

# Nendila

NEWSLETTER OF THE UNIVERSITY OF VENDA



University of Venda



@Univenofficial



universityofvenda



University of Venda Official



University of Venda  
Creating future leaders

## Univen's e-recruitment goes live

Univen's e-recruitment system is live.

"This is an important building block being put in position," says Univen's Acting Vice Chancellor and Principal, Prof Jan Crafford. Officially launching the system, Crafford said this is how a smart campus is built.

"It is about people using technology and not only about technology, but about people and making things easy for all."

"The automation of the system will simplify the recruitment process and eliminate bias in the selection process," says Univen's Director of Human Resources, TJ Manenzhe.

"Furthermore, the system will streamline the unwieldy process of recruiting and the hiring of staff."

The system was developed by the university with the assistance of Silversoft Consultancy Services and Training Services.

"We can now do more with less," said the Deputy Vice Chancellor: Operations, Dr Robert Martin.

"Information and communication technology is indeed a tool that will assist us to focus on critical tasks such as determining the positions that we will advertise."

"In this new online system, applicants will not have to make hard copies of documents for each application submitted," said Silversoft's Kgoopotshe Mutheketele.

"They will not have to pay postage costs nor stand in queues to submit applications before closing dates. The university will also save capital through this system."

"This system is flexible and significant. Let us give each other the necessary support to make our journey a success," said the Head of Human Resources Planning, Recruitment, Remuneration and Benefits Administration, Victor Sigama.



"This is an important building block being put in position" - Crafford.



"The system simplifies the recruitment process" - Manenzhe.



"We are now doing more with less" - Martin.



"No more standing in queues to submit applications before closing dates" - Mutheketele.



"A flexible and significant system" - Sigama.

## Read inside

South Africa needs more social workers - Mokaba-Phukwana	2
Univen students participate in workshop in Germany	2
Go well on your future road	3
"Postgrads - take your academic work seriously" - Malele	3
Enhancing interaction between students and supervisors	4
Univen research has grown from infancy to consolidation	4
47th PARSA Conference	4
Human Rights Day is not just a holiday	6
Negative social media posts can damage an individual's reputation	6

## Never justify abuse in the name of culture

"Campaigns against violence against women and children should run throughout the year," says Univen's Senior Lecturer in the School of Human and Social Sciences, Dr Elelwani Ramaite-Mafadza.

Speaking during the recent campaign on campus, Ramaite-Mafadza urged the audience to report any violence against women and children.

"Never justify abuse in the name of culture. Love each other and do not be jealous of one another. If you see or hear something that doesn't sit well about another woman, instead of gossiping, go and talk to that woman about the issue."

"It is not only women that are abused," said Malehu Maluleke, also of the School of Human and Social Sciences.

"There are women who abuse their children and husbands. When we talk about abuse, we need to talk about it as a whole and not take sides. Let us know and practice our rights and also respect other peoples' rights."

"Balance your work and life," said a social worker of Careways, Mary Maluleke.

"Do something for yourselves, after all you are working hard. Find time to rest and to thank yourself. Do not live your life as if it is punishment. Create time to spend with your family, time to exercise, time to eat and time to spend with other people from your communities where you belong. Also make time to read as it helps to ease and clear your mind."

Maggie Hlungwane, a nurse at the Univen Campus Health Clinic, explained the uses of the Pre-Exposure Prophylaxes - PrEP - pill.

"Make use of the available protection services as they protect you from HIV transmissions. Talk to your children about these issues and use proper language or words, as talking in parables will not convey the message. Say it as it is and advise your children who are sexually active to use protection, even when they take the PrEP pill as it does not prevent pregnancy and other sexually transmitted diseases. (STDs). Of the 26 universities in the country, only seven, including Univen,

distribute the PrEP pill."

"Domestic violence is caused by misunderstandings," said Suzan Ravuku of the Thohoyandou Victim Empowerment non-governmental organisation.

"Break the silence and speak about abuse when your rights are violated. Respect your partners and we will reduce the high level of domestic violence. Stop sneaking into your partners' cell phones because you will find what you want."

"We are striving to create future leaders," said Elvis Booi, also from Thohoyandou Victim Empowerment.

"We empower our youth, especially those who come from families experiencing domestic violence. We are striving to produce great men and women."

"We encourage Univen to continue doing what it is doing - we have learned so much," said Precious Maphagela, representing women from communities around Thohoyandou.

"Your assistance is building the society and we are grateful to be included."

Taking a stand against women abuse.



# South Africa needs more social workers - Mokaba-Phukwana

"Take advantage of free education," says the MEC for Social Development in Limpopo, Mapula Mokaba-Phukwana.

Speaking at the Univen campus recently, Mokaba-Phukwana said social work students chose a career aimed at improving peoples' lives.

"You chose this profession because of your passion and love for your people. You decided to become part of the few who opted to contribute towards enhancing the livelihood of our communities. We commend you for not only choosing this field of study, but most importantly, for choosing education.

"Thank you for realising the need to contribute towards building better and healthy families. Your career will improve the capacity of people and will also address problems amicably. You chose a profession that promotes social justice in favour of individuals, families, and

communities. This profession also instils sensitivity to cultural and ethnic diversity. This, in turn, ends unfair discrimination, poverty and other forms of societal ills.

"Respect other people's worth, human rights and dignity. We must be competent, have integrity and take professional responsibility to care and be concerned for other peoples' wellbeing."

Mokaba-Phukwana said employment opportunities in the Social Development Department were abundant.

"The community services we render need more of you to enrol as social workers. We must ensure that there is a social worker in every village with more than 100 households. We need whistle blowers everywhere to report any signs of abuse, tension, frustration, conflict and aggression so that we can intervene timeously.

"You should relentlessly pursue your studies

and complete in record time with flying colours. This field requires outstanding patriots who are passionate and energetic. Focus on what you are here for, which is to study and get your degrees, and make everyone proud. All other things will follow," she said.

"South Africa experiences many men and women abuse cases on a daily basis. Men are also being abused but we don't talk about it. They keep these problems a secret until the abuse is at its highest level - then they kill the entire family or act in another unacceptable way. This is why our jails are full of our fathers and brothers.

"If these cases can be uprooted at grassroots level, then we can have healthy and safe communities. This is a sign that this country still needs more social workers to deal with such problems.

"From now on, regard yourselves as social workers, not as students. Start working within communities because we have many issues such as drug abuse in our communities. We want our students to explore various opportunities which are not only in the Department of Social Development, but also in fields such as mining, agriculture and within our communities," said Mokaba-Phukwana.

"Univen strives to produce graduates who will hit the road running," said the Dean of the School of Human and Social Science, Prof Mokgale Makgopa.

"Univen is one of the few universities in the world that are offering a 4-year qualification in Youth in Development Studies. Take your studies serious and study with passion."

"Keep on studying diligently so that we can work for our families," said the Chairperson of the Social Work Student Association, Wisani Baloyi.

"The bursaries from the Department of Social Development used to cater for many students from destitute families. We are grateful for that and urge that these be returned. Also include students from the Youth in Development Studies in those bursaries."

**Promoting the role of social workers** – from left Kgomotso Rakgoale, Prof Mokgale Makgopa, MEC Mapula Mokaba-Phukwana, Dr Glory Lekganyane and Nkhumeleni Lalumbe.



"Focus on what you are here for" - Mokaba-Phukwana.



"We must produce graduates who are employable" - Makgopa.



"Bring back bursaries to help the poor" - Baloyi.



## Univen students participate in workshop in Germany

Two Univen students, Tshiane Mellda Ndou, honours student in Environmental Sciences and Tinotenda Murwira, PhD student in Health Sciences, were among students from other participating institutions at the recent Hackathon workshop in Heidenheim, Germany.

The scholarship was advertised online and 15 Univen students applied. The two successful scholarship winners' travel, health insurance and accommodation in Germany was financed by Duale Hochschule Baden-Wurttemberg Heidenheim.

Other participating institutions were the Nelson Mandela African Institute for Science and Technology in Arusha and the Institute for Finance Management in Dar-es Salam, Tanzania. The host, Duale Hochschule Baden-Wurttemberg Heidenheim, was represented by 15 students.

The scholarship was sponsored by Exakt4You. It is funded by the Baden-Wurttemberg Foundation and coordinated by Duale Hochschule Baden-Wurttemberg Heidenheim until 2020.

The exchange of students is predominantly in innovative formats of short duration such as Hackathons, staff and student innovation workshops, OER-based collaborative development of teaching material as well as webinars for scientific methods and research.

The Hackathon challenge is a digital problem solving exercise which focused on cultural exchange between Germany, South Africa and Tanzania. The topic was mutually decided on by the participating students and staff. Five groups, each comprising of students and staff from the three countries, were formed. Among others, the participants researched history, culture, education and economy and came up with informative and educative products for effective cultural exchange among the three countries.

Other international students from South Korea, France, Hong Kong, Syria, Spain, Hungary and

Taiwan were part of the workshop. The participants worked in international and interdisciplinary teams for two weeks. They also visited places and companies in Germany such as the Mercedes Benz museum in Stuttgart, Voith and Hartmann, Heidenheim.

The participants learnt how to create a website from scratch, improving their information technology skills together with collecting information from the internet. They also learnt how to adapt to different climatic conditions, food and language. Among others, the participants learnt about time management and punctuality skills as Germans are known to be punctual. Subsequently they presented their results which were either an applicable solution or a workable prototype. The groups also developed software, websites, games and mobile apps.



**Jetting off to Germany** - Tshiane Mellda Ndou, honours student in Environmental Sciences and Tinotenda Murwira, PhD candidate in Health Sciences on their way.

According to tutor Tinotenda, "for all students to connect and know each other's cultures and food, students prepared their home country's popular meal such as pap, beef stew, rice, plantain, fried chicken, traditional cake and many others.

"This was such an amazing experience to see different people eat and taste different food for the first time, it was great and we had fun. This is why I regard this amazing opportunity as exploring the world."

Participants were awarded certificates of participation at the end of the workshop. A memorandum was signed between Univen and Duale Hochschule Baden-Wurttemberg in 2016 with components of staff, student exchange and joint project initiatives.



**Exchanging ideas** - Prof Dr Rainer Przywara, President DHBW, Dr Segun Obadire, Acting Director: International Relations at Univen, Brigitte Ilg, Director: International Relations, DHBW and Prof Dr Andreas Mahr: Vice President, DHBW.

The Acting Director: International Relations, Dr Segun Obadire, represented Univen. A presentation on Univen's operations was made to different industries and universities and a number of prospective collaborations were initiated.

The next Exakt4You programme will be held at the Nelson Mandela African Institute for Science and Technology in Arusha in August 2018.



**Proud moment** - participants displaying their certificates.

# Go well on your future road

The Department of Communications and Marketing recently bid farewell to interns who completed their internship.

"You made a difference and the department appreciates the time that you spent at Univen," said Convocation and Alumni Officer, Mashudu Ramaleba.

"We wish you well in your future endeavours."

"You are leaving us with a gap," said Univen's Institutional Advancement Manager, Dr Lufuno Kone.

"You made an impact and have simplified office duties. Continue in this manner and fly the University of Venda flag high wherever you go."

All the interns thanked mentors and the Director of Communications and Marketing, Takalani Dzaga, for teaching them office duties with patience.

**"We are proud of what we learnt" - the group of interns.**



**Ready for action** - Postgraduate students with their posters.

## "Postgrads - take your academic work seriously' - Malele

"Postgraduate students do not complete their qualifications in record time because they don't take their work seriously," says Chief Director of the Department of Science and Technology, Vusi Malele.

Speaking at the recent Research Open Day, Malele said students should not register for the sake of registering - they should have passion before they can register.

"Most students are not even independent thinkers, they depend on their supervisors. Supervisors should also not spoon-feed students. Learn to manage your own time because finishing in record time depends on you, not on your supervisor.

"I understand the challenges of our youth, especially those who are at postgraduate level. Be diverse and network with other postgraduate students regarding issues related to funding and research work. Communication at all levels is very important."

"I have seen many postgraduate students who were hopeless and they gained momentum and a lot of useful information from this day," said the Director of Research and Innovation, Senior Professor Georges Ekosse.

"This is an opportunity to mingle with your seniors regarding your challenges. Share your challenges with them and they will help you to overcome them. Never allow anyone to discourage you. Work hard until you complete your qualifications because hard work pays. Share useful information among each other."

"Conduct research that makes impact within communities," said Univen's Technology Transfer Coordinator, Thabo Lebelo.

"Research, if done correctly, to benefit societies, can bring wealth to the researcher. Research findings should be protected through patent law or as a trademark. Researchers, postgraduate students and supervisors should consult my office before presenting papers to the public as someone might steal your work. We will advise you on what to do before you make the information available in public."

Ratshilumela Dima, a PhD student in Physical Science, said students do not complete their studies in record time as supervisors are supervising many students. As a result, they don't give students enough time for consultation.

"There must be a clause that binds a supervisor and a student to complete in record time. The university should have a system that automatically rejects a student who fails to complete within the set timeframe. A penalty should be given to both the research supervisor and the postgraduate student who fails to complete on time."

Prof Dorah Ramathuba, researcher in Univen's School of Health Sciences, said most postgraduate students are funded and that should be an advantage to complete in a stipulated timeframe.

Dr Nkosinathi Sotshangane, Univen Research Coordinator, urged postgraduate students to come up with research topics that will help solve problems that communities are faced with.



**Participants, postgraduate students, stakeholders and research supervisors.**

# Enhancing interaction between students and supervisors

Univen's Research and Innovation Department recently held a workshop on postgraduate students' supervision and promotion to enhance interaction between students and promoters.

Themed 'Consolidating research and innovation at Univen', the workshop was chaired by the Director of Research and Innovation, Senior Prof Georges Ekosse and facilitated by Joy Nogabe of the University of Free State.

Dr Lucy Mandillah, a Univen postdoctoral fellow and Dr Nkosinathi Sotshangane, Research Co-ordinator at the Directorate of Research and Innovation, also assisted.

"Postgraduate students need to be guided by their

supervisors and promoters in undertaking research projects," said Nogabe.

"It is the duty of postgraduate students to know their supervisors and promoters, their interests, a list of publications, the number of postgraduate students the supervisor or promoter have, their strengths and weaknesses.

"They also need to know the funding opportunities available relating to their topic. They should discuss every step they take with their supervisors or promoters."

"Postgraduate students and supervisors usually come across challenges such as lack of goals, ill-health, social and psychological problems, funding and institutional workload," said Mandillah.



The Director of Research and Innovation (third from left), Senior Prof Georges Ekosse with the external facilitator Joy Nogabe, internal facilitators Dr Mandillah and Dr Nkosinathi Sotshangane with the organisers Khathu Mashavhathakha and Marota Aphane.



Thank you - Khathu Mashavhathakha and Marota Aphane handing over a token of appreciation to external facilitator, Joy Nogabe.

# Univen research has grown from infancy to consolidation

"Research at Univen has grown from infancy to a consolidated state," says the Director of Research and Innovation, Senior Prof Georges Ekosse.

Speaking at the Research Leadership Workshop after the Univen research open day, Ekosse called on researchers to learn from the practical experience of experts from the funding agencies.

Themed 'Consolidating research and innovation at Univen', the workshop was attended by external stakeholders including Industrial Development Corporation representatives and delegates from the Department of Science and Technology.

"The Industrial Development Corporation's value chains are earmarked for special attention, including development," said the corporation's Zandile Fuyane.

"High impact sectors are exclusively reactive," she said.

"Our value chain includes metal, chemical and agro value chains."

Vusi Malele of the Department of Science and Technology presented on performance management in research development and innovation. He highlighted the eight ways to be a better research leader, the different methods used and the possible outputs of a better research leader.



"Research at Univen has grown from infancy to a consolidated state" - Senior Prof Georges Ekosse.



"The Industrial Development Corporation's value chain includes metal, chemical and agro" - Fuyane.



"There are eight ways to be a better research leader" - Malele.



Senior Prof Georges Ekosse with senior researchers, external stakeholders and other participants at the Research Leadership Workshop.

# First Announcement

# 47<sup>th</sup> PARSA CONFERENCE

## 16-18 September 2018

Tshipise Forever Resort, Limpopo, South Africa

On behalf of the Parasitological Society of Southern Africa and the University of Venda we invite you to the 47<sup>th</sup> conference to be held at Tshipise Forever Resort, Limpopo.



Hosted by



**University of Venda**  
*Creating future leaders*

### REGISTRATION

All delegates, including speakers are required to register online at <http://www.abadmin.co.za/default2.php>

#### Registration fee includes:

- Abstract book • Tea & Coffee breaks • Conference Bag • Lunch
- Dinner Sunday and Gala Dinner Tuesday

**\*Breakfasts and Monday Dinner excluded**

Registration Category	Payment received before 15 June 2018	Payment received after 15 June 2018
Full Congress PARSA Member	R3600	R4000
Full Congress Non PARSA Member	R4400	R4900
Student PARSA Member	R2100	R2350
Student Non PARSA Member	R2800	R3100
Day Registration	R1950	R2200
Accompanying Person	R1450 (all conference meals included except Monday evening)	R1600
T-shirt	R100	<b>Not available after 15 July 2018</b>

### CALL FOR ABSTRACTS

- The deadline for submission is 1 June 2018 and you will be notified by 30 June 2018 if your abstract has been accepted. Please send your abstract in the format specified on the form, on the website [www.abevents.co.za](http://www.abevents.co.za)
- Abstracts can be submitted for consideration either as oral or poster presentations. Please adhere to the Instructions on the form.
- Maximum number of words in abstract: 350
- Oral presentations will be allocated 10 minutes plus 5 minutes for discussion. Poster sessions form an integral part of the conference, and posters will be displayed on poster boards for the duration of the conference and presented in formally chaired sessions. Please bring a hard copy and an electronic copy of your poster. The latter needs to be displayed in 3 to 4 Power Point slides for the formal session.
- Please ensure that the email addresses as submitted are correct as these addresses will be used in all correspondence and acceptance notifications
- Late submissions will not be considered.

For more information visit [www.univen.ac.za](http://www.univen.ac.za).

Samie Amidou, BSc, MSc, PhD (Microbiology)  
Associate Professor, Department of Microbiology  
University of Venda  
Private Bag X5050, Thohoyandou 0950  
Cell: + (27) 060 504 4384/ 076 095 2916  
Tel: +(27) 015 962 8186  
Fax: +(27) 015 962 8648  
Fax to e-mail: 086 603 9327

# Human Rights Day is not just a holiday

Whilst human rights day is commemorated on 10 December around the globe, South Africans observe human rights day on 21 March. This is because the day is historically linked to the events at Sharpeville on 21 March 1960.

On that fateful day, 69 people died and 180 were wounded when police fired on a peaceful crowd that had gathered in protest against the pass laws. The day marked an affirmation by ordinary people, rising in unison to proclaim their rights. It became a crucial date in South African history - a day reminding us about citizens' rights and the price paid for our treasured human rights and freedom.

Human rights are understood as rights which belong to an individual as a consequence of being a human being. Therefore, everyone has rights simply because they are human. In 1948, the United Nations adopted the Universal Declaration of Human Rights. It entrenches respect for human rights and human dignity, the foundation of freedom, justice and peace.

South Africa's constitution of 1996 has an entrenched Bill of Rights, found in chapter 2. This means that certain provisions of the South African constitution can only be changed by a two-thirds majority in Parliament. This makes it difficult for anyone, including the government, to tamper with the basic rights of the citizen.

The Bill of Rights further addresses South Africa's history on matters relating to oppression,

colonialism, slavery, racism and sexism and other forms of human violations. It embeds the rights of all people in an enduring affirmation of democratic values, human dignity, equality and freedom.

In terms of the Bill of Rights, everyone has the right to life, equality and human dignity.

In 1948 the Nationalist Party came to power in South Africa and formalised segregation in a succession of laws that gave the government control over the movement of black people in urban areas. The Native Laws Amendment Act of 1952 narrowed the definition of blacks with permanent residence in towns and cities. Legally, no black person could leave a rural area for an urban one without a permit from the local authorities. On arrival in an urban area, the person had to obtain a permit within 72 hours to seek work. The reference book, or pass, included a photograph, details of place of origin, employment record, tax payments and encounters with the police.

In 1956 women from all walks of life protested against the racist pass laws. 20 000 women marched to the Union Buildings in Pretoria, singing 'wathint' abafazi, wathint' imbokodo - you strike a woman, you strike a rock'.

The Pan Africanist Congress proposed an anti-pass campaign to begin on 21 March 1960. Black men gathered at Sharpeville without passes and presented themselves for arrest. The order was given to disperse, after which the police opened

fire on the crowd of men, women and children. Following the Sharpeville massacre, a number of black political movements were banned by the Nationalist government, but the resistance movement continued to operate underground.

After South Africa's first democratic election, 21 March - Human Rights Day - was officially proclaimed a public holiday.

Adv Simangele Mavundla, Lecturer in Univen's School of Law, who lectures Gender and Law, and co-teaches Human Rights Law, says most South African citizens know their rights.

"I make this conclusion from the 'fees must fall movement' where we saw how young people called on the government to implement free higher education. Laws are promulgated to regulate human behaviour, it matters not whether you are male or female or child. Hence the greatest symbol of justice is depicted blindfolded.

"However, when there are marginalised groups despite the advent of a law, the state may enact a law that will protect that vulnerable group, such as a law against domestic violence, child abuse or black economic empowerment."

Asked about the rights regarding corporal punishment that was abolished at primary and secondary schools in the country, Mavundla said the South African government had its reasons for this.

"There are other forms of disciplines which can be used to correct a child under positive discipline.



Parents also have the duty to teach their children social values, norms, or morals which are acceptable in a community."

Regarding the recent cases relating to learners who physically fight/beat their teachers, she said that she is yet to see a community which accepts that a minor should beat an elder.

"Parents should teach their children acceptable social norms, values and morals."

Mavundla said the matter of land expropriation is currently in the capable hands of parliament, an institution whose duties are to make laws for the betterment of all South Africans.

"Should the Bill be passed into law, it will be tested in courts to see if it is in line with the spirit of the constitution," she said.

## Negative social media posts can damage an individual's reputation

"Be careful of what you write on social media platforms as this can work against you in the future," says Univen's Head of Organisational Development and Training, Patrick Rachidi.

Speaking at the recent farewell function of National Research Foundation and Safety and Security Sector Education and Training Authority interns, Rachidi said whilst you may create a lot of likes on social media platforms, it can damage your reputation.

"Start thinking about creating job opportunities for yourselves and others," said the Head of Univen's Centre for Continuing Education at the Innovative Growth Company, Dr Thakhani Takalani.

"Your good conduct and behaviour during your tenure as interns will make us remember you when opportunities arise. Most of you have the ability to manage offices well."

"Learn to write a resume which will be able to stand alone and secure you an interview," said Ntsieni Mukhunama of the Department of Labour.

"A CV should respond to the requirements on the advertisement - thus update your CV every time you

apply for a new post. Be honest in your CV because that is the first impression you give to a potential employer. Marital status, hobbies and religion should not be included in a CV."

Phathutshedzo Mapholi, Univen's Recruitment Specialist, advised interns on issues related to proper conduct, frequently asked questions and expected responses during interviews.

"When you are being shortlisted, it means you qualify for that position. Prepare yourself and be able to prove that indeed you qualify for the position. Frequently check your e-mails and answer private telephone calls in a professional manner. Do not be rude when answering phone calls from private numbers because it might be from your prospective employer."

She highlighted punctuality on the day of interview, a dress code to impress panel members and knowing the organisation.

"Make sure to take details regarding the person to meet when you arrive, the correct venue and the date and time of the interview."



Hearing about opportunities at the National Youth Development Agency.

Thabelo Tshlukwa of the National Youth Development Agency presented graduate opportunities at the agency. She told interns to visit their nearest agency office to seek information regarding available opportunities for graduates.



"Thank you for the opportunity" - interns receiving certificates.

## 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

If you spot anything out of the ordinary on campus - contact the tip-off hotline - 0800 212 755, e-mail [univenhotline@tip-offs.com](mailto:univenhotline@tip-offs.com)