



Well done Univen - Portfolio Committee

"You are on the right track - it is just a matter of time, but we can all see the good work that you have done so far. This shows that Univen is in the good hands," said the Chairperson of the Higher Education and Training Portfolio Committee, Connie September.

The committee visited Univen recently to assess the status of governance and management at the university.

September urged university management to engage with students to resolve the current student protest so that students would get back to classes.

"Univen is financially healthy but it can do much better if more resources were made available," said Vice Chancellor and Principal, Prof Peter Mbatlana.

Mbatlana said Univen's infrastructure development programme complimented the dramatic growth in research outputs and improved student performance.

"The SAICA/Bankseta-supported BCom Accounting Sciences programme and the Agricultural Engineering and Bio Systems programme have been approved and accredited," he said.

All Univen structures were well represented. The Portfolio Committee commended both the Institutional Forum and the National Education and Allied Workers' Union for the good working relationship with all stakeholders.

The Chairperson of NEHAWU, Alfred Mutoti said working with various stakeholders resolved many challenging issues.

The National Student Financial Aid Scheme was also invited to provide clarity on the matters that led to the protest action by Univen students.



"The excellent working relationship between Council and management ensures good progress" - Deputy Chair of Council Vho Thovhele Tshivhase.



"Working with stakeholders resolved challenges" - Mutoti.



"Univen is financially healthy but it could do better with more resources" - Mbatlana



The structure is vibrant at Univen - Institutional Forum Chairperson Khathutshelo Razwiedani.



"Univen is in good hands" - Connie September.



"Students have certain challenges" - SRC Deputy President, Israel Mkhathshwa.



Putting heads together to benefit Univen - Portfolio Committee members and Univen representatives.

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Know your rights - Choma

South African youth must be workshopped about our constitution

Every year in March, South Africa celebrates human rights. Much has been achieved and most people have benefitted, while some misinterpret Human Rights Day and are still abusing the power they have, because of their human rights.

"Whilst the previous constitution did not make provision for human rights, these are enshrined in democratic South Africa's constitution," says Adv Hlako Choma, Senior Lecturer at the University of Venda.

"These rights are from international instruments, known a long time ago. Everyone has the right to know their rights. If one knows a particular right, one must also understand the limitation to that particular right.

"No-one has unlimited rights and people must know to what extent they can enjoy their rights. South Africa has three branches of government - the legislature, the judiciary and the executive. However, the judiciary must keep on playing the supervisory role.

"Whatever is written by the legislature would be the law of the country and would be enforceable. Our constitution protects every person who is within the borders of South Africa, irrespective of their nationality. Foreign nationals are also protected by the South African constitution."

He said the constitution enshrines fundamental rights, one of them being the right to life.

"A life cannot be taken because of peoples' status in the country. But there are certain rights that cannot be enjoyed by foreign nationals if they are not legally in the country.

"Foreign nationals have the right to food, to education, to social grants and to shelter as long as they are in the country with proper papers issued by the Department of Home Affairs which will regulate their movement in the country."

"The constitution cannot be amended randomly - it needs a two-thirds vote in parliament. To understand the constitution, it should be taught at primary school. Members of the public also need to be taught about our constitution, and the limitations of their rights, as people abuse these rights. South African youth must be workshopped about our constitution.



"People must know to what extent they can enjoy their rights." – Choma.

99% of students have received NSFAS allowances

Working committee to address outstanding issues.

According to the National Student Financial Aid Scheme (NSFAS), 99 percent of qualifying Univen students had received their allowances through the sBux system by 11 April. This system pays eligible students their allowances for food, books, private accommodation and travel.

Univen management relayed this information to students at a recent mass meeting on campus.

Univen representatives from the Finance Department, the Student Affairs Directorate and the Student Representative Council (SRC) visited the NFSAS offices in Cape Town on 31 March, calling for support to speed up the distribution of student allowances.

During the meeting on campus, the SRC submitted a memorandum of grievances to university management. These included a call to discontinue the sBux system, insufficient student accommodation on campus, incomplete student residences under construction and the need to renovate prefabricated student residences.

It also called for the construction of more lecture

halls, improved security at on and off-campus residences, better customer care from departments that deal with students and the insourcing of workers. As far as library services are concerned, the memorandum called for the expansion of operating hours and the installation of air conditioners.

SRC President, Mandla Shikwambana, appealed to Deputy Vice Chancellor: Academic, Prof Jan Crafford, to ensure that lecturers post on black board, all the teaching material of the days that students were not in classes.

Vice Chancellor and Principal, Prof Peter Mbat, received the memorandum and promised to attend to the students' grievances as soon as possible. Directly after the meeting, Mbat met with relevant members of the executive and senior management and created a working committee to address outstanding issues. An action plan with timelines was developed to immediately implement issues raised in the memorandum.



Listening to one another – from left SRC President Mandla Shikwambana, Prof Jan Crafford, Deputy Vice Chancellor Academic, Tshilidzi Mashau, Minister of Legal Policies and Constitutional Affairs and Prof Peter Mbat, Vice Chancellor and Principal.



Univen students gather at Freedom Square for fees feedback.



Acknowledging memorandum of demands - Mandla Shikwambana and Prof Peter Mbat signing the memorandum.

You strike a woman, you strike a rock

Univen celebrates International Women's Day

On 8 March Univen celebrated International Women's Day with women all over the world.

Themed Be bold for change, this day celebrated women's readiness to hold any position in higher office and to show their capacity in leadership roles.

"International Women's Day should be celebrated in similar fashion to our celebration of women's economic and political emancipation across all nations," said Amalasanta Mdluli, Univen's SRC Deputy Speaker.

"Today women sit in boardrooms, a scenario that increases our legislative rights as women. They are defining role models to many who are still

oppressed and undermined.

"Women are contesting against men in various positions on equal foot, but we can still do more. There is still room for further upliftment of women in society. It is up to us as a society to shape our young girls and boys so that they do not grow up in an environment that oppresses and undermines females.

"Make every day International Women's Day. Do your bit to ensure that the future for women is bright, equal and rewarding. Through purposeful collaboration, we can help women advance and unleash the limitless potential offered by the world economy," said Mdluli.

"As modern women in the 21st century, we must guard International Women's Day by celebrations that depict that a woman's place in society has come of age," said Dr Nancy Mutshaeni, Acting Director of the Centre for Higher Education Teaching and Learning.

"Let us not relax with self-belief that all is now done and dusted for women, that we are now on par with our male colleagues. Much is still needed for women and a girl child throughout the world. Look at Afghanistan, where women are not emancipated. They are still regarded as men's perpetual subordinates.

They are at the receiving end of a male dominated and controlled society, a shameful situation indeed. Go to countries such as North Korea, Syria and alas, here in Africa, South Sudan and the eastern parts of the DRC, where women suffer every minute, every second. I urge you all to rise and challenge such situations as you now occupy privileged positions in society," she said.

"Women are doing many things apart from agriculture. They are small traders and farmers," said Univen's Prof Lillian Maliwichi, of the Department of Family Ecology and Consumer Sciences in the School of Agriculture.

"In South Africa, it is still a challenge for women to access small land for farming. There is a need for the Department of Agriculture to make available resources to women to make farming easy for them. They need money, land and agricultural training.

"Women have always been regarded as minors, hence they don't have enough resources which is disadvantaging them. You can be pro-active but without enough resources it means nothing."

Women's day was first celebrated in Australia, Denmark, Switzerland and Germany in 1911. More than one million women and men attended the rallies campaigning for women's rights to work so that they, like men, would one day hold high positions in public and private sectors. In addition, the campaign was also aimed at eradicating the stigma/stereotype that 'women cannot lead men'.



"Women should be grateful for being celebrated globally" – Mdluli.



"Women are doing many things" – Maliwichi.



"A woman's place in society has come of age" – Mutshaeni.

Spotlight on liberation history, memory and contestation

"Venda was the last region to be brought under the colonial fold in the late 1890s. Because of its strategic location, it extended the struggles beyond the borders of the country," says Univen's Vice Chancellor and Principal, Prof Peter Mbatlali.

Officially opening the recent National Institute for the Humanities and Social Sciences colloquium on liberation history, memory and contestation, Mbatlali said Venda contributed immensely towards the anti-apartheid struggles.

"History is an important subject that links us with our past despite all the complexities."

The colloquium was presented in partnership with the Universities of Limpopo, Zululand and South Africa. It brought together academics, civil society and postgraduate students to share their research work and expertise.

It contributes to dialogue about Southern Africa's liberation struggle, history and legacy. It also contributes towards knowledge production. Importantly, it provides critical reflections on the

developmental challenges faced by South Africa and Africa at large.

The institute was established in 2013 as a result of extensive work towards drafting the 2011 Charter for Humanities and Social Sciences.

Dr Kgothatso Shai, who was supervised by Prof Rachidi Molapo of Univen, is a lecturer in Political Science at the University of Limpopo. A beneficiary of the institute, Shai said it provided for his doctoral scholarship.

"Equally important, the institute's writing retreats afforded me time and space to engage on hard reading, concentrated and focused writing. I am grateful for the continuous academic support from the institute in various disciplines in human and social sciences. These faculties have been previously marginalised by traditional sponsors."

***Shining a light for humanity** - bringing together academics, civil society and postgraduate students to share their research work.*



Univen welcomes new interns



Lifhasi Mabade (left) and Ronewa Mukhwantheli compiling music for the upcoming radio show.

"I wish I can stay here forever, people around here are very good in what they do and are also nice to others."

These words by Lifhasi Mabade, new intern at Univen FM, echoed the sentiments of the 2017/18 interns at Univen.

Mabade encouraged other interns to work hard: "Don't mind lots of work because it's part of learning. Hard work pays off well."

At the recent welcome function for interns, Ronewa Mukhwantheli of the Office of Functions and Visitors, said the internship is a chance for him to explore a variety of roles.

"It allows me to gain valuable skills that potential employers look for in the corporate world. It will also groom me as an event organiser. The Department of Communications and Marketing will offer me nothing but the best.

"Work hard and strive to know as much as you can. Respect your mentors and fellow interns. Meet deadlines and do your work – and enjoy this opportunity," he said.



Legal Ambassadors Scheme transforms rural communities

"Discrimination is an alarming phenomenon which is difficult to ignore," says Bongani Mafhara, Chairperson of Univen's Legal Ambassadors Scheme.

Mafhara said at the official opening of the organisation's 2017 operations, discriminating actions should be guarded against at all costs,

irrespective of peoples' countries of origin.

"Legal Ambassadors Scheme, a non-profit organisation, educates rural communities, especially learners from disadvantaged families, about human rights, substance abuse, teenage pregnancy and sexual abuse. It also assists with educational guidance and career advisory programmes and

fighting crime and discrimination."

"With human rights awareness we educate society about these rights in the constitution," says Metja Nkgau, Deputy Chairperson of the scheme.

"The handing of sanitary towels to needy learners is a drive to show them that we care."

"Initiatives like these show that we still care about areas where we come from," said Univen's SRC Minister of Finance, Bursaries and Projects, Lavhengwa Lusani.

"This will help our brothers and sisters at home because we are paving their way to tertiary level."



Old and new members joining forces to the advantage of Univen's Legal Ambassadors Scheme.

Care for your kidneys - Ramathuba

9 March is World Kidney Day.

This year's theme - 'Kidney disease and obesity' – reminded the public how diabetes and high blood pressure can cause chronic kidney diseases. Moreover, it educated the public about the harmful consequences of obesity and its association with kidney disease, advocating a healthy lifestyle and health policy measures that make preventive behaviours an affordable option.

Obesity is one of the strongest risk factors for new-onset chronic kidney disease and it can cause nephrolithiasis and kidney cancers.

"Kidneys play a vital role in a person's health," says Univen's Prof Dorah Ramathuba, a Senior Lecturer in the Department of Nursing of the School of Health Sciences.

"Healthy kidneys lean your blood by removing excess fluid, minerals and wastes which are then excreted in your urine. Kidneys also make hormones that keep one's bones strong and blood healthy. Healthy kidneys keep a balance of water and minerals such as sodium, potassium and phosphorus in your blood. They remove waste from your blood after digestion, muscle activity and exposure to chemicals or medications. They

also make an active form of vitamin D, needed for among others, bone health.

"If kidneys are damaged, they don't function properly and might begin to fail your body - the gradual loss of kidney function. When the kidney disease reaches an advanced stage, dangerous levels of fluid, electrolytes and wastes can start to build up in your body."

She said some kidney failures are caused by traumatic injury with blood loss, such as injuries caused by car accidents.

"The possible symptoms of kidney failure include reduced amount of urine, swelling of legs, ankles and feet from retention of fluids, unexplained shortness of breath, excessive drowsiness or fatigue, persistent nausea, pain or chest pressure and seizure.

"Kidney failure can be diagnosed through measuring urine output. Low urinary output may suggest that kidney disease is due to a urinary blockage, which can be caused by multiple illnesses or injuries. A urine sample can be tested for any abnormalities, including abnormal protein or sugar that spills into the urine. Samples of your blood are taken to measure substances that are filtered

by your kidneys, such as blood urea nitrogen and creatinine."

Ramathuba said that kidney failure can be prevented by keeping regular control of blood sugar.

"Staying active helps keep your kidneys healthy and promotes a positive mood and weight loss. Making good food choices goes hand-in-hand with staying active to reduce weight and encourage good health.

"Keeping hydrated is good for your skin as well as your kidneys. It flushes the toxins out of the kidneys and reduces the chance of kidney stones. Smoking is bad in many ways, but for the kidneys, the chance of developing cancer increases by 50 percent for smokers."

Ramathuba encouraged people to stay away from over-the-counter medicine for chronic issues. "Many over-the-counter medicines such as ibuprofen can harm your kidneys if taken regularly. It is fine to take these for emergencies, but see a physician if you are having chronic pain for options that will not cause harm. Avoid over-exposure to toxins. Whenever possible, you should limit your exposure to chemicals, such as household cleaners, tobacco, pesticides and other toxic products."



"Kidneys play a vital role in a person's health" - Ramathuba

Please plough back to Univen - SRC

"75 Percent of students at Univen are from disadvantaged backgrounds – it is up to Univen's suppliers to help these students realise their dreams," says Univen's SRC President, Mandla Shikwambana.

Speaking at the university's recent annual suppliers day, Shikwambana urged business people who are doing business with Univen to plough back to the students.

"It will be good to see investors who are benefitting from Univen assist where possible. We need business people to change our lives. Assistance could be in the form of a feeding scheme, clothes and sanitary towels. Let's join hands together and assist our students as they are the future of this country."

Univen's Foundation Development Officer, Balanganani Makhado said that investors should invest in education as it is the key to success for every country. "There are many students who are financially needy but who are performing well in classes. We need skills to sustain our country."

Kenneth Kgomo, Univen's Head of Supply Chain said the university engaged with private suppliers to get the best service.

"We engage with suppliers ethically – we don't take bribes. When we partner with you, you must deliver on your promises and we will also deliver

on our promise. We spent more than R406m with suppliers last year."

The Operational Manager of the Univen Foundation, Dr Lufuno Kone, said that no student can achieve his or her objective without funding.

"We need to stretch our arms to help our students,

so that they can progress."

"We are working with the University Foundation and we trust that the little that we contribute have a great effect on the students' lives," said the Director of Muteo Consulting, Hangwani Makwarela.

"We are going to interact with other suppliers to give them an overview about the dire challenges that the students are facing. We will work together for the benefit of the students."

Putting heads together to benefit Univen.



Slit-faced bat carrying a pest stink bug in flight.

Bats save macadamia industry millions

© Merlin D. Tuttle

A research project between the Green Farms Nut Company, South Africa's largest and oldest processor and marketer of macadamia nuts, four of their suppliers, the macadamia industry body, SAMAC, and the University of Venda is adding commercial value to the industry by using bats and birds to control insects that damage crops.

The project is designed and managed by Univen's South African Research Chair Initiative on Biodiversity Value and Change (SARChI).

Results from the first year of the project – the 2016/2017 macadamia growing seasons - already provide clear evidence that crop damage is increased when bats and birds are excluded from orchards. The damage is caused by stinkbugs, moths, and nut borers.

Prof Peter Taylor, SARChI Chair and supervisor of the project, said stinkbug damage to macadamia orchards in South Africa is estimated between R50 and R100m per year.

“Economic models of the avoided costs of bat predation on stinkbugs due to predation by bats on and around macadamia nut trees suggest that the current level of stinkbug damage would be doubled if bat populations in orchards were to become extinct. Any efforts to retain bat populations, for example, through the use of safe pesticides, retaining natural vegetation corridors and bat houses, should be strongly encouraged.”

Graeme Whyte, Development and Client Manager at Gujarat Narmada Valley Fertilisers, says damage to the kernels that are supplied to processing factories impacts the farmer in four ways

“These are that of the unsound kernel that is delivered for processing in the northern regions of Limpopo and Mpumalanga, 60 to 80 percent of the damage is due to stinkbug infestation. Areas like KwaZulu-Natal are less affected by stinkbug but the increasing percentage of unsound kernel there shows that their stinkbug populations are growing too. The unsound kernels can be converted into macadamia oil, but the margin for farmers is far lower.

“Either way, there is no sensible reason to incur preventable damage. There is also a cost to the farmer related to the need, in the factory, to sort and eliminate the unsound kernels. If stinkbugs attack the kernels early in the season, the nut carries a dark brown mark that optical sorters can pick up automatically. Later in the season, however, the mark on the kernel is very pale. Sorting them has to be done physically by eye, which adds cost to the production process.

“In addition, the higher the percentage of sound nuts delivered to a factory, the faster they can be cracked. In one of our factories, for instance, we can crack up to 70 tons of sound kernels a day. When we have to sort high unsound kernel, production can drop to 20 tons a day. This means that the cracking costs we are obliged to charge our suppliers increase.

“When factories are less productive, they're able to take on new supply at a slower rate. So, farmers can't bring their product in as quickly as they would like. The ultimate flow of product to market is slowed down, impacting sales and, therefore, farmers' profits.

“When you consider that pest control via bats and birds is free – all you have to do is put up bat boxes in bat friendly areas and grow indigenous bush next to your orchards – then there really is no downside to doing the environmentally responsible thing.”

The company has made available to the research project orchards on two of its own farms owned by Green Farms Director, Alan Whyte, in the Levubu area.

Three of its suppliers, Fritz Ahrens, Jaco Roux, Alistair Stewart and his farm manager Branden Jardim, all in the Levubu, Thohoyandou, and Louis Trichardt areas, are also participating in the project. Researchers Valerie Linden and Sina Weier have put up 48 cages around trees on the six farms.

One set of cages keeps birds and bats from feeding on all the insects on and around the trees. A second set enables both bats and birds to access the insects day and night. The third set of cages is closed in the evenings, to exclude bats and nocturnal birds. The fourth set is closed in the day time, to exclude birds that are active in the day.

The nuts from the caged trees are then sampled to establish the percentage of damage caused by insects under these controlled conditions.

Linden and Weier have been trained at the sampling facility at the Levubu factory to identify the specific types of damage caused by the various insects.

Weier is also focusing on the feeding patterns of the bats and birds, using their droppings to establish which insects they are feeding on in the orchards that are part of the study.

This information will enable farmers to provide the right environments for encouraging specific bird and bat species to develop colonies around their orchards.

Green Farms Nut Company Director Alan Whyte discusses the bat and bird exclusion project with Prof Peter Taylor of University of Venda (centre) and PHD student, Valerie Linden.

“Before we started the study, we knew that the bats were feeding on false codling moths and stinkbugs,” says Linden, whose focus is the caged trees.

“We've since established that certain species will also feed off the stinkbugs and that the bats will both catch the insects in the air and take them off the leaves of the trees. Various species of birds have the same habits.

“Based on this behaviour, the dietary analysis we've done on the bat and bird droppings, and the kernel damage patterns we've seen this season, it's clear that the bats and birds make a definitive contribution to reducing crop damage. Where bats and birds were excluded from the trees, kernel quality dropped.

“We expect that biological control through the use of bats and birds will reduce the need for farmers to spray their trees. In turn, this will cut their production costs. Because they will have less kernel damage, a higher percentage of their crop will be processable. The savings on cost and the ability to market more of their crop will make their operations significantly more sustainable.

“The preliminary research results have indicated that farmers can reduce kernel damage by as much as eight percent by using biological pest control such as bats and birds.”

Valerie Linden demonstrates the different systems of open and closed nets.



HAWK University's guest lectures on social issues

Prof Christa Paulini and Prof Gisela Hermes of the Hildesheim campus of HAWK University visited Univen's Department for Gender and Youth studies recently.

"The negative narrative about people living with disabilities is perpetuated by societal stereotypes," said Hermes.

"People with disabilities are often viewed as being dependent and incapable of making their own decisions. In Germany an independent movement of disabled people has been established to advocate their rights. The movement makes society aware of disability and empowers people living with disabilities to take charge of their lives. Germany became a signatory to the UN Convention on the Rights of Persons with Disabilities in 2007 which contributed to major improvements.

"However, the challenges of education, training and job opportunities persisted and physical

barriers remained a challenge, often experienced by wheelchair users. Disabled women are more affected by these challenges. The positive achievements of disabled people contribute significantly to society," she said.

"Children are abused by unknown people, well known people and family members," said Paulini.

"But more often than not, the victims are girls and the perpetrators are adult men, often fathers, stepfathers or foster fathers or relatives. In Germany this is difficult to deal with because victims often have a close relationship with the perpetrator. Family members may not believe the victim if it is an uncle or stepfather. Perpetrators use a lot of pressure, threats and force against the victims to keep it as a secret. Society must understand that the perpetrator is responsible and not the victim," she said.

Students and staff engaged in vibrant discussions.

Students argued that sexual abuse in communities is condoned by patriarchy. Sexual abuse cases would mostly not be reported because family members fear that the perpetrator, who is a source of income, may be arrested, which may finally lead to the loss of income for the family.

Another reason for lack of reporting of sexual abuse is to avoid embarrassing the family. Members of the audience unanimously stated that the inability to act decisively against the perpetrators of sexual abuse has far-reaching implications on the health and wellbeing of the victims of child abuse.

"The fight against sexual abuse should not be confined to homes only," said the Director of International Relations, Cornelius Hagenmeier.

"Univen management is working towards improving the lives of members of the university community living with disabilities."

Fulbright scholarships promoted

The Fulbright Commission offered information sessions on campus recently to promote Fulbright scholarships to the US.

The programme offers a postgraduate degree at a US academic institution. This flagship international educational exchange programme, sponsored by the US government, increases mutual understanding between the people of the US and those of other countries.

"The programme participants become cultural ambassadors and must be prepared to speak about their countries, cultures and research to academic and community groups," said the scholarship's Carol Wilson.

The closing date for the submission of the 2018 student programmes is April 2017. Univen's Directorate of International Relations assists students with the application process. Information is available on the Fulbright South Africa website <https://za.usembassy.gov/education-culture/fulbright-postgraduate>.

In 2016 Univen alumna Samukezi Ngubane graduated with a master's degree in Women and Gender Studies from San Francisco State University, which she had pursued with Fulbright funding.

Univen stands firm against xenophobia

"No discrimination on any basis, including nationality, gender, religion, or sexual orientation will be ever tolerated at Univen."

With these words Univen's Vice Chancellor and Principal, Prof Peter Mbatia reiterated Univen's stance against xenophobia.

Univen recently demonstrated against xenophobia at the university's Freedom Square, followed by a march across campus.

"One of the central themes of Univen's transformation process is diversity. The preamble to the South African constitution states that South Africa belongs to all who live in it. Our country is blessed with a uniquely diverse, multicultural

society," he said.

"Let us treat other people the way we want to be treated," said Univen's SRC President, Mandla Shikwambana.

"Tomorrow you will be working somewhere, would you be happy if you are treated the same way?"

"We can overpower xenophobia and continue to stand together," said Univen's Director of International Relations, Cornelius Hagenmeier.

"We came in peace to receive quality education," said Univen's International Student Union President, Mokgadi Kgotlhane, who hails from Botswana.

A firm NO to xenophobia.



If you spot anything out of the ordinary on campus – contact the tip-off hotline - 0800 212 755, e-mail univenhotline@tip-offs.com

Unfair discrimination and sexual harassment on the agenda

The Commission for Conciliation, Mediation and Arbitration (CCMA) held a workshop - Unfair discrimination and sexual harassment in the workplace - at Univen recently.

"We must not discriminate against each other, regardless of our countries of origin and our difference in languages," said workshop facilitator and Commissioner from the Limpopo regional CCMA, Nicholas Matloga.

"Some employees are still being discriminated against in the workplace because of their religious beliefs, race, sex, colour, disability and sexual orientation. There are certain employment policies

in organisations that exclude certain people from benefits because they are gay, lesbian, female, black, HIV positive or old.

"There is increasing evidence that employers do not hire or train HIV positive people. There is often a deep intolerance of individuals who appear to be 'different' especially in terms of gender and sexuality. Medical or psychometric tests can exclude certain people from employment for reasons not related to job performance or job requirements.

"The Employment Equity Act promotes equal opportunity and fair treatment in employment through the elimination of unfair discrimination.

Sexual harassment in the workplace is prohibited. If you experience unethical conduct, immediately alert the person about their misconduct and even tell them that serious measures can be taken against them if their action is reported."

"The workshop was very informative and broadened my mind concerning the issue of discrimination," said Selinah Mukomafhedzi of the Cleaning Section.

Tshavhungwe Makumbane, also from the Cleaning Section, said now she knew about unfair dismissal and what to do when her rights were being violated.

"The facilitator made us understand every aspect of discrimination and sexual harassment," she said.

The CCMA is an independent body with dispute resolution and prevention functions. It conciliates workplace disputes, arbitrates certain categories of disputes that remain unresolved after conciliation and facilitates consultations regarding large-scale dismissals due to operational requirements. The commission also conducts inquiries by arbitrators, establishes picketing rules, determines disputes about demarcation and facilitates the establishment of workplace forums and statutory councils.

Furthermore, it compiles and publishes information and statistics, considers applications for accreditation and subsidy by bargaining councils and private agencies and administers the Essential Services Committee.



We would like to hear from you!

Nendila is your communications channel. Nendila editorial committee –

Mr Takalani Dzaga – Chief editor

Ms Welheminah Mabogo – Coordinator

Mr Peter Mashishi – Contributor

Ms Mushoni Mulaudzi – Preservation (Library)

Send your contributions to: Welheminah Mabogo, Nendila Coordinator University of Venda, Private Bag X5050, Thohoyandou, 0950

Tel 015 962 8525, Fax 015 962 8494

e-mail: welheminah.mabogo@univen.ac.za

Office number 24, first floor Main administration building



Learning about unfair discrimination and sexual harassment in the workplace.