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# DPW CELEBRATES WOMEN OF FORTITUDE



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**ALBERTINA SISULU**  
*Centenary*  
**2018**





# A WOMAN OF FORTITUDE

By Nolwazi Ndhlovu

This year marks 100 years since the birth of this country's female democracy and human rights activist Mama Nontsikelelo Albertina Sisulu. It is for this reason that the country celebrates Mama Sisulu's centenary under the theme *Albertina Sisulu: A woman of fortitude*, in recognition of her courage, integrity, discipline and love for her country.

Mama Sisulu dedicated her life to South Africa and its people. In 1948, she joined the ANC Women's League and in the 1950s she began to assume a leadership role – both in the ANC and in the Federation of South African Women (FEDSAW). FEDSAW was launched on 17 April 1954 in Johannesburg. It aimed to establish a broad-based women's organisation that would not only fight for national liberation, but specifically address issues of gender inequality that were driven by the state against non-white women.

She was one of the organisers of the historic anti-pass Women's March in 1956 and opposed the inferior “*Bantu*” education. Her home in Orlando West in Soweto was then, used as a classroom for alternative education until a law was passed against it. The Women's Charter was adopted at the inaugural conference which was attended by 150 women from all over South Africa. During the early stages of the federation, Mama Sisulu was actively committed to promoting the ideals of FEDSAW.

In 1954, Mama Sisulu got her midwife qualification and was employed by the City Health of Johannesburg as a midwife. The job was challenging as Mama Sisulu, like the other black midwives, had to travel on foot to visit her patients in townships. When she visited patients at their homes, she would take FEDSAW pamphlets with her and would encourage the women to join the federation.

Mama Sisulu will forever be remembered as a fearless leader in the struggle and a mother to the nation. Her strength, resilience and the will to carry on shone like a beacon in the darkest days of apartheid. Her immense courage and strength in the face of diversity fortified and gave hope to all who faced the relentless apartheid regime. She based her life around service to others and did so with the utmost integrity and dignity.

In this regard, the Chief Directorate: Communications & Marketing in partnership with the Gender Unit has decided to profile some of the Women of Fortitude within the DPW family. WorxNews Salutes all female employees who wake up every day and get things done for themselves and everyone around them!



**Ms Alletah Ntsie is an Assistant Director: Advocacy and Support at Head Office**



**When did you join DPW?**

I joined the Department in 2011.

**What does your job entail (briefly take us through your normal day-to-day activities):**

- The mainstreaming of HIV and AIDS and other related conditions into departmental policies and programmes.
- Coordinate the implementation of processes aimed at reducing stigma and discrimination within the Department in line with the National Strategic Plan.
- Coordination of health and wellness screenings within the Department, in partnership with GEMS and the Department of Health.
- Partner with NGOs or private institutions to strengthen

programme implementation.

- Coordination of awareness campaigns, education and dialogues on the link between HIV/AIDS with other chronic diseases, TB, gender & youth issues, men and women reproductive health.
- Ensure that care and support services are provided and empower the organisation to better manage employees affected or infected by HIV/AIDS.

**What do you love most about your job?** Something I love the most about my job is that it enables me to interact with people from different walks of life.

**Briefly share your fondest memory/memories of working for DPW**

I arrived at DPW at a crucial time, whereby the country was reviewing the National Strategic Plan on HIV/AIDS, TB & STI's; I was one of the DPW employees who participated and gave inputs during the review process; therefore this served as an eye-opener to me, and I believe that my contribution might have made a difference in someone's life. I regard this as one of the best memories I have with regards to the Department.

**What are the biggest challenges facing women in the workplace (in general)?**

Generally as a country we have not yet reached the gender quota in most of the organisations, therefore we still need to work hard on that issue. Sexual harassment in the workplace is one of the challenges facing South African women, with most cases not being reported. Women empowerment programmes need to be intensified and strengthened so that women don't fall prey to sexual harassment or any kind of abuse.

**Ms Koliwe Nqina is the Office Manager in the Office of the Regional Manager in Cape Town**



**When did you join DPW?** I joined the Department in 2006.

**What does your job entail (briefly take us through your normal day-to-day activities):** My day starts with checking and responding to emails, then attend to anything that the Regional Manager (RM) needs me to do, such as handling internal and external enquiries. I handle documents coming in and out of the RM's Office. I also attend to people coming to the office for meetings.

**What do you love most about your job?** Getting to interact with the members of the public, client departments and internal staff at

different levels and being in a position to see how the different pieces of the service delivery puzzle come together to form one big beautiful picture.

**Briefly share your fondest memory/memories of working for DPW**

I remember when Minister Nxesi visited Hout Bay last year to resolve an issue that was threatening the livelihood of the people living there. Oceana, a company that had been there for over a hundred years and employed the majority of the people who lived in the poor communities, threatened to close down because of their lease related challenges. Minister visited them and announced that their lease was going to be extended for 5 years with the view to make it a much longer contract so that the company could keep its doors open which would in turn resulted in job retention for their employees.

**What are the biggest challenges facing women in the workplace (in general)?**

I have observed across the Department that having few women in managerial or senior positions is no longer the biggest challenge because women are now afforded the opportunity to occupy these positions. What I see as a challenge or rather a concern is that some women can talk the talk but walking the talk is a totally different story. They lack leadership qualities, are not big-picture thinkers and mentorship among women seems to be a scarce commodity. Self-serving approaches, competing unnecessarily, becoming autocratic and oppressive once appointed to higher positions, are some of the challenges hampering women empowerment.

**Ms Maria Lekota is Director: Supply Chain Management (SCM): Acquisition Management (Currently: Acting Chief Director: SCM) at Head Office**



**When did you join DPW?**

I joined the Department on 6 January 2014.

**What does your job entail (briefly take us through your normal day-to-day activities):**

- Manage procurement of the required goods and services to support the Head Office operations.
- Provide training, SCM technical advice and support to

departmental officials.

- Oversee SCM audit responsiveness and continue to direct SCM daily operations in the right path to a clean audit, yet delivering services to the clients.

**What do you love most about your job?** The impact of service successfully delivered as a result of the SCM processes. It is always a defining moment for me to see the actual delivery of service resulting from the SCM administrative processes which at times are considered to be too "protracted".

**Briefly share your fondest memory/memories of working for DPW**

Like any ordinary South African citizen, I became aware of the Public Works Turnaround Strategy in 2012/13 and knew back then that I needed to be part of the change that I want to see. My fondest memory was the first day I set foot in this building as a DPW employee, it was a confirmation for me that the Department had faith in me and that I am part of the right people who will turn things around here.

**What are the biggest challenges facing women in the workplace (in general)?**

The myth that women are emotional beings who are often unable to be part of, build and manage teams in a workplace setup, especially if there are other females within the teams. As professionals in this era of equality, we need to unlearn this kind of generalisation and recognise the fact that all individuals are capable of attaining various skills and attributes, and that emotional intelligence is not gender-specific. We must also learn to support female colleagues to become better at what they do, and as women we must continue to grow and develop ourselves professionally.

**Ms Yoliswa Ndyenga is the Office Manager in the Office of the Regional Manager in Port Elizabeth**



**When did you join DPW?** I joined the Department in 2005.

**What does your job entail (briefly take us through your normal day-to-day activities):**

- Sending reminders for all outstanding information required by the office.
- Liaising with internal and external stakeholders to make sure that all deadlines are met.
- Attend to enquiries and queries from internal and external stakeholders.

- Attend internal and external meetings with the Regional Manager or sometimes on behalf of the Regional Manager.
- Produce monthly performance reports for the Regional Office.

**What do you love most about your job?**

Interacting with different people and what is mostly fulfilling is when I have made someone happy by providing the service he/she deserves.

**Briefly share your fondest memory/memories of working for DPW**

It was a defining moment for me when I received a call from one of the difficult clients of the Department who was struggling to get hold of a departmental official to enquire about his outstanding payment. I managed to calm the client down by apologising on behalf of the Department and listening to him attentively. Instead of tracking down the said official, I decided to investigate the case and give the client full information of when his money will be in his bank account. He was impressed with the speedy, accurate service I provided him.

**What are the biggest challenges facing women in the workplace (in general)?**

- Working with individuals who do not feel that you have capability for the post based on the fact that you are a black and even worse, a black woman.
- Lack of support from female co-workers. Women have a tendency of 'dragging' each other down in front of our male counterparts.



**Ms Liapeng Makhele is Deputy Director: Global Partnerships at Head Office**



**When did you join DPW?** I joined the Department on 01 August 2007.

**What does your job entail (briefly take us through your normal day-to-day activities):** Providing management support with regards to the promotion and maintenance of international and stakeholder relations with all the Department's clients. In summary my job entails the instigation, management and maintenance of bilateral and multilateral agreements and/or engagements with countries in the South and Eastern European hemisphere in line with broad government imperatives and departmental service delivery objectives. Stakeholders include internal branches, government departments (mainly the Department of International Relations and Cooperation as the custodian of our country's foreign policy), foreign diplomatic missions; public entities and international development agencies.

**What do you love most about your job?**  
Facilitating participation by employees and learning through

international development agency programmes and projects. We have established very close rapport with international development agencies such as the Japan International Cooperation Agency (JICA), the Indian Technical & Economic Cooperation Programme (ITEC) and Korea International Cooperation Agency.

Enabling employee participation, specifically those from the Department's pool of young professionals in these agencies' training programmes has been a fulfilling and rewarding experience. In particular, women and youth empowerment must be at the heart of the development agenda in Africa and the global South.

**Briefly share your fondest memory/memories of working for DPW**  
It has to be the 12<sup>th</sup> Regional Seminar on Labour Intensive Practices that was held in Durban, KwaZulu-Natal from 8-12 October 2007. Only two months into the job, I had to join a strong internal organising committee of one of the biggest platforms in the SADC region for addressing poverty and unemployment. It was a great learning curve for me in terms of knowledge and functional protocol expertise. Over and above that it was mostly women who chaired the sub-committees. Their iron-fisted authority could have shaken me up but they actually shared valuable institutional knowledge and expertise. I owe a great deal of my own work ethic to their principles.

The exhibition of poverty alleviation programmes for previously disadvantaged individuals under the Extended Public Works Programme (EPWP) in the KZN also taught me to appreciate the critical role women's empowerment plays.

**What are the biggest challenges facing women in the workplace (in general)?** I would say patriarchy in the workplace is a major challenge in achieving gender equality. It is a hindrance to recognition and empowerment of women. Patriarchy in the workplace is strongly linked to bullying and victimisation as well. Fortunately I have had the opportunity to interact with some of the most amazing young men who have nothing but respect and admiration for their female colleagues. Again millennial women are becoming more progressive and resilient. *"Mosali oa Mankhonthe o tšoara thipa ka bohaleng"*

**Ms Nomfundo Qiqimana is the Personal Assistant to the Chief Director: Gender at Head Office**



**When did you join DPW?** I joined the Department on 03 May 2006.

**What do you love most about your job?**  
My job helps me put bread on the table. I'm working hard for my family and not giving-up. I initially loved my job of Secretariat and Administration, but I have begun slowly losing hope in terms of growth and exposure. My job is not interesting anymore as I'm doing the same job of Secretariat and Administration, since I joined the Department.

The lack of opportunities and exposure to apply the knowledge that I

acquired from Departmental training courses or workshops has left me feeling down. (I have a number of certificates for the courses I have attended through the Department, which include among others, Policy Development and Management, Monitoring and Evaluation and Advanced Project Management.)

**Briefly share your fondest memory/memories of working for DPW**  
I have improved the lives of a number of interns in the former Gender Unit through transferring skills in Administration and Secretariat in the past seven years. Most of these officials got permanent employment in the Department of Public Works and several other departments, including the Department of Justice, the South African Police Service (SAPS) and the Department of Water and Sanitation.

**What are the biggest challenges facing women in the workplace (in general)?**

- Lack of growth and exposure
- Lack of skills transfer (i.e. Ownership of Projects)
- Lack of Team Work
- Lack of understanding the situations (Stress or Depression that will affect work performance)  
i.e. women with the 9 month full born child will differ from the 6 month or less (premature) born child (in terms of the child health risks, growth etc.)
- Lack of recognition of work performance of women.

## Ms Dineo Motsoeneng: Deputy Director: Monitoring and Evaluation at Head Office



**When did you join DPW?** I joined the Department in August 2010.

### What do you love most about your job?

I am particularly enamoured with Monitoring and Evaluation (M&E) because each and every day an opportunity is presented to better how government does its job through continuous tracking of implementation and outputs systematically. Furthermore, it enables the Department to measure the effectiveness of planned programmes and projects, it also helps the Department in determining whether a programme is on track and when changes are needed. I also particularly love my line of work as I get to interact with a lot of people, this gives me great joy because it always gives me an opportunity to share knowledge whilst also learning from different units.

### Briefly share your fondest memory/memories of working for DPW

My fondest moments in the Department have to be when someone finally understands why it's necessary for a unit like M&E to exist in the organisation. This is particularly beautiful to witness because the result is improvement in performance and reporting, which in turn enables management to make informed decisions. "Where performance is measured, performance improves. Where performance is measured and reported, the rate of improvement accelerates." — Thomas S. Monson

### What are the biggest challenges facing women in the workplace (in general)?

The property and construction sector is mainly male-dominated, this creates a challenge as women are found to be in the minority whether on the field or in the boardroom. I was however, motivated and encouraged to see women in senior management positions in the Department. Not only were they claiming their space in this male-dominated environment, they were making meaningful contributions which made an impact. This driven sense of leadership displayed by the women in SMS further encouraged me to get my Master's Degree and make an even more meaningful contribution in the Department. I am still hopeful that we will see more women in senior management positions.



## Ms Permanent Chabalala is Deputy Director: User Demand Management based at the Kimberley Regional Office



**When did you join DPW?** I joined the Department in May 2006.

### What does your job entail (briefly take us through your normal day-to-day activities):

- Ensure effective implementation of projects, capital projects, planned maintenance projects.
- Monitor projects and communicate progress and provide feedback to client departments.
- Coordinate meetings with various stakeholders.
- Assist client departments in the planning of the accommodation requirements.

**What do you love most about your job?** Engagement with our clients in various departments.

### Briefly share your fondest memory/memories of working for DPW

My fondest moments revolve around knowing that our clients' accommodation needs have been met. I remember how fulfilled I felt during the official opening of the Keimoes Police Station, one of the biggest construction projects managed in our Region. The joy from members of the community left me with a great feeling.

### What are the biggest challenges facing women in the workplace (in general)?

- Lack of visibility of women in certain lines of work. It appears that women need to constantly work harder to prove their capabilities.
- Balancing a career with family. Many women still find it harder to balance their demanding work schedules with their family needs, particularly mothers taking care of their young children.
- Resistance by some male colleagues who still find it difficult to accept ideas from female colleagues solely because it is a view from a woman's perspective.



## Ms Nomonde Mtuzula is based at Head Office



### What is your Job title?

I am a Client Liaison Officer

### When did you join DPW?

I joined the Department of Public Works in May, 2002.

### What does your job entail (take us through your normal day-to-day activities):

On a daily basis, I am responsible for following up on queries from

clients of the Department on outstanding payments. I also ensure that there are no blockages that make it impossible for service providers to be paid within 30 days. I also liaise with our Regional Offices on the same issues of late or delayed service provider payments.

### What do you love most about your job?

The satisfaction of resolving cases and leaving everyone happy with what government is doing for the people, gives me great joy.

### What is your biggest challenge about your job?

Not being able to get a resolution for Service Providers cases, speedily.

### Do you think people you work with (both staff and clients) treat you differently because you are a woman? (both in a good and negative way).

I do not think people treat me differently, it is just that people will have bad days especially where money is concerned. I also I do not allow people to judge my work based on my gender, so no one has treated me based on my gender.

### Briefly share your fondest memories of working for DPW

My fondest memory is when the Department was performing at its best with positive outcomes from the Auditor-General. It felt good.

### What are the biggest challenges facing women in the workplace?

Women are often undermined and overlooked for critical positions, even though they have the same qualifications as their male counterparts.

## Ms Ntebo Moela: Assistant Director: Professional Services at the Bloemfontein Regional Office



**When did you join DPW?** I joined the Department on 28 May 2010 as an Administrative Officer, and I have been in my current job since 02 October 2017.

### What does your job entail? (briefly take us through your normal day-to-day activities)

- Implementation of Capacity Building Programmes
- Management of Schools Programme
- Management of the Bursary Programme
- Implementation of the Cuban Technical Advisors (CTA) Mentorship Programme
- Coordination of the State Capacity Building initiative, among others.

### What do you love most about your job?

- Stakeholder Engagements – Establishing sound working relationships with both internal and external stakeholders in order for the graduates to be offered maximum exposure/

experience related to their acquired qualifications, with the possibility of easily securing permanent employment.

- Motivating Graduates – Ensuring that graduates have a common direction in terms of their career and taking responsibility of their own life as the future leaders of the country.

### Briefly share your fondest memory/memories of working for DPW:

- Impacting positively on other people's lives – In 2014 I represented DPW in a Career Expo at Mamelodi where I shared with learners a number of programmes offered by the Department. After the presentation at the Expo, I was approached by a learner who achieved best results in Mathematics and Physical Science but had to stay the whole year without studying due to financial problems. I introduced him to the Departmental programme and he was offered the DPW bursary to study Mechanical Engineering at the University of Pretoria the following year.
- I'm inspired by seeing disadvantaged youth acquiring qualifications in the Built Environment Sector. I'm also inspired by seeing the increasing number of black registered professionals with different statutory councils who are contributing to the economy of our country.

### What are the biggest challenges facing women in the workplace (in general)?

- Lack of recognition in terms of capabilities and abilities as women.
- Lack of poor performance management which results in women being overloaded and frustrated at work.
- 'Pull her down syndrome' where women in management/leadership positions turn to pull other women subordinates down in the workplace.



## Ms Lebogang Nakedi is Assistant Director: IT Projects at Head Office



**When did you join DPW?** I joined the Department in March 2007.

**What does your job entail (briefly take us through your normal day-to-day activities):**

IT projects office is responsible for setting standards for how projects are run, creating project management templates, and ensure project management standards are followed in all projects implemented in the Chief Directorate ICT.

Part of my duties is to ensure that, project management functions are performed in the projects which includes planning, budgeting, governance, financial management, reporting, quality assurance, change control, resource management and procurement management within projects.

**What do you love most about your job?**

Interacting with different people from various business units on a daily basis both internally and externally.

**Briefly share your fondest memory/memories of working for DPW**

Is the team building sessions we use to have as a Chief Directorate ICT, we would come back united as a team and ready to serve. The other defining moment was in 2014 when the call centre was going live for the first time in DPW, we worked until 02:00 am that day, patiently waiting for the official cut over from the outsourced call centre to the DPW one. The excitement in all our faces as we started receiving our first official calls was remarkable.

**What are the biggest challenges facing women in the workplace (in general)?**

The biggest challenge for most women is not being taken seriously by their male counterparts, especially in male-dominated environments. They therefore need to work twice as hard just to prove themselves.

## Ms Patricia Molefe is a Personal Assistance to the Chief Director: Construction Project Management at Head Office



**Appointment date:** 10 May 2007.

**Duties:** Receive and redirect calls. Keep records of all incoming and outgoing mails in the Chief Director's office. Track system of submissions and documents. Manage the electronic diary of the Director. Maintain the filing system in the office of the Chief Director. Render admin support to the Director. Prepare agendas, minutes and compile reports.

Type memos, letters and organise meetings and workshops. Make travel arrangements for officials in the office. Handle S&T advance claims. Order stationery and capture requests on LOGIS. Operate office equipment such as fax machine, photocopy and scan machine. Organise workshops for the Young Professionals, Project Managers and Heads of Projects. Prepare refreshments for the meetings. Assist the Chief Director on follow-ups with the Regions on the Auditor-General's reports.

**What do you love most about your job?**

I love my job as a PA because I learned a lot on this field. I am extremely organised and know how to keep a productive workflow to handle large loads of work.

**Briefly share your fondest memory/ memories of working for DPW**

What I like most about working for DPW is that I have been to several units and I learnt a lot in the process. When I worked as a Secretary under the Learnership Programme for the Chief Directorate: Portfolio Performance & Monitoring in 2006, I learned about the mission and vision of the Department, that of providing accommodation for Government departments. When I was appointed as Senior Secretary to the Director Media Relations under the Chief Directorate: Communications & Marketing in May 2007, my scope of work increased.

Over and above my admin duties, I was also assisting the Directorate with the media invitations to the Departmental events such as Izimbizo's, Presidential Inaugurations and other events, including assisting in organising Media Briefings for the Minister and other stakeholders. When I moved to Internal Communications under the same Chief Directorate: Communications and Marketing, I was exposed to the procuring of branding materials in general, including all TV screens for Reception areas. I was also assisting in organising major departmental events such as Budget Votes.

When I moved to the Chief Directorate: Construction Project Management in 2013, I learned more about the Departmental projects. I also learnt to do payments of contractors on WCS system.

**What are the biggest challenges facing women in the workplace (in general)?**

The biggest challenge is that of women being undermined in the workplace. People see a Secretary or a PA as someone who only makes tea and copies for the bosses. They don't take us seriously and consider us to be less important. They don't consider the effort we put in the smooth running of big offices.





**Ms Ntokoza Kunene: Admin Officer ( Payroll) based at the Pretoria Regional Office**



**When did you join DPW?** I joined the Department in 2015.

**What do you love most about your job?**  
Most importantly resolving employees' queries to their satisfaction

within my area and beyond.

**Briefly share your fondest memory/memories of working for DPW**  
In 2016 the Finance and Supply Chain Management unit organised a women's day event of its kind which had a theme to die for. The venue was conducive for the planned event, full of positive vibrant group of women. The whole organisation was of a high standard from beauticians, stylists, to tactics on women's well-being shared during the day.

**What are the biggest challenges facing women in the workplace (in general)?**

Being undermined by men, coming to work during your periods, yet you are given the same number of sick leave days as men. Lack of support by fellow women and judging each other are some of the challenges faced by women in the workplace.



**Ms Victoria Sukumani is Candidate Town Planner based at Head Office**



**When did you join DPW?**  
I joined the Department on 14 February 2006.

**Briefly take us through your career path**  
I am a Candidate Town Planner based in Town Planning Services Directorate. As you are aware there are a lot of uncontrolled developments mushrooming all over the country; as a Town Planner, it is my duty to see to it that developments are well controlled and are within Town Planning Principles. My responsibility is to ensure that the Town Planning rules and regulations are adhered to.

I joined the Department as an Intern based at Portfolio Performance Management (PPM): Correctional Services. In 2007, I joined Town Planning Services Directorate as an Assistant Admin Officer. I studied for a Bachelor's Degree in Town and Regional Planning part time with the North West University, formerly known as Potchefstroom University (PUKKE) while working for the Department. I graduated with a B Art et Science (Town and Regional Planning) Degree in 2014. I was

seconded to the Young Professionals Programme in 2015.

When the Department advertised for positions of Candidate Planners through the Human Capital Investment (HCI) in 2017, I applied and was successful. Currently I am a registered Professional Town Planner. I am one of the hard working individuals who has worked hard to move from Assistant Admin Officer to where I am. At the moment, I am currently registered for a Master's Degree in Town and Regional Planning to keep myself equipped with current information in my field of study.

**What do you love most about your job?**  
In a nutshell, what I love most about my job is that it focuses mainly on providing accommodation for the State. My job is very exciting because it involves working with different stakeholders in the built environment; this has exposed me to different business processes that feed into DPW's processes.

**My fondest memory of working for DPW** has to be my appointment as a Candidate Town Planner. My position involves travelling around the country identifying new developments for client departments. This has opened my mind to development trends in all our different provinces; an experience which I did not have before I joined Town Planning. In my travelling experience I have had to interact with tribal leaders and councils which is a very valuable experience; that has exposed me to different traditions and cultures (involving site allocations) in my country.

**The biggest challenge facing women in the workplace** is having to continuously prove that you are the best in what you do simply because you are a woman in the built environment which is dominated by men.



## Ms Thabisa Ngesi is the Admin Clerk at Provisioning at the Port Elizabeth Regional Office



### When did you join DPW?

I joined the Department in February 2012 as an Intern in the Regional Manager's Office and I was permanently employed in 2015 as an Admin Clerk in Provisioning.

### What does your job entail (briefly take us through your normal day-to-day activities):

My day-to-day activities includes receiving requisitions, creating orders on LOGIS, creating petty cash on LOGIS. I am also assisting in sourcing quotations. Assists in stocktaking, compile monthly order reports, liaise with external and internal clients on the status of their orders and provide support in the office to ensure clients are receiving a better service.

### What do you love most about your job?

I like interacting with people and I am constantly surrounded by people with vast knowledge. I like helping people, most of the time I deal with difficult clients or service providers. The cases I can't handle, I escalate them to my supervisor. Whenever my supervisor needs assistance on anything (even outside the scope of my work), I am there to help. I really like the idea of being helpful. The feeling you get once you have reached your targets, is amazing.

### Briefly share your fondest memory/memories of working for DPW

Working for the Department has been good to me in a sense that I am now studying towards my BTech in Professional Accounting which is funded by the Department. It was a joyful moment to receive the letter from HR informing me that I got the bursary. I love this Department because it develops a person and you get to see growth. My interactions with other female colleagues is amazing. The functions involving women within the Department such as Women's Day are very informative and educational because you get to learn a lot and understand what other women go through.

### What are the biggest challenges facing women in the workplace (in general)?

It takes a lot of time or years for women to be in higher positions as opposed to men. Women are undermined and disrespected in all forms and it would take a very strong woman to get her point across.



## Ms Sylvia Sindane is the Assistant Administrative Officer at Head Office



### When did you join DPW?

I joined the Department on 14 October 2015.

### What does your job entail? (Take us through your typical day at work)

I manage and distribute information within the office. This generally includes answering phones, taking memos, and maintaining files, sending and receiving correspondences.

- Answer and screen telephone calls (internal and external)

- Follow up on training courses on behalf of Legal Officials
- Follow up on damages with Logistics Unit
- Capture information on LOGIS
- Make travel arrangements for legal officers on time and promptly.

### What is your fondest memory while working for DPW?

My fondest memory in the Department has to be the period when the Chief Directorate: Security Management assisted me in assuring that I was able to move and receive practical experience in the Chief Directorate: Legal services.

### What are some of the biggest challenges women face in the workplace?

Gender equality.

### What does Women's Day/Month mean to you?

It means celebrating the social, economic, cultural and political achievements of women.





**Ms Nosiphiwo Ntabeni is the Office Manager in the Office of the Regional Manager in Mthatha**



**When did you join DPW?**

I joined the Department in December 2008.

**What does your job entail (briefly take us through your normal day-to-day activities):**

My job is to ensure the effective and efficient administration of the Office of the Regional Manager. I also manage and coordinate all events in the Regional Manager's office, collate and consolidate the regional reports. I also support the manager with the administration of the manager's budget.

**What do you love most about your job?**

I like interacting with people. I like helping people, most of the time I deal with irate clients or service providers. When I am able to resolve a challenge that was escalated to my office I feel good. I really like the idea of being useful. I would say I am a server but not a servant.

**Briefly share your fondest memory/memories of working for DPW**

When former President Nelson Mandela passed on, a team from Head Office and the Mthatha Region had to prepare for his funeral. There were a lot of early morning and late night working shifts. I remember that the day before the funeral, the team never slept. At 03h00 on the day of the funeral, the team was at the Dome with the Director-General, counting chairs because there was a specific number of chairs that were supposed to be at that venue. Despite the sensitive and sometime stressful environment, the team pulled it off because we all had a common goal: to make that day a success.

**What are the biggest challenges facing women in the workplace (in general)?**

Women must always work twice as hard than their male peers in order to earn recognition or praise. Their capabilities are always doubted. Women around the world continue to face a wage gap. Sexual harassment remains a widespread problem.



**Ms Nandi Mkhengcele is a Chief Works Manager in the Facilities Management Section at the Port Elizabeth Regional Office**



**When did you join DPW?**

I joined the Department in October 2013.

**What are your qualifications?**

I hold an MSc in Project Management (Masters) from Nelson Mandela University, a B-tech in Construction Management from Nelson Mandela University, and a Diploma in Building from Central University of Technology.

**What does your job entail (briefly take us through your normal day-to-day activities):**

My day-to-day activities includes managing projects related to minor works, unplanned maintenance and planned maintenance. Ensure

that the construction projects that I'm involved in, do comply with all building regulations, Occupational Health and Safety Act and other safety regulations. Supervise and manage contracts (progress reports, progress payments, and variation orders, first and final deliveries) for project minor new works, minor repairs and complete repair and renovations. Investigate new service required, preparation and submission of reports and recommendations with estimate costs.

**What do you love most about your job?**

In a male-dominated industry, I am a female in a unique position which I thoroughly enjoy. My job includes interacting with different contractors, and different clients, I have strong people's skills and have great delegation ability, thus ensuring the smooth running of every project handed to me.

**Briefly share your fondest memory/memories of working for DPW**

My fondest memory was the Women's Day event that was aimed at celebrating women's achievements. In that event women were empowered with different capabilities e.g. how to handle your finances etc.

**What are the biggest challenges facing women in the workplace (in general)?**

Although we've come a long way throughout history by gaining the right to work and vote, there is still an obvious gender bias that remains within the workplace. The tricky topic of workplace sexism and harassment has become even more evident in recent years, with woman taking up the courage to share their horrific stories. Career advancement is much trickier for young female professionals, who needs to work harder in order to earn recognition.



# WorxNews Special Edition



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It is a forum of discussion, debate and information for and about the Department, aimed at reflecting the Department's goals and objectives.

All employees are invited to send in articles, which may be of interest to the Department and its stakeholders.

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