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UNIVEN *Alumni* WOMEN'S MONTH SPECIAL EDITION **NEWS**

UNIVEN ALUMNA ADVOCATE LUFUNO KHOROMMBI ENTERS WOMEN IN CYBER SECURITY AWARDS AFRICA 2020

Photo Right: Advocate Lufuno Khorommbi is a Cyber Law Consultant and Managing Director of Orizur Consulting Enterprise. She represents an outstanding example of a woman in Cybersecurity with almost two decades of experience in multidisciplinary cyber law space. With a well-rounded knowledge and experience of cyber law, Adv. Lufuno T Khorommbi is uniquely placed to help your organisation to navigate potential disasters that may result from online vulnerabilities, and to help your organisation remain compliant and leading in the rapidly changing world of technology. Article on page 2



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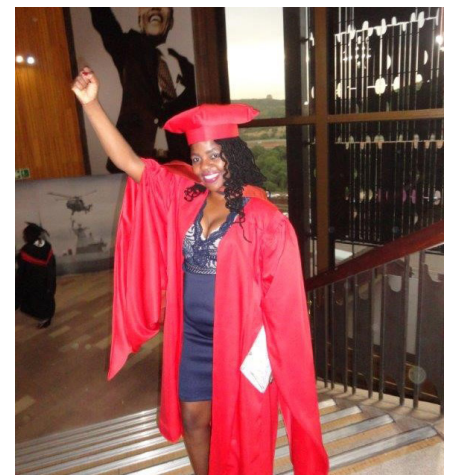
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On Photo: Mrs. Azwifaneli Nemushungwa is a lecturer in the School of Management Sciences, Department of Economics

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On Photo: Dr Lufuno Nemadodzi

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With the advent of the digital , fourth industrial revolution (4IR), and more qualifications becoming more irrelevant to the market, alumni should strive to share their experiences with the University to improve its curricula and competitiveness to the rest of the world.

“Adv Khorommbi

UNIVEN Alumna Advocate Lufuno Khorommbi enters Women in Cybersecurity Awards Africa 2020

Women in cybersecurity in Africa are in the minority of the workforce but there are many African women who are making a significant impact in the industry.

UNIVEN Alumna Advocate Lufuno Khorommbi, the Cyber Law consultant and Managing Director of Orizur Consulting Enterprise is one of such few women who are making an immense contribution in the industry.

Advocate Khorommbi was recognized by peers and featured among top 50 women in Cybersecurity in Africa, a competition run by Cybersecurity Africa Association. The Cybersecurity Association recognizes women in cybersecurity who are making significant contributions to the industry and the profession in the continent. This competition attracts about 300 submissions from more than ten countries in Africa which include South Africa, Nigeria, Kenya and Tunisia.

She has recently entered Women in Cybersecurity Awards Africa 2020 competition. These

awards seek to recognize notable women in the cybersecurity industry and those stakeholders impacted by services of these women can make nominations. Among the eight nominations, Adv. Khorommbi enters Cybersecurity Women Champion Award, Outstanding Cybersecurity Woman Leader Award, Cybersecurity and Woman Influencer Award and Cybersecurity Woman Entrepreneur Award.

In an interview with UNIVEN Alumni news Advocate Khorommbi reflected more about her life, achievements and journey to the field of cybersecurity.

Describe your early life (place of birth, childhood heroes and what you wanted to be when you grow up, primary and secondary education).

I was born at William Eddie Clinic, at Tshidimbini Village in 1978. I attended lower primary education at Vondwe Primary school; senior primary education at Tshifhatani Senior Primary School. I started my junior secondary education at Tshivhase Secondary School and then moved to Tshidimbini



Secondary School – where I met the Street Law Team from the University of Venda. I went back to Tshivhase Secondary School and finished my Matric there.

My childhood hero is the late Tata Madiba. He has fully demonstrated that regardless of one's background, origin, or race; each of us has a role to play to advance the socio-economic environment of the society. He has motivated



me to lead a life that serves a purpose, with the aim to make a difference in my area of calling.

I had many career choices, the first one being medicine. Being a lawyer was the 7th and last on my career choice list. I had included Law because I had participated in the Street Law activities organised by the University of Venda when I was in my senior secondary phase of education. Due to financial constraints and Matric results that required bridging of my Maths and Science subjects, I didn't have the patience for that. So, I settled to studying law instead; and I have never regretted my decision.

What do you consider to be your greatest achievements-personal, academic and professional?

Professional achievements

Based on over 15 years of work experience in the ICT regulatory environment of the public sector and continuous learning; I have matured in the field of cyber law and have gained recognition within the industry. It gave me the courage and ability to successfully establish Orizur Consulting Enterprise in September 2017. The Consultancy is aimed to contribute to the development of cyber law; particularly in the contract management and cyber security environments.

Personal recognition, awards, and membership

I am recognised in the list of Top 50 Women in Cybersecurity, Africa 2020 and also for the outstanding support to the Government IT Officers' Council (GITOC), 2011.



I have been awarded with the ICT Transformation Award: Women in ICT Award Category 2016 and became a finalist for the All About Public Procurement (AAPP) Awards: Professional of the Year Award category 2016.

I am a Member of The Media, Information and Communication Technologies Sector Education and Training Authority (MICT SETA) 4th Industrial Revolution (4IR) Advisory Committee – 2019 to date, Member of the South West Gauteng College Council - 2019 to date.

Academic achievements

I enrolled for LLB in 1998 at the University of Venda which I completed in 2001, record time. To pursue a career in cyber law, I enrolled with UNISA and attained a Master of Laws (LLM) Degree with specialisation in Information Technology (IT) Law.

In order to understand the technical aspects of a role of a Chief Information Officer, I also studied and obtained a Multi-Disciplinary Professional Certificate in CIO Practice from Witwatersrand University.

Furthermore, to contribute to my career growth as a cybersecurity specialist, I studied and completed certificate courses in information security with UNISA.

What is your current occupation and how did you become interested in the field?

I am the Director of and Cybersecurity Governance Specialist at Orizur Consulting Enterprise. The Bill of Rights of the Constitution of the Republic of South Africa provides amongst others for the right to privacy. I have always been an advocate of human rights, even as a student; which currently extends to digital human rights. Apart from providing cyber law professional services, I also provide cyber security awareness to the public.

What motivated me to specialise in cyber law is that in the digital era where everything is connected to everything, information has become the most valuable asset for every organization, big or small. It is undeniable that cyber threats are growing both in their prevalence and disruptive potential. I make cyber security critical to the efficient functioning of



every organization.

I took note of the market gap; and established Orizur Consultancy to create tools that enable our clients to create and maintain a compliant cyber secure environment. We also have an opportunity to influence policy directions as it relates to cyber security, and digital human rights protection.

What are the challenges in your job?

Though cyber-attacks are on the rise, cybersecurity remains an afterthought. One of the main contributing factors is the lack of cybersecurity culture. Consequently, it takes considerable efforts and resources to motivate both organisations to invest in cyber security governance; and individuals to be cyber aware whilst transacting online.

On the other hand, there are a number of barriers to entry. For example my career path is a male and white dominated industry; and the sector itself is still developing. Moreover, local industry players and or consumers' biasness to the imported ICT goods and services make doing business locally difficult.

Other challenges include lack of cybersecurity culture and investment to create and maintain a compliant cyber secure environment. Lack of support of local content and policy certainty are some of the contributing factors which exacerbate the current challenges.

With this background in mind, to succeed in this career path, it requires that one must be hungry enough to standout.

What advice would you give to young alumni who aspire to follow similar career path?

First, I must state that currently there are no universities that are offering a full curriculum at undergraduate level to follow my career. However, at post-graduate level, there are few universities that are offering a full Master Programme on cyber law, such as Wits and Unisa.

To pursue a career in cyber law, young alumni can start by registering post-graduate certificate courses or sign up for a free online course, or a mentorship programme to grasp some of the concepts before registering for a full Master Programme. Alternatively, they can seek employment with law firms that practice cyber law, industry players like Telkom, or public institutions whose mandate is Information and Communications Technologies (ICTs) policy like Public Service and Administration.

What made it easier for me was that I was enrolled into an internship programme right after finishing my LLB with an ICT policy department and was given on the job training to become a cyber lawyer. That's how my career in the ICT industry started and continues to grow. Essentially, I would like to emphasise that it is important for the young alumni to have some background in the ICT environment to make studying easier.

One of the critical success factors is one's commitment to be a lifelong student. Why? Because the environment I am in changes rapidly; and it is important to be multidisciplinary.

That's why I have undertaken different fields of studies within the ICT and cyber law space to keep up to date with the industry developments and improve my competencies.

I would like to emphasise that it takes a lot of commitment, investment both in terms of time and finances, and perseverance to become a trusted authority in the field. One of the decisions I had to make to pursue my dream, I had to resign from a stable well-paying job to start the consultancy.

In essence, one must be willing to take calculated risks and sacrifice some things along the way to pursue the bigger picture (one's vision).

What do you think Alumni can do to help their former University?

With the advent of the digital , fourth industrial revolution (4IR), and more qualifications becoming more irrelevant to the market, alumni should strive to share their experiences with the University to improve its curricula and competitiveness to the rest of the world. Within the same breath, the University must be willing and open to engage with the alumni community.



WOMEN SHOULD TAKE UP SPACE IN AGRICULTURE

For Dr Lufuno Nemadodzi, who was raised by a single mother, growing up in the rural village of Ngulumbi in Limpopo Province, prepared her to pursue a male dominated career in Agriculture.

"Growing up in Ngulumbi Village has fascinated and encouraged me to study Agriculture in depth as I wanted

to comprehend the science and interlinks that happen between soil and plants. Each household has a garden where carrots, beetroot, chinese cabbage, spinach, tomatoes, onions are planted for consumption and selling purposes. In addition, each household has a banana, mango, avocado and leach trees," says Dr Lufuno Nemadodzi. After passing Standard 10 in Dimani Agricultural High School in 1996, she went to the University of Venda where she obtained Bachelor of Agriculture and Bachelor of Agriculture Honours specializ-

ing in Agronomy and Soil Science. Her passion for Agriculture saw her furthering her studies in UNISA where she obtained her Masters of Science and Doctor of Philosophy in Agriculture.

"I changed what was known to be a narrative that a girl child from a rural village can only end at a certain pedestal. Changing my poor background which was a point of extreme poverty to a point of privilege and extreme comfort is my personal achievement".

UNIVEN Alumni news had in-depth interviews with Dr Lufuno Nemadodzi about her road to success in life and the Agricultural space.

How did Ngulumbi village with fertile soil to sustain plants and so many vegetable farmers influence your love for Agriculture ?

Ngulumbi village has red soils, which are categorized as very fertile. This means that anything that is planted such as vegetables and fruits grow effectively organically. Currently, each household has a garden where carrots, beetroot, chinese cabbage, spinach, tomatoes, onions are planted for consumption and selling purposes. In addition, each household has a banana, mango, avocado and leach trees. Our soil types also make intercropping maize with pumpkin leaves and groundnuts easily and effectively

achievable. Therefore, growing in Ngulumbi Village has fascinated and encouraged me to study Agriculture in depth as I wanted to comprehend the science and interlinks that happen between soil and plants.

How did your parents and your primary school teachers influence you ?

Well, I was raised by a single parent , my mom Ms. Vhangwele Nemadodzi and she has always preached the importance of education. Countless times, she would say that education must be my first husband, and that education is the only vehicle I can use to get my family out of stricken poverty. Her support was enormous that she would sacrifice every little penny so I would have money for taxi fare to Dimani Agriculture High School without failure.

My primary school teachers unknowingly motivated me to be where I am, I used to admire their clothes and shoes. They taught us from a very early age that the fruits of education are great, if only we could take our studies seriously.

What role did your family background play in your passion to become involved in Agriculture ?

Coming from a very poor background, growing vegetables for consumption was the norm, which really steered my love for Agriculture and the science behind it. I believe that family background, poor or rich ultimately shapes our future and passion, and in this case, mine largely contributed to my love and involvement in agriculture.

What did you want to be when you grew up?

I wanted to be lot of things, when I was in primary school I really wanted to be a nurse, then it changed to a radiographer during the first years of my secondary school. This later changed when I was in standard 9 , I knew without a doubt that I wanted to be in the Agriculture field, although at the time I didn't know the exact field.

Did you have people who influence who you are, what you believe in and what you are committed to do in your work and life? Explain

Of course, there are three strong women I look up to. My mom for her spirit of tenacity and determination. Prof Phakeng Mamokgethi who is the Vice Chancellor at University of Cape Town (UCT) for her go-getter drive, great academic skills, her passion for education and her ability to achieve any goal she sets her mind on. I also admire the Television presenter Bonang Matheba's work ethics and her determination to succeed.

Did you have any life changing experiences that put you on the path that led you to be doing what you are doing today?

Giving birth to my only son at 18 years of age was a turnaround and wakeup call for me, I knew I had a mouth to feed who was entirely dependent on me for his livelihood. I also knew that education was the only way out in ensuring that I have a great future which will eventually guarantee that his future is bright.

What is your secret recipe for success ?

You need to practice 3Cs which are commitment, consistency and confidence as well as 3Ds which are dedication, determination and deprivation. In order to complete my PhD in record time, it required commitment to my studies and a belief in my ability reminding myself that nothing will stand in my way. When you are dedicated, you spend 99% of your time in your studies and deprive yourself all social interactions such as parties, weddings and stay focused. I ate, slept, thought and walked PhD in all three years of my PhD studies. I am a living proof that hard-work and perseverance have never killed anyone.

What is your current occupation and what are the challenges in this occupation ?

I am currently a senior lecturer at the University of South Africa (Unisa). My love for education is what has drawn me into this field. I am in a position to change and help young South Africans to realise their dreams of pursuing their studies until completion. I love and enjoy being an academic, working in the institution of higher education and knowing that I am contributing to the betterment of South Africa through education. I enjoy the mental stimulation that it provides through research, and I am looking forward to all the greatness that come with being in the field.



Why is agronomy and soil science as your areas of specialization important in our everyday lives?

Understanding the relationship between plants and soil plays a huge role in determining the correct plants to grow and the soil requirements for effective growth. It is through agronomy and soil science that we have successful, small scale farmers who ultimately become commercial farmers of note. We also know that Agriculture plays a huge role in our everyday lives hence the Tshivenda proverb which says "Lupfumo lu mavuni" loosely translated means that our wealth is in the soil, therefore agronomy and soil science are the core of enriching ourselves with the unending wealth.

What advice would you give to young alumni who aspire to follow similar career path?

The field of Agriculture is very broad, upon completion, you can be a scientist, a researcher, lab technician, an extension officer, teacher, a vet, pathologist, a soil scientist, a farmer, a plant/ animal breeder, an economist, an engineer or an academic like me. It's high time that young people stop associating Agriculture with dirt e.g working in maize field under the scorching sun in boots, because there is a diversity range of professions that one can follow and play a role in developing our country.

What would be your best advice for the next generation of women entering your Agricultural professional space ?

Women should and must invade and take up space in Agriculture, without a doubt. It's time that women stop looking at Agriculture as a 'man's job' and start believing in themselves that whatever a man can do in Agriculture, a woman can do it. There are bursaries available for those women who want to study Agriculture, and there are also funding opportunities meant for women in Agriculture who want to pursue Agriculture profession through farming. Finally, it is of paramount importance that women start cementing their space and stand in various educational institutions with utmost pride as lecturers, senior lecturers, doctors and professors in Agriculture.

What do you think Alumni can do to help their former University?

Well, I think we should be given a platform where we can come and encourage students that one's background should never stop them from dreaming big and going after their educational goals. It's time that Alumni make education fashionable by sharing where we are professionally, such will definitely motivate and influence students to work-hard. Especially after seeing and listening to people who attended the same university, came from the same if not worse backgrounds, same race, same geographical areas (this will let them know that one doesn't have to come from a suburb to be great, that it all lies within them to be great!

How do you relax at the end of the day ?

I am a long distance runner, I believe running is the most powerful and effective sport which not only builds and tones up my physical fitness but it is also very therapeutic, good for building and improving my mental stimulation and strength. It is because of these good benefits that I run between 10-12 km three times per week and 15-21km on Saturdays. Running marathons such as Soweto (42km) and OM DIE DAM (50km) is something I do as my relaxation methods as it clears my mind and prepares me for any task at hand, irrespective of how big or small the task is. I strongly believe that a healthy body gives birth and leads to a healthy state of mind, which is what I need to succeed in my profession as an academic and supervisor.



THE CORONAVIRUS VIRUS OUTBREAK RESHAPES THE LABOUR MARKET IN SOUTH AFRICA

Globally, the field of Economics especially in post graduate studies remains highly male dominated.

This can be partly attributed to limited exposure for women in Economics-related professions and few role models available to them. However, in recent times, several South African women have courageously taken up space within this field. One such individual is Mrs Azwifaneli Nemushungwa, an Economics lecturer at the University of Venda who is currently working towards completion of her PHD thesis in Economics

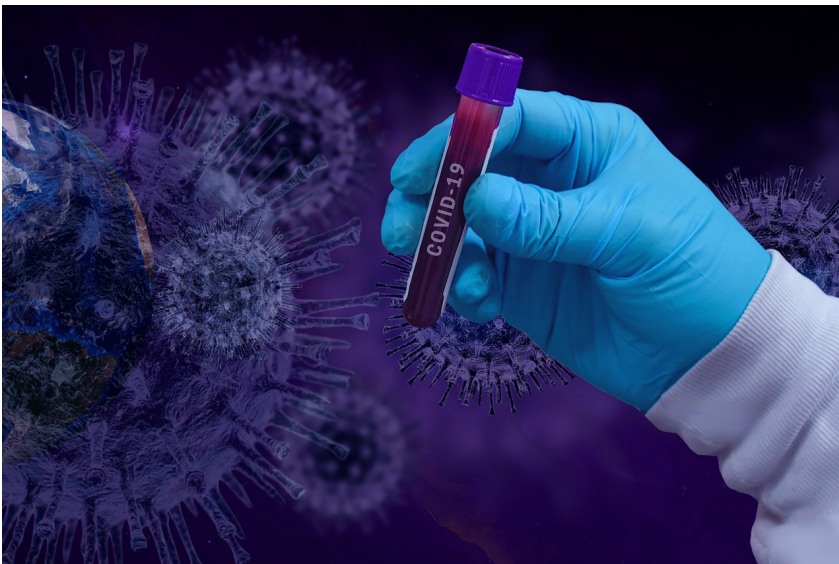
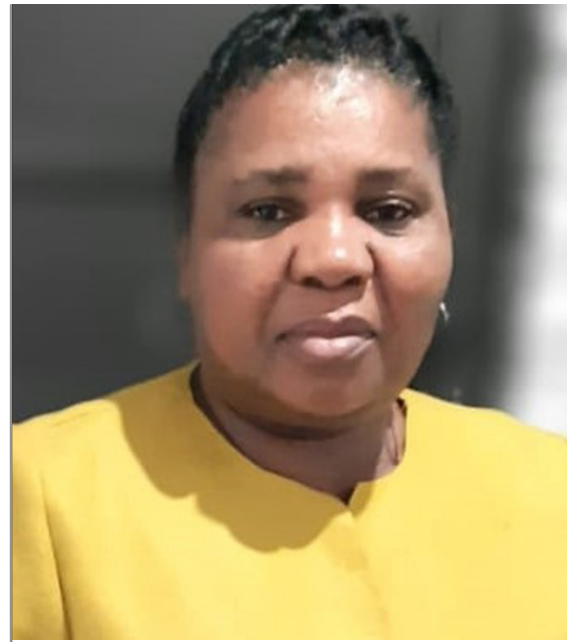
"A career in Economics never crossed my mind when I was in high school. Neither did I know what I wanted to study owing to lack of formal career guidance when I arrived at the University. I randomly chose to do a Bachelor of Commerce degree and looking back, that was one of the best decisions I ever made. After completion of my undergraduate degree, my passion for Economics had already been ignited," Nemushungwa said.

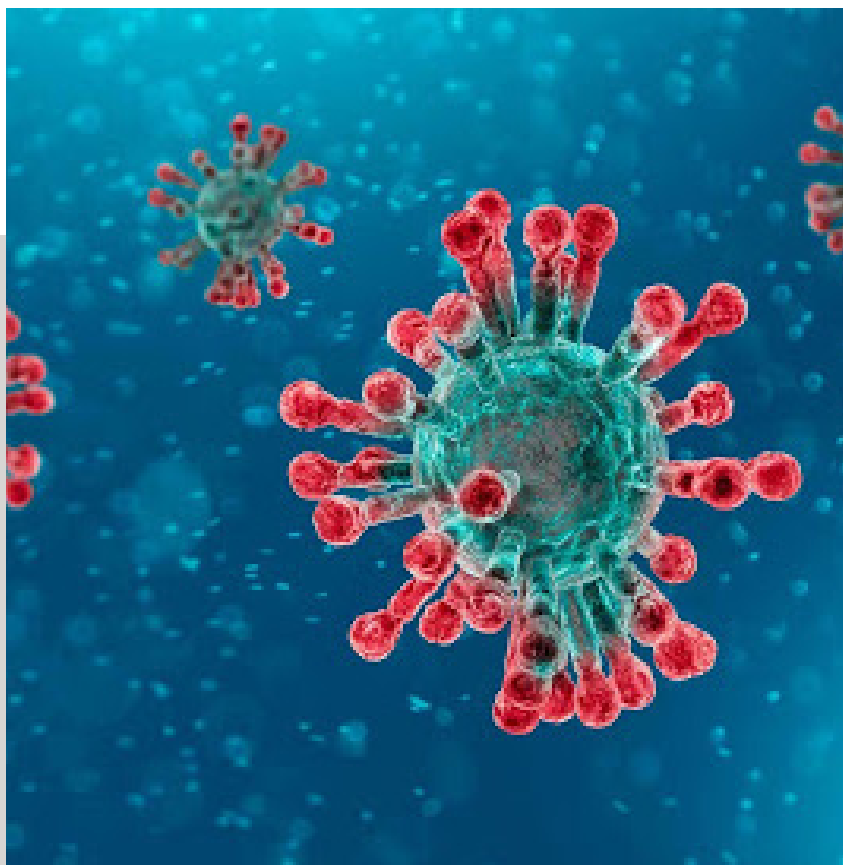
"As a black woman who was previously disadvantaged, I am proud to have obtained a Mas-

ter's degree in Economics in the early 2000s. This was during the period when it was rare to find a black woman, especially from a rural area, pursuing a higher degree in Economics " she added.

Mrs Nemushungwa was born in Pimville, Soweto where she spent her early years. Her migrant parents decided that due to Soweto uprising, she should return to their home in Venda, Hamutsha village to attend school. She started her schooling journey at Hamutsha primary school and then finished her primary education at Matshele primary school in Lwamondo village. After passing grade 10 at Gwamasenga Secondary school, she moved to Lwamondo high school where she had to walk for almost ten kilometres every day to and from school until she completed her Matric studies in 1984.

"As an academic, I have had the opportunity to travel across the country and the globe attending academic conferences, where I have had the chance to present





my papers to world renowned academics. I have also had the opportunity to attend one of the sittings of the Limpopo Provincial Legislature. Due to my work, I have met incredible people and travelled to countries and places I had once only dreamt of visiting. In 2016, I travelled to Mauritius to attend the Asia-Pacific conference to present a paper where I was subsequently awarded the 'best paper' presenter."

Mrs Nemushungwa apart from her lecturing duties, takes time to give economic analysis on current affairs on almost all provincial radio stations in Limpopo and one radio station (Cosmo Radio) in Gauteng Province.

UNIVEN Alumni News interviewed Mrs. Azwifaneli Nemushungwa on how the Coronavirus outbreak reshapes the labour market in South Africa.

How will the negative consequences of the coronavirus pandemic affect the labour market in South Africa?

The stringent and extended lockdown that lasted for three months, where businesses and companies were forced to shut down, resulted in many workers losing their jobs and salaries as employers were forced to manage costs. Over the long term, it is expected that some employers may look more towards mechanization replacing workers with machines, and remote working may also become the language of the day.

How can the negative effects of coronavirus pandemic in the labour market be mitigated?

The informal sector will have a big role to play in providing employment to people that may lose their jobs over this period. Access to funding, increased easiness of doing business and reduced bureaucracy es-

pecially when doing business with government could help alleviate some of the difficulties that smaller businesses face.

Which sectors will be most affected by the coronavirus pandemic in South Africa?

The industries and sectors mostly affected by the coronavirus outbreak include tourism, hotels and accommodation, entertainment, transport, alcohol and liquor industries. With South Africa remaining under lockdown for well more than 100 days, some economic activities will remain under strain with the country's borders remaining closed. Jobs that require physical contact and gatherings are the worst hit. The informal economy currently has about 5 million people working there.

How can the informal economy be a shock absorber to those who lose jobs in the formal economy?

In many countries, the informal economy tends to be a haven for those who can't be absorbed in the main stream. In fact, the informal economy becomes the largest employer. This often occurs when the government provides sufficient support. In South Africa, this sector has not been given the appropriate attention by the state. For the informal economy to become a shock absorber in South Africa, the government must show serious



commitment by increasing its support to the sector through increased funding packages, tax breaks, removal of red tape, easy access to finance and skills training.

Many employers depending on risk adjusted strategy have introduced work from home, physical distancing in offices and 33.3% of employees reporting in their workplaces. How can this affect capital and labour intensive production approaches now and in the future?

Remote working simply means that workers must work from home. The economy takes the digital shape, implying that majority of the economic activities are done online. What was previously done in workplaces with physical contact is now performed remotely. This may continue even after all lockdown levels as many workers may choose to work from home. Companies may then be able to save on office utilities due to lower staff levels and may require smaller office spaces than before.

Capital intensive production in many workplaces will increase multiple times and labour intensive production will decrease to adhere to COVID-19 regulations. This trend will continue as capital intensive production requires less human interaction, less employees and reduction in salary bills. However, companies will have to incur initial costs to mechanize.

Are you optimistic that as we emerge from this virus pandemic, it could be a chance to create a better economy?

The Covid-19 pandemic has forced the country to adopt a

new normal, with employees working from home and increased use of technology in business and work. The new normal is expected to usher in new jobs which were not there. Some jobs will fade away; new ones will be created. New jobs created include employees responsible for the maintenance of cloud services to allow working from home and IT services offerings for different delivery services. Some companies may opt to move away from the use of larger office spaces as more office based workers perform their duties remotely. This will lead to a different economy to what we have now, and it will be better if we can adapt to it sufficiently.

What is your message to government leaders and social partners now in relation to reforms in labour market policies?

The informal sector is a key sector in providing employment to South Africans. With the unemployment continuing to rise, peaking at 30.1% in the current year, it is imperative that government implement strategies that will allow for the ease of business and allow such businesses to flourish.

South Africa also urgently needs structural reform to address the mismatch between the skills available in the economy and the available job opportunities. This should be done over the long term with adequate investments in education that is aligned to this new world.



PLEASE SHARE WITH US YOUR SUCCESS STORIES AS UNIVEN ALUMNI

This is a special edition to celebrate UNIVEN female alumni during August Women 's Month. Univen Alumni news is a publication about the successes and accomplishments of alumni. The prestige and pride of our institution to a great extent rest with alumni and the good work which they continue to do in both public and private institutions in the country, Africa and abroad. The publication inspires and motivates the current students, informs the University community and the general public about our alumni's good work.

We invite you to share with us recent news of our alumni

Mashudu Ramaleba

Convocation and Alumni Officer

alumni@univen.ac.za or call 015 962 8338 (during level one lockdown) or 071 632 3422 during level two lockdown as we are working remotely.

Please also update your details by visiting the university website

<http://www.univen.ac.za/alumni/update> your contact details to allow us to re-connect with you and share UNIVEN journey to produce graduates imbued with knowledge, skills and qualifications which are locally relevant and globally competitive.

We wish you success and all the best

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