

## 1. Employee Equity Benchmarking

After the Vaal University of Technology (VUT), participated in the inaugural Employee Equity Awards (EEA) and witnessing some designated employers winning the awards. VUT decided to conduct a benchmark exercise on those employers who won the awards. VUT contacted PetroSA, which was one of the employers who won in the two categories, i.e. seeking permission to visit their workplaces in order to learn more about the strategies they have utilised to be recognised as the best employers who fulfil the necessary requirements of the EEA. PetroSA agreed to the VUT request. A trip to Cape Town was undertaken on the 27th July 2016. VUT was represented by the Social Justice and Transformation (SJT) Unit staff; namely, SJT Director: Mr G Mvalo, SJT Manger: Mrs I Kaeane and the SJT Employee Equity Practitioner: Mr V Mashilwane.



## 2. Employee Equity Workshop at VUT Secunda Campus, 18th August 2016



On the 18th August 2016 the Social Justice and Transformation Unit (SJT), hosted an Employee Equity (EE) workshop which was held at the Ekurhuleni campus. The purpose of the employment Equity Training was "Awareness Campaign" to ensure that all employees have knowledge of the Employment Equity Act and its amendment. The staff of the Vaal University

of Technology in Ekurhuleni Campus was trained by the two facilitators namely; Mr Maphutha Stephen Diaz from Bathokwa People Solution and Ms Sharon Lefkowitz from the Focus Consulting. This training was organized as an awareness Campaign on Employment Equity issues.

## 3. Gender Based Violence and Substance Abuse Campaign, 19 August 2016



Substance Abuse and Gender Based Violence, are two of the main social issues that are destroying our Society at large, in order to rebuild our society "charity begins at home". On the 19th August 2016 the Social Justice and Transformation (SJT) unit in collaboration with both the VUT-Internal (SRC, HEAIDS, Ubuhle Buka Zulu and BOTC) and External Stakeholders (SAPS, Correctional Service, Social Development Emfuleni, SANCA and Sedibeng Local Municipalities including POWA) at Amphitheatre-we hosted an awareness campaign on Substance Abuse and Gender Based Violence. The purpose of this event, was to raise awareness to the VUT Community, in regards to the effects and the negative impacts the substances have on the Community at large and sharing the ways to curb its negative impact in our VUT Society. As Violence against women is not only a manifestation of sex inequality, but also serves to maintain this unequal balance of power. In some cases, perpetrators consciously use violence as a mechanism for subordination. For example, violence by intimate partners is often used to demonstrate and enforce a man's position as head of the household or relationship. Domestic violence—takes various forms, including physical violence ranging from slaps, punches, and kicks to assaults with a weapon and homicide and sexual violence takes forms such as forced sex, or forced participation in degrading sexual acts. These are frequently accompanied by emotionally abusive behaviors such as prohibiting a woman from seeing her family and friends, ongoing belittlement or humiliation, or intimidation; economic restrictions such as preventing a woman from work-

ing, or confiscating her earnings; and other controlling behaviors – majority of the time these behaviors are accompanied by substance abuse. Also the relevant support service structures were present, to advertise their free services to both the victim and the perpetrator.

#### 4. Women Month Panel Discussion Public Lecture, 25 August 2016

South Africa Commemorates Women’s Month in August as a tribute to the more than 20000 women who marched to the union building on the 9th of August 1956 in Protest against the extension of pass laws to women. The social Justice and Transformation Unit hosted the first annual women’s panel discussion under the topic Social Cohesion to honour and celebrate the women of 1956 and recognise the role they played in the liberation struggle. Independent and successful women from all walks of life were invited as the panel to share their struggle and stories. The panel were Prof. Irene Moutlang (VUT-VC), Dr Nomcebo Mthembu the founder and CEO of Indoni, Ms Dumile Cele (CEO of Durban Chamber of Commerce). Dr Nomcebo emphasised on knowing our identity as women and priding ourselves with who are and where we came and also added on something profound and said “Instead of competing with each other about Material things, we should rather focus our energy in empowering and uplifting each other”.



#### 5. Unsung Heroes of the Vaal Public Lecture, 29 August 2016

On the 29th August 2016, Social Justice and Transformation (SJT) with the external stakeholders (Khulumani, Emfuleni Municipality including some of the High Schools in Vanderbijlpark and Vereeniging) hosted a Public Lecture, at Desmond Tutu Hall. Mainly the main purpose of the public Lecture was to revisit our African history of the Vaal by commemorating “Mr Duma Kumalo” –who was one of the “Sharpeville-Six” who were falsely accused in 1984. The Uprising was triggered by the imposition of a 12.5% rent increase on local residents occupying township houses on 1 September 1984 and led two days later to a march to the local ‘Bantu Administration’ offices to demonstrate the community’s objections to the rent increase. The march passed Dlamini’s home and the peoples’ anger escalated when Dlamini opened fire on the community. The mob retaliated by attacking Dlamini who died after being stoned and burned by the mob. Those accused were Reginald Sefatsa, Reid Mokoena, Moses Diniso, Theresa Ramashamole, Duma Khumalo and Francis Mokhesi. At the time of their arrest, Sefatsa was a street vendor, Mokoena a trade unionist at an

engineering firm, Diniso a building inspector at Stewarts and Lloyds, Ramashamole a waitress, Khumalo a student at Sebokeng Teachers Training College and Mokhesi a professional footballer. Of the six, Reginald Sefatsa and Reid Mokoena are the only survivors today. On 11 July 1988, fifteen hours before their scheduled hangings, the ‘Sharpeville Six’ were granted an indefinite stay of execution by then Justice Minister Kobie Coetsee, who had been subjected to intense lobbying by the international community because there had been no conclusive evidence to link the six to the murder of Dlamini. All six remained on death row in Pretoria for six years until their eventual release on December 13, 1991 “as part of the amnesty for political prisoners arising from agreement of the talks about talks between the ANC and the apartheid regime”. Theresa suffered a broken arm during her incarceration and many years later underwent the amputation of one leg for the complications of diabetes. From that time, she managed to remain mobile through using a wheelchair. After their release, the Sharpeville Six were never able to return to normal lives. They remained stigmatised by their infamous sentence. The state never compensated for the gross injustice they had suffered. Duma Kumalo has been quoted as explaining, “We have been betrayed. The apartheid government gave killers golden handshakes and the present government gave them amnesty, but the victims have been left empty handed.” The sense of betrayal continued into the present. While Duma went on to lead Khulumani’s project in Theatre for Social Transformation, Theresa went on to serve her community as a municipal councillor for nine years. Those who worked with her, knew her as “a resilient and gallant warrior in the fight against apartheid.” Duma became the lead implementer in Khulumani’s work to assist victims and survivors of atrocities to -FIND THEIR VOICE. He made huge contributions following the path of the Holocaust survivor, Primo Levi who in his book, The Drowned and the Saved. At the Event we were graced by the Presence of (Mr Kenneth Nkosi-Comedian; Pastor Steve Zondo, Mr Robert McBride) including the VUT-internal stakeholders (HEAIDS, SRC and Ubuhle Buka Zulu-Traditional Dancers).

