhino out there that need help and care."

"From there my involvement grew. I knew that money is needed for him to live safely back in the wild and big changes need to be made for him and the whole rhino population. We are almost where there are more rhinos being killed for their horns than rhinos being born."

Mitchell shares his passion with other young people all over the world, chatting with schools on Skype about rhinos. "Just



PHOTO: SUPPLIED

last week I was up at 5am chatting to a class in Japan, telling them special stories about my first-hand experience of how precious these animals are and that it is okay to say no to rhino horn."

"I hope these talks end up as dinner-table discussions and that youth will start policing adults about the rhino horn trade, just like they would about running a red light or wearing a seatbelt!"

— Rebecca Haynes

Vere Shaba

Green engineer

Website: www.shabaramplin.co.za

When Vere Shaba was in grade 12, she found herself deciding between law and engineering for her university studies.

"As I was reading up on my choices for study, I came across a Nasa image that shows the world at night. The image shows that Africa is dark at night, and my first thought was: but how are the children in Africa reading?"

"If education is the greatest weapon that we can use to change the world, how will we ever be empowered if education stops when the sun sets? I chose engineering because I wanted equity in Africa through the realms and capabilities of engineering sciences."

Shaba's special area of focus within engineering is addressing the energy trilemma as posed by the World Energy Council. The council defines energy sustainability as being based on three core dimensions — energy security, energy equity, and environmental sustainability. "These entail complex interwoven links between public and private actors, governments and regulators, economic and social factors, national resources, environmental concerns, and individual behaviours," Shaba explains. "As an engineer focusing on green building solutions, I advise clients on energy security, energy equity and environmental sustainability using green building rating tools such as Green Star, Leed and Edge."

Shaba is the founder of Shaba & Ramplin Green Building Solutions, a 100% black-owned consulting firm specialising in green building certifications, engineering solutions, energy management and strategic partnerships across the African continent.

She still faces the challenge of perceptions that green buildings are expensive, despite the fact that an Association of South African



PHOTO: SUPPLIED

Quantity Surveyors study shows that the average cost premium of building green can be as low as 1.1%.

"I tell my clients that I am a green engineer, which means I get excited by solutions and results. I believe that a green building is an efficient and comfortable building, and everyone wants that. I do think that this perception is changing and people are starting to see the value of green buildings and are no longer starting to ask 'how much it costs to go green', and rather 'how much it will cost them if they don't go green', but there is still so much more to be done to change mindsets."

Her other big challenge is overcoming prejudice — she has been told that she is too young, too female, and too black to be a green engineer and to have the influence she does.

"I have learnt to stay focused on what's most important, which is innovation in green building and engineering, and I love that I have progressive clients who, once they gave me the opportunity to explain how I would approach their greatest green building challenge, immediately appointed my company because of my specialist knowledge. I am an innovator and clients appreciate that, but it takes overcoming perceptions that women, for instance, can't be engineers."

— Kerry Haggard

Lavinia Engelbrecht

Director of corporate communication, department of environmental affairs

Twitter: @LaviniaEngel

Relating her passion for travel and conservation, 32-year-old Lavinia Engelbrecht says she is proud to be part of the team responsible for conserving South Africa's natural heritage, through entities such as SAN-parks and the iSimangaliso Wetland Park.

When she first joined the department, she was only 26 and one of the youngest directors in the department at the time. Engelbrecht is also a journalist who has held several roles in government communication at national departments and a parastatal. She is now director of corporate communication at the department of environmental affairs and editor-in-chief of *Environment Quarterly*, its official magazine.

"I joined the department shortly before it hosted the COP17 [conference] on climate change," she explains. "It was such a natural fit for me because I am passionate about nature and this role has given me opportunities to communicate to our people about opportunities and innovation in the sector."

"My team and I have made it our mission to simplify environmental science communication into formats that young people in particular across South Africa will find interesting and relatable. We also promote environmental careers and business opportunities as much as we can."

"My career is a combination of two of my gifts — growing plants and communication. I enjoy writing, photography and

my garden to such an extent that I even work after hours through my blog, *TheRainQueen.com*, which is all about sustainable living."

"I lead a young, dynamic team of 25 permanent staff and some interns, responsible for the department's website, graphic design, editorial, photography, branding, exhibitions, social media and videography, among others. We provide coverage and support to ministry events and take care of internal communication needs."

At her suburban home she keeps three egg-laying chickens and makes compost from their manure and her kitchen and garden waste. "We use that to fertilise beds of fruit, medicinal and culinary herbs, vegetables, flowers and ornamental, indigenous trees. I grow my produce using sustainable permaculture methods, we harvest rainwater and are investigating solar power."

"My work at environmental affairs exposed me to policy-making, sustainable development and a very high standard of performance in the areas of governance and public administration. This led to

me completing my master's in public administration at the University of Pretoria on top of a BTech Journalism."

"I am currently in the first year of my PhD in public management and I will be researching and creating a model to enrich public participation in environmental projects and programmes that fall under government's Expanded Public Works Programme. These programmes create jobs and skills for the most vulnerable South Africans."

— Rebecca Haynes



PHOTO: SUPPLIED

Dr Kolobe Lucas Mmonwa

Marine biologist, KwaZulu-Natal Sharks Board

Kolobe Mmonwa shouldn't have ended up as one of South Africa's leading marine biologists. His home village of Ga-Matlala in Limpopo is 400km from the nearest ocean. It's also very hot and dry for most of the year. At first he did what any ambitious student with good marks in the province would do and enrolled to read for a BSc degree at the University of Limpopo. While it has large fishtanks, it is even further away from the ocean than his home.

But it was there that he became intrigued by biodiversity, and how ecosystems function. An honours degree in Zoology followed. While he wanted to see all the creatures he was studying in situ, he couldn't because of his location. It was only by chance that he then stumbled across an advert for MSc scholarships at Rhodes

University. The only catch was that he would be studying the genetics of seaweeds. At this point he had no idea what seaweed was.

His mother also didn't know what it was, or what he was off to study. She was convinced that her only son would drown in the ocean. But — having supported his studies up to that point through her work as a domestic worker — she backed this new adventure. He didn't sleep at all on the 1 300km overnight Greyhound bus trip to Grahamstown.

It was then, at age 22, that he got his first sight of the ocean, which would go on to dominate his career. A PhD followed before he spent a year as a postdoctoral intern at the Marine Programme of the South African National Biodiversity Institute, in Cape

Town. He then joined the KwaZulu-Natal Sharks Board in 2014.

Now his focus is on making it easier for children like him to get to where he is today. Referred to himself as a "living testimony," Kolobe spends a great deal of time on outreach programmes and working with the network of rural schools that the Sharks Board has links to. Transformation is critical for someone who tells children at career expos that they should never let their circumstances dictate their futures. That fires him up and makes him hit every week running.



PHOTO: SUPPLIED

His end goal is to become involved in policy decisions around science. This will help ensure that South Africa's marine resources are used in an inclusive and sustainable manner, something that government is aiming to do with Operation Phakisa.

This plan, to unlock hundreds of billions of rands in the ocean economy, will need people such as Kolobe to make it happen. It will also need the children from dusty villages like Ga-Matlala

that he inspires to get into the sciences.

— Sipho Kings

200 YOUNG SOUTH AFRICANS Environment



Lesego Serolong

Founder, Bokamoso Impact Investments and chair, Raise the Children International

Twitter: @Bokamoso_Africa

Lesego Serolong is the co-founder and chair of Raise the Children International, a registered non-profit in South Africa, the USA and UK. As a former volunteer teacher in a rural school outside her hometown of Mmabatho in North West, and having been orphaned herself at 14, Serolong believes in education-based solutions to poverty.

She also founded Bokamoso Impact Investments, which aims to "nurture the country's smallholder farmers into commercial growers by tapping into their latent economic resources, which have remained

unexploited for decades, such as fertile land and, most importantly, the human resource."

"Our overall goal is to reduce poverty, unemployment and food insecurity by tackling their root causes and deploying proven strategies to achieve sustainable, lasting impact."

Serolong realises that orphaned scholars come from communities with high rates of teenage pregnancy and unemployment. Raise the Children identifies self-motivated orphans from impoverished and rural communities and mobilises resources for these children to access higher education that leads to employment and public service.

"After my parents passed away, my secondary school gave me a bursary to con-



PHOTO: SUPPLIED

tinue my studies. Although struggling with my loss, I became involved in outreach to the elderly and orphaned in and around Huhudi," says Serolong. "Through loving and caring for the orphaned and lonely I healed my own pain."

"Because my family comes from rural areas, I have always been intensely interested in how to bring transformation to

these areas to help widows and orphans thrive, keep families together and accomplish this objective in a sustainable way."

She is an alumna of the City College of New York with a bachelor's degree in international studies, specifically social and economic development in southern Africa. She is also a graduate from the London School of Economics with an MSc in social policy and

development. "After my studies, I spent time in Asia in impoverished communities exploring ways in which social entrepreneurship drives self-sustainable growth for rural communities on a larger scale," she recalls.

"I felt that South African communities had the same potential to be transformed."

"Bokamoso's agricultural hub in Manyeledi is literally in the Kgalagadi desert — stranded from technological, educational, and basic human resources to drive local food production."

"I am driven by the passion to see young Africans become entrepreneurs, taking full advantage of the opportunities agriculture and entrepreneurship present, especially when it comes to creating sustainable job opportunities and dealing with food insecurity."

"Our goal is to build more partnerships in order to scale our models across South Africa and the rest of the continent. We would like to build a farmers' community, where we can benefit from bulk buying and direct selling and explore value-added agro-processing."

— Rebecca Haynes

Greg Schreiner

Sustainability scientist, CSIR

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Greg Schreiner was a self-confessed mediocre scholar throughout his school career, and for his first two years of university. There, he shifted between courses, handed in assignments late and paid the price by doing supplementary exams. But then he sat down and did some serious introspection, realising that he needed to do something that he was actually passionate about. An undergraduate degree in environmental sciences at the University of KwaZulu-Natal followed. Then honours at the University of Cape Town. And then a MPhil in environment at Cambridge University.

In the exploding field of environmental sciences, Schreiner's focus meant he got snapped up for a job as a sustainability scientist at the Council for Scientific and Industrial Research (CSIR). Despite his young age, in 2015 Schreiner helped to coordinate the Strategic Environmental Assessment for Shale Gas Development in the Central Karoo. The two-year project was the largest scientific assessment undertaken in this country's history. While fracking is hugely controversial, the guidelines put in place by Greg and other scientists, alongside their professional focus on facts, resulted in a series of publications on fracking that are taken as fact in any debates around the process. That work saw the CSIR award him with its Excellence Award for Emerging Leader.

Undeterred by the workload, Schreiner also oversaw the establishment of a programme to offer environmental services to previously disadvantaged communities. The six interns

from that programme brought critical skills to communities that otherwise always bear the brunt of environmental issues. For this work, Greg was given the CSIR's Excellence Award for Human Capital Development.

Now he's working under one of South Africa's most famous environmental scientists, Dr Bob Scholes, doing his PhD. Starting in June, this will be looking at how to translate good science into policy. Key to that is in being able to communicate well, especially in complicated fields. As an accredited commercial mediator with the Centre for Effective Dispute Resolution in London, this is now second nature.

One to understate his achievements, Schreiner hopes that his work has done its small part in helping South Africans to be more aware of environmental issues. His particular wish is for people to be more aware of the consequences that their actions have on the natural world around them. That's a critical realisation in a drought-affected country.

It is then down to citizens to work with scientists and government to make smart, deliberate choices, based on evidence. This is Greg's passion, and one that keeps him hammering away to create the evidence on which decisions should be made.

But that doesn't get him out of bed in the morning. Intrigue does. That and the need to train intensely for a surfski race between Richard's Bay and Durban in October.

— Sipho Kings



PHOTO: PIETER UYS

Tholakele Nene

Manager, #MineAlert

Facebook: [facebook.com/tholakele.nene.3](https://www.facebook.com/tholakele.nene.3)

Tholakele has always loved the written word. As the fifth of eight children, she buried her head in books. The self-confessed bookworm started with the more imaginative *Goosebumps* series, quickly graduating to *Animal Farm* and *To Kill a Mockingbird*. In school, she wrote poetry and short stories.

That could have been where this story ended. After school Tholakele's plan was to work in retail because her family didn't have enough money for her to go to university. But her stubborn grandmother — the family's sole breadwinner — and Tholakele's English teacher told her to go and study. God would handle the rest.

After failing a journalism entrance exam, she got NSFAS support to read towards a bachelor of social science in English and sociology. But that career path was abruptly cut short in 2010 when her grandmother died. She moved to Cape Town and got a job at a small communications company. In 2013 she took those skills and moved back to her home city of Durban, getting a job as a communications officer for the Durban climate change strategy website.

When that contract ended she returned to wandering, ending up in Nelspruit, where she got into her current job, at the Oxpeckers Centre for Investigative Environmental Journalism. At first she worked on rhino cases. Now she manages the #MineAlert app, where people can track and share information about new mining.

This gives Tholakele the sort of informa-



PHOTO: SUPPLIED

tion that she broadens by asking government for more details, which then allows her to write investigative articles for Oxpeckers. It also allows her to give information to communities which would otherwise be unable to get it.

Unlike conventional journalists, Tholakele wants to make a difference in people's lives. Just talking to people and writing stories without being able to materially improve their circumstances leaves her depressed. So she goes about her work by giving the people she works with the knowledge and tools that allow them to improve their own lives.

When it does get depressing, she escapes by clamping on her earphones and listening to very loud music. When that doesn't do the job, Tholakele sticks her head into colouring books and puzzles.

— Sipho Kings

Songo Didiza

Executive director, Green Building Design Group

Twitter: @bhelekazi_86

It was while working in management consulting with a significant producer of coal for the electricity sector as a major client that Songo Didiza decided to get involved in conservation and started volunteering for Greenpeace.

"In one of my environmental campaigns we had staged an environmental protest at one of my client's coal operation plants," says Didiza. "Needless to say, after my client found out I had to start looking for work opportunities that were more suited to my personal objectives, which are around climate change mitigation and reducing carbon emissions."

As executive director of Green Building Design Group (GreenBDG), her career is now grounded in the field of sustainable economic development and she has already assisted large multi-national companies on enterprise development strategies.

"We work with a wide variety of environment industry participants to reduce their building carbon emissions through educational programmes such as workshops, courses, implementation and development of industry guidelines and conferences," she explains. "GreenBDG began as a vision to bring together all design professionals, consultants, associations, building inspectors and contractors — including the private trading and manufac-



PHOTO: SUPPLIED

turing businesses, to promote the uptake of green design processes within the building environment."

Didiza's work in the green building sector includes several publications such as the *Green Building Material Catalogue* as well as the numerous market intelligence reports she compiled while at the GreenCape Sector Development Agency. Her industry publications include authoring the 2016 Energy Services Market Intelligence Report, which covers various energy contracting investment opportunities for the property sector in South Africa.

Didiza also participates in the technical committee that drafts standards and regulations for energy efficiency in buildings. She has played a role in the training and development of building environment professions on green building opportunities such as energy efficiency, renewable energy and energy performance contracts for both private and public sector representatives. She has public sec-

tor experience at national, provincial and local government levels.

"I am driven by educating society and industry about the green economy," says Didiza. "We are already experiencing the impacts of climate change and society and business alike need accurate information on economically viable options to mitigate climate change and reduce carbon emissions."

"In the short to medium term my plans include the introduction of building efficiency guidelines for the building environment in South Africa and promoting resource efficiency projects in the government sector. Long-term plans are to have cross collaborations with international partners to ensure South Africa and the whole of Africa becomes a thought leader in the green building movement and climate mitigation programmes as a whole."

Didiza holds a BEconSci degree as well as a post-graduate degree in sustainable development and renewable energy studies.

— Rebecca Haynes



Kent Buchanan

Climate change researcher, department of environmental affairs

Twitter: @SESAfrika

Since he was a schoolboy, Kent Buchanan has been determined to have an environmental career, which has matured into a career in sustainable development.

"At 17, I left school to study zoology and then I worked short-term contracts and volunteered in various organisations around the world including Tanzania, USA and Korea," says Buchanan. "I was able to settle into a sustainability consulting position after completing a postgraduate MSc in sustainability science."

"My biggest influencers have been family members, my childhood and my travel experiences. I was introduced to the bush as a child and that fostered a lifelong curiosity in the natural world. I was fascinated by all aspects of the ecosystem."

"After travelling my viewpoint changed to see sustainability – considering both the environment and society, which cannot be excluded from each other – as my real passion."

A turning point was when he witnessed the reef destruction caused by dynamite fishing in Tanzania. "I decided that such a reef could have been saved if these fishermen had an alternate source of income."

Buchanan has specialised in energy and climate change, and this led to his role in national government. "My aspiration was to work to improve the lives of others and to reduce the impact we have on the environment and a job in government was a natural fit. I have never looked back."

In the directorate in which Buchanan works, he is responsible for researching climate change mitigation to inform policy for the country that is aimed at reducing greenhouse gases (GHGs) in South Africa.

This research guides policy in all sectors of South Africa's economy, including business, transport and energy. He describes his role in working towards lowered emissions as "modelling sectors in terms of their fuel, electricity and fugitive emissions to be able to estimate greenhouse gases through to 2050."

"I also support climate change capacity training to teachers and line departments, providing workshop sessions based on an online tool we use called the MY2050 Calculator."

Buchanan is a qualified expert reviewer for the United Nations Framework Convention on Climate Change, representing South Africa as a reviewer of greenhouse gas inventories to assess the quality of countries' data, methodology and calculations.

"My career plan is to progress to a place where I can make the most positive impact on society and the environment as possible. I take my role as a civil servant very seriously and this is the right place to be to make this impact."

— Rebecca Haynes

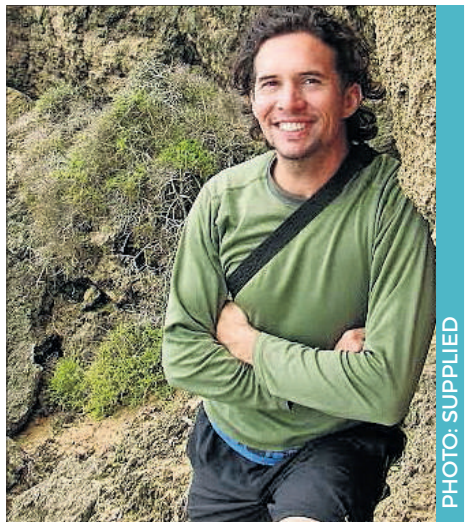


PHOTO: SUPPLIED

Zoliswa Nhleko

Junior scientist, SANParks

Twitter: @zoenhleko

It was in primary school when Zoliswa Nhleko's passion for wildlife conservation was kindled. "I was part of the Natal Museum club, which exposed me to a wide range of topics in environmental education and wildlife conservation," says Nhleko. "One of the notable, fascinating and scary topics was the extinction of animals through human activities – such as the dodo on display at the museum."

"After being told that species continue going extinct, I wanted to learn more." She majored in zoology at Rhodes University, and then went to work at the Durban Natural Science Museum as an education officer. "I had come full circle, because I was now teaching school children the same environmental education I had been taught in school," she says.

After three years Nhleko says she felt that she needed to do more, a feeling that made her enrol for her masters in zoology, also at Rhodes. "When it was time to choose my research topic it made sense to study the endangered black rhino with low population numbers exacerbated by high poaching rates."

"When hired in 2015 by SANParks as a junior scientist in the large mammal department I felt like I had struck career and aspirations heaven. I was now working with the species ecologists were trying to save from the brink of extinction." She then made the hop to working on white rhinos for her PhD research.

That she can play a real role in the conservation of species like the rhino is what drives her. "Africa is the home of unique faunal species. By saving the rhino from extinction we equip ourselves with skills to manage other species avoiding them even getting to threatened status."

"Passion drives what I do. Conservation work is hardly ever high-paying, but knowing you are contributing to a greater purpose is the reward. Knowing that our work will ensure that future generations will not miss out on species like the rhino and the elephant like we did with the dodo. Saving our large mammals means saving many ecosystem services and processes – and humans, which would be negatively affected by their removal."

Her goal is to find better ways to ensure that the conservation of wildlife gets the attention it deserves, especially in a country where eco-tourism plays such an important role.

"I wish to motivate more young people into the conservation sector in South Africa, which is not ranked as a highly rewarding career."

— Rebecca Haynes



PHOTO: SUPPLIED

Dalfrenzo Laing

Marine guide, De Hoop Nature Reserve



PHOTO: SUPPLIED

Dalfrenzo's life could have turned out very differently. As a teenager he got caught up in a gang, but by an effort of will started fixing his life, staying up late into the night to study for his matric. His only source of light was a candle. A job as a petrol attendant in the small Western Cape town of Napier followed in 2008. As the oldest child in the family, he had to be a breadwinner.

Being retrenched from that job was ironically his springboard. Napier Tourism offered him a position to study in the country's first course for marine guides.

Dalfrenzo had never been inside a nature reserve. A year later, in 2009, he started working at the De Hoop Nature Reserve. Wrapped along a section of Western Cape coastline, it is one of the country's least developed wilderness areas. It's also the best

place in South Africa to watch whales.

Able to walk around a huge area of green and brown beach, he quickly fell in love with the world around him. A fascination with how species coexist with their environment has kept him going in the field.

In 2012, he was appointed as head guide. He was then promoted to the manager position at De Hoop's Melkkamer Lodge, where he now guides tours when high-profile clients stay at the lodge.

Dalfrenzo is one of only 50 marine guides in South Africa. Qualified by the Field Guides Association of South Africa, he takes schoolchildren around the De Hoop Dam. He is now a level three certified field guide.

Last year ended with an award for his outstanding performance at work, and for being the employee of the year.

But being a guide isn't enough. Dalfrenzo worries about the greatest threat that natural resources face; humans. Greed and overconsumption mean a species that destroys the natural environment.

In trying to change that, Dalfrenzo is focusing on getting people into national parks to experience what he calls the silver line between conservation and tourism. As the main place where the public engages with nature, it is the responsibility of parks, and guides like him, to get people fired up about nature.

This doesn't stop during his day-to-day work. When he isn't working he is travelling to as many places as he can with his family, sharing his passion with those closest to him.

— Sipho Kings



PHOTO: CLARE LOUISE THOMAS / IMAGE INCUBATOR

Mike Mulcahy

Chief executive, GreenCape

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Saving the world is about people turning sustainable talk into action. That requires finding money and ensuring it goes into projects that reduce carbon emissions, and create a greener world. Mike Mulcahy was in the right place at the moment, in 2010, when South Africa needed people who could do this sort of thing.

It was at this point that he finished his year's internship at the Western Cape's economic development and tourism department and joined GreenCape. This was created as the single entity to bring together all the environment and economic work that was starting to explode across the province. Then there were only two people at the company.

Now there are over 40. With degrees in business and development finance from the University of Cape Town, it was Mulcahy's fascination with energy markets made him indispensable to that growth. Those markets helped create civilisation as it stands today; until recently, energy and economic growth have been intimately linked. He wanted to find ways to delink the two so new kinds of energy could be used to power a better future.

That is at the heart of moves to create a green economy, where carbon emissions are lowered by using resources efficiently, in a manner that is socially inclusive. But Mike has found that convincing people to think like that requires compromise and trade-offs. That's a practical ability that traditional environmentalists are often unwilling to apply. It has allowed him to play a leading role in setting up the Greentech Special Economic Zone, where R680-million has been invested in the sort of hub that will create South Africa's future.

On a national scale, GreenCape and Mulcahy were instrumental in bringing in R17-billion worth of investment into renewable energy projects and local manufacturing. That's a big chunk of the R200-billion in projects across the country. But this work is now under threat, with Eskom stalling on signing off on the latest round of renewable power plants.

Being at a crossroads where renewable energy appears to be halted in favour of a nuclear build depresses Mulcahy. But he is part of a generation of people who believe that the market will win on through. As chair of the South African Renewable Energy Incubator, he is making sure that this happens.

That will drive a local green economy, with factories and expertise creating a ripple effect across the continent. That will allow countries to leapfrog, avoiding the need to build large and expensive power plants, and the transmission network that goes with them. Much like with cellphones doing a similar thing, Mike believes that renewable energy will unlock massive potential on the continent.

While helping to drive that process, he's spending as much time as possible escaping into nature.

— Sipho Kings

200 YOUNG SOUTH AFRICANS Environment



Preola Adam

Assistant sustainability manager, Unilever

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It is Preola Adam's passion for the environment and helping people that led her to her role leading the sustainable agenda and the Unilever Foundation for South Africa and partnering with Wildlands Conservation Trust. This agenda is a key part of developing the innovations that have helped to reduce water and energy wastage within Unilever factories.

Over and above her duties with Unilever, Adam assists in giving unskilled workers in poverty-stricken areas of South Africa the chance to improve their way of life and is a dynamic worker against climate change.

Adam is also actively involved in the Green-

preneurs programme, which allows community members to exchange indigenous trees that they have planted and cared for, as well as recyclable waste, for health and well-being packs. This encompasses bartering indigenous trees in return for livelihood support, including food, building materials, bicycles, solar panels and rainwater harvesting tanks.

"I believe we each have the power and responsibility to make a positive difference in the world, and that we are all connected," she stresses. "There is a quote by Neil deGrasse Tyson that I love that goes: 'We are all connected. To each other biologically. To the earth chemically. To the rest of the universe atomi-

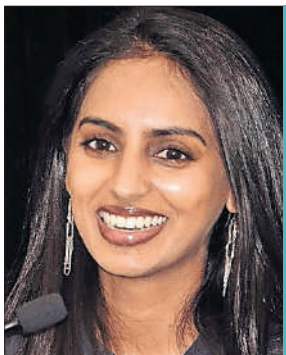


PHOTO: SUPPLIED

cally.' By helping each other and our planet, we ultimately help ourselves and enrich our lives."

Adam says that she became involved in her area of conservation watching the American animated environmentalist television programme Captain Planet and the Planetkeepers which she says "as a child started me out on this

journey."

Asked whether environment is a career or a passion, Adam emphasises: "Both! I look after sustainability and Unilever Foundation partnerships, which are aligned to our Unilever Sustainable Living Plan ambition to grow our business and improve our social and environmental impact.

"I am lucky enough to work with amazing people both inside and outside of my organisation to develop and manage part-

nership programmes between Unilever and other corporates, academia, government and nongovernmental organisations (NGOs) such as Wildlands and the Unilever Centre for Environmental Water Quality.

"It is only through working together and collective action that we can really achieve scalable positive change. During my time with global NGO Women in Engineering (WomEng), I led a thought leadership series of events through our @Network platform, where we explored topics such as engineering technology for social good and Africa's energy mix."

Adam is a qualified chemical engineer, whose commitment and contribution to WomEng has seen her grow up the leadership chain of this multi-award-winning organisation to serve as a director.

Describing her plans for her area of choice over the short, medium and long term, Adam simply says: "To continue to play a role in making a positive difference in the world every day."

— Rebecca Haynes

Matome Ramokgopa

Managing director, Enza Zaden South Africa

Twitter: @dukierm

Born and raised in Ga-Ramokgopa, a village in Limpopo Province, Matome Ramokgopa did his schooling in Limpopo, which afforded him the chance to observe and assist his father tilling the land and rearing cattle.

"This is where I developed a keen interest in agriculture and it has been my passion ever since," he explains. "I then went to study agricultural management at the Tshwane University of Technology, where among others, I specialised in agronomy, beef production and soil science. I did my experiential training at Dew Valley, which is one of the leading lettuce production and processing companies."

Ramokgopa also studied at the Association of Veterinary and Crop Associations of South Africa (AVCaSA), with focus on crop and seed protection, as well as pesticides.

Upon his appointment to the Hygrotech Technical Team as research technician, he became highly rated by both his employers and colleagues who described him as a well-known face on Gauteng farms and passionate and meticulous in his trials.

He was then appointed as a product manager, responsible for selecting and commercialising new varieties of iceberg and speciality lettuce, broccoli, cauliflower and cabbage.

"I left Hygrotech to join Enza Zaden Export as its first employee in South Africa, as technical manager for southern Africa. Enza Zaden is one of the leading vegetable seed companies in the world, with an estimated 460-million people eating our varieties daily across the globe.

"Over the years Enza Zaden has given me numerous opportunities for personal development and to sharpen my abilities. My experience gathered through the years has empowered me and given me the confidence



PHOTO: SUPPLIED

to climb the career ladder. This year I was appointed managing director of Enza Zaden South Africa and I am the youngest person to assume such a position within the company and also the youngest executive within the vegetable seed sector.

"Agriculture is the career I am most passionate about as it impacts positively on the world, including job creation, food security, environment and health. My position in the vegetable seed industry in more than a job — I regard it as a lifestyle that is in my fibre.

"I get encouraged that the agricultural sector is among the major role players fighting unemployment. This passion has led me to assist some schools in Limpopo and Mpumalanga in establishing school vegetable gardens, assisting them to augment their funds through vegetable sales as well as feeding needy children."

Ramokgopa sits on the Horticultural Committee of the South African Seed Organisation. In 2016, he was selected to be among the top 12 people globally to attend the Young Entrepreneur Programme at the Enza Zaden Academy in the Netherlands. He was also selected to be among the 24 people to study a mini MBA in agricultural management at Stellenbosch University.

"I see myself as a pioneer and amongst people who can shape the South African agricultural sector."

— Rebecca Haynes

Zama Sigalaba

Capital projects and infrastructure manager, PricewaterhouseCoopers

As a child, Zama Sigalaba found herself mesmerised by the ocean the first time she went to a beach. Caught between a desire to bury herself in its intense saltiness, and a fear of so much moving liquid, she has been in awe of water ever since then.

But it took a long time for that to turn into a career. Sigalaba studied to be a psychologist, driven by an endless fascination with people and what motivates them. In her second year, she was recruited by a water consulting firm as a part-time secretary. That meant doing a lot of work to juggle both a degree and work.

But, having been raised by a single mother, she learned early on that she needs to earn her keep. This paid off and after finishing her degree, she was offered a full-time job. Her psychology focus brought something critical to the water sector, together with an ability to work with communities to get buy-in for water infrastructure projects.

In 2010 this meant she was part of the team that built projects in Sebokeng and Emfuleni to reduce water losses. Like most municipal water systems, the two were losing huge amounts of water from leaking pipes. Sigalaba grabbed the attention of community members by listening to their concerns, and then involving them in fixing the problems that came up. By reducing the pressure in the systems, the project was able to make big water savings. A case study for other municipalities, this project won an Africa Energy Award for Best Demand Side Management Project.

Sigalaba took this project forward and, in 2012, co-authored a study into water losses in municipalities. Its findings, that R7-billion worth of water leaks out every year, are the most authoritative of their kind in the country. That morphed into the creation of government's No Drop programme, aimed at stopping leaks in municipalities.



PHOTO: SUPPLIED

Now she's a manager at PricewaterhouseCoopers' capital projects and infrastructure division. That allows her to advise government on doing the tough work of implementing water legislation, and ensuring water gets to people. That's a challenge she relishes; waking up every morning knowing she'll be exposed to problems that have no obvious solutions.

Sometimes it takes a really good hike and sweating to think of those solutions, and Sigalaba revels in the outdoors. That's not when she is tucked into a good thriller, or romantic novel.

But even then she gets dragged back to trying to solve South Africa's biggest problem: its lack of water. As one of the world's driest countries, there is still a massive disconnect between water policies and getting them implemented, with community involvement. Solving that could well become her life work, as she aims to start a company that designs and implements water and environmental education programmes.

The future could very well depend on people like Zama ensuring that the water flows.

— Sipho Kings

Samir Randera-Rees

Water Source Areas programme manager, World Wildlife Fund

Websites: www.whispersofthewild.com

Young entrepreneur Samir Randera-Rees is an exceptionally talented conservationist and a TV personality as well as Water Source Areas programme manager at the World Wildlife Fund (WWF). The programme aims to improve the protection and management of South Africa's strategic water sources — the 8% of this country's land surface that provides 50% of its water — and in this water-scarce country the importance of this work cannot be overstated.

"People often accuse environmentalists of caring more for animals than for people, but from my experience, you cannot look after the

environment without combatting poverty and ensuring that all people live with dignity," explains Randera-Rees.

"I do love animals and nature, but I also love people and have a deep-seated desire to improve lives; I love what I do because I am helping both the environment and people.

"Water is this incredible connector that links every facet of nature and



PHOTO: SUPPLIED

society. While my goal is to better protect and manage our water source areas, the solutions we come up with are incredibly varied and include everything from integrating cutting-edge science to lobbying government, improving rural livelihoods and legal protection and

management of these areas.

His app, called Whispers of the Wild, is an audio and visual guide to African wildlife. "It is a game ranger on your phone, which helps you appreciate and understand wildlife." He is now developing an app for an elite safari company.

Randera-Rees has also developed a conservation curriculum for the Youth Conservation Programme, which targets unemployed youth living adjacent to

protected areas, designed to give them an appreciation of the role nature plays in their lives and opportunities in the Green Economy. The programme has been successfully rolled out in six provinces so far, and is set to be integrated into the People and Parks programme.

He has a double master's in applied ecology and conservation through the EU Erasmus Mundus scholarship programme. "I used to think that my interest in the environment was just a hobby, but when I started taking courses in environmental science at UCT, it opened my eyes to what a terrible state our environment is in.

"I realised that if people like me with passion and ambition do not dedicate their lives to the environment, then it doesn't stand a chance. That was when I decided that my career lay in conservation. My long-term goal is to be a leader in the conservation sector and use my skills and influence to achieve sustainable, positive change."

— Rebecca Haynes



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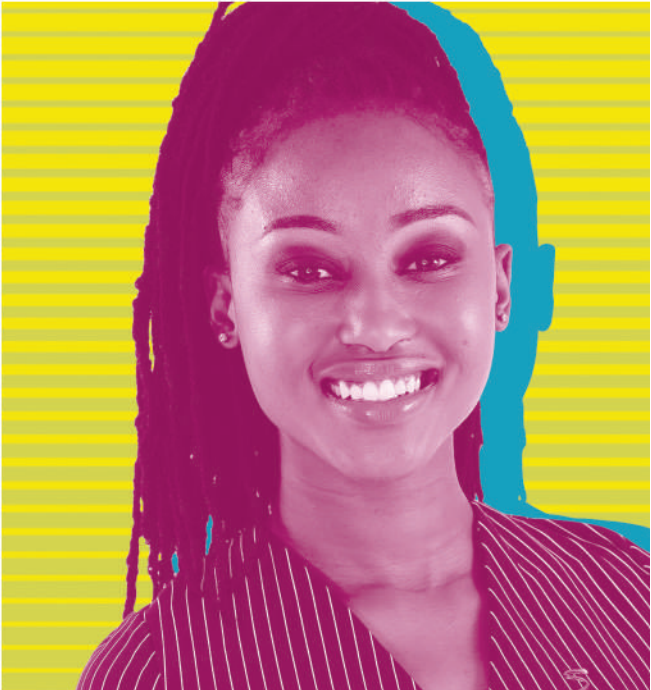
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200 YOUNG SOUTH AFRICANS Film & Media



PHOTO: PAUL COCKS

Helen Raine

Filmmaker

Twitter: @helenjraine

When Helen Raine couldn't find a job in the film industry, she ambitiously co-founded a production company of her own. She now runs Motion City Films and has directed work for brands such as Elle, Kia, Adidas, Sprite, Volkswagen and Jameson.

Raine is using her directing skills to raise the profile of women in the industry, after discovering at a late age that sexism is rife. "I grew up in a family with four daughters and I went to a girls' school where they raised us to believe we are equals, so I never expected sexism and it was quite a shock when I encountered it," she says. "There are a lot of challenges that come with being a female director in a male-dominated industry, so a lot of the work I'm focusing on seeks to further the women's agenda. I collaborate with female filmmakers whenever I can and it's quite an exciting time for us. We all shout a little bit louder now." Last year she made a pro bono video called Voice Notes From South African Women about giving yourself a voice, and she is working on another project to combat violence against women.

Becoming a filmmaker wasn't initially on her agenda, as she studied law and politics for a career in international relations. But she missed the drama she had taken as an elective subject and enrolled at AFDA to study acting and scriptwriting. "After that I realised there were other people who were way better than me and I was more comfortable on the other side of the camera, so I started making videos," she says.

With her colleague Kim Hinrichs she produced music videos and uploaded them to the MK online channel, and won a competition that provided the cash they needed to continue and raised their profile. In 2010 the pair started Motion City Films in Cape Town and have won several awards, including a bronze and two silver Loeries. Raine is enjoying the chance to work with brands that realise they can engage with consumers better if they become braver and more inclusive, like Adidas, which addresses lesbian, gay, bisexual, and transgender issues. "I think brands are feeling more responsible for the messages they put out because consumers don't want to be spoken at, they want to be spoken to," she says.

— Lesley Stones

Sibu Mpanza

Youtuber

YouTube: www.youtube.com/SibuMpanza

Three years ago Sibu Mpanza was an avid watcher of YouTube videos. Today he's an avid YouTuber himself, posting a video every week full of social commentary and sometimes full of fun.

The very watchable clips cover topics such as the type of people you don't need in your life, the differences between Jo'burg and Cape Town, and the endless subject of how white people view blacks and vice versa. He was in his second year at the University of Cape Town when the bug bit, and he borrowed a camera to shoot some footage. Within a week he had 100 subscribers and plenty of favourable comments. Since that first 2014 clip his audience has grown to over 100 000 views. In 2015 he was a top three finalist in the Samsung Social Star Competition and won the finals in Mauritius thanks to the votes and participation of his fans.

Soon after that he dropped out of university to pursue a YouTube career. The gamble paid off when he became the first runner-up in the African YouTube Awards and was asked to facilitate photography workshops in Zambia. In 2016 he was one of the top three entrants in Cell C's #BreakTheNet competition, through his #GetSibuToLA campaign that trended on social media for three weeks. On the back of his online success he launched his own production company Mpanza Media, creating photographic and video content for brands and individuals. He's now 22 and working with big-name brands thanks to his YouTube fame.

"I see my YouTube career blooming over the next couple of years because this is very sustainable if you're passionate and dedicated to creating content," he says. "Young people aren't reading as much or even watching TV these days, they're looking at social media for what's hot and that's what I am doing — social media content creation and marketing."

He hopes to start an internet talk show and introduce a tech section and celebrity guests on his channel. "I also hope to reach 10 000 subscribers by the end of the year," he says. "I give a voice to people who don't feel repre-

sented in mainstream. I say things how they are and often say what everyone is thinking. I think adding humour to some serious topics helps make them relatable. I'm also representing people of colour on the internet."

— Lesley Stones

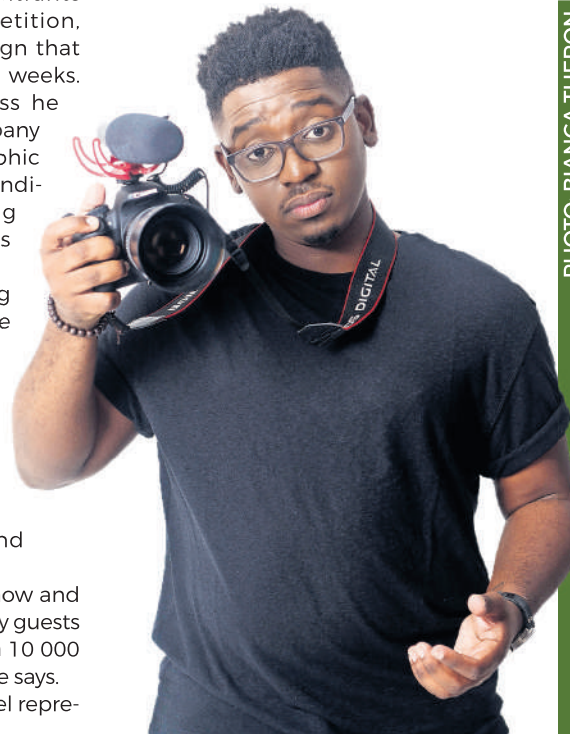


PHOTO: BIANCA THERON

Nwabisa Matyumza

Content bouquet manager, MultiChoice

Twitter: @MsMaqumza

Keeping television relevant in the age of internet streaming and YouTube is the job of Nwabisa Matyumza.

The 29-year-old is the content bouquet manager for MultiChoice, where the most challenging task is constantly innovating and adapting to make sure that TV remains relevant to the way that people consume their content. She knows that if she makes one bad programming choice, the off button is just a click away.

"Television is no longer something that people do only once they get home and sit on their couch; they watch content everywhere, and they are super-vocal about it, too," she says.

Matyumza manages a portfolio of international channels including Fox, National Geographic, Sony, Cartoon Network, Boomerang, Food Network, BET, MTV Base and all the Indian channels. Her role includes managing their performance, flagging any under-performers and devising action plans to improve them.

In 2016 she implemented a six-month turnaround strategy for a channel about to be terminated and within three months it was performing at its highest level ever.

She also helps international suppliers to understand African markets better so they can plan their content appropriately.

Matyumza has a BA and joined MultiChoice in 2010 as an intern. She became a junior platform specialist, involved in launching and terminating channels on the DStv platform across Africa. "I learnt a lot about the technical aspects of the broadcast business," she says.

Later she became part of the team that put together packages for digital terrestrial television in Africa. "It was a thrilling challenge, as this was new technology that would bring in a new kind of viewer to the MultiChoice platform," she says. "Creating these packages for the various countries meant we had to immerse ourselves in our future viewers' environments, economically, socially and culturally. I finally understood that great television wasn't just about giving people con-

tent, but content that means something to them in the various roles they play in their societies."

Working for MultiChoice and its local and international suppliers has given her the chance to learn from some of the best minds in television she says, preparing her for a role in the think-tank of the company and as an opinion-shaper within Africa's television industry.

— Lesley Stones



PHOTO: SUPPLIED



PHOTO: SUPPLIED

Siphumelele Zondi

Anchor, Network

Twitter: @SZondi

Africa's unsung role in the information technology industry is the stuff that gets Siphumelele Zondi excited.

He's a journalist and the creator, senior producer and anchor of *Network*, a technology news programme on SABC 3 that examines emerging technologies and the innovative ways that Africans are using IT to solve their own particular problems.

It's an idea that he hatched while studying media and cultural studies at Sussex University in England on a Chevening Scholarship, awarded by the British government to young people it identifies as future

leaders, so they can pursue their master's or doctoral studies in the UK.

Zondi says the idea of *Network* came when he was doing his degree, majoring in new developments in digital media. "A lot of research I was coming across was on tech innovation and usage in Europe, North America and Asia, and there was little coming out of Africa, as if there's no innovation in the technology space here. That's when I conceptualised the programme," he says.

Network covers tech innovations from across the continent as well as showing how Africans are using existing technologies in new ways to solve their problems. For example, the Arab Spring uprisings in Egypt and Tunisia used social media tools to swell the movement, the mobile money service M-Pesa developed in Kenya has

been exported to other continents, and prepaid phone credit came out of South Africa, he says. "This is information that is often overlooked and I wanted to uncover more when I returned from England."

Zondi also works as a current affairs presenter for Channel Africa Radio, a radio station within the SABC. He has also worked as a senior producer and anchor for CNBC Africa and did some work as a reporter for eTV in his earlier years.

Zondi has also lectured on broadcast journalism at Tshwane University of Technology, where he did his journalism degree, and he launched a blog there with his students that was nominated for the South African Blog Awards.

In 2010 and 2011 he was part of the EVA Junior Business Fellows, a group of young people from around the world identified as future leaders by the Finnish business sector.

— Lesley Stones

200 YOUNG SOUTH AFRICANS Film & Media



Tshepiso Mabula

Photojournalist

Twitter: @tshepiso_mabula

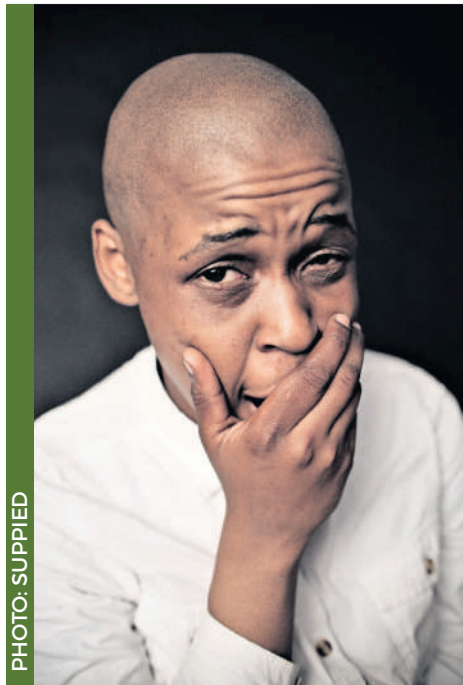


PHOTO: SUPPLIED

There's a grittiness to the photos of Tshepiso Mabula that makes her work stand out from the pack.

Whether she's shooting breaking news on the #FeesMustFall campaign or an EFF rally, or just capturing some quieter moments of everyday life in the townships, her photographs have a vitality that makes you look, and look again.

Mabula (24) was born in Limpopo and her interest in photography was sparked in 2012 when she visited a family member who showed her a copy of *Bloemhof*, a book of photography by the award-winning South African photographer Santu Mafokeng.

She went on to study photojournalism and documentary photography at the Market Photo Workshop in Johannesburg, and then became an intern photographer at *The Citizen*.

In December 2016 she went to Spain for three months on the Intercambiador ACART artist in residence programme, working with four other international artists. She produced a body of work that was exhibited at the Quinta del Sordo in Madrid. She has also exhibited at the 2017 Art Africa Faire in Cape Town. Her work has been published by the *Citizen* and the *Star* newspapers and by the *Design Indaba*, and she was nominated as a 2017 *Design Indaba* Emerging Creative.

She's a multimedia producer for the Umuzi Photo Club, a youth development organisation that helps young people to find their voices through photography.

Mabula says she likes to explore the small things through photography, exposing the humanity in oppositional, chaotic or even boring environments. She captures the dignity of ordinary people, far removed from the glamorous or "ideal" atmospheres of high-profile photography.

She describes herself as a storyteller and a visual observer of Bantu living, and believes that her calling is to produce work that promotes equity and social unity, and seeks to correct the injustices that exist in our everyday culture.

"To me, social justice means being able to embrace our similarities as a people while working towards creating a society where all can live freely without prejudice," she says. Her photographs seek to question social issues such as patriarchy and classism and advocate for a better society for all, especially for black women.

Mabula is also a writer and has blogged on topics such as her difficult childhood and getting to know her father.

— Lesley Stones

Mlingane Dube

Videographer and founder, Artistry Media

Twitter: @MliDube

Nothing lies beyond the scope of cameraman Mlingane Dube, whether it's taxi industry hitmen, human traffickers or a three-legged dog that goes surfing.

He's covered them all as a cameraman on the eNCA news team, building a name for himself as a creative and talented videographer.

Dube (27) has also started his own company called Artistry Media, offering a full service from the conceptual development of an idea through to scripting, supplying the production crew and final editing. So far the company has produced two short films, a documentary and corporate videos for local and international clients including L'Oréal Paris, Netships Logistics and the Mindset Channel.

"My love story with visual storytelling started in high school English class," he says. "Learning that pictures were a language; each shot size, composition, colours, lines, texture and mood were all like letters, put together to form words, which are put together to form sentences which tell a story. I just had to learn this new language."

He studied at Boston Media House and three years later joined the SABC as an intern for a year, before joining the 24-hour news channel eNCA in Durban.

Meanwhile Dube also started to collaborate with his friend and mentor Stephen Wiggill to write and direct short films. He won the Best Cinematography award in the 2014 Durban leg of the international 48-hour film project. In 2015 he and co-writer Dasen Thathiah won the Best Writing Award for their short film *Brothers*, which also saw Dube nominated in the Best Director category at the Simon Mabunu Sabela Film Awards. In April this year his short experimental film *Scars* was screened at a short film festival in Bucharest.

With Artistry Media he has expanded his repertoire and his love of storytelling. He and Wiggill started the company to make a living through their passion by doing what they love, he says, and as part of that the company's website features short stories about other South Africans from all walks of life who are passionate about their jobs.

"My journey has taken me from loving visuals to becoming a lover of art, hence Artistry Media," says Dube. "I strive to explore all forms of visual artistic expression through Artistry Media and bring other passionate people on this journey."

— Lesley Stones



PHOTO: ARTISTRY MEDIA

Phumelela Mashego

Managing editor, Nine80 Digital Media

Twitter: @Phumimc

Phumelela Mashego is the managing editor of Nine80 Digital Media, a pan-African digital publishing company designed to reach and engage with Africa's youth.

Her work involves devising and managing ways to create fresh content and digital platforms that connect to its target audience, which already tops more than a million viewers every month across several countries. The popular digital platforms she manages are Youth Village, which has portals in South Africa, Botswana, Zimbabwe, Kenya and Nigeria, as well as SA Hip Hop Mag, OkMzansi, Kasi Lyrics and Botswana Youth Magazine. The range also includes platforms that serve as reference sites, classifieds advert markets and gaming sites, some of them drawing the largest youth audiences in their field.

Through her leadership the platforms have grown their viewing figures and provide people with developmental information on areas like education, employment, entrepreneurship, opportunities and health.

Her work also entails identifying new markets and spotting youth consumer trends, to make sure the team's journalists across its network are constantly in touch with new digital developments and strategies that can reach African youth more effectively.

Mashego (29) has been the managing editor for four years and her contribution has helped Nine80 Digital Media win some prestigious awards and recognition from organisations including the SA Innovation Summit, Tech4Africa, Apps4Africa, Zimbabwe Achievers Awards and Forbes.

Mashego says she is driven by the need to facilitate development in the lives of young Africans by using digital media, which has achieved a massive penetration in almost every country. Her zest for development has made her instrumental in pushing Nine80 Digital's expansion across the continent.

Commenting on what drives her, she says: "The need to create platforms that speak to African youth and their realities, and being the go-to platform for African youth who want to be the influencers, shapers, creators and innovators that our continent needs."

She anticipates massive growth in the digital media space and believes that whilst Africa is more connected than ever, there is still a need to explore creative ways of reaching audiences who have poor connectivity and don't have access to the technologies and gadgets of more developed nations. This is a field she plans to explore extensively in the future to help make the spread of information across the continent more equal.

— Lesley Stones

Motheo Khoaripe

Business journalist, eNCA

Twitter: @motheo_khoaripe

Upon completing his BA in corporate communications in 2010, Motheo Khoaripe was recruited into the business of selling pots for two years to survive. Emerging from a blue collar household, he noticed how his family managed to make ends meet, yet always seemed to be on the back foot when it came to money. He noticed the many glass ceilings certain people encountered when it came to money, and realised that financial jargon did not ultimately aid the masses in understanding their financial matters. Thus was cemented



PHOTO: ARTISTRY MEDIA

his love for the world of finance and today he is currently a business journalist at eNCA.

"I discovered there is a section of society that will never get to know how money works," Motheo notes. He sees his role as: "Telling the stories untold. It's not that people don't have money, they just don't know how to use it. I'd like to teach young people about money before they get money."

He started working at YFM at the age of 24 under the guidance of Zukile Majova, the editor of the station at the time, before moving onto Power FM, where he was mentored by Siki Mgabadel.

Dissecting his first budget speech on eNCA remains a highlight. It was a chance to delve into its depths, fully unpack it and help people understand its significance. A chance to serve others. Telling stories about start-up businesses and how they've develop into fully fledged businesses along the years also serves as a career highlight.

Passionate about financial literacy, Khoaripe wants to take it to the masses — allowing previously disadvantaged people to learn and talk about money comfortably. "If black people are to be part of the economy, we need to give them the right tools to equip them adequately," he says.

He is partnering with a financial advisor to improve financial literacy and educate high school learners as well as young professionals. "I want to teach as many people as I can as soon as I can to become money wise," he says, ultimately hoping to empower those disadvantaged. "I want to teach people how to keep money, not only spend it." Introducing a workable financial literacy programme into the South African curriculum system is an ideal he is working on implementing too. "The practical aspects of finance needs to be understood by all," he says.

He is inspired by the underdog. "Everyone has a war story. Those who make it to where they want to be, despite the odds stacked against them — those people inspire me."

— Leigh Wils



PHOTO: SUPPLIED

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Jonas Lekganyane

Founder, Rams Comics

YouTube: youtube.com/user/Ramscomics

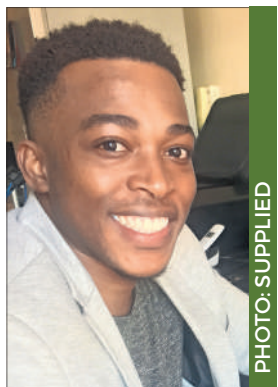


PHOTO: SUPPLIED

Jonas Lekganyane is solidifying his mark on the animation scene in South Africa. The 24-year-old 2D animator is the creative director of his own animation company, Rams Comics.

With a love for cartoons, he found that not many related to him as a child growing up in Limpopo. The idea to create his own show that could relate to a broader South African audience propelled him to take his craft more seriously. "I took time and began sharpening my drawing and animating skills, and eventually, *Noko Mashaba* was born." He now uses the show to poke fun at current affairs and relate to common story themes in other languages.

Inspiration for the story lines of his work arose from challenges he faced both personally and professionally. He used these setbacks to motivate and push past self-imposed limitations. "*Noko Mashaba* gets a lot of views on YouTube, and with each video, the feedback I receive is amazing, and it inspires me to remain consistent and always work on bettering my craft."

Support from his parents continues to guide him in the right direction and remain grounded. He is also motivated by his business partner Khashane Motlouisi.

In 2016, Rams Comics won the Sub-Saharan Africa YouTube Award for Best Comic and Animation. With close to 100 000 YouTube subscribers, he now works with both the government and private sector. A large part of his day consists of attending meetings, writing scripts, recording voice-overs and developing graphics and animation.

The journey of building his company and ensuring its sustainability ensures he is constantly learning. He is working on a public safety campaign about electricity as well as a content acquisitions deal with two major mobile operators. Lekganyane's dream of bringing the adventures of *Noko Mashaba* to mainstream television will realised very soon.

He is a firm believer in teamwork and empowering others along his journey. He uses his online store Rabaki as a means to train up-and-coming animators. With his sights set on expansion, the young man aims to grow his audience and contribute to the animation and storytelling scene in South Africa.

— Leigh Wils

David wa Maahlamela

Executive director, UKZN Centre for Creative Arts

Website: durbanfilmfest.co.za

David wa Maahlamela is the executive director of the University of KwaZulu-Natal's Centre for Creative Arts. The centre runs four annual festivals, including the renowned Durban International Film festival. Hailing from Limpopo, David matriculated at the tender age of 16. Unable to study further due to financial constraints, he immersed himself wholly in his literature for a year, after which he earned awards as a top poet, playwright and novelist.

"I am inspired by the uniqueness of ordinary stories, stories of courage and faith," says wa Maahlamela. His passion for literature and the arts has seen him perform at various prestigious literary festivals across the globe. With a calling to uplift those around him, he co-founded the Polokwane Literature Festival. He has helped to level the creative and artistic playing field. "My 20 years' experience as a professional creative practitioner has been largely dedicated to rural development in its various forms," he says.

He is currently completing a PhD on kiba poetry within the Zion Christian Church, and exploring the poetic works of Petrus Molelemane and Johannes Mohlala. He has received many awards for his works including the Maskew Miller Longman Literature Award and the 2011 PanSALB Multilingualism Award. He is also the author of four award-winning books, most notably the acclaimed poetry anthology *Tsa Borala*. His literary works are published in over 50 literary journals and anthologies, and strongly emphasise African languages, arts and heritage.

John Ruganda, a Ugandan playwright and editor of *Turfwrite*, played a pivotal role in wa Maahlamela's life when the latter was still a teenager. Ruganda ran what was the largest arts, culture and heritage festival in Limpopo at the time. "He taught me to speak less and let my deeds be my ultimate advocate," says wa Maahlamela. He aims to use the creative industry to unite Africa and exhibit it to the rest of the globe.

— Leigh Wils



PHOTO: ALBERT HIRASEN

Thapelo Mokoatsi

Historian and academic

Twitter: [@Moquartz_TM](https://twitter.com/Moquartz_TM)

Thapelo Mokoatsi (27) sees himself as the Mveli Skota of the 21st century, following in the footsteps of the 1920s founder of the ANC newspaper Abantu-Batho. He is busy completing his PhD in history at Rhodes University, focusing on the life of ANC founding member Saul Msane. Like Skota, he aims to write biographies of the greats during the 19th and 20th century, in the hope that the current generation can fully perceive the magnitude of the shoulders upon which they stand.

He first attended the University of the Free State, obtaining his undergraduate degree majoring in Political Science and Communication Science in 2011. With a passion for history and storytelling, he continues to write for the multimedia website, The Journalist. During his post-graduate years he focused on liberation struggle heroes and heroines.

He received the Best Honours Student Award at the University of the Free State in 2013, and then became a researcher on Charlotte Maxeke's biography, authored by Zubeida Jaffer. Under her tutelage, and a few others, he continues to hone his skills as a biographer and life-long student.

"I am very interested in how people saw their lives at a different time long ago," says Mokoatsi. "As a historian, the moment I discover some unknown historical facts, a fire burns in me. This fire pushes me to go the extra mile to make others aware of what I know."

Mokoatsi invites others to be part of an emerging generation of scholars who are expanding on struggle history, which, he adds, "excludes many stories and favours a few".

Moving to Rhodes University as a PhD student, he co-wrote the historical assessment on land reform and restitution report with Professor Emeritus Julie Wells. The research provided historical roots of communal land uses to inform policymakers on land reform. This remains a career highlight.

He plans on converting his thesis into a book and writing a play to commemorate the 100th anniversary of the death of founding ANC member Saul Msane. Documenting the history of kwaito music as part of South Africa's heritage also tops his list as a historian.

Drawing from a rich Afropolitan identity, he eagerly embraces the rich heritage of the region's people, history, culture and language. By documenting the past and its stories, he is determined to find his identity through his own lens and help others to do the same.

— Leigh Wils

Wilson Mathidza

TV sports director, SuperSport

Twitter: [@canarysilver](https://twitter.com/canarysilver)



PHOTO: SUPPLIED

Wilson Mathidza is on his way to becoming one of the youngest to direct a Rugby World Cup final broadcast. His passion for sharing and connecting people to be part of live sporting action has seen him travel the world.

Many people have helped to shape his career over the years, including the likes of Scott Seawood, who was responsible for directing the 1995 Rugby World Cup Final. Mathidza was raised by his godparents in Cape Town from the age of six, after moving from Johannesburg with his mom and two siblings. Trust was important for all, and this is the same family whom his mom still works for to this day.

His graduation from Cape Peninsula University of Technology with a qualification in retail business management in 2010 saw him returning to Johannesburg and accepting a job as a production assistant at SuperSport.

After two years, producers noticed his keen eye and approached him to direct a show. "I was thrown under the bus. I had two weeks to learn how to direct a rugby show!"

Starting off in studio on a magazine show as well as weekend build-up rugby shows, he soon moved on to direct outside broadcasts like Craven Week and various other shows. He sees this role as his coming full circle. "I used to watch rugby with my friends. Some of my friends played in the tournaments. I am now part of a team responsible for broadcasting it to others who enjoy the sport too."

His love for sport can be seen by the sparkle in his eye as he relays fond memories and experiences. "Everything is a highlight for me. I never live the same day twice," he says.

— Leigh Wils

Onke Dumeko

Strategic marketing manager, Ndalo Media

Twitter: [@ForeverOnke](https://twitter.com/ForeverOnke)



PHOTO: SUPPLIED

Amaxesha Onke Dumeko is the strategic marketing manager for Ndalo Media. Her current role sees her juggling a large portfolio within the company while balancing her passion for fitness and health with a talent as a singer. Growing up as a "preacher's kid", she learned to be responsible from a young age. Moving in and around Johannesburg with her family, they settled in a church house in Turfontein — a previously Afrikaans area at the time. This move, among other incidents, saw her becoming conscious of race at a young age and awoke her to the reality of the world in which she lived.

Attending prayer and counselling sessions with her father and sister at Leeukop prison at the age of 8 allowed her to resonate with real people and their stories — exposing her to some

of the harsher realities of life. Her father believed this was key in making wiser decisions. Through this, she learned to appreciate all her opportunities.

She pursued a degree in marketing and economic science at the University of the Witwatersrand, graduating with an honours degree in marketing in 2009. Her professional career started in 2010 at Colgate Palmolive as a junior brand manager before moving to Brand SA as an assistant brand manager. "Titles don't define function. This might have been viewed as career suicide at the time. My work became cross-functional. The job required me to be open-minded, to think and adapt, stay relevant to be highly impactful."

This paved the way for her next role at Ndalo Media. She is now responsible for the communications, PR, content and campaign marketing in all divisions of the company, branding and corporate social investment initiatives. Managing Khanyi Dhlomo's personal brand is also top on her priority list too. Supporting other people in achieving their dreams along her journey is key, with her working alongside Alek Black as his star continues to rise. Her love for magazines reaches back to her childhood. Magazines were a regular expense and she still prides herself on her magazine collection today.

The multipotentialite charismatic millennial wants to be remembered as an individual who goes beyond the call of duty. "To be remembered, think of what you want. Allow God to figure out the how," is the personal creed she lives by. She believes she can do and be it all and intends to honour just that.

— Leigh Wils



PHOTO: AZILE CIBI



PHOTO: SUPPLIED

Sydelle Willow Smith

Photographer and video director

Instagram: @sydellewillowsmith

Sydelle Willow Smith is a visual storyteller and entrepreneur. Holding an Msc in African Studies from the University of Oxford, she is inspired by media advocacy approaches in documenting social injustices. She co-founded the NGO Sunshine Cinema, a solar-powered mobile advocacy platform, and is a partner in Makhulu Media.

A variety of books, films and music influenced her childhood and artistic expressions. At the age of 16 she met Mujahid Safodien and John Fleetwood at The Market Photo Workshop. Here, she was introduced to the world of visual activism through the history of struggle photography in South Africa.

"I am trying to understand my privileged position, the way people process their experiences and find hope," Smith attests. "Injustices and dichotomous divides infuriate me, which in turn inspires me. Tunnel-visioned opinions are growing, especially in the way that social media algorithms operate, and I am motivated to highlight the subtle nuances that are rendered invisible by such modus operandi."

Her first love remains documentary photography, focusing on memory, migration, places and youth experiences on the African continent. Through Sunshine Cinema, she aims to build a media advocacy platform in Africa, which will ultimately give grassroots voices a chance to be heard, creating the necessary dialogues across current economic, generational and prejudicial lines.

Smith prides herself on the range of initiatives they've collaborated on through the production company Makhulu Media, which is owned by her husband Rowan Pybus. They've worked with LGBTI activists and honoured environmental local heroes in the DRC and in Zambia. Closer to home, they have worked with youth affected by HIV-related issues.

She recently survived a car crash returning from Botswana with her husband, in which her right index finger was partially amputated. Surviving the accident has given her a whole new lease on life, and she is grateful it has not negatively affected her work. "Peter Mackenzie once told me to never forget to pack respect and humility in my camera bag. I am blessed that I can also carry that message on my hand."

As a visual storyteller, Smith wants to focus on conceptions of belonging and identity in relation to white South African histories framed by settler colonialism, as she continues to live out her passion and make a difference in the lives of others.

— Leigh Wils



PHOTO: NDUMISO SIBANDA

Michael Junia Stainbank

Sports journalist, eNCA

Twitter: @mjstainbank

Junia Stainbank is a multi-award-winning journalist with a particular passion for highlighting women's sporting action in South Africa. Having studied theatre and film in New York City and attending The National School of the Arts as a child means that self expression, passion and creativity are key for him.

Broadcasting runs in his blood. His father, Mike Stainbank, was one of the first black news readers in the country. Years later, he himself is in broadcasting, but is solidifying his niche in the world of sport. His contribution and passion for storytelling in sports has had him named the current Vodacom South African Sports Journalist of the Year as well as South African TV Sports Reporter of the Year. "I wake up because the athletes wake up. I need to reach people and tell their stories," he says. It is one of the biggest factors that keep him going.

After struggling to find employment, his transition into the world of sports as a career happened by chance. "With little to do, my friends and I would sit around watching, analysing, talking about sports throughout the 2010 FIFA World Cup." Fool Time — a web-based series — developed from there, becoming a light-hearted sports analysis show with a very small audience base. Due to financial constraints, the project was discontinued. He then applied at eNCA, where his professional career took off and he now thrives.

He believes he can learn from everybody. The late artist Prince continues to influence him greatly. "His reluctance to be constrained allowed him to be the best version of himself to the end," Stainbank says. Closer to home, his eldest sister Corrine Louw is his role model. "She sees what needs to be done and does it with humility," an inspiration he draws from for his own life.

Defining the legacy he wants to create involves integrity—which he sees as knowing what is at stake at all times and not compromising himself at any cost. "The best thing you can be is of some use," he says.

While he has a strong focus on highlighting women's football, athletics and cricket for the nation, he is also passionate about the arts. Creating documentaries is also on the cards for him — involving himself in work that challenges the status quo.

— Leigh Wils

Nthabiseng Kgoronyane

Co-Founder, Kasi Alive Arts Production

Twitter: @kgoronyane_N

Beauty is what is lifting Nthabiseng Kgoronyane from her small hometown of Kuruman in the Northern Cape, and she's using her brains to ensure her success will continue well into the future.

Kgoronyane (27) is also using her experience to help other youngsters to reach higher, by mentoring them to be good citizens as well as encouraging them to chase their goals.

In 2015 she won the Ms South Africa national pageant for women aged 25-55 with a passion for community development. She was also a finalist in the Top Model Africa 2016 competition, representing South Africa.

That success saw her launch a beauty pageant for kids in her hometown, called Little Miss Kuruman. "I founded the pageant to help young kids by mentoring them in public speaking and leadership skills and how to stand out and change the community," she says. "In the school holidays I'm going to be mentoring five kids and they will represent the province in a national beauty pageant."

She is the deputy chairperson of the non-profit organisation the Golden Hearts Foundation, and has partnered with various companies to raise money for its work. "We focus on assisting school kids with uniforms and we work on social issues happening in the community and finding solutions," she says.

"In areas where young women don't have sanitary towels we get businesses to sponsor and work with us to help the community." She also helped to organise a concert and a fun walk to raise more money for the foundation.

Her community involvement started in 2001 when she and her school friends formed a community drama group called Ghetto Shine Arts Group, now known as Kasi Alive Arts Production, to keep young people off the street by giving them an interest in creating theatre.

Kgoronyane holds a degree in journalism from the University of Johannesburg and her career has focused on words and marketing as well as beauty. She has been a brand ambassador for Isilumko Media, a news editor and freelance journalist for local newspapers, a sales executive and marketing manager at Kurara FM Community Radio Station, and she's worked in sales and marketing for Bokamoso Impact Investment. She is also a blogger who combines her passion for modeling and writing poetry in her posts.

— Lesley Stones



PHOTO: JAPIE NIEMAND

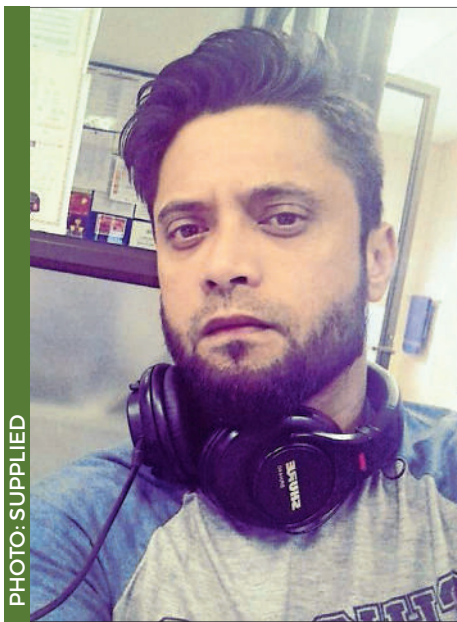


PHOTO: SUPPLIED

Ejaz Khan

Producer, Radio Islam

Twitter: @ejaz_k

Radio producer Ejaz Khan has a brilliant knack of tracking down interesting people for interviews that make the broadcasts on Radio Islam compelling.

As the international content producer he lines up interviews and prepares the questions and background material so the presenters look good, he jokes. He also presents his own show, the Power Half Hour, which includes on-air workouts with health experts. "It's fitness for the mind, body and soul. We get you fit and sort your head out as well with a life coach, transformation coach, youth leaders and a chef with recipes for people who don't have a lot of time for the kitchen," Khan says.

He started his career as a technician with Imperial Online, but after the world-changing events of September 11, 2001 he developed a keen interest in current affairs. He joined Channel Islam International as an engineer, until someone noticed how often he told the news team about stories they were missing and he was recruited to join them. "I got scoops galore and realised this is something I could do well," he says. As the international content producer he was admired for his knack of arranging powerful interviews from around the world.

When he switched to Radio Islam he produced *Women of Wonder* in his first year, focusing on women who excelled in home-run businesses. The show won the Best Promotion/Event Award at the MTN Radio Awards. In 2012 he produced *Children of Heaven*, focusing on parents of physically and mentally challenged children, which also won at the Radio Awards. Khan was named the Best News and Actuality Producer at the same awards ceremony.

He believes his biggest asset is humour, which drives his popularity among the listenership. Although he has the talent to move into mainstream channels, he's happy in Islamic media. "The listenership feels like family. People are able to identify with the topics we do," he says. "There's so much CNN, Sky and BBC and not much for the Muslim community. I like creating and finding news stories that are not exactly the same as you see on Sky and CNN and providing an alternative."

He can sing, too, and has released an album called *Cover Up*. When he fused humour and singing to create a series of parodies called Another Day in Parodies, it generated 100 000 downloads from Radio Islam's website.

— Lesley Stones

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PHOTO: SUPPLIED

Dr Kalli Spencer

**Urologist, Charlotte Maxeke
Johannesburg Academic
Hospital**

Website: <https://www.wits.ac.za/staff/academic-a-z-listing/s/kallispencerwitsacza/>

Dr Kalli Spencer (32), a medical doctor specialising in urology, is on a mission to make men's health a mainstream issue. Through ongoing advocacy, Spencer believes he can help curb the alarmingly high rate of deaths caused by prostate cancer. "We need more emphasis on men's health and sexual health in South Africa," he says. "Prostate cancer is the number one cancer that kills men or leaves them with devastating complications. We have a large responsibility as health care practitioners to make a change, and I would like to be that change."

Born and raised in Johannesburg, Spencer completed his undergraduate studies at Wits University and trained at public sector hospitals such as Baragwanath and Helen Joseph Hospital. There, he became aware of the urgent need to empower and educate patients about women's health, sexual health and men's health. He became a member of the Junior Doctor's Association of South Africa (Judasa) and was later appointed Gauteng chairman. This position paved the way for him to become involved in community development and education initiatives.

"When I was a member of Judasa, we were approached by the media in 2011 and asked what we were doing around teenage pregnancy month in 2011. I volunteered to go to a local school to speak to learners about teen pregnancy." This was the start of a long collaboration between Judasa, local nongovernmental organisations and Gauteng schools to take young doctors and nurses to schools to educate learners. "We found that while the teenagers had access to vast amounts of information on the internet, they often interpreted information incorrectly. The programme tries to help them get the facts straight," he says.

Spencer has since gone on to specialise in urology, and is now based at Charlotte Maxeke Johannesburg Academic Hospital. He also serves as the chairperson of the Gauteng Branch of the South African Medical Association (Sama). These roles have positioned him to further his work in educating, informing and trying to drive positive change in healthcare.

He has facilitated drama workshops for high school learners in Alexandra township incorporating themes from his master's thesis on Intimate Partner Violence. He has also hosted a Sexual Health Workshop (Sama, Bayer), and discussed health issues on radio and TV channels such as SAFM, JoburgFM, Khaya FM, MetroFM, ChaiFM, Heart FM, 5FM, Power FM, and the Big Debate.

Spencer aims to continue his advocacy work and in future, open a men's health clinic to serve the communities of Johannesburg.

— Tracy Burrows

Natasha Gillespie

**Project co-ordinator: Critical Review Project, Human
Sciences Research Council**

Instagram: [tashakitty88](#)

South Africa's Constitution protects the rights of people regardless of sexual orientation, but Natasha Gillespie knows that this too often doesn't extend into real life.

Committed to improving appropriate and acceptable sexual and reproductive health and HIV services for sexual minorities, she is working to develop a comprehensive training module for inclusion in the curriculum of healthcare students.

In South Africa, she says, this type of education should start at primary school level. Via her PhD in diversity studies, however, she's hoping to start with medical students in a bid to help improve the healthcare experiences of sexual and gender minorities.

"I believe one of the most important ways to change the way people treat others is through education," says Gillespie (28) who has been awarded multiple scholarships for her academic achievements, and published and presented her research in international peer-reviewed journals and at local and international conferences.

Based at the HSRC research site in Sweetwaters, a semi-rural township outside Pietermaritzburg, she says she sees some of the worst possible treatment of people who are considered "different".

"In most countries, social change usually comes ahead of policy. But in South Africa democracy and our Constitution gave us the policy, and we expected social reform to follow.

"There is still so much oppression, like corrective rape for example, that it's clear policy is not translating into action," she says.

Gillespie also manages a multi-national research project incorporating seven eastern and southern African countries. Her work takes place in South Africa, Namibia, Malawi, Kenya, Tanzania, Uganda and Zimbabwe, so she travels extensively.

Through this work, she helps map the sexual health and HIV services for men who have sex with men.

"These are among society's most repressed groups, and I hope my extensive research and publications, reflecting their lived experience, can be used to inform essential policy development," she says.

"Sometimes it's difficult for me to understand how one human can treat another so badly just because of sexual orientation. But I know that data is a vital start to policy development that will ensure protection, and we are beginning the data collection phase now.

"It's a relatively new field, but one in which I believe I can really help make a difference," says Gillespie.

— Di Caelers



PHOTO: SUPPLIED

Natalia Neophytou

Biokineticist

Twitter: [@BiokineticWorld](#)

Not content with the limited therapies available to her autistic brother, exceptional University of the Witwatersrand (Wits) academic Natalia Neophytou began generating new tools to prove that exercise intervention can improve some of the core symptoms of the disorder.

Neophytou (27) has a master's degree in exercise science from Wits, and is currently pursuing a PhD in Autism Spectrum Disorder. She not only works as a lecturer at the university's Centre for Exercise Science and Sports Medicine, but also runs her own biokinetics private practice.

Although Neophytou began her academic career working with elite sportspeople — as an undergrad she published three papers in respected peer-reviewed journals — her master's thesis saw her return to her passion. Her thesis, "The efficacy of a 12-week exercise intervention in adolescents aged 11-16 years with Autism Spectrum Disorder", set the groundwork for her PhD.

"After growing up helping my 26-year-old autistic brother Alexander, I am deeply passionate about autism, especially using exercise to try and improve physical activity profiles. I've also developed lectures based on my own and others' research on autism and exercise, and incorporated these into the honours course, where students learn about autism and how to provide exercise instruction and develop targeted exercise programmes," she says.

As part of the master's block, Neophytou has organised for students to work with autistic children at a special needs school in Johannesburg, assessing them and implementing a preset exercise programme.

She has completed three papers on exercise and autism, with four more in the pipeline.

Ultimately, Neophytou wants to develop a comprehensive short course/workshop in the specialist field of autism and exercise.

"The need for increased awareness and intervention becomes clear from the statistics. In 2010 in South Africa, autism was prevalent in one in 88 children, but by 2016 that figure had grown to one in 48 children. It's also been reported that about 135 000 South African children with autism are not getting the treatment they need," she adds.

Neophytou is also the South African representative on the international board of Magic Always Happens, a non-profit organisation focused on autism research.

She is an avid artist, and is currently developing colouring-in/activity books for people with autism.

— Di Caelers



PHOTO: SUPPLIED

Dr Eugene Lee Davids

**Postdoctoral research fellow,
University of Cape Town**

Twitter: [@eugened07](#)

Dr Eugene Lee Davids, is a postdoctoral research fellow at the University of Cape Town's (UCT) Adolescent Health Research Unit, Division of Child & Adolescent Psychiatry. The 27-year-old has achieved significant progress in his career to date, having been awarded many prestigious awards and fellowships including the Winifred McKinnon Educational Trust Scholarship, Abe Bailey Fellowship, Mandela Rhodes Scholarship, and an Erasmus Mundus Travel Grant. He was also recently elected as a member of the South African Young Academy of Science, awarded a National Research Foundation Innovation Postdoctoral Fellowship and elected as a Donald J Cohen International Scholar in Child and Adolescent Mental Health.

Davids grew up in Cape Town, and chose to study psychology based on a suggestion by his teacher at Spes Bona High School. His interest in research grew after completing his internship, and later led to his doctoral study, which aimed to develop and test a model examining the role of parenting styles in adolescent health decision-making in a rural community in the Western Cape. His current research is aimed at developing and validating an instrument to measure adolescent health decision-making in South Africa.

"There is a gap in our understanding of what drives health decision-making among adolescents," he explains. "Decisions around risky sexual behavior, and other risky behaviors engaged in at this age, could have a lifelong impact on health and well-being." He hopes that his research will support local and global understanding of the decision-making processes in adolescents, in order to support policy-making and interventions that may reduce the burden of disease among adolescents later in life.

He is also the co-supervisor on five master's degree students' research projects that range from examining the role of autonomy-supportive parenting in first-year university student adjustment to a project examining the role of parenting in self-harming behavior of youth in South Africa. "I am passionate about teaching, so I enjoy co-supervising students on their masters projects ... and helping to make academic research more accessible," he says.

Davids also co-facilitates a series of clinical research development workshops for clinical staff at UCT and the Red Cross Children's Hospital, where he develops the research knowledge and skills of clinical staff. He has published over 15 book chapters and articles in peer-reviewed scientific journals and has co-edited a book examining the familial home environment in development from the perspective of self-determination theory.

— Tracy Burrows

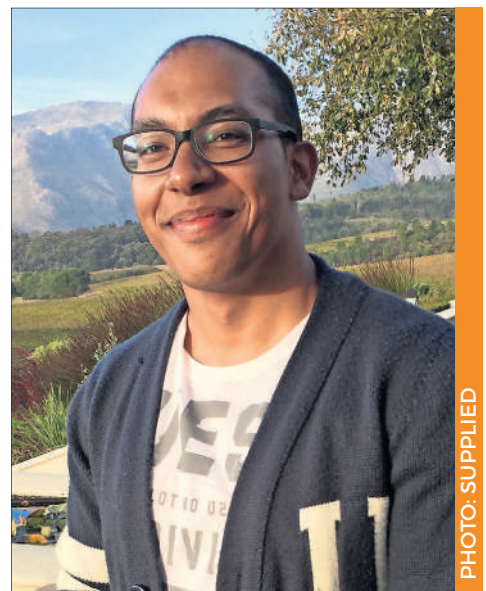


PHOTO: SUPPLIED

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Dr Nokwethemba Mtshali-Hadebe

Chief executive, Bertha Gxowa Hospital

Twitter: @nokwe1021

Becoming the youngest hospital chief executive in South Africa at age 31, Dr Nokwethemba Mtshali-Hadebe takes her role as a trail-blazer seriously, saying she's acutely aware that the example she sets should ease the way for those who follow.

This University of KwaZulu-Natal (UKZN) graduate, who always knew she wanted to be in a healing profession, is frank that she's the "poster child for all the stereotypes: I'm black, I'm young and I'm female".

So she's determined to work harder and do better: "I know I have to step up, not just for me but for all those groups. I need to prove these pre-conceived judgments wrong."

Mtshali-Hadebe heads up Bertha Gxowa Hospital in Germiston, a district hospital with 767 staff. She was appointed permanently last year after being acting chief executive from 2015.

At UKZN, Mtshali-Hadebe played an active role in student politics, becoming the university's first female president of the medical school SRC. After graduating, she completed her internship at the Helen Joseph Memorial Hospital, and her community service

at KwaMhlanga Hospital in Mpumalanga.

"I didn't know I wanted to be a manager until I began working as a doctor. I slowly realised that my passion lay in the administration side, where I could impact health at the systems level," she says.

After a stint in the private sector, Mtshali-Hadebe was instrumental in driving up standards as clinical manager at the Far East Rand Hospital, identifying service delivery challenges and risks, and implementing and monitoring improvement plans.

She also completed her MBA at the University of the Witwatersrand during this time.

"That gave me the confidence to successfully manage people and improve staff satisfaction, while ultimately ensuring better productivity and so better outcomes for patients," she explains.

At Bertha Gxowa Hospital, Mtshali-Hadebe has worked hard to improve staff motivation and commitment through good communication and transparency, establishing merit awards and introducing regular news bulletins.

"Every staff member needs to be part of my vision for the hospital, from the doctors to the cleaners. I want them all to know how important they are to our joint success," she says.

Mtshali-Hadebe also does weekly walkabouts to keep her finger on the pulse regarding issues and challenges.

In her leisure time, she focuses on her family, is an avid reader, and watches documentaries.

— Di Caelers

Ndivhuho Mangale

Technical adviser for monitoring and evaluation, Pact Measuring Results Management Consultancy

Twitter: @MangaleN

With a background in social work, Ndivhuho Mangale has always wanted to help people, but now he's using his monitoring and evaluation expertise to strengthen systems and build capacity so people can literally do it for themselves.

The University of Venda graduate, who has his Master's in Public Health and is now pursuing a PhD focused on the development of monitoring and evaluation systems for HIV, is committed to teaching those at grassroots level the necessary skills to help them secure their nongovernmental and non-profit organisations far into the future.

Part of the senior executive management team responsible for monitoring and evaluating the implementation of the department of social development's strategic information systems and plans, he believes up-to-date information is crucial to guide policy change.

"What I do is work hand-in-hand with deep rural communities in Limpopo, with NPOs and community caregivers, teaching them to compile reports, validate their data and improve their reporting systems.

"That capacity-building, training and development means their work will be properly documented," he explains.

The 35-year-old is passionate about helping people, especially in Limpopo where he grew up, and says it's extremely fulfilling to use his specialist knowledge for good, especially in



such under-resourced areas.

His company works with a range of public and private partners across the health continuum, and Mangale says the best thing about the education he provides is when he can finally walk away, knowing he has built essential capacity, and that those whom he taught will go on teaching others.

"These people have huge challenges, from the long distances they must travel, to the fact that there is no transport, and their data needs to reflect all those hurdles if we are to see a real change in their circumstances.

"That's what I do. I go in there and work with them from the ground up. Policy is based on information, but the information from areas such as these has simply been non-existent," he says.

Mangale is solutions-driven, but knows that solutions adapted to local contexts, and designed in partnership with the people responsible for putting them into action, are those most likely to succeed.

Their success is his success, and he says he's grateful to have a job that allows him to give back to those most in need.

— Di Caelers

Dr Salome Maswime

Obstetrician, gynaecologist, lecturer and director

Twitter: @MrsMaswime

One of South Africa's few clinician-scientists, Dr Salome Maswime (34) has devoted her career to improving women's health not only through science, but also everyday hard work at the coalface of the public health sector.

It was two deaths in the labour ward in Greytown during her community service — which she believed were avoidable — that spurred her on to acquire more training the field of obstetrics and gynaecology.

After recently completing her PhD focused on bleeding before and after Caesarean sections, Maswime now spends half her week caring for patients at Chris Hani Baragwanath Academic Hospital, and the remainder conducting research.

"I use my clinical work to come up with research projects to advance medicine and examine new drugs and how they can be absorbed into the system," she explains.

Maswime also assists midwives working at local clinics to improve antenatal care services, and mentors registrars.

While South Africa has a 25% Caesarean rate, Maswime points out that other countries with rates as low as 1% are still doing things better.

"South Africa's maternal death rate has been increasing over the past years, and my PhD examines the causes in respect of Caesareans, and the fact that many women who need them can't access the service in the state sector. If they could, we would improve our death rates and ensure more healthy mothers and babies," she says.



She is proud that a piece she wrote on the subject for *The Conversation* attracted 12 700 readers, and was republished globally. She has also presented her research at conferences here, and in Canada, Spain and Denmark.

Another of Maswime's roles is to liaise with the Gauteng health department on the maternal health system, raising issues, proposing new interventions, and alerting the authorities to existing concerns with a view to providing solutions.

"I have found through my work and research that it all starts with strengthening health systems, addressing the shortages of beds, skills and specialist care.

"If we strengthen those things, we will definitely improve maternal outcomes," she says, adding that her primary focus is to reduce maternal mortality here and across Africa.

Outside of her work, Maswime spends time with her husband and two sons, and is also an accomplished trumpeter.

— Di Caelers

Dr Sivuyile Madikana

Medical officer, Gauteng department of health and brand ambassador, Brothers for Life

Twitter: @thesivu

Medical doctor and health advocate Dr Sivuyile Madikana is passionate about public health in South Africa, especially raising awareness among the youth about communicable diseases.

Having recently completed his MBA, focused on using social media as a health awareness tool throughout southern Africa, Madikana will travel to New York in September

to complete a master's in public health.

But he's adamant his future lies here, and that he'll return to continue combining his medical knowledge with his interest in media for health advocacy.

With youth being his primary focus, Madikana became an ambassador for the Brothers for Life campaign in 2016, playing a crucial role in promoting positive health norms in men in respect of HIV.

"There are 13-million South Africans on Facebook and 9-million on Twitter, and a further 3-million on Instagram. So last year we moved our focus from traditional media to a



social media messaging campaign for health education purposes.

"Using these everyday tools utilised by the youth, I've created an open platform for discussion on issues around HIV/Aids in a bid to destigmatise the topic, and to see young people engaging openly," he explains.

His research for his MBA stemmed from that campaign, examining how health organisations can use social media to help change behaviour.

"It's something that hasn't really been done previously in South Africa, and I'll continue the work while I'm in New York, with tuberculosis

the next focus area," he says.

Madikana is currently working as a medical officer at the Hillbrow Community Health Centre, as well as in the private sector.

"I see the discrepancies between the two systems, seeing two to three patients an hour in private as opposed to 10 to 15 patients an hour in the public sector, due to the sheer volumes of people.

"I have always been passionate about changing the state of healthcare in South Africa, and I see my future in healthcare management to help ensure good healthcare is not only available to those who can afford it," he says.

Madikana is also the Gauteng regional representative of the Junior Doctors' Association (Judasa), working hard to advocate for junior doctors and senior medical students.

Something of a fashionista, Madikana was named one of *GQ's* Top 10 Best Dressed Men in South Africa last year.

— Di Caelers

200 YOUNG SOUTH AFRICANS Health



Dr Anastacia Tomson

Activist

Twitter: @anaphylaxus



PHOTO: MADELENE CRONJE

Dr Anastacia Tomson is a doctor, author and activist raising awareness of transgender issues. Having qualified as a medical doctor at the University of Pretoria, Tomson was awarded the Mandela-Washington Fellowship in 2016 and is currently a registrar with the National Health Laboratory Services in Johannesburg.

As a transgender woman, Tomson has identified gaps in the understanding of transgender and LGBTI needs on the part of service providers and policy makers, and now works to bridge the gaps between constituents and policy makers through her writing and guest appearances on radio and TV. Her book *Always Anastacia* shed light on her own journey, and has been celebrated at three literary festivals in the past few months, including the Wordfees Book Festival in Stellenbosch and the Knysna Literary Festival.

She was also instrumental in the formation of the Professional Alliance Combating Transphobia (PACT) and regularly speaks at schools, conferences and university courses.

Tomson believes that one of the biggest challenges facing transgender South Africans is a lack of understanding and compassion, which can lead to their dehumanisation and marginalisation. "There is huge public ignorance around diversity of identities," she says.

While statistics for South Africa are not readily available, she notes that internationally, up to one in 10 people will identify as LGBT in some way, up to one in 100 could identify as transgender, and the number of people with some intersex condition could amount to around one in 50. "In addition to their being marginalised, around 40% of trans people will attempt suicide at least once in their lives," she says.

Unfortunately, it would be challenging to carry out focused research in South Africa, she says, partly because "standing up to be counted" is a risk in itself for many people, and because funding for such research could prove difficult to secure. However, there are clearly large numbers of transgender and LGBTI South Africans who require gender affirming services and greater public sensitivity. Currently, there are only three public sector medical facilities offering gender affirming services. Tomson hopes her work will contribute to all healthcare professionals being sensitised on best practice around diversity and inclusion.

Tomson has made inroads into raising awareness through her public appearances, her book and blog, and also by producing manuals for clinical staff. She aims to pursue writing and training health care professionals more in future.

On her ultimate career goals, Tomson says: "I want to be able to say I created tangible change in the world — even if you changed only one life and made it a bit easier for someone, you've done enough of a service."

— Tracy Burrows

Letitia Greener

Researcher, Wits Adolescent and Child Health Research Unit

Twitter: @letitiarambally

Letitia Rambally Greener immerses herself in an environment many would prefer not to think about — sex work, gender-based violence and the impact of HIV. Greener hopes to drive evidence-based policymaking that helps bring about positive change and meaningfully contributes to sustainable social transformation in society.

"As a researcher, I must be objective and impartial, but I must admit I have become a bit of an activist over time," she says. "The science shows us that as long as all aspects of sex work remain criminalised, women will continue to be disempowered, stigmatised and vulnerable to violence. We need a human-rights-based approach to engage and collaborate with community members, researchers, policymakers and civil society to change mindsets, remove stigma and lobby for law reforms."

Greener is currently a senior researcher with a joint appointment at the Maternal, Adolescent and Child Health Research Unit, a division of the Wits Health Consortium in the faculty of health sciences at the University of the Witwatersrand. She has a background in psychology, achieving her master's in social science (research psychology), and is now working on her doctorate in public health at the University of KwaZulu-Natal.

Her research focuses on HIV with a fundamental interest in improving access to health care services among key populations, specifically women and adolescent girls, people living in informal settlements and LGBTIQ community members through psychologically informed interventions that work to encourage health promotion and simultaneously address HIV risk factors. "If you adapt traditional methods of providing services, you can make a difference," she believes.

Greener has received accolades for her work with female sex workers at the 7th South African Aids Conference (2015) and at the Wits Health Faculty Research Day (2016). She is also a member of various health bodies, including the Psychological Society of South Africa, of which she is an active member of the Sexuality and Gender/ LGBTIQ Division, as well as the International Aids Society and Public Health Association of South Africa. Greener has been consulted for her expertise working with female sex workers, and has contributed to the Guidelines for Key Populations (2013) as well as the African LGBTI Human Rights Project, which aims to develop practice guidelines for psychology professionals working with sexually and gender diverse people. She has published in the areas of public health, social policy, social psychology, behavioural and social science and is a journal reviewer and abstract mentor.

— Tracy Burrows



PHOTO: SUPPLIED

Anele Siswana

Clinical psychologist, University of Johannesburg PsyCad

Facebook: facebook.com/anele.siswana

Anele Siswana (28), currently a clinical psychologist practicing at the University of Johannesburg in the unit for Psychological Services and Career Development (PsyCad). He is building his expertise in the relatively unexplored field of indigenous knowledge systems and focuses on uLwaluko kwaXhosa (Xhosa Male Initiation) and its role in shaping and helping boys to understand what it means to be a man.

Described by his peers as an authentic thinker, Siswana says he is drawn to phenomena that are beyond the norm, and he sees his profession as a vocation and a social justice agenda. "I'm both a social scientist and a practitioner that is excited by cases that are deeply embedded in psycho-social, political and theological dimensions" he says.

He was awarded the Canon Collins Trust Scholars' Scholar Award to complete his master's in clinical psychology at Rhodes University in 2013. Having grown up in Port Elizabeth in the Eastern Cape, he researched the experiences of young Xhosa men in relation to initiation and manhood in Grahamstown for his dissertation.

Initiation rituals are far more than a circumcision procedure, he notes. "Initiation involves not just the individuals, but also the families of the individuals, the broader community and the brotherhood participating in the practice. During the process, initiates learn fundamental values around citizenship, responsibility, and the protection and preservation of manhood." These practices can teach boys to mitigate aggression and anger, he believes. "There is much we can take from so-called 'outdated' practices such as initiation. Done properly, it's a positive experience and a corrective emotional experience for a young boy. We can learn from these practices for moral regeneration," he says.

Siswana intends to continue and extend his research, looking into initiation practices across Africa. He will soon start work on his PhD with a focus on indigenous knowledge systems, and will apply for scholarships to study initiation practices and gender and sexuality issues across Africa.

His work to date has seen him invited to contribute a chapter to the book *Children in South African Families: Lives and Times* and to participate in a symposium hosted by the Pan African Congress of Psychology in Durban. Seeing himself as an academic, a social scientist and a healer, Siswana will seek to preserve indigenous knowledge systems and highlight their ongoing relevance.

As a self-identifying gay man, he's a firm believer in sound same-sex relationships that are shaped by love and commitment. So, he aspires to get married and establish a family — possibly challenging the heteronormative constructs of what we perceive a family — and seek a balanced life," he says. Beyond his academic work, he also has deep personal aspirations. "So often we don't talk about wellness as personal aspiration, but I believe spirituality and a balanced lifestyle are crucial for a meaningful and well integrated life."

— Tracy Burrows

Dr Coenie Hattingh

Neuroanatomist, University of Cape Town



PHOTO: SUPPLIED

Dr. Coenie Hattingh (30) is a consultant clinical neuroanatomist and lecturer at the University of Cape Town where he teaches clinical neuroanatomy, neuropathology and neuroimaging across several academic departments. He also consults on clinical cases and research in neuroimaging

and acts as consultant clinical neuroanatomist to the department of diagnostic radiology at The Bay Hospital in Richards Bay. Hattingh is currently a postdoctoral fellow in neuropathology in the division of chemical pathology at the University of Stellenbosch, as well as concluding his second master's degree, specialising in neuropsychology at the University of Cape Town with a focus in neuropsychodiagnosis and neuropsychanalytic rehabilitation under the mentorship of Professor Mark Solms. Hattingh holds a membership to the International Neuropsychology Association and South African Psychoanalytic Initiative and is an elected member of the American Association of Clinical Anatomists and a fellow of the International Psychoanalytic Association.

He grew up in Pretoria, attended high school in KwaZulu-Natal and concluded his undergraduate studies in Pretoria, before moving to Cape Town in 2010 to pursue his master's and PhD in neuroscience specialising in clinical neuroimaging.

From an early age, he was driven to understand how the mind works, he says. "I started at the wrong end, by studying the brain, and now finally I've started understanding how the mind works."

Aiming to hone his clinical skills and develop as a clinician in the field, Hattingh says he will apply his knowledge to the benefit of South Africans. "Like most other healthcare professionals in South Africa, I am frustrated by inadequacies in the healthcare system. A challenge in my field is ensuring that a high standard of care is delivered in timeous efficient manner. Our system is so overburdened and so undersupplied that by the time patients arrive in my ward at Groote Schuur Hospital, they are often in very bad shape. If we had more efficient strategies and infrastructure, we'd be able see them and diagnose them earlier. I am driven to answer clinical questions through research that will have an impact on our people."

He also hopes to have a long-term impact on the training of other specialists in his field. "The postgraduate academics field can be hostile, and it can be hard to find a supervisor who mentors. I don't just want students to download knowledge. I think leading by example is better, so that students know it's actually ok to care."

— Tracy Burrows



PHOTO: SUPPLIED



200 YOUNG SOUTH AFRICANS Health

Dr Nqoba Tsabedze

Cardiology researcher

Website: <https://www.wits.ac.za/staff/academic-a-z-listing/t/nqobatsabedzewitsacza/>

It was winning Intern of the Year during his internship at Chris Hani Baragwanath Hospital that ignited his desire to specialise. And today Dr Nqoba Tsabedze is one of the country's leading clinician-scientists focused on unlocking the secrets of sudden heart failure prevalent in black South Africans.

Tsabedze, 35, is currently completing his PhD, on the genetics of idiopathic cardiomyopathy at Wits University while working in the cardiology division at Charlotte Maxeke Academic Hospital.

He says when he was in his final year of physician training his father needed a pacemaker implanted, which sent him in the direction of cardiology. He new the speciality would be all-consuming, but also that that was where he could save lives.

Today, his work — where he sees patients leading normal lives after seeking help when they were extremely ill years previously — continues to inspire him.

"With black patients,

heart failure is predominantly their disease, and they are being affected younger and younger. White and Indian people suffer heart attacks, but I wanted to find answers to why the black population was affected by heart failure without any obvious cause," he explains.

"For my research, I'm looking at people with no risk factors whatsoever, who suddenly now manifest with weak hearts — and we don't know why."

Through DNA taken from the blood, he draws up a "family pedigree" to begin to investigate a possible genetic cause.

"We have a cohort of families we're working with, and are hoping to identify any association with genetic markers," Tsabedze says.

Other than his hospital and research work, he also runs the

academic programme for fellows training in cardiology, and teaches medical students.

He has been published in five internationally-accredited journals, and works as a reviewer. He is also an executive member of the Heart Failure Society of South Africa, and of the SA Heart Association.

"I want to perform globally competitive research that is both relevant and responsive to the health needs in South Africa, and have spurned the lucrative private sector to devote myself to work in the public sector.

"I hope my decision will inspire others to follow my lead to ultimately improve the health and quality of life of all South Africans," Tsabedze says.

In his leisure time, he enjoys travelling, jogging, and spending time with his family.

— Di Caelers



PHOTO: SUPPLIED

Dr Firdous Khan

Research specialist, Human Sciences Research Council

Website: <http://www.hsrc.ac.za/en/staff/view/?i=F.&F=Firdous&I=Khan>



PHOTO: SUPPLIED

Dr Firdous Khan (30) is a research specialist at the Centre for Science, Technology and Innovation Indicators (CeSTII) at the Human Sciences Research Council (HSRC) in Cape Town.

Now a post-doctoral fellow, her research work to identify microRNAs, which regulate the expression of genes, as specific biomarkers in prostate cancer has offered medical science the potential for early-stage prostate cancer detection.

Khan hopes to harness her findings to launch a biotech company producing early-stage prostate cancer testing kits, although she first needs to overcome the challenges of funding and limited business management experience.

However, challenges do not daunt Khan for long: she has overcome several during her career. Having grown up in Kimberley, she moved to Cape Town to study towards a BSc in biotechnology and honours in nanotechnology at the University of the Western Cape (UWC). She then earned a scholarship to complete her master's in bioinformatics at The South African National Biodiversity Institute, after which she took a year off to work as a bioinformatics consultant at the UWC Biotechnology department. "While I was consulting and training students at UWC, I was offered a full scholarship to do a PhD (biotechnology/ bioinformatics). It was very interesting, considering it was a new field in South Africa; looking for miRNAs as biomarkers for early detection in disease. The project would look at miRNA, previously known as 'junk DNA', an area not very well researched. Daunted and challenged, I embarked on the work in 2012. There was no set project plan for how to go about it, and frankly, I was terrified."

Admitting that her overall approach to life is to "give everything a try", she embarked on the research. "It was very slow progress, but eventually I did it. I submitted my PhD, and graduated as the youngest PhD graduate from UWC in 2015."

Her current role takes her out of the lab and into the statistics field, where producing client reports and engaging with stakeholders are the order of the day — Khan believes she is developing important new skills. "I find myself now at a place where I see the bigger picture beyond the project. As a post-doctoral fellow, I do research, publish off my PhD and contribute to developing country statistics on research and development, innovation and technology transfer in South Africa to inform policy. Trying to combine my background with policy relevant issues is my main goal."

— Tracy Burrows

Dr Lamla Nqwata

Pulmonologist, Chris Hani Baragwanath Hospital

Website: <https://www.wits.ac.za/staff/academic-a-z-listing/n/lamlaqwatawitsacza/>

Dr Lamla Nqwata and her five siblings were raised by their grandmother, a nurse, in Mdantsane in the Eastern Cape. "It was painful watching my grandmother struggle, and at the same time, I became aware of the needs of patients in our communities," she says.

Nqwata powered through school, being promoted early due to her exceptional grades, and completed matric at the age of 15. She went on to study medicine at the University of Transkei, completing her medical degree at age 20. After an internship at Johannesburg General Hospital in 2007 and a year's community service in Port Elizabeth, she went on to study internal medicine and qualified as a specialist physician in 2013, further sub-specialising in pulmonology. Now 31, she is based at Chris Hani Baragwanath Hospital in the internal medicine, pulmonology and high care unit, and is now working on her master's with a focus on atypical mycobacteria, aiming to further enrol for a PhD. Nqwata has a growing interest in academic research, but also wants to continue her role as a specialist consultant guiding medical students and young doctors. This is an area she feels particularly passionate about.

"I want to inspire young health professionals, especially young girls from disadvantaged backgrounds," she says. "If life happens to give you an opportunity to be something, never settle to do just enough or be average — always be the best version of yourself."

— Tracy Burrows



PHOTO: SUPPLIED



PHOTO: SUPPLIED

Lebohang Ramudzuli Nemutudi

Health promoter

Twitter: @Lebohang23

Lebohang Nemutudi (30) works to promote community health awareness and bring about collaboration between healthcare systems — a far cry from his career beginnings as an IT technician.

Working in Tshiawelo, Soweto, Nemutudi helps to implement health education programmes in local schools in

line with the Integrated School Health Programme (ISHP). He is a member of People's Health Movement-SA (PHM-SA) and was elected to be part of the national steering committee. He has participated in the South African People's Health University (SAPHU) programme, which empowers community health workers with skills and serves as chairperson of the Johannesburg Region D Stakeholder Forum, which organises events such as school holiday programmes and dialogues, mentorship, and personal development workshops in collaboration with the City of Johannesburg, Maphelo Skills Development, Hlanganisa Mzansi, Gauteng Department of Education, SANCA Soweto, as well as community safety, nongovernmental and faith-based organisations.

Nemutudi, who grew up in Soweto, initially trained as an IT hardware technician, and even ran his own neighbourhood computer repair business for four years. However, his commitment to improving his community saw him becoming a health activist. "Around August 2015, ward-based outreach teams were created in my community. I went to see what it was all about, to learn about the health systems, and I quickly became involved in local health outreach and promotion."

As a volunteer community health worker at the Tshiawelo Community Health Practice, Nemutudi gets paid a stipend. "But it's not about being paid, it's about the love of the work and a need to do more for my community. It fulfils my heart," he says.

One of the major health care challenges in his community is that people are slow to utilise the available health care facilities, he says. "Many people wait too long to seek medical treatment, or have a mindset that when they are sick, they go to a traditional healer. We now work closely with local traditional healers, who now refer patients to the local clinics — especially those with TB, HIV/ Aids and other chronic diseases," he says.

He hopes to register to study health promotion and further his information science knowledge to bring together the best of the IT and health worlds and reach more people, bringing health care and communities closer together.

— Tracy Burrows

Dr Matthew Amoni

PhD candidate

Matthew Amoni, now working on his PhD in Belgium, aims to carry out essential research that contributes to his dream of an African textbook of medicine. "The UK has the Oxford Textbook of Medicine, but Africa does not yet have an equivalent. I hope during my career to contribute somehow to the creation of such literature," he says.

Born in Pretoria, Amoni moved throughout sub-Saharan Africa during his childhood, as his missionary parents carried out their work. "My childhood exposed me to the needs in rural communities and created in me an ethos of working to contribute to society."

The exceptionally hardworking medical student was able to undertake MBChB studies concurrently with BSc(Med) honours and MSc studies at the University of Cape Town (UCT) and successfully completed them on schedule. He was one of the first medical students to enroll into the MBChB/ BSc honours intercalated programme, a course offered by UCT that promotes future medically-qualified scientists. He excelled in his honours studies and continued with his MSc while simultaneously completing his MBChB degree. Amoni was awarded distinctions for both degrees. He was then offered a place for PhD studies in Belgium.

His research for his MSc studies was in the cardiovascular field, where he explored cardioprotection in disease conditions such as cardiac hypertrophy and diabetes mellitus. During that time, he published two full papers in international peer-reviewed journals and six journal abstracts, as well as presenting papers at an international conference and three local conferences, receiving a best speaker award at one of them. He was supervised by Dr Asfree Gwanyanya and Dr Roisin Kelly-Laubscher.

In addition, Matthew has served as head of research portfolio in the Student Health and Welfare Centres Organisation, a student-run, non-profit community outreach organisation that provides primary health care to underprivileged communities.

— Tracy Burrows

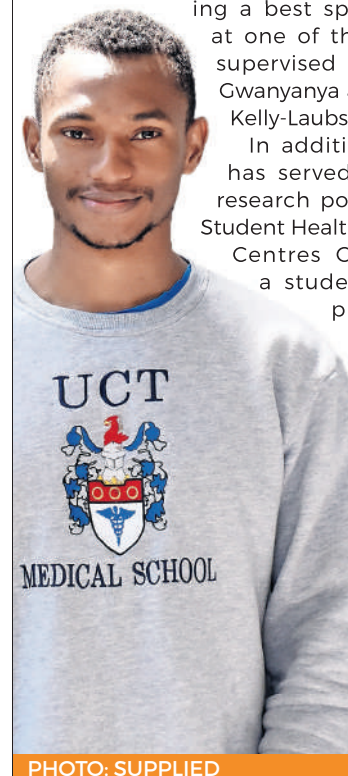


PHOTO: SUPPLIED

200 YOUNG SOUTH AFRICANS Health



Kumeren Govender

Medical student

LinkedIn: [linkedin.com/in/kumeren-govender-9521784a](https://www.linkedin.com/in/kumeren-govender-9521784a)



Kumeren Govender, a 23-year-old final-year medical student at UKZN, has achieved recognition for the publication of his first author paper titled: "Clinical Risk Factors for In-Hospital Mortality in Older Adults with HIV Infection".

He has co-authored a further two peer-reviewed articles and also presented at the 6th South African Aids Conference. He is currently the only undergraduate simultaneously undertaking a master's degree in a special dual-track programme at UKZN.

His honours include being placed in the Top 5 'intellects' of the International Science Competition in Abuja, Nigeria; receiving a medal from the International Sustainable World Energy, Engineering and Environment Project Texas; being awarded the Dean's Commendation for every semester 2012-2017; the VC Scholarship 2013 and the Golden Key Chapter Award 2014. Govender also started the South African Medical Students Association branch at UKZN two years ago to ensure collaboration among medical schools nationally and also is the president of the Golden Key Society at UKZN's Nelson R Mandela School of Medicine. He also speaks five languages and plays the violin.

Govender, who grew up in Durban and was schooled in Pinetown, completed school with 12 distinctions in matric. He initially aimed to study engineering on the strengths of his excellence in Maths and science. However, he was also drawn to careers that could make a positive difference, so he opted to study medicine. "When I started studying, I saw the potential for analytics in medicine, which has fueled my interest in medical research," he says.

Govender plans to continue his studies and hopes to specialise in internal medicine and research activities in future. His particular interest is HIV-positive patients over the age of 50 — a growing community with unique risk factors.

— Tracy Burrows

Dr Aayesha Soni

Community service doctor, Helen Joseph Hospital

Twitter: @AayeshaJ

Dr Aayesha Soni (26) completed her medical degree at University of the Witwatersrand at the age of 23 and was a recipient of the vice-chancellor's scholarship from her first year on campus until completing her degree. While completing her degree and working as a doctor, she was the vice chairperson of the Media Review Network — a South African-based nongovernmental organisation whose main purpose is striving to promote the ideals of justice and human rights.

Her passion for human rights and justice has seen her writing on health advocacy and creating awareness around human rights issues, as well as working for humanitarian missions.

From the age of 16, her written critiques have evolved from letters to the editor to fully-fledged opinion columns and have appeared in leading national and international publications, including the United Nations' department of public information website. As a student, she published a 30-page booklet to help create awareness of the plight of the Palestinian people. This booklet is presented to university students at workshops designed to equip them in assisting the path of justice. She was also active in student politics and was on the committees of various student organisations.

She joined a humanitarian mission to the



PHOTO: SUPPLIED

Gaza strip in 2013, where her experience of working in Al-shifa hospital was published in the South African Medical Journal. "It was dangerous and my parents were worried," she concedes. "But the people I met were amazing — they stayed strong and faithful. The experience emphasised for me why I wanted to be a doctor." An academic case report that Soni authored featured in the British Journal of Neurosurgery this year.

Currently engaged with her year of community service at the Helen Joseph Hospital in Johannesburg, she hopes to continue working in the public sector, improving her skills, before focusing on humanitarian aid work. "I'd like to work with an organisation like Doctors Without Borders or Gift of the Givers. What drives me is that I am Muslim, and Islam says you should always have a quest for humanity and human rights. Using Islam as a guide for life is really helpful."

— Tracy Burrows

Dr Asafika Mbangata

Rural doctor

Twitter: @AsafikaPluto

Dr Asafika Mbangata is passionate about community health and rural practice, and hopes to open her own clinic in an informal settlement in future. Now 26 and working in the obstetrics and gynaecology unit at Cecelia Makiwane Hospital in Mdantsane in the Eastern Cape, Dr Mbangata wants to specialise in family medicine and take her skills to rural communities. She is studying for her obstetrics diploma, core HIV diploma and advanced life support certification in addition to her daily work and raising her young daughter.

Born in the Eastern Cape and raised in the KwaZulu-Natal town of Harding, she completed her medical degree at Walter Sisulu University in Umtata in 2013 and her internship at Helen Joseph Hospital in Johannesburg in 2015.

"Rural practice is not something every medi-



PHOTO: SUPPLIED

cal student aspires to, but I believe working in a smaller hospital, out of the main metros, offers great opportunities to hone your skills, and have an impact," she says. "I'd like to hone my skills and prove that you can be a good doctor in a rural area, even with limited resources. And I'd like to inspire others to look at rural and family medicine not as a burden, but the reason we chose to enter this field in the first place."

Advocacy and patient education is part of her focus, and she hopes to help patients become more informed so that they are diagnosed and treated sooner. "I feel compelled to make a difference: I see how patients can suffer in rural areas, where medical facilities are challenged by understaffing and a lack of resources. Someone has to take responsibility."

— Tracy Burrows

Lerato Hlaka

PhD Candidate, University of Cape Town

LinkedIn: <https://www.linkedin.com/in/lerato-hlaka-b556a580/?ppe=1>

Lerato Hlaka (27) is a PhD student in the division of immunology, department of pathology at the University of Cape Town Medical School. Having been exposed to healthcare through her parents' work at a hospital while she was growing up in Uitenhage, she initially considered studying medicine, but later came to the conclusion that one-on-one consultations would not have the impact she wanted to make. "I realised I wanted to move beyond a one-on-one situation and focus on carrying out research that could have an impact on a bigger scale," she says.

She went on to study biological sciences at the University of KwaZulu-Natal and embarked on her PhD at the University of Cape Town in 2015 with support from the National Research Foundation and South African Medical Research Council. She is also affiliated with South African Women in Science and the Golden Key International Honour Society.

Her research has focused on host-pathogen interactions and how pathogens exploit their host's micro-environment for survival to control and prevent congenital transmission of helminth (parasitic worm) infections. Currently, her research work focuses on identifying and addressing potential host-directed therapeutic strategies to improve host protection against TB and bilharzia, with a view to uncovering new drug targets for treatment.

In the long term, Hlaka hopes to further her knowledge abroad and return to South Africa to continue her work in South Africa. "Ultimately I hope to find a way to open my own unit in the country, and hopefully, to contribute to improving treatment for South Africans," she says.

Hlaka is passionate about improving the lives of fellow South Africans, so she also works to mentor and tutor youths, encouraging them to work towards university and careers in the sciences. "When you grow up in a township, you don't always get encouraged to go to university; so I try to encourage youths to do so, even if it seems difficult. I believe that you have to ask yourself what drives you, what is your purpose, then define an end goal. Even if it's hard, you have to make it work. In my own case, I was fortunate to have been awarded scholarships, but even so, survival is hard sometimes. I pushed, I prayed and that has kept me going toward the finish line. I still have long way to go. But I will get there," she says.

— Tracy Burrows

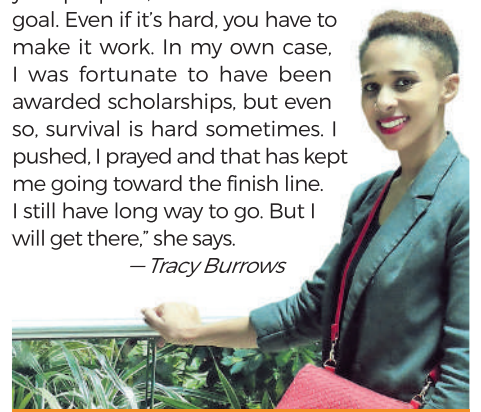


PHOTO: SUPPLIED

Dr Euvette Taylor

Homeopath

Facebook: [facebook.com/euvette.c.taylor](https://www.facebook.com/euvette.c.taylor)

Dr Euvette Cardian Taylor (28) graduated from the Durban University of Technology with a master's degree in homoeopathic medicine in 2015, and is a registered and practicing doctor in homoeopathy, with a research specialty of public health — specifically sexual reproductive health and community development. Taylor is currently a lecturer at The Durban University of Technology in public health and is also the projects manager for the faculty of health sciences' community engagement programmes.

He currently runs a weekly multidisciplinary primary health care community clinic at Mkhizwana Tribal Council in KwaZulu-Natal, serves in various community based organisations and holds the position of president for the Youth Development Partnership.

He has received various accolades for his commitment to the health sector and academia, and in 2013 he received an Abe Bailey Award and scholarship, which is given to outstanding South African students and junior lecturers who show exceptional leadership qualities. Taylor has presented his work in both local and international conferences and summits, including a



PHOTO: SUPPLIED

paper at the World Summit on Social Accountability in April 2017 hosted in Tunisia by the Network Towards Unity For Health and the World Health Organisation.

Taylor has a private practice in Empangeni, but commits a significant amount of effort to serving as a community health project co-ordinator. "I help develop sites where communities need health amenities, but there are no health services in the immediate area. At Cato Ridge, for example, we now have medical students from various fields

who need clinical hours going there once a week to work in the community. This benefits both the students and the community." To be

successful, these projects must be owned by the communities they serve, he notes. "We try to ensure that the service we offer is needed, and that traditional healers, local councils and municipalities are in agreement about what is needed. In this way, the community has ownership of the project."

Taylor aims to stay focused on community health promotion and is working on a proposal for his PhD in public health. "I'd like to influence policy and contribute to improving community health. People tend to wait too long to seek medical attention. They need health information that empowers them, and we need to promote preventative health care systems," he says.

He also hopes to duplicate the mobile clinic model in other communities, incorporating health sciences and social sciences, and partnering with strategic partners to make healthcare more accessible to underserved communities.

— Tracy Burrows



200 YOUNG SOUTH AFRICANS Justice & Law

Elisabeth Makumbi

Lawyer

Twitter: @Liz_mak

Elisabeth Makumbi's love for history inspired her to enter the world of law, with her fascination for the cumulative effects of each of the apartheid-era laws forming the foundation for her activism for the future. "I wanted to find out more about our past laws so that I could possibly create laws or policies to empower, educate and enrich all South Africans," she says.

Once qualified, Makumbi started her career in a large corporate firm, where she gained outstanding experience and refined her legal skills with the assistance of great partners and associates.

"But the work never truly resonated with

me," she says. "I opted to work for free as an intern at the Centre for Human Rights in Pretoria where my focus was on gender equality and women's rights."

Her special focus now is on women's economic empowerment through entrepreneurship and employment.

In addition, during her tenure at the World Bank Group in Washington D.C., she measured how laws, regulations and policies in different countries around the world differentiate between women and men and how these provisions affect a wom-



PHOTO: SUPPLIED

an's ability to work or set up and operate a business.

"Knowing what I know now about different economies around the world, coupled with my understanding of South Africa's political system, unemployment rates and BBBEE policies, I hope to start implementing and enforcing my knowledge on the ground," she says.

Makumbi dreams of inspiring women to be inspired by the accomplishments of other women, and is a co-author of a book entitled *Women creating Wealth: A collection of Stories of female entrepreneurs from Across Africa* written in association with the Graça Machel Trust and She Inspires Her.

She wants to assist women to find fellowships, scholarships and grants, helping them find the numerous opportunities that are available online, so they to

can have some of the opportunities she have had — some of which were only available to her because she had really good resources and help.

She would love to draft a shadow report on how to amend and improve South Africa's laws — especially when it comes to affirmative action policies affecting black women.

Makumbi notes that one of her biggest challenges is being a black woman in South Africa.

"When you get a good job, people will dismiss it as affirmative action. I was often told I was so 'lucky' that I was a black female as everything must come so easily for me. In a legal industry which is still very much made up of white males, as a black woman lawyer in South Africa you will always work twice as hard to prove yourself, as it is presumed you're incompetent or inarticulate.

"But we can change this because we are competent, strong and smart — no matter what society's perception of us is."

— Kerry Haggard

Eitan Stern

Founder and director, Legalese

Website: www.legalese.co.za

Eitan Stern has always loved the idea of how the law could be simultaneously certain and progressive. Motivated to study law by social justice issues in South Africa, his passion led his early career towards animal rights and consumer technology, but he finally found his professional comfort zone when he founded Legalese, a creative legal agency that redesigned the way commercial legal services were offered to musicians, creatives and start-ups — making the law accessible, understandable and

affordable.

"The legal profession, with the fancy suits and complex legalese, just seemed inaccessible to those who needed it most, everyday South Africans — our entrepreneurs who have an idea and are throwing everything at it to bring it to life," Stern says. "What I noticed was that regular people and businesses needed lawyers but weren't using them. Many SMMEs were relying on online legal tools, calling in favours or just ignoring their legal issues."

Stern, who started Legalese from his bedroom, explains that his biggest challenge was that there was no model to follow. "Because we service start-ups, I ran Legalese like a start-up — we went where there was value, fought to get into each industry in which we work and put in long hours to keep our clients happy," he says. Forging a new path in an old profession comes with extra challenges, says Stern. "The price you pay to be a lawyer dressed in sneak-

ers is that you can't make mistakes — ever. If we were going to offer a new take on commercial law then we had to be better and more attentive than our competitors who had a lead of a few centuries on us."

Stern loves being a lawyer because so many of the world's problems can be solved by using the law. "The law can be used to fight corruption, uphold race or gender rights, and create a rule book for games with unequal playing fields," he explains. "There is a power and authority in a legal solution which one struggles to find in just about anything else."

Nature and fate are probably more powerful, but few of the world's issues have been solved by, say, real estate agents."

One of the keys to the development of South Africa is the ability of our people to start businesses, create jobs, build solutions, develop culture and grow our economy. At Legalese we're able to use the law to offer support to entrepreneurs and help turn their dreams into a practical, well-structured reality. I love the law because of its power to get things done."

— Kerry Haggard



PHOTO: SUPPLIED

Realeboga Tshetlo

Advocate, Victoria Mxenge Group

Website: vmxengegroup.co.za/realeboga-profile.html

Realeboga Tshetlo quips that the universe conspired against him to get him into the legal profession: he intended to study towards a medical degree, following in his mother's footsteps, or a theology degree.

"Mathematics and science were relentless aggressors that dealt a fatal blow towards my aspirations of becoming a medical practitioner," he says. "My father's uncle has worked as a magistrate for most of his life and he often told riveting tales of his work life. His career path seemed to be an obvious choice."

"We met with him and discussed various career choices, along with some of his friends who were attorneys and advocates. I was a child and was impressionable. The rest is his-

tory. In hindsight, I am grateful for the unexpected intervention of these great men," he says.

Tshetlo (28) completed his articles of clerkship and went on to practice as a banking and finance attorney at Webber Wentzel Attorneys before joining the Johannesburg Society of Advocates as a pupil in 2014. He clerked for Justice Johan Froneman at the Constitutional Court of South Africa, an experience he remembers fondly.

He commenced practice as a junior advocate in 2015 and is a member of the Victoria Mxenge Group of Advocates. In his short time at the Bar, he



PHOTO: SUPPLIED

has acted for clients alongside respected and well established Senior Counsel at the Bar, and has appeared in various divisions of the High Court of South Africa, the Supreme Court of Appeal and the Constitutional Court.

He has been briefed mainly in constitutional and administrative law and public interest matters, including the constitutional challenge brought by Justices Bess Nkabinde and Christopher Jafta against the Judicial Service Commission; acting for e.tv in the High Court, Supreme Court of Appeal and Constitutional Court in the hotly contested legal battle regarding the digital migration policy; and acting for the speaker of the National Assembly in the direct application to the Constitutional Court involving the motion of no confidence, among many others.

"It is an absolute privilege to be a member of the Johannesburg Society of Advocates. I have access to some of the finest legal minds in our country and an open-ended opportunity

to learn from my colleagues," he says. "I am determined to work hard and join the ranks of Senior Counsel, and hopefully, serve my country as a Judge of the High Court (or courts of similar status), Supreme Court of Appeal and Constitutional Court in years to come."

Tshetlo has a special word for his female colleagues. "It is often said, and it is true, that the legal fraternity is unkind to women, particularly black women. There are systemic problems that create barriers to entry, exposure and training. And of course, there is the unresolved and hotly debated issue of skewed briefing patterns. The advancement of women in the legal profession (and other disciplines) is an issue that cannot be exhausted and requires urgent attention. I applaud my female colleagues at the bar, side-bar, academia and corporate who are doing exceptional work under less than ideal circumstances."

"I encourage key role players in government, the public and private sector and members of our profession to meaningfully engage with the issue of transformation, giving particular focus to the development and promotion of women."

— Kerry Haggard

Sushila Dhever

Partner, Fasken Martineau

Twitter: @FaskenMartineau

Sushila Dhever grew up in a township, where she saw how people in her community struggled to access justice and basic services. She saw law as a means to empower people, and made it her social mission to enter the profession to facilitate access to justice.

"I realised that I would have to obtain a degree if I really wanted to effectively

improve my community," she says. "Pursuing my tertiary education was not easy. I had to apply for bursaries and work two part-time jobs. While studying, I had to be very resourceful and diligent so that I could survive and still pursue my dream."

"However, these challenges did not deter me but only fuelled my determination to succeed."

Now a partner in the Labour, Employment and Human Rights division of Fasken Martineau, Dhever is also head of the firm's pro bono litigation and related initiatives.

She has expertise in human rights, constitutional impact litigation, children's rights, gender law, housing policy, land rights, legal advocacy, law reform, and assisting refugees from sub-Saharan Africa.

"My initial projects focussed on facilitating access to justice in the townships to women and children," she explains. "I started two legal clinics in the township to assist with gender-based violence, child abuse, maintenance and social grant issues."

"My focus has since extended to social development and economic empowerment. This led me to start up a Business Law Clinic in Soweto for local entrepreneurs. Staffed by lawyers at our firm, the clinic provides pro bono commercial

legal advice and assistance to SMMEs in the township. The project aims to alleviate unemployment and develop black-owned female and local businesses."

She has also established law clinics in townships to provide free legal services to women and children, in partnership with the Nisaa Institute for Women's Development, and the family and marriage healthcare organisation Famsa.

She was nominated as a finalist in 2015 for most committed and dedicated pro bono lawyer and in 2014, Fasken Martineau received an award for the firm with most pro bono hours, and won an award for the firm with the most dedicated pro bono department in 2016. In 2015 alone, the firm's attorneys spent approximately 3 815 hours on pro bono work, with the notional cost to the firm being approximately R10-million. Dhever also received the Ubuntu Award from Nisaa for her commitment and dedication to upholding women's rights.

"If you decide to pursue a career in law, be passionate about the law and developing your legal skills," says Dhever.

"Success follows when you're passionate and hardworking. Always remember there is value in helping others, and that we are all part of a system."

— Kerry Haggard



PHOTO: ADAM HOUGHTON

200 YOUNG SOUTH AFRICANS Justice & Law



PHOTO: KAREN KAY BARNARD

Buhle Lekokotla

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Advocate, Victoria Mxenge Group

The first workplace that Buhle Lekokotla visited was the magistrate's court in Ladysmith on a school outing when she was in Grade 6. It was there and then that she decided to enter the legal profession, eventually becoming an advocate.

"Because my university studies were funded by Adams & Adams Attorneys, my first area of interest was intellectual property law," she says. "Even when I worked there, I focused on intellectual property law and commercial litigation. From the time that I started at the Bar, I did a lot of competition law, using my BCom in economics as a foundation."

As an advocate, she has also done a lot of work in administrative law, constitutional law, media and entertainment, telecommunications law, and general commercial litigation.

Three months before she started her pupillage to become an advocate, Lekokotla was involved in a serious car accident, and couldn't use her hands to write or do anything for the first two months — and without a medical aid or a salary, her financial challenges were significant.

Lekokotla completed her pupillage at the Johannesburg Association of Advocates in 2011, and has been practicing as a member of the Victoria Mxenge Group of Advocates since 2012.

She believes in continuous learning and has managed to increase her scope by working towards qualifications that are outside of the law, to learn more other ways of thinking that are out there. She is currently completing a BA in philosophy, politics and economics.

"My advice to young South Africans is to stay in touch with the communities that they serve," she says. "Law is a public qualification and that is why we need to be in touch with what is happening in our communities. We must also serve our communities."

"That is why I joined the Lebo M Foundation so that we can give pro bono legal advice to disadvantaged communities throughout the country, and create awareness among people of their basic rights and at least have an idea what avenues to use if they have a problem. We are partnering with various organisations and government departments throughout the country to make this happen."

Lekokotla and friends from high school go back to their alma mater every year to motivate and encourage the learners, as they know the difficulties of attending school in a township.

"We also organise a yearly prizegiving for the top achievers in every grade, and host a career day to show them what they can do after school," she says. "We also run a boot camp to teach Grade 12s what to expect at university." As a former professional soccer player, when she is not practising law, Lekokotla coaches women's soccer teams of all ages.

— Kerry Haggard

Mongezi Mpahlwa

Senior associate, Cliffe Dekker Hofmeyr

Instagram: @mompahlwa

It was never Mongezi Mpahlwa's intention to study law, but he found that he excelled more in the law subjects in the Bcom degree for which he was accepted, and relished the problem-solving inherent in these subjects over the commerce subjects that were his first choice. After completing his Bcom (law) degree, he then furthered his studies and registered for an LLB degree.

He began his legal career as a candidate attorney at Abrahams Kiewitz, but later joined Cliffe Dekker Hofmeyr, where he is now a senior associate, practicing in the area of civil and commercial litigation in the High Court, Magistrates' Court and The Arbitration Foundation of Southern Africa. His particular focus is on insolvency, business rescue, commercial litigation and arbitrations.

Mpahlwa joined the Black Lawyers Association (BLA) as a young law student in 2010, and has held various leadership roles in the organisation since then.

"I am focused on building a sustainable practice with a national footprint, which services state-owned enterprises and emerging black industrial companies in the long term," he says. "I also want to study towards a master's qualification in international trade law and to build an international arbitration practice with a particular focus on bilateral agreements such as the Brics, WTO, and the ICC, among others."



PHOTO: SUPPLIED

Mpahlwa has a passion of mentoring and transferring skills to young black practitioners entering the profession, and contributes frequently to various related initiatives.

"I would argue that my active participation in the BLA has enabled me to build enough confidence and character to be able to face up to the many challenges which face young black professionals entering the corporate environment," he says. "It has also exposed me to various networks and platforms through which I have been able to sell myself as a competent young lawyer."

"The legal profession is not as glamorous as on TV — it takes a lot of hard work, commitment and dedication. It is also highly competitive. The first five years of any young lawyer's career should be dedicated towards learning and gaining as much experience as possible. Every young lawyer should identify a mentor at an early stage of their career who will be the source of career guidance and support through their journey to become an established practitioner."

Mpahlwa also encourages those choosing a career in law to become active citizens in matters affecting youth development in our country. "Taking part in conversations around transformation of the legal profession and other related sectors from an early stage of one's career is quite critical to understand the environment in which they will be practising," he says.

— Kerry Haggard



PHOTO: SUPPLIED

Phetole Modika

Partner, Bowmans

Twitter: @PJ_Modika

Phetole Modika had teachers at school that encouraged critical thinking and problem-solving through logical reasoning and thorough research. He felt that the legal profession was the ideal environment for him to further develop these skills, while giving him the opportunity to make a difference in society.

"Those lessons have proved to be critical to this day, as I have a good command of legal concepts relevant to my field, and can undertake complex legal analysis to appreciate how the various components of a finance transaction interrelate," he explains.

A partner at Bowmans, Modika specialises in finance (debt and equity), general banking and financial services. He represents local and foreign banks in respect of finance and security structures, which include real estate, structured, leveraged and acquisition finance.

He has also acquired experience in certain specialist areas of finance, such as public finance, and aircraft finance, including the novation and extension of existing aircraft operating leases.

"My goal is to be recognised as an expert in my field and be regarded as one of the go-to lawyers in Africa when it comes to the provision of advice to clients on aspects of transactions which involve or require banking and finance expertise," he says. "On the journey to achieving this goal, I aim to also actively provide training to up and coming junior lawyers who are the future of South Africa."

Modika emphasises that the legal profession is steeped in tradition and places significant importance on the number of years one has practised which, affects the nature of mandates from clients.

"Because I am relatively young, I have found that it can be difficult to attract the more prestigious mandates, as the prevailing perception is that matters of these nature can only be handled by very senior lawyers within the profession," he says.

"I have however been fortunate as these limitations are mitigated by the fact that the field of banking finance is still developing, and is allowing younger lawyers to acquire technical expertise at a steep learning curve. Bowmans' banking and finance team also includes very senior lawyers, who have provided me with great exposure to both clients and significant and complex matters from an early age."

Modika believes that education is the ultimate equaliser and cannot be taken away or ignored.

"I was born and raised in a small village outside of Tzaneen called Jamela and have, through education, been fortunate to work for one of the biggest law firms in Africa. As young South Africans, we need to strive for a South Africa where a story similar to mine is not an exception but a norm," he says.

— Kerry Haggard

Thabang Ratau

HR team leader, ENSafrica

Twitter: @ThabangRatau

Thabang Ratau may not be an attorney, but he works behind the scenes making a real difference in the lives of law graduates and seasoned practitioners in the legal profession through recruitment initiatives and building talent pipelines, providing thought leadership, and offering support to those entering the industry.

With a BCom industrial psychology in hand, Ratau has been responsible for graduate recruitment in some of the country's leading law firms, Cliffe Dekker Hofmeyr and Webber Wentzel, and is currently HR Team Leader at ENSafrica, providing human resources and recruitment support to the firm's offices outside South Africa, specifically Ghana, Uganda, Mauritius, Namibia, Tanzania, Namibia and Rwanda.

"In graduate recruitment my focus was positioning the firms where I've worked as preferred employers to students, developing marketing campaigns to attract their applications, putting each applicant through the selection process before completing a thorough induction with them once they're selected," he explains.

"I viewed my role as not only recruiting the best talent for my firm, but also equipping a broader group of students with skills that help them attract and secure employment upon



PHOTO: JEREMY GLYN

graduation."

Even though he helped students and graduates find their ideal position, Thabang didn't have a clear vision for his own career when he was studying. However, through faith and the influence of his partner (who was studying law), he refocused his attention from part-time sports coaching to completing his degree.

"On the other side of graduation lay wonderful work opportunities which have been great for the development of my skills and offered me a chance to impact the lives of law students and improve the

working conditions of fellow employees," he says.

Ratau notes that law is a demanding qualification and career but it's incredibly fulfilling in the long run.

"Law offers you many different employment options and opportunities, all fulfilling in their own way, so select the one that best suits your talents and interests."

"I believe that whatever role someone fulfils in whichever workplace, they must know their value and this must be reflected in the quality of their work. Whether you're the CEO or somewhere in back office, add your own flavour to your work and always seek to produce work of high quality," he says.

— Kerry Haggard



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Michael Bishop

Advocate, Legal Resources Centre

Website: capebar.co.za/advocates/bishop-michael/

Was it watching too many episodes of *The Practice* that enticed Michael Bishop into the legal profession? Or was it that the law ran in his extended family, with his grandfather being a judge and his godfather an advocate?

Rather, Bishop was attracted to the profession's combination of systematic, logical thinking and the art of writing and arguing persuasively and the idea of fighting for justice, or at least preventing injustice.

His practice as an advocate, after having served his pupillage under Justice

Pius Langa, is almost exclusively in human rights, constitutional and administrative law. He now works for the Legal Resources Centre (LRC), South Africa's biggest public interest law firm.

He provides expert litigation services across a range of different areas to the attorneys at the LRC, including work on issues related to land rights, labour tenant rights, customary law rights, international criminal law, refugees' rights, gender equality, transgender rights, and freedom of speech, among many others.

"Because we have limited resources, we



PHOTO: SUPPLIED

generally do 'strategic litigation'," Michael explains. "We look for cases that will have a wide impact by changing the law, and assist as many people as possible to assert their constitutional rights."

He also teaches constitutional and administrative law, edits the *Constitutional Court Review* journal, and writes articles on con-

stitutional issues.

He has a small private practice where he has advised or represented, among others, the DA in a variety of constitutional law matters (particularly concerning Hlaudi Motsoeneng and the state capture report), and Johan Booysen (of Cato Manor "death squad" fame).

"My goals are to provide high quality legal representation to those who normally cannot afford a lawyer," says Bishop. "Our legal system is designed to favour rich people — primarily the government and corporations — who can afford the extremely high fees charged by lawyers in private practice. They have excellent access to justice because they can pay an army of lawyers to assert their rights."

"Poor people don't have that, and an adversarial system such as ours means better justice for some and worse justice for others. That means that those most in need of the protection of the courts to protect their constitutional rights are the people who are least able to access them."

"This is a serious and systemic injustice, and I enjoy nothing more than representing a client who has been ignored, or taken advantage of by the state or a rich corporation that assumed she would never be able to afford a lawyer, and then beating them in court."

— Kerry Haggard

Tiyani Majoko

Co-founder, Lawgistics Legal Consultancy

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Both of Tiyani Majoko's parents were attorneys, and when her mother passed away when Tiyani was 13, she decided to pursue a career in law to continue the family business.

"When I qualified as an attorney I had a gnawing feeling that there had to be a better way to practice law, outside of the traditional law firms," she says. "I began my research and found a few consultancies that I did some work with and decided to establish Lawgistics Legal Consultancy in 2014, with my dad as the co-founder."

"We have a core team of three attorneys and have consultants that work with us on an ad hoc basis, which allows us to widen the pool of expertise we can offer to clients."

The consultancy's focus areas are the mining, energy, construction and logistics sectors, where it offers health and safety, commercial, labour, environmental and regulatory law expertise. It provides training on all the areas of expertise and also has a very good company secretarial division.

"We have adopted this operating model to give clients a more affordable legal service without compromising on the quality of the service," she explains. "We also offer a more flexible pricing model to suit our cli-

ents' needs and budgets. We also want to give lawyers a better quality of life, where they can plug into an assignment, deliver good work and have time to pursue other interests. The world is moving into an on-demand services model as we have seen in the hospitality, transport and even fitness sectors, so we want to advocate for this in the legal fraternity."

Majoko believes that this model can help overcome some of the artificial barriers of

entry surrounding the legal field, as there are many unemployed graduates unable to find articles and work after admission. "It gives lawyers options outside of jobs in law firms, corporate institutions and working in government — they can offer services like mediation which can help to resolve certain matters outside of court, which is cheaper and faster for the clients and ultimately increases access to justice."

"Currently, the Law Society of South Africa does not regulate the activities of legal consultancies," Majoko explains, but the Legal Practice Council. "The legal fraternity is very traditional and clients have a particular understanding of attorneys and how they work, so the process of re-educating clients of our services and operating model has been a challenge," she says. "We keep focusing on delivering beyond the clients' expectation so that they can become our biggest marketers!"

— Kerry Haggard



PHOTO: SUPPLIED

Ziyanda Buthelezi

Media regulatory affairs manager

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Ziyanda Buthelezi's favourite TV programmes when she was growing up were all legal dramas, but as she grew older and more politically and socially aware, she found that the people she admired the most were real lawyers — people such as Nelson Mandela and George Bizos.

"I don't remember aspiring to be anything else," she says. "For me, the question was never whether I should study law — the only question was which discipline to pursue. I have not regretted my decision. I am proud of my work and the small way in which I contribute to society in my sphere of influence."

Buthelezi has held the position of regional regulatory counsel for a media house for approximately five years, where she is tasked with providing expert regulatory input to draft/proposed ICT legislation on the continent. She is tasked with ensuring that the end result is one that retains the oversight role of government and fosters investor confidence while at the same time protecting vulnerable consumers.

"Through my work, I hope I have made a contribution, however small, to the democratic process of Africa through the passing of laws and regulations that align with international standards and support the universally recognised right to information," she says.

Her work on this and other related topics has been published in journals such as *Without Prejudice* and most recently as part of a book entitled *Competition Law Enforcement in the Brics and Developing Countries*.

Being a young woman in a male-dominated industry has been a significant challenge, particularly in territories outside of South Africa.

"I have sadly experienced institutionalised patriarchal attitudes and sexism so frequently," she says. "It has been discouraging."

Despite the significant contributions that women make to society every day, these issues are still very prevalent. In many ways, it feels as though we are regressing as a society."

Buthelezi emphasises that the law is a competitive field and is definitely not as glamorous or financially rewarding as series like *Suits* would have us believe.

"However, it is a field that is full of opportunities for those who will seize them," she says. "In the right environment and organisation, it is also a deeply satisfying career, especially when there is a social dividend to the work that one does, as I have been fortunate enough to experience in organisations such as the Competition Commission of South Africa."

— Kerry Haggard



PHOTO: SUPPLIED

Zinhle Ngwenya

Advocate, The Bridge

Twitter: @ZeeNgwenya

Zinhle Ngwenya always knew that she wanted to study law and in Grade 11, she spent a week job shadowing attorneys.

"During this week I was drawn to two things," she says. "First, the work that they were doing had a real impact either on people's lives or their businesses. In some cases, their advice was the difference between someone being found guilty of a crime or being denied bail and in other cases their advice was the difference between a business remaining open or having to close its doors."

"Secondly, there was a real sense of professional courtesy and collegiality among the attorneys, whether it was in the office or in courts. That sense of collegiality, respect and common courtesy are values that were upheld even though different attorneys may have been opponents."

When Ngwenya was practicing as an attorney, her special area of focus was labour law, and she has continued in this field since joining the Johannesburg Society of Advocates, as well as pursuing a keen interest in public and constitutional law.

Her biggest weapon against the glass ceiling, Ngwenya admits, is



PHOTO: SUPPLIED

excellence. She prides herself on the ability to outwork anyone.

It is for this reason perhaps that she was part of the team that appeared for the Human Rights Commission against John Qwelane for hate speech against homosexuals.

She also recently appeared as a junior counsel on behalf of Black Sash in the seminal case dealing with social grants.

Ngwenya is currently appearing on behalf of the Centre for Applied Legal Studies, which has been granted the status of a friend of the court, in the case of the Law Society of South Africa vs The President of South Africa, in the case

about the latter's decision to suspend the SADC tribunal.

Ngwenya would like to grow her practice in socio-economic rights litigation, to protect the rights of the vulnerable and marginalised members of our society who cannot afford to litigate on their own behalf.

She also intends to address transformation in the legal profession.

"Many of the cases which are brought to the courts on behalf of the vulnerable members of our society are represented by white advocates. I think it's important for us as black advocates to be actively involved in litigation relating to socio-economic rights," she says.

"There are also certain areas of the law, like maritime or shipping law, where the industry experts and seniors are traditionally white males and their juniors also white males. If you are not connected to these industry experts, it's difficult to gain access and experience in these areas of law."

— Kerry Haggard

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Aalia Manie

**IP and technology lawyer,
Webber Wentzel**

Twitter: @Aalia_IP

Aalia Manie is an intellectual property (IP) and technology lawyer at Webber Wentzel, and entered the profession because of how the law influences the way people live, work and interact with each other.

"I wanted to be involved in a field that would allow me to make a meaningful impact," says Manie. "The legal profession also presents daily opportunities to be intellectually stimulated, find solutions, build businesses and foster relationships."

She is passionate about technology, innovation and the future of law and has a keen interest in advising "disruptors" on

how to be agile and legally savvy, and how they can leverage the law to their commercial advantage.

Manie lobbies government and drives national engagements between industry stakeholders to influence important changes to laws. Over the last year, she has focused on amendments to the IP exchange controls and some positive changes have already been implemented.

Her ambitious interests have presented her with the privilege of being elected to the Community Council of the Silicon Cape Initiative in 2016, where she assists in accelerating the tech



PHOTO: JZAIID JOSEPH

start-up ecosystem.

Manie is often invited to contribute to publications and present on legal topics, and has appeared in the media several times.

Manie is committed to legal excellence. She helps manage many of the prominent deals brokered by Webber Wentzel's IP and technology team. She assists in the management of her team's know-

how and training and contributes to the firm's wider initiatives on innovation.

She has seen first-hand how laws and regulations don't always work as they should. "Properly formulated laws balance competing interests, foster growth and encourage innovation while still mitigating risk," she says.

"Poorly formulated laws can be unduly restrictive and therefore damaging. The latter has been a frustration in my practice. I have seen the practical, unintended negative consequences of some laws, which have discouraged deal-making and investment in the technology industry. However, the law must change in response to a changing society and economy and, thanks to technology, the pace of change is on the rise."

Manie mentors scholars of the Gallagher Foundation, and was recently invited to join the advisory board of the 88 Business Collective.

— Kerry Haggard

Elaine Bergenthuin

Patent attorney, De Beer Attorneys

Twitter: @beer_ip

If you are going to defend the rights of global technology companies to claim a patent, or fight cases of intellectual property theft, you need a deep understanding of the underlying technologies.

That's why patent attorney Elaine Bergenthuin earned a degree in electrical engineering first, giving her a thorough grounding in this highly specialised field.

Bergenthuin (34) is the founder and managing partner of De Beer Attorneys, a company focusing on intellectual property (IP) law including patents, trademarks, copyright and design rights.

Although there are some well-established legal firms in this field, Bergenthuin formed her own company in 2014. "I wanted to be more independent and do things my way, and I saw a gap and felt the market was right for a younger person to come in," she says.

She began with an office in Johannesburg, then opened a second branch in Cape Town. The third step will probably be an office in Mauritius, which is positioning itself as a technology hub and a gateway to Africa for international companies.

De Beer is still small with only five employees, but she is actively recruiting — and her ambitions are big. "Our goal is to be the most highly respected intellectual property law firm in South Africa. It's about the quality of service."

She's winning plenty of business from local players in the information technology and tel-

ecomunications sectors, and from overseas companies that want to protect their patents and trademarks in South Africa, including large multinationals such as Samsung and Hewlett-Packard.

Her degree in electrical engineering at Pretoria University saw her gain specific expertise in biochemicals and technology. She also holds a law degree from Unisa and a postgraduate Certificate in Intellectual Property Law from the University of London.

When she returned to South Africa she worked for law firms in Johannesburg, then joined a technology company as its legal consultant. She is now recognised as an expert in intellectual property law in South Africa and regularly speaks at local and international conferences. She was also a finalist in the Law Africa Digest Awards for the Female Managing Partner of the Year in 2016.

— Lesley Stones



PHOTO: SUPPLIED

Tefo Tlale

Advocate

Twitter: @joziadvocate

Tefo Tlale participated in debating in high school and enjoyed the rigour of using ideas and arguments to advance a particular point of view. He also saw law as a tool for advancing social justice and decided to enrol for a law degree at the University of the Witwatersrand. He completed his time as a candidate attorney at Bowmans, before becoming an acting senior legal officer at the South African Human Rights Commission (SAHRC). He completed his pupillage earlier this year, and is an advocate at the National Bar Council of South Africa.

"Being at the SAHRC provided me with an opportunity to develop my skills in human rights and constitutional law," he says. "I have now set up my own practice at the Bar where I can serve society in my work. My aim is to create a culture of human rights in South Africa through my work as an advocate by facilitating access to justice and making human rights become a practical reality that ordinary people can enjoy on a daily basis."

"It is the simple things like water, electricity, sanitation that give people dignity. Seeing a pensioner have her electricity reconnected, a disabled child having access to a public cinema, helping a homeless person or a victim of abuse find emergency shelter, getting travel documents for a refugee. All these things are what human rights are about, and I believe that my work is incomplete until all people enjoy these basic rights."

Tlale believes that transformation of the



PHOTO: SUPPLIED

legal profession should not just be about the racial and gender make-up of the profession. It is also about ensuring that every person in society has access to justice and can enjoy the full benefit of their rights regardless of their position in society. The future of the profession should be orientated towards increasing access to justice and removing barriers to entry that may be outdated and exclusionary.

"Being a young black person in the legal profession requires one to be persistent and continuously excellent," Tlale says. "Seniority is highly valued and as a black junior advocate one often has to work hard to dispel stereotypes and presumptions about one's competence."

"Whether one is dealing with senior lawyers or senior officials, it is important to remain focused and consistent — it is the only way to overcome 'pretender's syndrome'. I believe that as long as one strives for excellence, it does not matter how junior you are or which bar you belong to — the results always speak for themselves," he says.

— Kerry Haggard

Megan Nicholas

Senior Associate, Hogan Lovells Attorneys

Instagram: @megznic

Megan Nicholas was raised on a sugarcane farm in Northern KwaZulu-Natal and from a fairly early age was exceptionally opinionated. Her grandfather realised that she could argue herself out of the most untenable situations, and although her parents attempted to write it off as backchat, he decided to cultivate her natural gift by giving her books about oppression, feminism, history and law.

While they may not have been the most suitable books for an eight-year-old, the books heightened Nicholas's interest in the economic emancipation of people through legislative and judicial means.

"My father is a high school history teacher and his explanations of the Codesa process

furthered my interest in understanding how divergent interests are aligned through negotiation and cleverly drafted legislation to achieve a mutually beneficial outcome," she explains.

"After obtaining my law degree from the University of the Witwatersrand, my thirst for understanding this concept was not satisfied and I pursued a master's in labour law to gain an understanding of the economic oppression that plagues South Africa in my generation."

Nicholas is a Senior Associate at Hogan Lovells Attorneys, and is a legal fixer for mining companies, providing solutions and avoidance strategies for the inevitable legal compliance issues which arise as part of mining operations including labour, health and safety, the environment and the broader regulatory framework.

"Initially my interest in mining was sparked during my research for my MA by insights into labour unrest and its impact on the economy. In practice for a large law firm, I found that passion for empowering the victims of generational poverty does not necessarily correlate with the instructions we receive. That being said, it also provided me with a vital understanding of the amazing work our clients do for the community, the greed of those sup-

posedly representing the previously disadvantaged, unionised corruption, and the aftershocks of the past that individuals living and working within these mining communities grapple with every day."

As a young, coloured, female attorney working not only within the male-dominated legal field but also specialising in mining, Nicholas's greatest challenge is proving her skills and capability of fulfilling her role to a generation with preconceived notions of her intellectual capacity.

"The top 10 law firms in the country do not court mediocre academic performance and even if it is your intention to go into a smaller firm, you will be your clients' only hope and will have to understand every element of the law as it pertains to them," she says. "This requires the highest degree of commitment and dedication. The law is fluid, it's your perspective that gives it meaning, and you have to cultivate your imagination while being cognisant of all the legal limitations to yourself and your client. It is one of the most challenging careers one can select, but it can also be the most rewarding."

— Kerry Haggard



PHOTO: SUPPLIED



Rorisang Mzozoyana

Senior attorney, Norton Rose Fulbright

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Rorisang Mzozoyana noticed that the wealthiest person in her home town of Butterworth when she was growing up was a criminal lawyer, and set her sights on the profession so that she could escape her surroundings.

It was only when she began her studies at Rhodes University that she realised that there were many other nuances to the law that she found more interesting, and it was the pursuit of understanding these that took her from Butterworth all the way to New York.

Mzozoyana is now a specialist property finance lawyer with more than 10 years' legal experience. She is a senior attorney at Norton Rose Fulbright, a global law firm with 58 offices across the world. Her practice in South Africa straddles Cape Town and Johannesburg, and she was previously an international associate at a prestigious law firm in New York where she advised a number of Wall Street clients including Goldman Sachs and JP Morgan.

She has advised a number of high profile clients in the property space across South Africa, and has facilitated complex cross-jurisdictional finance transactions that involved various corporate entities in the US, UK, Australia, Austria and Namibia to name a few.

In addition to her professional responsibilities, Mzozoyana has an interest in academia, and has lectured real estate law at the University of the Witwatersrand. She has also published a number of articles relating to real estate matters.

Mzozoyana has a passion for giving back to the community. She has advised domestic violence victims at the Randburg Magistrate Court on a pro bono basis and has spent weekends volunteering at the Constitutional Court, running workshops to teach schoolchildren about South Africa's legal history and the Constitution.

Mzozoyana holds a BA LLB from Rhodes University and a LLM from the University of the Witwatersrand. She is currently pursuing a MSc in Property Studies at the University of Cape Town.

She is a member of the Women's Property Network South Africa and is a fellow of the prestigious South African Visiting Lawyer Programme that is facilitated by the Cyrus R Vance Centre for International Justice, an association of the Bar of the City of New York.

"The law is a rewarding career that will teach you how to think and how to analyse and synthesise information," says Mzozoyana. "This is an invaluable skill that can easily be transposed into other careers or other areas of one's life. That is why lawyers can go into business or politics so easily; their skills are transferable. It is not for the faint-hearted, and requires a lot of hard work and diligence."

"Throughout my career I have had to work harder to just prove my competence and have had to create my own opportunities, whereas some of my colleagues have had opportunities created for them," she adds. "That has been a blessing in disguise though, as it has made me more self-reliant and resilient."

— Kerry Haggard



PHOTO: SUPPLIED

Megan Harrington-Johnson

Partner, Schindlers

Twitter: @megshj

Megan Harrington-Johnson chose to enter law because she was better at languages, creative writing and debating than she was at maths, and although her choice of fiction reads at the time may have had an influence on her career choice, she quickly developed a passion for all that the legal profession entails.

Her passion and commitment to the profession saw her become the youngest partner at Schindlers Attorneys in 2015.

"Law is all around us, and is applicable in so many areas of people's everyday lives, from buying a car to renting a house, to living with a partner, getting married, having children, signing up for credit agreements, and even dying," she says.

"It made me feel empowered to have this knowledge at my disposal, and I also really liked the idea of using that knowledge to help people. This may seem like an idealised notion, but it's something I weave into my practice every day."

Harrington-Johnson's main focus is on matrimonial, family and child law, which enables her to fight for people's basic human rights.

"I find that people are generally uneducated about their legal position, and I am hoping to bring much-needed knowledge to people in difficult situations."

She is especially passionate about women's rights and has set up a women's networking and support group which meets once every six weeks to share knowledge and insights. There are more than 600 women in this group.

"I also find that young adults don't know the first thing about the law, and over the past four years I have been doing talks at high schools on the basic elements of the law that everyone should know: the ramifications of drunk driving; what it means (commercially and legally) to get married; how intoxication can negate someone's consent to intercourse; the rights of unmarried fathers, and the rights of young mothers, for example," she explains.

She also volunteers at Families South Africa, where she helps divorcing couples mediate a negotiated settlement to try to prevent them having to pursue costly and time-consuming divorce proceedings in court.

"I find that to be successful in business you need to have a well-balanced life," she says. "I do a lot of sport and try to combine this with charity work, in association with an NGO called Madswimmer. Not only has this given me a broader view of the world but it has also introduced me to people I would never have met, which is always good when trying to build your own practice."

— Kerry Haggard



PHOTO: SUPPLIED

Silindile Buthelezi

Lecturer, Commercial Law Department, University of Cape Town

Twitter: @Silindile_N

Silindile Buthelezi loved debating and public speaking in high school, and her experiences in these activities piqued her interest in law.

"Growing up, I also always knew that I wanted to make some difference or contribution in the world," she says. "I knew that being a lawyer would create an opportunity to make a difference, irrespective of what area of law I chose to specialise in."

Buthelezi holds both an LLB and two LLM degrees from the University of KwaZulu-Natal and from University College in the UK with merit.

She is an admitted attorney of the High Court of South Africa and has practised at a leading corporate and commercial law firm. She also previously worked as a law researcher for the judges of the Western Cape High Court, and is currently employed as a lecturer at the University of Cape Town's Faculty of Law.

Buthelezi's main areas of research and expertise are within the field of banking and financial sector regulation, and her recent LLM thesis focus was on the current financial sector regulatory reforms in South Africa.

She is an emerging academic expert in the field of banking and finance law in South Africa and intends contributing to the development of law and knowledge within banking and finance in South Africa, as well as contributing to the economic development of the country through advising the government on matters relating to policy and legal regulatory issues within the banking and finance sector.

"The biggest challenge in my field is being a young black woman and emerging academic," she says. "Banking law is a very male-dominated industry and one of my main challenges right now is gaining visibility when it comes to my research and having people actually take what I have to say seriously."

"Law is such a competitive field and I have noticed that many people do not pursue opportunities as they believe they are just not good enough, particularly when they compare themselves to their fellow classmates or colleagues," explains Buthelezi. "They miss many amazing opportunities simply because they discount themselves before even applying for the scholarship or position."

"Even if you have doubts as to whether you will be accepted into the LLB program at your dream university — apply anyway. Push through the doubt and pursue your dreams. The worst that could happen is that you'll get a no, and if it's a no you'll just move on. But it could actually be a yes, and then you'll be living your dream."

Buthelezi has been selected as one of 1 000 participants from sub-Saharan Africa for the 2017 Mandela Washington Fellowship programme, part of the Young African Leaders Initiative, and mentors high school students who intend entering the legal profession.

— Kerry Haggard



PHOTO: SUPPLIED

Kelly-Jo Bluen

Legal researcher, Institute for Justice and Reconciliation

Twitter: @Kellyjoblue

Kelly-Jo Bluen is a researcher focusing on international relations and international justice. She is the project leader for international justice at the Institute for Justice and Reconciliation, where she runs projects on the geopolitics of international justice and justice for conflict-related sexual and gender-based violence. She also works and writes on various issues pertaining to the politics and practices of justice including AU-ICC relations, the role of commissions of inquiry in accountability processes, and systemic issues surrounding conflict and terrorism.

She holds a BA honours in international relations from the University of Cape Town and a double master's in international affairs from the London School of Economics and Peking University, for which she was a South African Chevening Scholar. She writes for different policy and media platforms and, until recently, wrote a regular column for the South African daily, *Business Day*.

"I have always been horrified by injustice and by the systemic issues that continue to allow for the proliferation of unjust systems," she says. "I am interested in the relationships between law and justice in addressing these issues. The law globally is a powerful instrument that can work against oppression and marginalisation, but many aspects of law are embedded in these structures of power, and law does not necessarily equate to justice."

"Very often it is tethered to the same power structures of racism, misogyny, homophobia, classism, ableism, and transphobia that foment the very problems it is trying to solve. I am committed to looking at what the law can contribute, and thinking through where it can't, and how international and domestic legal systems can be more just."

Bluen works on several aspects of international relations and international justice. "I am committed to working towards accounting for broader notions of wartime sexual violence, and to trying to think through policy-oriented approaches that move beyond narrow narratives of gender-based violence in war, which can exclude a lot of victims and survivors of sexual and gender-based violence."

She is also working on a project on the politics of international justice, which looks at ways in which the international justice system might be more equitable.

"We look at how justice systems deal with historical crimes and historical antecedents to current conflicts, how economic networks, colonial histories and systemic conditions play into current conflicts, and how we might imagine broader possibilities for justice, redress and accountability for these crimes," she says.

— Kerry Haggard



PHOTO: SUPPLIED

Khato Civils, South Zambezi leading change, fight domestic violence

When Neo Thobejane (28), the first black woman land surveyor at Khato Civils (Pty) Ltd and South Zambezi (Pty) Ltd — two of Africa's leading construction, engineering and infrastructure development companies — suffered a brutal, lonely death in the hands of her boyfriend, the chairman Simbi Phiri knew it was time to step up efforts to put an end to gender based violence in the companies and society.

By Musa Ndlangamandla

Neo, who was a prolific go-getter who had within a short space of time with Khato Civils built herself a house, renovated her mother's and bought a car, was killed four years ago around Hammanskraal outside Pretoria in what apparently culminated from a murderous fit of jealousy and envy over her accomplished life.

The perpetrator tried to escape from the scene using her car, but it developed mechanical problems and he fled on foot, staying in the shadows for over one month without being brought to book. This left Neo's family and colleagues in deep despair, trying to come to grips with the loss and dreading the fact that the killer was still at large.

Khato Civils stepped up to the plate to ensure that the outrage translated into practical interventions by engaging private investigators who worked with law enforcement, leading to the capture and successful prosecution of the person who killed Neo.

Empower

"We are deeply saddened by the loss of such a talented and innocent life and as a company we have put in place mechanisms to empower, equip and prepare ourselves to recognise and deal with gender based violence. Business has a crucial role to play in preventing and combating violence against women in its various forms. As Khato Civils and South Zambezi we believe that we have the legal and moral obligation as well as an economic interest in supporting our employees, their families and communities by protecting their health and safety and by mitigating risks of all kinds," said Phiri in an interview with *Mail and Guardian*.

Phiri emphasised that all forms of abuse, whether physical, emotional or financial have a detrimental effect on work performance, result in absenteeism, lost production and negatively impacts general motivation in the workplace.

"Women's social connection is deep and they feel each other's pain, therefore when one is a survivor of domestic abuse the whole chain is negatively affected. As people, when we come to the workplace we do not only bring one part of ourselves to their job, but every aspect of our lives follows us through the doors of the workplace," Phiri said.

He also drew parallels between the advent of economic blackmail by husbands and/or partners on women and the rise in instances of gender based violence.

"We must ensure that we empower women and girls to have adequate skills and a sustainable source of income to be sufficiently empowered to lead independent, meaningful lives. This will help them have the confidence and resolve to walk away from abusive relationships or marriages. When a woman is able to work for herself to cover basic necessities she is more likely to stand up against a bully," he said.

Meanwhile, Khato Civils and South Zambezi have adopted a zero tolerance stance against violence, particularly tar-



Simbi Phiri: Executive Chairman of Khato Civils and South Zambezi



Sikanyisiwe Phiri: Corporate Director South Zambezi

geted at women and children.

The companies, which employ in excess of 1500 people, and has an annual turnover of R2 billion has embarked on a massive campaign **#everydayisNOToabuseday** that sends a clear message that all forms of abuse and violence is not a private matter.

It is however, not the companies' growth nor its financial success which are the most impressive aspects. It is the fact that the companies have placed a high premium on their most valuable asset — its personnel.

"We have taken a stance to say the fight against violence against women and children is an everyday effort and not a seasonal encounter. This is not a matter just for 16 days or other calendar commemoration. We are aware that many women who experience domestic violence still suffer in silence, due

to the pervasive culture of blaming and shaming the survivors," said Ms. Sikanyisiwe Phiri, the Corporate Director of South Zambezi.

The **#everydayisNOToabuseday** campaign enhances respect for women's dignity and is driven by the employees themselves both male and female. It is multi-faceted as it provides information, brings greater attention to violence that is perpetrated by a partner or a spouse, exposes the employees to access to legal recourse mechanisms so they could pursue justice against perpetrators. Another aspect is that of exposure to financial services packages that seek to sever the dependency syndrome.

One of the leading figures in driving the campaign, Mrs Phiri explained, is Ncumisa Mnyani, the procurement director at Khato Civils.

"Men and boys have a crucial role

to play in both speaking out against violence against women and girls, and in defying the destructive stereotypes that perpetuate inequality. Through the **#everydayisNOToabuseday** campaign we have seen our male staff members become proactive in engaging their counterparts, emphasising the importance of changing male attitudes about physical abuse, psychological control and domineering decision-making. They have stood up to say they will not tolerate silence on this scourge," said Ms. Phiri.

"I have told my boys at home that there is never any reason under the sun to lay your hand on a woman, let alone kill her. If you feel hurt in anyway simply walk away. Time heals everything and violence is not the solution. I have told the people I interact with that they should lookout for the signs of an abuser and walk away immediately. It starts with a slap across the face, then a fist, then more serious violence leading to death," she said.

"Gender based violence is a serious matter that society must confront both at the workplace and within the community. In Khato Holdings and South Zambezi, we have taken a conscious decision to support and raise awareness amongst our fellow employees so that they are able to empower themselves to respond accordingly. Any form of violence is totally unacceptable and must not only be condemned but companies like ours must make meaningful contribution to deal with this scourge," Ncumisa said.

CEO of Khato Holdings, Mongezi Mnyani, on the other hand, emphasised the need for the private sector to work with government and all stakeholders to ensure a paradigm shift in some customary practices that make some women believe that when a husband or partner does not beat her up it means they do not love them, and among some men who believe that women are their private property and violence is an

affirmation of love.

"We brought down the legacy of apartheid by working together and it is by working together that we will defeat the scourge of gender based violence. We come from a very violent past as the people of South Africa and together we should work to take a stand against gender based violence," Mnyani said.

He added that Khato Civils and South Zambezi, through various social intervention projects, continuously touch the lives of people by responding to the real needs of communities, thereby playing an increasingly vital role in empowering people to fight poverty and deal with gender based violence.

"We identify ourselves with the communities in which we work and embrace the aspirations of the people. In Giyani for instance, we have adopted some schools which we participate in renovating on a regular basis so that people could move closer to a life that is characterized by self-sufficiency," he said.

Mnyani emphasised that by assisting their employees deal with domestic violence and by empowering them economically, the companies contribute to wider society.

"Studies have shown that one earned salary supports from 5 to 10 people's livelihoods," he said.

Positive

Meanwhile, Phiri (Chairman) said media organisations in Africa should revisit their contribution towards efforts to end gender based violence, noting that more still needed to be done in terms of playing a more positive role.

"The media, both print and electronic, play a significant role in shaping opinions, attitudes and mentalities in society. The media can contribute even more than the current situation in efforts towards preventing violence against women by shaping how society views women and men and how it understands gender-based violence. I may say that to a large extent our media has failed to articulate the changes in customs and the transition towards well researched, evidence based democratic laws. These laws frown upon some of the practices which were considered normal in yester years," Phiri said.

He made the example of a cultural practice known as 'kuthwala' whereby a suitor may physically remove a maiden from her parental home for purposes of marriage.

"The media must spell it out clearly that in this day and age that is a criminal offence. It is kidnapping or abduction and attracts heavy sanction from the law. Another issue is that of hitting someone under the guise that you are enforcing discipline. People must be made to understand that, such behavior is a crime called assault," he said.

Concluded Phiri: "The media have an immense potential for social change. And the way the media covers and treats issues of violence against women can also hinder the efforts to put an end to the scourge."

Additional information: *Instabul Convention*

Maths, physics, sales key for Africa's Youth - Khato Civils

By Musa Ndlangamandla

Africa's youth should put more effort into mastering skills in mathematics, science and physics if the continent is to turn the corner and achieve the goal of a vibrant, knowledge-based economy.

The private sector should support governments in creating an environment that encourages innovation, an ability to adapt to the changing needs of society. A good understanding of the basics of mathematics and physics will place Africa's majority young population in a better position to make a positive impact on diverse careers of the future.

These are the views of Simbi Phiri — construction industry magnate and chairman of Khato Civils (Pty) Ltd and South Zambezi (Pty) Ltd — two of Africa's leading construction, engineering and infrastructure development companies.

"Mathematics and physics lay a strong foundation for someone to be trainable in various dynamic careers. One of the most important of these is the field of sales. Countries need more people who can drive businesses and run successful companies, and experience in sales gives one such an advantage," Phiri said in an interview with *Mail and Guardian*.

Through a background in sales, Phiri said, one is able to communicate effectively and efficiently with different stakeholders about their products and services. This refers to customers, business associates and employees of a company. Sales gives you the tools to successfully lead a company.

Value

"In sales and in business as a whole, numbers mean everything and figuring out how to reach them requires a specialised type of thinking. Sales people are always evaluating business prospects to enhance value and they know the importance of money and issues around profit and cost," he said.

Phiri added that a combination of artisan and entrepreneurial skills among young people were also very crucial to the continent's goals to create sustainable jobs and ensure inclusive economic development. He expressed concern about the general lack of people with technical skills such as welders, plumbers and electricians.

"The youth form a majority of Africa's population and in that regard our continent faces high youth unemployment rates. We need to be forward looking in our interventions which create a steady and reliable supply of artisans who can play a crucial role in growing the emerging sectors of the economy, create massive employment opportunities for their peers, and drive growth. We should ensure that our young people move away from the tendency to only look for white collar or blue collar jobs and careers until they retire at 60 years or so," he said.

"Our African youths must be entrepreneurial in their approach and seek to have their own businesses. Look at the young people from the Middle-East and other parts of the world who are running businesses in many parts of Africa. Many of them are graduates and they are very well qualified. That is why they are successful."



Simbi Phiri: Executive Chairman of Khato Civils and South Zambezi



Mongezi Mnyani: CEO of Khato Holdings

Phiri called on governments to push for initiatives to encourage Africans in the diaspora to plough back their professional skills in the continent by mentoring young people. Phiri said there were millions of scientists, medical doctors, engineers, university lecturers, economists, information technologists and other highly skilled people of Africa living and working in other continents who could be encouraged to help Africa's development agenda.

"By partnering with the private sector the governments should ensure that Africa has adequate infrastructure with which these professionals can work and to ensure a conducive environment to impart their skills and knowledge on

young people," Phiri said.

He added that in order to tackle youth unemployment and skills shortage young people should be encouraged to volunteer their services in order to gain experience in the workplace, whilst earning a stipend.

"The Public Works department can be in the forefront to facilitate national service programmes for young people. Not only does this provide short-term employment opportunities for jobless youth, it also helps in imparting skills and solving the issue of lack of work experience which companies always look for before they hire young people. This is particularly the case with youth who have less education as they experience

more difficulty than their counterparts with more education," he said.

Phiri said mining companies and state farms could play a pivotal role in this regard. The upside, he observed, is that getting youths involved in such programmes would also have a direct impact in dealing with rising crime, health problems and early pregnancy.

Meanwhile, Corporate Director of South Zambezi Ms Sikanyisiwe Phiri said it was important for young people to embrace self-love in this era of uncertainty, rising violence and brutality in society.

Self-love

"As we commemorate Youth Month in South Africa, I would like to remind our young people about the value of self-love. This entails valuing and holding one's wellbeing, security, development and happiness in high regard. Self-love has been described by observers as the belief you hold that you are a valuable and worthy person. An example they give is that self-love is when you have a positive view of yourself and are confident in yourself and your place in the world," she said.

"I encourage young people to be on the lookout about whom they surround themselves with. Whom they socialise with and to take care of their future. I always tell young people that if you stand for nothing you will fall for anything. Self-love is the foundation of a prosperous future."

She added that young people have a great contribution to make towards the African regeneration. They must enjoy

strong support structures to build a productive youth generation for a prosperous continent.

Ms Phiri emphasised that South Africa, and indeed the greater African continent, was looking up to young people to turn political gains that were brought about by the dawn of democracy into economic benefits.

"The country looks to young people to lead the efforts of ensuring transformation by giving them the opportunity to play a meaningful role in the mainstream of the economy. As the future leaders and shapers of society young people should take the lead in leveraging on opportunities for real economic benefits to their families and communities," she said.

Mrs Phiri said it was important for the government, the private sector and other stakeholders across the African continent to invest in its youth through education that inculcates entrepreneurship and skills capable to unleashing the full potential of young people's participation towards national development and inclusive growth.

Meanwhile, CEO of Khato Holdings Mongezi Mnyani noted that the majority of their employees fell under the category of youth.

"As a company we have a young workforce. As we commemorate Youth Month which shines the spotlight on youth issues and marks the anniversary of the 1976 Soweto student uprisings, we would like to take the time to encourage them to make full use of the opportunities availed by the company for them to reach their full potential. We do not want them to be spectators, but to empower themselves," he said.

He appealed to all young people and children to refrain from using drugs and abusing alcohol, and also appealed to those who are addicted to seek treatment.

"I have seen how the abuse of drugs affects families and society and our youth must take a stand against it. So serious is the situation that some parents live in fear of their children who have fallen into drug abuse and terrorise them and neighbours. Our appeal is for our youth to take a stand and say NO to drugs," he said.

Pawns

"We should all come together to target drug lords in the fight against drug abuse. They use our children as pawns to peddle drugs in schools and other places and that is destructive to our children. We must help police address the drug, alcohol and crime problems. We should participate in community policing forums and more directly, by reporting crime and corruption to police where they encounter these," Mnyani said.

■ Statistics show that South Africa has a population of about 11 million young people between the ages of 15 and 24 years old. Of that number, 33% are no longer in school, have never been employed, and have not received any vocational training. That is unacceptable and it is upon policy leaders, business leaders, and civil society leaders in the country to ensure that lasting solutions are found.

Additional Information: The Guardian, Internet

KHATO CIVILS HONOURS ITS YOUNG ACHIEVERS



Pride Phiri:
Financial Director



Lerato Masemola:
Corporate Director



Manoko Somo:
Internal Auditor



Basani Shimati:
Project Administrator



Mercy Gondwe:
Administrator



Mercia Gill:
Snr. Payroll Administrator



Malebo Makofane:
Jnr. Qty. Surveyor



Mmakena Mokete:
Receptionist



Jenny Baijnath:
Intern HR

KHATO CIVILS HONOURS ITS YOUNG ACHIEVERS



Dineo Kgobe:
Accounts Clerk



Cynthia Phiri:
Payroll Administrator



Grace Kekana:
Accountant



Mahlatse Makgonye:
Company Secretary



Simeon Tshamano:
Book keeper



Beverly Molatjane:
Senior Buyer



Lindani Lushaba:
Buyer



Thobeka Ngam:
Buyer



Bornwise Mdaka:
Intern



Maite Mahopo:
Intern



Patience Moyo:
Cleaner



Khethiwe Ngobese:
Cleaner

SOUTH ZAMBEZI INSPIRING YOUTH TALENT



Asiphe Lesetla:
Principal Document Controller



Lizzy Mahlangu:
Electrical Technician



Mzukisi Qunta:
Drafts Person



Mathews Makgalakane:
Electrical Technician



Delia Phiri:
Receptionist/Finance Assistant



Hendrick Jacobus Reinier Colyn:
Senior Structural Engineer



Nokukhanya Luleko Simelane:
Administrator



Khaya Mata:
Document Controller



Mota Charlie Ngobeni:
Trainee Structural Engineer

SOUTH ZAMBEZI INSPIRING YOUTH TALENT



Mzwakhile Mabaso:
Electrical Engineer



Lelanie De Kock:
Process Engineer



Mandla Rikhotso:
Trainee Technician



Mashudu Mudzuli:
Water Engineer



Jyoti Goyal:
Senior Infrastructure/Structural Engineer



Peter Molepo:
Technician



Mthulisi Hlanbangana:
Water Engineer



Portia Sitishi:
SHEQ Manager



Rutendo Motsi:
Cleaner

200 YOUNG SOUTH AFRICANS Politics & Government



Duduetsang Makuse

National co-ordinator, SOS Coalition

Instagram: @DuduetsangD

Duduetsang Makuse believes in her dreams and convictions. At 29, she knows she is part of a generation that wants things to happen immediately, but has learned that the wheels of social justice turn slowly, and endurance, bravery and persistence are needed to create real change.

Holding a BA in communications and a master's degree in media management, Makuse describes herself as an activist against socioeconomic and gender-based inequality and sexual violence.

With interests in media strategy, policy and development in the convergent, digital era —

particularly in the African context, Makuse is the national co-ordinator for the SOS Coalition, a public broadcasting partnership of trade unions, independent film and TV production sector organisations, non-governmental and community organisations, aca-



PHOTO: SUPPLIED

demics, freedom of expression activists and concerned individuals.

The body aims to address the ongoing crisis in public and community broadcasting in South Africa, working towards a public broadcasting system dedicated to the broadcasting of quality, diverse, citizen-oriented programming committed to social justice and the deepening of South Africa's Constitution, particularly the Bill of Rights.

Duduetsang says the SOS Coalition played a key role in the parliamentary inquiry into the fitness of the SABC board to hold office.

"Every SOS recommendation we proposed was accepted into the ad hoc committee's report, which was a major victory for us. I cannot recall a time when the South African public has been witness to a live, open and transparent parliamen-

tary inquiry process, nor when the interest of the public has been so high in requiring appropriate parliamentary oversight of a public body and service," says Makuse.

"This put overt pressure on Parliament to do the right thing and implement the recommendations. It was a win for the people of South Africa, because now we have seen that democratic processes can be made to work for us and that public institutions can be made accountable to the people of this country."

Makuse played an active role in the Black Friday protest of July 2016, leading the co-ordination of a multi-sectoral, non-partisan demonstration against censorship at the SABC.

She has also been involved in the issue of digital migration, seeking to translate media freedom and access issues and link them to existing problems of inequality, unemployment and poverty in South Africa.

—Linda Duke



Mabine Seabe

Media and issues specialist, DA

Twitter: @Mabine_Seabe

Mabine Seabe believes politics flows through his veins, which is not surprising, considering he was born into it. His father was a South African Students' Organisation activist during his university days, his uncle was a Pan Africanist Congress activist exiled to Lesotho and Canada, and his great-uncle was among those murdered by the apartheid regime in Sharpeville in 1960.

Seabe (27) was previously spokesperson to DA parliamentary leader Mmusi Maimane, and feels he is on the frontline of the realignment of South African politics.

"Serving the DA as a media and issues specialist is a great opportunity to learn, teach and contribute to a victory for the party in 2019," says Seabe.

"Provincial politics is very different to national politics. Ultimately, I want to bring people closer to the work of provincial government and the DA in Gauteng, which is not often spoken about. It's an exciting time to be in politics, and a humbling experience to serve a political party that contributes to the project of building a better South Africa."

Seabe's mantra that keeps him inspired is that the fight for a just and fair society is far from over.

"For as long as children are growing up in squatter camps and receiving inferior education, my task is not complete. The work we do is not for money, titles or fame; we do what we do because we want to build a better country, and that project has been threatened by those who believe that South Africa is a product that can be sold to the highest bidder. Our fight is to ensure that poverty, inequality and unemployment are not the norm. Our work is to reignite hope and turn that hope into a reality."

Seabe finds his greatest challenge is to not lose sight of why he is in politics, which is to help build a better South Africa.

"In the current climate, one cannot afford to get tired or to give up fighting, because once that happens the enemies — corruption, poor leadership and poverty — win," he says.

—Linda Duke

Ndipiwe Olayi

Provincial chairperson, DA Youth

Twitter: @Ndipiwe_Olayi

Tomorrow I want to be better than I was yesterday." This is the determined motto young leader Ndipiwe Olayi lives by.

At just 22 Olayi is one of the youngest councilors in South Africa, and as the current DA youth provincial chairperson, serves in the Stellenbosch municipality, mandated to revitalise youth structures in the province and South Africa.

Having always had an interest in current affairs and with an active involvement in community initiatives, Olayi says he chose the path of politics because he has always fought against all forms of injustice. He has a genuine passion to serve his community and represent those who have no voice.

His political career began at university when he ran for SRC president in 2014. His campaign was centred around obtaining quality wifi for all students on campus.

Being a young leader, youth development is one of Olayi's priorities.

"I'm currently working on the launch of a youth forum initiative that will be backed by the municipality, where the youth of Stellenbosch can come together to discuss pertinent youth issue and current political developments in our country."

He realises that being in public office is a thankless task. He remains motivated by seeing people's lives, skills and mindsets being developed for the better.

"As a millennial and a born free, people my age are impatient to see things done. Not being able to see immediate development is a big obstacle I need to work on, as the desire to see one's theoretical work implemented almost instantly is overwhelming," says Olayi.

—Linda Duke



PHOTO: COR LANGENBERG

Goodman Lepota

Communications professional

Twitter: @GoodmanLepota

Goodman Lepota has always been politically conscious and cognisant of the power of social awareness.

Born in a township east of Johannesburg and raised by his mother, Lepota has played an integral part in influencing policy from the age of 13, when he became involved in a reproductive health campaign for young people in his school district in Ekurhuleni. Aged 18, he was invited to interview Winnie Madikizela-Mandela on MTV Africa, and was selected by BBC Africa World News to share his vision of South African society 20 years after apartheid ended.

Lepota won a scholarship to do his high school at the African Leadership Academy in 2011, and in 2014, he became a MasterCard Foundation Scholar at Marist College in New York, studying a BSc in Business Administration.

He is fascinated by the impact technology has on presidential political campaigns and government communications, specifically psychographic segmentation and micro-targeting using personal data from the electorate.

In 2016, aged 22, he managed a university campaign for a former classmate and friend in the US that, with 53% of the vote, elected the first African in over 200 years as student body president at the University of North Carolina at Chapel Hill.

"I was then selected to join the communications team as an intern for US Secretary of State Hillary Clinton and Senator Tim Kaine's presidential campaign headquarters in Brooklyn, through to the general election," says Lepota.

"The same year, I won first prize at the Mid-Hudson Regional New York Business Competition for an idea to offer tools to support minority university students in the US to run for student leadership positions." Through all his efforts to succeed, Lepota has been inspired by his family.

"On the wall at home we have a photo taken in the early 1900s of my grandfather, a man who moved his wife and children to Johannesburg, as many families did in those days, to realise a better life. That pioneering narrative inspires me. I have a strong belief within me that the future is going to be better."

—Linda Duke



PHOTO: SUPPLIED

Ndzwana Makaula

Researcher, Office of the Eastern Cape Premier

Twitter: @Ndzuana

Most people will not achieve in a lifetime what Ndzwana Makaula has in his 30 years. Born in the small rural town of Lusikisiki in the Eastern Cape and now living in East London, Ndzwana holds a master's in economics from the University of Fort Hare and a Harvard ManageMentor qualification from Harvard Business School.

Now a researcher working at the Office of the Premier in the Eastern Cape under Provincial Youth Development Co-ordination, he is the youngest chairperson of the Black Management Forum (BMF) in East London.

Previously a researcher in the Eastern Cape Planning Commission, he was part of the team that developed the Provincial Youth Development Strategy and led the development of its implementation framework, which was approved and adopted in 2015.

Makaula has written and presented papers at numerous local and international conferences, covering a wide range of issues pertinent to South Africa today, including education and human development; the financial sector; leadership and management; economics and SMME development.

In 2016 he was selected to represent South Africa at the Brics Youth Summit in India, where he also presented on skills development and entrepreneurship.

From recognition such as Most Inspirational Gentleman on Campus at university, to National Young Professional of the Year 2016 by the BMF, Makaula has both his professional direction and his leadership bases covered.

He is a public speaker Division E Provincial champion, and has achieved the level of Competent Communicator under Toastmasters. He is a member of the World Academy of Researchers, Educators and Scholars in Business, Sciences, Humanities and Education, and is also the member of the Brics Youth Forum.

One simple self-scribed motto drives this young man to success: "Think and apply, for as long as we can think, we can adapt — life is that easy".

—Linda Duke



PHOTO: SUPPLIED



200 YOUNG SOUTH AFRICANS Politics & Government

Leon Schreiber

Senior research specialist,
Princeton ISS Programme

Twitter: @leon_schreib

Leon Schreiber has always been fascinated by how politics, social values and economics shape our world. He spent a decade studying political science and international relations to try and understand how the puzzle pieces of our world fit together.

Since obtaining his PhD in Germany in 2015, Leon has focused on using his knowledge in a practical way to contribute to a future where South Africa and other African countries

are managed by effective and accountable governments.

At 28, Schreiber is a senior research specialist with Princeton University's Innovations for Successful Societies (ISS) programme, documenting and disseminating the experiences of how African countries have successfully solved difficult governance problems.

Examples include how Liberia managed to contain the deadly 2014 Ebola outbreak; how former enemies worked together in South Africa; Kenya's Governments of National Unity cabinets; and how reformers in Tanzania, Mozambique and Rwanda



PHOTO: SUPPLIED

are working to secure rural land rights.

"What makes me particularly proud to work with Princeton ISS is that we produce academic work with real, practical impact. The courses and training programs built around my work allows African reformers to learn directly from each other's experiences. For example, healthcare officials use the Ebola studies to draw lessons on how to prepare for the next epidemic, and cabinet ministers and officials from around the world can apply the lessons from other post-conflict Governments of National Unity to their contexts," explains Leon.

This work, he says, gives practical effect to the lessons of learning from the slogan "African solutions for African problems".

"Although my work focuses on the successes of African governance, it is also humbling to see the scale of the challenges still faced by our continent. Many African states remain crippled by corruption and maladministration, and it is heartbreaking to see how the efforts of honest and hardworking public servants are often undermined by broken politics.

"While the scale of the challenge can be discouraging, the knowledge that I am making a contribution to potentially solving these complex problems keeps me motivated. Africa's population is set to double by 2050 – and if we don't urgently improve governance on the continent, this could lead to a humanitarian disaster. At the same time, if reformers succeed in building effective and accountable states, then Africa's future is bright."

— Linda Doka



PHOTO: SUPPLIED

Naledi Chirwa

Media and communications officer, EFF Students' Command

Twitter: @naledichirwa

Naledi Chirwa (23) is an activist who's not afraid to stand up for what she believes in. Driven by her love for black people, black women and for South Africa, she has a burning desire to see the wrongs of the past set right.

To achieve this, she plays a bold role in student politics, and is serving as the EFF Students' Command media and communications officer.

Born in Vosloorus and brought up in the

dusty streets of Mamelodi under the care of her grandmother and mother. Chirwa says: "I was introduced to student politics in 2010 when I served as deputy president of the SRC at Tshwane North College. During my term in office, I was exposed to the debilitating circumstances of black people, black students and black women. It was then that speaking out with them, and for them, became my life's purpose."

Her activism reflects her motto in life: to be deliberate. From initiating a sanitary towel campaign and other programmes that aid the liberation and dignity of black



PHOTO: DESIRE SEKO

women, writing and directing plays, and implementing transformative programmes in institutions of higher learning that address the inequality prevalent in academia, her focus remains constant – she believes there is suffocation in so many spheres, and that to truly live one must resist the abuse of power.

"Above all, my efforts interlink activism with politics and governance, ensuring the work has a collective energy," says Chirwa.

"My greatest challenge is being a woman in a male-dominated space.

Patriarchy is the order of the day in all spheres – academic, religious, cultural, corporate, even in the entertainment industry. Being suffocated and constantly erased as 'black girls' means our efforts get little or no recognition."

— Linda Doka

Makgola Makololo

Acting deputy director
general for energy,
department of public
enterprises

Twitter: @MakgolaM

Being smart, hardworking and having a fascination for how things work has seen Makgola Makololo leap from village girl in Limpopo to qualified electrical engineer at Eskom and Sasol, and finally to the public sector to gain an understanding of policy-making and regulation.

Now 34, Makololo is the acting deputy director general for energy in the department of public enterprises, leading a professional team of financial analysts, economists and engineers.

Makgola believes radical delivery of energy on the African continent will be a key enabler for both human development and economic prosperity.

"I'm often asked why I chose to join the public sector rather than run my own business. I derive great satisfaction from being of service to others, and have dedicated my life to doing so. I believe policymaking is the foundation of how society develops, and as young people we need to actively influence policy formation. It is in realising the impact that it has on lives that I find fulfilment and motivation," she says.

Makololo considers the public sector an intense place to work, particularly in the translation of policy into actual programmes that define service delivery.

"Politicians and bureaucrats speak different languages, and the success of public servants can be defined by their ability to translate policy and political speak into actionable programmes. As a highly technical person, I had to find ways to make a transition and to navigate between these two spheres of operation to be able to be effective in serving the executive."

Makololo was elected as one of the top 80 emerging leaders in science and technology in Africa and the Middle East by the US state department, and participated in TechWomen in 2013, an exchange programme for women in science, technology, engineering and mathematics.

— Linda Doka

Simangaliso Mlangeni

Educator

Instagram: @smanga_mlangeni



PHOTO: SUPPLIED

The liberation of the people of South Africa from the scourges of poverty, unemployment and inequality is what Simangaliso Mlangeni dreams about, and what he dearly hopes the future holds.

"Start by doing what is necessary, then what is possible, and suddenly you are doing the impossible". Mlangeni believes that these words by St Francis of Assisi encapsulate everything he believes in.

"This saying serves as a motivation for me to push on when times get tough, and when I see what seemed impossible yesterday is possible today, nothing seems impossible tomorrow," he says.

Mlangeni strives to make a positive impact on the political consciousness of young people in the communities he reaches. He believes young people need to become politically

informed before they can participate in issues of governance. He joined politics at just 14, when he was recruited into the ANC Youth League. Since then, he has held many different portfolios, including ANCYL branch chairperson and branch secretary, South African Students Congress branch secretary, and ANC branch executive committee member and branch secretary.

At 28, his involvement in governance saw him elected to the Youth Ambassador Office of the KZN Premier in 2011, working as a peer educator at Injisuthi Clinic near his home town of Estcourt in KZN, and overseeing the youth portfolio during Operation Sukuma Sakhe (2011-2016) by helping people deal with social ills and work on crime prevention improvements in the area.

"There is nothing I find more inspiring than seeing people I've helped in turn contributing to their community and the success of others," says Mlangeni.

— Linda Doka

Sinethemba Matiwane

Ward councillor

Twitter: @Mjekwane

Sinethemba Matiwane lives by the saying "umtu unguntu ngabantu" (I am because we are).

He believes working in the public sector has ignited in him a passion to serve others and, importantly, help restore people's dignity.

Born in the Eastern Cape where he was raised by his grandmother, Matiwane matriculated and moved to Cape Town to live with his mother for 10 years before moving to Gauteng.

Passionate about his role as DA ward councillor for Ward 73 of the Ekurhuleni Municipality, 31-year-old Matiwane is determined to make a real difference for

residents. Empowered by South Africa's Constitution and UN General Assembly Resolution 64/292, which both state that everyone has the right to water and sanitation, his first achievement in his role was to provide running water to the informal settlement of Msholozhi in Benoni. This was swiftly followed by seeing to the provision of 106 chemical toilets in the area, replacing the appalling pit toilets that had been hand-dug by the community.

"The greatest challenge I have as a ward councillor is trying to satisfy the expectations of residents using the limited budget we are given. The needs out there are great: houses, roads, clinics and parks, and it is particularly challenging when people read in the media about politicians and officials misusing funds," says Matiwane.

"Politics is a calling, of which serving the



PHOTO: GIDEON VAN ZYL

people is the highest. My motto in life is to serve the people."

— Linda Doka

200 YOUNG SOUTH AFRICANS Politics & Government



Hlanganani Gumbi

Member of KwaZulu-Natal Provincial Legislature

Twitter: @HlangananiGumbi

Hlanganani Gumbi has always gravitated towards public service, determined to be part of ensuring real and meaningful change to South African society.

With a passion for issues around human settlements, breaking the migrant labour system, and correcting the structural imbalances of the past in a meaningful and substantive manner, he believes South Africa has the potential to ensure no one lives in poverty or without an opportunity to live out their dreams.

Having joined the Democratic Alliance Students Organisation (Daso) at Rhodes University, Gumbi became part of the DA Young Leaders Programme, leading the largest Daso branch at the time.

In the 2011 local government elections, he was elected to the eThekweni Metropolitan and worked in human settlements, continuing with this focus when he was later elected to the provincial legislature during the 2014 national provincial elections.

"During my time in human settlements at local government level and the provincial legislature, I built a strong relationship with institutions such as Abahlali baseMjondolo and various whistle-blowers, as we fought housing corruption and illegal evictions in informal settlements, which was central to my role in my caucuses," says Gumbi.

"I also played a prominent role in growing our brand and voter base within informal settlements as I fought for fair housing allocations, which is now finally coming to fruition in the province."

Aged 27, Gumbi believes his purpose is his passion, underscored by preparation meeting opportunity. He is inspired by young leaders, both within and out of politics, who persevere and succeed through the toughest of times.

"For me there is nothing more inspiring than seeing an underdog overcome the odds. Young people inspire me even more as they compete for their space in a world that is unkind to them," he says. Gumbi maintains his greatest challenge is balancing his priorities and time to meet the expectations of his job.

— Linda Duke

Nokuthula Sithole

Activist

LinkedIn: <https://www.linkedin.com/in/nokuthula-sithole-35a671a1/>

An agent for progressive change, and an advocate for transformation and social justice who aspires to inspire is how 26-year-old Nokuthula Sithole describes herself. Seen as an inspiration to



PHOTO: SUPPLIED

many young women in her community, she is a researcher in the Office of the Chief Whip in Mangaung Metropolitan Municipality, one of the two most rural metropolitan municipalities in South Africa.

A youth and student activist during her years studying economics, Sithole recognises the role education plays in youth development, and is involved in various programmes encouraging and facilitating the upskilling of young people.

She actively participates in several networks that advocate for transformation and social justice, and is the provincial convener of the Anti-Racism Network in South Africa in the Free State, an organisation formed as a collaboration between the Nelson Mandela Foundation and the Ahmed Kathrada Foundation.

She is also on the task team of the Anti-Racism Network in Higher Education, which focuses on the challenges of racism, providing a space for critical dialogue between academics, higher education administrators, students and staff in higher education institutions in South Africa.

Sithole finds her greatest challenge is working with people across the social inequality divides in our society. "As an employed graduate researcher engaging with people who are unemployed, I find it takes a while for people to let their guard down and allow me into what we term a 'safe space' for critical dialogue, where I get to listen and learn what they need in terms of service delivery," she says.

"Being a thought leader with a greater vision for our developmental state pushes me to do my best in every task I'm given, because I believe that the youth are the future and no one can stop us."

— Linda Duke

Tahir Sema

National negotiator for the South African Local Government Bargaining Council

Twitter: @TahirSema

In the end, what will matter is the positive change you created in this world. Tahir Sema lives this notion, fuelled by his determination as a public servant to improve service delivery in South Africa.

Appointed national negotiator for the South African Local Government Bargaining Council, Sema and his team negotiate conditions of service, salary and wages on behalf of more than 370 000 municipal workers across the country. Through this, he strives to inspire and professionalise the municipal sector to achieve better customer service, a stable labour environment, and improved levels of service deliv-

ery to South Africans.

"I am passionate about improving the current levels of service delivery in municipalities throughout the country. I know the power of customer service and communications, and the role they can play in empowering citizens and facilitating change for the better. I am committed to a life-long career in improving service delivery in South Africa and reducing the high number of protests in our country," he says.

In a bid to bring municipalities closer to South Africans, Sema has championed new forms of digital communication, including government's first social media app that links councillors to communities and vice versa; a news agency for local government to better tell its stories; private and public sector partnerships; and campaigns to better profile South African local government to the world.

"In my role at the South African Local



PHOTO: SUPPLIED

Government Association, I assist municipalities with how to better deal with and prevent protests, improve service delivery, improve customer service, communicate and engage efficiently, and how to use new and existing platforms to get closer to the people and their expectations," explains Sema.

Just 30 years old, Tahir is inspired by the belief that he can affect change for the better. But he realises the chal-

lenges: he and others like him are up against examples in local government of fraud, corruption, nepotism, mismanagement and maladministration.

"Such people make my job very challenging, as their actions take away from the little there is to provide basic services, and create the misguided perception that everyone in local government is corrupt."

— Linda Duke

Thabo Ramoelets

Senior ammunition marking technician, Armscor

Twitter: @ThaboRamoelets

You will never know what you can achieve until you try. These are the words that keep 33-year-old Thabo Ramoelets inspired in his role of senior ammunition marking technician in the weapons system division of Armscor.

As one of just two people in this role across the country, Ramoelets knows the responsibility he carries, ensuring the ammunition and explosives marking of the South Africa's armaments industry is accurate and according to approved department of defence standards.

As a boy growing up in Botshabelo, a township near Bloemfontein, he dreamed of a career that was different from the aspirations of his friends. Always intrigued by engineer-

ing, he grabbed the opportunity to join the Ammunition and Explosives division of the South African National Defence Force in 2005, as one of just 15 black people in an intake of 150 — and he was the youngest.

"Nationally, in both the government and private sectors, the explosive and ammunition industry has not attracted many black people, so the joy of challenging the status quo and showing that I can succeed in the field is what has motivated me to remain committed to the industry for this long," maintains Ramoelets, who refers to himself as a game-changer.

The regulations behind marking ammunition are governed by international laws and standards from Nato and the UN. His role is to interpret these regulations to formulate the ones best suited to South Africa.



PHOTO: SUPPLIED

Ramoelets's great challenge in his role is dusting off the stigma of being younger than his colleagues. "Having to constantly prove myself to those older than me is something I have to do regularly — often people are stuck in old ways of doing things, and refuse to accept and adopt technological advancements."

— Linda Duke

Luyolo Mphithi

Director of political administration, City of Johannesburg

Twitter: @RevLuyolo

Many people claim they are called to politics because of strong ideals. As clichéd as that may sound, for Luyolo Mphithi, it rings true. Mphithi was drawn to politics by the conditions in his hometown, eSterkspruit, in the Eastern Cape.

"I struggled immensely as young person reflecting on the legacy of apartheid and my current reality. How was it possible that we still had long-drop toilets, no roads, and no run-

ning water?" says Mphithi.

While grappling with these thoughts Mphithi had the chance in 2011 to be part of SABC 3's Made in SA, in which young people gain the opportunity to be mentored by someone in a sector they're interested in.

"I arrived at the head office of the City of Johannesburg to meet my mentor, Parks Tau, the then mayor of Johannesburg. After spending an entire day with him, I felt inspired to do more than just grapple with my thoughts on my hometown — I embarked on the path into politics."

Four years later, aged 23, he was elected as a proportional representation

councillor in Meadowlands, Soweto, assisting residents with housing issues, service delivery and youth upliftment programmes.

Today Mphithi (25) is head of department for political administration in the office of

the council chief whip, involved in strengthening inter-municipal relations through bilateral agreements that focus on the Gauteng City Region Vision. He is also responsible for helping Johannesburg residents lay complaints against councillors who are not delivering on their mandates.

Mphithi's other inspirations are his mother and grandmother, who remind him daily that he



PHOTO: SUPPLIED

is capable of everything he puts his mind to. "They remind me to always invest in my mind, because a strong mind can overcome and achieve anything," he says.

Mphithi is doing exactly that. He holds certificates from the International Academy of Leadership in Germany and Bowdoin College and Syracuse University in the US.

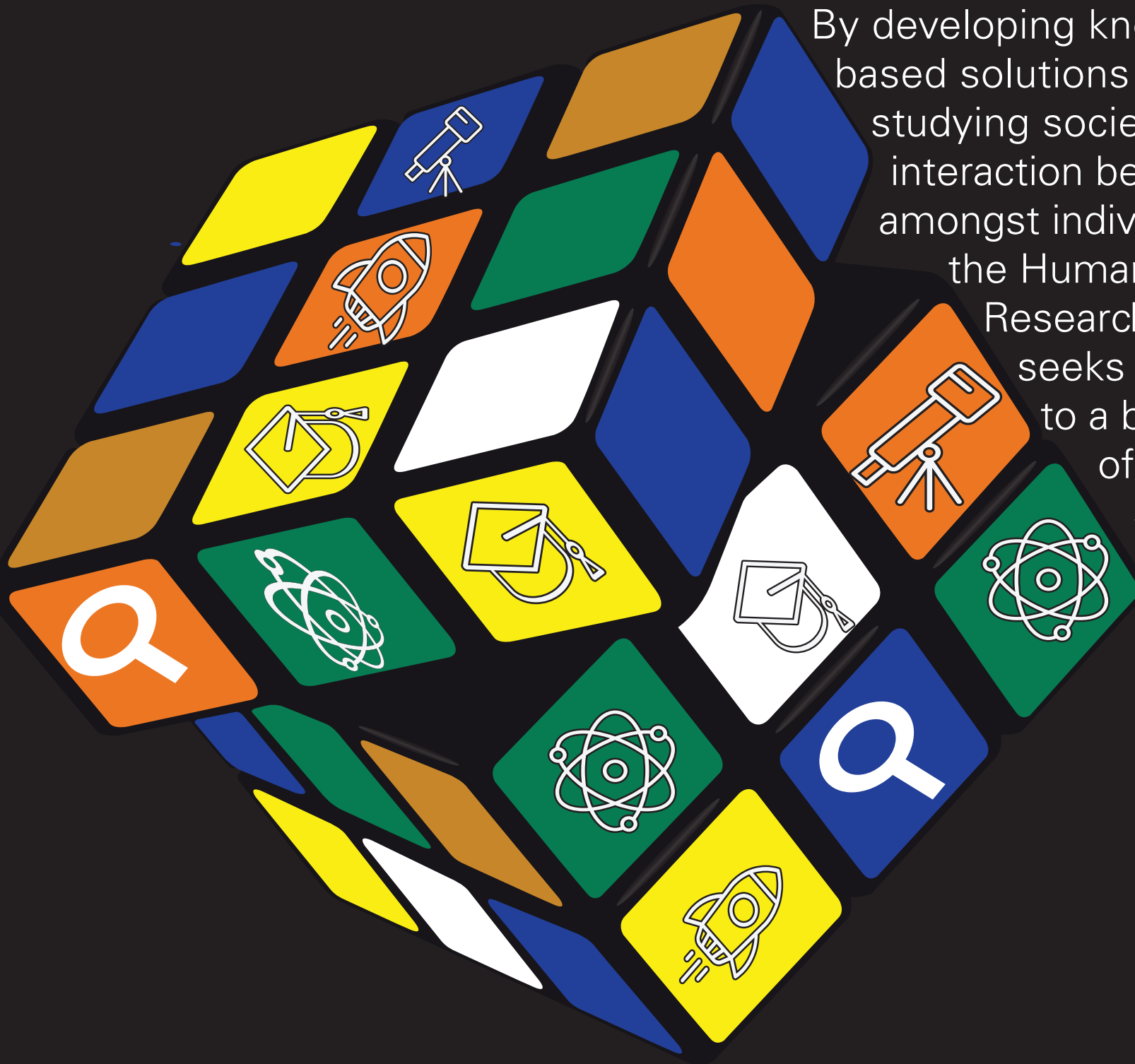
He has received various awards, including the Ernest Oppenheimer Memorial Scholarship 2011, Mellon Mays Undergraduate Fellowship 2013, the Mandela Rhodes Scholarship 2015, and the Mandela Washington Fellowship (Barack Obama's flagship leadership programme) 2016.

He is a graduate of the DA's Young Leaders Programme and has served in numerous roles in the DA such as Democratic Alliance Student Organisation leader at the University of the Witwatersrand in 2012 and Gauteng deputy chair for DA Youth in 2012.

— Linda Duke

The HSRC applauds the 200 young citizens who are reshaping our nation

By developing knowledge based solutions through studying society and the interaction between and amongst individuals, the Human Sciences Research Council seeks to contribute to a better quality of life for all South Africans.



We congratulate the 200 Young South Africans who are reshaping our nation and transforming the lives of our people



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200 YOUNG SOUTH AFRICANS Science & Technology



PHOTO: SUPPLIED

Bongani Dladla

Civil Engineer

Twitter: @DladlaBS

Bongani Dladla is a talented young engineer who received numerous awards during his time at the University of KwaZulu-Natal, where he studied for a BSc in civil engineering. He opted for a career in engineering because he believed that he could use these skills to change people's lives for the better.

"I considered medicine, but I realised that most doctors solved problems one person at a time, so I chose civil engineering, as the infrastructure I would design and build could serve many people at the same time, and for many years," says Dladla. "I also wanted to create things that would outlive me. Imagine how proud the designers of the Moses Mabida Stadium in Durban, Dubai's Burj Al Arab or Khalifa buildings feel? There are engineers alive today who delivered these monuments to us. I feel like I am doing something real."

Dladla's field of study is quite broad, covering the issues of water and the environment. He has also worked on numerous projects to enhance his repertoire and skills. He collaborated with Derek Stretch, an internationally recognised scholar in environmental fluid mechanics while at UKZN, and got to know the hydrodynamic and sediment transport of the St Lucia estuarine system.

"The significance of this study is that changed the management practices that were destroying the sustainability of the system," says Dladla. "It disproved a 50-year old myth regarding the situation of St Lucia Lake."

After UKZN in 2011, Dladla spent five years as a civil engineer at Umgeni Water, where he worked with mostly a young team of engineers and technicians in the design of complex water systems. "This was truly an empowering experience because of the supportive environment and [it] helped me gain my confidence as an engineer," he says.

Dladla is currently working on a project that examines the sustainability of innovative bio-fuel production in Durban. He is working with his mentor, Professor Stretch, and Dr Fenner from Cambridge University, and while the project is a secret, his passion for it certainly is not.

"The ultimate goal is to reduce coastal cities' reliance on fossil fuel and move towards renewable energy," he says. "The study has the potential to put South Africa on the map when it comes to renewable energy, and will go a long way towards reducing greenhouse gas emissions."

The journey to success has not been an easy one for Dladla, as his township school lost its physics teacher while he was in grade 9, and the role was only filled when he was in matric. For someone who wanted to study engineering, it was a devastating blow.

"We had to form peer groups and learn the subject on our own," says Dladla. "Although I marginally passed the subject, matriculated with merit and had distinctions in a few subjects, UKZN rejected my application. I had to do an access programme for a year to improve my sciences."

Four years later he graduated top of his engineering class and today he is at Cambridge University, where Sir Isaac Newton and Stephen Hawking studied, just to name a few. Today Dladla is a husband, a father and remains as committed to his career today as he was when he started.

— Tamsin Oxford

Dr HlUMANI Ndlovu

Lecturer : Integrative Biomedical Science at the University of Cape Town

Twitter: @HlUMANiN

Dr HlUMANI Ndlovu is a lecturer in Integrative Biomedical Science at the University of Cape Town, doing research into diseases that impact South Africans and Africans as a way to solve some of society's most pressing problems.

"My special area of focus is on understanding the factors that cause tissue inflammation and damage using tuberculosis and drug-induced liver injury as models of tissue pathology," he explains. "Through this work, I hope to identify factors that trigger excessive tissue damage and find ways to target these factors with repurposed drugs as an adjunctive therapy, in conjunction with standard treatment regimens."

Ndlovu completed his first BSc in biomolecular technology cum laude at the University of KwaZulu-Natal. He subsequently pursued postgraduate studies, completing his honours and master's degrees in Biochemistry (both with distinction) at the same institution. He went on to do a PhD in immunology at the University of Cape Town and took two postdoctoral training fellowships. He is a member of the Bill and Melinda Gates Foundation Collaboration for TB Vaccine Development, and has published several papers in respected journals, with more in press.

Ndlovu is no stranger to navigating uncharted territory. "I remember when I started my PhD, one of my mentors left the lab to pursue other interests elsewhere," he says. "I had moved from the University of KwaZulu-Natal to the University of Cape Town to broaden my horizons and to undertake research in a new discipline. With the little training I had received, I had to steer the ship alone to ensure I met all my mile-



PHOTO: SUPPLIED

stones and completed my PhD in record time. I learnt by trial and error and I was not afraid to ask for help from colleagues when I struggled to solve some of the problems."

He cautions young South Africans planning on pursuing a career in scientific research to approach the discipline with circumspection. "I have learned to expect more failure than success, but I take every failure as an opportunity to learn new things and invent new solutions to problems," he says. "Success is on the other side of failure and only those who don't surrender in the face of challenges can enjoy the fruits of their hard work."

Ndlovu has a strong leadership record, having completed the UCT Emerging Student Leaders Program; he was a member of the IDM Education Task Team, and was one of the Top 100 Brightest Young Minds in 2013.

He also has an impeccable community engagement record, having co-founded Dikakapa Everyday Heroes Initiative, a registered nongovernmental organisation that aims to inspire the next generation of young South Africans through information sharing and mentorship. They have published a book with 25 short stories that they give to learners free of charge.

— Tamsin Oxford

Dr Nadine Gravett

Sleep researcher

LinkedIn: [linkedin.com/in/nadine-gravett-261bb372](https://www.linkedin.com/in/nadine-gravett-261bb372)



PHOTO: SUPPLIED

Dr Nadine Gravett has always had a very inquisitive nature, making science the automatic choice for study when she matriculated.

"I was fascinated with electricity and the human body from a very young age," she says. "However, my love affair with the brain started during my second year of university when I dissected my first human brain in anatomy. I was fascinated and mesmerized at this unassuming mass of tissue that controls everything we do and determines who we are. I knew then that I needed to know more and that this would become my life's work and passion."

Nadine's area of focus is sleep and the brain, and she studies sleep in both animals and humans using novel techniques to answer questions about the factors that

shape sleep architecture.

"Through my research I hope to contribute to the understanding of the evolution of sleep," she says. "I also hope to develop novel alternative non-pharmaceutical therapies for the treatment and management of insomnia, and to create a national sleep hygiene awareness and education program."

Nadine is currently a senior lecturer and the BHS Medical Cell Biology Honours course coordinator at the University of the Witwatersrand's School of Anatomical Sciences. She has received a number of prestigious awards from the faculty of health sciences for her research and teaching, has been extensively involved in curriculum planning and development, and has supervised a number of postgraduate students at honours, master's and PhD level.

She has published a substantial number of research articles in leading international scientific journals, is a member of the Golden Key Society and holds membership with various societies and organisations related to her research field. She has served as a reviewer for the National Research Foundation and has organised a number of international neuroscience schools for the International Brain Research Organisation.

Nadine's home language is Afrikaans, a barrier she had to overcome when she started her studies, as she had to interpret and understand large volumes of new information that was presented in English.

She overcame that challenge through sheer hard work and commitment and by not accepting the status quo, always constructively challenging the system. By never giving up or backing down, she has been able to overcome many other challenges that she has faced in her career.

— Kerry Haggard

Raesibe Sylvia Ledwaba

Physics PhD candidate

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Raesibe Sylvia Ledwaba is only 27-years old and already a PhD candidate in Physics at the Materials Modelling Centre (MMC), University of Limpopo. She got her BSc in 2011, her honours in physics in 2013 with distinctions, enrolled for her MSc in 2013, and had it upgraded to a PhD in July 2015. She is considered one of the best PhD candidates at the MMC to complete the research experiments and computations expected during her duration of study. A genuine force of nature, Ledwaba has contributed to numerous projects and initiatives and was selected as one of the top seven Women in Physics in South Africa/ICTP/UCT Poster Project candidates.

"I am a naturally curious person and have a habit of mingling with older people, especially those who excel in their respective careers," says Ledwaba. "It has led me to discover how diverse and broad physics really is. When I did holiday work at the MMC it was first a way of getting extra cash, but when I realised how huge computational modelling is and that I could make a career out of it, I knew this is where I wanted to be."

Ledwaba had found her calling as a researcher and worked hard to achieve her goals. On top of all her achievements and recognitions, she has produced two publications and three draft articles, ready for submission into accredited journals, and her research findings have been presented at 13 local and five international conferences. Her current research project uses Centre for High Performance Computing infrastructure to look into improving cathode materials for lithium-ion batteries through large scale atomistic stimulation techniques that complement experimental approaches in the area of high-power rechargeable lithium-ion batteries.

"To get to where I am today I had to learn a few important lessons," she adds. "I had to learn how to initiate — to approach people and look for guidance and be open to suggestions. To be innovative and keep on trying until things work out. And I had to decide to carry on with school — as a mother it was a hard choice between carrying on with my studies or settling for a job with my junior degree. The latter wouldn't have allowed me to get where I am today, so I had to take a leap of faith and be the mother who took a chance."

This passion for upholding her own dreams to inspire others continues up to today. Ledwaba is a voice for the next generation, particularly young women — raising a flag for those who want to explore the fields of physics, chemistry and materials sciences. She was also a project co-ordinator for the department of science and technology/WiPiSA Grant for the 2015/2016 outreach project and is currently serving on the WiPiSA committee as a national student representative. She is deeply passionate about outreach, encouraging young girls from rural areas to get involved in programmes such as University of Limpopo Women's Academic Solidarity Association, WiPiSA, the Mashashane 77 Foundation and more.

"We need to take charge of the country's growth and this is only possible if we invest in our dreams and apply the i3 mentality — initiate, innovate and inspire," concludes Ledwaba. "We must each live in YOLO mode and autograph our crafts with excellence."

— Tamsin Oxford



PHOTO: SUPPLIED



200 YOUNG SOUTH AFRICANS Science & Technology

Nthato Moagi

Aerodynamics engineer, Denel

Twitter: @nthato_crispy

When Nthato Moagi was growing up in Soweto, he had but one dream, and that was to become an astronaut.

"I used to play with Lego from an early age, and I was always breaking my things apart, and using them together with other recycled materials to build and design my own models, vehicles and toys," he says. "At around the age of 10, I found out about Lego Mindstorms

kits that you could use to build robots, but my mother couldn't afford them because she was a factory worker earning a minimum wage.

"About a year later, I heard about a new magazine publication that was being launched called *Ultimate Robots*. My mother was able to buy me the first two issues, but she wasn't able to buy me the subsequent issues that followed. Because of this, I received the first components that I need to start building a robot, but I wasn't able to progress any further. These components went on to haunt me for the rest of my childhood."

Fast forward to grade 11, and Moagi realised he had to choose between studying astronomy or aeronautical engineering at



PHOTO: SUPPLIED

Wits — but had no understanding of what engineering entailed. "Fortunately, this was the same year that the first *Iron Man* movie was released. After watching the movie, I fell in love with engineering, and I realised that my childhood love for breaking things apart and building new things would be realised through pursuing a career in this field," he says.

Moagi works as an aerodynamics engineer under the strategic engineering group at Denel Dynamics, and has worked on multiple projects involving designing innovative systems on missiles and unmanned aerial vehicles. Last year, he became more involved in setting up a proposed innovation framework for the Denel Group.

"After hours, I am involved in robotics and education," he says. "I want to apply innovative thinking and engineering principles into solving one of our continent's greatest socioeconomic problems: access to quality education. I founded a start-up called CRSP DSGN to commercialise my final year thesis from Wits University into a product called the LCERT (Low Cost Educational Robotics Toy)."

A few months after founding the start-up, he was awarded first prize at the 2016 SAB Foundation Social Innovation Awards, which included enough seed funding to establish CRSP DSGN as a new hardware player in the innovative Etch space in South Africa.

"Through CRSP DSGN, we want to produce learners who have a growth mindset, instead of a fixed mindset. Our mission is give every single learner access to quality science, technology, engineering and mathematics educational resources."

— Tamsin Oxford

Dr Nosipiwe Ngqwala

Pharmacy lecturer, Rhodes University

Twitter: @Nosie_Ngqwala



PHOTO: KWANDA DLAMINI

Dr Nosipiwe Ngqwala is a pharmacy lecturer at Rhodes University and has been contributing to the intellectual pool of the country from a very young age. She has followed this commitment throughout her career, and today is a lecturer and researcher at the Environmental Health and Biotechnology Research Group, a role she took on after completing her PhD. She is now the head of research and supervises other PhD, master's and honours students, helping them to achieve their dreams and goals.

"I was motivated to enter my particular field of study so I could put my knowledge towards improving patient care and outcomes," says Ngqwala. "I also get to contribute to the intellectual growth and the empowerment of South African youth."

Community engagement is also one of Ngqwala's passions. She has a deep-rooted love for the country and she's passionate about being one of the solutions to the many challenges facing South Africans today. Her desire to make a difference has also led her to found, and co-ordinate Children of the Soil, a non-

profit that works with schools to address climate change issues in the Eastern Cape. The programme is focused on bringing together people who work on, or are interested in, the water and sanitation sector in a meaningful way.

As for Ngqwala's current role, she has an impressive repertoire of skills: "My special area of focus is on pharmaceutical chemistry, water, sanitation and the removal of pharmaceuticals from wastewater. I concentrate on wastewater treatment, wastewater, and antimicrobial resistance in the environment."

Ngqwala wants to contribute to improving methods of removing pharmaceuticals from wastewater so that communities can gain access to clean water. Not only will this change lives, but it supports the Vision 2030 NDP goal of equal access to basic health and water. In addition to this work, Ngqwala is an active member of the Activate Innovation Leadership Programme, a national network of young leaders equipped to drive change for the public good across South Africa. She is also a fellow at the Africa Science Leadership Programme, an initiative that aims to grow mid-career African academics in areas such as thought leadership, team management and research development. She is also part of the South African Young Academy of Science. With this many achievements, accolades and roles, it's hard to imagine she ever has time to sleep.

"One of the greatest challenges of being a young, black and female academic in the sciences is the pressure to represent your entire race positively by succeeding at everything," she says. "For younger South Africans looking to enter this career, I would tell them that motivation comes from vision, setting goals and celebrating small successes. Science is not about how much you produce, but how much you put in for a good harvest."

— Tamsin Oxford

Dr Tiisetso Lepphoto

Microbiology researcher

Twitter: @TiisetsoLepphoto

Dr Tiisetso Lepphoto may only be 26 years old, but she's managed to cram a lifetime of achievements into that short timespan. She has already obtained her PhD in molecular and cell biology with an emphasis on microbiology, biotechnology, genomics, nematology and bioinformatics, and she's a postdoctoral researcher at the University of the Witwatersrand. She is the academic supervisor of five master's students and three honours students and lectures at Wits. She was professionally mentored as an intern consultant at Illumina Inc. Informatics Department in California in 2016 and was chosen to be one of 87 women to participate in the Techwomen Emerging Leaders program in the US.

"I am the chief operations officer of GoMaths, secretary of Katleho Pele Education, a Tii-Moves founder and the founder of Yes We are Moving," says Lepphoto. "I have also presented my research at national and international conferences. In my PhD research, under the supervision of Professor Vincent Gray, I isolated and characterised a novel entomopathogenic nematode species. I then sequenced, assembled and annotated its whole genome and pathogenic bacteria symbiont."

On top of these achievements and accolades, Lepphoto has also managed to balance numerous awards. She won the Best Young Researcher Award from the Biotech Fundi and Innovation Hub 2017, came first for the best innovative project presentation at the NRF Green-Fund/National postdoctoral form in 2016, and won Best Researcher at the 9th Annual Agriculture Research Symposium 2016.

The list of awards that Lepphoto has won in her life extends down almost an entire page. She received her BSc in genetics and microbiology at 20, her honours in genetics and devel-



PHOTO: SUPPLIED

opmental biology at 21, her master's in biotechnology and microbiology when she was 23, and she was then awarded membership in the Golden Key International Honor Society.

"My research focuses on isolating and identifying biological control agents which can be used in agricultural industries to control problematic insects in farms instead of using synthetic chemical pesticides that have a negative impact on human, animal and plant health," she says.

Lepphoto is also passionate about youth development and mentors young people through tutoring high school students and doing motivational talks at Katleho Pele Education. Her commitment and passion towards empowering youth led her to be selected as one of the top 100 Brightest Young Minds in South Africa and a One Young World ambassador.

"My vision is to change the world," she concludes. "I started a project called Yes We Are Moving where I host aerobic marathons to collect clothes, food parcels and books for orphanages. I also provide nutritional advice and physical training through Tii-Moves, my fitness and wellness project."

— Tamsin Oxford

Dr Zikhona Tywabi-Ngeva

Lecturer, University of KwaZulu-Natal

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Dr Zikhona Tywabi-Ngeva graduated from Durban University with a degree in analytical chemistry; she then followed this with a BTech in chemistry and graduated cum laude in MTech: Chemistry from DUT. She then added a doctorate in chemistry and focused her research on the application of ionic liquids in the processing of biomass and dissolving pulp cellulose. She worked as a research scientist at the Council for Scientific and Industrial Research (CSIR) in Pretoria; then joined the CSIR at University of KwaZulu-Natal (UKZN) Howard College's Natural

Resources and Environment Unit and is a researcher and lecturer at the UKZN PMG chemistry department.

It's hard to image that Tywabi-Ngeva has any time left in her life considering all these roles, but she has also managed to publish several manuscripts in peer-reviewed journals, presented her work at national and international conferences and done experimental work in the US. The latter was part of her PhD studies, where she spent several months at the Centre for Green Manufacturing at the University of Alabama under Professor Robin Rogers, an internationally recognised pioneer in the field of cellulose and ionic liquid research.



PHOTO: SUPPLIED

"I wasn't sure what career path I would take when I was at school," says Tywabi-Ngeva. "I wanted to be a doctor, an accountant and a video vixen. I enrolled for a national diploma

in analytical chemistry as I somehow knew that chemistry would direct me towards becoming either a pharmacist or a doctor, and after my first semester I never looked back; I knew that I loved chemistry."

It was also after her first semester that Tywabi-Ngeva received a scholarship from the Chemical Industries Education & Training Authority and was told that she'd have to really up her game if she wanted to keep it.

"They encouraged me to continue with post-graduate studies and, after I completed these, I landed in-service training at Dunlop Tyres," she says. "I wanted to do more, so I enrolled for my Btech degree, which I finished in a year, then

I enrolled for my master's, which I completed in two years, and then I completed my PhD in three years. I think it's safe to say that chemistry is my chosen career!"

Tywabi-Ngeva's research covers biomaterial, material science, tissue engineering, drug delivery and nanotechnology. She is keen to develop an interdisciplinary nano biomaterial research lab in the future, one that will focus on the development of green nanostructured biomaterials to develop next-generation materials for regenerative medicine, drug delivery and nanotechnology.

Tywabi-Ngeva is also a strong advocate for supporting young people in achieving their dreams and goals. "I often hear people say they're not smart enough, and my response is that they're smart enough to succeed at anything they're passionately interested in," she concludes. "There is one simple rule to job security as a scientist: conduct quality research that helps people."

— Tamsin Oxford

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Dr Sudesh Sivarasu

Founder, UCT Medical Devices Lab

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Dr Sudesh Sivarasu is a senior lecturer in biomedical engineering and the founder of the Medical Devices Lab in the faculty of health sciences at the University of Cape Town. He has a PhD in biomedical engineering and won the NSTF-TW Kambule Award for an Emerging Researcher in 2016 and has won 11 other awards, both locally and internationally, thanks to his work in medical devices.

"I always wanted to work on something which would benefit mankind," says Sivarasu. "Being in a field where engineering marries health sciences — biomedical engineering — I know that if I do something right, someone will benefit one day. And seeing the ideas I have conceived becoming a reality, and patients benefitting from them, has given me an immense sense of accomplishment."

Sivarasu conceptualised and trademarked Frugal Biodesign, a novel process that allows for the innovation of medical devices in resource-restricted areas. Today, he has more than 18 patent families and more than 37 peer-reviewed journal publications. He also has more than 30 conference publications to his credit. He, along with the members of his medical devices lab, have invented several medical devices: the Smart Leprosy Glove, Laxmeter, reScribe, pMDI Sleeve, Zibipen, Ptosis Crutch, Pat-Rig, Flexygn are a few to highlight.

When asked to explain his work, he says: "In simple terms, I design medical devices. Technologies that clinicians can use to deliver affordable healthcare. One day I would like developing countries like South Africa to have a 0% medical device import — against the current 90% import which places a huge burden on taxpayers money. I want to create a self-sustainable medical device industry in South Africa."

For Sivarasu, one of the biggest challenges he has had to overcome is tackling the status quo to achieve his goals. Traditional academia that's focused on producing scientific papers wasn't close enough to what he wanted to do — product development — so he's had to find a space between the two.

"Feeling a purpose and maintaining a positive mindset is essential to overcoming any barrier," he concludes. "The world can be quite challenging in all departments of life, but never give up. Work smart, know your limitations and believe that you can make a difference in whichever field you desire to be."

— Tamsin Oxford



PHOTO: SUPPLIED

Benedicta Mahlangu-Durcan

Executive manager, ease of doing business, Saldanha Bay Industrial Development Zone

Instagram: [@mrs_mahlangu_durcan](https://www.instagram.com/mrs_mahlangu_durcan)

The oil and gas industry is not traditionally women-friendly, but chemical engineer Benedicta Mahlangu-Durcan has made her mark and is currently responsible for helping to implement South Africa's first free port in Saldanha Bay, to service rigs and vessels in the exploration and production oil-fields.

In her seven years of working offshore, following her graduation from the Cape Peninsula University of Technology with a BTech in chemical engineering, Mahlangu-Durcan (35) has faced head-on the challenges of being young, female and black.

"I was offered the offshore job, working on seismic exploration vessels, and by the time I left the recruitment manager said I was the longest-serving offshore woman."

"It wasn't always easy in such a male-dominated industry, but the job took me all over the world, including to the North Sea, Gulf of Mexico, the Arctic Circle and off West Africa and India. I had my skills and my bubbly personality, and that's how I succeeded," she says.

Although she loved her job, and the travel opportunities it presented, Mahlangu-Durcan

decided it was time for some shore time, and spent the next two years honing her skills as part of the shipping company Maersk's Global Management Training Programme.

In 2015 she was headhunted, and is now responsible for setting up the free port at Saldanha Bay, a first for the country. As executive manager of the Ease of Doing Business unit in one of South Africa's Special Economic Zones, Mahlangu-Durcan is breaking new ground as she implements this one-stop shop to service the upstream oil, gas, and marine repair industries.

"There has been plenty of negotiation but on the 300-ha site we have so far installed all the services, built a bridge across the national road, and completed the dedicated berths. I anticipate the entire project will be complete in 18 to 24 months," she says.

Mahlangu-Durcan also gives back via a TED talk-style series on the oil and gas industry in a bid to help educate the

West Coast community about the business, and the required standards and services.

Her passion for travel is still very much alive, says the recently married Mahlangu-Durcan, who enjoys spending time with her family.

— Di Caelers



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Sarah Fawcett

Ocean biogeochemist

Website: <https://sarahfawcett.wordpress.com/>

Sarah Fawcett is an ocean biogeochemist, and has always been interested in the large chemical cycles that make our planet habitable, simply because they're so elegant. She chose to work on chemical cycles in the ocean because the ocean is the reason we have a habitable planet: it transports heat and gases around the globe, ensuring that the high latitudes don't get too cold and the equator doesn't get too hot for life.

"I realised while I was working on my honours thesis that I really enjoy the process of research: asking a question, designing experiments, collecting data in the field and the laboratory and then interpreting the data, which inevitably leads to more questions," says Fawcett.

"Mostly I'm intrigued by the way the Earth is able to regulate itself, always returning to some sort of balance. This is true at the level of photosynthesis and respiration over timescales of a day or a season, but also over long timescale cycles such as the ice ages 100 000 years, or even multi-million year timescales. It's also true across huge space scales. The ocean is the biggest player in these cycles because of its size and because, unlike the atmosphere that mixes rapidly, the ocean takes 1 000 years to completely mix."

"But knowing something about the Earth's natural cycles is why I find the

pressure that we're putting on our environment, through pollution and over-fishing, to be so scary. Human-induced environmental change is happening so rapidly that it's unclear whether the planet will be able to adapt, and even if it does, will the adaption result in conditions in which we can comfortably live?" she asks.

Fawcett has ongoing research projects in the Southern Antarctic Ocean, which is the most important oceanic region for climate, in part because of its size, and also because it is characterised by high levels of nutrients (nitrogen, phosphorus) that do not get used by the microscopic plants (phytoplankton) living in the surface ocean.

She also works in the Benguela Upwelling System off the west coast of South Africa. This is a region that is important for South Africa's economy and social wellbeing as it supports important commercial fisheries and subsistence fishing, and also increasingly supports mariculture operations.

"My broad goal through my research is to better understand the role of the ocean in making the planet habitable, and to figure out how we can use the ocean to improve the lives of people living in South Africa, which has a vast coastline, in a manner that's sustainable."

— Kerry Haggard



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Dr Madeleine Combrinck

Chief engineer: aerodynamics, Flamengo

Website: <http://www.up.ac.za/en/aerospace-group/article/2119009/research-students>

Dr Madeleine Combrinck is an exceptional engineer who holds the position of chief engineer: aerodynamics at the Armscor research and development division, Flamengo. She has a PhD in mechanical engineering from the University of Pretoria, specialising in aerodynamics. Combrinck sits on the council of the Aeronautical Engineering Society of South Africa and is a member of the technical committee of the South African Ballistics Organisation.

"Most people who study mechanical engineering do it so they can learn how to put everything they've taken apart over the years back together again," says Combrinck. "From an early age I loved mathematics, science and exploring the world around me. I liked to open things up and see how they worked. No lock or radio was safe!"

When she was at school she took a series of aptitude tests and they recommended she enter a career in the sciences, specifically mechanical engineering. She didn't even know what that was back then and had no



PHOTO: SUPPLIED

access to the internet, so she turned to Encarta Encyclopaedia. On the first page of an article about mechanical engineering was a photo of people standing around a missile.

"The picture sparked my previous desire to join the military, so I applied for a bursary to study mechanical engineering through the department of defence," she says. "I then undertook my PhD to deal with the mathematics of objects that are accelerating or decelerating."

Combrinck hopes to extend her work to applications in flow control research in the transport industry for increasing the aerodynamic efficiency of vehicles such as trains, cars and planes and saving resources.

"My single biggest challenge was mastering my own mind," she says. "It was hard to stay focused on my PhD when I had so much going on in my life, and studies test your character on so many levels. You have to take control of every thought in your mind and take care of any negative thoughts so you can persevere through all challenges."

Combrinck advises all youngsters with dreams of engineering in their souls to follow their dreams and not let anyone tell them what they can or cannot do. "If you dream it, you can become it," she says. — *Tamsin Oxford*

Dr Kavita Lakha

Forensic Anthropologist, NPA

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Dr Kavita Lakha is a forensic anthropologist who completed her undergrad and honours at Wits and then received a Nelson Mandela Fellowship to do an MA at the University of Central Lancashire in the UK. She recently completed a PhD in Human Biology at the University of Cape Town and works at the Missing Persons Task Team in the National Prosecuting Authority (NPA), where she conducts forensic investigations in search of activists who disappeared in political circumstances between 1960 and 1994.

Lakha wanted to be a paediatrician when she was growing up. "However, once I entered university the appeal of the sciences remained but the yearning to study medicine had not. I began a BSc in 2002, completed that and furthered my studies by completing an honours in anatomy. It was during this year that we were introduced to the field of forensic anthropology. At our first practical session, the lecturer gave each group a human skull and taught us how to conduct measurements and assessments so that we can determine factors such as age, race and sex."

"After this particular practical it all became clear that this was what I wanted to do in life. My current director, Madeleine Fullard, presented a talk to anatomy students interested in forensic anthropology and she showed us



PHOTO: SUPPLIED

the successes of the teams' exhumations and identifications. Although she thought it had fallen onto deaf ears, I was determined that this was exactly what I wanted to do."

Lakha enjoys the field because each case is like a puzzle. Her special area of focus in forensic anthropology is age estimation. Her PhD research was able to generate a new standard for age estimation in South African children.

"These standards could also be applied to forensic cases involving human skeletal remains in the absence of identification and soft tissue," she says.

"It is my hope that these standards can be used to accurately age unknown children who enter the mortuaries, better aiding identification with increased accuracy and speed. I hope to continue collecting data so that the age estimation formulae become more credible."

It took some time for her parents to accept her choice, as they didn't believe it would lead to a successful career, and there is also a stigma with working with human remains.

"I am really fortunate and grateful to have a support system, at the pinnacle of which is my husband and our extended families and friends," says Lakha. — *Kerry Haggard*

Cikida Gcali

Petroleum engineering master's student

Twitter: @MissGMagnate

Solving the world's fuel crisis is the field Cikida Gcali chose to make her impact.

This former Wits University student is now a Fulbright Scholar, studying for a master's in petroleum engineering at the University of Tulsa in the US.

She's determined to become a game-changer in the mining, minerals and manufacturing sectors in South Africa, and eventually in Africa. "I consider myself as a future pioneer in the energy sector within sub-Saharan Africa, planning to use all that I learn in the US to combat some of Africa's pertinent issues regarding energy," she says.

"The Fulbright scholarship has allowed me to dive into an international network of brilliant minds, and to also share ideas and connect with future game-changers in the most relevant industries in the world," she says. "It allows me the opportunity of networking with other engineering students from different parts of the world to discover their insights on some of the world's toughest engineering problems concerning energy and fuel."

Her research focuses on how



PHOTO: SUPPLIED

to optimise the production of natural gas using artificial lift methods. Her work won her second place in the Society of Petroleum Engineers Mid-Content Regional Paper Contest, making her the only female engineer to win in the master's and doctorate divisions combined.

Gcali graduated from Wits with an honours degree in chemical engineering, having researched how to create bio-fuels using waste materials in a safe, environmentally friendly manner. At Wits she was the treasurer of the Golden Key Honorary Society, and represented it at the International Scholar Laureate Program in Washington DC, Philadelphia and New York.

At Tulsa her financial acumen saw her become the treasurer of Tulsa University's Student Investment Fund, valued at close to \$5-million. Students chosen to be part of this fund actively manage investment portfolios and asset allocations.

She also founded a digital publication called The Money Fam to help ambitious students learn how to master their finances. That was named one of the top five new ventures in the Tulsa Startup Series, a competition for upcoming entrepreneurs.

Gcali is a member of Engineers Without Borders, a society using engineering to solve problems within disadvantaged communities, and an ambassador for WomEng, the society for women engineers, which hails her as one of South Africa's top female student engineers.

— *Lesley Stones*

Funeka Nkosi

Founder, Green Girls Stem Foundation

Twitter: @mafunkaiza

Funeka Nkosi is a PhD student at the Council for Scientific and Industrial Research (CSIR) studying manganese oxide-based cathode materials for lithium-ion batteries. She won the CSIR master's degree student excellence awards, got her MSc degree *cum laude* and has presented her work at both local and international conferences. Her papers have been published in renowned scientific journals, she has been on radio explaining her research to the country, and she is an advocate of supporting young women in science. To drive this goal she started the Green Girls Stem Foundation, which focuses on STEM promotion, career awareness, mentoring and skills development.

"South Africa needs more scientists, especially women scientists," says Nkosi. "I really do encourage young people to take up careers in science, technology, engineering and mathematics to help advance South Africa. They



PHOTO: SUPPLIED

need to believe in themselves and follow their dreams. If there ever was a good time to be a scientist, it's the 21st century."

Nkosi's research focuses on improving the performance of lithium-ion batteries. These are used in mobile phones, laptops, cameras and toys, and lose their ability to store energy over time. She is working on manganese oxide-based cathode materials as they are cheap, easy to prepare and deliver a good performance.

"I also study manganese oxide-based battery materials because of the abundance of manganese in South Africa," she says. "We are one of the major exporters of this ore and have the biggest ore reserve worldwide."

In addition to this work and her PhD, Nkosi has participated in the National Science Week programs since 2013 and visited numerous universities to expand her experiences and research. These include the National University of Singapore, Saarland University in Germany and Vrije Universiteit Brussels in Belgium. In 2016, she was a semi-finalist in the FameLab competition and won South Africa's best post-grad science writing competition. In 2017, she has already ticked some achievement boxes as she's been selected as one of the young scientists to represent South Africa at the 67th Lindau Nobel Laureate meeting in Germany.

"To do well in science you have to work hard and have a great support system," concludes Nkosi. "I advise any young people heading into this field to take advantage of the opportunities available to them and to believe in themselves."

— *Tamsin Oxford*

Dr Hlamulo Makelane

Research specialist, Human Sciences Research Council

Twitter: @HlamuloMakelane

Dr Hlamulo Makelane chose to enter research science because she wanted to make a positive difference through scientific research that matters, and is especially concerned about disturbing chemicals found in the environment.

"Science is the generation of evidence-based solutions to national and global challenges," she explains. "I strive to explore new relationships between ideas and facts to assess the environmental impact of water

related issues, to develop a device that will accurately determine the levels of organic pollutants in wastewater."

She is currently a postdoctoral research specialist at the University of the Western Cape's department of chemistry and the Human Sciences Research Council (HSRC), with research, teaching and supervising students among her daily tasks.

Makelane has found a major challenge in her career is that science is becoming much more interdisciplinary. "I was initially trained to focus in one discipline, but the



PHOTO: SUPPLIED

move towards interdisciplinary research has been an opportunity to contribute to work that advances critical and analytical points of view," she says.

"Combining my comfort zone and working on the interfaces of different fields has been a great way to bring new techniques and perspective to my science research. I also believe it is a way to build my own niche and distinguish myself from others in my research field."

Makelane has authored and co-authored several peer-reviewed journal articles, and has presented in national and international conferences. She has been recognised by the Academy of Science of South Africa as one of the top five

young South Africans in chemistry and has been included in the 400 young scientists from 76 countries selected to participate in 67th Lindau Nobel Laureate Meeting 2017 in Lindau, Germany. The event recognises outstanding students, graduate students and post-doctoral students under 35 years of age who are conducting research in the field of chemistry.

"If you are interested in scientific research, you should challenge yourself to go beyond the first degree and you will never regret it, because of the discovery that the journey brings," she says. "I believe that if I made it, anyone can make it too and the skills you will acquire as a research scientist will play a vital role in the development and application of new and advanced technologies in the country and the world at large," says Makelane.

— *Tamsin Oxford*

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Dr Mmaki Jantjies

Head of information systems department, University of the Western Cape,

Twitter: @MmakiJ

Dr Mmaki Jantjies is one of the first black women to obtain a PhD in computer science, and has greatly contributed to research on mobile learning technology development for mathematics and science in South African schools, with a focus on multilingual content presentation. She continues

to research how education technology can be developed and used to enhance learning in developing countries.

"My parents are both community builders, and this influenced me in my approach to a career when I was growing up," Mmaki says. "I was passionate about engineering; I wanted to be the best engineer who would assist South African policy development in the engineering field. I was also fascinated by the growing field of computer science and realised the lack of females skilled in this area, and how working in it would allow me to 'engineer' systems."

Her area of research is Information and communication technology (ICT) for development

— how computer systems and frameworks can be developed and used to enhance fields such as education, small business and the health sector in South Africa.

"I am also passionate to see an uptake of Stem (science, technology, engineering and maths) subjects by children in disadvantaged communities and I dedicate much of my research to seeing how we can develop mobile learning software systems, accessible in South African languages in Stem subjects, that support teaching and learning in this area," she says.

"In developing various adaptive mobile systems, I hope to address the existing contextual challenges in these sectors. Among other grants, I hold a Google grant to develop curriculum and teach teachers how to use technology to sup-



PHOTO: DURHAM STUDIOS

port computer science learning in schools."

Jantjies is currently the head of the information systems department at the University of the Western Cape, and is also the co-ordinator of Mozilla and the UN Women technology clubs for girls.

She mentors graduate female students to run extramural technology clubs in township and rural schools in Cape Town. The clubs focus on teaching basic technology skills to young girls.

"As a young leader, you don't have the luxury of respect that comes with age; your experience and your hard work are all you have," she says. "So in my life, in every organisation I have been affiliated to, I have and continue to give of my best and let my work speak for me. I don't see this as a challenge, but I see this an opportunity to excel — or let me say 'slay' — in my field."

—Tamsin Oxford



PHOTO: SUPPLIED

Dr Banothile Makhubela

Chemistry lecturer, University of Johannesburg

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Dr Banothile Makhubela is an extraordinary academic, leader, scholar and scientist with a truly exceptional portfolio. She is a senior lecturer at the department of chemistry at the University of Johannesburg, has a PhD from the University of Cape Town, and supervises, trains and mentors postgraduate students. She contributes ground-breaking research and has received numerous awards, both locally and internationally. To date, she has 10 prestigious scholarships, fellowships and grants — and 15 publications.

"I have been intrigued by science since I was 11 years old," says Makhubela. "I found chemistry more understandable than other subjects and my undergraduate studies saw me studying the inherent properties of transition metal compounds such as redox activity, light absorption and emission. This led me into research in organometallic chemistry, with an interest in the application of organometallic complexes in drug discovery, and as a catalyst for the conversion of renewable feedstocks, fuels and commodities."

Today, Makhubela's research focuses on synthetic organometallic chemistry with applications in catalysis and drug discovery. The goal is the development of catalytic technology for the purpose of renewable biomass/bio-derived platform molecule conversion in a sustainable manner. In short: technological inventions that can be used to manufacture second and third generation biofuels competitively.

"Much of Africa is burdened by disease and it is stifling development," she says. "This area of research is aimed at designing and preparing on transition metal-containing compounds for applications in anti-cancer, anti-HIV, anti-tuberculosis and anti-malaria agents. We hope to contribute to overcoming the challenge of the disease burden and potentially improving the quality of life for people on the continent."

Makhubela's road to success has not been easy; she had to fight for funds to support her studies and she says "You have to work harder than your male counterparts for equal achievements, and even after having achieved your goals you get 'she got that because she is a woman.'" Her advice? "Don't let people dictate to you what you can or cannot achieve in life. I put emphasis on quality over quantity and strive to be the best in my area of research."

—Tamsin Oxford

Boitumelo Mashangoane

Founder, Mashnco

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Boitumelo Mashangoane is studying towards her PhD in chemical technology at the University of Pretoria. She also has a BSc in genetics and microbiology, a BSc honours and an MSc in microbiology. It's an impressive list, made even more so by her decision to use her background in molecular biology to create a green technology for metal extraction from platinum mine wastewater in collaboration with Royal Bafokeng Platinum.

"When I was four years old I went missing for an entire day," says Mashangoane. "So, while looking for a nanny to replace the one who had lost me, my mother decided to take me to school with her. She taught grades two and

three, and one of her colleagues, a grade one teacher, took me under her wing to help me pass the time. She was amazed at how much I enjoyed the work, and how well I was doing."

Mashangoane then matriculated at 15. Unfortunately, thanks to limited uptake, she couldn't enter into medical school. This is when she did a BSc and discovered a love of science.

The idea behind her PhD research is to use green technology to extract economically viable metals from mine tailing dams. This specific technology has minimal to non-existent environmental risks compared with other methods.

"As my degree is registered under the department of chemical engineering I have also had to learn new skills, one of them being mathematical modelling," says Mashangoane. "This has allowed me to learn how to concep-

tualise experiments prior to conducting them, to explain data which I've obtained from experiments in a mathematical equation, and to use predictive modelling to predict the future behaviour of processes of interest."

Mashangoane has already registered her company, Mashnco, which focuses on the use of innovative and green technologies in water treatment and management sectors, as well as offering consultancy services to the water sector. From a four-year old with an enquiring mind to a successful businesswoman today, Mashangoane looks set to leap from one success story to another.

—Tamsin Oxford



PHOTO: SUPPLIED

Dr Vukosi Marivate

Senior data scientist, CSIR

Twitter: @vukosi

Vukosi Marivate is a senior data scientist at the Council for Scientific and Industrial Research (CSIR) and has a keen interest in the use of data and machine learning algorithms to solve societal and public challenges. He leads a CSIR Data Science team that focuses on creating and using machine learning and artificial intelligence to extract insights from data.

"I became interested in computers after an afternoon visit to the Morekolodi Primary School computer lab, in Mmakau village," says Marivate. "In later years, I noted the use of computers at my parents' medical practice to manage patient data and do administrative tasks, but it was through interactions with one of my uncles, an electrical engineer who worked in research using computers for a large diamond company, that I learnt that they could be programmed to do specific tasks. This gave me an appreciation that there is more to computers

than just document creation, games or data input, but that data and algorithms can be used to solve challenges."

He completed his BSc and MSc (focused on machine learning) at Wits, and obtained a PhD in computer science at Rutgers University in New Jersey, US as a Fulbright science and technology scholar.

As a data scientist, Marivate is interested in how one can approach challenges using data and modelling techniques, and has been exploring the use of data science to solve problems facing South African society.

"There are opportunities to bring in multiple stakeholders and data-driven decision-making to improve people's lives through data analysis and predictive analytics," he explains. "With a wider data science team, we have begun to work with municipalities, government departments and other scientists to develop analytic and predictive systems that can be used by decision-makers. I have worked on problems including predictive policing, rapid strategic document analysis, text analysis, public safety and crime incident detection on social media



PHOTO: SUPPLIED

and municipal information systems.

"I get excited when I am able to work with passionate individuals from industry and to look into problems that might initially look insurmountable, but through persistence and hard work we can make a contribution both to science and society," he says.

Marivate is committed to developing new talent in his field, and supervises MSc and PhD students and interns.

"This has meant unearthing talent from students coming from backgrounds where it is hard to learn computing. All the students need is guidance and resources to reach their full potential," he says.

—Kerry Haggard

Dr Thandiswa Ngcungcu

Human geneticist, University of the Witwatersrand

LinkedIn: [linkedin.com/in/thandiswa-ngcungcu-16b60b2a/?ppe=1](https://www.linkedin.com/in/thandiswa-ngcungcu-16b60b2a/?ppe=1)

Dr Thandiswa Ngcungcu has always loved science, particularly the science of life.

"I really enjoyed the two-week section of grade 11 biology that focused on genetics, and I decided that I wanted

to learn more about genetics," she says. She completed a BA at University of the Witwatersrand (Wits) with genetics as a major, and then did her honours, master's and PhD in human genetics. She has joined the Division of Human Genetics at Wits as a lecturer.

Ngcungcu is particularly interested in the genetics of monogenic and complex skin disorders such as albinism and vitiligo, and understanding the genes involved in skin pigmentation. During her PhD project, she identified the causal mutation of a rare skin disorder that causes skin peeling in the winter months.

"I hope that this finding will lead to accurate diagnosis of the disorder and eventually, treatment of the disorder," she says.

While unlocking answers to scientific questions is massively



PHOTO: SUPPLIED

rewarding. Ngcungcu notes that research science is not an easy road, and that nothing worthwhile comes easily.

Early on in her academic career, she struggled with chemistry, and was convinced that she would fail the subject and have to repeat the year. "I refused to drop the course since I was going to be charged for the whole year anyway, and I also simply refused to give up. I changed my study strategy and I passed the course and was able to continue to second year," she says.

This tenacity has stood Ngcungcu in good stead, as she has won multiple research and travel grants in recognition of her work, including the Next Generation Scientist Programme in 2012. She was recently awarded a fellowship on the CRG Novartis-Africa Mobility Programme, which adds to her collection of accolades.

—Kerry Haggard

200 YOUNG SOUTH AFRICANS Sport



Juliana Barrett

Fencer

Instagram: @wildpurplerose

When Juliana Barrett was eight years old, a table fell on her leg, keeping her in a wheelchair for a good few months. By the time her final cast was removed, her leg had wasted away and her mother advised her to take up a sport to rebuild the lost muscle. Barrett tried her hand at fencing and took to it immediately. "From the first day I tried it, I loved the interplay of its cerebral and physical aspects, the strategy and the elegance." By the time she was twelve, she was fencing five days a week. Barrett, who is a senior women's épée fencer won her first medal in a national competition (silver) in the United States at the age of twelve. There has been no stopping her since. She won the South African National Championships four times (2011, 2012, 2014 and 2015), and was a bronze medallist at the 2014 Commonwealth Games in Scotland. She also led her team to an All-African Games Gold Medal in Brazzaville in 2015. In April 2016, Barrett became the youngest person ever to qualify for the Olympics in women's épée, and the first South African fencer ever to qualify as an individual rather than as part of a team.

However, Sascoc (the South African Sports Confederation and Olympic Committee) failed to submit her paperwork on time, meaning that Barrett never made it to Rio, something she is suing the body for. "As an athlete, I'm used to failure. That's how you learn and get better. But this was a new sensation because I hadn't failed; I had done what I had dreamed to do and qualified for Rio. And yet I felt helpless, as I watched Sascoc passively give away my dream."

Barrett's talent was recognised by Northwestern University in Illinois in the United States, which offered her a scholarship. She captained the college's épée team, and enjoyed considerable success as a student athlete, before graduating with a degree in political science. She is currently based in New York City, where she works full time in corporate marketing.

"Assuming I can pull together the resources to train at the level necessary to achieve high performance, I intend to train for Tokyo 2020," she says. "In the course of that process, I am intent on winning Commonwealth Games in 2018 and All African Games in 2019."

— Fatima Asmal



PHOTO: SUPPLIED

Bonga Ngqobane

Founder, *Bonga.org* Cycling Academy

Twitter: @bongacycling

Bonga Ngqobane (26) started cycling when he was still at primary school. "I became attached to cycling, because it was a new venture and not known in the black communities where most people love soccer, rugby and other sports." Ngqobane has raced competitively in events like the Absa Cape Epic (2015), and the Buffet Olives MTB Classic, in which he finished first in his category (under 23) in 2015.

However, his passion is to use cycling to benefit children in historically disadvantaged communities. In 2014 he founded *Bonga.org* Cycling Academy, which introduces school-going children in Makhaza, Khayelitsha to cycling and mountain biking, as well as assisting them with tutoring and encouraging them to consider a future in entrepreneurship. Through its Inter-Schools Cycling League, the organisation brings cycling to the doorsteps of township schools. Six such schools are brought together to cycle and compete against one another, as part of *Bonga.org's* talent identification programme. Learners who show potential are then mentored and coached, both in cycling, as well as in academics. *Bonga.org* is supported by various organisations including The Answer Series, Pedal Power Association and Cycling South Africa.

In fact, Ngqobane's work impressed Cycling SA so much they appointed him as a transformation specialist. Shortly thereafter, the body's executive committee nominated him to be the chairperson of the Transformation and Development Commission. This role sees him dealing with cycling development and transformation, speaking on behalf of academies and addressing the needs and problems they are facing as well as representing previously disadvantaged riders.

With Ngqobane rooting for them, the future of many children in Makhaza looks somewhat brighter. He has recently erected a container and fenced it, with the intention of setting up a cycling and community youth centre. "I have a bigger vision for *Bonga.org* to become a well-established organisation which offers the youth an alternative way to engage and grow within historically disadvantaged communities where they are influenced by social ills," he says. "My dream is to bring about positive influence and impact historically disadvantaged youth at large."

His long-term goal is to become the president of Cycling SA. In this role he hopes to encourage corporates and government to get involved in transforming the sport further.

— Fatima Asmal



PHOTO: BC@SPORTOCRAF

Tshepang Tlale

Chess champion

Instagram: @goddessstlale



PHOTO: SUPPLIED

‘Woman international master" is the second highest title awarded by the World Chess Federation (FIDE) to female chess competitors. Tshepang Tlale became the youngest South African as well as the only black woman in the country to earn this title in 2011, a week before her fourteenth birthday, when she won the African Junior Chess Championships in East London.

Tlale's mother, Pulane Tlale, played chess at high school level. She taught her older daughter Seadimo how to play, and when Tlale was just three years old, her sister passed on the knowledge. The siblings participated in local chess tournaments from an early age. Tlale met her coach Vincent Choko when she was just nine, and he has coached her ever since. Under Choko's tutelage, Tlale began rapidly climbing the ladder in her age group, earning her national colours at the age of eleven when she captained her team for the World Youth Chess Championships in Vietnam. She has qualified for national selection every year since.

After consistently being ranked in the top thirty in the world, she outgrew her age group and began competing in the open section at various tournaments. In 2014, at the age of 17, she participated in her second World Chess Olympiad in Norway, and won seven of her ten rounds, taking her to the top of the South African female chess rankings, a position she still holds.

Now 20, Tlale is also ranked amongst the top ten women in Africa. A second year psychology and philosophy major at Wits University, she also enjoys coaching aspiring young juniors in chess, and is an official coach of the Johannesburg Metro Chess Union. "Putting myself in a position where a junior looks up to me for guidance and advice on how to win and become a champion is very humbling," she says.

She hopes to continue making history and breaking national and international records. "I want my final chess rating to be +2000 with the title woman grandmaster or grandmaster. I want to leave a legacy that other young black girls can look up to and aspire to reach one day. I want this to be my testimony when I encourage my students to go for it: 'Hey, I made it! You can too!'"

— Fatima Asmal

Ayanda Cuba

Co-founder, Sporting Code

Facebook: facebook.com/ayandatheodore.cuba

Sports has a special meaning for Ayanda Cuba (27). "Sports helps bring stability and discipline to a child's life," he says. "Growing up in an impoverished community, a child is influenced by a lot of different negative things and as a result, they can make the wrong decisions in life. So sports can be used as a catalyst and platform towards channelling opportunities for them." Together with his friend Buntu Motole, in 2015 Cuba founded Sporting Code, a Khayelitsha organisation that aims to uplift underprivileged communities through sport. Sporting Code hosts monthly sports fun days where communities can participate in five-a-side soccer and netball. These events attract children and youth from as far afield as Philippi, Delft and Nyanga. The organisation also runs basketball and handball coaching clinics. Cuba recently watched a basketball team he coaches from a special needs school play their first game and win. "Watching two years of hard work and commitment take shape was one of my proudest moments," he says. Cuba was also recently involved in bringing young women from the area together to play in a netball tournament, forming fourteen self-managed teams.

As a result of its growth Sporting Code has been able to offer a Sports is Power tourism experience to the public via Airbnb. People jog through the streets of Khayelitsha, eat healthy food at the Spinach King Café, assist with a basketball clinic and have shisa nyama at Rands Cape, a trendy lifestyle space. "This is a tour experience where we use sports to break down social barriers and highlight the importance of keeping active, and investing in children," he explains.

Cuba is a Raymond Ackerman graduate and a graphic designer. He is also the founder of About Brands Communities and Designs Concepts, the income from which assists in running Sporting Code, together with the Airbnb experiences it offers. Next on the cards is the launch of *#BuildSchoolFieldCampaign*, aimed at building quality school fields for schools in impoverished communities. "Our future goals are to see township schools have proper playing facilities, to ensure that kids have access to proper sporting opportunities and to have at least a child in almost every community participating in at least one sporting code."

— Fatima Asmal



PHOTO: SUPPLIED

Matreki Mabizela

Soccer referee instructor and assessor

Facebook: facebook.com/matreki.mabizela

Developing soccer referees is what motivates Matreki Mabizela to wake up every morning. She's so passionate that she travels 52km every week on public transport to offer support to 35 match officials in the Maluti-a-Phofung region in the Free State.

As a teenager, Mabizela loved playing soccer, establishing her own soccer team Mighty Queens FC at the age of 14. She later became curious about refereeing and decided to become a referee. "Refereeing is constantly evolving and it is not as easy it may seem. I love the fact that it instills discipline and a good character as well as integrity in a person." These days, Mabizela is an assessor and referees instructor in Maluti-a-Phofung, which is made up of the towns of Kestell, QwaQwa, Harrismith and their surrounding rural areas. Her role as an assessor requires her to analyse and



PHOTO: SUPPLIED

report on the performance of match officials in match situations. As a referees instructor she conducts workshops, lectures and weekly classes in which she trains and develops referees to ensure that they understand the laws of the game. She uses her own resources for the latter, borrowing a projector when she needs one. Not that she's complaining. For her, it's all part of a journey she felt compelled to embark on: "I want to be a FIFA referees instructor but most importantly I want to introduce more women into refereeing and change the perception that people have about refereeing," she says.

"One of my biggest achievements would be to be one of the driving forces behind turning or transforming refereeing from what it is now into a respectable profession." For Mabizela there is the added challenge of being a woman in a male-dominated arena. She admits that in the past, her male counterparts belittled her, and made her feel like an intruder. However, she used this to her advantage: "The treatment I received earlier in life has taught me to work harder than any other person in the field to constantly develop my knowledge and understanding of football, especially the laws of the game. I research and find mechanisms that will allow me to get the best results out of any situation."

— Fatima Asmal

200 YOUNG SOUTH AFRICANS Sport



Nthabiseng Jenni Sibeko

Basketball and netball player

Instagram: @nthabiseng_sibeko

Nthabiseng Jenni Sibeko (18) is competitive by nature, and this is part of the reason why she loves playing basketball and netball so much. "These two sports challenge me to do my best," she says. "After each game or practice, I feel like I have accomplished something and left the court a better, stronger and more capable player."

Sibeko is a daughter to a single mother, who showed her that hard work pays off. "She is a true example of a strong and independent woman, and I hope that I can grow to be like her. She has taught me to take full advantage of the opportunities available to me and I have grabbed these opportunities with both hands." The opportunities to play netball and basketball arose when Sibeko began attending



PHOTO: SUPPLIED

Kingswood College in Grahamstown as a 13-year-old. She started with netball, and before long, her coach — recognising her talent — encouraged her to play basketball too. She has since achieved school honours in basketball and colours in netball.

She is currently Kingswood's netball first team captain, and also captained the school's basketball first team this year. Sibeko represented South Africa in basketball in 2015 in the under-16 division and has played for Eastern Province for the last three years. "The number one reason why I love these sports is that they are built around teamwork — no one player is more important than the other, and each one of us has a role to fulfil. The friendships that I have made on the court and on the sidelines are cherished."

She is also part of various social responsibility initiatives at her school, including teaching less fortunate children and entertaining the elderly in a home. Sibeko's goal is "to become a proud female judge in the South African Constitutional Court."

— Fatima Asmal

Karla Mostert

Netball player

Instagram: @mostertkarlaa

I was never chosen for provincial teams in school, says South African netball champion Karla Mostert. "But I always kept on working hard and didn't give up, and now I bear the fruit of that."

Mostert played various sports at school, but because netball is a team sport, it was one of her favourites. "There are so many aspects to the game like you need to have speed and agility, need to be strong, ball skills are important, as is working in combination and working together in a team." Mostert has mastered these aspects of the game. She is the vice-captain of the Spar Proteas, which she has represented since 2011, accumulating 56 caps to date. Mostert also represented the Free State Crinums during the Brutal Fruit Netball Premier League (BFNPL) in 2014, 2015 and 2016. She was named Players' Player of the BFNPL in 2014, and Best Player of the BFNPL in 2015.

Mostert, who is a qualified dietician, has traversed continents playing the game she loves. In England she represented Team Bath in the Vitality Netball Super League and was one of five players nominated for Sky Netball's Netball Super League Player of the Season. She was also awarded the Team Bath Netball Super League Fans' Player of the Year title for the 2015 season.

She currently represents Sunshine Coast Lightning in the Australian netball league, better known as the Suncorp Super Netball League. She is the first South African to feature in this league. Unlike South Africa, in Australia netball is a professional sport, which means that Mostert is being paid to do what she loves most. It also means that her training schedule is rigorous and includes three gym sessions,

two to three on-court/skill sessions, one to two conditioning/fitness sessions, one to two off-court sessions, and one league match at weekends, in a week of a season which lasts all of nine months. But she loves every minute of it. "It is always a big honour representing my country. Especially in big tournaments like Commonwealth Games and World Netball Championships. And when I play in leagues like Australia and England, I'm not just representing myself but South Africans as well, and that is a huge honour and very special for me."

— Fatima Asmal



PHOTO: REG CALDECOTT

Ricardo Rebelo

Obstacle course racing athlete

Facebook: facebook.com/RicardoSAOCR

Last year Ricardo Rebelo visited the OCT South obstacle course training centre in Johannesburg and decided this was something he had to try. "The idea of testing my mental and physical fitness and equipping myself to overcome obstacles in life was very alluring," he recalls. Rebelo was a quick learner. Shortly thereafter he qualified for the Obstacle Course Racing (OCR) World Championships, which took place in Canada in October. Rebelo finished in a time of 30:04:30 in the 3km sprint, placing him 18th in his age category. He was placed 81st out of 126 in the main 15km event for men aged 18 to 24.

Rebelo was in matric at the time, and prepared for his final examinations while travelling (he passed successfully). He has finished in the top five in all the races in The Toyota Warriors series this year. The Warrior Race is South Africa's largest obstacle course race series, and in his last race Rebelo attained a second overall



PHOTO: SUPPLIED

place and a first place in his age group, putting him second in the series so far.

Rebelo works part time at the OCT South centre, devoting the rest of his time to competing and training. He runs five days a week, goes to gym three times a week, and trains obstacles twice a week. Rebelo's races generally span a 10km distance featuring about 22 obstacles. "The trail running tests my endurance and the obstacles my upper body," he explains. He is currently trying to improve and attain more podiums in preparation for the 2017 OCR World Championships for which he has qualified.

Rebelo credits OCR with strengthening his character: "Each race I participate in, takes me on a new adventure. I get to challenge my body with the physical obstacles, and challenge my mind with the mental obstacles I am overcoming." In fact, he would like to see it become part of the South African school curriculum. "We often get thrown curveballs in life — how we deal with it is how it matters," he says. "OCR has opened a new world for me — a world where it doesn't matter how big the obstacle is, I can, with hard work overcome it. I hope many more young people will have this opportunity."

— Fatima Asmal

David Perel

Professional GT racer

Instagram: @davidperel

David Perel's goal is to make South Africa proud by someday racing and winning the Le Mans 24 Hour, the world's oldest endurance sports car race. Don't put it past him. The 31-year-old has risen above numerous challenges to become a professional GT racer.

Perel started out in karting, racing professionally at the age of fifteen. At 23, he had five provincial and national championship titles under his belt, and progressed to racing single-seat vehicles. However, a lack of funding brought his career to a halt. Determined to continue, Perel co-founded a web company with his brother and worked twenty-hour days, seven days a week for four years, living on a couch at his office. He spent hours playing PlayStation every day to learn the corners and turns of the European tracks. Five years later, after saving enough money to continue, he began cold-calling managers across Europe, and was offered a shot at a GT3 race. (GT3 is a form of motor racing between high-end sports cars that are loosely linked to their road-going counterparts). Perel fared so well that he was offered the opportunity to drive the 2015 season with Lamborghini Bonaldi Motorsport in the Italian GT Championship, where he acquired more wins, pole positions and fastest laps than any other driver in his field.

In 2016, with help from his manager Alan Macdonald, he signed with Kessel Ferrari and ended the season with a win at the Gulf 12-hour endurance race in Abu Dhabi. He also finished first in the Hungary Blancpain Sprint Series and the Barcelona International GT Open. Perel was rewarded with South African colours in the special award category by Motor Sport South Africa for these and other performances. The sky is now the limit, with Perel recently extending his contract with Kessel Ferrari.

The fact that he completely loves what he does is likely to see him going even further. "When you're racing at close to 300km/h you are entirely in the moment. Your mind is quiet, you're not thinking about what you're going to do tomorrow or why that thing that happened yesterday happened," he enthuses. "You're present, attentive and completely wired with adrenaline — there's no better feeling. Knowing you can compete against the best in the world, and beat them... it's amazing."

— Fatima Asmal



PHOTO: GARY PARRAVANI

Sipho Madolo

Cyclist

Instagram: @sipho_madolo

Back in 2009, Sipho Madolo (26) had just given up soccer, and was looking to do something that would challenge him physically and mentally. As fate would have it, not long after, he saw champion cyclists Christoph Sauser, Songo Fipaza and the late Barry Stander cycling with children in the township of Kayamandi in Stellenbosch. The next day Madolo (then 17) asked Fipaza if he could join them, but a shortage of bikes meant that he had to run for three months straight before he could ride.

It was worth the wait. Madolo went on to complete the prestigious Cape Epic seven times in a row. He also finished eleventh in the African Continental Championships for two consecutive years, and has regularly featured in the top ten in the South African National Championships. Madolo has represented South Africa thrice at the UCI MTB World Championships in Europe, and is now aiming for a Commonwealth Games qualifying spot.

"I love cycling because it's really a tough sport and you don't depend on so many athletes in the field to do well," he says. "You have to work your ass off yourself to be race ready or have a good result." Madolo has enjoyed expert mentorship and coaching from Sauser, who is an Olympic medallist and five time Cape Epic champion, and it wasn't long before Madolo decided that he too wanted to help others. He works full time as a programme manager at *songo.info*, an initiative started by Fipaza that teaches young children in Kayamandi how to ride bicycles, entering them into competitions. Fifty children are involved in the programme, which also focusses on homework assistance, life skills education and goal setting. Madolo manages the sports side of things, coaching and mentoring the children, and making sure there's a balance between sport and education. He loves every minute of it: "The feeling of helping others is more satisfying than anything else I have done in my life," he says.

"Racing all around the world really gave me the feeling that there are people out there who need help and I have to help where I can. If I am able to race internationally, these kids can do it too, and be even better at it than me, because they have a better setup and a lot of talent."

— Fatima Asmal

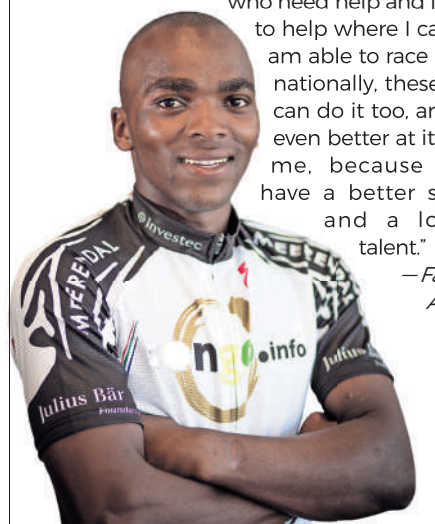


PHOTO: KARIN SCHERBRUCKER



City of Johannesburg MMC Dr Ntombi Khumalo in her office. Photo: Daylin Paul

City of Johannesburg empowers the youth

Ayabulela Paro

In Johannesburg, a woman sits at one of the City of Johannesburg's Rea Vaya bus stations and connects to the free Wi-fi. She sells clothing online and spreads awareness about her product to potential customers on social media. She uses the internet to check on her orders and then makes deliveries. On her way back home she sits at a station and checks on her orders again. She is the kind of young SMME owner whom MMC for Corporate and Shared Services for the City of Johannesburg, Dr Ntombi Khumalo, has in mind when faced with the challenge of creating work opportunities for the city's youth.

Almost a year into her portfolio, the member of the mayoral committee considers her department to be the engine of the City. "It's where we determine how the City works, and it's based around good governance — how we are running the City, how professional we are, and [the quality of] our interactions with other organisations," says Khumalo.

The City of Johannesburg is committed to developing SMMEs and promoting internet access and digital literacy for young people. To this end it has installed free internet access in various public facilities across Johannesburg including clinics, libraries and recreational centres.

The Braamfontein Precinct "Mesh" (network), for instance, provides young job applicants or university students on assignment deadlines with internet connectivity at 52 access points.

Along with providing internet access within the Johannesburg Metropolitan area, the City is also playing its part by contributing to skills development and encouraging young people to actively participate in the economy of the City of Johannesburg (CoJ). CoJ's youth programme offers learnerships, internships and invites young people to apply for the 100 bursaries awarded to qualifying candidates annually. These are offered in 21 areas including actuarial sciences, health and information technology. "As a new administration, we want to be an institution that instils hope in people. Young people must get out there and do what they need to do to empower themselves to ensure that their lives are better, and so we ensure that the City is a conducive environment for them to do so" says Khumalo.

In a hostile and regressive economic environment, the City is optimistic it can reach the target of 5% economic growth by 2021 set by Mayor Herman Mashaba in his State of the City Address in May. Khumalo says by concentrating on the development of SMMEs, clean government expenditure and efficacy in implementing policies, the City will achieve its goal,

along with "keeping residents positive".

Mashaba dedicated his administration's term of office to "the forgotten people of Johannesburg" along with MMC of Finance Dr Rabelani Dagada, who delivered the 2017/2018 Proposed Budget Speech in the same month. Khumalo says the City's administration is paying attention to the previously disadvantaged: "The fact that we've been able to issue title deeds and be upfront and open, and release a housing list so that people can see where they stand, is a mark of transparent and accountable government. We will be dedicating far more of the City's financial plans towards the disadvantaged."

For Khumalo, Johannesburg represents opportunities. "I think the city itself has a special kind of pulse. When you are in Joburg particularly, you feel different to what you feel when you're outside. The city has its own pulse, it's alive. It is the heartbeat of South Africa's economy"

"I think the city itself has a special kind of pulse"

It's these opportunities that attract migrants to the city, which is making plans to accommodate them by further developing the inner city. According to Statistics South Africa's 2016 mid-year population estimates, Gauteng received an inflow of 1 216 258 migrants during the past five years. This resulted in an increase of the density of the province's municipalities, including the City of Johannesburg's estimated population of over four million. "We are very much aware and not in denial that migration is a reality for the City of Johannesburg. Hence we are looking at the inner city programmes to ensure that the City can host or be able to accommodate as many people as there are," says Khumalo.

This year, the city also aims to hire an additional 1 500 Johannesburg Metropolitan Police Department (JMPD) officers and increase police visibility to reduce crime and rid the city of drugs through its K9-Narcotics Unit.

The City is also making efforts to tackle gender-based violence, especially in the light of incidents reported by female students in the inner city. This also follows the brutal murders and rapes that have been highlighted in the media recently. In partnership with the University of Johannesburg, the city will launch the national department of public safety's Women Safety campaign at the university's Sophiatown residence,

where students will be coached on the basics of self-defence by a martial arts specialist among other forms of protection. "It's a social problem that our country faces as a whole. It boils down to what we are exposing our youth to. For instance, the games that are available, how violent they are and how accessible they are to young people, and how attractive it looks to shoot or to slap a woman, and other macho sorts of behaviours that are being displayed," notes Khumalo.

As part of Youth Month, the City reminds residents of the struggles of the past, such as the 1976 Soweto Uprising. "It symbolises how we should be as a people. And I think the fact that it was done by young people instils hope for the future and what we should be doing; this was the foundation that those young people laid for us. The uprising shows that the youth have the power to ensure that the future youth will not have the struggles we face today; it simply shows us we have the power to change the unfortunate realities that are faced by the youth and the country at large," says Khumalo.

She urges the City's youth to empower themselves with knowledge and use it to change their lives. "Believe in yourself, and don't settle for anything less than what you believe you are worth. You have a voice, and that is what carries over the years."

Turning interns into skilled

Rebecca Haynes

The City of Johannesburg continues on its drive to empower its youth and has multiple programmes on offer through its Employee Relations Department encompassing internships, learnerships and a bursary scheme.

“These are strategic interventions that target young community members from Johannesburg who intend to enhance their qualifications, as well as providing the opportunity to apply classroom theory to real-world situations, thus enhancing their academic and career goals,” explains corporate and shared services MMC, Dr Ntombi Khumalo.

The internship programme has been defined by the City’s approved Training and Development Policy

as an intervention by the City of Johannesburg that seeks to address the growing demand by higher educational institution students to undergo on-the-job exposure, as a prerequisite to acquiring an academic qualification or as a requirement after the acquisition of an academic qualification.

Student internship is offered to students at higher educational institutions who require practical experience in order to obtain their qualifications. Graduate internship is offered to an individual who has completed a qualification and is unemployed, but requires workplace experience in order to enhance future employment opportunities.

In-service training is offered to employees studying towards educational qualifications who must obtain work experience in order to fulfil the requirements of the quali-



The Youth Expo held in June in Johannesburg. Photo: CoJ

The expenditure on the City of Johyannesburg's internship programmes, per department since July 1 2016 to date		
Department		Expenditure / Department
City Manager's Office		R53 870
Community Development		R1 272 173
Corporate Services		R978 361
City Relationship and Urban Management Department		R760 046
Development Planning		R1 231 355
Economic Development		R265 044
Environment and Infrastructure Services Department		R247 577
Executive Mayor Support		R75 248
Group Risk Advisory Services		R4 684
Group Finance		R3 197 853
Group Forensic		R11 971
Group Governance		R111 629
Group Communications and Marketing		R288 336
Group Legal and Contracts		R20 950
Office of the Speaker		R155 626
Transportation		R1 481 614
Grand Total		R10 156 336
The City's implemented internship programmes and absorbed interns for the period July 1 2016 to date		
Departments	Interns recruited for experiential training	Interns absorbed by the City
City Manager Office	3	
Community Development	60	3
Corporate Services	51	3
City Relationship and Urban Management Department	42	1
Development Planning	75	8
Economic Development	14	
Environment and Infrastructure Services Department	12	
Executive Mayor Support	6	3
Group Finance	89	13
Group Forensic	2	
Group Governance	6	
Group Communications and Marketing	12	2
Group Legal and Contracts	1	
Office of the Speaker	6	4
Transportation	90	4
Grand Total	469	53

fication. Internship is also linked to professional development and where there is the requirement for registration with a professional body or council.

The City’s skills development planning processes require line departments to plan and budget for training initiatives for employees and young community members from Johannesburg’s communities, in accordance with the approved training and development regulations, for the City to enhance internal capacity and to address the socio-economic challenges faced by its population.

Trained mentors

Each department’s workplace skills plan is consolidated in a Workplace Skills Plan for the City, and that includes the identification of competency gaps for employees as well as for the youth in Johannesburg.

Internship programmes are implemented in the City, subject to business or line department’s requirements as per the skills development planning processes, which covers the line department’s budget provision of R2 994 per intern per month, for a maximum of 18 months, and dependant on the availability of trained mentors to mentor interns.

The current stipend of R2 994 is currently under review to differentiate stipends for interns who require experiential training in order to obtain a formal qualification, and interns who have already graduated who require experiential training in order to prepare them for the market place, and who meet the requirements of the set minimum wages.

Interns are recruited or absorbed into the City subject to business or line department’s requirements as per the department’s workforce planning processes and the availability of funded vacancies. There is also a learnership programme, which is defined per the City’s approved Training and Development Policy.

Khumalo says: “The City of Johannesburg recognises that an important manner in which it can support the growth and development of the Johannesburg community is by offering school leavers, students and unemployed people

opportunities to receive structured workplace experience as part of learnerships programmes, within the limits imposed by its budget, vacancies and other resource requirements.

“These programmes both enhance the City’s image as a responsible corporate citizen and provide an alternative, meaningful recruitment strategy for the City.”

Theoretical and practical learning

A learnership provides structured learning at a training institution, combined with practical, integrated work-based learning. The institutional learning component, delivered by training providers with a Seta Education Training Quality Assurance accreditation, covers the theoretical aspects of the learning, while the work-based learning involves practical learning experience in workplaces.

Being given a learnership entails a contract between a learner, an employer and a training provider for a specific period. The learnership must lead to a qualification registered by the South African Qualifications Authority associated with a trade, occupation or profession. The intended learnership must be registered with the Director-General in the prescribed manner.

As per the relevant skills development legislation, the City has to comply with the stipulated requirements which encompass levy payments, appointment of a skills development facilitator, and submission and implementation of a citywide workplace skills plan to the Local Government Sector Education and Training Authority (LGSETA) in order to qualify for the mandatory grants that are to be used to address competency gaps.

Due to limited funding, the skills

“These are strategic interventions that target young community members from Johannesburg”

development legislation allows the City to apply for discretionary grants that mainly focus on critical and scarce skills in the local government sphere for the employed as well as the unemployed. Implementation of learnerships, for example, is therefore subjected to the approval of discretionary grants applied for by the LGSETA.

The LGSETA grant stipends for learnerships according to the level of the qualification the learners participate in as per the National Qualifications Framework; in many instances they are not enough to cover transport fees.

“The City recognises the challenges the youth are faced with, therefore a decision was taken that in instances whereby the monthly stipend offered by the LGSETA is less than R2 000, the City will fund the shortfall,” says Khumalo.

Talented interns

The City has implemented learnership programmes for the period July 1 2016 to date in information technology and local economic development, with an exit level of learnership for both of an NQF 4. While no learners have yet been absorbed by the City, 160 have been recruited in information technology and 18 in local economic development learnerships. The City has incurred costs of over R8.6-million for the implementation of these learnerships.

“The City is not just committed to provide learning opportunities to the youth; the Training and Development Policy Framework clearly stipulates that line managers are encouraged to appoint a percentage of talented interns in identified structures of the City, through the setting of targets in heads of departments scorecards,” says Khumalo.

“This is so that the City of Johannesburg can meet its socio-economic responsibilities in accordance with its Recruitment and Selection Policy and Procedures.

“The City is also annually granting 100 bursaries to the amount of R25 000 each to youth in the City of Johannesburg community, based according to the critical and scarce skills identified in the local government sector. The key criteria governing the award of the City’s bursaries are academic merit, confirmation



200 YOUNG SOUTH AFRICANS City of Johannesburg

Advertorial

employees

of residence in Johannesburg and financial need," she concludes.

Commemorating and celebrating past youth to benefit today's youth

The City of Johannesburg and other municipalities in Gauteng, in partnership with the Gauteng Provincial Government, hosted a 10-day youth exhibition at the Nasrec Expo Centre outside Soweto, which runs as part of a joint 2017 Youth Month Programme.

The expo, which focuses on jobs, careers and entrepreneurship opportunities for the youth, is in commemoration of the June 16 1976 Soweto uprisings, which saw thousands of learners taking to streets in protest against the use of Afrikaans as a medium of instruction in black schools.

"Hundreds of them were killed and many more maimed in these protests, but today, 24 years after the advent of freedom and democracy, the country's youth are facing different kinds of challenges — unemployment and a lack of economic opportunities. This led to the decision by the Provincial Government and the 11 municipalities within its jurisdiction to host this jobs, careers and entrepreneurship opportunities expo every year," says City of



Attendees of the Youth Expo in Nasrec were exposed to information about jobs, careers and entrepreneurship opportunities . Photos: CoJ

Johannesburg Assistant Director Karabo Semenya.

Now in its third year, the 2017 exhibition started on June 9 and ended on June 19.

"The aim of the expo is to gather the unemployed youth as well as primary and high school learners in one place and introduce them to various career opportunities they may wish to pursue," says Semenya. "Gauteng municipalities that took

part in the expo are Johannesburg, Ekurhuleni, Tshwane, Midvaal, Lesedi, Merafong, Sedibeng, Rand West City, Emfuleni, West Rand and Mogale City.

"Each municipality transported learners and youths to the venue and provide them with food parcels on a daily basis."

Daily activities the youth and learners were exposed to include digital literacy workshops, mind



refinery seminars, social cohesion games, exhibitions, inspired youth motivation workshops, movies and roundtable discussions.

Exhibitors included the Gauteng Film Commission, Johannesburg Film Commission, metro police departments, Johannesburg Emergency Management Services, the South African Police Service, the Gauteng Provincial Department of sports, Gauteng Provincial

Department of Transport, National Youth Development Agency, major banking institutions and cellphone network companies.

"The expo was visited by officials from all the three spheres of government — local, provincial and national — and one of the highlights was the OR Tambo Annual Memorial Lecture by former President Thabo Mbeki," concludes Semenya.

Marketing interns share their stories

Rebecca Haynes

The City of Johannesburg now has two interns working with the *Mail & Guardian*, Sphehile Zungu and Shaun Melato, who are learning how to handle marketing and communications in a high-stress, deadline-driven media environment.

"Johannesburg has been positioned as a City of Gold, a place of endless possibilities. As a marketing and communications person it was important for me to associate myself with the people behind managing this brand, which is why I grabbed the opportunity to apply for the city's internship programme, and particularly the City of Johannesburg's marketing unit," says Zungu.

"While I was still with the City, we were driven by its aspirant tagline — a world class African city — and every day was used to ensure the City lived up to this through bringing awareness via above-the-line marketing and below-the-line marketing campaigns promoting infrastructure development, ecomobility, Jozi@work programmes and hosting of local exhibitions, events, trade shows and international conferences.

"Our task as marketing interns was to contribute to bringing awareness to the public about what the City was doing to improve their lives, and encourage their participation," says Zungu.

"My interest in marketing was stirred up after I completed matric, having heard people in my community complaining about the municipality and how it was not doing any-

thing for them. It was interesting to find that there was little awareness of the programmes the municipality had for communities.

"I pursued a degree in marketing communications from the University of KwaZulu-Natal to ensure that I was part of the marketing and communication teams, whether in government or private sector, communicating clear messages and reaching the right people at the right time.

"I now work for the *Mail & Guardian* as a marketing co-ordinator, and it is a really dynamic environment."

Zungu, who has a Bachelor of Social Science in Management and communication from the University of KwaZulu-Natal, says she plans to study further. "Gone are the days of passive audiences. Roles have been reversed over the past two decades; companies and government alike have to listen to people in order to remain relevant.

"The marketing and communications environment changes rapidly and thanks to technology which gives people information at their fingertips and have the power to engage in debate and force such institutions to constantly forge new ways to deliver and remain relevant."

Shaun Melato, who holds a three-year Diploma in marketing management, believes he brings with him vast experience in the field of marketing and research from his time as an intern for the City of Johannesburg, where he co-founded a youth initiative called the #IKnowMyJoburg campaign.

"This initiative focused solely on the youth and we received positive reviews from the former Mayor of



Sphehile Zungu gained valuable marketing experience as an intern with the City of Johannesburg Photo: supplied

Johannesburg, Parks Tau.

"I am now a junior content producer with the *Mail & Guardian* and I research and come up with innovative ideas and collate them in a form of proposals to sell to potential clients.

"The passion I have for research and the drive to come up with fresh, innovative ideas is what wakes me up daily. I also believe that I can become the best in conceptualising and coming up with viable content."

Melato says he hopes to stay with the *Mail & Guardian* and help build the brand further by introducing new trends.

This 26-year-old was born and bred in Meadowlands, Soweto; he's a soccer fanatic and a big fan of South African hip-hop. "In whatever I do, I am driven and strive to be an example to the youth in my

community by showing them that through education, discipline and hard work we can curb poverty."

From intern to permanent City employee

Kutlwano Modiga was a City of Johannesburg intern in the Group Communication and Marketing Department, and has now been employed permanently as a Corporate Marketing Officer and has worked on a number of campaigns for the City including initiating #IKnowMyJoburg with Melato. He says he has always, from a very young age, been fascinated by the concept of brand management in all aspects of campaigns.

Modiga (23) grew up in Diepkloof, Soweto, raised by his single parent mother and grandmother. Now holding a BComm in marketing and business management, he believes the support and encouragement from his family and obtaining a qualification has led to his position with the City. He says that he kept applying for the position a secret until he had his actual letter of appointment, because of the very stringent requirements.

"When I started as an intern with the City, I had the opportunity to express myself in the many innovative things we are doing and I am fortunate that our Group Head, Makhudu Sefara, is open to and believes in encouraging ideas from young people.

"Many young people have realised and understood what is meant by service delivery. We have a competition now in its second year where we encourage youth to take and submit photos of what they see and

perceive as service delivery, and this campaign has been a success, with many young people taking part."

The #IKnowMyJoburg campaign is intended to engage with the residents of the city, especially the youth, on what service delivery the City offers the community. Young people of Johannesburg take pictures of whatever they perceive as service delivery in their respective communities and explain how it impacts their everyday life by using the hashtag #IKnowMyJoburg.

They are encouraged to follow the City's social media accounts for the campaign, through which the city hopes to create awareness about the good work it is doing and get young people to get involved in other city initiatives, such as Vulindlelejozi, Jozi@Work and digital ambassadors.

"When we wake up, we turn on lights, use running water and take buses and trains, but this is without a proper realisation of everything that is involved, such as City Power, ReaVaya, the Metro Police and more, and we need to expose young people to what they take for granted," stresses Modiga.

He says he would like to continue his studies towards an honours and master's. At some point he would like to become a marketing entrepreneur with his own business, but he is happy now in his position with the City and the opportunity to grow as a marketer.

His message to the youth is this: "What we as young people need to learn is that even if we see other people with a job and a car, everything has its own time. We need to work hard, and the sky's the limit."

Developing life-saving skills —

Working in emergency services requires passion, mental and physical strength, with the ability to think clearly and act wisely, to use trained skills under often dangerous and traumatic conditions. An effective and dedicated emergency infrastructure is a vital component for any country or city. It is the first port of call residents turn to in an emergency.

The City of Johannesburg's Emergency Management Services (EMS) has both emergency and firefighting staff who attend to around 250 000 calls per year, to help save lives and property. With its 29 base stations, Johannesburg has one of the largest — if not the largest — emergency services units in Africa.

The EMS is part of the City's Strategic Thrust to have a high-performance metropolitan government that pro-actively contributes to and builds a sustainable, socially inclusive, locally integrated and globally competitive Gauteng City Region.

This also requires the City to have an effective succession programme as personnel move into the private sector, retire or adjust their careers. This makes its intern and learnership programmes extremely important, developing and encouraging the youth to pursue careers in life-saving services.

The City of Johannesburg has an approved Youth Development Policy and Strategy. Through this policy, the city aims to capacitate young people to be up-skilled and well-prepared for the job market. In support of the Youth Development Policy, the EMS has implemented a number of youth programmes with the aim of assisting disadvantaged students wishing to pursue a career in emergency management or related fields.

Volunteers

It also aims to further develop disadvantaged young people, provide opportunities to facilitate the development of young people, improve employment opportunities among the youth and enable young people to actively participate and engage in both society and the economy.

In 2013, EMS awarded bursaries to underprivileged students to study Fire Technology at the Tshwane University of Technology. Eleven of those students have since completed the course and are volunteering at fire stations. This group of graduates has also completed Fire Fighter 1 & 2, Hazmat Awareness and Hazmat Operations and once they have completed the Basic Ambulance Assistant Course, they qualify to be employable by the department.

"Another group of nine learners from disadvantaged backgrounds was recruited in December 2015 and commenced first-year studies in a National Diploma in Fire Technology in January 2016 at the Tshwane University of Technology," says Lufuno



Lufuno Maphagela is Head of Youth Development at Johannesburg EMS.

Maphagela, Youth Development, Office of the Chief: EMS.

"This group of learners are now in their second year and will be doing Fire Fighter 1 and Hazmat awareness training from July 2017, as this is also a requirement to complete the Fire Technology National Diploma at Tshwane University of Technology.

"In addition to the above, there is another student who is doing third-year studies in Emergency Medical Care at the University of Johannesburg, who has also been offered a bursary by EMS.

"The department, through the Public Information, Education and Relations and Media Liaison Units conducts roadshows at high schools to inform the youth about the EMS bursary programme, and an advert is placed in national mainstream and community newspapers for those who are interested in the programme to apply," says Maphagela.

"The applicants for the bursary must be residents of the City of Johannesburg, provide proof through a utility bill, have a matric pass with a university entrance that meet the requirements of Tshwane University of Technology, with English, maths and physical science, with symbols not less than D.

Accelerating youth development

"Those applicants whose CVs have been selected are then called in for an interview and physical fitness assessment. If an applicant meets the requirements she is offered a bursary. The panel is made up of representatives from the training academy, the department's Youth Unit,

Tshwane University of Technology and a senior manager from the Operations Directorate."

The EMS learnership programme differs from the bursary programme but has similar objectives.

The City of Johannesburg adopted the Integrated Youth Development Strategy (2006) and the Youth Policy (2009) with the view to accelerate youth development interventions within city departments.

"Part of the task in realising the youth development agenda in the City is to facilitate sector-based multi-stakeholder partnerships focusing on youth skills development and job placement that will contribute towards the City's objectives on youth development," says Maphagela.

The business administration/office administration learnership programme is targeted at 200 young people from within the City of Johannesburg. Already 65 young people have been placed at the EMS department, and an additional 11 young people living with disability (PWD) have also been placed. All learners have been placed on 12-month contracts.

The business administration learnership is a learning programme that combines work-based experience with structured and theoretical learning. It is set at NQF Level 5 and targets young people to become administrators. The programme aims to empower practitioners to facilitate enabling processes for public administration work within public and private contexts. It also empowers young people with skills to work with people to implement com-

munity-based projects.

"The programme will contribute meaningfully to the department's overall objective of developing a culture of activism among the youth, and to facilitate community-driven approaches to economic development," says Maphagela.

Win-win learnerships

A learnership is a structured learning programme that has been formally registered with the Department of Labour and contains both practical (70%) and theoretical (30%) components.

Learnerships are of a specified nature, level and duration — usually one year — resulting in a nationally recognised qualification. Learnerships are provided by employers, both large and small, in conjunction with the learner, the relevant Sector Education and Training Authority (Seta) and usually an accredited training provider.

Generally, learnerships are work-based and provide successful, competent learners with the opportunity to progress into a job. Each learner is required to enter into a standard contract, obtainable through a Seta, which regulates the learnership process.

The benefits of these learnership programmes are multifaceted and benefit both employer and learner. They provide host companies with potential employees after a solid evaluation period of time, and many do actually recruit new employees from the learners they host.

Many companies use the learnership programme to enhance their resource base and thus increase and improve their deliv-

ery capacity. Employers have the assurance that the learners can demonstrate the competence reflected in their qualifications.

The learning route of a learnership is more effective in promoting the practical application of learning in the workplace than most other routes. There is also increased return on investment in training, with higher returns from the Skills Levy and investment in training. There is also increased grant disbursement from Skills Levy contributions, especially with regards to the private sector.

Applied competence

Learners in return also receive real benefits, particularly when it comes to the quality and relevance of the training they receive. They acquire the theoretical basis relevant to the occupation, as well as the ability to apply their learning in the real work situation.

Learners develop the ability to perform a set of job-related tasks — to actually do things, understand what they are doing and why, and learn from what they are doing. They can also adapt what they are doing to changes and unforeseen circumstances.

The EMS will assist all 65 able-bodied learners and 11 PWD learners in gaining administrative skills and exposure to the working environment. They have been placed in Finance, Strategic Support, the MMC's Office, the HOD's Office, Proactive Services, Operations, Corporate Services and Communication. They also report to various EMS fire stations in different regions and the head office, as their duties will include but not be limited to office administration.

developing young people

Learning does not end here. During the 12 months, learners also receive training programmes to assist them with various skills, including the job preparedness programme and skills development programme (with the National Youth Development Agency), Mentorship programme, Basic First Aid and Fire Training and Computer Training 1,2 and 3.

The programme is in line with the City of Johannesburg's Youth Policy to facilitate sector-based multi-stakeholder partnerships focusing on youth skills development and job placement. The programme also contributes in the implementation of the Youth Employment Accord within the city.

There are no financial implications that EMS or the City incur because the ETDPA is providing a stipend of R1 500 to learners directly and on a monthly basis for a period of 12 months, and R4 500 to PWD learners, which includes medical cover.

The economic implications are only positive as the programme introduces young people to financial literacy and enables them to develop capability to accumulate financial assets, which could lead to a range of positive outcomes related both to their own development and their future livelihoods.

The development of youth through these bursary and learnership programmes within the City contributes to the promotion of social and economic development, which is in line with the Constitution in specific Chapter 7, Section 156 that sets out the objectives of local government.

Job creation occurs as the programme enhances youth employability by addressing skills mismatches through the strategic alignment of technical training with the skills required by sectors targeted for economic growth. Skills development at a time when South Africa most needs it is perhaps the most positive outcome, as the programme contributes towards the development of the competence of young people through the transfer of technical or hard skills training and experience in particular areas of service.

Developing training safety awareness in citizens

The City of Johannesburg's EMS academies offer high-level training in line with both national and international standards, resulting in globally accepted levels of competence in emergency management services. Courses on offer to companies and interested citizens vary from basic fire fighting and first aid training to more advanced training in hazardous materials, vehicle rescue and basic electrocardiogram interpretation.

EMS has three training academies situated in Brixton, Rietfontein and in Florida offering fire and hazardous materials training, commercial training, medical training and rescue training as core and distinct courses.

Fire and hazardous materials training offers basic firefighting



The City of Johannesburg EMS and the JMPD have been collaborating on youth development.
Photos: CoJ, Oupa Nkosi

training for businesses and the programmes in this course are aimed at emergency service personnel and are open to suitably qualified persons across South Africa.

Programmes offered are fire-fighter 1 and 2, Hazmat first responder – awareness level, Hazmat first responder – operations level, fire services instructor, fire officer, driver operator and aerial appliance.

The commercial training course is aimed at businesses and individuals wishing to obtain basic competence in the fields of first aid, fire fighting and hazardous materials.

The medical training involves intensive medical training aimed at qualified health care practitioners, emergency services personnel, and ambulance emergency assistants, among others. Programmes offered include Basic Ambulance Assistant Course, Basic Ambulance Assistant Refresher Course, Ambulance Emergency Assistant Course, Ambulance Emergency Assistant Refresher Course and the Basic Lifesaving Skills for Healthcare Provider Course.

Rescue training is a course is aimed at employees within the emergency services industry

wanting to specialise in technical rescue, or persons required to perform such rescues as part of their jobs, and individuals involved in outdoor activities requiring basic rope skills.

A number of high-adrenalin programmes are on offer including High Angle 1 and 2, Motor Vehicle Rescue, Confined Space Rescue, Trench Rescue, Structural Collapse Rescue, Industrial and Agricultural Rescue and Swift Water Rescue.

Celebrating the youth in June

Johannesburg has a huge youthful population and many of them live in difficult conditions that may lead to vulnerability, desperation and crime; some become a threat to themselves and others. Youth Month pays tribute to the school pupils who lost their lives during the June 16 1976 uprising in Soweto – this year marking the 41st anniversary of these uprisings.

The Public Safety Department understands that Youth Month is important to South Africa, because it reminds us that the youth of today must fight for their rights and needs just as they fought and died for their rights and needs in 1976. They

need to fight against alcohol and drug abuse, HIV, unemployment, as well as the increase in crime affecting youth today.

A recognised public holiday, June 16 is Youth Day in South Africa. The EMS uses this day to honour all these brave young people and to use youth month to create safe and just communities, free from crime and emergencies. The programme is aimed at reaching youth in and out of schools as well as unemployed youth.

Its objectives are to acknowledge and address primarily the issues and challenges of substance abuse, crime prevention, safety issues within communities and schools, career awareness and skills development facing the youth of today.

About the EMS

The Emergency Medical Services (EMS) has five directorates, with Operations a Core Department, dealing with the saving of lives and property when disasters or accidents happen. The Disaster Management and Public Information, Education and Relations Division deals with disaster planning and mitigation, and strives to ensure that every disaster is anticipated and that there are plans in place to deal with any eventuality.

Proactive Services and Fire Safety focuses on preventing fires and the corporate services and training academy supports the EMS with a wide range of services, including training, fleet management, human resources, finance and administration. Management support focuses on communication and marketing, quality assurance and research, transformation and employment equity, and special projects.

The EMS has its headquarters in the Johannesburg Metropolitan Police Department building in Martindale. It also has two customer information kiosks at Sandton central and at the Alexandra customer service centre.

Youth initiatives

The EMS is not limited to reaching out to youth in June. Over and above its on-going learnership and bursary programmes, it also offers ongoing job preparedness and skills development training. In March, it hosted youth development basic computer training, which involved both EMS and the Johannesburg Metro Police Department. Both entities also came together in January with a Public Safety Business Practice Youth Learnership Programme for people living with disabilities.

Contributing to JRA's service

Rebecca Haynes

The Johannesburg Roads Agency (JRA) is an entity within the City of Johannesburg committed to the development of the youth. It has a strong talent management strategy and offers comprehensive bursaries and interactive internships every year.

Students can receive bursaries for full-time studies at accredited tertiary institutions and become part of skills development initiatives that include vacation work and experiential training.

Students and undergraduates are asked to apply for these bursaries if they are interested in civil or electrical engineering, financial management and accounting, internal audits, information technology and information management and construction management.

The JRA's internship programme for unemployed graduates runs for a 12-month period and is aimed at enhancing the employability of graduates with a bachelor's degree or national diploma in engineering, information technology, risk, finance, internal auditing, human capital management, legal, marketing and communication and facilities management. Successful candidates enter into a formal internship contract with the JRA and are paid a monthly stipend for the duration of the programme.

Says the JRA's Bertha Peters-Scheeper, Operations Manager, Marketing and Communications: "Our 43 students for the 2016/17 internship year realise experiential learning across seven departments. There are 16 male and 26 female interns.

"In addition, the JRA issued 15 bursaries towards youth development in the current financial year and have retained two students as permanent employees. Students are actively engaged to contribute to JRA's service delivery mandate in the planning, building and maintenance of roads and storm water infrastructure across seven regions in the City of Johannesburg."

Sense of curiosity

Growing up in the rural village of Ga-Matlala in Limpopo, 24-year-old Kholofelo Makgamatha was fascinated with the design of structures and was curious about



Bheki Mabuza is an electrical engineering student and intern at mobility and freight traffic operations unit at the JRA Photo: CoJ

how they are developed. As a civil engineering intern, he hopes to someday make a meaningful contribution to his community.

Makgamatha says: "Civil engineering was my first career choice. My love for structures stems from my early schooling at a multiracial school in Dendron, a small town in Limpopo. The field of civil engineering is fascinating. It teaches you everything from design to implementation, and how infrastructure development has a positive impact on the surrounding community.

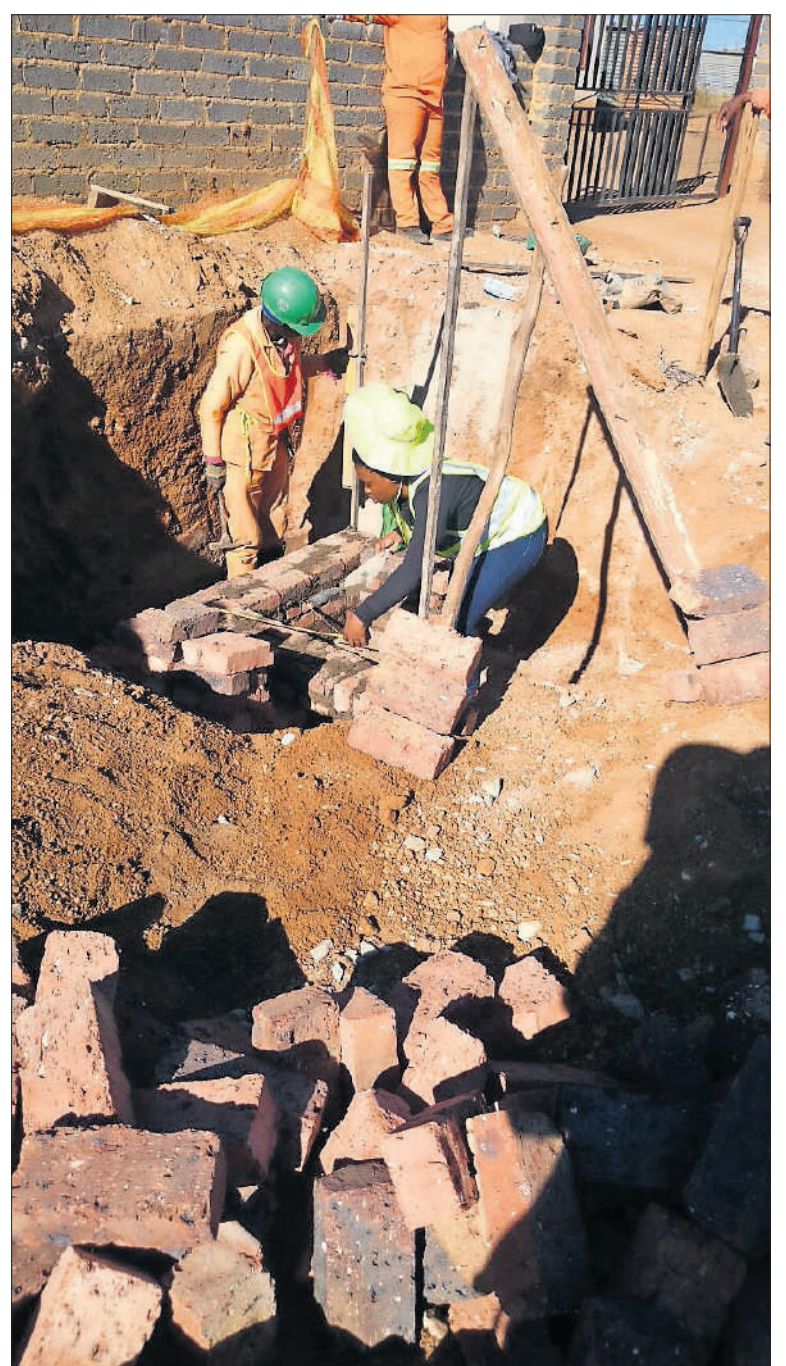
"I would also like to expose more disadvantaged learners to the field of engineering by encouraging them to take up more scarce skills and science, engineering, technology and mathematics courses.

"Exposure to working on site enhances your communication capabilities, time management, occupational health and safety. It also teaches you risk management, bill of quantities,

the cost implications of delays and consequences to the overall project. There is room for professional growth, from a candidate engineer to a professional civil engineering technologist. The field allows one to expand into engineering management, the opportunity to manage a construction company, to work as a resident civil engineer or consultant civil engineer. Opportunities are also further broadened depending on the specialist field selected."

Makgamatha completed his Practical 1 and 2 experiential learning for his qualification at the Gauteng Department of Roads and Transport. Based on his exceptional performance, he was transferred for six months to Element Consultant Engineers, where he worked on structural design and site inspections on road construction. He was later selected to be part of JRA's Civil Engineering Internship Programme as an intern in the Development Control Unit, Department of Planning, while he concurrently completes his Bachelor in Technology in civil engineering, specialising in transport engineering, roads, storm water and railways.

This Unit is responsible for the protection of JRA infrastructure during private developments. Private consultants are required to submit development applications to ensure compliance to JRA servitudes roads and storm water, as they are likely to affect current infrastructure or future development. Applications include rezoning, land subdivision, land use, consolidation of properties, services and traffic engineering; strict procedures



Who's Who

Not all graduates will be able to rely on the City of Johannesburg and its intern partners to be included on its programmes. There are internship and vacation work listings through the Who's Who Internship board. It lists placements for eager career builders, keen to kick-start a career in the professional world. Who's Who offers opportunities for the next generation to find internships at and gain from the guidance and leadership of the region's top companies.

Recent listings in June include opportunities for visiting internships at the South African Institute of International Affairs, a sales graduate programme and internships in human resources, administration, marketing and communications, ICT and telecommunications, journalism, transportation and logistics.

Interns and graduates can sign up for free via <http://whoswho.co.za/> and get opportunities sent to them automatically.

delivery mandate

are in place to manage the applications. Based on the request, the Development Control Unit reviews the applications and suggests alternatives.

"My internship with JRA allows for further development. I also attend additional short courses that focus on diverse strategy implementation, change and engineering management. I am grateful for the opportunity, as the site work provides greater insight into the practical application of theory learnt during my undergraduate studies," says Makgamatha.

"The field of engineering is broad and in order to carry out various projects, the different professions work together from the inception to implementation. As a civil engineering technologist, we work closely with quantity surveyors, engineering consultants, construction contractors, the local community, community liaisons, ward councillors, urban and regional planning and environmental practitioners.

"JRA's internship has improved my understanding of the course modules in my postgraduate studies. Through exposure to other engineering disciplines and professionals it enhanced my professional capabilities, conduct and project management. I now have greater knowledge of the design procedure, project management up until completion. In addition, I am aware of the requirements for maintenance, tender processes, infrastructure development, and the various application processes, including level of quality checks."

Opening young minds

The youth need to focus more on their studies as opposed to running around doing drugs, is Keneilwe Ramathunya's motto since her acceptance as an intern at JRA.

Ramathunya is a 22-year-old student studying computer systems (S4) at the University of Johannesburg (UJ), with the aim of qualifying as an engineer. She is completing her practicals at JRA, which is a prerequisite for her to complete her three-year qualification.

Ramathunya has been at the JRA since April 2017, working at the Mobility and Freight Department within the Traffic Operations Unit, where she has learnt a great deal concerning the practical side of her studies.

"Since being at JRA, I have learnt to investigate when an instrument gives me problems, as to what the problem could be,



JRA intern and computer systems student Keneilwe Ramathunya (above) and civil engineering intern Kholofelo Makgamatha (below). Photos: CoJ

thereby learning more about my job."

Ramathunya says she would certainly recommend the JRA to fellow youth as a suitable place of work, as it has opened her mind to more regarding her career.

On a day-to-day basis she works with the Gemini, a device used on controllers to remotely monitor traffic on the road. Since joining the JRA, she has learnt to fix Geminis, but not only that, she now knows that there is more to this small device, for example that it has a CPU board that carries internet protocol (IP) addresses, or unique identifiers, of certain intersections.

She has also learnt the important role that remote monitoring plays in the overall management of Johannesburg's traffic flow, as these small devices relay critical information to a centralised Traffic Operations Centre, which allows for the dispatching of technicians, electricians, points men and a range of other skilled technicians, depending on the specific issues at a particular intersection.

Ramathunya is a passionate young person and very enthusiastic about her learning at the JRA. She says that being at the JRA has empowered her by giving her hope, allowing her to complete the practical part of her studies and gain the important knowledge needed to complete her studies.

"I now earn an income, something I am not used to, so this opportunity has allowed me to plan in life and start thinking about my future career. Upon completion of my

training at JRA I will start looking for permanent position, though I still plan to study further and complete my BTech at UJ.

Tremendously empowered

Bheki Mabuza (26) is an intern in the Mobility and Freight Traffic Operations Unit at the JRA, and he often wonders how without him doing his job the agency would be able to monitor the flow of traffic in Johannesburg.

Mabuza has been at this post since February 2017 and he has also spent time at the agency's traffic signals depot.

He is studying towards a qualification in electrical engineering at UJ, where upon completion of his practical at the JRA, he will be able to secure a permanent position in a company such as the JRA or Eskom.

Mabuza says he is enjoying his work at the JRA as he feels he makes an important contribution. He has been empowered tremendously by the practical work and says he now feels confident enough to go on site, pick up a Gemini, remove old parts and replace them with new ones.

"I never got to do this while sitting behind the desk, which limited my knowledge to just theory. I also report faults occurring at traffic signal intersections, which I receive from a remote monitoring system and report into a Smart City App.

"I would like other youth to be as empowered as I have been by the opportunity I have been given by the JRA. I wish young people could study fields like electrical engineering and major in process instrumentation like me, so that more opportunities can

be open to them. It doesn't make sense to me why young people all go for fields where there is already a large number of people and no jobs in the market."

Working to live the dream

Ntombifuthi Zwane, from Empangeni in KwaZulu-Natal, is a 24-year-old intern at the JRA's Planning Department, which focuses on roads and storm water planning, design and development. Zwane is a civil engineer in the making who is currently completing her undergraduate studies at UJ's Faculty of Engineering and the Built Environment.

Zwane says: "I am thankful for the internship opportunity that the JRA has afforded me. This allows me to complete the practical component of my final undergraduate year as part of my national diploma in civil engineering technology.

"As an intern, I have been tasked with the responsibility to engage with residents on storm water and flood-related complaints."

Furthering her studies is on the cards for 2018 and Zwane intends on registering for her BTech in civil engineering, specialising in transportation or water engineering. Her desire to work abroad has also motivated her career choice, as her civil engineering technology national diploma is accredited by the Engineering Council of South Africa, which has international recognition.

Her passion for civil engineering is fuelled by her desire to further Africa's infrastructure development. Zwane says she believes that hard work done in your youth provides the pathway to living your dreams.

Building bridges and roads

Rooksar Singh hails from Ladysmith, KwaZulu-Natal and this 24-year-old intern is also based with the JRA's planning department.

Singh believes that the knowledge gained at UJ in her undergraduate studies towards her national diploma in civil engineering gave her the competitive edge that enabled her to stand out from other candidates during the JRA's internship selection process.

"My experience now with the JRA has provided me with in-depth knowledge and insight into the City's infrastructure and has highlighted poor historical planning and past under-investment in infrastructure. My experience across regions has emphasised the need for planned resources, services and infrastructure in disadvantaged areas."

Her enthusiasm for civil engineering is driven by the dynamic nature of the field — learning how to build a bridge today and a road tomorrow. She says: "I see the JRA as a stepping stone which will lead to my career in construction civil engineering. I am passionate about cricket, and am hopeful that I can use my civil engineering career to help develop the local cricket stadium — Settlers Park in Ladysmith — into an international cricket stadium."

"Our 43 students for the 2016/17 internship year realise experiential learning across seven departments"

City prioritises youth opportunities

The City of Johannesburg has called on today's youth to play a leading role in steering South Africa's political and economic discourse.

Speaking during a wreath-laying ceremony at the Hector Pietersen Memorial in Orlando West, Soweto on, to mark the 41st anniversary of the June 16 1976 Soweto uprising on Youth Day, Member of the Mayoral Committee for Community Development Cllr Nonhlanhla Sifumba said it had been demonstrated that in instances where young people actively participated, real change was realised.

The service was attended by, among others, the City's Speaker of Council Cllr Vasco da Gama, Gauteng MEC for Sports, Arts and Culture Faith Mazibuko, MEC for Education Panyaza Lesufi, MEC for Transport Ismail Vadi, MEC for Social Development Nandi Mayathula-Khoza, members of the June 16 1976 Foundation led by Dan Montsitsi and families of the victims of that fateful day such as Pietersen, Poppy Buthelezi and Mbuyiseni Makhubu.

"The Soweto 1976 uprising will forever be remembered in history as the time when young people said enough was enough and took a leading role in bringing the apartheid government to its knees," Cllr Sifumba said.

She said the City was aware that the majority of the people living in Johannesburg were under the age of 35 and that youth unemployment was at a staggering 50%.

"Our activities and programmes are reflective of that fact. We're playing a very important role in youth empowerment. We believe



The City of Johannesburg Public Safety hosted young people from different schools on career opportunities. Photo: CoJ

that the best way to empower our youth is to link them to skills development and real employment opportunities," she said.

MMC Sifumba said for the City to create employment opportunities and make a significant dent on the high unemployment rate, it needed to grow the economy by a minimum of 5% by 2021. "This we will do by creating an enabling environment for businesses to thrive," she said.

She said the City's Economic

Development Department was planning to increase the number of SME hubs in the City from seven to 14. "The goal is to have two SME hubs in all the City's seven regions. By June 2018 we expect the economic hubs to support 1 250 small, micro and medium enterprises (SMMES) per month and ultimately 2 000 per month by 2021," she said.

She said over the next few months the department would train 100 entrepreneurs in the

manufacturing, export and artisan sectors. Cllr Sifumba also said the City's 10 departments were actively taking part in improving the lives of the youth.

She said access to quality education was one of the best ways to reduce poverty in the long term.

"The department of health and social development is investing R10-million in the construction of an early childhood development centre that will train practitioners

in that field," she said.

Cllr Sifumba said the City was consulting other stakeholders to formulate a comprehensive drug-fighting strategy. "Unemployment and poverty are responsible for the scourge of drugs and substance abuse," she said.

The MMC added that failure to decisively deal with the problem would see thousands of our youth going to waste, instead of contributing to the building of the economy.



Skills centre training is assisting Johannesburg residents in skills that will assist them in obtaining economic opportunities. Photo: CoJ

Combating economic inequality

Only through access to economic opportunities can the battle against economic inequality truly start to be won.

It is not going to be a quick fix, but the city's skills development programme is one way in which it helps people access such opportunities.

The Human Development Directorate, working with stakeholders, facilitates and monitors key pro-

grammes and initiatives, including skills development in skills centres, life skills training, awareness programmes supporting women entrepreneurship, computer-based literacy and numeracy training, procurement of black economic empowerment, women, youth, and disabled companies, technology centres, support for small medium and micro enterprises in skills centres and the establishment of co-operatives.

Taking care of our children

Effective early childhood development creates an incomparable window of opportunity to impact and make a difference on a child's future.

Children that are loved, nourished, in safe care and presented with nurturing and stimulating environments, develop the skills they need to embrace opportunity, are better achievers in their education and more resilient to adversity. The right interventions at the right time can counter disadvantage and boost a child's development.

The voices of children in shaping the city in which they live are critical to creating a child-friendly city. The Convention on the Rights of the Child makes it incumbent on all signatories to let children's voices be heard.

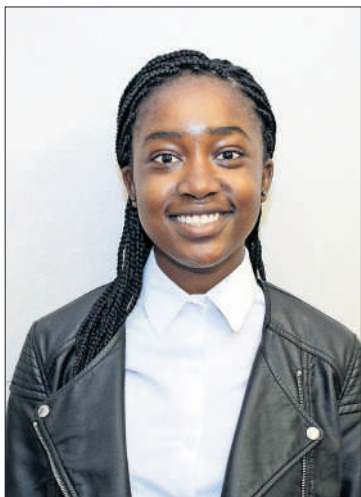
The Early Childhood Development Unit has a strategy in place that seeks to support the

development of safe, affordable and innovative centres for childcare. These centres should aim to provide poor and vulnerable children with a solid foundation, leading to a successful school career. The unit works closely with other City departments and various government and non-governmental organisations.

The City also provides a basket of services for child-headed families, including providing food parcels, which is part of the City's extended social package, skills development, financial assistance, career development and primary health care. Further initiatives include capacity building for NGOs and charity-based organisations working with orphans and vulnerable children, skills development workshops for officials and practitioners, life skills for children in child headed households citywide and life skills for caregivers in the seven regions.



The Johannesburg Student Council's Junior Mayor Teddy Mathekga (right) and Deputy Mayor Leonora Dube (far right) are spreading the values of civic duty among the youth of Johannesburg. Photos: CoJ



Youth councillors in motion

Rebecca Haynes

The Johannesburg Student Council (JSC) is contributing greatly to creating awareness about civic duties and community issues among the youth.

There are 60 schools in the city, from Orange Farm to Midrand, that participate in the JSC. Each school elects two representatives among grade 10 learners through internal processes. Each councillor is responsible for running a volunteer project at his or her school or in the community.

"I am truly blessed to have been elected as the executive mayor of the JSC. I serve on a structure that seeks to bring about change in this city through our commitment and dedication to initiate projects that help our underprivileged communities," says junior mayor Teddy Mathekga.

"My fellow councillors and I use our positions to try and inspire other students to dream big and work hard towards achieving their dreams.

"One of the most humbling experiences I had was when we decided to collect gift boxes for kids who didn't have much for the festive season. Many of the children live in poverty and we had to put smiles on their faces. The beneficiaries were truly grateful for the splendid day we had planned for them. It felt amazing to lend a helping hand where it was needed.

"We are in the last year of our term and we plan on closing this year with a bang that will bring lasting joy to those who have little hope of life getting better.

"The JSC is like my second home, all thanks to the bonds formed. We are eager to grow together. We will stop at nothing to ensure that this City of Gold is really golden for the youth.

"We stand for selflessness — the privilege of putting others before ourselves. Enlightened by serving

others, we learn more about our inner beings as well. This gives us a sense of accomplishment and a sense of purpose," says Mathekga.

"By serving others through voluntary work we gain an understanding of the people around us and our environment; we take a stand and bring about change. We know what we stand for; diligence is our identity."

"The JSC is a great platform for growth," concurs junior deputy mayor, Leonora Dube. "The different personalities that make up the whole JSC body paint our emblem of unity. Hand-in-hand, we encourage one another to never settle for less. The JSC has definitely bridged the gap between social statuses and there is, indeed, a sense of unity.

"Our slogan is 'councillors in motion' and we really are in transit, we are part of the movers and the shakers of this society. It has been an amazing journey thus far and it is with great sadness that I say that all good things come to an end. When I leave I take with me the understanding that serving people is not a duty, it is a privilege."



Take a Girl Child to Work Day

The City is taking the youth into the workings of Johannesburg through initiatives like taking a Girl Child to Work Day (above, bottom right) Participating departments included group corporate and shared services, communication and marketing, development planning, transport and Metrobus. Photos: CoJ



Mainstreaming youth policies

The development of Johannesburg's youth is a core mandate of the City. It has a variety of ways it ensures this is carried out by City departments, and municipal entities.

The Youth Unit coordinates, facilitates, advises and monitors the mainstreaming of Youth Development Policies and Programmes for Johannesburg, and builds relations and partnerships with other youth organisations and non-governmental organisations in the City.

Its objectives are to create a

platform for dialogue between youth and the government on issues affecting them, link young people to government programmes, promote the engagement of youth in the mainstream economy, advocate, lobby, and liaise with city departments and municipal-owned entities on issues affecting youth and create a new cadre of local government and youth development practitioners.

Within its portfolio, the Unit's Youth Development programmes encompass the Jozi Youth

Service, Community Safety and EMS, Health and Environment, Capacity Building, Sports, Arts, Culture, and Heritage. It also works on skills development, moral regeneration and creating youth advisory centres. The Youth Unit also provides a useful platform for young people to engage with the City through local forums, dialogues, conference, summits and seminars.

The City has also initiated ward-based Youth Development forums to allow young people to participate actively in govern-

ance matters and foster a sense of civic pride, which ward forums lobby and advocate for Youth Development programmes.

Dialogues, conferences, summits and seminars are convened at intervals to engage young people and to capacitate them on matters pertaining to youth development and the broader agenda of governance. Young people will be able to drive the agenda of youth development and other issues in the City through resolutions taken at such forums.



The **City of Johannesburg** is committed to developing and promoting **Small Medium Micro Enterprises (SMMEs)** which are run by the Youth. We do this through the provision of free Wi-Fi connectivity in our **Rea Vaya** buses and stations.

The free Wi-Fi enables students easy access to the internet as they do research, complete their homework and school assignments.

Free Wi-Fi access is also available at City clinics, parks, libraries, theatres; shopping malls and some recreation centres.



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Enabling the Public Transport System

Over the next three years **R2.6 billion** goes to the public transport system, of which **R831million** is for the 2017/18 financial year. The second phase of the BRT project (Harambee) – which is the link between Kempton Park and Katlehong – has a **R1.9 billion** budget.

The rest of the money goes to:

- **R116 million** - Germiston Station Intermodal Transport Facility, taxi ranks and other public transport facilities;
- **R427 million** - licensing centres in areas such as Tembisa, Vosloorus, Boksburg, Edenvale, Germiston and Bedfordview;
- **R69 million** to replace ageing municipal buses; and
- **R100 million** for other transport related facilities.

Energy has **R718 million** of which:

- **R655 million** is for electrification of informal settlements (reblocked areas) over the next three years.
- **R169 million** for the installation of 240 high mask lights, 30 000 PV solar panels 1 800 streetlights in the next three years. This will benefit areas such as Daveyton, Duduza, Katlehong, Vosloorus and Tembisa.

For repairs and maintenance a budget of **R1 billion** is set aside.

Water and Sanitation's portion of the budget pie is **R599 million** for 2017/18 and **R2.3 billion** for the MTREF:

- **R687 million** for reservoirs, pressure management systems and for pipe network;
- **R555 million** is set aside for sewer networks; and
- **R272 million** for meter repairs and replacements.

When it comes to the operational and maintenance side of water and sanitation leaks, unblocking of sewer blockages and reservoir maintenance an amount of **R607 million** is set aside. Roads and Stormwater's budget for this financial year is **R683 million** and **R2.5 billion** over the MTREF which is allocated as follows:

- **R455 million** - roads (new, surfacing and drainage works);
- **R100 million** - pedestrian bridges.
- **R68 million** - sidewalks.
- **R846 million** - repairs and maintenance, potholes and road surfacing in the 2017/18 financial year, and stormwater related works.

Health and Social Welfare's portion is **R91 million**, and **R348 million** over the three-year period and will be used for the likes of 12 new clinics and maintenance of existing facilities. Sport, Recreation, Arts, Culture and Heritage's **R417million over** three years sees **R99 million** for swimming pools in areas like Duduza, Benoni, Tembisa, Springs and Brakpan, and new libraries and upgrading of community playing facilities, such as soccer fields, the Germiston Museum and cultural facilities and tennis courts in areas across the City.

A budget of **R167 million** will be used by environmental management:

- **R159 million** - new cemeteries and upgrading of existing ones.
- **R92 million** - specialised vehicles, dams, lakes and other environmental programmes.
- **R74 million** - grass cutting.

Waste Management's **R166 million** in their coffers will be used for:

- **R132 million** - specialised waste removal trucks and equipment.
- **R27 million** - bulk containers.

Ekurhuleni Metropolitan Police Department's **R149 million** in 2017/18 and **R359 million** in the next three years goes to:

- **R110 million** for new precincts in Thokoza, Tembisa, Etwatwa and Duduza;
- **R12.5 million** for the establishment of the Equestrian Unit over the three years of the MTREF; and
- **R177 million** for vehicles and specialised equipment and vehicles.

When it comes to **ICT**, the City will continue to provide free Wi-Fi connection to its citizens.

Capability Development and Workplace Stabilisation

The bursaries budget increased to **R100 million** for qualifying students to further their tertiary studies. In addition:

- Placement of 1 500 unemployed youth in internships over and above the 3 513 who are already in the system;
- Affording learnerships to an additional 315 learners from the 275 already in the system; and
- A feasibility study on the University of Ekurhuleni to focus in the areas of applied engineering, logistics, science, aviation, tourism and hospitality.

To support the development of the emerging contractors, the City recruited 100 learner contractors and 100 learner supervisors to the EPWP Vukuphile Programme to the tune of **R500 million** per annum over three years. An amount of **R44 million** from national goes to job creation and the proposed new EPWP policy, which ensures that projects generate jobs for local labour.

Skills, Capability Development and Workplace Stabilisation
R100 million bursaries academically qualifying students
to further their tertiary studies.



EKURHULENI 2017/2018 BUDGET

The City of Ekurhuleni approved a people's budget in May that talks directly to service delivery for the 2017/18 financial year.

REVENUE AND TARIFF STRUCTURE

A total operating budget for the 2017/18 financial year is R36.6 billion, which includes R2.7 billion for cost recovery/revenue foregone and will be funded as follows:

- Generated revenue – R26.2 billion;
- Operating grants - R5.4 billion; and
- Assessment rates – R5 billion.

It is of critical importance to note that in March 2017, NERSA announced a bulk purchase tariff increase from Eskom of 7% for municipalities. Despite this, the City is only increasing the electricity tariff by between 1.88% and 2.2%. The difference will be absorbed by the municipality through energy efficiencies and the introduction of energy loss measures.

While Rand Water has announced a water tariff increase of 10.02%, the City revolved to pass on an increase of 10% to consumers – with the slight difference once again absorbed by the municipality through the introduction of water loss management initiatives.

A DELIVERING CITY

As the industrial and logistical core of the Gauteng City Region, Ekurhuleni is pivotal to South Africa's growth trajectory to 2020, 2030 and beyond. The GDS thus recommends a concerted programme of re-industrialization, re-mobilisation, re-urbanisation, re-governance and re-generation. This will lead the transitions from a currently Fragmented City to a Delivering City by 2020, a Capable City by 2030 and a Sustainable City by 2055.

The City's quest to accelerate service delivery and improve the standard of living in the region sees an increase in the Capital Budget to R6.4 billion for 2017/18, a 23% leap from the 2016/17 Adjusted Budget which totaled R5.1 billion. The City has also set aside a record R20 billion Capital Budget over the three years.

Council has increased the repairs and maintenance budgets by almost 14% from R2.9 billion to R3.4 billion in its quest to ensure sustainable quality of services.

The City's 10 Point Economic Plan is a programme of the City for this term of office and will realise one of the GDS 2055 strategic imperatives - a Delivering City by 2020.

The present economic circumstances make it essential for municipalities to reprioritise expenditure and implement stringent cost-containment measures.

AEROTROPOLIS MASTERPLAN IMPLEMENTATION

In its endeavour to crowd-in strategic investments, the City approved the MSDF and has developed the Aerotropolis Master Plan to position the regional economy as an ideal destination for trade, tourism and investment. An amount of R570 million is allocated to the Aerotropolis infrastructure rollout programme over the MTREF period. The City remains committed to ensuring the approval of the Aerotropolis Master Plan before the end of the calendar year.

As part of the City of Ekurhuleni Programme of Action it will profile and facilitate five investment projects within the next three years, and launch RFPs for various development projects as identified in the Masterplan. At least R200 billion of investment will be facilitated as part of the Aerotropolis.

In the quest to realise the Tourism Strategy, Ekurhuleni is investing an amount of R38 million. Of this, R35 million will go to the Khumalo Street Tourism Hub with R3 million channelled to the development of the Ekurhuleni Liberation Route.

Gone are the days when people land at the OR Tambo International Airport and

scatter all over the country. The time is now to capture the City's space as a rich tourism destination.

The City is also making a provision of R110 million for the recapitalisation of the Springs Fresh Produce Market and Agriculture over the next three years.

A quick breakdown of this amount shows that R30 million has been allocated in 2017/18 financial year to invest on market access and designs for adding 20 000 square metres of trading floor, a processing unit, retail, and other rental offices for agents.

An additional investment of R80 million over the MTREF will expand the infrastructure to cater for distribution and agro-processing enterprises in order to increase trading activities, job creation, food security and farmer market support and revenue generation for the municipality.

MASSIVE PUBLIC INFRASTRUCTURE INVESTMENT

People of Ekurhuleni remain in need of proper housing. Great strides have been made in this area, including the launch of the massive Leeuwpoot mega project. A lot more still needs to be done. In this regard, the Human Settlements Department is allocated R1 billion for 2017/18 and R3.4 billion over the MTREF. This is for urban renewal, mega projects, social housing and serviced stands.

Here is a quick breakdown:

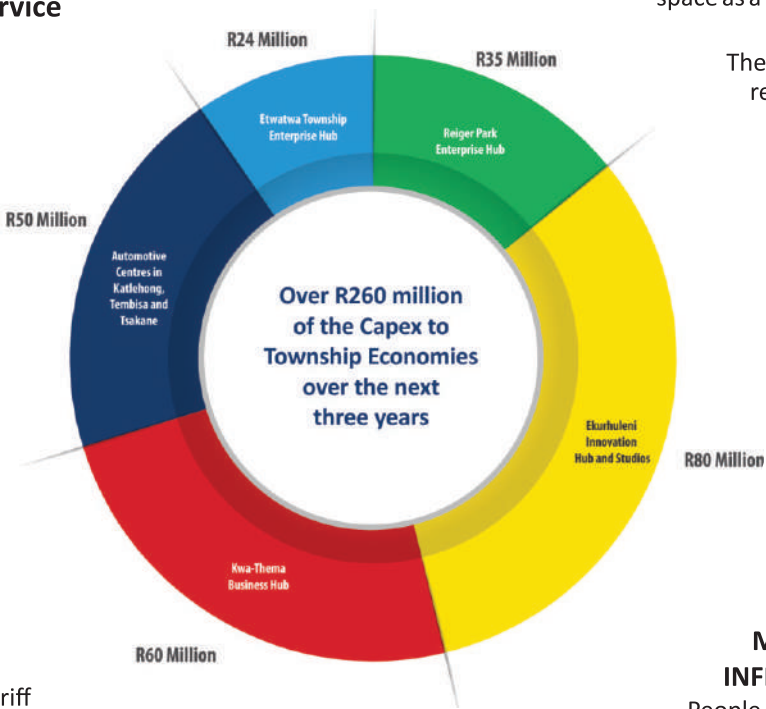
- R290 million for serviced stands in Alliance 1 and 9, Apex Extension 12, Balmoral 4 and 5, Daveyton 14, Mayfield 45, 32 and 34, Langaville 4, Palmridge 9, Pyneville 1; R112 million for the Tembisa Ext 25 mega project in 2017/18 and an additional R397 million in the period 2018/19 and 2019/20;
- R498 million for the Van Dyk Park mega project between 2018/19 to 2019/20;
- R242 million for the Leeuwpoot mega project in 2017/18 and R324 million between 2018/19 and 2019/20;
- R89 million for the Germiston Urban Renewal Projects in 2017/18 and R208 million for 2018/19 and 2019/20;
- R85 million for the Khatorus Urban Renewal Project in 2017/18 and R311 million for 2018/19 and 2019/20;
- R82 million for the Tembisa Urban Renewal Project in 2017/18 and R17 million for 2018/19 and 2019/20;
- R81 million for the Wattville Urban Renewal Projects in 2017/18 and R343 million 2018/19 and 2019/20;
- R41 million for the upgrading of Nguni Hostel between 2018/19 and 2019/20; and
- R80 million for the refurbishment of rental stock between 2017/18 and 2019/20.

The remainder is to be used for ICT and CCTV related equipment in pursuance of a safe city.

As the City strives to become a digital city, it continues to invest in its IT capabilities and infrastructure. In this regard, the Information and Communication Technology (ICT) Department has an allocation of R609 million in 2017/18 and R1.8 billion over the MTREF.

Work to be undertaken include phase 1 of the ERP system, which has a budget allocation of R1 billion over the MTREF, broadband rollout, improvement of the City network capability, upgrading of servers and IT security.

The budget tabled builds on the advances made over the past 16 years and is a building block for the future, anchored on the commitments of the new administration over the next five years.



A city so good
you'll want to live, play and invest in it.

live | play | invest
Aerotropolis City

From vibrant township life, through the city's teeming lakes and dams as well as action-packed casinos to premium lifestyle estates, City of Ekurhuleni is an irresistible setting for good living. Add to that the fact that the city is the country's logistics and manufacturing hub, you have an undeniable investment proposition. Come live, play and invest in the City of Ekurhuleni.

