

THE

APRIL 2023

ISSUE #11

EAGLE



WIDENING THE DISCOURSE



INSIDE



**TAKING CRIIIO
TO SCHOOLS -
ESWATINI
CRICKET**



**THE SNAT ON
ILO C190-
SNAT GENDER**



**"WE NEED A
TRANSFORMED
EDUCATION"
-ESCAPA**

**LOT VILAKATI-
ON BEING THE
SNAT SGI** (2022-2026)



The SNAT Platform



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EAGLE



WIDENING THE DISCOURSE

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VISION

To become the SNAT's premium provider of quality content across all media platforms with a high level of loyalty and activism.

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The SNAT Editorial will lead the new media revolution by helping to build and strengthen a revitalized teacher's union and grow our presence both domestically, regionally and internationally. This we will accomplish with excellence in the way we conduct our union business, in our product offering and in our service to our diverse rank and file.

VALUES

- EXCELLENCE
- SERVITUDE
- INTEGRITY
- SOLIDARITY
- UNIONISM

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APATHY SYNDROME—IS THIS THE NEW NORMAL FOR EDUCATORS?

The 13th of January 2023 will forever stay in my mind as a day of embarrassment for us as educators, under the current employer of choice. On this day, the SNAT had delivered a petition [with a handful of protesters] at the Ministry of Education and Training [MoET] and the Ministry of Public Service [MoPS] on a myriad of paramount sectoral issues. On the day, the SNAT, as always, wanted the MoET to do one thing: employ 5000 teachers in schools on a permanent and pensionable basis.

It is an open secret that the Education sector has been on the receiving end of all forms of unfair labour practice. Teachers are guinea pigs for the Government. All unjust Laws are

tested on us.

Anyone reading and listening to the build up towards the fateful Friday [13 January 2023] would have thought 10,000 teachers, particularly those languishing at home with certificates, would flood Mbabane to do one thing: send a message to the government on the need to be employed.

But alas, teachers stayed at home. A few known faces were seen in Mbabane on the day and the progressives.

As I reflected at home that Friday night, I concluded that apathy is real for our sector. Neurosci [1991] defines an apathy syndrome as a syndrome of primary motivational loss, that is, loss of motivation not attributable to emotional distress, intellectual impairment or diminished level of consciousness.

Apathy is, according to Watson [2022], lack of motivation to do anything or just don't care about what's going on around you. That's the level most of our colleagues are in now.

Teachers are casualised. Teachers in schools are overworked and overloaded with work.

Teachers are suffocating but when the Union calls them to the picket line to address these glaring challenges, they adopt what psychologist, Martin Seligman called: Learned Helplessness. Passive behavior. Giving up quickly. Bad attitude. Lack of effort. Refusing to try.

This is where we are as educators. The unfortunate part is: nobody will be the Messiah for educators. The ball is in our collective courts to rise to the occasion and fix the cluttered sector. The onus is on us ALL, lest our children 'stone our graves' for being cowards and folding our arms when called to take meaningful action.



Some of the marchers that were in Mbabane on the 13th January 2023 (SNAT Media)



On The Lenses





On The Lenses





On Friday, the 13th of January 2023, the Swaziland National Association of Teachers

[SNAT] marched to the Offices of the Ministry of Education and Training [MoET] to deliver a petition over a myriad of issues that affect the working, economical, social and political welfare of teachers in Swaziland.

Let me hasten to state that the fundamental duty of a Union is to defend, negotiate, organise, educate and advise its members, at all times. Every Union ought to be preoccupied with the bread and butter issues emanating from the obtaining material conditions on the grounds. The material conditions on the ground directly affect the bread and butter issues that Unions have to grapple with. We can, therefore, assert that the obtaining political system, its politicians and the political decisions they make, have an adverse effect on the welfare of workers in this country.

REFLECTING ON THE 13TH JANUARY 2023 PETITION

...delivered to the Ministry of Education and Training (MOET)

Lot Vilakati the SNAT Secretary General (SG).



The SNAT Banner on the Friday [13 January 2023] petition delivery activity [SNAT Media]

As such, it is of paramount importance for trade Unionists to take into account the fundamental causes of the plethora of challenges workers face, so they can come up with a proper and efficient diagnosis.

The adoption of the working class ideology by the recent Conference of SNAT in September last year is a big step towards using the correct tools of analysis to dissect the material conditions and their impact on the welfare of the working class in the context of Swaziland.

The demands delivered to the Ministry of Education and Training [MoET] were divided into two [2]. One of the demands focused on the dwindling standards of quality teaching and learning, and what must be done by government to rescue the situation.

And the other demand was about the welfare of teachers. As the SNAT, we care about the welfare of our members and we can go an extra mile to ensure that they work under favourable and better conditions. It is for that reason

that the Union has a fully-fledged health and wellness department under the portfolio of the Deputy President Cde Bonginkhosi Msibi.

FOR THE ENSURING OF QUALITY TEACHING AND LEARNING

Under this demand, we urged government to supply schools with adequate and healthy food. Last year [2022], government supplied schools with only grains. There was no cooking oil, peanut butter or other essential types of food which constitute a proper and healthy diet. Our demand is informed by the fact that we are on the ground, and we see every day the shortage of food in most schools. Sometime back, we read on newspapers that some schools were now giving pupils boiled dry corn (emancobo). This demonstrates the dire situation that most schools find themselves in.

In some schools, government supplies food that lasts for only a week. And when the food gets finished, some

pupils stop attending lessons as they get meals only at school due to the poverty situation in their homes. This has contributed to the high numbers of school dropouts, especially in rural areas. Most schools have become feeding centres hence we call upon government to supply adequate food in schools.

As the SNAT, we demand that government should pay the Free Primary Education (FPE) grant before the opening of schools. This would allow school administrators to procure food and other necessary materials in time before opening schools. Additionally, by paying the FPE grant on time, government would also ensure the smooth running of schools. Currently, schools are not operating well due to a myriad of challenges brought about by the delay by government to pay FPE grant.

What surprises us is that government expects teachers to perform miracles. Without proper funding and empowerment of the human capital (teachers and axillary staff), schools will continue

to struggle to produce quality results. The schooling system can be likened to a jukebox; the song can only play once a coin has been inserted. We note that in this year's [2023] budget speech, the Minister of Finance announced that the FPE grant will increase. We welcome this decision but we further call for the increase of the OVC fund.

Furthermore, in the petition delivered to government, the SNAT demanded that the Ministry of Education and Training [MoET] should deliver text books in schools. Since there is free education at the primary level, learners are not expected to buy books but instead it is the government that should supply books. However, it is now three [3] months into the first term but government is yet to supply books and stationeries.

The Competency Based Education [CBE] model is almost practical and requires pupils to use workbooks every day to read and write. Without the workbooks, it is almost impossible to teach and this makes life difficult for teachers as they are forced to improvise.

Moreover, the introduction of grade 0 in all primary schools will help all Swazi children have access to quality education at the lower level. Now that government has introduced a standard aptitude test for all prospective grade 1 learners, government is bound to introduce grade 0 in the schools because the aptitude test is contained in the grade 0 syllabus therefore all learners must stand equal chances of going through grade 0. This will see the employment of many grade 0 teachers who are roaming the streets without jobs yet they were trained by the same government.



The SNAT SG reading the petition at the Ministry of Public Service [MoPS] on the 13th January 2023 [SNAT Media]

“ What surprises us is that government expects teachers to perform miracles. Without proper funding and empowerment of the human capital (teachers and axillary staff), schools will continue to struggle to produce quality results. ”

out which is informed by government statistics which reflects that there are about 4,835 contract teachers currently in schools. Many students are without teachers yet teachers are roaming the streets without jobs. Trained professional teachers are turned into beggars in Swaziland as if there are no schools.

We even gave government a remedy of relocating the 700 degreed teachers stationed at primary school to high schools where they belong. The issue of TEAQ is so serious because these educators are not only exploited but are also underpaid. Additionally, these teachers are not promotable at the primary school despite that they have amassed vast experience. Also, these educators are remunerated at a lower scale. The employer has flatly refused to relocate them to scale C5, which is a pay scale they deserve.

The government had promised the national executive that the TEAQ members would be promoted to Administrative Posts. But this has hitherto not materialised. On the issue of contract teachers, the government has promised to do away with contacts by 2025. We hope for the best.

THE WELFARE OF THE TEACHERS

We further petitioned government on the welfare teachers. The employment of 5000 teachers on

permanent basis is not only a need but it is a necessity to the sector and the people of Swaziland and the future of the country. We derive the number from a scientific research the SNAT carried

SWAZILAND SHOULD RATIFY AND DOMESTICATE ILO CONVENTION NO.190



Sifiso Vilakati, The SNAT Gender and Human Rights Officer, receiving her Award on her outstanding role in combating Gender Based Violence from One Billion Rising Director, Colani Hlatjwako, on the 11th February 2023 at Mavuso International Trade Fair [SNAT Media]

The International Labour Organisation [ILO] is the only United Nations [UN] Agency, since 1919, that brings together governments, employers and workers of the 187 member States to a round table. It sets Labour standards, develop policies and devise programmes promoting decent work for all workers (women and men).

ILO Convention No. 190 (C190), Convention on the Elimination of Violence and Harassment in the World of Work [entry into force 25 June 2021], is the first international treaty to recognize the right of workers to a world of work-free from

violence and harassment, including Gender Based Violence and sexual harassment at work.

In Swaziland, we do have the Sexual Offences and Domestic Violence Act [SODV] Act No. 15 2018 which covers broad spectrum of our society but says nothing much about workers at the work place. C190 was adopted in June 2019 by the ILO. Governments that Ratify C190 will be required to put in place the necessary laws and policies to prevent and address violence and sexual harassment in the world of work. The convention represents a historic opportunity to shape a future of work based on dignity for all.

Gender Equality is one tool used by many

countries to give all workers equal opportunities, equal rights and equal treatment, regardless of one being male or female. Education International [EI] is also urging all the Unions who are affiliate thereat to push their governments to Ratify and Domestic C190.

The ILO is now embarking on a Global Campaign to build support for the ratification of C190. Swaziland is included too. A team from ILO was in the country from 12 to 17 February 2023 to help all the Unions to work together in making sure that C190 is ratified by the government of Swaziland.

Assistance offered by the ILO in ratifying C190

- I. ILO Invites Governments, constituencies, stakeholders, Civil Society, Federations, Unions to get involved
- II. ILO helps Federations [TUCOSWA] financially to push the programmes they have in place in pushing their governments to Ratify the C190.
- III. The end goal is for the convention to be ratified and be implemented by national governance and legislation assemblies around the World.

Since 2019, Swaziland has not drafted any programmes towards the ratifying C190. One wonders then if the Government has any political will for the ratification and the domestication of the C190.

Countries that have ratified C190 in Africa

1. South Africa has ratified C190 in November 2021. Workers representatives, government and employers were all involved in making sure that C190 is ratified.
2. Mauritius, Namibia and Somalia. ILO Conventions Ratified by Swaziland
3. The Country has ratified 33 conventions and only 26 are currently in force.

As the SNAT, we urge all members to push, mobilize and partake in all programmes that will be rolled out by the Union in pushing our government to Ratify and Domestic the C190 as it directly touches our lives at the work place. Our members Males, females, LGBTIQ+ are all facing violence and sexual harassment at the world of work. The SNAT says: "Nothing for us Without us." **Amandla!!!**



PSUs Leadership at the JNF in this undated photo [SNAT Media]

ISSUES AT THE JOINT NEGOTIATIONS FORUM

It is worth-noting that the Financial Year 2022/2023 was not a good one for workers in Swaziland-particularly teachers.

There was very little progress made in our engagements with the employer: over a host of issues. It all started with the Agenda Items at the Joint Negotiations Forum [JNF]. We deadlocked on the Agenda, the Joint Negotiations Forum Framework [JNFF], Allowances, CoLA and Appeals.

DEADLOCK ON THE AGENDA

Dating back to the 1990s, Swaziland has failed to uphold the International Labour Organisation [ILO] Convention 87 and 98-which enshrine the right of workers to associate, organise and bargain collectively. Labour Unions are under attack from all angles. The labour space is increasingly becoming uncondusive.

Bona fide labour Unions are systematically decimated and splinter Unions aligned to the political establishment are rapidly occupying the labour bargaining space. As such, government has moved the negotiation table to the bushes, where worker unfriendly decisions

are taken with unrecognised Unions, much to the detriment of over 43 000 civil servants-including teachers.

When negotiations were set to commence, the Government Negotiation Team [GNT] tried to bully Unions by imposing the agenda. The GNT placed the issue of CoLA first on the Agenda. But knowing the cunning nature of the Swaziland government, unions objected. After the CoLA negotiations, government was going to collapse the table as she is the referee, owner of the ball, owner of the playing ground, player and captain. As Unions, we were adamant that the issue of CoLA should not be the first item on the agenda hence the deadlock.

1.1 JOINT NEGOTIATION FORUM FRAMEWORK [JNFF]

The framework we are demanding from the JNF emanates from our previous experience with the behaviour of Government Negotiation Team [GNT] at the negotiations table. The GNT has a tendency of delaying the items at the JNF up to the next financial year. Imagine

deliberating on an agenda for eight [8] months without signing either deadlock or Collective Agreement [CA]. The current Constitution of the JNF is a sham hence we are demanding a new framework benchmarked with other countries in the SADC region.

Currently, during negotiations, we are hosted by government at the Ministry of Public Service [MoPS] in their Boardroom. The negotiations are Chaired by the Secretary to Cabinet, who works closely with Ministers at Hospital Hill. The Secretariat co-ordinating the negotiations are employed by government as Junior Officers in the Ministry of Public Service [MoPS]. They take orders from the Principal Secretary (PS) of the Ministry of Public Service [MoPS], who is also the Chief Negotiator of government. Another term of the current JNF Constitution that is problematic is that; if representatives of one [1] of the four [4] recognised Unions [SNAT, NAPSAWU, SNAGAP and SWADNU] are absent, then negotiations cannot continue.

Worth-noting is that government did commence a process of benchmarking the JNF framework with SADC countries. But after

discovering that the outcome of the benchmarking exercise would be against her expectations, the government attempted to employ underhand tactics.

Knowing that the 2023/2024 Financial Year is for the Salary Review and that government will not be in control of the JNF, the Government Negotiation Team (GNT) started their tricks and decided to deadlock on the agenda, citing that Public Sector Unions (PSU) have taken the JNF 'to the bus rank' (Quoting lead negotiator verbatim). The bus rank Siphon Tsabedze was referring to are the members of the Public Sector Unions [PSUs]. We finally deadlocked and the matter was taken to the Conciliation Mediation and Arbitration Commission [CMAC], where it has been resolved that government must allow the processes of the items to conclude.

1.2 ALLOWANCES

On the agenda item under allowances, we were all in agreement that even though the allowances were part of the August 2016 appeals and that government has budgeted [3%] for CoLA and appeals this financial year (2022/23), allowances must be incorporated into the salary review negotiations. We are hoping that this time government will not play mind games. We demand the allowances as our slave salaries no longer cover the cost of petrol, rent [housing] and other necessary amenities.

1.3 SALARY REVIEW 2023

We all know that 2023 is the year of the review and logic dictates that on the financial year of the review there is [CoLA] as it is included in the review. An advert inviting consultants to conduct the salary review was published on media platforms but no one showed interest.

It was advertised again and this time around some service providers applied and the process is already underway. We agreed at the [JNF] that the consultant to undertake the salary review exercise should start on the 1st of April 2023 and the exercise would take twelve [12] months. However, we were taken aback during the Budget Speech of 2023 when the Minister of Finance, Neal Rijkenberg, pronounced the outcome of the 2023/2024 [JNF] agenda item on [CoLA] as 3%.

We were all shocked by this pronouncement because the Minister of Finance has no powers to declare the product of the JNF as he is not a member or in any way part and parcel of the JNF.

We still wonder where the Minister gets such powers or the mandate to make pronouncements on behalf of the JNF. If the Minister wanted to pronounce a budget for CoLA, he



PSUs Leadership at the SNAT Centre on the 24th March 2023 during a Joint GC Meeting [SNAT Media]

ought to have announced only the lump sum, not the percentage. Additionally, what also surprised us is that 2023 is the year of salary review, and that means there will be no [CoLA] this year. However, the pronouncement by the Minister of Finance seems to have been informing workers indirectly that there would be no salary review this year.

1.4 COST OF LIVING ADJUSTMENT [COLA]

The Cost of Living Adjustment [CoLA] Agenda was one of the most traumatising agenda items on the JNF. PSUs presented a scientific position paper of 7.77% informed by the inflation and the GDP. Government negotiated in bad faith by pushing 3% down our throats. GNT went to the bush to have a parallel JNF with an illegitimate organisation that does not qualify to sit at the JNF and came back with a 3% CoLA agreement with them, which was then implemented on salaries of none unionised workers and members of that organisation that had negotiated with government in the bush.

The minister of the crown further advised our members to resign in order to get the 3%

and that was a gross violation of the Industrial Relations Act [IRA] of 2000 as amended. After pushing the 3% down our throats, GNT gave armed forces [Police in particular] 4% extra – which effectively meant salaries of security forces had been adjusted by 7%. As PSUs, we have demanded an additional 4% adjustment to the original 3% CoLA since security forces have been given the initial 7% that Unions had demanded.

1.5 APPEALS

The issue of appeals has become a rigma-role. The Management Services Department [MSD], which is a department under Ministry of Public Service [MoPS], was given the task to do the appeals. After bilaterals with the MSD, the GNT came back with the report that out of the 143 appeals that were submitted, only 131 appeals saw the light of the day.

When we perused the report, we discovered that civil servants who were earning or getting nothing were not included. As such, PSUs rejected the Report and demanded for fresh bilaterals on same in order to see more members benefiting from the E68 million initial budget which had been reduced from E155 million.

As we were still negotiating on same, we were all shocked to learn that [GNT] took a decision in our absentia and implemented the Appeals and backdated them to 2022 April instead of 2016 where it all started.

PSUs then called a Joint General Council Members of the Unions on the 24th March 2023 to chart a way-forward on the matter. Further details shall be provided to the Membership as days go by on the issue.

...allowances must be incorporated into the salary review negotiations.



THE EQUAL PAY DEBATE...

THE ROLE OF THE SNAT

For sometime, I have had time to reflect on a thorny issue we have not given serious attention: pay equity. According to TRUSAIC, a US leading Human Resource and compliance technology company that focuses on advancing social good in the workplace, "Pay equity" is an umbrella term that includes issues related to the fairness of compensation paid by employers to their employees for performing comparable work, without regard to gender or race/ethnicity or other categories protected by law (such as national origin or sexual orientation).

TRUSAIC continues to assert that pay equity includes fairness both in terms of base pay and in total compensation, including bonuses, overtime, employee benefits, and opportunities for advancement.

Pay equity does not mean that all employees are paid the same. Generally, pay equity focuses on ensuring employees performing comparable work are receiving comparable compensation and that any differences in pay can be explained by legitimate job-related factors, such as:

- Skills, effort, responsibility, experience, education, etc.
- Quality or quantity of production
- Location (depending on jurisdiction/locality)

Worth-noting is that jurisdictions all over the world have crafted Employment Equity Legislations for the purpose of eliminating unfair discrimination in the workplace, and achieving equitable representation of employees from designated groups by means of affirmative action measures. South Africa has the Employment Equity Act (no. 55 of 1998), Namibia has the Affirmative Action (Employment) Act No.29 of 1998, Gender Equity and Equality Act No.22 of 2015, Employment and Labour Relations Act, 2004 etc. These legislations ensure workers doing equal work are remunerated justly without any discrimination.

BY LAW, 'EQUAL WORK' COUNTS AS EITHER:

- **'like work'** – work where the job and skills are the same or similar



Members of Parliament inside the Chamber [Courtesy Pic.]

- **'work rated as equivalent'** – work rated as equivalent, usually using a fair job evaluation. This could be because the level of skill, responsibility and effort needed to do the work are equivalent
- **'work of equal value'** – work that is not similar but is of equal value. This could be because the level of skill, training, responsibility or demands of the working conditions are of equal value

The question that is at the heart of this discussion is: can we safely say teaching [whether primary or high school] constitutes equal work for teachers? Well, we will unpack. In our local jurisdiction, Section 29 of the Employment Act of 1980 provides that 'No employer shall, in any contract of employment between himself and an employee, discriminate against any person or between employees on grounds of race, colour, religion, marital status, sex, national origin, tribal or clan extraction, political affiliation or social status.' This is a clear provision of a statute. The National Constitution, 2005, Section 32 [4] [b], gives the Powers to Parliament to enact Laws to ensure equal payment for equal work without discrimination. Since July 2005 [when the Constitution was promulgated into Law], our Parliament has failed to enact this Law as it is the case with other jurisdictions in the Region. The million

dollar is: why the Legislature having no political will to enact this piece [s] of Legislation?

One other interesting fact is that forty-two [42] years ago, on the 5th June 1981, the country ratified the International Labour Organization [ILO] Equal Remuneration Convention, 1951 [C100]. This was a milestone for the country. But then: at the time of ratifying, what mechanisms did the country put in place to support this Convention?

There is no iota of doubt that teachers have always been on the receiving end of pay differential. In recommending on the Employment and Occupation Convention, C111, ILO notes the need to formulate a national policy for the prevention of discrimination in employment and occupation having regard to a number of principles. These principles include equality of opportunity and treatment with respect to remuneration for work of equal value.

Unequal pay is a reality we have been facing in the country, for a while. That is why the National Public Services and Allied Workers Union [NAPSAWU] took government to Court on the issue of hospital orderlies. In that Case No.84/2015, the Supreme Court determined on whether there was evidence that the pay differentiation between hospital orderlies at

the psychiatric centre and hospital orderlies at the non-psychiatric hospitals amounted to discrimination. It was during this case that the Court noted that there are four [4] requirements a litigant, in order to be successful in an equal pay for equal work claim, must satisfy.

- There should be comparator
- The work done by the comparator is the same as his or hers
- There is a difference in the salary of the comparator and him or her.
- There is a causal link between the differentiation and a listed or analogous ground of discrimination.

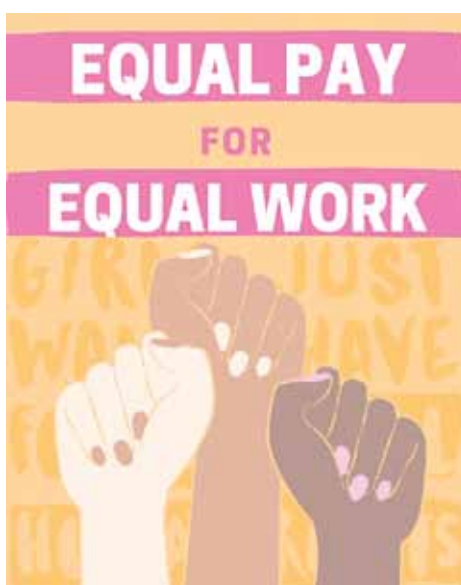
Delivering the landmark 19-page verdict on the 30th June 2016, Justice M.CB. Maphalala had this to say before dismissing the appeal by the government:

“In my view, the contention by the appellant is supportable. First no authority was cited in support thereof. Secondly society throws up a vagary of new and unprecedented situations that the Legislature in all its manifold wisdom would not have anticipated. The question then is if there is a type of discrimination which is obviously untenable and totally insupportable should the courts when approached by a litigant to disain such conduct turn a blind eye thereon for no other reason that it is not specifically proscribed in either section? My answer is an emphatic No!

If that were to be so it would mean that the courts would thereby fail to protect victims of overt discrimination and the court's hands would be withered and be unable to move in order to give the needed protection for no other reason than that the Legislature many years ago in 1980, for argument's sake, never anticipated the type of discrimination alleged by a complainant before court. This would amount the courts failing to perform their duties.”

Justice Dr. B.J. Odoki agreed. Justice S.P. Dlamini agreed. NAPSAWU had won, ultimately.

Fast forward to 2017, the SNAT approach the Court on a similar issue: that of Degreed Primary School Teachers who were wrongly posted to primary schools, since 2010 when the Free Primary Education [FPE] was introduced by the government, leading to a shortage of teachers. In that Case No.373/2017, we were convinced that there is direct discrimination in the pay for these 750 teachers who were stationed in primary schools yet there were other colleagues who were paid at C5 instead of the C3. The SNAT then approached the Industrial Court for relief. We were persuaded



that these Degreed primary school teachers are doing the same job, same employer and same posts yet remunerated differently. There was no question of skill, effort, qualifications and responsibilities since there were Degreed Primary school teachers who were comparators: paid in C5 [Degree] instead of the C3 [Diploma]. The Union approached the Court of Equity with clean hands.

The case was dismissed in that the Union had not identified the ground of discrimination. The Union later identified the ground of discrimination as an unlisted ground: personal favouritism and or friendship with the Teaching Service Commission [TSC] and or the Ministry of Education and Training [MoET].

Such was done on the 19th February 2018 as signed by the Registrar of the Industrial Court, one Nkambule. The thinking was that there was no definite policy on the allocation of the 150 Degreed Teachers the C5. Only those favoured by the MoET and TSC were granted same. Unfortunately, the case did not see the light of the day.

ILO C100 require Member States to promote and ensure the Application to all workers on the principle of equal remuneration for men and women workers for work of equal value. It also acknowledges the key role of workers and employers organisations in promoting this Convention. It is a reality that there is no need to differentiate pay when one talks about teaching.

Any job evaluation method should agree with me on this. Teaching is one phenomenon. That is why Administrators in schools [primary and High] are now remunerated at the same scale: D5 for Headteachers and D4, after the 2016 Appeals. That is the essence of

Equal Remuneration Convention: Pay Equity. Fairness in pay. The reason is simple: teachers do the same work or similar job. Teachers do Lesson Planning both in primary and high school, do Scheme of Work, teach, assess learners etc. The worth or value of teaching is the same.

From the above, it is fundamental that the Union engage in what may be termed as wage fixing. One is reminded of what erstwhile Principal Secretary [PS] at the MoET, Pat Muir, once said on the issue of teacher pay.

“What determines a teacher's salary in Swaziland is the worth of the job it entails and the complexity of the job in the level of responsibility.”

The above was contained in an affidavit by the PS when called to answer on why 150 Teachers were paid in a different scale in primary schools. It is on that basis that the Union ought to:

- Raise awareness and understanding of the principle of equal remuneration for work of equal value
- Help apply the principle in national laws and practice. Call for Equity Act [Section 32 [4] [b] of the National Constitution.
- Assist Equity Bodies in promoting the principle
- Help wage fixing institutions in applying the principle
- Negotiating more equal pay provisions in collective agreements.
- Develop workplace policies including Job Evaluation Methods.
- Improve the application and reporting on Convention 100 at the ILO.
- Encourage measures for realizing rights at work under the ILO Declaration on Fundamental Principles and Rights at work and improve related reporting.
- Carry-out workplace audits, build alliances, mobilise members and develop pay equity strategies using PSI and EI

The SNAT ought to prioritise this campaign on equal remuneration. The ILO C100 calls for the application, as rapidly as possible, of this principle in establishing minimum rates in sectors. The Convention aims at eliminating all discrimination in respect of employment and occupation, whether based on listed or unlisted ground. Extra qualification in the teaching sector should warrant an allowance. What we should bargain for is equal pay at the point of entry for the teaching service.



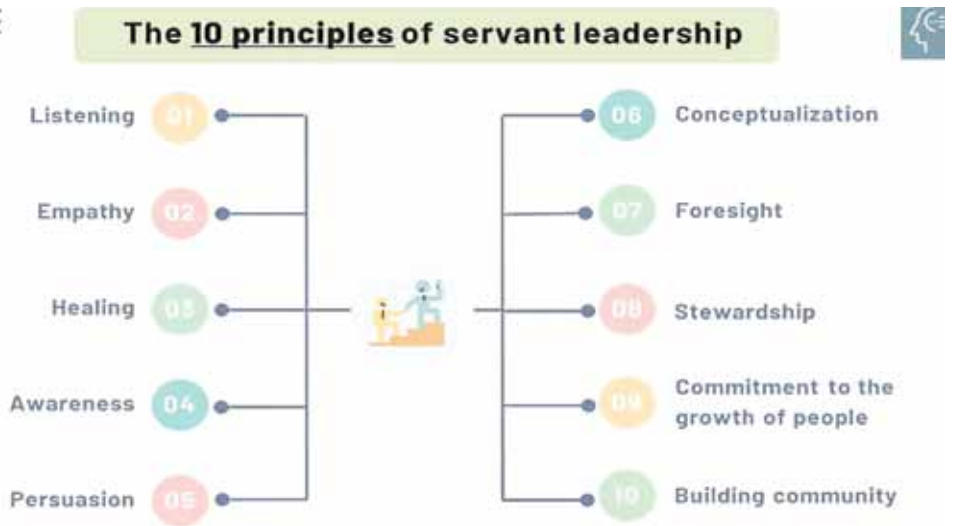
SERVANT LEADERSHIP: WORTH EMBRACING AS THE SNAT

For a while now, I have been thinking long and hard about the subject of servant leadership, particularly within the SNAT. Servant leadership, as defined by Wikipedia.com, entails the style of leadership based on the idea that leaders prioritise serving the membership. Leaders with this style serve their organisation first. They do not prioritise their own objectives.

According to Wikipedia.com, the term 'servant leader' was first coined by Robert K. Greenleaf in 1970 in the essay 'The Servant as a Leader.' For trade unions such as the SNAT, servant leadership focuses on achieving vision by providing strong support for the membership. This allows members to grow while bringing their own expertise and vision to the table. This hinges on building influence and authority rather than using control and toxic leadership tactics. In servant leadership, the membership is capacitated and empowered. This is also known as the bottom-up empowerment, which means building the members' self-confidence, decision-making abilities and collaboration skills.

According to Greenleaf [1970], there are ten [10] Principles of Servant Leadership. These are:

- 1. LISTENING:** It is important to fully listen to members without interrupting.
- 2 EMPATHY:** Getting to know your membership so that you can use empathetic leadership to help them grow is key.
- 3. HEALING:** Members from one



Ten [10] principles of servant leadership [Courtesy Pic.]

organisation may have different traumatic experiences from different toxic experiences; hence creating a healthy work-life balance may give them space to heal.

- 4. SELF AWARENESS:** A servant leader must recognise their individual strengths and weaknesses. This helps to understand how they fit within the overall team.
- 5. PERSUASION:** Servant leaders can use persuasion and influence instead of power to get members to be on the same page.
- 6. CONCEPTUALIZATION:** Servant leaders need to be able to use big-picture thinking. With this, they can conceptualize plans for the organisation.
- 7. FORESIGHT:** It is very important to use what you as a leader and the membership learn to improve in the future.
- 8. STEWARDSHIP:** Lead by example so that the membership can do what you do, not just do what you say.
- 9. COMMITMENT TO THE GROWTH**

OF PEOPLE: You need to allocate time and resources to help the membership grow, Tools like organisational capacity building, development programs and growth and transformation coaching can help.

10. COMMUNITY BUILDING: Servant leadership requires building relationships between co-workers. As a result; members learn to trust each other and become more productive.

In short, servant leadership is about empowering your team and helping create a positive work environment.

Greenleaf [1970] expands and lists seven [7] characteristics of servant leadership. These are:

- a. Teamwork:** The team (union) has to come first.
- b. Member satisfaction:** Membership satisfaction and co-operation turn the wheels.
- c. Adaptability:** Servant leadership promotes social good.
- d. Motivation:** Servant leaders provide high levels of support to membership,

NEC ARTICLES



Servant Leadership in Graphics [Courtesy Pic.]

fueling motivation and engagement.

e. Transparent Communication: The membership trusts its leaders who can provide clarity, even in complex changing situations.

f. Accountability: Ownership activates commitment and purpose. Members work towards goals they have set for themselves and take responsibility for the results.

g. Authenticity: Servant leaders need to genuinely care about individual and membership development. Leadership must embrace authenticity.

SERVANT LEADERSHIP vs TRADITIONAL LEADERSHIP

“Servant first” leadership represents the opposite of the traditional leadership model. Traditional leadership is defined as a model of leadership where the leader is seen as the central point of the team. Members are there to support the leader’s efforts to meet the

union’s goals. In contrast, servant leadership puts the needs of others at the forefront. Under this leadership philosophy, the more you invest in serving as a “scaffold” for your members, the more productive your organisation becomes.

PROS of servant leadership.

- The characteristics of success are well defined, builds deeper trust-based relationships.
- Encourages greater ownership and responsibility.
- Encourages innovation, curiosity and creativity.
- A strong method for ensuring decisions are made in the best interests of the organisation.

CONS of servant leadership.

- The concept can be difficult to communicate.
- Can be more time consuming for

leaders.

- Requires a high level of authenticity that can be difficult to achieve.
- Some may perceive a servant leader to be weak or ineffective.

It is my firm opinion that with the SNAT, we need this philosophy of leadership. Servant leadership should be displayed from shop floor level to motivate even the young workers to join and actively partake in the Union’s activities. The shopstewards should also feel valued from Branch level to National Office for the smooth running of the organisation and members’ confidence. What sets the servant leader apart is that they put the well-being, growth and success of those they lead before their own personal ambitions. The SNAT sees her success as measured by her members’ success, and thus have a greater incentive to lead by example and invest in the growth of her team [membership].

**LOT VILAKATI,
THE SNAT
SECRETARY
GENERAL FOR
2022-2026**



What transpired in the last Annual Conference has got procedures that must be followed by all correct structures of the organisation



“**W**ere committing ourselves to servicing the members diligently

and attend to all members' concerns, without discrimination. We are also exploring the business space for economic freedom and self-reliance,” opines the SNAT SG, Lot Vilakati.

SNAT Media [SM]: Good day Comrade Secretary General [SG]. We hope all is well Leadership.

SNAT SG [SSG]: Good day Editor. All is well Editor. I hope the same with you Head of Publications. Thank you for this opportunity to be in the Magazine.

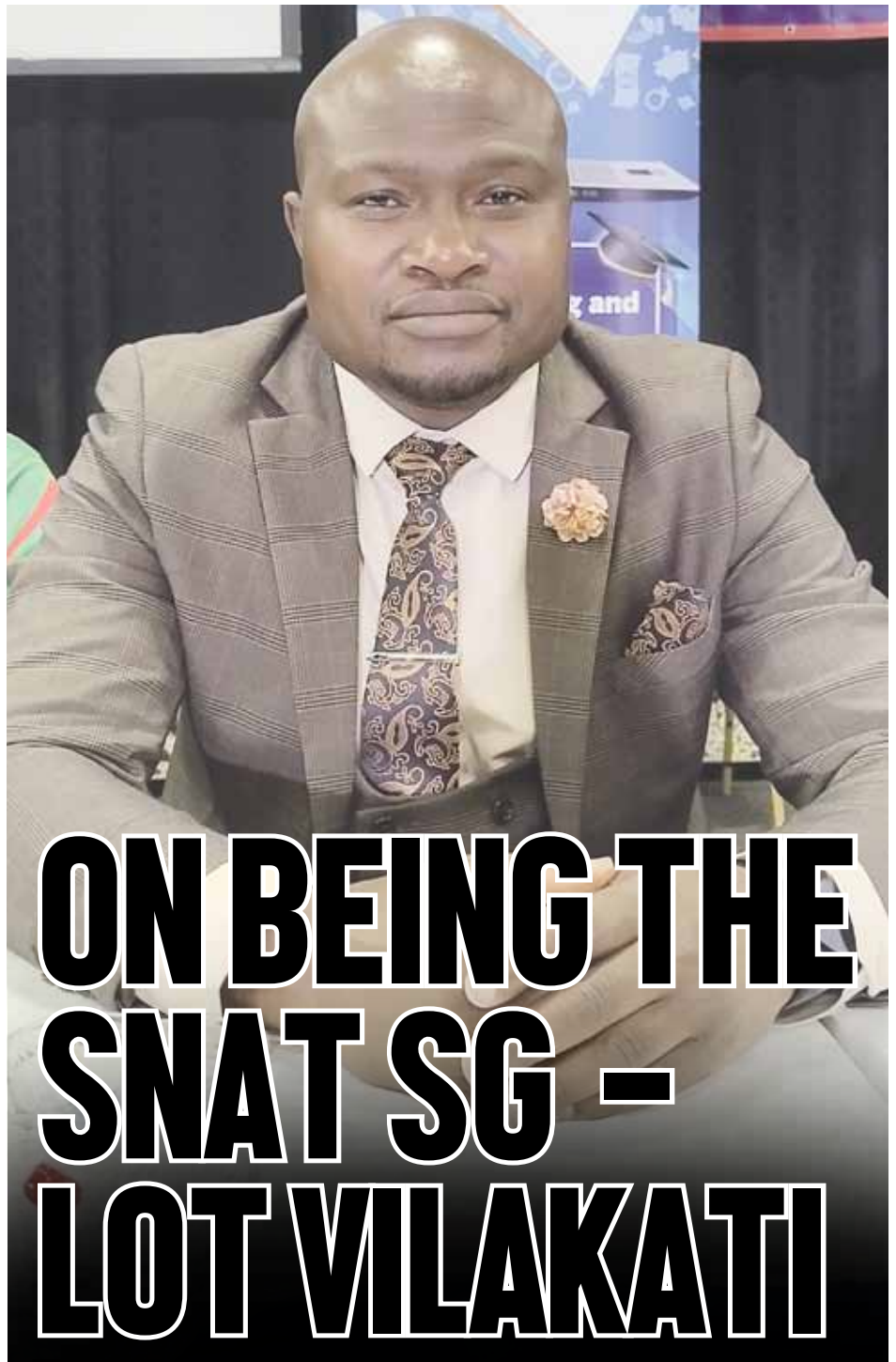
SM: All is well Leadership. On behalf of the SNAT Media, we take this opportunity to wish you well on your election to become the SNAT SG for 2022-2026. How did you feel that morning of the 29th September 2022 at Esibayeni Lodge when the Electoral Officer [EO] pronounced you as the SNAT SG?

SSG: Leadership, it was that moment of disbelief leader; a moment of contentment and equally, a moment of reality sinking in about the tough task ahead as well as realising the job that lied ahead from the Office. It was a mix of emotions leadership. We remain humble though.

SM: Hmm...it is indeed a humbling experience. This Office is massive. How have you been feeling since you entered Office? How does it feel to be a SNAT SG?

SSG: Well, Article 12.3 stipulates it clearly the duties of the Office of the SG. It is not an easy job. Commitment and hard work, combined with revolutionary engagement is needed to safely execute your duties. In terms of feeling, I am forever humbled. Addressing teachers' issues is not a joke. Attending to teachers, with diverse problems whilst manning politics on the other side, is no stroll in a park. It is a humbling feeling leadership. Comrades are supportive. When you get the feedback from objective and SNAT loving members, it is humbling. I am advocating and practising the open door policy.

SM: Wow! We have heard numerous concerns regarding the SNAT Elections



ON BEING THE SNAT SG - LOT VILAKATI

Process. What is your opinion on the entire exercise for elections at the SNAT? Do you think it should be altered as suggested by Conference?

SSG: Comrade Editor, as you know, the Credentials Office is directly under the Office of the SG but Elections belong to the Credentials Committee. They are handling it very well. What transpired in the last Annual Conference has got procedures that must be followed by all correct structures of the organisation. We will be

following on those Resolutions as raised in the Conference.

SM: Well, it is time to get to serious business. Your Office involves a lot of co-ordination and practical work. What is your ultimate promise to teachers in your term as the SG?

SSG: We as the NEC, resolved to work the ground extensively on the bread and butter issues. We want the government to address the issue of casualization and

allowances in one of the many aspects that we are fighting for with the government. Even though from time to time new challenges may arise, just like the recent problem of salary advice slips which is a thorny issue. The Principal Secretary [PS] at the Ministry of Education [MoET] has promised to make those who are selling the payslips to teachers pay. We are committing ourselves to servicing the members diligently and attend to all members' concerns, without discrimination. We are also exploring the business space for economic freedom and self-reliance as alluded by President Julius Nyerere of Tanzania.

SM : One other thing SG. What will be your philosophy of work?

SSG : Theory and practice. Open door policy with "straight talk breaks no friendship" mantra.

SM : Oh yeah! When are you planning to do the Strategic Plan and what are the key issues you'll focus on as the NEC?

SSG : About that! We have done that one Editor. The SNAT General Council [GC] was given the document. Focus issues are purely trade unions problems and defending our members diligently and efficiently. The issue of finance mobilisation is key to the future and keeping the union afloat.

SM : Well, the Ministry of Education and Training [MoET] has a negative posture and attitude towards the Union. How will you work under these conditions as the SNAT SG where you will be expected to liaison with the MoET now and again?

SSG : The SNAT is a legal organisation and it must be defended and stay as legal and professional as possible. There is certificate between SNAT and Government, more especially our line ministry [MoET] of working together. Whether we like or we don't like, we must work together. The attitude is there but ours is to present our case to the employer and we must not be apologetic. The SNAT is a revolutionary Union not a mickey mouse organisation that was formed by the employer we are not a yellow union. We will deal with issues professionally, diplomatically and revolutionary.



SM : Criticism. This is one word that is real these days. What is your view about the membership criticising the Leadership?

SSG : They are keeping us on toes, which is good. The Membership must make leadership account and deliver. Criticism is leadership and the duty of a shopsteward is to provide clarity and guidance. We don't want to be cry-babies in the SNAT Leadership. If you are in the SNAT leadership position, don't expect sympathy and play victim card when you are supposed to account.

SM : Once again, we wish you well as the SNAT Media and hope you will have a great tenure in Office.

SSG : My leader, one would like to thank the SNAT Media for the wonderful job that you guys are doing. You marketed our Union diligently so, without prejudice when it was not fashionable to do so. We are one of the top well known Unions in Africa and the World because of the sacrifice you have put through maqabane. I salute!! Thanks Editor!! See you in the next magazine.

'YOUNGSTARS WILL HAVE TO EMULATE ME' – NTOMBI LANGWENYA

Young stars will have to emulate me as long as they will be passionate on Gender issues. Unfortunately, after training, they then take a back seat instead of receiving the baton and move ahead," opines

Ntombi LaNgwenya, as Interviewed by the SNAT Media.

SNAT Media [SM]: Good day Ntombi. Tell us: who is Ntombi LaNgwenya?

Ntombi Langwenya [NL]: Ntombi Langwenya is a retired Agriculture teacher from Evelyn Baring High who was born Dlamini from Mankayane. Ntombi has served in many SNAT structures including being a SNAT National Gender and Human Rights Officer for being passionate about eradicating/lessening Gender based violence.

SM: What made you to be so passionate about Gender Issues? What inspired you to be an advocate of Gender issues in the society?

NL: At Primary school, whilst in Grade 3, as a monitor and quite clever, I noticed that the Headteacher was in love with one old girl in my class because of some things that they were doing in class and some out of class. During ball games, the young ones were made to sing a song "kukhona okungikhuthuza esinyeni" and were told to respond that "ngumntwana lo ngumntwana lo" then "mkhiphe mkhiphe inyanga yinye." After some months, there were rumours that the old girl had aborted.

At Secondary school, some male teachers and Headteacher were in love with school girls such that Headteacher's wife at the school wore similar clothes as one girl who was in love with Headteacher. At the time, there was no students uniform then I realised that the Headteacher bought same clothes for his wife and the school girl. There was also infighting for the male teachers among the girls such that the learning process became compromised.

Some girls fell pregnant by the teachers, I hated that so much.

When I grew up, beginning to teach, I felt passion that I had to defend females who were preyed by the male predators.

SM: The country has done a lot to address issues of Gender. Are you happy with the efforts of the country in addressing Gender issues?

NL: I'm happy with what the country is doing. There is still a lot to be done though in terms of equity and equality even declaring gender based violence a national disaster. I note that the ILO Convention on the Elimination of Discrimination Against all forms of Discrimination Against Women (CEDAW) was domesticated and we now have the SODV Act of 2018.

SM: At some point you were elected as the SNAT Gender. Remind us of the years. What is it that you think was an achievement during your term of Office with regard to Gender issues?

NL: I served in NEC from 2006 to 2008 whilst the President was Dr. S.B. Makhanya after serving in the National Women's Wing of SNAT now Status of Women as member then Secretary. In fact, I started serving in SNAT during the late Albert Heshane (AH)

Shabangu's era. I served in Mankayane Branch where I started teaching after SNAT was unbanned then in Nhlngano Branch as Treasurer then as Secretary for Women's Wing of SNAT. I then served in Conference Committee then last served in the Branch as Gender Officer where I then retired.

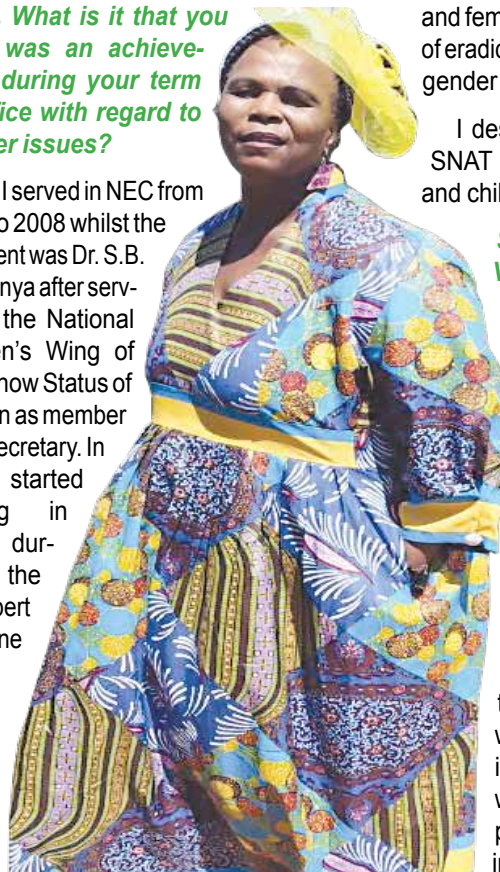
In my term of Office in NEC, as National Gender Officer, I achieved the participation and attendance of Branch Gender Officers and Branch status of Women in Branches to all invites locally. This was especially in 16 days of Activism Against Gender Based Violence commemorated from 25 November to 16 December every year, Women's Day on every 8th day of March every year and all invites by different NGOs. This made the Officers very important and felt recognised in the Union.

They then conducted workshops for male and female teachers in Branches as a means of eradicating gender based violence and what gender is about.

I designed t-shirts which were branded SNAT says no to Gender based Violence and child sexual abuse

SM: You're also a Gender Based Violence Activist. What inspired you to be a Gender Activist and Specifically a GBV Activist?

NL: I became so passionate about Gender based violence because I realised that most women and girls who we know as weaker vessels had their human rights violated. They were humiliated, battered, raped and murdered etc by family members, close relatives, lovers and husbands. At times the women and girls were scorned and ridiculed and seen as an outcast by the general public when their cases went to court. They were sometimes insulted for having invited trouble by wearing short skirts / dresses and tight pants ,showing cleavages and wearing see through outfits



NTOMBI LANGWENYA

Some ladies were disowned by relatives and in-laws for having taken the abuse matters to court such that when they appeared in court they had no one to accompany them and give them moral support. Subsequently, I then became their shoulder to lean on as I was most times with them in court.

As a means of eradicating the scourge, when a female was murdered or beaten thus to appear in court, I decided to lobby people to carry and raise placards outside court to raise awareness on Gender based violence.

SM: In 2018, we saw the country enacting the SODV Act. What can you say about this Piece of Legislation? What role do you think this Act has performed since enactment?

SN: The country took long to enact this law after many incidences of rape cases, deaths abduction and many more. SODV is a good piece of legislation which has assisted in lessening gender based violence scenes as it has "biting teeth." What is left is for Regulations to be put in place to assist strengthen its application. Another clause that has to added is that of preparing a register for all SODV offenders so that everyone knows the people who were once convicted of SODV.

SM: We understand that you are also a Board Member at SWAGAA. How did you feel when you got appointed into that space? What is your role there as a Board Member?

NL: I felt good as I was not expecting a reward from the humanitarian acts I was rendering. My role as a Board Member is to keep an eye on the mission statement of the organisation. To conduct a Strategic Plan at least every two [2] to three [3] years. I also have to make sure that all Board Members have job descriptions and are well trained in their individual roles. Have a plan for future stability, understand the environment in which the organisation operates, ensure that the organisation adheres to the jurisdictional legislative requirements in which it is operating, measuring the Boards performance through Annual Assessment, establishing a constructive relationship with the Chief Executive Officer [CEO].

SM: Gender Based Violence is a serious social cancer in the country where women and children are victims: murdered in cold blood. What would you suggest be done to permanently extinguish this scourge in our society?

NL: How I wish that the scourge is permanently



Ntombi Langwenya [LEFT] carrying a placard amongst other women at Nhlango recently. [Courtesy Pic.]

extinguished because of the superiority patriarchal society we are living in. The perpetual cycle of violence is there. It is my wish that intimate partner violence comes to an end. We also need to change our mind-set as citizens. People have become so ruthless and heartless that because of their anger, they even kill innocent souls-children. How I wish and pray that Gender based violence be declared a national disaster.

SM: On the 12 February 2023, One Billion Rising awarded you for your outstanding role in advancing women issues in our communities. What can you say about this gesture from One Billion Rising?

NL: I'm still so over the moon, elated and humbled about the One Billion Award. I owe it to God the Almighty. Working hard in communities where I live in the Shiselweni Region in particular and other communities, I never thought I could get such a recognition. I so much thank One Billion such that I'll continue giving the best of myself to assist people who need my free services.

SM: We always see you in Court, supporting victims of Gender Based Violence. What inspires you to provide all the support to the victims of GBV?

NL: I'm inspired by the many people who need my services, especially the marginalised groups who are victims of circumstances under the term love and or violence. Sometimes I feel I'm wearing their shoes.

SM: We also see you around promoting marriage counseling seminars and workshops. Tell us more about that.

NL: Sometimes I notice that some marriages fail because of [amongst many reasons] such as lack of unity, no clinging to each, no/lack of respect and love fading, lack of finances and being jobless.

Ephesians 5 v 21 to 32, among other scriptures, has prompted the need for premarital/emotional counselling training, understanding marriage and family, practising good communication in marriage, overcome threats to your marriage, understanding trauma and emotional counselling. Other topics are the types of marriage stating advantages and disadvantages of each and the writing of a will and raising children according to God's will.

SM: Where do you see yourself in five (5) years from now Anti? Do you think of taking a back seat and permitting other young people to lead or you'll be doing more of advocacy and campaigns on GBV?

NL: The problem here is passion. My passion about Gender issues won't die; unfortunately, age will take its toll because energy declines but being passionate and brave never declines.

I have been a trailblazer hence young stars will have to emulate me as long as they will be passionate on Gender issues. Unfortunately, after training, they then take a back seat instead of receiving the baton and move ahead.

YOUNG AND VERSATILE - 'CHRISTIAN MAZ'



The SNAT Media took time to engage one of the finest poets the country ever produced-Christian Maz. The young, multi-talented and visionary poet is taking the country and Region [SADC] by storm with his rare poetry skills.

"I am versatile and my talent takes me to different fields. I believe in hard work, preparation and practice to get things right and done. I am using my talent in poetry, acting as well as performing MC duties and functions," shares Christian Maz.

SNAT Media [SM]: Good day Christian-Maz.

Christian-Maz [CM]: Hello readers. Thank you so much for allowing me space in your prestigious magazine.

SM: Mr. Maz, give us a picture. What we know is Christian-Maz is a massive brand. Who is Christian-Maz? And why the stage name, Christian-Maz?

CM: My name is Siphwesihle Christian Maziya. I am 20 years old. As a poet, I go by the name Christian Maz. This is taken from my second name Christian and Maz is taken from my surname Maziya. Quite a while ago, I discovered that God gave me a talent to use words to heal people or speak to peoples' situations. I fell in love with poetry and to this day it amazes me to see how people get touched by my content. As a creative artist, I am versatile and my talent takes me to different fields. I believe in hard work, preparation and practice to get things right and done. I am using my talent in poetry, acting as well as performing MC duties and functions.

SM: Hmm...we have seen you around as a distinguished poet, Emcee and Actor. Tell us more. How did you discover your talent as a poet? How does it feel like being a poet?

CM: Being a poet you have to die yourself first, you immerse yourself in a situation such that when you write and when you recite, you pour your emotions and it touches the bottom of everyone's heart. This is not an easy task, like Christians, to be filled with the Holy Spirit you have to fast, just as us we have to fast and go hungry to be able to write about poverty,

PERSONALITY PROFILE

CHRISTIAN-MAZ

pain, suffering and related situations.

SM: *Oh! That's awesome! Who is your inspiration Christian-Maz? Whom do you look up to as a poet?*

CM: My poetry style is not only about jingling with words, but it's a bit more of that. Poets like Quibho Intelktual, MoCats, Majaha Nkonyane, Festival B, Silent Writer, Ngcayi and many others have been the ones who are the pillar of poetry in Eswatini. We have always looked up to them for inspiration as we grew. Where I am now I look up to poets like Zama Cofi, Nhlanhla Mhlongo, Seluna to name a few who are mainly in South Africa. Daily I aspire to grow my brand to where they are today. Waking up to a full blast volume of Steve Harvey motivation is all that keeps me going and shapes the mood of my day.

SM: *At some point, we saw you in partnership with Gogo Eswatini. How did you meet with Gogo Eswatini? And how much do you value this partnership?*

CM: Gogo Eswatini houses so many creative in the country. He is so close to me and he is doing everything to ensure that I'm elevated to more and greater heights. I always value the support they give me. I am where I am today because of Gogo Eswatini and the leadership at Talent Factory.

SM: *Well, we have been around and saw you performing in numerous events: weddings, parties etc. How did you feel in your first performance as a poet? Are you happy with the reception you get from the audience you perform in?*

CM: Stage fright is real, sometimes you feel like dropping the mic and running away. When the audience doesn't respond, it's the worst thing ever to happen when you are on stage. Each day I learn, and when I get on stage I give my best. To this day, I am forever grateful to the people who always give us an opportunity to shine and those who see value in us and book us to perform in their events.

SM: *We saw you win the MTN SWAMA Awards as the Best Poet as well as Social Media Awards as the Poet of the Year. How do you feel being an Award Winning Poet?*

CM: It can only be God! At the age of 20, I have already won three [3] trophies, Two Social Media Awards (2021 & 2022) and one MTN SWAMA Award (2021). I believe God has a purpose about me. I feel so much honored to have archived this at my age.

SM: *We have heard that you have relocated to South Africa. What prompted you to take that route?*



CM: Building a strong brand, and creating a strong network of contact is the most critical and important aspect for your success as an artist. Earlier this year, I took a decision to explore opportunities in South Africa. This is also a way to position myself and my brand for greater heights.

SM: *You're always seen with relevant costumes and dress code. Give us a picture. Who is assisting you in this regard? how much do you value the issue of stage props?*

CM: As you build a brand and as you grow as an artist, it is important to have a team that assists you to support your vision and growth. I have a tailor whom whatever I envision, it gets produced. All my costumes are not by mistake, but intentional. Each outfit sets the tone and mood for my performance.

SM: *Well, we hope you will engage in programme exchange with other established poets in the Region. Where do you see yourself in five [5] years from now?*

CM: South Africa and Southern Africa stages are calling my name. As I continue to work hard I believe God will make it happen. South Africa is treating me well. I am spreading my wings to the entire region to display my art. As we rise, we will be killing the industry if we do not plug and groom other artists, hence it is I my plans to always help other poets to grow.

SM : *What can you say to other Poets out there who are still growing their talent?*

CM: All I can say is that: Work hard, work on your craft, practice every day. It won't be easy, but never stop trying.

SM: *We saw an article in one of the daily publications where you were talking about an album. What can we expect there? What will be the philosophy of the album?*

CM: I am currently in studio working on a ten [10] tracks album. It's all a poetry album infused with some music. The title of the Album is Ekhaya. This means Home, and in most of my poems in the album, I will be talking about the things that happen at home. I have already released one song which forms part of my album just to give a taste to what the album will be like. The song is found on my social media and digital platforms. This piece speaks about the dying of a mother who is a pillar of the home.

SM: *We take this time and opportunity to wish you well in your respective portfolio and trade. Looking forward to seeing you around.*

CM: Thank you so much for having me, and thank you so much for supporting my craft. And we want to say thank you to everyone who loves and support my craft.

SM: *Thank you so much!!*

FAST AND INSTANT MOVEMENT OF MONEY – INSTACASH



“In the Digital Age, real-time is the utmost measure of service delivery excellence. ‘Instacash’, therefore, is a term that speaks to the fast and instant movement of money. It speaks to mobile-based financial transactions being done and concluded instantaneously,” opines Instacash Managing Director, Mandla “Cheeks” Nxumalo.

SNAT Media [SM]: Good day Mr. Nxumalo. Tell us about yourself. Who is Mandla ‘Cheeks’ Nxumalo?

Mandla Nxumalo [MN]: Good day Editor. Thanks for this opportunity. I have over 15 years’ experience in the Corporate sector covering: Audit, Accounting, Corporate Credit Management, Investment Analysis, Business Development Management and Corporate Relationship Management. I started off my career as an Audit Clerk at PriceWaterhouseCoopers where I worked for three [3] and a half years before joining Inyatsi Construction Limited

PERSONALITY PROFILE

NSTACASH MD - MANDLA 'CHEEKS' NXUMALO

as an Accountant. I went on to join the Corporate and Investment Banking division of the Standard Bank Group, as Credit Origination Manager responsible for managing the loan book for the Swaziland division. I then moved to the position of Corporate and Investment Banking Account Executive responsible for Managing profitable relationships with customers by growing the bank's business through those relationships. I then joined Inhlonhla, my current employer, as an Investment Analyst and subsequently, a Business Development Manager. I double as Managing Director for Instacash™, a subsidiary of Inhlonhla. Before, I forget, I am a Christian, and a family-oriented man, with two [2] beautiful daughters and a son.

SM: We are aware that the company was founded in 2017. Now, we would like to know what inspired the establishment of the Fintech Company in a country like Swaziland?

MN: New ventures are usually established for bringing new solutions to the market or for augmenting existing ones. The mobile money industry, by design, aims to provide the financially-excluded sector of the population with convenient, safe and secure financial solutions.

Instacash, therefore, is the country's newest mobile money operator

that seeks to provide emaSwati with an alternate platform to conduct mobile-based commerce – ranging from money transfer; savings; paying billers and/or merchants; among other services. This is in line with the country's financial inclusion strategy. It is also in line with the digital dispensation being ushered in by the Fourth Industrial Revolution [4IR], wherein the world is moving to a paperless society. Innovation is at the centre of global economies and fintech start-ups like ourselves are keen to decentralise access and benefits to all people regardless of their social class and geographic location.

SM: Why the name 'Instacash'?

MN: In the Digital Age, real-time is the utmost measure of service delivery excellence. 'Instacash,' therefore, is a term that speaks to the fast and instant movement of money. It speaks to mobile-based financial transactions being done and concluded instantaneously.

SM: Beginning a company and venturing into a solid market like you did isn't easy. Tell us about the challenges you came across as you established this company and how you overcame those hurdles?

MN: Instacash is the country's first



Mandla Nxumalo playing football. [Courtesy Photos]

non-telco operated mobile money platform; hence brand and product awareness has taken the lion's share of our marketing budgets. Of course, we are lucky that we did not have to educate our people about the industry, thanks to early entrants, but we have to educate and demonstrate our unique selling propositions. We have to break stereotypes that have been embedded in a lot of people's minds, as we have to differentiate ourselves from conventional banks.

Naturally, as we establish this kind of a venture, some of the challenges we expected and have worked on resolving include such elements as growing our agency network at the same rate as that of our customer base; float management; and brand reputation management. These were all expected and are being contained in line with our internal risk assessment policies and procedures.

SM: How many employees do you've as Instacash?

MN: For now, we have a total of 35 employees in the office, and we indirectly provide work or business to over 1000 people as agents (inclusive of vending agents and recruitment-only agents).

SM: In 2022, you launched your first service centre in Mbabane. How has been your reception ever since you went live?

MN: From the day we opened our doors, we have had a warm reception, and our team is both customer-care-oriented and solution-driven. We continue to listen and go an extra mile to ensure our customers are happy.

SM: How does one become a customer or an agent for Instacash?

MN: Customer registration is a very simple process and is conducted by our agents, who are now found country-wide. They will

Instacash, therefore, is the country's newest mobile money operator that seeks to provide emaSwati with an alternate platform to conduct mobile-based commerce - ranging from money transfer; savings; paying billers and/or merchants; among other services.

require that one produces their original national Identity card or passport, and sign off a physical application form. The customer's profile is instantly activated on site.

Meanwhile, the requirements for being an agent are a current Trading Licence or a letter from umphakatsi (or local authority), a National ID, as well as cash to purchase electronic float (infamously known as 'units'). If you have these, you may either visit our Mbabane Service Centre at the Swazi Plaza or call our Call Centre on toll-free line 365.

SM: On another note, Instacash has been doing awesome programmes and

activities for the people of Swaziland. We cannot stop counting the activities. How is the reception from the customers and people out there?

MN: Indeed, in just six [6] months since we went to the market, we have rolled out programmes across sports; arts; green environment; and education. There has been great excitement and warm reception, and that has kept us going. We have seen the old and the young embracing our platform with so much zeal; and we shall keep diversifying our product offering in line with the financial inclusion mandate I mentioned earlier.

SM: We've also seen you supporting schools. What is the inspiration behind involving schools in your programmes as Instacash?

MN: In our quest to cover every blade of grass in the country, we cannot do this without our young generation. As the saying goes, capture them whilst still young. This is to ensure that our youth is exposed to our platform and they grow up accustomed to using Instacash.

SM : Indeed, schools' sports are at the centre of everything and COVID-19 has done massive damage to the programme of Sports in schools. How did SASA and EPA receive the news of yourselves supporting schools' sports?

MN: We are delighted to say we found them waiting for our program and they received this with warm hands. This becomes a win-win situation for both of us as we are ensuring that everyone in the country knows about Instacash. We are happy to be a vehicle for sports at school level which will, without doubt, be embedded in the hearts and minds of school going kids.

SM: Where is Instacash headed to, say ten [10] years from today, in terms of expansion and or diversification?

MN: We have a lot in store for our customers, amongst other exciting products on our platform, we are planning to be a leading solution for the financially excluded.

We are looking forward to resuscitating the country's economy as a vehicle for money transfer, safe keeping and a savings platform amongst others.

SM: Fantastic! May we take this moment to wish you well, and we wish you all the best in your ventures Mnguni.

MN: We highly appreciate the opportunity given to us and we look forward to growing this together.





Instacash MD Mandla Nxumalo in one of his work days [Courtest Pic.]

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THE SNAT EAGLE

LETTERS TO THE EDITOR

P.O. BOX 1575, Manzini | Phone: 2505 2603/2505 6267 | Email: motsamcolisi@gmail.com Location: Manzini, opposite William Pitcher | Website: www.snat.org.sz

ALL WE NEED IS TO STAND UP

DEAR EDITOR

The number of educators applying for EBC jobs is alarming. It worries one a lot to see that people who hold the future of this country {five [5] days a week} are pushing and shoving each other to help a regime that suppresses them with an iron hand to stay in power for longer. Yes, we agree: teachers are hungry. The question they should be asking themselves is why?

This government is doing what every absolute regime does: keep them hungry so they will always worship you for scraps. One would assume that educators will know and understand this. But lo and behold, we are pushing each other for the scraps to make ends meet.

For how long will we drag our profession in the mud? For how long will we drag our dignity like this? Everyone who wants to make a joke about others, think of us the educators. Whenever there's an event where free food is available, teachers will be stomping on each other on the lines, skhafthinis ready to pack everything and anything.

You get into an event where free t-shirts are given, we are there pushing and shoving, even stepping on each other just to get

a mere t-shirt.

Should we really allow our employer to turn us into beggars? One would argue that dignity does not bring food on the table but I'll tell you otherwise. Before, I digress too much, let me go back to the elections issue: why is one saying that elections are sustaining the political establishment? We live in a global world where governments are governed by international law and common laws involving money.

Democracy is what the world understands and what every government claims they are practicing. That's why in every election, there'll be international bodies observers such as SADC, AU, EU etc.

All these observers write reports for their bodies about that election. Elections costs money and nobody would want to support an undemocratic election or worse a repressive regime.

So if we continue participating in droves in such an election, the report will say that the people are happy with their system regardless of all its flaws and red flags.

Now what are these flaws in the Tinkhundla elections? Tinkhundla system is not Democratic in that it was designed to serve the monarch,

not the Nation. The constitution says so. The oath of parliament says so. As we speak, there are throngs of graduates languishing at home, throngs of high school leavers who were accepted in tertiary institutions but did not get scholarships languishing at home and those that are just staying at home with no plan whatsoever. These were our beloved learners, our babies.

If anything, these EBC jobs should be given to them. We as educators, know what to do. Our money is being misdirected to feed an ever growing family. We were supposed to get our salary review in 2021, it is now 2023. Where are we taking this Nation if we fail to stand up for ourselves?

What is it that we are teaching those learners who by the way are the future of this country if we do not teach them how to value themselves? Who will ever take us seriously if we fail to do that ourselves? One must first respect herself for anyone else to respect her.

It is therefore, my humble plea to you all my dear educators to please just hold each other's hands and stand up. Let us end this never ending party at our expense. The liberation of this country is in our hands.

Worried Educator - Dlamini Palesa

CONTRACT TEACHERS SHOULD JOIN THE UNION

DEAR EDITOR

I wish to state, categorically clear, from the beginning that I am a full time teacher working on a permanent and pensionable basis. I work in a school where a majority of the teachers are contracts.

It is painful to see other teachers exploited by the employer and some Headteachers the way it happens.

It is painful to see a Degreed plus PGCE teacher begging for a job like an unqualified fellow on the streets. At some point, others go to an extent of having sex with the Administrators just to be recommended. This is unfair and inhumane. It has to stop.

Whilst stressed about the working conditions of our colleagues, I sometimes listen to them speak in our staffroom where they express their opinions on my Union-SNAT.

They even go to an extent of issuing unpalatable words to the organization I joined in 1997. I have been a SNAT Member for the longest of times and I won't stop being one. I know how important it is to be under a Union. I know how one is vulnerable if not unionised.

I've tried many times to clarify this to my contracted colleagues that the SNAT does not discriminate. That even contract teachers are allowed to join and be a Member of the Union.

I got so enraged the other day when they failed to pitch-up in Mbabane where the organization wanted to ask the government to employ them on a permanent and pensionable basis. I was fuming with anger. The reason is simple: schools were closed. Nobody would have denied them the right to join the protest. But they chose to stay at home and fold their arms. That irked me so much. Even today I'm still angry at them. It's good that when schools opened, I did tell them off. They were cowards.

But then today I want to urge them all to join the SNAT and be capacitated on their rights.

Being a member of the Union makes one to be conscious of your working conditions and be willing to stand up and correct them. Being a SNAT Member makes one have access to Burial and Co-op. It makes one to be protected from losing employment. I have heard numerous cases where a teacher's contract was not renewed without any valid reason.

The SNAT can take up that matter and ensure the teacher's contract is renewed after working with the government for say eight (8) years. Today I wish to say to the contract teachers: it is only them who can benefit from being SNAT Members. The fear of the unknown must be removed. Joining a Union is a Constitutional right and no one can take it away from yourselves. The earlier, the better.

Worried SNAT Member - Mdluli Celucolo



THE SNAT EAGLE

LETTERS TO THE EDITOR

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A section of Delegates in the 2022 Annual Conference [SNAT Media].

PAYSLIPS ISSUE:

TEACHERS DESERVE BETTER

DEAR EDITOR

It is with a heavy heart that I take this moment to jot down this letter to your esteemed Office. Not only am I semi-paralyzed by the events of the past months and the attaining turmoil that is ravaging our beloved tiny kingdom in the political front but I'm also wreathing in pain for being a teacher in this country at this moment.

The teaching profession has been turned into the most useless, casual, unwanted and a 'by-the-way' thing by the authorities that be. There is no sector of employment or employees that are treated with contempt and complete disregard like teachers are exposed to in the hands of their employer.

All workers get remuneration at the end of each working circle: be it a month or fortnight depending on the arrangements and agreements. These remunerations are preceded by salary advices and or pay slips, whichever is applicable, such is a standard procedure expected from all employers.

“These remunerations are preceded by salary advices and or pay slips, whichever is applicable, such is a standard procedure expected from all employers.”

However, the aforementioned remains a wish to multitudes of teachers who never get to see such important documents due to laxity and lack of diligence from their employer-government who fails to ensure that teachers, like all other workers, get their pay slips timeously and at the correct work station.

Each and every month, teachers are sent from pillar to post when they need to access their salary advices. This is as a result of the jumbled up system of employment,

transfers and replacement of teachers which is not updated on the government system and the brunt of this negligence has to be borne by the teachers. You find that a teacher has been working in the Shiselweni region then transfers to say the Hhohho region but his/her pay slip is posted to the former region even when the teacher has been long transferred.

This causes a lot of distress as you find these professionals running like headless chickens' month in and month out trying to get this important documents to use for their financial needs which are always pressing due to the fact that the peanuts they earn are never enough.

The Union of teachers, SNAT, is aware of this and that it has been going on for a long time she has to do something. The government especially the Ministry of Education and Training [MoET] seem to think that teachers are slaves that can be treated anyhow, without any recourse. This has to stop. Teachers are human too, professionals for that matter and they deserve to be treated with dignity.

Frustrated Teacher - Mdluli Sethu



Nhlango Branch has a population of about 1,700 teachers with sixty-four [64] institutions, including the Regional Education Office [REO] and three [3] colleges. It is divided into five [5] zones, each demarcated according to location. These zones are: Central, northern, southern, Eastern and Western zones.

We have lined-up several programmes for the Branch, according to the needs of the members:

1. Wellness workshop

This shall seek to address mainly psycho-social support for members with psychosocial challenges. We have planned to incorporate the use of local institutions with counsellors to help identify members with such problems and further advise on how to best deal with such issues to reduce the effect this has on our members.

2. Workshops seeking to address union apathy

The hostility in some working stations requires a member and a leader that is well versed with his/her rights and how to deal with problems arising in their work stations.

3. Social Events

- Ball games

STRATEGIC PLAN FOR NHLANGANO BRANCH IN 2023

- Branch Outings

- Aerobics

These activities seek to address several aspects of members –

- Improve the physical fitness of members
- promote social well-being and
- probably address psychosocial problems of members. It has been noted that members fall into depression leading to extreme behavioural changes trying to cope with stress related issues at work and in their families. Combining the social activities and wellness workshops could be a powerful tool in having a well-balanced teacher.

4. Recruitment-this will be done through school visits

This also seeks to strengthen the ties between members and their union and will encourage subscription paying members

to remain members and be further active.

5. Plot development-the Branch already has building blocks and a few materials.

We plan to start with a small structure that would be used as an Office and probably extend to a few flats that would start generating income for a larger structure. We have a standing relationship with the Hlatikhulu Wellness Officer. We have referred members straight to him on several instances to address some of the problems we have had.

This has resulted in the reduction of teachers who were on the brink of losing their jobs in the Branch due to problems in their work stations as a result of psychosocial problems.

These teachers were helped and any that needed admission in centres of further help were transferred there. We look forward to a great year ahead as the Nhlango Branch of the SNAT.



Nhlango Branch in a Group photo [Courtesy Pic.]



THE NEW BURIAL EXECUTIVE



CHAIRPERSON ZODWA GININDZA

- | | |
|----------------------|------------------|
| 1. DUTY STATION | : MOTJANE HIGH |
| 2. YEARS IN THE SNAT | : 30 YEARS |
| 3. BRANCH | : MBABANE BRANCH |

SNAT BURIAL MEMBER FOR 22 YEARS



DEPUTY SECRETARY TENGETILE SIMELANE

- | | |
|----------------------|--------------------------------------|
| 1. DUTY STATION | : MLAMBO COMMUNITY
PRIMARY SCHOOL |
| 2. YEARS IN THE SNAT | : 28 YEARS |
| 3. BRANCH NAME | : NHLANGANO BRANCH |

SNAT BURIAL MEMBER FOR 20 YEARS



MEMBER II DLAMINI BONGINKHOSI

- | | |
|----------------------|------------------------------------|
| 1. DUTY STATION | : MAFUTSENI WEST
PRIMARY SCHOOL |
| 2. YEARS IN THE SNAT | : 12 YEARS |
| 3. BRANCH | : USUTHU BRANCH |

SNAT BURIAL MEMBER FOR 11 YEARS



MBABANE BRANCH IN 2023

The Mbabane Branch of SNAT is comprised of seven (7) members as listed below:

1. Mfanasibili Mamba
– Chairperson
2. Nomcebo Dlamini-Kalavi
– Deputy Chairperson
3. Thamsanqa James Masilela
– Secretary
4. Nelisiwe Dlamini
– Deputy Secretary
5. Nondumiso Ndzinisa
– Recording Secretary
6. Elijah Gama
– Treasurer
7. Todvwa Nxumalo
– Gender and Human

Rights Officer

SITUATIONAL ANALYSIS OF MBABANE BRANCH

Mbabane Branch of SNAT (the stylish

Branch) is made up of 4 Sub-Branches namely: City Sub-Branch with 40 schools, Lobamba Sub-Branch with 21 schools, Ararati Sub-Branch with 24 schools and Makhwane Sub-Branch with 20 schools. Each Sub-Branch consists of 3 members: Sub-Chairperson, Sub-Secretary and a Member.

MBABANE BRANCH OF SNAT PLAN OF ACTION [POA]

The Branch had its induction workshop on the 17th of March 2023 where SNAT representative from different schools and Branch Management Committee [BMC] were capacitated. The topics to be covered included Trade Unionism, collective leadership and individual responsibility, Organisational Discipline among others. The Branch could not hold the BMC induction in isolation due to its financial constraints hence the merge. The Branch will have two [2] meetings with the SNAT Representatives and one [1] workshop on capacity building, wellness and Gender

Issues.

The Branch will have school visits to the four (4) Sub-Branches, visiting one [1] school per Sub-Branch. The main aim of the visits is to recruit and educate teachers.

The Branch will also engage on a KYL (Know Your Leader) campaign where leaders of the Public Sector Unions will play various games and share expertise and this will then culminate to a Sports and Fun Day where all members belonging to PSU's will be invited.

Lastly, the Branch will have an end of year party which focuses on revitalizing and building a stronger Branch in terms of unity.

POSSIBLE STRATEGIC PARTNERS OF MBABANE BRANCH OF SNAT

The Branch has not yet secured a permanent strategic partner. We are currently working with PSHACC (Public Sector HIV/AIDS Coordinating Committee) in helping members with counseling.



Mbabane Branch Executive Committee [BEC] in a Group photo [Courtesy Pic.]

WHAT'S HAPPENING IN BRANCHES?

Bhembe Thembisa - Pigg's Peak Branch Secretary



A VIEW OF PIGG'S PEAK BRANCH IN 2023

Pigg's Peak Branch, like any of the other Branches of the SNAT, is led by a Seven (7) member committee. The Office Bearers are as listed below:

- | | |
|---------------------------------------|--------------------|
| 1. Shabangu Sifiso | - Chairperson |
| 2. Maphanga Farian | - Vice Chairperson |
| 3. Bhembe Thembisa | - Secretary |
| 4. Dlamini Jabulani | - Deputy Secretary |
| 5. Ndzinisa Jabulani Rubber Secretary | - Recording |
| 6. Mhlanga Mangaliso | - Treasurer |
| 7. Mamba Tholakele | - Gender Officer |

SITUATIONAL ANALYSIS OF PIGG'S PEAK BRANCH

Pigg's Peak Branch is situated in the Northern Hhohho Region of Swaziland. The Branch is divided into three (3) sub Branches. Firstly, the Ntfontjeni Sub-Branch with twenty-five [25] schools, Mayiwane Sub-Branch with thirty-seven [37] schools and the Pigg's Peak Branch with thirty-two [32] schools. Each Sub-Branch consists of three (3) member committee, Chairperson, Sub-Secretary and a Gender Officer.

PIGG'S PEAK BRANCH OF SNAT PLAN OF ACTION [POA]

The Branch will have three (3) workshops. These capacity building exercises will be for the shopstewards from the different schools and the Branch Management Committee [BMC]. The topics to be covered in these sessions include: Working class Philosophy, Labour Laws, TSC Act, Industrial Relations Act and Public Order

Act. The Pigg's Peak SNAT Branch Representatives shall also be capacitated on Trade unionism and the role of Shopstewards.

The Branch will also have three (3) activities, the sport day, trip to Durban and Pensioners farewell function. The sport day will bring the three (3) sub Branches together to play various games and share expertise. The sport day will also give the Branch Executive Committee [BEC] an opportunity to recruit and educate the shopfloor. The Branch will also embark on a trip to Durban during the second term holidays. The Branch will also celebrate exiting teachers (pensioners). The pensioners will be given blankets during this day.

The Branch will also have two (2) meetings with the Branch Membership. The first meeting will focus on revitalizing the Local Burial Scheme. The second meeting will focus on strategies on building a stronger and prosperous Branch.

The Branch Executive Committee [BEC] with the help of the Sub-committees will conduct six (6) school visits to market the SNAT and recruit new members. The Branch will further work on developing the Branch plot as per the Branch mandate. The Executive Committee will also work with BRASOWCO to produce Branch T-shirts and other relevant merchandise.

POSSIBLE STRATEGIC PARTNERS OF PIGG'S PEAK BRANCH

Ekhaya Funeral Parlour has been our strategic partner for a long time. The Branch is looking forward to continuing to work with Ekhaya Funeral Parlour for the betterment of the Branch and the entire union.



WHAT'S HAPPENING IN BRANCHES?

Phinda Matsebula - Mankayane Branch Secretary

THE YEAR 2023 FOR MANKAYANE BRANCH

The Branch Executive Committee [BEC] for the Mankayane Branch of the SNAT is one of the many Branches of the SNAT. The BEC has the following Executive Members:

1. Thami Nkambule - Chairperson
2. Matsebula Phinda - Secretary
3. Simelane Siphosethu - Deputy Secretary
4. Khumalo Phumaphi - Recording Secretary
5. Ndaba Isashal - Treasurer
6. Dlamini Thembekile - Gender and Human Rights Officer

This Branch is situated in the South-Western part of Eswatini, and falls under the Manzini Administrative Region, which happens to be the largest in the region. Mankayane Branch is Located in the Highveld of Eswatini. The Branch currently has 53 schools, comprising of 14 high schools, and the rest being primary schools.

The Branch Executive has planned to address a myriad of problems noted within the Branch schools.

1. Visiting schools that no-longer attend Branch activities, e.g. Branch meetings:
 - During meetings, most if not all, high schools attend meetings or send their representatives, but primary schools have been mostly noted to absent themselves, such that in meetings, out of the 39 primary schools, only between 15 and 20 avail themselves for meetings.
2. Some of the issues put forward by some of the teachers from the affected schools include:
 - a. Their Headteachers, are Eswatini Principals Association [EPA] members so they refuse SNAT members to attend SNAT activities.
 - b. Other Teachers in staff rooms, now have negative attitudes towards Union activities, including attending meetings, especially Branch meetings because they allege that they are not given lunch money like SNAT Co-op meetings, where they get E50 for lunch. Consequently, most prefer attending Co-ops meeting for that benefit.

* in other schools, teachers do not have clear cut reasons, making one to deduce, that some teachers are now uninterested to



Mankayane Branch Executive Committee [BEC] Members [Courtesy Pic.]

avail themselves because of fear of the unknown

- A. In reaction to the absenteeism of members, Mankayane BEC has devised pastoral zones, where BEC members have been assigned certain schools to manage so that SNAT Reps will be able to communicate promptly with their pastoral leader for speedy action by BEC.
- B. In BEC strategic plan for the year, the Branch resolved to have one [1] school visit a month, mostly to the schools that have since disappeared from the radar of Mankayane Branch of SNAT.
- C. Further, BEC is still looking at ways to secure sponsorship, and other means of making money, that shall assist in meeting some of the challenges faced.

1. The Branch plans to have a Social Day where active members dine together with Branch retirees. The intention here is to keep in touch with our Pensioned teachers so as to assist them in making sure that they still subscribe in entities such as Burial and Co-ops to continue being active members for their benefit.
2. Secure land from community leaders, where

the Branch intends building its structure. The BEC wishes to develop that structure and build a hall, and some office spaces that shall be rented out, for income generation in the near future.

3. BEC also has plans to seek for sponsors, to assist the Branch in securing a petrol generator, with a lighting system, to be rented out during funerals and other functions in the Branch and two [2] brush-cutters, that will be leased-out by the public, as means of generating income for the Branch
4. Rope-in PSHACC, a wellness organization, to assist Branch teachers in dealing with Mental Health problems that seem to be on the rise within our schools. BEC noted a high rise of Absenteeism in schools, where teachers absent themselves from work, for days without getting formal sick leaves.
 - a. some of the reasons BEC got from the implicated teachers, was of the effect that they were sick so trying to seek for medical help.
 - b. some would inform BEC of stress related issues. The Mankayane Branch will be giving timeous updates to the general membership of the Branch on the issues. The Branch Executive Committee [zBEC] is committed to representing the Membership and developing the capacity of the Branch.

WHAT'S HAPPENING IN BRANCHES?

Mbuso 'Kingdom' Mkhontfo - Mhlume Branch Secretary



Mhlume Branch is situated in the Lubombo region. The Branch covers part of the Lowveld areas and plateau. Mhlume Branch is divided into four zones namely: Hlane, Mhlume, Shewula and lomahasha zone.

The Hlane and Shewula zones include schools along the Lowveld while the other zones are located along the Lubombo plateau. The zones consist of 32 schools altogether.

This year, the Branch will have three (3) workshops. These capacity building workshops will sharpen the Branch Management Committees [BMCs] and SNAT representatives from the different schools.

The workshops will focus mainly on the following topics: Professionalism, Working Class Philosophy, Gender and Human Rights issues, Government Legal Frameworks, Trade Unionism and Roles of Union Officials.

The Branch Executive Committee [BEC] will also do some Vusela's in the Four (4) zones of the Branch, equipping the general membership mainly on labour laws and all other issues that pertain the Union-SNAT.

The Mhlume Branch of the SNAT will also focus on the social and welfare of teachers. The Branch will organize activities such a Branch day, Two (2) local outings/trips.

The Branch day will bring the Four (4) zones together to play various games and share light moments and create memories as aBbranch.

The Branch day will also give the Branch Executive Committee [BEC] an opportunity to recruit and educate the shop floor.

The Branch Executive Committee [BEC] will work hand in hand with

MHLUME BRANCH IN 2023



Mhlume Branch Executive Committee [BEC] 2022-2026 [Courtesy Pic.]

NAME	DESIGNATION/PORTFOLIO
Gamedze Ronnie Sikhumbuzo	Chairperson
Mncina Mduzuzi	Deputy Chairperson
Mkhontfo Mbuso Kingdom	Secretary
Makhubu Nobuhle	Treasurer
Sihlongonyane Boyboy Mfundo	Deputy Secretary
Simelane Sisho	Recording Secretary (Transferred)
Simelane Nikiwe Purity	Gender and Human Rights Officer

ZONE	NUMBER OF SCHOOLS
Mhlume	12
Hlane	8
Lomahasha	8
Shewula	4

BRASOWECO to produce the regalia or merchandise that will include Branch T-shirts, caps, key holders, just to mention a few.

The Branch will also appreciate and

celebrate the retired comrades and bid them a farewell. The Branch will also have Two (2) meetings with the Branch membership.

The Mhlume Branch of SNAT is still in the process of negotiating and convincing the local business people to partner and join hands with the giant organization in the country.

The Branch is awaiting the responses from the potential partners.

CONFERENCE COMMITTEE

Hlengiwe Mamba - Conference Committee Secretary



One of the activities the SNAT Conferences will be focusing on this year is the SNAT Annual Conferences. The SNAT Annual Conference is in line with the SNAT Resolution took a Resolution in the 2018 Biennial conference to start having Annual Conferences.

This move is an attempt to align the SNAT Business and procedures with the IRA 2000 (as amended) which stipulates that Unions should have Annual General Meetings (AGMs). It is in these AGMs that organisational reports; of the organisation's different Committees are presented and discussed by the membership/delegates.

Conferences are very important in the life of an organization since it is in such forums where Branch and National Committee activities are reviewed, deliberated and resolutions are taken to amend the constitution.

One of the key responsibilities of the Conference Committee is ensuring that Annual Conferences are run smoothly as mandated by the NEC. It's promising to be a busy and exciting year for the SNAT Conference Committee in this regard.

During Conferences, Branch Executive Committees [BECs] are expected to organise, plan then finance Branch conference which constitutes of all Branch Management Committee [BMC] members.

A Regional Executive Committee [REC] constitutes elected Members from BECs that advise the National Executive on policies and activities to be undertaken by the SNAT. One of the responsibilities of the RECs is to organize Regional Conferences and Meetings.

They are mandated to ensure the smooth running of the Regional conference. They are subvented by National Office and can top-up monies from Branch subventions. The NEC's role is to financially equip the conference committee on administrative expenditure needed

THE SNAT CONFERENCE COMMITTEE IN 2023



Members of SNAT Conference Committee [Courtesy Pics.]

for National Conference while Regions will pay for their expected quota of delegates as per constitution.

The conference committee recommended to the NEC on innovations in running conferences. One area that the committee hopes to explore is the possibility to live stream or host virtual conference to accommodate all stakeholders at home.

The SNAT Conference Committee intends to scout for partnerships and raise funds and merchandise for running conferences. This will assist in the provision of affordable conference packages and help lessen the financial expenses for both Branches and the National Office in running conferences. To do this efficiently, the Committee hopes to make partnerships in the following industries:

1. Stationery
2. Banking
3. Retail
4. Mobile service Providers
5. Hardware

The standard measure for a successful conference is 100% delegate attendance

with Resolutions taken successfully. Article 19.1.1.1 validates Conference as a supreme decision making body where financial and narrative reports are presented.

Resolutions are taken and activities of officers are reviewed. Conference Committee intends to make sure that such deliberations and conferences are held from Branch to Region, then National.

The SNAT Conference Committee will deploy overseers to observe the running of Branch and Regional Conferences as the SNAT builds up to the National Annual Conference.

The 76th/68th Annual Conference of delegates elected the following leaders to lead the SNAT Conference Committee in the period 2022-2026

- | | |
|------------------------|--------------------|
| 1. Chairperson | -LindokuhleMabuza |
| 2. Deputy Chairperson | -ParisMatsebula |
| 3. Treasurer | -NomceboTsabedza |
| 4. Secretary | -Hlengiwe Mamba |
| 5. Deputy Secretary | -Zweli Masina |
| 6. Recording Secretary | -Naomi Sambo |
| 7. Gender | -Tholakele Dlamini |



SNAT CREDENTIALS COMMITTEE'S 2023 ACTION PLAN

The SNAT Credentials Committee is an organ/committee formulated by article 15.1.6 of the SNAT Constitution, derives its mandate of operation from article 23.2

The Committee is made of four [4] Representatives from the Regions and the Organizing Secretary [OS]. Dlamini Justice from Manzini Region (Usuthu Branch of SNAT) is chairing the Committee, Justice Kunene from Hhohho Region (Mbabane Branch) serves as the Secretary of the Committee, Musa Myeni from Shiselweni Region (Mhlosheni Branch) is the Recording Secretary

[RS] of the structure while Sitile Dube from Lubombo Region (Siteki Top Branch) is our Gender and Human Rights Officer.

The Committee will be part of the following workshops: paralegals training, constitutionalism, elections handling. All these workshops are fundamental in the operations of the Committee as they equip one [1] on legal representation in the workplace and other training, constitutionalism forums like Industrial Court.

Paralegal capacitation is imperative as it is part of enhancing Alternative Dispute and Grievance Handling Procedure to resolve conflicts and

disputes in labour relations.

The Elections handling workshop is another important workshop to be attended to by the Committee since our core business is to conduct a free and fair election for the betterment of the giant Union-SNAT.

As members of the Constitution and By-laws Committee, we ought to be capacitated in constitutionalism so we can have an understanding of the constitution and by-laws of our Union to advise the SNAT NEC correctly on any, if need may arise. These three [3] workshops are set for April, August and December 2023.





Gab'sile Shongwe - NASOWCO Treasurer

THE WOMEN'S WING OF THE SNAT-NASOWCO

The National Status of Women's Wing Committee (NASOWCO) is a SNAT National Committee consisting of Seven [7] Office Bearers whose mandate is to fulfil the objectives of the Swaziland National Association of Teachers' [SNAT] Constitution and Bylaws.

One of the objectives that has to be fulfilled by NASOWCO is to enhance the status of women and empower lady educators and the girl children at all levels of society. It promotes women capacity building through workshops, campaigns, formal and informal education. It ensures maximum participation in decision making and better livelihood for women and the children irrespective of their gender.

The SNAT Women's Wing works in collaboration with the SNAT Gender and Human Rights Officer and other organizations involved in national development, to coordinate activities of women in the Swaziland National Association of Teachers [SNAT] and the society at large.

It improves the status of women teachers in Swaziland by encouraging them to actively participate in local and national projects.

The SNAT Women's Wing Committee successfully secured the ETFO Canadian scholarship which benefits twenty-two [22] lady teachers in total, presently. Beneficiaries are from the 15 branches of SNAT. Teachers are supported by payments of tuition fees at tertiary level. This program started some time ago, many others have graduated. The committee is working hard towards getting more local and international partners who shall in turn support the concept of empowering women teachers through various ways.

NASOWCO'S YEAR PLENARY

These are lined-up activities to be undertaken by the SNAT Women's Wing Committee this year.

- NASOWCO pledges to work hard towards accomplishing the objectives. Support from SNAT leadership and all women educators from the 15 branches of SNAT is always



NASOWCO Members during one of their events. [Courtesy Pic.]

appreciated.

- A team building workshop successfully took place in February 2023. At the very same workshop, the committee recharged its mandate on women capacitation
- An induction workshop for all the 15 Branches of SNAT Women's Committees (BRASOWCO's) is scheduled to take place shortly.
- There shall be SNAT regional visits that intend on reaching a wider range of women educators and the girl children. They will be capacitated through workshops and varying empowerment depending on the situation at hand.
- The committee shall continue soliciting funds so to undertake campaigns. These campaigns shall address; The eradication of women and child abuse. Promotion of women leadership
- Identification and support of women

leadership at branch, regional and national levels. The committee intend on conducting intense workshops and campaigns that will encourage women educators to take up top leadership positions in and out of the SNAT, and stop settling for less.

- A meaningful tour of pleasure, adventure and relaxation for the women teachers

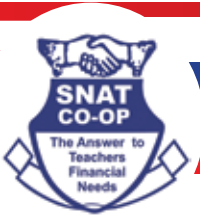
SEVERAL PLACES SHALL BE VISITED

In summary, the Women's Wing of the SNAT is in the making of influential women leadership who will take the SNAT union to greater heights and bring sanity to a society that shall give birth to a democratic Swaziland. NASOWCO shall continue advocating for; equal opportunities at the work place, the participation of women in decision making in the society and promoting gender issues and the women and children's rights. All these shall bring about a healthy, productive and peaceful society. It is therefore everyone's responsibility to fight against inequality, gender based violence and the rejection and manipulation of vulnerable groups in the societies.

"A strong woman look a challenge in the eye and gives it a wink"

- Gina Carey

“ The committee is working hard towards getting more local and international partners ”



SNAT SACCO: UNPACKING THE CO-OPERATIVE PHILOSOPHY

WHAT IS A CO-OPERATIVE?

A co-operative is an autonomous association of persons united voluntarily to meet their common economic, social, and cultural needs and aspirations through a jointly owned and democratically controlled enterprise.

CO-OPERATIVE VALUES

Co-operatives are based on the values of self-help, self-responsibility, democracy, equality, equity and solidarity. In the tradition of their founders, co-operative members believe in the ethical values of honesty, openness, social responsibility and caring for others.

CO-OPERATIVE PRINCIPLES

The co-operative principles are guidelines by which co-operatives put their values into practice.

1. Voluntary and Open Membership

Co-operatives are voluntary organisations, open to all persons within their common bond, able to use their services and willing to accept the responsibilities of membership, without gender, social, racial, political or religious discrimination.

2. Democratic Member Control

Co-operatives are democratic organisations controlled by their members, who actively participate in setting their policies and making decisions. Men and women serving as elected representatives are accountable to the membership. In primary co-operatives like SNAT SACCO, members have equal voting rights (one member, one vote).

3. Member Economic Participation



“Teaching is the profession that teaches all the other professions.”

You are our Heroes

Let us take care of your **FINANCIAL NEEDS** while you continue to make all other professions possible.

Members contribute equally to, and democratically control, the capital of their co-operative. At least part of that capital is usually the common property of the co-operative. Members allocate surpluses for any or all the following purposes: developing their co-operative, possibly by setting up reserves, part of which at least would be indivisible; and supporting other activities approved by the membership.

4. Autonomy and Independence

Co-operatives are autonomous, self-help organisations controlled by their members. If they enter into agreements with other organisations, including governments, or raise capital from external sources, they do so on terms that ensure democratic control by their members and maintain their co-operative autonomy.

5. Education, Training and Information

Co-operatives provide education and training for their members, elected representatives, managers, and employees so they can contribute effectively to the development of their co-operatives. They inform the general public—particularly young people and other

interest groups, about the nature and benefits of co-operation.

6. Co-operation among Co-operatives

This serves members most effectively and strengthens the co-operative movement by working together through local, national, regional and international cooperative structures.

7. Concern for Community

Co-operatives work for the sustainable development of their communities through social responsibilities approved by management.

The definition of co-operatives, listing of the global co-operative values, and the co-operative movement's principles are guidelines of co-operatives enterprises like SNAT SACCO of the day-to-day business operations of the SACCO.

This are international cooperative standards of a cooperatives and on the next publication we will be looking closely at SNAT SACCO's operations, governance and its regulation as an entity within the Kingdom of Eswatini.



AN EDUCATION THAT WILL FULFILL DREAMS

It is every parent's dream to see their children being celebrated and recognized by the world for their contribution to improve the lives of others. However, if parents do not play an active role in ensuring children receive quality education, those dreams will remain dreams and people will continue to suffer the pain of not knowing where their next meal will come from due to the lack of educated people who will end this misery.

This article discusses the quality of education that will ensure there is supper in every homestead and the role parents can play in delivering that education.

WHAT EDUCATION DO OUR CHILDREN NEED?

Russell M. Nelson defines education as follows: "Education is the difference between wishing you could help other people and being able to help them." As parents, we believe any kind of education that fits Russell M. Nelson's definition, is the kind of education that will put food on the table for that orphan in Mangwaneni. Ensure there is insulin for that diabetic granny at Mankayane hospital and there is an indoor toilet in every homestead.

The kind of education we want for our children aligns with the definition of "Life Skills Education" in the National Education and Training sector policy 2018 that read: "Life skills education (LSE) promotes the development of psychosocial competencies and capabilities that help to deal with life events that affect us directly, help better decided amongst life's opportunities, and help take action and generate change in order to increase the likelihood of positive behaviours leading to enhanced health, higher level of participation and personal fulfilment. The wide spectrum of life skills can be broadly categorised under: cognitive life skills (for problem solving and decision making)..."

This type of education changes the child's mission from simply earning certificates to acquiring technical skills to transform the lives of others. It requires children to acquire and be able to apply critical thinking skills. It requires the two [2] centres of education [school and home] to work together in delivering this kind of education.

This is the kind of education that prioritizes helping and changing lives first. Selling the idea of transforming lives to our children will motivate them to acquire the needed skills to



Parents have a massive role to play in the education of their children [Courtesy Pic.]

accomplish their mission of transforming lives, and in the process, they will get educated and they will eventually be celebrated as heroes in society and the world at large.

WHAT IS THE ROLE OF PARENTS IN THIS KIND OF EDUCATION?

This kind of education is based on two [2] basic things. Firstly, this education requires children to embody the "I am my brother's keeper" spirit. This means that the desire to be part of a mission that changes people's lives should be in the children's DNA. Having the desire to help others, is a necessary element that should precede skill acquisition and quality education. Parents have a duty to inculcate this spirit in children, through correct religious and moral teachings.

Secondly, children should be able to use their own judgement and critical thinking skills to discern what is right and what is wrong.

Parents should encourage this by using the consequence-oriented way of learning at home. This means that parents should allow children to strive for themselves, make mistakes, and bear the consequences of wrong choices to an extent that does not break the children.

The child should know the consequences of not getting up early for school; the consequences of misusing transport money and on the other hand, the benefits of washing dishes without being told to do so and the benefits of using peanut-butter economically.

Above all, parents have a duty to play an active role in influencing educational policies that will reward children who prioritize transforming lives and children who are creatively bringing solutions to the world's problems by using critical thinking's skills. A policy that does not demonize mistakes, but recognizes them as part of education.

WHAT WILL HAPPEN IF THIS KIND OF EDUCATION IS NOT IMPLEMENTED?

The world, including our own country and homes, will continue to sink into poverty because our education system will produce people who have interest in only acquiring certificates, people who are self-centred and who have no interest in helping others. As a result, the child in Mangwaneni will continue to sleep on an empty stomach, we will continue to visit cemeteries because of poor health systems.

We will be a country hit hardest by pandemics and last to receive aid because we cannot produce scientists who can make vaccines through experimentation as well as trial and error because making mistakes is not part of education.

LIFE AS A RESULT OF THIS EDUCATION

Parents' dreams will be fulfilled when the world celebrates their children and recognizes that they have helped change people's lives. This is a challenge we as ESCAPA pose to the powers-that-be on the need to commit to this ideal type of an education for our children and the future.



LGBTIQ RIGHTS ARE HUMAN RIGHTS

Eswatini Sexual and Gender Minorities (ESGM) is a non-profit organization that was founded in 2019 for the sole purpose of advancing the protection of LGBTIQ rights in Eswatini. One would wonder why an organization would need to be formed to solely protect rights of a specific group in a country that is obligated to protect and promote the rights of all its citizens.

This in theory is true, however has practically not ever been the case in this small landlocked country that still upholds an ancient common law of 1907 [The Common Law of Sodomy of 1907] that states that any consensual sexual acts between two [2] consenting adults of the same sex is a crime. The sexual acts between two [2] consenting adults have never been the business of ESGM and therefore has nothing to do with its mandate.

However, this ancient law is the reason that the LGBTIQ community is sexualized by most in the Kingdom of Eswatini including the court which recently ruled against the registration of the organization on the premise that the organization's purpose was to sell sexual acts to the public and that what happens in private should remain in private and not a public matter.

This came as a shock to the organization that the court agrees on two [2] things with the organization that all rights are afforded to every citizen of Eswatini by virtue of birth despite their sexual orientation or gender identity and that sexual acts between two consenting adults should remain in private.

Yet the court reached the decision that the organization should not be registered meaning that a certain population could not practice their right to freedom of association based on the assumption of who they might or might not be involved with sexually, and the organization clearly says "might" because what happens in closed doors should remain in closed doors if all parties involved are consenting.

Why do we then have to go through so much to register an organization?

There is currently a campaign on the organizations social pages titled LGBTI+SWAZI.

This is a campaign that aims to teach Swazis that amongst them lives a community no different from them that faces the same challenges they do daily.

Examples of these may be unemployment, poverty, land issues, gender-based violence and more, actually and all the other issues



Members of the ESGM and allies attending the ESGM Judgement at the High Court in April 2022 [Courtesy Pic.]

faced by the regular Swazi.

Now imagine having to be faced by all these challenges in a country that does not recognize your existence. I think it is now important to point out that LGBTI stands for Lesbian, Gay, Bisexual, Transgender and Intersex which describes someone's Sexual Orientation, Gender Identity and Expression (SOGIE) and not with whom or how they have sexual intercourse. This then tells us that it is wrong to rule out a judgement that an organization that seeks to protect LGBTI rights is selling sexual acts to the public because that sexualizes LGBTI persons and subsequently increases their vulnerability when it comes to human rights abuse.

The perception spread by government by criminalizing LGBTI has perpetuated many violations on the rights of LGBTI persons which include but are not limited to the following. Many LGBTI children have been chased away from home because no one would want to live with a criminalized person even if it means not awarding them their right to shelter.

There have been corrective rape cases in the country where people are raped to be "corrected" and many times than not those cases never see the light of day.

This is caused by the fact that many cases have been reported and the response from the attending officer is that "we do not recognize that," "what were you doing?" "This is not Swazi" to count just a few responses.

These cases include corrective rape, gender-based violence, deformation of character,

assaults and more.

This does not shy away from the ruling of the Court that said it will not assist in protecting the rights of LGBTI persons because it is against the country's beliefs. Which then begs the question: what is Swazi about being raped, abused, and disenfranchised.

LGBTI+SWAZI is a campaign that says:

- 'I AM YOUR CHILD AND GAY – Help keep me in school.'
- 'I AM A MOTHER AND LESBIAN – Help me attain land for my children.'
- 'I AM A BUS CONDUCTOR AND BISEXUAL – Help me have a safe working environment.'
- 'I AM YOUR CLASSMATE AND INTERSEX – Help me secure a job too.'
- 'I AM A LEADER AND TRANSGENER – Help me be productive in society the best way I can.'

These are the cries that drive the organizations mandate. This is the reason that the organization will not stop protecting the rights of LGBTI persons, and the registration of the organization as the court says that these rights are inherent in all Swazis not because of their sexual preferences as LGBTI but as human beings.

The lack of freedom of association is the beginning of the rest of the struggle for a more inclusive society and rights that speak to the rights of LGBTI persons in the country.



FEATURE ARTICLES

Mandla Dlamini - Eswatini Cricket Association Office Administrator.



Learners pose for a group photo after a CRIIO session.

CRIIO: TAKING CRICKET TO SCHOOLS

CRIIO is a celebration of how cricket is played. It is a fun way meant to introduce new participants to how cricket is played. It can be played anywhere, anytime and with anyone.

It is meant to run for eight [8] weeks or eight [eight] sessions per week. Each session has got a specific objective that will allow the new participants to learn and enjoy a basic cricket skill.

The recently conducted workshop has helped teachers to sign in the International Cricket Council (ICC) website to help educate themselves as well as to receive their Completion Certificates under the modules offered: for example, the Criio sessions module.

Our target as Eswatini Cricket Association (ECA) is fifty [50] new schools with an estimated participation of 35,000 as per our Growth Road Map.

We plan to continue our workshops around the country which allows us to introduce the sport with our primary school teachers in the country. These, in turn, will introduce the cricket sport in their fellow schools. With help of our esteemed coaches who target various schools, they in turn also help introduce our sport.

A notable phase of our course was recently conducted on Friday 3 March 2023 at Lavumisa

Town community hall, which saw more than twenty-five [25] teachers absorbing all they need about cricket from the facilitators and also to help them conduct their Criio sessions in their respective schools.

What's next, after Criio?

As Eswatini Cricket Association, we strive to see progress of the sport in schools all around the country. Most schools only conform to doing sports like soccer, netball and athletics.

However, with Criio, it will allow schools to start learning the fundamental basics of the sport and towards the end play the game. From there, schools will conduct by themselves inter-house competitions and select the best squad from that competition.

From the inter house competitions, schools with the help of Eswatini Cricket Association (ECA), will create a festival that is a zonal competition. This zonal competition will be designed to run across the towns from where the cricket was introduced and have competitive cricket.

With all these numbers gathered, we hope to continue running cricket in various schools and target other schools without cricket in the country. Hence cricket will gain its popularity in the country. This in turn, will help the Eswatini Cricket Association (ECA) have a pool

of candidates to choose from to represent the country in International tournaments organized by the International Cricket Council (ICC).

The implementation of coaching and mentoring within Cricket is of vital importance for the overall development of the organization and can warrant high engagement and high performance within the sport. The primary schools we are targeting have got teachers who are willing to learn the sport and in turn coach it in their respective schools hence its development and sustainability.

The Eswatini Cricket Association (ECA) will be responsible in helping these school teachers develop their coaching skills with such workshops and continue encouraging their progress to finish their courses online.

We have set out eleven [11] of our esteemed coaches to help run the programme with the assistance of the Operations Officer Mr. Mandla Dlamini. Also, the equipment needed to run the programme will be handed over to the schools to continue running their own competitions. We appeal to any associates and potential sponsors to help drive this Criio program across the country.

Lastly, schools can continue contacting our office **7615 2473** or our Facebook page Eswatini Cricket Association to schedule the workshop in their area.



THE GRUESOME MURDER OF COMRADE THULANI RUDOLF MASEKO

The Multi-Stakeholders Forum (MSF) is a coalition of all civil society organised formations such as Labour Unions, Political parties, Church organisations, community Based organisations, Students and youth organisations and gender and human rights organisations as well as employer organisations.

The total number of the MSF affiliate organisations is nineteen [19]. The MSF was formed as a response to the state brutality attacks of innocent civilians after the murder of a student activist by the name of Thabani Nkomonye [MHSRP] and the heightened calls for a multiparty democracy that escalated into the June – July unrest in the country in 2021.

The MSF was therefore formed as a platform that was to be used to co-ordinate campaigns and activities whose overarching goal is to dislodge and

dismantle the Tinkhundla system of Government and replace it with a constitutional multiparty democracy based on the rule of law and respect of fundamental human rights and liberties. At first, the central working committee of the MSF consisted of individuals who volunteered to be render their service to lead the organisation.

This remained the arrangement until December, 18, 2022, when the MSF held its inaugural conference that elected a fully-fledged Committee which was headed by comrade Thulani Maseko as its Chairperson.

During the night of January 21, 2023, Comrade TR, the MSF Chairperson was brutally murdered by unknown assassins at this home, in front of his wife and kids. A massive firearm was used to murder the Chairperson. This act by the enemy shattered the rest of the Mass Democratic Movement (MDM) and sent shock waves to international organisations.

The murder of the

Chairperson fast tracked the call for democracy concerning the strengthening of the international solidarity pillar.

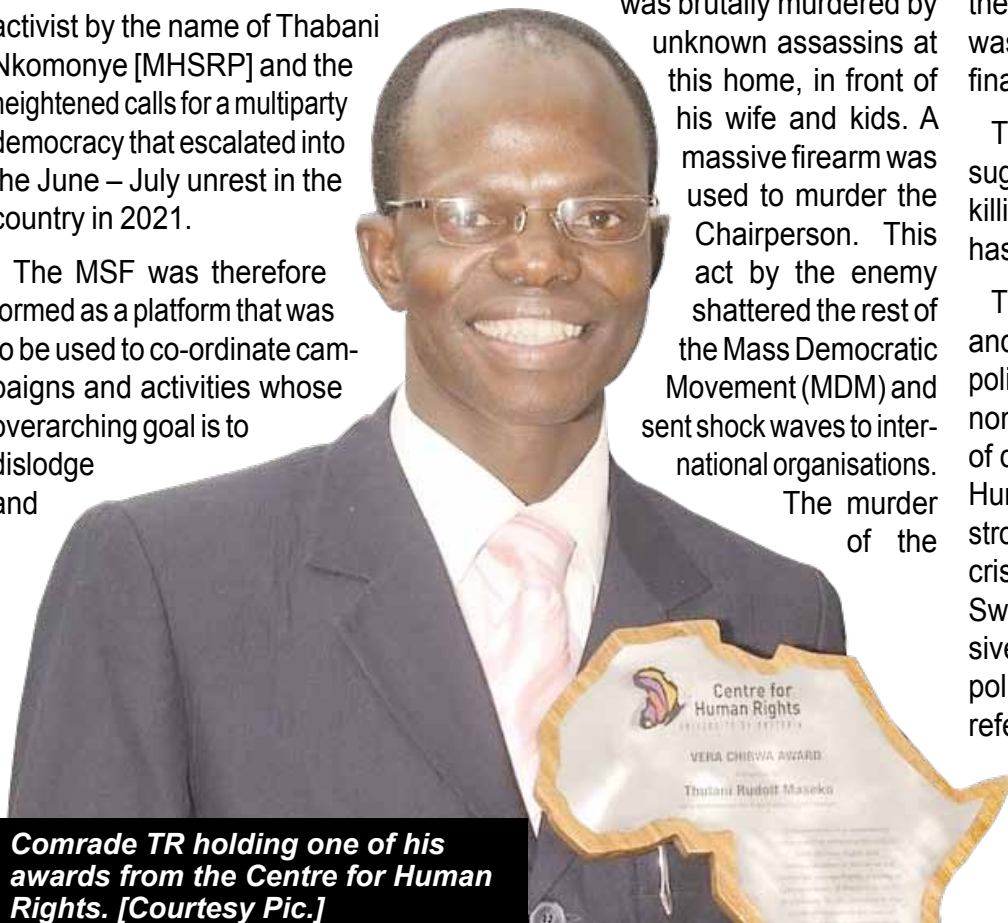
For the first time, the murder of a Swazi received international condemnation from world countries such as the European Union, United Kingdom and the United States of America (USA). The United Nations also condemned in the strongest terms the killing of Cde TR.

Even though those who killed Cde TR remain unnamed, as the MDM we are of the ardent belief that TR was killed for his political beliefs. As a person, he had been arrested several times but still emerged out of jail even stronger. The enemies of democracy knew that the only way available to silence him was to take his life, which thing they finally did in January 2021.

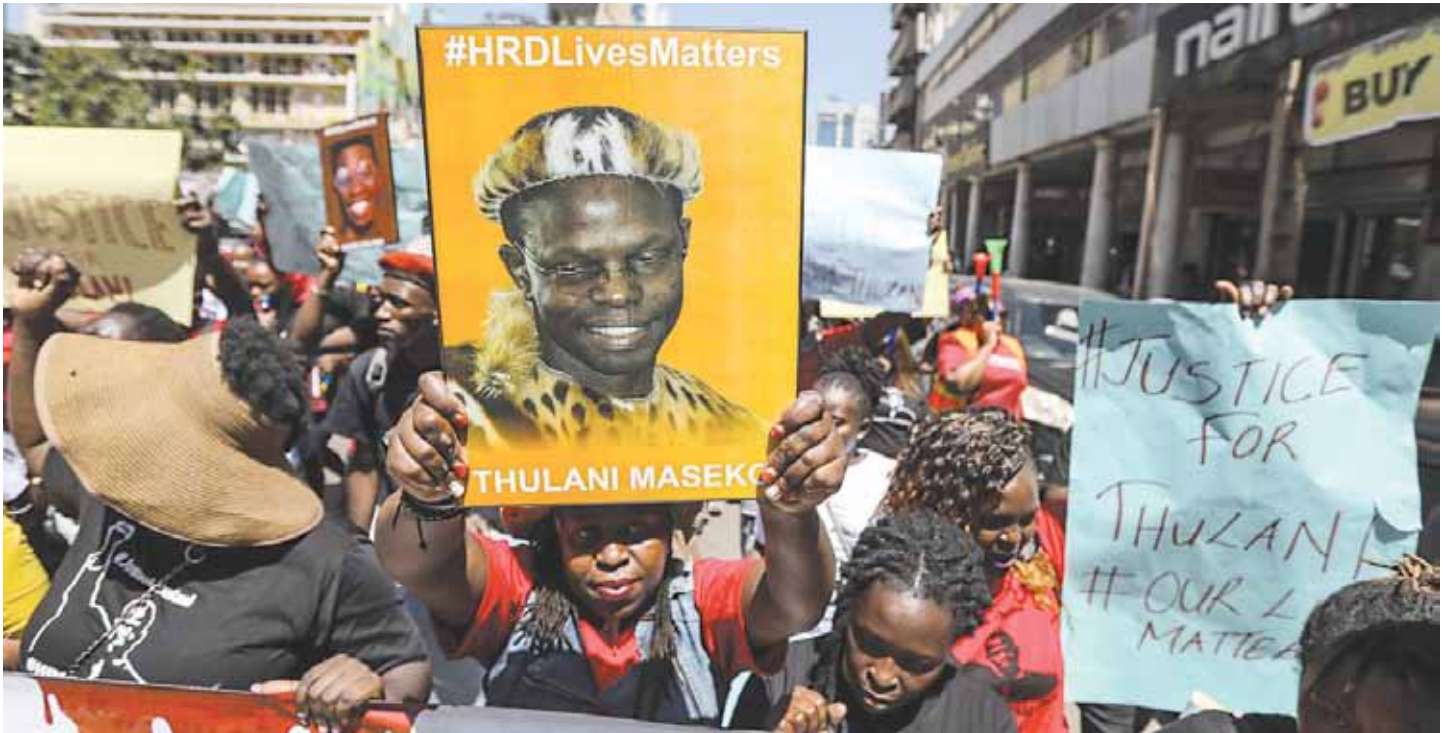
There is no other reason that can be suggested as a hypothesis behind the killing of TR other than the one that has been highlighted above.

This is because through his entire life and engagements on the Swaziland political question, TR always preached non-violence and peaceful resolution of differences of whatever kind. As a Human Rights Activist and Lawyer, he strongly believed that even the political crisis in Swaziland can be solved by Swazis themselves-through an inclusive and externally mediated national political dialogue based on terms of reference that are agreed upon by all stakeholders.

TR had actually imparted his ideas on non-violence even to the



Comrade TR holding one of his awards from the Centre for Human Rights. [Courtesy Pic.]



Kenyan human rights activists and members of civil society organisations gather for a peaceful protest in Nairobi, Kenya, on 30 January 2023 against the deaths of human rights defenders in Africa, including the recent killing in Eswatini of human rights lawyer Thulani Maseko. (Photo: EPA-EFE / DANIEL IRUNGU)

entire MDM. As a result, the MSF is guided by a five-point plan that seeks to bring the much-needed solution to our country;

- a) The Unconditional Banning of all political parties and revocation of the 12 April 1973 decree
- b) The unconditional release of all political prisoners and safe return of all exiles
- c) An inclusive Political Dialogue process
- d) Establishment of an interim government to take care of the affairs of state
- e) Crafting of a Supreme democratic constitution and the holding of elections based on political party lines.

Since TR was instrumental in the amplification of calls for the attainment a democratic dispensation during our lifetime, his life must be honoured and celebrated by the rest of the MDM and the Swazi Society. The best way of honouring Cde TR is to continue his legacy, knowing very well that our success in this course shall guarantee



Assassinated Human Rights Lawyer's dome at the KaLuhleko cemetery on the 29th January 2023. [Courtesy Pic.]

our children and the yet unborn of a future that is based on the respect of human rights and civil society participation in matters of their own governance. The MDM must, as a matter of urgency, close ranks between itself and the ordinary citizens in the

countryside, in preparation for a civil disobedience that will finally dislodge the Tinkhundla system of Government in our life time.

Long Live the spirit of Cde TR, Long live!



ARTIFICIAL INTELLIGENCE TOOLS FOR EDUCATION: OPPORTUNITIES AND DISRUPTIONS

Artificial intelligence (AI) has garnered significant attention in recent years due to its potential impact on various domains of human activity, including education. As educators, the primary goal is to improve teaching and learning to prepare students for future challenges and opportunities.

This newsletter aims to explore the ways AI tools can enhance education while also addressing potential risks and disruptions. Artificial Intelligence [AI] refers to machines or software capable of performing tasks that typically require human intelligence, such as problem-solving, language understanding, and image recognition. AI tools have advanced rapidly in recent years, enabled by abundant data, powerful computing resources, and novel algorithms. AI tools can be leveraged to improve teaching and learning through personalization and innovation.

Personalization involves adapting educational content and experiences to each learner's unique needs, preferences, goals, interests, and abilities. AI tools can analyze data from learners' interactions with digital platforms or devices to provide adaptive learning paths or recommendations tailored to their unique profiles. AI tools can also automate grading tasks, convert speech to text, and provide personalized advice.

Innovation involves developing new teaching and learning methods that are more engaging, effective and relevant to the skills and competencies required by learners in the 21st century. AI tools can augment human intelligence and creativity, as well as generate novel content or solutions that challenge learners' thinking or pique their curiosity. AI tools can support project-based learning, provide interactive essay tutoring, and create immersive virtual reality environments for STEM education.

Teachers can leverage AI tools in various other ways. They can use AI tools to generate assessments with corresponding solutions, which can help them save time and focus on other important aspects of teaching. AI tools can also be used to grade assessments, providing faster feedback to learners and helping teachers identify areas where learners need more help and provide targeted support.

Another way teachers can leverage AI tools is by using chatbots to answer students' questions. Chatbots are computer programs that



Artificial Intelligence Learning Enhance ERP Software. [File Pic.]

can communicate with humans through text or voice. They can be used to answer students' questions quickly and provide relevant resources to support learning. Chatbots can help students to get immediate feedback on their work and provide personalized advice.

Teachers can also use chatbots to provide students with additional resources to support their learning. Chatbots can be installed on various digital platforms, including educational websites, learning management systems (LMS), messaging applications, and social media platforms. For example, a chatbot can be integrated into a school's LMS to answer students' questions about assignments or course content. Chatbots can also be developed for popular messaging apps such as WhatsApp or Facebook Messenger, which students are likely to use frequently.

However, AI tools can also pose disruptions or risks to education, such as cheating. AI tools can make it easier for students to cheat by providing access to online sources or services that generate answers, solutions, or content. One example of cheating in high school Maths using AI tools is through the use of online math solvers or calculators.

These tools allow students to input math problems and receive step-by-step solutions, making it easy for them to cheat on homework. Some students may also use AI-powered image recognition software to take pictures of math problems and receive instant solutions from an online math solver.

AI tools can be used to cheat in high school subjects like English by using them to write essays, summarize texts, answer questions,

and generate content. Cheating undermines the purpose of education, which is to develop critical thinking, creativity, collaboration, communication, and other skills necessary for life-long learning and citizenship.

Teachers must be aware of potential disruptions and take steps to prevent or detect cheating, such as designing authentic assessments, employing AI detection software, monitoring student activity, and promoting academic integrity.

In conclusion, AI tools have the potential to significantly improve teaching and learning. Still, they also present disruptions and risks that must be addressed or mitigated. Teachers must be informed, prepared, and supported to use AI tools effectively and responsibly. This requires access to reliable and relevant information about AI tools, digital literacy and competencies, participation in professional development, and collaboration with stakeholders.

The goal is to provide all students with a high-quality education that is human-centered, learner-centered, and future-oriented. As teachers, there is a crucial role to play in shaping the future of education by adopting AI tools and addressing potential risks and disruptions.

"PS: This article was written in less than 10 minutes to demonstrate the practical use of artificial intelligence in content creation. ChatGPT (<https://openai.com>) was used for brainstorming and drafting, and Quillbot (<https://quillbot.com>) for paraphrasing and rewriting the text."

Professor Sandile Motsa is an Applied Mathematician at the University of Eswatini [UNESWA]. He also serves as the Dean of the Faculty of Science and Engineering.



YOUR SCHOOL'S WIN-WIN STRATEGY FOR EVEN EXCELLENT RESULTS!

Coming from a successful academic year of 2022 here at SCHOOLS ONLINE, which saw us end the year with our Annual Academic Challenge (Challenge 6) awards held at Encabeni Hall at Somnjalose High, we are even eager to deliver more success for our Primary and High Schools even this year.

A BRIEF OUTLOOK ON SCHOOLS ONLINE PROGRAMME

Schools Online is an online programme for Primary and High Schools. Learners and educators are served academic platforms which help truly support the process of teaching and learning.

Within the platforms, we have a lessons platform, which give learners lessons across their subjects; a revision platform, which houses for learners and educators' revision work from previous years; exam platform, which gives learners practice exams from previous years; as well as academic challenge platform which offers competition exams during the school break for second term.

These exams serve as trial and a measure to gauge student readiness for final exams, whilst offering solutions on a way out for learners on how to approach exams for a good success.

NEW EDITION

Newly formed in 2023 on Schools Online are the Monthly Tests Platform. This platform gives learners monthly tests in a bid to show them how much they have learnt and if they truly have understood and mastered what they learnt. On event they have not mastered, they can study once more and rewrite again until they get it right.

ACADEMIC CHALLENGE 7 COMPETITION

As mentioned earlier, this year's trial exams, which we call Academic Challenges here at Schools Online (in their seventh year this year) are actively on during the second term school holidays break.

As usual learners will write exams on their phones during the break, and when schools open in September, those learners and educators that partook during the competition are



Student From Mhubhe High receiving Awards from Prince Mfanusecha during Schools Online Challenge 6 awards at Somnjalose High



Student from Somnjalose High receiving an award.

given awards at a ceremony in the gathering of all the Schools in the programme.

A school of course that wins the Academic Challenge not only wins big prizes but results at the end of the year would arguably be even excellent as the trial reveals all mistakes learners make which they will have to mend before final exams in October/November. Every class in the school partakes in the Challenge offering on all subjects.

CONCLUSION

The Schools Online programme is a must have for every school. Those that already have enlisted the programme for their School since its inception in 2013, made a truly better academic choice. If your school has not gotten the programme, please contact us. We would be delighted to help your school achieve all its academic objectives for a better pass rate and success we are known for.

Get hold of us now. It will probably will be the best academic decision your school ever makes in 2023. Looking forward to coming to your school soon!



Student from Baring High receiving an award from the Prince.



The protracted issue of the salary review for civil servants continues to rock havoc on the economic status of civil servants. The lack of money in the pockets of public servants pushes most of them into depression.

It is common knowledge that civil servants last had a salary review back in 2016 Financial Year, almost half a decade ago. This is against the backdrop of the constantly increasing prices of commodities-year in year out.

It remains a mystery how government expects her employees to be able to cope with the high prices of commodities with the meagre salary which has been worn out by yearly increase in prices of goods and services plus inflation.

To support the above, in the year 2016/2017, which was the last time an attempt was made to adjust salaries for civil servants, a litre of petrol used to cost about E12.00 and it now costs E18.55.

Electricity used to cost around E1.20 per unit while currently it costs around E1.97 per unit. This is about 40-55% increases in the prices.

Clearly, such a situation has hit hard on the purse of the civil servants and they have been pushed to poverty with the ever increasing price of commodities against a stagnant salary. Consequently, this has led to multitudes falling into depression.

It is my humble observation that government has neglected her obligation towards a healthy workforce by constantly stalling the long overdue salary adjustment talks. One wonders what benefit does the government seek to draw from a toxic working environment created by the inability to afford basic needs by her employees? This will cause a lot of stress which in turn may lead to depression if it continues unattended for an extended period of time.

As the engine of the government machinery, civil servants should always be well taken care off. However, government has constantly, adamantly and with disdain, failed to look after the interest of civil servants.

This, in turn, affects a lot of other people who are dependants to civil servants. For example, it is an established fact that Eswatini



community [as a whole] is closely knit thus the economic exclusion of civil servants through inefficient salaries, has far reaching consequences to the entire population.

Recent statistics also show that the unemployment level has shot up to alarming rates in Eswatini as it is estimated to be above 40% here. This includes counting the youth, in its entirety, including those who have gone to tertiary institutions and acquired qualifications but without jobs. Civil servants are faced with the mammoth task of having to continue looking after the welfare of their unemployed relatives and this 'devastates' their burden.

Worsening the situation is the fact that civil servants have also been forced to pay expensive University and College fees for their relatives with the hope of helping them fend for themselves upon getting their qualifications. Government is also responsible for this after implementing a policy of reducing scholarships by 60% and further prioritising certain courses. This has deepened the financial crisis of the civil servants who have had to fight inflation while trying to put their children and relatives through Universities.

Notwithstanding, the government can be commended on the issue of prioritising

courses in Universities as it made no sense to continue producing professionals for saturated fields.

Government employees have suffered enormously from the conduct of their employer who has continued [for extended periods] to ignore their requests to be remunerated in line with other professionals working elsewhere, including benchmarking in SADC.

This discrimination has demoralized and pushed civil servants into depression. When compared to their counterparts working in the private sector, parastatals in particular, civil servants are worse off economically.

Worth noting is that it is not easy for one to tell if civil servants are suffering from depression or not. It is my humble opinion that we seek to educate one another on the subject so as to judge accordingly. Generally, most civil servants do suffer from stress and depression because of the working conditions that prevail in the civil service.

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THE GOLDEN SILENCE

How many times has this been affirmed? How do you feel when you choose silence than holding the bull by its horns? What contexts can safely embrace this adage, 'Silence is Golden?' Proverbs 25:2 asserts; "It is the glory of God to conceal a matter. But the glory of Kings is to search out a matter." This Biblical interpretation reveals how controversial the adage on silence being golden is. Had one been granted some golden opportunity on a 'silver platter' to interrogate each party on their conviction, interesting explanations in defence of each belief would be unveiled.

In the midst of adversity, at the hands of the brutal Under Secretary [US] at the Ministry of Education and Training [MoET], Lungelo Nhlengetfwa who has adopted the infamous 'eye for an eye' approach from the hand that feeds him, can silence be as golden? Ironically, the same US is failing to remove a log from his eye where our Emlaladini counterparts are running around like headless chickens under the leadership of one of his cronies-one Maseko-who has literally turned that institution into his 'animal' farm.

The Lecturers are forced to eat from the palm of his hand by hook or crook. It is either his or the high way whenever Maseko dictates orders. This thorn in the flesh of the desperate employees has fallen on deaf ears where the Ministry of Education is concerned. Why? Shockingly, a Branch report revealed how the same Mr. Nhlengetfwa has been tasked with ameliorating the grievances born by the Emlaladini staff to no avail up to the present moment. Then when it comes to victimising SNAT, the sole teachers' Union procedurally in the land, he never thinks twice and minces no words as he pushes his agenda.

Nevertheless, it cannot be all situations where

one condemns those who cannot hold their peace. Imagine waking up early to a group where a member is grumbling and displaying lack of emotional intelligence. Apparently, somebody had shared compliments on an issue which was a pain in the neck to them. And this one in question could not hold their horses, and immediately started venting for all to identify the beef. The best way to discipline this irresponsible member was by turning a blind eye to all the unpalatable utterances, and eventually, they lost their sting. Indeed, silence turned out golden for the rest of the group members and sanity undeniably prevailed. Otherwise, to avoid the loss of intelligence, ignorance should never scream. Someone somewhere learnt a lesson or two that once one wrestles a pig in the mud, the pig's victory is a given. It was a case of, "Sometimes you need to learn to be quiet even when you have a lot to say," quoted from an anonymous source- the golden silence!

Again, given the current ongoing fights by security forces for equitable pay, their frantic efforts to meet the king as earlier pronounced and the latest tactics of confronting their superiors are succinct indicators of how 'un-golden' silence can turn out to be. Imagine having to wait since 2014 for the increment which decided not to see the light of day.

Supposedly, these junior officers initially felt indeed silence was golden in protecting their skin. Lo and behold, no matter the golden silence sought, the reality of their financial handicap on the ground has compelled them to abort this adage, bolt out of their cocoons and face these selfishly gluttonous superiors who seemed unbothered to ever remember the empty promises made close to a decade ago.

At least it has dawned to these unfortunate

juniors how silence can never be golden where their welfare is concerned and they deserve a Bells for waking up to smell this coffee!

How many of us assert that silence is Golden and really shut up for good? For some reasons, it can only be meant as a tactic to buy time. And, after thoughtful consideration, there would be the inevitable reaction. Keeping your peace and bottling up issues are two different reactions with varying implications as well. Bottling up leads to unnecessary toxins of stress yet opening up is therapeutic. While the former is highly subjective, it demands an extended level of discipline and advanced emotional intelligence.

One scenario of turning a blind eye to insinuated attacks demonstrates another interesting angle. How devastating could it be to give an acquaintance some silent treatment? You have them eating from the palm of one's hand. It is when you choose silence, and it becomes golden, but does it become mutually so?

Imagine an instance of cyberbullying; just reading posts meant to tarnish you and even 'liking or blue ticking' them. Allow the perpetrator to see that they are an open secret, right, but do not utter a word about their illicit implications. How golden does that silence turn out to be? But to whom is or does it become golden?

Silence is indeed golden in teaching life-long lessons to perpetrators of bullying especially. They just need to eventually rise to the occasion for the intended objectives to be met. Otherwise, it could be as futile, resulting to the aspirations of the peaceful party being toppled and their hopes for harmony turned into unquenchable burning coals of fire.

The controversial topic has proven that it has a plethora of limitations dependent on numerous factors. It therefore prompts intriguing debate cornerstones. One would propose for instance that there could never be this golden silence where leadership is concerned as it would be a huge disservice to the masses.

Speaking truth to power is the underlying trait meant for effective service delivery. And, being optimistic and pragmatically alive to burning issues would enhance the successes of any given leader.

Hence the golden silence must be as subjective but no personal attacks should be intended- such defines professionalism.

There must never be an ounce of justification to relegate duties amongst leaders in the name of silence being golden thereof. No fruits would be yielded from watching the deterioration of an organ without a decisive course of action-let there be action wherever it deems fit for Caesar to get what belongs to him.



Britannica defines Marriage as a legally and socially sanctioned union, usually between a man and a woman, that is regulated by laws, rules, customs, beliefs and attitudes that prescribe the rights and duties of the partners and accords status to their offspring [if any]. Marriage involves spiritual, emotional and physical closeness.

A valid marriage is one where God enters into the marriage. When God enters into a marriage, it cannot be broken. God is the glue in that marriage.

On the 8th December 2022, the Times of Swaziland published a story with a headline: "143 Divorces in three [3] months." That story sent a chill down my spine. The article narrated how a number of marriages had been recorded in the months of July, August and September, the shocking statistics of divorce got me thinking. What is amiss with our society? As I was thinking, I remembered how Gender Based Violence [GBV] is causing havoc in our families, community and country. This is a serious cancer facing marriages these days. Let us look at ingredients of how to succeed in your marriage in this 21st Century.

1. Keep the family altar burning

The absence of God is the beginning of suffering in any marriage. Keep worship. Couples should ensure that God is present in their marriage. John (16:7)

2. Couples should be friends-a team

Friendship promotes unity in a family. (Genesis 2:18:21:24). In a marriage set-up, no one must feel used. It is important that couples be companions-pals in a marriage.

Patience, persistently consistently share your vision with your partner

Often times, men like cars. Women love houses. A shared vision is significant in every marriage. Achieving things together builds the relationship and your destiny as a Unit. (Proverbs 29: 18). It is important to note that only persistent, consistent people win. (Luke 8: 43-48), (Luke 5: 17-39). (Luke 11:8-10).

3. You did not marry to maintain

Couples or individuals get married not to be static; rather, to upgrade our lives in all spheres; socially, economically, spiritually, physically and emotionally. (Daniel 11: 32). Those who know their god shall do great exploits. Remember that Elisha doubled Elijah.



Marriage is a beautiful institution [Courtesy Pic.]

MARRIAGES THAT WILL LAST IN THE 21ST CENTURY

4. Marriage is holy-respect it.

When you respect it, God blesses it. When you do not respect it, infiltration and curses occur. (Hebrews 13:4)

5. There are challenges on the way.

Please don't give up on each other-no matter what. It may be a terrible weakness, sicknesses, failure etc. Tell yourself you are married to win. Learn to pray, listen to other channels, have favourite spiritual programmes.

6. Marriage is Ministry

Marriage is a continuous journey-not an event. (Sarah in 1st Samuel 25: 40-41): (1st Peter 3-6): (Genesis 18: 12)

7. Marriage is About Consistency - Do not start things you won't maintain.

8. Serve one Another with love and humility

9. Pray for your Marriage - Evilness does exist. [Sicitfo Sikhona] (Galatians 3: 10)

10. Encourage one Another by reminding them with Church activities. Otherwise others will mould her/him for you

11. Respect each other for Christ sake, not for you (Ephesians 5: 33)

12. Create trust in your marriage - (Proverbs 5: 15-18) and (1st Corinthians 7:1-40)

13. Be patient with each other's mistakes (Ephesians 4: 2-3)

14. Forgiveness is key - Do not suffocate each other. It is not proper to dig things of the past. Let the past be the past. Learn to let things go. The more you think about problems, (challenges), the more they are magnified and the more they are killing you. Do not die before your time.

15. Do not change each other - This is meant to avoid frustration in a marriage. It is God and only God, through the Holy Spirit, that has the power to change a person.

Amen! To God Be the Glory!

I wish to take this opportunity to thank the wisdom of the SNAT NEC to afford us such an opportunity to share the Good News. Special accolade is forwarded to the Editor for initiating such a platform. To God be the glory!!

Pastor Welcome M. Ngwenya is currently teaching at Nhletjeni High School, Shiselweni Region under the Hlathikhulu Co-op Branch and Mbulungwane Branch of the SNAT. He is Based at Gebeni (Bethany F.E.A, under Pastor Peter Khumalo. He is a child of Mpaka FEA Church Local.

He can be reached at welcomemabuya@gmail.com. +268 7614 3295-WhatsApp.



My advice would be for teachers to prioritize their overall wellness dimensions (there are ten of these, namely: financial, emotional, spiritual, physical etc.) opines Anele Mazibuko, the newly engaged SNAT Psychological Counsellor.

SNAT Media [SM]: Good day Anele.

Anele Mazibuko [AM]: Good day SNAT Media. Thank you for having me.

SM: Thank you for availing us this opportunity to engage you as the SNAT Media. Tell us more: who is Anele Mazibuko?

AM: Thank you for this opportunity, once again. Anele is a hard-working and self-driven individual who isn't afraid to face a challenge. I am very passionate about my work. I would describe myself as an open and honest person, who tries to be fair in everything I do. As one would ask, what is the meaning and the purpose of life without challenges? For we find meaning in life's trials.

SM: Hmm...we understand you are a psychologist. Give us a hint: how does it feel being a psychologist and what does it take to become one?

AM: Thank you for the question. Firstly, I am a psychological counsellor by profession. My profession is a great one but not to be mistaken for a walk in the park. It takes a lot of heart and hard work to do what I do. It takes years of undergraduate and post graduate studies to become a professional like myself. I am currently pursuing my MA in Psychology and I am looking forward to pursuing a doctorate in my field of study.

SM: Wow! That's a mouthful! We have been seeing you around the SNAT Centre. How do you feel being a part of the SNAT Family, since you arrived?

AM: It has been great being part of the SNAT Family. I was met with a warm welcome from the team and was shown much appreciation for my presence, for which I'm grateful.

SM: Give us a glimpse: what brings you here at the SNAT? What will be your specific role[s] here at the SNAT?

PRIORITIZE YOUR OVERALL WELLNESS DIMENSIONS



AM: I have been deployed from PSHACC to the SNAT as an in-house psychologist. This was due to a need identified by the wellness team from both SNAT and PSHACC, to offer psychological counselling for the members of SNAT. Furthermore, my role (s) here as wellness officer, will be to conduct one-on-one counselling sessions for SNAT members/ officers. Assist to effectively address the various prevailing issues by the SNAT officers and members. Furthermore, I will be overseeing referral cases from the regional wellness officers.

SM: Teachers have massive challenges and problems. What will be your work strategy as you help educators with their mental health?

“ **From my observation in the field, if the wellness dimensions are neglected, the issues tend to persist and affect both your work and personal life causing a spill-over effect** ”

AM: I will be conducting one-on-one counselling sessions with the SNAT members. I will be overseeing referral cases from the regional wellness officers. I will create a link to further healthcare providers for continuity of care. Also, I will be doing home, branch, regional and school visits, conducting group counselling and team building presentations on wellness.

SM: Generally, what would be your advice to other teachers out there regarding mental health issues at work and in their personal lives?

AM: My advice would be for teachers to prioritize their overall wellness dimensions (there are ten of these, namely: financial, emotional, spiritual, physical etc.) to prevent mental health issues. These mental health issues are usually a by-product of other wellness issues. For example, being in perpetual debt can end up affecting your mental health thus, hindering your productivity at work/ home.

One can ask, how do you go about prioritizing your mental health?

Teachers can do this by first addressing the issues they are facing with a person they trust or with the help of a mental health professional like myself. This will help them get proper advice and assistance on how to avoid, manage and heal in case they are afflicted by mental health challenges. From my observation in the field, if the wellness dimensions are neglected, the issues tend to persist and affect both your work and personal life causing a spill-over effect. So, it is important to seek the help you need before everything goes out of hand.

SM: Well, Anele, we take this time to wish you well as you add value to the organization in the Wellness Department.

AM: Thank you for the well wishes and I hope we will work well as a team, for the wellness of all SNAT officers/members to prevent mental health issues and provide early interventions.

SM: Thank you!!



ARTS IN THE EAGLE

Thami Magongo - Poet



They don't write books about women like me

To dance and dine
 A glass of gin and wine
 Steady my nerves
 I cried myself to sleep
 He babbled in his sleep
 "It is okay to just be a woman and let men be men"
 He has his freedom because I gave up mine
 He wants another baby
 I am expecting another baby
 He clutched my arm, "I hope it's a boy"
 She is here, she is crying
 She cries herself to sleep
 I love her, fiercely
 Smooth as silk, my eyes adore her
 I see his eyes in her eyes
 Innocent and sweet, she has my features
 When she hurts, when she suffers
 I am her angel undercover
 A woman becomes a mother
 He promised me the world
 To occupy a prominent place on the wall
 I deserve better lies than that
 His lover and his art
 His art unrecognizable
 Almost invisible
 Even to myself
 This is exactly what it is like
 Unrecognizable and all
 If I told him I was drowning and all
 He would not lend a hand at all
 How much longer am I going to have to swim?
 The pervasive reality of being a woman
 A reality I am striving to invalidate, put forth a veto
 We have held signs that said so
 If I do not do it now, then I never will
 When the sun comes out
 I roll out of my coffin
 Rooster crowing, door creaking
 Dog's barking
 Indistinct chatter nearby
 My shame ushering my melancholy
 An unfortunate case of the blind leading the blind

~Thami

Akunalutfo

Bahleka loko
 Bahaya loko, Bati loko
 Imphilo lengiyiphilako
 Akusiyo imphilo, akunalutfo
 Akusiyo imfihlo, anginalutfo
 Noma kunjalo wena uyangitsandza
 Kuyona lemphilo lengiyiphilako uyangikhutsata
 Akunalutfo anginalutfo unebuntfu
 Imphilo lengiyiphilako
 Bahleka loko
 Bahaya loko, bati loko
 Imphilo lengiyiphilako
 Ngihlabe inkhomo
 Ngihlabe imbuti
 Ngilalele emaphupho
 Ngiphuphe ngihlabe lemhlophe inkhukhu
 Ngikhanyise lelimhlophe likhandlela
 Ngikhuleka kini labadzala
 Ngishweleta kuwe lomdzala
 Ngibuke buso bakho
 Itolo bebangibuta loko
 Uphi uyihlo nenyoko
 Batsi angihlawulwanga
 Bahleka loko
 Bahaya loko, Bati loko
 Imphilo lengiyiphilako
 Akusiyo imphilo akunalutfo
 Akusiyo imfihlo, anginalutfo
 Yinkhomo ledla yodvwa
 Likusasa kodvwa alatiwa
 Kusengenteka lunanembeza likusasa
 Alifulatseli aluhayi
 Lutsandvo lwakhona alutsengwa
 Imphilo lebengiyiphila
 Akusiyo imphilo bekungenalutfo
 Akusiyo imfihlo bengingenalutfo
 Noma kunjalo wena ungitsandza ungikhutsata
 Unebuntfu kungenalutfo ngingenalutfo
 Ngisho nekusho kungalunga tonkhe tintfo
 Ngitokwentela loku nalokwa
 Ngisuse tintsaba lapha nalapha
 Imphilo lengiyiphilako
 Bahaya loko, Bati loko
 Bahleka loko

~Thami



NOLIZWI



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A teenager brings her new boyfriend home to meet her parents. They're appalled by his haircut, his tattoos, his piercings. Later, the girl's mom says, "Dear, he doesn't seem to be a very nice boy."

"Oh, please, Mom!" says the daughter. "If he wasn't nice, would he be doing 500 hours of community service?"

A man, shocked by how his buddy is dressed, asks him, "How long have you been wearing that bra?"

The friend replies, "Ever since my wife found it in the glove compartment."

A pair of cows were talking in the field. One says, "Have you heard about the mad cow disease that's going around?"

"Yeah," the other cow says. "Makes me glad I'm a penguin."

Two eggs, a bagel, and a sausage walk into a bar. "Bartender, my friends and I would like a cold one," says one of the eggs.

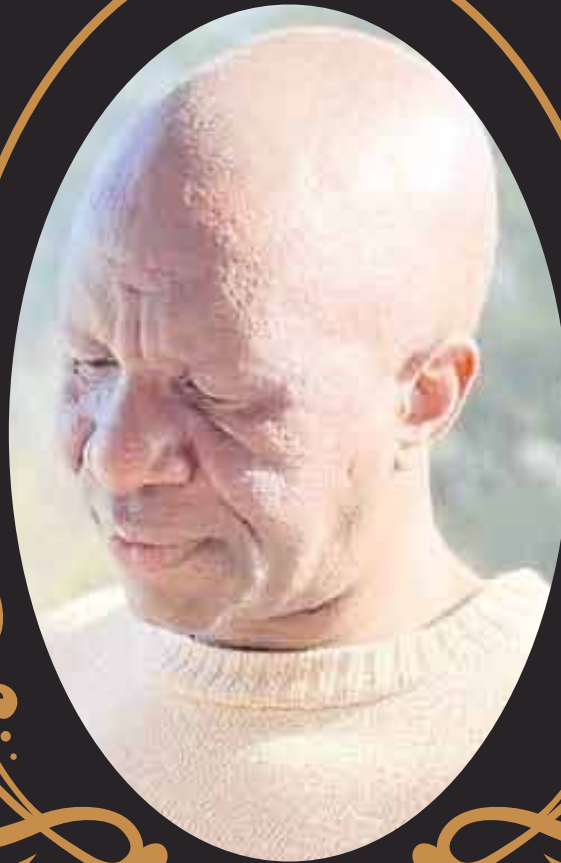
"Sorry," the barman replies. "We don't serve breakfast."

A couple never fought in 25 yrs. A friend-how did u make that possible? Husband-we went to shimla for our honeymoon. While horse riding, my wife's horse jumped & my wife fell off. She got up & patted the horse saying 'This is ur first time'. After a while it happened again & she said 'This is your 2nd time' And when it happened the third time, she took out a gun & shot the horse. I shouted at her saying-u psycho! U killed the horse!! She gave a grave look & said- 'This is ur first time' And we live happily since then.

I told my wife to embrace her mistakes...
...She hugged ME!

#SHAADSTRUGGLESBYWITTYVOHS

In Loving Memory of



Patrick Malinga

SUNRISE: 18-09-1972

SUNSET: 10-02-2023



KFC ESWATINI CELEBRATES 40 YEARS

While Kentucky Fried Chicken has celebrated 70 years of existence around the world, KFC Eswatini is proudly celebrating 40 Years of serving its mouth-watering original recipe fried chicken in the Kingdom of Eswatini.

KFC's proud heritage in Eswatini is undeniably characterised as one of the leading quick service restaurant brands in the country.

Much of this success is attributed to an unwavering commitment to consistently serve its customers great tasting, "Finger Lickin' Good" chicken, hand-breaded with the Colonel's famous secret recipe of 11 herbs and spices.

"We are not only celebrating 40 years of KFC in Eswatini, but also — most importantly — we are celebrating our 12th secret ingredient ... our people ... who continue to support and drive our business forward."

KFC Eswatini opened its first restaurant



We are not only celebrating 40 years of KFC in Eswatini, but also — most importantly — we are celebrating our 12th secret ingredient ... our people ... who continue to support and drive our business forward

in Manzini, in February 1983, and fast forwarding forty years later, there are 11 KFC restaurants across Eswatini

demonstrating that our brand is truly integrated into the Emaswati Culture. All KFC Eswatini restaurants are owned by Alliance Foods , a proudly Swati company.

To celebrate this major milestone, KFC – Eswatini will be offering great deals, free merchandise, spin and win events, among other exciting engagements during the year.

"THANK YOU Eswatini for all the love and support, and we promise that we'll keep serving up delicious 'Finger Lickin' Good, Original Recipe Chicken."

KFC[®]
Eswatini

40

YEARS



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