CSI MAGAZINE | JULY - AUGUST EDITION 2023

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CSI MAGAZINE | NOVEMBER EDITION 2023

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THE

CSI MANAGER'S

EDITION

NOVEMBER ISSUE

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Hi there,

Editor's Letter



We are thrilled to present yet another remarkable issue that explores the transition from the grip of COVID-19 to a world of convenience. With immense gratitude, we extend a warm welcome to our longstanding partner, Old Mutual Insure, as well as our new collaborators: Cell C and Rhiza Babuyile, who have embarked on awe-inspiring ventures. Our latest edition features insightful content on education, gender-based violence and the future of our industry, charting a course for the path ahead.

The wealth of knowledge within these pages stems from the brilliant minds we have encountered and the captivating stories we have uncovered. We are grateful to the Kolisi Foundation, Siya, the extraordinary Rachel, and the formidable team of one led by Andrea, for joining forces with us to ensure the success of this issue. Together, we have crafted a dialogue that embodies the indomitable spirit of the Kolisi Foundation, particularly as Siya prepares to conquer the world in the upcoming Rugby World Cup in September 2023.

We extend sincere well-wishes to Siya and the Springboks, and we are honoured to feature him and his wonderful wife on our front cover.

This issue delves into a plethora of exceptional endeavours undertaken by CSI practitioners, specialists, organisations and corporates, among other stakeholders within our sector. We also present an insightful piece on the theory of thought, emphasising the imperative for CSI managers to make resilient and sustainable decisions. In the wake of the post-COVID-19 world, our choices must be bolder, stronger, and adaptable to the fluidity of changing times.
The new landscape in education has become an integral part of our working environment.

Thus, the methods by which we conduct our affairs have undergone a transformation. This issue encapsulates our excitement, inviting you to explore the enthralling endeavours of our esteemed partners and practitioners across South Africa. We extend our sincere gratitude to all those who have contributed to the creation of this captivating edition. As you delve into the pages that lie ahead, may you be inspired by the remarkable strides being taken towards progress and impact. Thank you for joining us on this extraordinary journey.

Simphiwe Mtetwa,
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Crafts captivating tales and thought-provoking content that stir emotions and inspire minds.

Changing Stories

An Interview with a World Cup-Winning Rugby Player and the Kolisi Foundation.

by Simphiwe Mtetwa

In an inspiring turn of events, Siya Kolisi, the celebrated World Cup-winning rugby player, and his wife Rachel have embarked on a journey to make a difference in South Africa. Their shared vision and passion for addressing social inequality led to the creation of the Kolisi Foundation, a nonprofit organisation committed to changing stories of inequality in under-resourced communities.

Siya and Rachel Kolisi, on the eve of the 2019 Rugby World Cup, envisioned utilising their influence and success to combat inequality in South Africa. Their desire to effect change and improve lives served as the driving force behind the birth of the Kolisi Foundation. Siya and Rachel firmly believe that every small act of change matters, and they are dedicated to creating a brighter future by addressing social challenges.

The Kolisi Foundation's vision is to change the stories of inequality and witness thriving communities. Their mission involves uniting organisations to mobilize resources, strengthen infrastructure, and facilitate learning. The Foundation aims to bring about systemic change through various avenues, including creating safe spaces through sport and education, addressing gender-based violence, and contributing to food sustainability. To achieve their goals, the Kolisi Foundation forms partnerships with organisations already active in their geographic focus areas.

Recognizing that social issues are interconnected, the Kolisi Foundation focuses on three primary areas: creating safe spaces, addressing gender-based violence, and contributing to food sustainability. By adopting a holistic approach, the organisation aims to effectively change stories of inequality and uplift communities.

Rachel's appointment as the Chief Executive Officer marks an exciting new chapter for the Foundation. Her energy, vision, and bias for action aligns perfectly with the Foundation's values. Rachel's dedication to humanitarian work and her commitment to empowering and encouraging women play a crucial role in the Foundation's mission. With Rachel's leadership, the Kolisi Foundation is poised to reach new heights in creating a positive impact.

Siya Kolisi's status as a World Cup winning rugby player provides a platform to raise awareness and garner support for the Kolisi Foundation. Through strategic partnerships, collaborations, and media engagement, Siya aims to leverage his influence to draw attention to the Foundation's initiatives and inspire others to join their cause.

The Kolisi Foundation has both short-term and long-term goals. In the short term, they focus on creating sustainable projects and campaigns that bring about immediate change. Over the long term, they aim to

EXCLUSIVE!



establish a lasting impact by implementing comprehensive programmes and initiatives. Through continuous evaluation, adaptation, and growth, the Kolisi Foundation seeks to achieve tangible and measurable results.

The Kolisi Foundation strives for sustainable partnerships with businesses and nonprofits in South Africa. By aligning values and partnering with organisations committed to the development of the country, the Foundation aims to secure resources and support. They appeal to business leaders to give back to their communities, emphasizing the crucial role that nonprofits play in addressing social inequality.

Believing in the power of collaboration, the Kolisi Foundation actively seeks partnerships with organisations and individuals who share their vision. By pooling resources, knowledge, and expertise, they

Photograph by Carli Smith



I am Rachel Kolisi

... co-founder and CEO of The Kolisi Foundation, my mission is to bring about positive change in the lives of vulnerable communities in South Africa. Since its establishment in March 2020, the foundation represents my unwavering dedication, along with my husband's, to tackle inequality. With a longstanding passion for serving individuals and communities nationwide, I have been actively involved in charitable and community development projects since 1990. I strongly believe in the transformative power of The Kolisi Foundation and its ability to make a substantial impact on people's lives.

Photograph by Carli Smith

‘By pooling resources, knowledge, and expertise, they can amplify their impact and create lasting change.’

can amplify their impact and create lasting change. The Foundation is currently engaged in various projects and campaigns aimed at fostering sustainability and success.

To measure the effectiveness and impact of their programmes and initiatives, the Kolisi Foundation employs a comprehensive evaluation process. Through data analysis, stakeholder feedback, and continuous monitoring, they assess the outcomes and adjust their strategies accordingly. This approach ensures that resources are optimally utilized and that the Foundation remains on track to achieve its goals.

The Kolisi Foundation recognizes the importance of diversity and inclusivity within its team. To foster an inclusive environment, they have taken steps to build a diverse workforce. A strategic restructuring process and an external strategy workshop helped the Foundation gain clarity, set boundaries, and accommodate the team’s needs, ultimately leading to a more structured and efficient organisation. The Kolisi Foundation faced the challenge of team members feeling overwhelmed due to the demands of the organisation’s growth.

Through careful observation, listening, and implementing a staff restructuring, they ensured a more sustainable workload and allowed the team to flourish.

Adapting from immediate relief efforts to long-term programmes, the Foundation has persevered and celebrated significant milestones despite the uncertainties of the COVID-19 pandemic.

The Kolisi Foundation, led by Siya and Rachel Kolisi, embodies the spirit of compassion, courage, and determination to change stories of inequality in South Africa. With a clear vision, strategic partnerships, and a commitment to measuring impact, the Foundation is on a path to create lasting change. Siya Kolisi’s influence as a World Cup winning rugby player, coupled with Rachel Kolisi’s leadership and dedication to empowerment, ensures that the Kolisi Foundation will continue to make a positive difference in the lives of under-resourced communities.





Africa's unique opportunity for post-pandemic rejuvenation

by Mamphela Ramphele

It has taken a tiny organism, SARS-CoV-2, to get even the most conservative traditionalists to accept that state institutions are essential to mobilising national resources to protect and promote the common good. The fragilities of neoliberal economics have been laid bare.

Institutional capacity in public health care systems, law enforcement and regulatory agencies, as well as the capacity of the state to commandeer the production of essential goods and services, have become decisive interventions in this pandemic. Ex-British Prime Minister, Boris Johnson, whose Conservative Government had underfunded the public sector for years, confirmed this unequivocally when he thanked the National Health Service (NHS) for saving his life after he was hospitalised with the coronavirus.

We have President Cyril Ramaphosa to thank for his leadership in mobilising national, continental and global public and private resources to enhance our capacity to tackle this pandemic. admirable collaboration between public and private health care institutions has laid an important foundation for a well-resourced and National Health Insurance (NHI) system. We can learn from Britain's NHS about what works and what doesn't, so we can build our NHI on a firmer footing.

There is no wisdom in hankering after the old socioeconomic development models that brought us to the multi- layered global crises (climate, health and socioeconomic) we face today.

Post-pandemic socioeconomic restructuring has to go beyond traditional notions of privatising state-owned enterprises and smaller governments. The entire global socioeconomic system we have relied on has been exposed as fragile and a threat to both the rich and the poor in our society. No economy can prosper while excluding the energies and talents of the majority of its youthful population, as we have done since 1994.

We need to transform our economic and social relationships to build an inclusive prosperous democracy where well-being for all people and the planet are sustainably promoted. Such a system would have to dispense with traditional ideological hangovers of pitting the private and public sectors against each other. We have to leverage the strengths of our very well-developed private sector while broadening its base, recognising that its narrow base is a weakness and a missed opportunity for the entire society.

The future of the global economy lies in innovative enterprises that service the needs of local communities, as well as those of the nation and beyond, in mutually supportive ways. Lessons from China and other successful East Asian countries show how leveraging the strengths of both private and public sectors enabled them to build solid resilient systems able to withstand crises.



Small, medium and microenterprises have struggled to thrive in our society. This is largely because of both legal and institutional biases against them that undermine their access to credit and other essential support. Why should these enterprises be legally permitted to only access no more than a tiny 2.5% of assets held by major funds, despite being estimated to account for 98.5% of the formal economy and provide 28% of jobs? We need to fundamentally rethink this approach as we restructure our economy and strengthen support for sustainable livelihoods in all local communities across the country.

The Covid-19 crisis presents an invaluable opportunity for Africa to take advantage of its diaspora and get ahead of yet another round of colonialism in the new world order.

The rise of nations leveraging the diaspora and minds of its people is well evidenced by the Jews in the development of Israel; the Indians, especially the ones in the US, are spearheading the technological revolution of India; and the Chinese are contributing immensely to the development of the modern China through the 'Bamboo network'. Africa's leaders need not despair nor look too far for African minds committed to developing practical strategic ways to integrate existing progressive policies and innovations. Young African leaders across the continent are responsive catalysts ready to be leveraged in the efforts to overcome the global Covid-19 crisis.

Tim Akano, a Nigerian entrepreneur, reflecting on lessons the global lockdown has for Africa, concluded in an online article that African leaders are the only ones who have the obligation to focus on promoting the continent's interests. Africa needs to harness its comparative advantages – people and natural assets – to shape a future that leapfrogs a traditional linear development model that condemns us to servicing the needs of others in a lopsided global economy.

I have taken the liberty of modifying the seven points he listed as "must-dos" for Africa to emerge out of this emergency stronger:

- We must strengthen and activate the ACFTA – Africa Continental Free Trade Agreement – and use it as a basis for negotiating with China. Fifty-two countries cannot relate with China on an individual basis and hope to get a fair, equitable deal.
- We need a single currency in Africa (AFRO) – not the West Africa's ECO which the French have contaminated. The world currency battle will begin after the lockdown as China and Russia are bent on overthrowing the dollar hegemony.

What will strengthen Africa's economy is to have its own currency through which we can trade in one African market.

- The race for the 4th Industrial Revolution is open to all people – including Africans.



No country has hegemony yet. African youths are hungry and competent enough to compete with their Chinese and American counterparts provided we make the right investment in infrastructure. The Rwanda-based programme initiated by Prof Neil Turok's African Institute of Mathematical Sciences (AIMS) is a great base.

- Going forward, Africa must insist on fair and equitable trade deals (50/50) with China, going forward. The good news is that China's own experience over the years has demonstrated just how effective this is to build local capacity. China's monopoly of the global supply chain has caused a huge dis-equilibrium. This does not augur well for peaceful coexistence.
- The African Union (AU) must insist on China writing off Africa's $145-billion debt once the pandemic is under control. This is the only way Africa can breathe! How will Africa come up with $8-billion in annual interest after the lockdown caused by China? Africa should also take advantage of the IMF/World Bank proposed debt write-off. China borrowed very strategically from the World Bank in the 1990s in order to access technical capacity to sustainably develop its own national priorities. It never begged for aid from the West. Then why should we depend on debt and aid to grow? African leaders should desist from going cap-in-hand looking for aid from Russia, China, America, Japan, India and Brazil. Africa has enough resources to build a modern civilization for itself.
- According to McKinsey research, the Chinese love to go on vacation abroad and they were projected to spend about $250-billion in 2020. African countries should target 50% of China's tourism spend by building modern amusement and sustainable natural and wildlife parks across the continent, while modernising other infrastructure accordingly.
- Africa's greatest strength lies in the economic power and technical know-how of Africans in the diaspora. Africa should plan to build 6 modern cities to accommodate its citizens currently in the diaspora and incentivise them to return home.

South Africa needs to take advantage of our president's term as chair of the African Union to strengthen our continental links, not as leaders but as partners with other countries to actualise the African Free Trade Agreement.

We need to strategically leverage the unique advantage of Africa – a demographic endowment of a young population of 800 million. Investing in the talents and energies of these young people is essential to building a formidable continental platform of innovation and creative industries, as part of the restructuring of our continental economies for the 21st century in the post-coronavirus era. This is a moment of great opportunity and we dare©ot let it slip through our fingers.

Old Mutual Insure's Empowering Girl Child's Programme: Nurturing Talent and Fostering Mental Fitness

by Antonia Oakes

The Fonty proverb wisely states, "Educate a woman and you educate a nation." This timeless African wisdom emphasizes the significance of female education and empowerment in the progress of societies as a whole.

In 2022, a transformative initiative called the Empowering Girls Children's Programme was launched through a partnership with Old Mutual Insurer, AfrikaTikkun, and Ikusasa. The programme aims to establish a sustainable, inclusive, and diverse talent pipeline for the insurance industry. However, an unexpected revelation emerged during the programme's implementation: the critical importance of mental fitness or mental health.

Recognizing the challenges faced by today's youth, the program incorporated a mental fitness component, providing access to qualified lifeline counselors who support participants in addressing underlying issues. This comprehensive approach seeks to empower and uplift young individuals who have faced adversity, enabling them to overcome challenges and realize their true potential.

Globally, nearly one in four girls aged 15 to 19 lacks access to education or vocational training, compared to one in ten boys of the same age group. By 2025, approximately 435 million women and girls will be living on less than ZAR26 to ZAR15 a day, with an additional 47 million being pushed into poverty due to the impact of COVID-19. This dire situation often leaves young individuals feeling trapped in a never-ending cycle of uncertainty, with high expectations and fears of failure. The Empowering Girl's Programme recognises the multifaceted challenges faced by these individuals, addressing not only their educational needs but also their mental well-being, self-confidence, and future prospects.

The programme's limited capacity to accommodate only 20 learners per year highlights the overwhelming demand from young individuals seeking opportunities for growth and empowerment. Corporates have a crucial role to play in investing in such programmes to positively impact communities, contribute to social development, and address the pressing social challenges faced by South African youth. By sponsoring youth programmes like Empowering Girls, corporates can help identify and nurture hidden talent, offering mentorships, training opportunities, and ultimately creating a talent pipeline for their own organisations. This strategic investment not only aligns with corporate social responsibility but also fosters economic growth, innovation, and overall societal development.

The selection process for the Empowering Girls Programme is straightforward yet effective. The programme is introduced to life orientation classes, where the goals are sensitized about the programme's purpose and benefits. The application process involves answering three simple questions: the current challenges they face, one thing they would change, and how the programme would benefit them. Additionally, applicants have the



opportunity to submit a video. The programme's recruitment selection process includes a panel of judges from AfrikaTikkun, Tranquil Antonacious Minds, and Ikusasa, ensuring a fair and comprehensive assessment of the candidates. This rigorous selection process ensures that the programme reaches those who are committed to making a positive change in their lives and are eager to pursue personal growth and transformation.

The founder and director of Tranquil Antonacious Minds, a certified neuro-linguistic practitioner, executive businesswoman, and life coach, brings more than three decades of experience in various service industries to the programme. With a deep passion for empowering young females, she draws inspiration from her own humble beginnings and the challenges she has overcome.

Her mission is to provide individuals with the tools to live authentically, achieve their highest potential, and make a positive impact on the world. By investing in young females, she aims to create a sustainable future where each person's unique talents are celebrated and utilized for the betterment of society.

The Empowering Girls Programme offers participants knowledge and skills that will last a lifetime. The programme fosters a sense of belonging, reducing feelings of isolation and empowering participants to collaborate, share experiences, and support one another.

By emphasizing self-confidence, resilience, and authentic leadership, the programme develops participants' leadership capabilities, equipping them for future educational and employment opportunities. The programme also offers ICT CETA-SETA accredited certification, providing the participants with a competitive edge and advanced skills compared to their peers.

Moreover, the knowledge gained during the programme has motivated some participants to share these tools with others in need, creating a ripple effect of empowerment and positive change.

The Empowering Girls Child Programme the flagship brainchild of Old Mutual Insure demonstrates the transformative power of education, mentorship, and mental fitness in uplifting and empowering young girls. Through the support of corporates and their commitment to investing in youth programmes a sustainable talent pipeline is established, benefiting both the individuals and the broader society.

By fostering economic growth, enhancing their own reputation, and contributing to the development of future leaders, corporations can play a pivotal role in creating a brighter and more equitable future for South Africa.

Ultimately, by empowering young females through education and vocational training, we not only uplift individuals but also stimulate economic growth and pave the way for a prosperous and sustainable society.

Exploring the Concept of the "Theory of Thought"

by Simphiwe Mtetwa

Theory of Thought is a philosophical concept that suggests people reason and think in unique ways based on their individual mental processes. This idea encompasses how people perceive the world, and how their personal beliefs and thoughts impact their behaviour. It asserts that people can have varying perspectives on a range of topics, depending on their psychological makeup and life experiences.

Theory of Thought has been used to explain how people form opinions and make decisions based on their mental processes. It highlights the fact that different people can have differing viewpoints on the same issue, depending on their individual traits.

For instance, someone who is naturally analytical might arrive at a different conclusion than someone who is naturally intuitive.

The development of beliefs is also subject to the Theory of Thought. It implies that people's perspectives can shift based on new information. For example, someone exposed to a lot of media information might have different beliefs than someone who does not have access to the same information.

Interpersonal relationships can also be explained using the Theory of Thought. It suggests that people's thoughts can change depending on their unique personalities and life experiences. An introverted person may think differently than someone who is naturally extroverted. Our thoughts can shift based on the people with whom we interact.

Theory of Thought can also be used to explain how people learn. It implies that people's perspectives can vary depending on their learning environment. For instance, a traditional classroom setting may lead to different thoughts than a more creative learning environment.

Overall, Theory of Thought provides valuable insights into how people reason and think. It highlights how people can think differently based on their individual mental processes, beliefs, and experiences. The concept can be used to explain how people develop relationships, beliefs, and knowledge.

Understanding how people think differently is crucial to building empathy and effective CSI communication.

Corporate social investment managers can effectively achieve their goals by utilising the theory of thought as a powerful tool. Understanding how decisions are reached and how to control them is essential in this regard. Theory of thought helps corporate social investment managers make decisions that align with their organisation's priorities.

The initial step in controlling the thinking of corporate social investment is ensuring that



the theory comprehends the concept of thought. The process of thought involves the integration of information, beliefs, emotions, and values. By having a basic understanding of thought, corporate social investment managers can ensure their choices are supported by logic rather than emotions.

The next step is to familiarise yourself with different thought and decisionmaking theories. These include decision analysis, game theory, and prospect theory. Understanding these theories can help you make better decisions that are in line with your organisation's objectives.

I think this is an important point and corporate social investment managers must be aware of the long-term effects of their choices. It is essential to consider how your decisions may impact the company's bottom line over time. By taking a comprehensive approach, you can guarantee that your choices support the organisation's objectives and efficiently utilise the resources.

You can optimise your decision-making by understanding the theory of thought and being aware of various decision-making theories. By doing so, you can ensure your choices align with the organisation's goals and objectives, leading to effective resource utilisation and long-term success.

Prospect theory: According to this theory, people don't always make decisions based solely on logical risk and reward calculations. Instead, they place subjective values on various outcomes and make decisions based on these values.

Rational Choice Theory: This theory supposes that people choose the option that has the highest benefit and lowest cost after weighing the costs and benefits of each choice. It assumes that people are rational and base their choices on impersonal standards.

Satisficing Theory: This theory contends that people often settle for the first reasonable option rather than making the best decision possible, particularly when there is little time to decide and the decision-making process is complicated.

Groupthink Theory: According to this theory, people tend to base their decisions on what their friends or coworkers would do, particularly when the group has a short window of time to decide and there is a lot of information to consider.

Decision-making theories are used to understand the decision-making process and make better decisions in the future. There are various theories that address different aspects of the process, including cognitive processes, group dynamics, and environmental influences.

Here are a few popular theories: It's important to consider all theories when making CSI decisions because each one has its own advantages and drawbacks.

Understanding the various theories can help one choose more carefully and avoid costly mistakes. ©

Cell C Transforming the Employment Narrative

by Lethiwe Hlatshwayo

Youth unemployment and limited skills development remain a critical challenge in South Africa, and although the graduate unemployment rate is still lower than that of other educational levels, youth unemployment persists as a problem regardless of one's educational level.

The unemployment crisis not only affects the livelihoods of young individuals but the overall economic growth and stability of our country.

To address this pressing issue, it is imperative for organizations to come together and accelerate targeted, shared initiatives that not only empower our youth but create pathways for youth employment and self-employment. "Through shared resources, and working collectively, we have the power to reshape the employment narrative in South Africa, opening doors of opportunity and unlocking the untapped potential of our youth", states Lethiwe Hlatshwayo. It demands urgent attention and more importantly a collaborative approach from organisations. Collaboration provides a platform for organisations to bring together their expertise, shared knowledge, resources, and networks to develop innovative solutions and amplify impact.

Through joint initiatives, such as mentorship programs, skills training, and entrepreneurship support, these partnerships can bridge the gap between education and employment, empowering young individuals with the skills they need to thrive. "We are asking the wrong questions, we should not talk about jobs but about livelihoods which incorporate other ways of earning a living. To address the unemployment crisis, corporates need to push a collaborative agenda" – Professor Friedman, University of Johannesburg.

Investing in the Culture of Entrepreneurship

Through collaboration, organisations can create an enabling ecosystem for young entrepreneurs by empowering youth to create their own jobs, drive innovation, and contribute to economic growth thus the need to invest in youth initiatives that promote self-employment is key in changing the employment narrative in South Africa.

Cell C's SEE YOUTH initiative recognises the importance of entrepreneurial skills in fostering self-sufficiency and self-employment. In collaboration with our partners, the program offers insight into the entrepreneurial journey, through



mentorship opportunities, access to digital literacy skills, and incubation tactics. Through this process, youth are exposed to the fundamentals of business planning, financial management, marketing, and innovation.

Tackling youth unemployment in South Africa cannot be done in isolation – it requires a collective effort and a shared vision for effective change. It is only through pulling up, collaborating, and working together, that we can truly transform the employment narrative for our youth. Through collaboration, we can truly ignite the potential in our youth and change their worlds. ©

Rhiza Babuyile: Combining Faith and Economics for Sustainable Social Development

RHIZA BABUYILE
Developing lives is in our DNA

by Simphiwe Mtetwa

In a world where poverty and societal challenges persist, individuals like Alef Meulenberg, the founder of Rhiza Babuiyile (Rhiza), are striving to make a difference. Rhiza is an organisation that integrates principles from faith and economics to alleviate poverty and promote sustainable development.

Alef's educational journey encompasses both economics and theology. With a background in economics from the Netherlands and a master's degree in theology obtained in South Africa, Alef sought to merge these two passions in his work.

He believes in taking principles from faith, such as compassion, empathy and love, and combining them with economic principles like market-creating innovations to create programmes that benefit the end users while ensuring self-sustainability.

Rhiza, officially founded in 2010 (unofficially in 2009), is Alef's brainchild.

His vision for Rhiza was to develop programmes that address the most pressing societal needs, including job creation, access to education, healthcare and the cultivation of a sense of purpose in individuals' lives.

Initially, Rhiza focused on the educational and psychosocial development of children, but later shifted its emphasis to a more holistic community development including entrepreneurial endeavours, aiming to facilitate economic growth and empowerment. Rhiza's approach revolves around a concept known as the "Rhiza Cycle." This cycle involves a step-by-step process to develop communities and empower individuals.

1. It begins by granting access to projects focused on psycho-socioeconomic development, such as education and healthcare.
2. Next, Rhiza collaborates with the community to facilitate skill development and entrepreneurship, enabling individuals, especially the youth, to produce goods and services.
3. The third step involves supporting individuals in trading their products or services to generate income.
4. Finally, the beneficiaries are encouraged to reinvest in their communities, thus fostering self-sufficiency and long-term sustainability.

While Rhiza initially focused on South Africa, Alef aims to extend its impact globally. Reaching as many people as possible remains the core vision of Rhiza, as the organisation aspires



to address pressing societal needs beyond the borders of South Africa. Alef's experience has provided him with valuable insights into the complexities of poverty alleviation and social development. He acknowledges that these challenges are systemic in nature, resulting from an imbalanced society where the minority possesses wealth while the majority suffers from deprivation. To tackle such issues, Alef believes in the power of collaboration. Unfortunately, the sector faces the challenge of organisations viewing each other as competitors rather than potential collaborators. However, he remains optimistic, recognising the potential strength of South Africa's civil society if it can unite to overcome systemic issues.

Alef's decision to stay in South Africa reflects his deep sense of calling to make a lasting impact in the country. He acknowledges the intricate problems faced by South Africa and believes that long-term commitment is necessary to address them effectively. He finds inspiration in the country's vibrant culture and resilient people, recognising that sustainable change requires collective efforts. Alef, the founder of Rhiza, has brought passion for economics and theology to create an organisation that combines faith principles with market- oriented approaches to alleviate poverty and promote sustainable development. Through the reset cycle, Rhiza empowers communities by providing access to education, healthcare and skills development, ultimately leading to self-sufficiency and reinvestment in the community.

Alef's insights highlight the importance of collaboration and the potential for South Africa's civil society to effect substantial change. With a long-term commitment, Rhiza aims to extend its reach globally, striving to address societal needs worldwide ©

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THE FUTURE YOU SEE



Pioneering Digital Education for South Africa's Artisans, with International Partnerships and Local Impact

by Harald Fleischmann

Established in 2016, FOSH is rewriting the narrative for artisan training across South Africa, paving the way for a future where digital technology, immersive learning and practical applications are the cornerstones of education.

In a world where digital literacy has become as important as learning to read and write, FOSH has embraced this evolution, transforming the educational landscape for the artisan industry. Utilising innovative digital tools - from mobile phones and computers to virtual reality - FOSH breaks away from traditional rote learning methods, focusing instead on immersive, project-based training that reflects real-world scenarios.

Collaborating with a German company called Christiani Africa, renowned for its expertise in the educational space and innovative work with "EdTech" educational technology, FOSH has set a new benchmark in digital content creation and learning experiences across various trades, such as construction, energy, mining and technology sectors.

FOSH's commitment to the transformation of technical education was recently illustrated in a lecture capacity-building project, undertaken alongside the Department of Higher Education and Training (DHET), SASOL, SAR Electronics and the German Corporation for International Cooperation (GIZ).

The project saw 166 TVET lecturers from 31 colleges across South Africa upskilled through an 11-week training program. The program, which combined face-to-face and online sessions, deployed an array of digital tools, including virtual 3D environments, virtual and augmented learning tools and Learning Management Systems (LMS).

This marked a clear departure from traditional teaching methodologies, highlighting the transformative power of digital technology in education. However, FOSH's commitment doesn't end in the classroom. They've also pioneered a mentoring hub for artisans, supporting the professional growth of young individuals within these industries. FOSH has played a crucial role in the development of young professionals, providing them with valuable mentorship opportunities.

Besides nurturing young talent, FOSH has also thrown its weight behind small businesses, integrating and mentoring small local business owners related to the industry through their programs. Through these



interventions, FOSH has enabled small businesses to grow, prosper and contribute meaningfully to the local economy. Adherence to South African National Standards (SANS) and industry-specific guidelines underpins all FOSH's initiatives, reinforcing the credibility of their offerings. Their suite of services extends beyond content development to online learning administration, educational gaming, orientation for digital and virtual reality applications, and live-streaming.

At the helm of artisan education in South Africa, FOSH continues to pave the way for a bright future. Through their commitment to learning solutions, managed learning services, technology adaptation and implementation, FOSH aims to redefine the educational experience for artisans, ushering in a new era of workplace performance and transformation. ©

Speak to Abigail

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Non-Profits And The Law

by Janine Julies

Non-profit organisations (non-profits) provide an important service to communities or groups. It is either classified as voluntary associations or they are incorporated as either non-profit companies or as non-profit trusts. All of these structures have legal requirements that board members or trustees need to comply with. This article will highlight a few governance issues that non-profits should be aware of.

Public Benefit Organisations

Many non-profits qualify to register as a Section 18A public benefit organization (PBO), in terms of the Income Tax Act. But many non-profits don't make use of this tax benefit.

Registering as a PBO will allow donors to donate cash or property to your PBO and then deduct the donation for tax purposes, once the PBO provides a Section 18A receipt back to the donating company. This makes PBOs more attractive for donations than the ordinary non-profit organisations.

Commission-based fundraising

The Income Tax Act allows for the payment of a reasonable remuneration so non-profits should be aware of fundraisers who offer their services at a high commission fee. In terms of the Consumer Protection Act, fundraisers are also required to disclose certain information to benefactors and donors such as their personal details, the charges that will be levied against donations as well as any deductions such as commissions payable to fundraisers.

Employing staff

Non-profits should ensure that its employment contracts are prepared or reviewed by a legal practitioner. Amendments to the Labour Relations Act introduced legal implications for fixed-term contracts in certain instances.

This means that non-profits cannot solely rely on the lack of funds for operational reasons, when retrenching staff. Volunteer contracts as well as independent contractor contracts should also be reviewed to ensure that it is not considered as being employment contracts.

POPI Act

The Protection of Personal Information Act (POPI) requires that an Information Officer be appointed for every organisation. The Information Officer is a senior person in the organization and is responsible for the lawful collection, processing, storing and management of personal information that is held by the organization.

Every non-profit should therefore have standards and measures that will ensure that it is POPI Act compliant.

The service providers and other third parties that have access to the personal information held by non-profits, should also be POPI Act compliant.

Board Matters

Board members or Trustees should ensure that they are sufficiently

experienced and have knowledge of governance and management matters relating to the non-profit as well as the legal and regulatory environment wherein the non-profit operates. Technology management, technology security and conflicts of interest should be continuously assessed and managed. Board members should also ensure risk management in a manner that will support the non-profit to reach its goals. Stakeholder management is another matter that should always be on the agenda of Board Meetings. Contract management is vital for any organisation and board members should be aware of all the contracts of the non-profit and its obligations in terms thereof.

Avoid getting de-registered

If the non-profit is registered as a non-profit organization with the Department of Social Development, then remember to file the Narrative Report or an Affidavit stating that the NPO has no funds. If you are registered with the CIPC, then submit your annual returns, every year. Also, update any changes for the office bearers, the NPO constitution and address details, with either the CIPC or the Department of Social Development.

Non-profits are invited, for a limited time period of 6 months from the date of this publication, to contact Julies Attorneys Inc. for a free online or telephonic consultation, relating to any corporate governance matter. Non-profits should quote the name of this publication, to access the offer.



Speak to Janine

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Meet Khaya Tyatya

South Africa's Leading CSI Strategist, Championing Sustainable Socioeconomic Development

by Simphiwe Mtetwa

In today's rapidly changing world, it has become increasingly evident that sustainable socioeconomic development is vital. Enter Khaya Tyatya – a dedicated husband and father of two from a family of seven, who spent his formative years in the Eastern Cape.

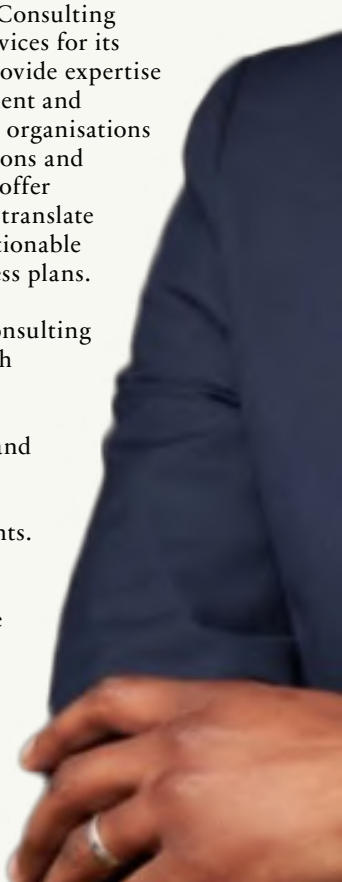
Driven by a strong desire to make a meaningful impact on society, Khaya is the visionary behind Iqhawe Consulting, a growing consultancy based in Johannesburg, South Africa.

Khaya Tyatya founded Iqhawe Consulting with the noble goal of providing comprehensive research and consulting services in the sphere of socio-economic development. More than just a consultancy, Iqhawe aims to create lasting and positive change in the communities it serves. Iqhawe Consulting's clientele are corporate social investment business units, non-profit organizations and foundations in the education sector. Through various engagements, they have provided invaluable services such as strategy facilitation, research, and consultancy.

From literature reviews to quantitative data analysis, Iqhawe has been instrumental in formulating effective strategies and business plans. Khaya's educational journey began in a small village in the Eastern Cape and continued through tertiary studies in the same province. In 2014, he ventured to Johannesburg to work for a prominent NGO in the education sector.

For nearly a decade, he has been wholeheartedly committed to socio-economic development, culminating in the establishment of Iqhawe Consulting. Iqhawe Consulting excels in two key services for its clients. First, they provide expertise in strategy development and facilitation, assisting organisations in defining their visions and missions. They then offer technical support to translate these visions into actionable strategies and business plans.

Secondly, Iqhawe Consulting specialises in research services, conducting thorough desktop research, landscape and literature reviews, to provide invaluable insights to their clients. Furthermore, they conduct baseline, midline, and endline assessments for various projects, all aimed at measuring





the impact and effectiveness of initiatives. What sets Iqhawe Consulting apart is their unwavering commitment to sustainable consultancy. Instead of merely completing projects and moving on, Iqhawe focuses on initiatives intended to drive sustainable socioeconomic development. They are unafraid to challenge their clients when necessary, ensuring that projects have a lasting and meaningful effect on the community.

Iqhawe Consulting envisions itself as a collaborative entity, thriving on strategic partnerships with clients and stakeholders who share their vision of creating lasting change in development. Through joint efforts with CSI/Philanthropic organisations and non-profits, Iqhawe aims to bring about positive societal transformation. Recognising the immense potential of CSI and philanthropic organisations in driving socioeconomic development, Iqhawe Consulting offers its expertise and guidance to help these funders make informed and strategic decisions in allocating resources to impactful projects. Empowering these organisations to make a tangible difference in many lives is at the core of Iqhawe's mission.

Khaya Tyatya's journey from the Eastern Cape to Johannesburg, coupled with his unwavering commitment to creating lasting change, has given birth to Iqhawe Consulting.

With a focus on sustainable consultancy and a passion for driving socioeconomic development, Iqhawe Consulting stands as a beacon of hope for a better and more equitable future. Through strategic partnerships and research-backed solutions, Iqhawe Consulting is making significant strides in transforming communities and propelling South Africa towards a brighter tomorrow.

Mukuru Empowers African Students with Education-focused Initiatives

by Shey Nel

Africa's leading remittances-focused company and next-generation financial services platform, Mukuru, continues to drive education-focused initiatives aimed at reducing inequalities and supporting learners and students across the continent in accessing quality education.

One of the fintech's notable endeavours is the establishment of the Mukuru Education Fund, which provides access to and funding for tertiary education.

"We recognise that many learners lack the necessary resources to pursue higher studies, and the fund aims to bridge this gap by offering bursaries to both Foreign National and South African students.

Since the inception of the Mukuru Education Fund, we have funded two students in 2021, eight students in 2022, and twelve students in 2023. Additionally, in 2022, we hosted our first internship with bursary recipients, providing them valuable professional experience," says Deidré Vrede, CSI Manager.

Mukuru's commitment to education extends beyond the tertiary level. For the past two years, in January, the company has run a campaign where one lucky customer per day is rewarded with a year's school fees for their children. By extending access to quality education for all ages, Mukuru aims to create opportunities for learners of diverse backgrounds to benefit from the Mukuru Education Fund.

Since 2022, Mukuru demonstrated its support for its employees and their families with its Back-To-School initiative. Recognising the financial burden that quality education can offer, the initiative provides financial assistance for tuition fees to the dependents of Mukuru employees. The company values its employees as its greatest asset and strives to alleviate their financial concerns, ensuring their children have access to the education they deserve.

To further amplify their corporate social investment (CSI) efforts, they partnered with forgood to develop the Mukuru Cares Platform. This online platform connects employees who wish to make a difference with causes that require assistance, whether volunteering their time or donating goods and money, both in person and virtually.

The platform provides a structured volunteering program, highlighting CSI projects and events throughout the year, while also allowing employees to engage in unstructured volunteering, including skills-based initiatives. By leveraging the power of its dedicated workforce, Mukuru aims to create a positive social impact in communities across Africa. Mukuru also recognises the importance



of fostering women in technology. In 2022, the company partnered with WeThinkCode to host the first-ever SheHacks women-only Hackathon, extending the invitation to recipients of their bursary fund. This event celebrates and champions women in the tech industry, providing them with a platform to expand their skill sets and advance their careers in software engineering and development.

Through their collaboration with WeThinkCode's WomenThinkCode initiative, Mukuru aims to address the historical underrepresentation of women in technology and support their journey towards successful tech careers. "As we continue our mission to reduce inequalities and empower individuals through education, our multifaceted initiatives underscore our commitment to creating lasting change in Africa.

By providing funding for tertiary education, supporting employees' families, fostering employee volunteering, and promoting women in technology, Mukuru aims to continue investing in corporate social responsibility in the region," concludes Vrede. ©



Unveiling Artistry



Cobus Erasmus' Evolution in the Realm of Painting

by Cobus Erasmus

Cobus Erasmus, a white towering 29-year-old artist gifted from birth in 1994, embarked on a remarkable journey of self-discovery when he immersed himself in the vibrant artistic community of August House in crime infested black downtown Johannesburg. In this article, we delve into Cobus' life, background, and experiences as he enters the local art scene, undergoes personal growth, and explores his artistic potential.

Discovering Inspiration:

One transformative moment for Cobus occurred when he attended an exhibition at a trade gallery, where he encountered a group of inspiring artists. Captivated by their work and the vibrant atmosphere, he recognised Doornfontein as the ideal place to nurture his artistic aspirations. A visit to the Marabi club, with its soul-stirring live jazz performances, further solidified his deep connection to art and the possibility of moving to downtown Johannesburg.

Cobus soon realised that his initial naivety had caused him to underestimate the level of crime in the area. A theft incident served as a wake-up call, reminding him that a few individuals can tarnish the reputation of an otherwise beautiful and vibrant community. Nevertheless, Cobus remains resilient, firmly believing in Doornfontein's immense artistic potential.

Born and raised in Klerksdorp, Northwest, Cobus spent his formative years attending school alongside his friend Tristan. They later relocated to Pretoria in 2011, where Cobus completed his high school education. Although he initially pursued a career in engineering, he eventually discovered his true passion in art and pursued studies in Italy. However, the disruptions caused by the COVID-19 pandemic prompted Cobus to re-evaluate his aspirations and fully embrace painting as his primary focus.

With unwavering determination, Cobus embarked on his artistic journey, taking on commissioned painting projects. While some of these requests didn't bring him personal fulfilment, they provided invaluable learning experiences.



Cobus acknowledges that mastering an art form takes time, likening the early stages to a writer's first novel or a musician's initial compositions. Despite the challenges, he successfully completed his first major deadline, raising an astonishing ZAR90,000 in just seven months.

Cobus cherishes the memories of attending the prestigious R&B Turbine Art Fair, where renowned artists like William Kentridge showcased their works. Witnessing artworks priced in euros and dollars, Cobus gained a deeper appreciation for the vast scale and magnitude of the art industry. (Reflecting on his humble beginnings, he marvels at the financial success he has achieved as an artist, surpassing his previous earnings as a musician.)

Reflecting on his humble beginnings, he marvels at the financial success he has achieved as an artist, surpassing his previous earnings as a musician. Despite his humble beginnings, he is grateful to be able to support himself with a full-time career as an artist.

During his time as an engineering student, Cobus and a group of friends formed a band called Little Ringo. The band achieved modest success, performing at festivals and even receiving radio airplay. However, financial challenges and a peak into the lifestyle of touring musicians led Cobus to gravitate more towards the realm of visual arts, recognising the greater earning potential. Cobus Erasmus' transition from engineering to the world of art exemplifies the transformative power of pursuing one's true passion. His journey into the world of painting in downtown Johannesburg - Doornfontein highlights the hurdles he overcame, from initial naivety to the challenges of honing his craft.

Cobus' story serves as an inspiration to aspiring artists, reminding them of the importance of perseverance, dedication, and the willingness to embrace growth.

As he continues to evolve as an artist, Cobus Erasmus invites others to join him on his artistic odyssey in the vibrant town that has captured his heart.



Artwork by
Cobus Erasmus

“A single dream is worth more than a thousand realities.”

——— J.R.R Tolkien

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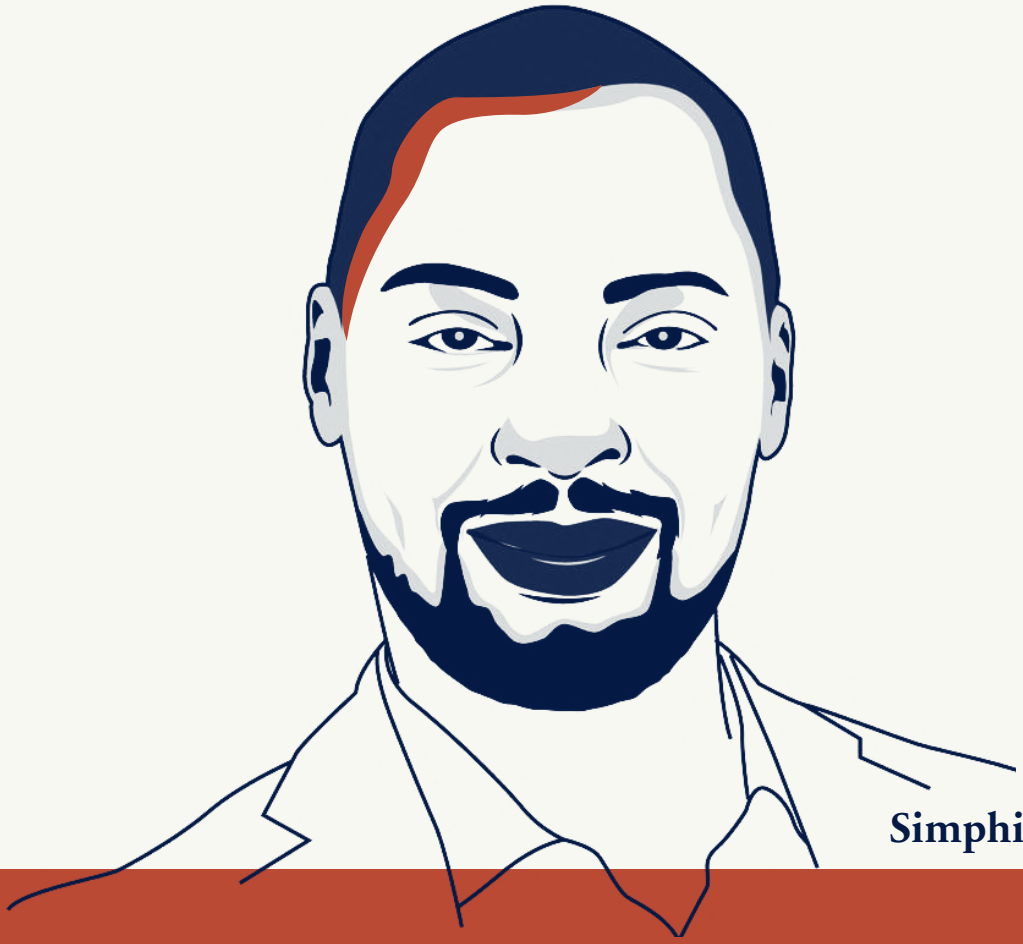
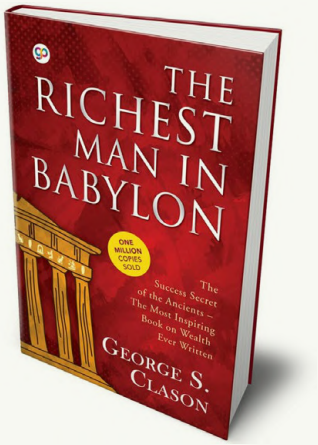
Chief Editor's Book Review



Simphiwe Mtetwa

3 Books Every South African Household Should Own



The Richest Man in Babylon

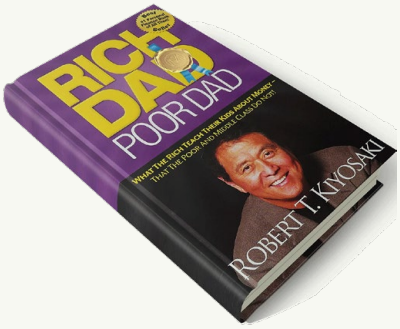
"The Richest Man in Babylon" is a timeless personal finance classic written by George S. Clason. Set in ancient Babylon, the book presents a collection of parables and financial lessons that provide practical guidance on wealth accumulation and financial success. It emphasizes principles such as saving a portion of one's income, investing wisely, avoiding debt, and cultivating disciplined financial habits.

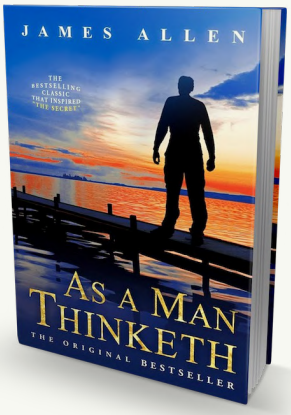
Through engaging stories and memorable characters, the book imparts invaluable wisdom that remains relevant even in the modern era, making it a must-read for anyone seeking to build wealth and achieve financial independence.

Rich Dad, Poor Dad

"Rich Dad Poor Dad" by Robert Kiyosaki is a compelling personal finance book that challenges conventional wisdom about money and wealth. Through the story of his two dads, one being his own father and the other his friend's father, Kiyosaki shares invaluable lessons on financial literacy and mindset.

He stresses the importance of financial education, asset accumulation, and building passive income streams to achieve financial freedom. Kiyosaki's straightforward and engaging writing style, coupled with practical examples, make complex financial concepts accessible to readers of all backgrounds. "Rich Dad Poor Dad" is a thought-provoking guide that inspires readers to rethink their approach to money and take control of their financial future.





As a Man Thinketh

"As a Man Thinketh" by James Allen is a timeless self-help classic that emphasizes the power of our thoughts in shaping our lives. In this concise yet profound book, Allen argues that the quality of our thoughts directly influences our character, actions, and ultimately, our destinies.

He encourages readers to take control of their thoughts and cultivate positive, purposeful thinking, as it leads to the achievement of personal growth and success. Allen's writing is insightful, thought-provoking, and offers practical wisdom for transforming one's mindset. With its enduring principles, "As a Man Thinketh" remains a must-read for anyone seeking to harness the power of their thoughts.

People To Watch

Talifhani Tshitwamulomoni

by Colleen Fick

Mr Talifhani Tshitwamulomoni, 29 years old, made the coveted Forbes Africa 30 Under 30 list for 2023 in the industry of Sustainability. Forbes is a global media company that compiles an annual list of 600 enterprising individuals under the age of 30 who have amassed noteworthy achievements in their chosen field or industry. Talifhani, along with ten other South Africans, was honoured by their Africa branch.

At the time of the interview, Talifhani was at the Forbes Under 30 Summit Africa in Botswana which took place from April 23 – 26. He wants to be "the voice of sustainability" in order to build a better planet for the next generation and has made great strides towards that dream.

Talifhani attended primary school in his home village Vondo in Limpopo Province and transferred to a secondary school eight kilometres away from his home. He then went on to the University of Venda for Science and Technology, graduating with a Bachelor's degree in Environmental Sciences. In his second year, he became the Founding President of Universal Greening Organisation (UGO) which focuses on community development and protecting the environment. A non-profit organisation it incorporated other students at the University of Venda and prospered under the umbrella of the school of Environmental Sciences. Sponsorship was obtained from the University, Vhembe district Municipality and outside stakeholders.

Mr Mulalo Thabela approached Talifhani in 2016 and volunteered to mentor him, committing to groom and nurture Talifhani as he realised his potential. Talifhani values the mentorship of Mr Malalo Thabela. In 2019 they combined their respective organisations and Talifhani became the Chief Operations Officer of the Green Development Foundation. Under his leadership, the Green Development Foundation experienced phenomenal growth and currently has 52 staff members at their headquarters. President Cyril Ramaphosa, chair of the Committee of African Heads of States and Governments on Climate Change, committed South Africa to plant 10 million trees by 2025 as part of the Global Peace's 75 million Trees Campaign launched in Durban (2019) to combat climate change.

Stepping up to the challenge the Green Development Foundation has pledged to plant one million trees in Gauteng, two million in Mpumalanga and one million nationwide with the Nelson Mandela Foundation. Other programmes run by the Green Development Foundation are:

1. Food gardens and agriculture; a farmer who owns 200 hectares shares the use of his farm while making a profit and creating employment
2. Protection of the environment and

looking after South Africa's scarce water resources

3. Skills training accredited by the Agri-SETA to educate and equip people to grow their own food
4. Rural development by building community gardens and providing tools and seedlings
5. Emergency responses and campaigns

A dinosaur, Buti Green, the mascot of the company teaches young people about taking care of the environment by minimising waste, and planting trees and food gardens to provide nutritious food to uplift indigent communities.

The Green Development Foundation has partnered with the Road Accident Fund to teach those with disabilities after a motor vehicle accident how to maintain food gardens to provide food security. They have also partnered with the Nelson Mandela Foundation. Together they focused on tree planting, gardens and environmental issues for Nelson Mandela Day on 18 July 2023. The theme was: Climate, Food and Solidarity.

Talifhani's vision for South Africa's future:

His core aim is for communities to feed themselves and to take care of the environment without outside influence. To this end he created the Shumani future village model, a township development model which incorporates three elements: firstly, to structure a community ecosystem integrated with service delivery and environmental issues; secondly to build a community culture of Ubuntu and self-reliance and lastly to develop a community economy that provides employment.



Speak to Talifhani

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Expert Corner Youth Unemployment and Unemployability Round Table Discussion

by Colleen Fick

According to Statistics South Africa "of the 40 million working age population in Q1:2022, more than half (51,6%) were youth (15-34 years). With such a large segment of the population vulnerable to unemployment it doesn't augur well for our future.

The Expert Corner on 23 May 2023 at the Southern Sun in Sandton (previously known as the Holiday Inn) tackled the thorny question of youth unemployment in South Africa. Professor Steven Friedman, a "self-confessed academic" and political scientist from the University of Johannesburg gave the keynote address followed by presentations from Cell C, the National Youth Development Agency (NYDA), Old Mutual Insure and Coca Cola, among others.

Youth unemployment affects all of us. It is a critical issue which can no longer be pushed on the back burner. The 2022 South African National Budget allocated R5, 2 billion in tax relief to support economic recovery after the recent COVID pandemic, which included incentives for youth employment. However, the issue of youth unemployment has remained a stark reality.

"The first quarter of 2023 results show that the total number of unemployed youth (15-34 years) increased …" (Statistics South Africa May 2023). That presents a major problem that should be addressed with urgency.

Prof Friedman made the optimistic statement that he rarely sees a problem that cannot be fixed and set out an interesting view of the current job market. We are asking the wrong questions, he avers, and should not talk about jobs but about livelihoods which incorporates other ways of earning a living.

The highly regulated formal economy does not recognise the entrepreneurial spirit and endeavours of the informal sector which support and feed many. There is a prejudice against social grants, forgetting the hidden subsidies of the suburbs.

Tons of research shows that the social grants are used to earn money, Prof Friedman said using the example of whereas in the past there were queues to work on the mines, there are now queues to get into the supermarket. If grants were stopped the economy would take a nose dive.

Contribution from the corporate sector

Ms Lethiwe Hlatshwayo, Executive Head: Corporate Affairs and Communications at Cell C, discussed their SEE YOUTH programme with zero rated podcasts and accessible information in partnership with different stakeholders focussing on wellness, entrepreneurial and technical skills;

a mentorship programme; career guidance and business support (See You in Business).

Mr Walter Bango, Deputy President of the National Youth Development Agency (NYDA) a public entity which came into being by an Act of Parliament (Act 54 of 2008) highlighted the micro-grant to start a business which has shown favourable results with 60% of businesses proving to be sustainable. The NYDA has 43 branches in all the nine provinces.

Mr Kabelo Mohono, Corporate Social Investment Specialist, from Coca-Cola Beverages South Africa discussed their youth programme which focuses on education from Grade 9 to Grade 11 in rural areas and Business in a Box which caters for the young people who want to be entrepreneurs. They are also involved in supply development and capacitation of NGOs.

Antonia Oakes, Executive Head of Customer Experience & Responsible Business at Old Mutual Insure discussed their support of small businesses after Covid 19, micro-lending and partnerships with NGOs. Ubuntu Pathways facilitates youth skills training in practical, saleable skills such as plumbing and panel-beating.

Mrs Riah Phiyega, former National Commissioner of the South African Police, is currently the Executive Director and CEO of the Safer South Africa Foundation which provides education and awareness programmes aimed at steering youth away from exposure to crime and providing them with positive survival skills as well as preparing them as future leaders.

Ms Phiyega suggested a National Youth Service Programme with a stipend to gain experience as lack of experience is a major stumbling block to finding work. Social enterprise and access to opportunities should be divided between the 42% of youth who live in the rural areas and the 52% who live in the cities.

She concluded the day's proceedings by stating that everyone invested in youth development and employment should move from competition to collaboration. The clarion call of this communal voice to improve the prospects of the youth should be elevated and heard by everyone. Efforts should also focus on motivating the youth, especially the ones who have lost hope, become despondent and are no longer looking for work.

A personal story: one of my nephews left school, did a computer course and with bright eyes started looking for work. With no experience he had no offers.

Now in his thirties, the knowledge of his computer course forgotten he slouches around, not daring to look anyone in the eye. How many young people out there are in the same boat?





























The Future of Education

by Colleen Fick

Everyone has an opinion on what should change in the education sector, but it is a tough nut to crack. Coming of Covid and that there should be a catch-up strategy where children go to school during weekends and their vacations until it is fixed, but no one is previously disadvantaged schools. Professor Spaul mentioned that most of the teachers in the country were over 50.

One of the colleges that trains from apartheid where education was fragmented into racial enclaves, after 1994 the new government had a huge task to first implement one education system for all and then to re-arrange the skewered allocation of funds which had concentrated on 10% of the population to the exclusion of others. In 2021 the Progress in International Literacy Study (PIRLS) found that 81% of South African children cannot read for meaning (reading comprehension) in any language in Grade 4. That means that they struggle to answer a question in an examination. The Minister of Basic Education Angie Motshekga said that it was due to the disruption in schools during Covid. Our education system's problems are, however, more complicated than that, but she had a valid point. Professor Nic Spaul of the 2030 Reading Panel Secretariat believes that all children in South Africa are a year behind because doing that.

Motshekga further said that to address the lack of a reading culture (which also results in a lack of general knowledge) people should buy their children books instead of toys.

Takalani Sesame, a programme for children on television, bases their whole oeuvre on teaching from the Foundational Phase curriculum. One of their lessons is about how to open a book which epitomises the severe lack of a reading culture. Perhaps there is a role for NGOs here?

Naptosa, the National Professional Teaching Organisation of South Africa, in response to the PIRLS report that 81% of children cannot read for comprehension in Grade 4, also decried the lack of a reading culture as well as overcrowding (big classes). They claimed that most of these children are in no-fee paying schools that are under-resourced, that is, the teachers elaborated. There is a demand for teachers because 45% of teachers will be retiring in 10 years.

A quarter of teachers who trained during apartheid and had to adjust to a new curriculum may be reluctant to stay after school, work weekends and holidays. The dedicated ones will be up to the task but generally, an older person wants to go home and put up their feet to reduce the swelling of standing all day. Another issue is career counselling.

Professor Kobus Maree in an article written for The Conversation (2020) says that during apartheid disadvantaged students were denied access to career counselling. Consequently, schools in under-resourced areas have never closed that gap. Writing on "How to fix (the)



gap between school and work in South Africa' Professor Maree names mathematics, physical science and to to a lesser extent accounting as the "gateway subjects". Grade 12 mathematics and physical science contribute 22% to the economy, he states. These two subjects plus IT skills and "soft skills" such as critical thinking and adaptability is a winning combination.

Industry is shrinking and all efforts should be directed to the services sector. At the same time he criticises an overly academic school system and advised that in Grade 9 some of the pupils should be steered towards the TVET colleges. A technical high school like the John Orr High School which is an Engineering School of Specialisation in line with government's Transformation, Modernisation and Reindustrialisation (TMR) strategy has opened 16 other schools of specialisation, which is a good choice.

There have been discussions about the suitability of degrees at universities as well. A study by K Mubarak at the University of the Western Cape in 2019 'Reflections of employed graduates on the suitability of their skills and knowledge for workplace readiness' revealed that most of them felt that they were not really prepared for the world of work.

The reasons may be many, but it is enough of an indication that academic institutions should take note and re-evaluate their approach. What should the new education framework to suit the new world of work look like?

Taking into account the problems outlined above there will not be a quick fix. There are many ideas out there that have to fine-tuned and tested, which will cover many years of dedicated work. Brian Isaacs, an education rights activist mention a few: a maximum of 30 in a class; mathematics should be compulsory; there should be a school psychologist and a relationship between business and schools. ©


SILE
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ICE





CSR NEWS

INSPIRED KNOWLEDGE

How the Metaverse works and how it can be adapted to Corporate Social Investment In South Africa

by Simphiwe Mtetwa

The metaverse is a hypothesised iteration of the internet as a single, universal and immersive virtual world that is facilitated by the use of virtual reality and augmented reality headsets. The metaverse has the potential to revolutionise the way we interact with the internet, and it could also have a significant impact on corporate social investment (CSI) in South Africa.

Here is how the metaverse works: The metaverse is a network of virtual worlds that are connected together.

These virtual worlds can be accessed through a variety of devices, including VR headsets, AR glasses and smartphones. In the metaverse, users can create their own avatars and interact with each other in a variety of ways.

They can also access a variety of content, such as games, movies and educational materials. The metaverse has the potential to revolutionise the way we interact with the internet. It could make it easier for people to connect with each other, learn new things and have fun. It could also make it easier for businesses to reach new customers and promote their products and services.

The metaverse could also have a significant impact on CSI in South Africa. For example, businesses could use the metaverse to provide educational and training opportunities to disadvantaged communities. They could also use it to raise awareness about social issues and to promote social change.

Here are some specific examples of how the metaverse could be used for CSI in South Africa:

- A company could create a virtual world that provides educational and training opportunities to disadvantaged children. The virtual world could include interactive lessons, games and simulations that would help children learn about different subjects, such as math, science, and reading.
- A company could create a virtual world that raises awareness about social issues, such as poverty, hunger and HIV/AIDS. The virtual world could include interactive exhibits and games that would help people learn about these issues and how they can help.
- A company could create a virtual world that promotes social change. The virtual world could include interactive tools that would allow people to take action on social issues, such as signing petitions, donating to charities and volunteering their time.

The metaverse is still in its early stages of development, but it has the potential to revolutionise the way we interact with the internet and with each other. It could also have a significant impact on CSI in South Africa. As the metaverse continues to develop, it will be interesting to see how businesses and organisations use it to make a positive impact on the world.




the Million
HOME PROJECT
WATCH NOW
VLOG



Winners of the South African CSI Legacy Awards 2022/23



Garth Napier
Best Corporate CEO

Old Mutual Insure is a leader in Southern Africa's non-life insurance landscape. With a strong presence in the industry for more than 180 years, we have built a proud tradition of quality short-term insurance products, backed by our remarkable service delivery. OM Insure is a licensed financial services provider and non-life insurer with an extensive range of insurance solutions that are among the best offered in South Africa. We provide insurance services to personal, commercial, agricultural and corporate customers in South Africa, while we also have operations in Namibia, Botswana, Zimbabwe, and Nigeria under the Old Mutual brand.

Garth Napier, Old Mutual Insure's Managing Director, was born in Kokstad and matriculated in the small town of Matatiele in 1996. After completing his honours degree in accounting at the University of KwaZulu-Natal he opted to forgo going the route of becoming a Chartered Account and instead joined global consulting firm McKinsey & Co. where he spent two years as a business analyst. Following this experience, he was offered the opportunity to study for an MBA full-time at Harvard University in Boston, USA. After graduating from Harvard, he returned to South Africa where he worked for companies such as McKinsey and Edcon.



Karen Mara Moss
Best Rising NGO

STEPS Clubfoot Care was established in 2005 to assist in eliminating the disability associated with clubfoot. STEPS works in partnership with health professionals and clinics to provide effective treatment in the state healthcare system that is scalable. STEPS supports 38 partner clinics through an award-winning programme model that is integrated into existing health infrastructure. STEPS has trained over 1,400 health professionals, organised 23 training workshops, 6 global medical webinars, and organised the first global Clubfoot Conference in Africa. Over 18,000 babies have accessed effective clubfoot treatment since STEPS was established.

A passionate vision, driven by her own son being born with clubfoot, inspired Karen to pioneer the non-invasive Ponseti Method in Southern Africa. Her innovative approach transformed clubfoot care in the region, preventing disability in thousands of children. Her special interest is patient-centred care and the caregiver with her parent education materials being used across Africa and translated into five vernacular South African languages, Swahili, French and Hungarian. Her advocacy work focuses on improving communication between key stakeholders and raising awareness to remove the stigma associated with clubfoot



Nicole Solomon
Best Corporate

AECI is a diversified group of 16 companies. It has regional and international businesses in Africa, Europe, South East Asia, North America, South America and Australia. Products and services are provided to a broad spectrum of customers in the mining, water treatment, plant and animal health, food and beverage, infrastructure and general industrial sectors. In line with this strategy, businesses are managed in five growth pillars: Mining Solutions (AEL Intelligent Blasting, Experse and Senmin), Water & Process (ImproChem), Plant & Animal Health (Nulandis and Schirm), Food & Beverage (Lake Foods and Southern Canned Products), and Chemicals (Chemfit, Chemical Initiatives, ChemSystems, Industrial Oleochemical Products, Much Asphalt and SANS Technical Fibers).

Nicole has over 15 years' experience in both academia and business. Her experience in corporate multinational organisations has given her a global view on business requirements and best practice. This is evident in the achievements she has accomplished throughout her career. Nicole prides herself in expertise such as change management, transformation, strategy, diversity and inclusion, brand building, communications, public relations, stakeholder relations, corporate social responsibility and general management.











Sonwabo Modimoeng
Best Social Entrepreneur

Faded Black Innovations is a non-profit organisation that focuses on inclusive economy for traditional non-profit organisations and income generating projects in townships, rural and semi-rural areas. Our main objective is to expand their capacity to achieve greater effectiveness, efficiency, sustainability and most importantly financial stability. We do this through our social entrepreneurship and incubation program. We believe that by making NPOs stronger, we create the ripple effect that enables each NPO to provide better services and increase impact in communities. Our ultimate desire for social change is to see more non-profits moving from donor dependency to being social enterprises and later being impact investors in their own communities.

He is currently the Founder and CEO of Faded Black Innovations a non-profit organisation that focuses on skills development, capacity building and enterprise development in communities. He is also a project manager at the South Deep Community and Education Trusts managing all their projects and also giving advice to the trustees. The organisation has partnered with South Deep Trusts, Rand Water, Pact, Spark International, Sibanye Stillwater, South Deep Mine and Rand West Municipality.



Hedley Lewis
Best NGO

A non-profit organisation that advocates for the health and well-being of children and teenagers diagnosed with cancer or life-threatening blood disorders and their families. The passionate and dedicated staff and volunteers of CHOC aim to save lives through early detection and comprehensive support programmes for the families affected by cancer. CHOC comprises of numerous stakeholders ranging from the hospital administrators, medical fraternity, volunteers, donors, partner NGO's and full-time staff that all unite to walk with patients and their families who require oncological support. Hedley graduated from the University of Johannesburg with a B.Com Accounting degree.

During his tenure at Vodacom he received the Managing Directors' award. Leaving the corporate world to make a difference in the lives of South Africa's underprivileged children, ultimately discovering this is where one of his passions lies. Hedley received the coveted Gauteng Premier's service excellence award as innovator of the year 2019 amongst other accolades. However, if you ask him, his biggest accolade is his family. Staying in the NGO sector as the CEO of the Smile Foundation working together with the Department of Health and their hospitals to assist children to receive multi-disciplined reconstructive surgical support.





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We Dream in Colour.
Hedley Lewis
CHOC
BEST NGO




in Colour.

Women In CSI Summit



by Simphiwe Mtetwa

The Women in CSI Summit Report is a comprehensive document that highlights the role of women in corporate social investment (CSI) and the establishment of non-governmental organizations (NGOs) that serve their communities. The report features a range of speakers who discuss various topics related to CSI, including sustainable economic growth, entrepreneurship, and the role of sport in empowering young people.

One of the key themes of the report is the importance of sustainability in CSI. Speakers emphasized the need to create livelihoods that sustain everyone, rather than simply creating jobs. They also discussed the importance of growing sustainable projects, increasing employment, and developing and strengthening entrepreneurs within the green economy.

Another important theme of the report is the role of women in building resilient communities in the face of natural disasters and humanitarian relief efforts. Speakers discussed the importance of risk management and proactive programs that are sustainable and robust to better prepare for natural disasters. They also emphasized the need for policies and regulations that stimulate a green economy, such as increasing awareness among consumers, buying local, and encouraging companies to do an energy and water audit.

Overall, the Women in CSI Summit Report provides valuable insights into the role of women in CSI and the importance of sustainability and resilience in building strong communities. The inaugural Women in CSI Summit took place on 26 July at the Maslow Hotel, Sandton. Recognising the important role that women play in spearheading corporate responsibility investments as well as in establishing NGOs that serve their communities, it was a timely conference with the theme “power, purpose and building a resilient community”.

The programme focused on natural disasters and humanitarian relief, CSI boardrooms and bosses, the green economy and the launch of the latest CSI magazine, Matter.

This article will focus on the riveting discussion facilitated by Reana Rossouw of Next Generation Consultants on the challenges in the sector, “the way we operate” in the boardrooms and specifically “the spaces where we don’t agree”. The panel consisted of practitioners and academia.











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