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November – December 2023

THE DPWI BUILDS MUTUALLY BENEFICIAL PARTNERSHIPS WITH THE PRIVATE SECTOR IN DELIVERING QUALITY ACCOMMODATION



public works
& infrastructure

Department:
Public Works and Infrastructure
REPUBLIC OF SOUTH AFRICA



Contents

November – December 2023

04 THE PROPERTY SECTOR CONFERENCE

DPWI hosts the Property Sector Conference in the Western Cape and in KwaZulu-Natal

05 MINISTER ZIKALALA'S UK OFFICIAL VISIT

Minister Zikalala promotes South Africa as an infrastructure investment destination

06 OPERATION SIYAHLOLA AT THE KWADUKUZA HOME AFFAIRS OFFICE

DPWI delegation led by Minister Zikalala conducts inspection of KwaDukuza Home Affairs office

07 SACPCMP CONFERENCE

Minister Sihle Zikalala tackles construction cost inflation

10 CONFERENCE ON PERSON WITH DISABILITIES

DPWI entity the CBE hosts an inaugural conference on persons with disabilities

12 RECONISING EXCELLENCE IN THE BUILT ENVIRONMENT

DPWI shines at the Built Environment Recognition Awards



04

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DPWI WEBSITE & SOCIAL MEDIA



...is the official house journal of the Department of Public Works and Infrastructure.

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.

Views expressed in *WorxNews* do not necessarily represent the views of management.



Partnerships are key in fighting Gender-Based Violence and Femicide

This year marked the 25th anniversary since South Africa initiated the 16 Days of Activism campaign. The campaign, observed from 25 November to 10 December, focuses on raising awareness to the devastating impact Gender-Based Violence and Femicide (GBVF) has on women and children, as well as the social fabric of our society. The **WorxNews** team urges staff and all DPWI stakeholders to join Government of South Africa in fighting this scourge, as an all-society and multi-faceted approach to fight GBVF is important.

While Government has introduced a number of new laws to better protect victims of domestic violence, these will only be effective if all South Africans work with police, prosecutors and courts to ensure that perpetrators of GBVF are brought to book. On this edition of **WorxNews** we feature a poster with information that the DPWI Gender unit has put together to inform staff about some examples of sexual harassment. **Kindly read it and familiarise yourselves with it.**

We open this publication with articles on the Property Sector Conference hosted by the DPWI in the Western Cape and in KwaZulu-Natal. During his official visit to the United Kingdom in November, Minister Sihle Zikalala assured investors that South Africa had put in place systems, structures and policies that are easing ways of doing business in our country. The Minister used this visit to promote South Africa as an infrastructure investment destination. **Read more about this on Page 5.**

This issue of **WorxNews** also brings you the articles on the inspection of the KwaDukuza Home Affairs office in KwaZulu-Natal, the Council for the Built Environment's inaugural conference on persons with disabilities and a dialogue that tackled the issue of the notorious construction mafia.

Check out pictures on Page 8 that were taken at the Construction Industry Development Board's National Stakeholders Forum held on 12 December 2023. This annual event brings together key stakeholders from across the construction industry to discuss and debate the most pressing issues facing the sector. On Page 9, we feature pictures from an Imbizo in Kestell, in the Free State, where Deputy Minister Bernice Swarts joined community members in cleaning a local park which had been turned into an illegal dumping site. For more thought-provoking articles, make sure you go through this entire copy.

In closing, the **WorxNews** team wishes all our readers a safe and restful holiday season. May you return rejuvenated in order to continue fulfilling the mandate of the DPWI.

Thank you and enjoy the reading!

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“TRANSFORMATION IS WHAT WE ASPIRE TO ACHIEVE,” SAYS MINISTER ZIKALALA

Article By Andile Xulu

Pictures By Andile Xulu and Shudufhadzo Mudau

“Transformation is what we aspire to achieve.” These are the words that Public Works and Infrastructure Minister Sihle Zikalala used to introduce his address at the Property Sector Conference, held at the Cape Town International Convention Centre (ICC) in the Western Cape on 23 November 2023.

The purpose of the conference was to engage stakeholders on various challenges facing the Department when it comes to delivering on its legislative mandate of being the real estate agent of South Africa. The gathering also sought to address property industry players on the key role they ought to play in collaboration with the Department.

During the conference, Minister Zikalala requested stakeholders to partner with the Department. “We must work together to transform the property sector, by ensuring that property becomes affordable not only to tenants but to all South Africans,” he said.

Before attending the conference, Minister Zikalala conducted an inspection at Elwyn Court in Vredehoek, Cape Town and at the Castle of Good Hope, which are some of the Department's unlawfully occupied properties. He used his address at the conference to also outline various strategies currently being developed by the DPWI to optimise the utilisation of state-owned buildings and curb illegal occupation and hijacking of buildings.

BUILDING MUTUALLY BENEFICIAL PARTNERSHIPS BETWEEN GOVERNMENT AND THE PROPERTY INDUSTRY

By Shudufhadzo Mudau

The Property Sector Conference held at the Olive Convention Centre in Durban, KwaZulu-Natal on 3 November 2023 addressed various challenges within the property sector and the Department of Public Works and Infrastructure.

Minister Sihle Zikalala revealed that the challenges included illegal occupation of buildings, lack of industry transformation and establishing effective partnerships with stakeholders. The DPWI seeks to build mutually beneficial partnerships with the private sector in delivering quality accommodation within budget and that is completed on time.

Prior to joining the conference, Minister Zikalala inspected vandalised and illegally occupied buildings in Durban, accompanied by various DPWI senior officials including Regional Manager Nkosi Vilakazi from the DPWI Durban Regional Office. The Minister emphasised the need for government to reclaim dilapidated and illegally occupied state-owned buildings and convert them into revenue generating streams for the state.



MINISTER ZIKALALA PROMOTES SOUTH AFRICA AS AN INFRASTRUCTURE INVESTMENT DESTINATION

By Lennox Mabaso

The Department of Public Works and Infrastructure Minister, Sihle Zikalala, has assured investors that South Africa has put in place systems, structures and policies that are investor-friendly, which will ease ways of doing business in South Africa.

He delivered a keynote address to over 500 global investors in London during his working visit to the United Kingdom, where he presented to investors a plethora of infrastructure investment opportunities in areas such as energy, water, transport and digital infrastructure. The Minister used his UK visit to promote opportunities for foreign direct investments in mega infrastructure projects especially in the energy, water transport and logistics, hydrogen, harbours and digital infrastructure.

“As South Africa, we are a story of economic growth, hope and resilience to investors and social partners. We are open for business and we guarantee your return on investments in a country that is continuously eliminating red tape, has economic stability, improving the ease of doing business and where the rule of law is jealously guarded by our democratic institutions and our courts,” Zikalala told investors.

Minister Zikalala assured investors that President Cyril Ramaphosa is leading the charge for a corruption-free government which honours agreements and contracts with investors. He faced gruelling questions around some of the country's transformation policies such as the BBBEE, localisation and PFMA, which some perceive to be too bureaucratic and impact on investor confidence in South Africa's economy. Minister Zikalala defended the policies as critical in redressing South Africa's economic disparities induced by the pain of its history which left many languishing on the fringes of the economy.

“The South African government is creating a new economic landscape and architecture which is premised on economic inclusion of most of the population. Our quest to address the socio-economic imbalances of the past should be no threat to investors but should be part of building a united and democratic South Africa that benefits all its citizens. This is a consensus that we have built as a country that we want to be non-racial, non-sexist and democratic with a prosperous population,” said Minister Zikalala.



MINISTER ZIKALALA ENSURES THAT DPWI DELIVERS ON GOVERNMENT'S COMMITMENT TO BRING SERVICES CLOSER TO THE PEOPLE

By Thokozani Ngema

Public Works and Infrastructure Minister, Mr. Sihle Zikalala conducted an inspection of KwaDukuza Home Affairs office currently under-construction in KwaDukuza, KwaZulu-Natal on 24 November 2023. The inspection was part of the Minister's Siyahlola campaign aimed at ensuring that projects are finished and delivered to clients on time and within allocated budget.

The Minister was pleased with the quality of work being carried out, however, he raised concerns with regards to the pace, which he addressed with Mr. Thuthuka Mbhele, the Director for Projects at Durban Regional Office.

Minister Zikalala enjoined the project team handling the construction of the Home Affairs Office, which is a service department, to ensure that work is completed by February 2024 so that the office can be handed over to the client department in order to relieve it from the burden of Office space.

He further received an update on challenges experienced by Home Affairs and Social Development which were presented by the Mayor of Ilembe District Municipality, Cllr. Philani Shandu who was joined by the district leadership which was in support of the completion of the project.



DPWI CONVENES WORKSHOP ON THE IREREP FOR SENIOR MANAGERS

By Siphamandla Nyembe, Andile Xulu and Lennox Mabaso

The Department of Public Works and Infrastructure (DPWI) convened a workshop on the Integrated Renewable Energy and Resource Efficiency Programme (iREREP) on 7 December 2023, in Pretoria. The Acting Deputy Director-General: Facilities Management, Mr. Rachard Samuel opened the workshop that was aimed at helping the DPWI's senior management, particularly those who have recently joined the DPWI, to familiarise themselves with this programme for the procurement of renewable energy and resource efficiency for public facilities.

The programme is part of the country's blue economy initiative and is aimed at transitioning the country into the green economy using government facilities while also addressing the electricity and water supply challenges, and the rampant landfill shortages our country continues to face.

The delegates heard that the programme will introduce up to 3 740 MW of equivalent capacity through renewable energy and energy efficiency initiatives, while saving 47 million kilolitres of water and reducing waste to landfill by 1 million tons. "By alleviating at least 3 740MW from the national grid through the programme's energy efficiency and renewable energy interventions, the government building portfolio could potentially add the same capacity as 2 Koeberg power plants and reduce load shedding by 3 – 4 stages", said Mr. Rachard Samuels.



Zikalala Tackles Construction Cost Inflation with Standardization Program

By Siphamandla Nyembe

Addressing the South African Council for the Project and Construction Management Professions (SACPCMP) conference on "Constructing Built Environment Sustainability, Digitization and Inclusion," Public Works and Infrastructure Minister Sihle Zikalala unveiled an initiative to combat inflated construction costs: a program of standardization. This program, derived from three newly introduced competency standards – sustainability, digitization, equity and inclusion – aims to streamline government construction projects and bring down the exorbitant prices currently paid for materials and services.

Minister Zikalala highlighted the stark discrepancy between government and private sector procurement costs. "A brick purchased by government might cost R150, while a private company pays around R75," he stated, emphasizing how such imbalances hinder national growth. To counter this, the Department of Public Works and Infrastructure (DPWI) will implement standardized designs for facilities with similar purposes. This approach not only promises cost savings through bulk procurement but also promotes uniformity and strengthens the department's image as a driver of national progress, as reflected in its slogan, **"South Africa Works because of Public Works."**

The standardization program extends beyond mere price control. It seeks to drive sustainability with standardized designs incorporating resource-efficient materials and construction techniques. Digitization also plays a central role, with the program embracing technology to optimize design, procurement, and construction processes. Furthermore, the focus on equity and inclusion ensures that marginalized communities benefit from infrastructure development and that diverse voices are heard throughout the construction process.

Zikalala's announcement was met with applause from the SACPCMP conference attendees, representing a diverse range of construction professionals. His initiative addresses a key concern within the industry: balancing cost-effectiveness with quality and social

responsibility. The program's emphasis on sustainability, digitization, and inclusion resonates with the conference theme, showcasing a holistic approach to construction that prioritizes both environmental and social well-being alongside economic progress.



The Construction Industry Development Board's National Stakeholder Forum

Pictures by Thokozani Ngema



Deputy Minister Bernice Swarts' oversight project visit and Imbizo in Kestell, Free State

Pictures by Bukiwe Cimela and Maanea Maselesele



CBE hosts an inaugural conference on persons with disabilities

By Hope Motitimi

The Council for the Built Environment (CBE) hosted an inaugural conference on persons with disabilities at Birchwood Hotel in Boksburg, on 5 December 2023. The aim of the conference was to "consolidate and accelerate rights of persons with disabilities" in the built environment. It marked a significant milestone in recognizing the often-unseen challenges faced by People living with Disabilities in navigating buildings and public spaces.

Chairperson of the National Albinism Task Force, Mr Patrick Wadula, shared insights on what albinism is and the stigmas around it. "Albinism is a captivating and often misunderstood condition characterized by a reduced production of melanin, the pigment that gives skin, hair, and eyes their color. People with albinism navigate a world often designed for melanin-rich individuals, yet their stories are filled with resilience, self-acceptance, and the extraordinary beauty of diversity," he said.

Mr Wadula also urged people within the built environment to always consider all types of disabilities when constructing buildings. He urged the attendees of the conference to always remember the following:

- Albinism is a genetic condition, not a contagious disease.
- People with albinism are just as capable and deserving of respect as anyone else.
- Let's celebrate the diversity of human experience and embrace the unique beauty of albinism.

However, the conference wasn't merely about highlighting problems. It was a platform for solutions and empowerment. Renowned architects, quantity surveyors, town planners, and disability rights advocates participated in interactive panel discussions, brainstorming innovative design solutions and advocating for policy changes that prioritise universal access in government buildings.

Deputy Minister Bernice Swarts spoke at the CBE's inaugural conference on persons with disabilities. DM emphasised on the importance of inclusivity and job opportunities for people living with disabilities within the built environment and in government at large.

Deputy Minister Swarts also called on all entities reporting to the Department to play their part in making sure that people with disabilities are trained, employed and get businesses in the built environment. Deputy Minister Swarts added on by saying, "it is often people living with disabilities who are overlooked in the Built Industry work and business opportunities because of the assumption that they would not be able to do physical duties associated with the industry". "Together, we can create a world where everyone belongs. When we embrace diversity and inclusion, we not only enrich our communities but also strengthen our societies," she said.



DPWI HAS A KEEN INTEREST IN SUPPORTING CONSTRUCTION COMPANIES THAT ARE HELPING THE COUNTRY ADDRESS THE UNEMPLOYMENT CRISIS

Article By Bukiwe Cimela
Pictures By Shudufhadzo Mudau

Public Works and Infrastructure Minister Sihle Zikalala gave a keynote address at the 16th annual South African Construction Awards (SACAs) in Midrand on Saturday, 25 November 2023.

In his address, Minister Zikalala noted how the construction sector grew by 4.2% in the last six months even though the general economy of the country continued to be subdued.

The Minister said the Department had a keen interest in supporting construction companies that are driving inclusive growth and helping the country to address the unemployment crisis. "In this vein, a key aspect of the proposed CIDB Amendment Bill encompasses the increased role of the private sector and its contribution to the transformation and development agenda," said the Minister.

Minister Zikalala made a call for the transformation of the construction industry, to include more women. He said it was a concern that on the CIDB register of contractors, there were only 37% women representation.

The SACAs ceremony coincided with the **International Day for the Elimination of Violence Against Women** and the launch of the South African **16 Days of Activism for No Violence Against Women and Children** campaign. In this regard, Minister Zikalala urged the sector to recommit to women's economic empowerment in order to curb violence against women, which according to studies is fuelled by gender inequality.



Zikalala Speaks on All Things Construction Mafia in "Frank Dialogue"

By Siphamandla Nyembe

Minister Sihle Zikalala was hosted by outspoken broadcaster, Professor JJ Tabane in a "Frank Dialogue" session held at Sandton in Johannesburg on 21 November 2023. The discussion shed light on the dark underworld of the construction industry: the notorious "construction mafia."

Minister Zikalala didn't shy away from naming the problem, acknowledging the "extortion, intimidation and violence" plaguing construction sites. He described a two-headed beast: "blue collar crime," perpetrated by thugs disrupting projects, and "white collar crime," involving sophisticated corruption schemes. He stated that it suffocates economic growth and deter young talent from entering the field.

Minister Zikalala also declared zero tolerance for the "30% cut" demanded by extortionists on projects. He vowed to strengthen law enforcement and dismantle criminal networks. Furthermore, he emphasized the need to distinguish between genuine small businesses seeking opportunities and shady businesses looking to utilise criminal elements to get ahead. He offered to facilitate constructive dialogue and pledged support for those willing to play by the rules.

The discussion wasn't all negative, Minister Zikalala 'dangled the carrot' of transformation by speaking of empowering black SMMEs through improved access to funding and mentorship. He stressed the importance of skills' development and fostering a professional construction workforce.

The Minister's "Frank Dialogue" resonated with the audience. The construction mafia issue isn't just an economic one; it's about human lives lost to violence and communities denied essential services. The session sparked hope, with Minister Zikalala's commitment to tackle the problem head-on and his vision for a transformed, inclusive industry offering opportunities for all.



Celebrating Talent and Progress: DPWI Shines at Built Environment Recognition Awards

By Siphamandla Nyembe

The inaugural Built Environment Recognition Awards, hosted by the Council for the Built Environment (CBE) and Construction Education and Training Authority (CETA), saw the Department of Public Works and Infrastructure (DPWI) shining brightly in Durban on 7 December 2023. Not only did the Department bag 2nd place in the Best Employer in Training Young Professionals Award, but their dedication to nurturing talent was further highlighted by Nobuhle Simelane's impressive win.

Simelane, a former participant in the DPWI Young Professionals Programme, recently registered as a Professional Landscape Technologist. At the awards ceremony, she was crowned the Youngest Professional Landscape Technologist under SACAP, the South African Council for the Landscape Architectural Profession. This double honour for the DPWI, is a testament to their commitment to developing skilled professionals and fostering a vibrant future for the built environment sector.

The night wasn't just about celebrating individual achievements; it was also a moment to acknowledge the strides made by CBE in professionalizing the built environment in South Africa. With close to 3,000 registered professionals across the country, ranging from the youngest (19 years old) to the most experienced (91 years old), CBE is demonstrating remarkable progress in building a strong and diverse workforce.

The Built Environment Recognition Awards serve as a powerful platform to recognise excellence and dedication within the sector. They inspire young professionals like Simelane and highlights the crucial role institutions like DPWI and CBE play in nurturing future leaders. Congratulations to all the winners who were celebrated at the ceremony, and especially to Nobuhle Simelane for representing the DPWI with such pride!

"This marks a significant step forward for the built environment sector in South Africa, and we can expect to see even greater achievements in the years to come. By investing in young talent and championing inclusivity, the future of the built environment is looking bright."



South African Council for the Architectural Profession Inaugurates 6th Term Board

By Siphamandla Nyembe

On November 17, 2023, the South African Council for the Architectural Profession (SACAP) officially inaugurated its 6th term board at a ceremony held at the SACAP offices in Sandton, Johannesburg. The new board members will serve for a four-year term, with the mission of leading the architectural profession towards inclusivity, transparency, and global leadership in the built environment.

Mpho Mashaba, Director of Public Entities under the Inter-Governmental Relations (IGR) branch of the Department of Public Works and Infrastructure (DPWI), represented Minister Sihle Zikalala at the ceremony. In his speech, Mr. Mashaba commended the outgoing 5th term council for their achievements and encouraged the incoming board members to build upon their success. He expressed his confidence in their ability to make a positive impact on the profession over the next four years.

Following their inauguration, the 9-member board elected Charles Nduku as president and Letsabisa Shongwe as vice-president. Nduku, a registered professional architect with over 20 years' experience, brings a wealth of knowledge and expertise to the role. Shongwe, a registered professional architectural technologist, is a passionate advocate for inclusivity and diversity in the profession.

The inauguration of the 6th term SACAP board marks a significant moment for the architectural profession in South Africa. The new board is committed to working towards a future where the profession is truly inclusive, transparent, and recognised as a global leader in the built environment.



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DPWI'S OFENTSE MATHE AMONG DOZENS OF YOUNG PUBLIC SERVANTS BEING EQUIPPED WITH SKILLS TO BECOME EFFECTIVE PUBLIC SERVICE LEADERS

Compiled by Andile Xulu



Ofentse Mathe is 24 years old. He is a Project and System Administrator under the Programme Management Office (PMO) at the Department of Public Works and Infrastructure's Head Office. He is originally from Temba in Hammanskraal but is currently residing in Pretoria, Ga-rankuwa.

He recently joined the Emerging Leaders in the Public Service (ELIPS) programme, a six-month coaching and mentoring initiative under the auspices of the Department of Public Service and Administration (DPSA). His journey with the programme began in November 2023. "The programme aims to equip young leaders with essential knowledge, decision-making, and problem-solving abilities, components include workshops, coaching, and a community of practice," he said. Ofentse is the only chosen candidate from the DPWI.

He says since he joined the Department in February 2023, he saw the ELIPS programme as a unique opportunity to enhance his skills, expand his network, and gain insights into effective leadership within the public sector. "The prospect of being part of a community of motivated individuals dedicated to making a positive impact further fueled my enthusiasm," he said.

Ofentse has also revealed that Talifhani Banks who is a CEO at AnalyticsX is his role model. Although he has not met him face to face; he aspires to emulate Banks' commitment to driving innovation and fostering a culture of excellence. "I am motivated to leverage the knowledge and skills gained through the Emerging Leaders in the Public Service programme to make a positive impact within the public sector through the integration of innovation and Governance, to make informed and data driven decisions," Ofentse said.

He expects his participation in the programme to help him become a more effective, influential, and forward-thinking leader within the public service, "contributing positively to both my organisation and the broader South African community," he concluded.



November

1. VAN ROOYEN PHILIP JACOBUS WILLIAMS GWENDOLINE MKWANAZI BAGAMONS DAVEY MOLAPELO DANIEL MALESELA CHAIKIE JOHANNES TSHABALALA MATSHOISO JUDITH MWANDLA SINDOSIWE REJOICE PENYENYE BONOLU PORTIA NOABA BONGIWE NDMSENGA MALIBONWE HARRISON MAITSAPO JAMES SUNNYBOY MHLARI ERROL DELELANI TSHIKOVHI VHTUSHILO SINGO MPHJO STEVEN MBUNGE SINDOSIWA KHUMALO PRECIOUS SLINDILE

2. VAN EYK BEVERLEY JANE AFRICA CAROLINE CANNON CLAUDE CONSTANCE VAN DER BERG MARIUS HUGO BALOYI SARA PRUDENCE RAMOROKO DEFFLE SOLOMON LEBONA REALBOEHA MOTHIBISI MCANDREW MATHIBA MPOLAENE PETRUS MUMISO BULELANI MAXWELL MAHLABA KATSO ANNAH MATODZI MUALLO MHLONGO LONDWE

3. CIMELA VUYANI MBAMBO ZOLA SHIRLEY SILELLO MAKGODE EDITH SENAALE RAMPENG PETRUS MADIME MAAKE MASILO CHARLES THOTSE JOHANNAH MOKGADI NGWENYAMA PETROS SAYIOT MARGARET MALESELA DENNIS GADRENGWE KEABAKA ELSPEETH MOTSDENGEN DINEO MOLEBOBENG MOLETE MPHJO ELORICIA MOFOMELA SOPHONIA RAPULA RANA SABELLO KEVIN

4. ZULU CELANI CHARLEMAENE SAMUELSON DUMINY PETER JOHANNES GIBISELA THEMBAKAZI LISA FANERI IVY NODUVHADA LUFUNDU BEAUTY MAKALENG IVY LERATO LDUW EUNICE MOLEFE DODIRAMANG KHUMDITSELE DINICA KHUMALO WENDY SNOITHILE EVIDENCE NYANGA MOLEVOISO HLUNGWANE BASANI ZUMA FORTUNATE PHINDILE NDIKA NOKUBONGA ZWANE SIYABONGA PRAISE-GOD NKDANE PHILLEMUND TSHWENE DITSHOGO FATIMA EMMAH

5. MADISHA MADUMETJA JOHN MZUBE MFANALUTHI JOSEPH ZUMA HYCINTH VUSUMUZI KOKHUTSO JOHANNES MMANTLWANA MABANDLA MLULEKI SYDWELL DE KLERK COLLEEN ESTELLE NTLATLANE RAMPHABANE GEORGE

DAGILE BERTHA MANTSEHE HLENGWA MZIWETHU HENRY KOMAPE TEFU MEGGIE MACHI GODDAMN MFANLIFKILE NETILI LIVHUYANI GONIWE-NGANGELIWE SIVENATHI HLATSHWAYO CHARITY NDMBUSD

6. GEORGE ELIE SARAH MIEMIE MIFHLO KHUNJULWA HLENGWA KHANTSHE MARTHA MANAGA TALTON NTSHENGEZANI NKWANE MMAPHUTHI EVAH RADEBE NDMUSA FELICITY SILULWANE-MJINDI BENEFICENCIA NWABISA SIWAPHIWE PLAATJES MHLALI VUYOLWETHU L'WANDILE SIBUSISO SIMPHIWE MPKELELI YANELISA NKDANE GOMOLEMO NORMAJEAN DUKADA IVWE

7. JOSEPH ELIZABETH FRANCIS RAMOROKO TEBGGO RUTH MABENA JONAS MOKOLO MUSVOTO BLANDINA JESKA MABADA NDIPIWE MATHIVHA FREDRIK NOIVHONISWANI LEKODANE SEROLE EVELINE NJOMI NOZANDI SIKHELA WANDERBOY MGENAME THANTASHYA PORTIA MOOS KOKETSO BENEDICT

8. TLADI EDWIN THABO LENTSWE MODOGSI JONATHAN TUSWA BABAWA BAY GRACE NDMOBULELO YEKO AYANDA MAWELELA SEUN TEBGGO PAUL SHANDUKANI KAMOGELLO

9. MAHARAJ ROSHANALL SHIKWABANA TSHILOZI CHRISTINAH MISELA REGINA GAMINE BOSHOFF RONNETTE MAHLANGU NTOMBIFUTHI LORRAINE RAGANYA MASHILO MACDONALD MACHOGA RAMAMOTJEA ESTHER ANDRIES FRANKLIN MKHAYELE EUNICE HLAMALANI MUTSHINYA MPHJO MAGORO FHULUFHELO KHUMALO SHLINDILE PATRICIA MMDLOTSI MOLEBOBENG JACQUELINE CEKWANA DMXY

10. PELSTON TREVOR LETSHWENE TEBGGO SARAH MOIREMI MPOTE SAMUEL VALENTINE SUZETTE FRANCINE MARHAWU MASHLUNZA MOUTON RIANA MARAKALALA MODIKANA JACK SEMOSA NAKAMPE MOSES MPEKO AARON PHINEAS GAITYANE TIRHANE WINNY MABINJA STEPHEN MORRIS MZIWENDODA MORULANE MATLOU MAUREEN

MODOGALE MONTJANE CLIVE LDUWFANT MPHJO

11. MAPOLISA NAJU EMILY STROEBEL GEORGE JOHANNES NOLUVO EVAH AUBREY NKHIZE EMMANUEL ZWELITHINI MOLAPISI QUINNETH ZIQI NDSIPHIWO KHUMALO SALOME MATSIE KHIVA NDMOME LINDELANI AVUYILE MNGENELA SIVEKOSI SAMPSON STEPHEN KATLEGO

12. MAMPA MMASHAI SELINA LOTTER FREDERIK HENDRIK MAHLANGU KHABO DINAH OLIVER VANESSA HEILBRON JOHANNA SKADE MOTLHABANE JOHANNES EMMAMALLY WAHEGA RADEBE JABHILE LAVIE NYANGA OFELLA FATIMA MOELA RAMOGALE NTEBO KIMETSI MOKGANTSHO MARBLE MOKA DUMSANI BUNTU MAGASHI LUVOLWETHU TREVOR MASHELE TRABO NTSAKO WILLIAMS SANELE DINWAYO DLWETHU ROSE SETZIN ASHLEY DYLAN MOENG KEABAKA DINAENNA CORDELLA

13. VAN BLEEK DAVID CHARLES HENRY DE BRUYN SHELDON WILLHELM MKHATSHWA NDMOSBULUKO EMELINAH NEMASETONI IRENE PRINSLO JUANITA MANGCENGEZA NDMUPHELELO VICTORIA BANDI RHANZOZI DAPHNEY MBELE NTOMBIFUTHI DRAH MABUZA MUSA GORODN MOSEDIANE KACHINGA MNAPI MUSA PILLAY THEVAGASEN

14. GAMEDE NOKUPHWE MILDREDIS MARITE LEBONGANG MADIBA KATE BRENDIA TSDHO KHANYELWA GLADYS SINDANE SOPHIE MOKWELE MAROPENG JOHANNES NJWARA AYANDA FREE-GIRL NKDANE LILITA KHUZWAYO FROMOOSE PHULLE MEELA MANTSHA MAHLATSE

15. CRUYWAGEN RAYSFORD BRYAN BODYSER SELINA MIKIE TSHABALELE FUNDISWA MAVIS MABUNDA EVANS NTSAKO TSHIDAVHU FHUMULANI JUDITH MATHIYE MMATLOU ROSE MASHELE EDWIN RINDOSE ODWA JOSEPH ZAKWE SIBONISO PROSPER MHLABANE BANILE SYDNEY

NGEMA AMANDA MILLICENT

16. MAHLWELE MPHADI TRIDD SATT MDOGAMAT FAIZ MASSEMELA GALAWI JAN MANDIWE THEMBISA ABETHA SESOKO LETTIE PUPPY NCDANE EGTIHLAOGANYAMANG SOLOMON MUTATI HULISANI FHOLANI GWANYA MZIWOKOLO MARVELLOUS MATOLO NOBOMI ANNA TORIA MZLOLO-WAZINI NOKUBONGA DLAMINI MANDISA ZAMA SIZWE CYRIL

17. MASUKU SIBONGILE THULISWE ERLANK ANNA FRANCOVA MADIBANA NKHULO JAMES MASHAD RONALD DANIEL TINYIKO MODOPE LAPOLONGANG JOYCE PHIRI SIBONGILE OLGAH MAKALUA MCARTHUR THEMBISILE SOSIBO THABISILE GRACE MDOGALE MLOWANTWA CONFIDENCE MUTHANYI AZWIDWI SOND LERATO ANGELA KHUMALO ZAMANTUNGWA STELLA MOKOZELI-MBOPA NCEDISA MURLODI ANZA

18. MOSEDIANE MANARE GRIVIS NTONGA NOLITHA CLASSEN MERVYN PETER SEGILE NTSOPA FRANCISCA JACOBS ISAAC CECIL LOTTERING VANESSA CAROL KLIP RUTH DE LANGE ROGER NKDITSE CLIFFORD MODOGOTSI MODOBUDU SETEMPE GIVEN MAMPHOROGO TSHILOZI TSEPE MASHUJLO SHARON MONTJANE SEKULO ELSIE SETATI MOYAHABO NORA BESANTO VEROSCHA MANDISA MACHEBE MVELANI MNGEDMGO LUSANDA BOB MLINGISI ANDILE MARUTHA SEKGOLLO BEAUTY SEKHUSHILE KEGMOTSO

19. SELEKA MPHJO GIFT RAMUNENYWA NYAMUJINDA DOREEN DU PLESSIS ANTONY ALFRED NZAMA SIBUSISO DOBELAS KEWAPALE GORFREY RADIKWEJANE DONDASHE MBEYISILE MONYELA GRACE RAMADUMETSE MAHLANGU WILLIAM KOOBMAN MADEUTKA VUYANI RUSSEL NOLUVO MABONGI SYLVIA MNGUWILE NDMZAMO MAPHIKE MOLAJEFA PETRUS MTHEWHA ANELE AMELIA MPHAHELE MATSAXANE MPHJO NKUMALO MATIMBA NDMOMO ANATHI

20. NGOLLA THAMSANDA RUSSEL LEEUW CYNTHIA MBEKKA SEKATANE MMANAMANE CHARLES KHAVHELA SHANDUKANI LITHOLE VHYUSANI NGAKANE GEORGE MOSIANEDI NTSISANA ANATHI MOEMA THABANG TABEA MOPITALE HECTOR LEHLOHONOLO SODMAR MOHAMMED RISHARD

21. MOENG MODOLOTO HENDRIK MCHUNU THAMSANDA CLEMENT MAKONARELA FAITH DUMEGE MBEKANI JOHNSON LEONWA KHOMOTSO PAULINAH ZWANE RONNIE BOY-BOY ZWENI PHUMZA RAMAGOMA RENDANI MATSHEKA ONKOKAME LYDIA BOKABA SAMUEL TEBGGO KARA RYAAHD

22. MAHLKWANE AARON MODISE MASHUSHI NTOMBIZODWA EPHONIA BEREMAN GEORGE ANVER MTHEMHE JOE MANKA NKANUNU SIMON SIMON MAHLAULE IVY

DANDALA ZOLEKA TRYPHINA MOKGOLA SEREKELA GEORGE BALOYI KHAYIZENE THOMAS NAKUMBA NWABISA IVY-GRACE TSHUME BONGANI WITNESS MPHAPHULI TOYHUYANI MICHAEL MOKGAMATHO THOMAS LEBODANG MHLANA ANDISWE ZABA DIVISOLO PHU NDMINI MAZEKA NDMUPHELELO SLINDILE

23. NASE MONDELI WILSON MEYER ROSELINE PODE CHRISTINA TSHOLOFELLO DIKE NODDA KIMISH JOHANNES MATTHEW RICHARD MEKWE ITUMELENG DESMOND DLAMINI INDS KWAZI RADEBE ALBERT TSEGE MMANOKO SANAH MODISE ERNEST BOTIK NOUKULU PETRUS MAGANDELA KHUMALO NDMOKHOSI MARIA MMDOKA MATSHOISO CONSOLATION NGBOMI MATOME PHINEAS MASHILA NDMANDILE REUBEN TAKALANI MPHJO TINY KHUMALO YAMA CARDINAL

24. LESSING SUZETTE MARIA NKWANYANA JABULANI JOHN MOKGOKONG MMABATHO DAMARIS BHLA BETTY KAJANE ZIBELE GIBSON MADIYANTI ELIZABETH JULIA MADZIVANE HORSANI CASMANEVA DLIDLA SABELLO INNOCENT

25. BURBERS BERNICE SHIRLEY GECA LUNGAKAZI DIAGRACIA MOHLALA JEFFREY TSHABANG MAKHUBELA THANDIWE EUNICE MPEKO NDMOBULELO GLADYS NYANA VUKILE MOKAZI S'ABELE NDMOBULELO CHWARO KEFILWE ZAKA ZIMASA CLAUDETTE NKWINKA TREVOR LYBON MATHIBELA MONICCA SANA EWALA LINDA PETRONELLA

26. PORTUONDIO MEDACE JA JORGE LUIS DANIELS JACOBUS MPHAHELE RAMADIMETJA VICTORIA MALEKA SINDOSIWE NTOMBI JOBELA VUSUMUZI TEBGO BEAR KHEWANA XOLISWA FELICITY NTSHWANTI LITHALETHU MAHLANGU FLOHAR ROSINAH MTHULI NCAMISILE CHABANGU JOHANNES

27. HLATSHWAYO ZAMAHAYE GODDNESS MALAHLELA MAPULA MARIA MAHLANGU EMMA NDMHLEKHABO DOSE SINDUVUDY HUNTER KAREN MINTOOR FLOREZCE EUJINA SEKALA TSHIMILE ELVIS MOTLHASEDI NGALETSANE FORTUNATE SHONWENE WISEMAN LUSASEN AYANDA CHARLOTTE

28. DE BEER LEON BUYEYE NOKONWABA MCHUNU EMILY KANTIAN SANELISWE BOOIBA TEBGGO INNOCENTIA MBASA VUYOKAZI MOKNENG LESSEDI THEODORAH MODISE PORTIA MATGEO MOKOPFELA NTEBANG GEORGINA NEKHUME KHATHUTSHILO GINNINDA PHUMZILE MAKHUBELA PRUDENCE MANGENA DINED DORRIES

29. HLONGBANE AUPAPI STEVEN LETSOALO NYAPYADI LINAH CELE ZANELE BENEDETTA KOMANISI NDMAPHA HADZHI LIVHUYANI DORIS MAMANE ESTHER MASESTONE SKOSANA JULIETH BISSISWE MASHIMBYI MUKUNUSTI PATRICK NGUMBA ANELE NOLUVO SAZISO MAGNIFICENT

30. VAN DER WALT JOHANNES GIDEON MALINDI MADEDA NOKWANDA CONSTANCE SENAMELA MARIA MOKGADI STYFODUM ELSABE MELISSA RAMAKUJELA MASHUJLO RACHEL DATANA VUYOKAZI FELICIA MOMBETI TAKALANI PRINCESS NTSINDOWA NELISA

IN MEMORY OF OUR FALLEN COLLEAGUES



Mr George Thato Lekholo



Mr Marchborn Welile Maqenukana



Mr Richard Mahlangu



Mr Selatake Peter Senyolo



Mr Solomzi Siyabonga Mdlaka



Ms Lindy Rhandz Maluleke



public works & infrastructure

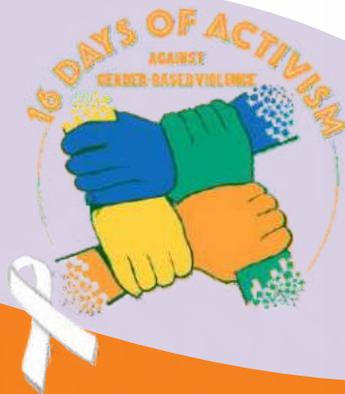
Department:
Public Works and Infrastructure
REPUBLIC OF SOUTH AFRICA



16 DAYS

of Activism for No Violence against
Women and Children 2023

25 November-10 December



Some examples of sexual harassment are:

- Asking for sex in exchange for a benefit or a favor
- Repeatedly asking for dates, and not taking “no” for an answer
- Demanding hugs or kisses
- Making unnecessary physical contact, including unwanted touching
- Using rude or insulting language or making comments towards girls and women or boys and men.
- Calling people sex-specific derogatory names
- Making sex-related comments about a person's physical characteristics or actions
- Saying or doing something because you think a person does not conform to sex-role stereotypes
- Posting or sharing pornography, sexual pictures or cartoons, sexually explicit graffiti or other sexual images (including online)
- Making sexual jokes
- Bragging about sexual prowess
- Bullying based on sex or gender
- Spreading sexual rumours or gossip (including online).

**For more information on the DPWI Sexual Harassment Policy, contact
The Gender Unit on 012 406 2132/1318/1005**



**#StopGBVF
#16Days2023**