

THE FEATURE

OCTOBER 2021

MAGAZINE

IMPROVING LITERACY

With HAMSINI NA NNA
The Great African
Read

LABOUR LAW:

With attorney Ali Ncume

TEBOGO LANGA

Making strides in
manufacturing

BREAST CANCER AWARENESS

Support the fight!

FOUR CONDITIONS

Affecting fertility
Symptoms. Diagnosis.
Treatment

PENNY MANNYA

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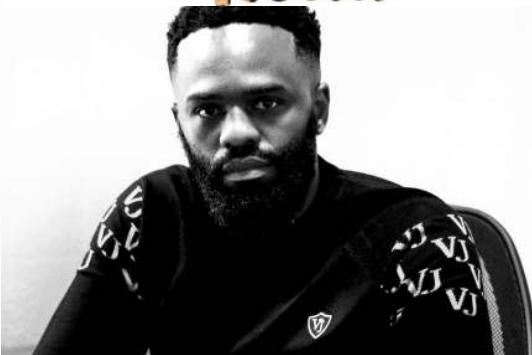
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Dear Readers

October is literally just a special month to me for two reasons: it is getting much warmer and it also means that we are nearing Thanksgiving and New Year. There's only 90 days left to this year and honestly it feels like they are just flying by. End of every year means that harvest are completed and preparation of the New Year begins. It is a time to look back and reflect, and a time to appreciate our prosperity. Normally, it would be a time to breathe a sigh of relief for a successful year.

I believe that our stories of success are incredibly important, especially when it is a story of perseverance being told by a woman who defies every odd to empower herself with inner strength and confidence to pave her way to her dreams. This month, we introduce to you a digital strategist and a mogul in the making, Penny 'Penzola' Manny.

As I made my way around YouTube, I came across a talk show titled "Hotseat with Penzola", I have found the show to be very informative and worthy to do a feature with the talk show hostess on this platform.

We have also added a smorgasbord of topics - from features to entrepreneurship, health & wellness and advice. With so many of us lamenting the ever-increasing bills, with food prices not doing much justice, we have decided to add a food section with easy to prepare delectable recipes that are within the budget.

I hope you enjoy this issue. Happy new month, and as always, Thank you for reading The Feature.

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Miriam Dube
EDITOR IN CHIEF

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Penny Mannya



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Interesting Facts About Penny

- 1 She's a woman who belong to herself
- 2 She was born and bred in eZola
- 3 She likes travelling
- 4 She's an adrenaline Junkie
- 5 She's an epitome of the balancing act

A mom, digital strategist, and a talk show hostess



On the hot seat

Penny Mannya talks about her dream of hosting a talk show

Pursuing a dream is everyone's game, isn't it? I mean it involves creativity, putting in the work, making sacrifices here and there, and precludes any sort of family life. Those who have been on that journey can attest to this. The chronicles of a dream job, business or career are full of older entrepreneurs and professionals going to the extremes to change the game.

Traditionally we are conditioned that to fulfil a dream or starting a business in the media industry, you need to do so through traditional media platforms like television and radio.

The advent of technology and the introduction of video sharing social media applications such as YouTube has changed all of that. I mean there's a YouTube channel for nearly any interest - from delivering a baby to flying planes - even the videos you wouldn't think exist. We spoke with Penny Mannya, affectionately known by her fans and friends as Penzola on her YouTube talk show titled "Hot Seat with Penzola".

The mogul in the making and talk show host definitely belong to a certain subset of enthusiastic and determined people, who yearn to fulfil their dream before they die, and want to make sure they don't miss any opportunity they are presented with.

Hot seat with Penzola is an online talk show aimed at deconstructing societal norms by exploring and engaging in dialogue with guests on topics that are taboo or perceived as controversial. It looks at relationships, culture and ambitions different people have, and how they evolve with times and circumstances.

The host discusses certain societal norms and catechize using practical examples and experiences from her guests. The show airs for 30 minutes to an hour.

Parallel to hosting a talk show, Penny is a mother, a wife and a digital strategist, working as Head of Technology for messaging platforms, for one of the big banks in South Africa.

With two successful seasons and already expecting the third one, it is evident that Penny has adapted her thinking to nuances and idiosyncrasies of many successful entrepreneurs who realised their creative vision and act on it.

Penny points to having support system as one of the key things to ongoing success of Hot Seat with Penzola. "My family, especially my Husband, and friends have played a critical role to supporting me start my Talk show.

The encouragement and relevant feedback has shaped and helped the show improve from Season 1. My husband and I are co-executive producers of the show."

She also recognise that the only way to maintain the show while she juggles studying, work and being there for her family is to procure services of a content manager soon that can help with the content part of the show. I am definitely not perfect at every hat that I wear, but I prioritize what's more important for that day in terms of timeline /deadlines", she says.



While hosting a talk show has been a life time dream for Penny, the lack of funding and coming from an underprivileged background - let alone funding to pursue a career in media after she matriculated - made it seem as though her dream of being a talk show host is far-fetched. "As a child, I have always wanted to be a talk show host (Both TV & Radio). I was inspired by talk show hostess and entrepreneur Felicia Mabuza-Suttle, her show was my favourite", she reminisce. "I couldn't pursue my dream as I had to find a job immediately after finishing matric. The intention was to work so I could pay for my studies. My mom couldn't afford to send me to the university," says Penny.

Around the most loved hot seat, Penny doesn't hold anything back. In a true family affair, Penny brings intimate, honest and necessary conversations with her guests to the forefront of insightful episodes of each week.

She discuss topics that are born out of everyday conversations often deemed controversial for typical families to merely mention. There are no limits on Hot Seat with Penzola, and that is what makes it even more interesting.

"I don't consider my show to have a particular niche though I notice through data analytics that the show appeals to mostly women between the ages of 28 - 44 years old. My aim is to be inclusive to a wider audience as the different topics I tackle appeal to different people. My topics are born out daily conversation I have with people, those that I hear through the media.

I also take suggestions from the viewers on topics they are interested in. My guest are ordinary individuals and not necessarily those considered to be well known or celebrities even though I have had a few well known guests on my show, but that is not the intention of the show."

Never one to limit herself, Penny believes that season 3 of the show will bring in more conversations around health & wellness and family settings among a host of topics she has identified. Her plan is to host professionals who would shed some light in conditions such as Kleptomania, personality disorders, sex therapy etc. The show will also look into polygamous marriages and their impact on the rate of promiscuity. "I am hoping to really create a comfortable platform for dialogue that is relevant and truly shift mindsets around the unnecessary societal norms created by our society and really be bold about these conversation".

Get the show updates on:



Hotseatwithpenzola



Hotseatwithpenny



HotseatwithPenzola@gmail.com



Hotseatwithpenzola

HAMSINI NA NNE

A Literacy Initiative Working towards changing the state of literacy in the African Continent.



Hamsini Na Nne, a direct translation for fifty-four (54) in Swahili, which is the exact number of countries that make up the African continent - is a literacy initiative actively working towards changing and improving the state of literacy in Africa, starting with one country at a time. This is done by primarily encouraging the culture of reading and writing in communities.

According to a research conducted by help2read.org, 58% of Grade 4 learners in South Africa cannot read for meaning, while 29% are completely illiterate. This confirms research findings gathered by NEEDU in 2013 which show that of 1772 rural Grade 5 learners, 41% read so slowly that they were considered non-readers in English, while 11% could not read a single English word from the passage used to assess their reading fluency.


"We do so by hosting an annual literacy competition that allows learners across South Africa to write and submit short stories to us, with the winning short stories then standing a chance to be published in our book series," says the founder of the literacy initiative Sinenhlanhla Shabangu.

The writing competition was successfully launched in 2018. To date the Hamsini Na Nne team have been able to identify and publish short stories that were submitted by learners across South Africa as part of THE GREAT AFRICAN read book series. These stories have not only encouraged South African learners to read and write but have also reminded learners that their voices matter and they should be shared with the rest of the world.



To purchase our book series you can follow the below links:

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Here's How Tebogo Langa Established Her Detergent Brand

“ I came across a clip on YouTube on how to manufacture detergents and the whole idea of re-selling shifted. I started doing an in depth research on manufacturing ... ”



When COVID-19 shut down brick-and-mortar businesses globally, leading to millions of people losing their jobs, there have still been creatives and entrepreneurs who saw the opportunity to penetrate the market and start their own businesses and using digital methods to operate, even when the future was uncertain.

We spoke to Tebogo Langa about how she started her business and how the idea of joining the manufacturing industry is progressing.

Tebogo Marvelous Langa, 25, from Mapela, a village outside Mokopane in the Limpopo province started her journey as an entrepreneur way before she could think of manufacturing and selling cleaning products. Ultimately, her childhood foray into business ignited the dream of becoming an entrepreneur years later. During her time in high school, her mother would stock up sweets for her to sell to her peers during lunch and a seed of entrepreneurship has since been planted.

matriculated in 2014, she moved to Gauteng to pursue tertiary education. Bolstered by the belief that engineering was her true calling, Tebogo did what any sane, energetic person whose hungry for success would do. She followed what she thought she was passionate about and enrolled with Tshwane South TVET College in 2014 to study Mechanical engineering, however she dropped out due to financial constraints. He is currently pursuing Business Management with UNISA. “This was driven by the passion I have for entrepreneurship and extremely being passionate about improving the lives of The less fortunate.”

Few years later, Tebogo has managed to Kickstart her entrepreneurship journey, launching a brand called Marvelous Chem. Initially, Tebogo’s idea was to stock up on another entrepreneur’s cleaning products and re-sell, she changed tack when she discovered a how-to videos and seen how easy it was to manufacture her own.

“ I came across a clip on YouTube on how to manufacture detergents and the whole idea of re-selling shifted. I started doing an in depth research on manufacturing and saw it imperative to engage with industry experts, just to gather as much insights as I can about detergents and manufacturing as a whole.”

In October 2020, Tebogo decided to start Marvelous Chem, a cleaning brand that manufacturers household cleaning products such as bleach, detergents, pine gel and window cleaners among others, joining the ranks of pandemic entrepreneurs betting to weather one of the worst economic downturn in history.

Tebogo, who promote her business on social media, has so far gained the trust of many South Africans. When she started, she sold more dishwashing liquid than expected. “A month after I launched the product, I sold over 800 units,” she said.

Marvelous Chem manufacturers a range of cleaning products that are following in the footsteps of some of the major brands that have existed for decades.

Currently, the brand is producing products such as dishwashing liquid, Multi purpose cleaner, Window and Glass cleaner. The products are available in three province, with future plans to distribute in all nine provinces.

“We are distributing our products to local independent supermarkets and Scooped resellers in Limpopo, Gauteng & Western Cape. Recently having penetrated Macro retail shelf space.”

Although starting a business without capital might initially seem like a far-fetched idea, Tebogo is a living proof that with determination it is doable. She started with no manufacturing plant, tools or machinery and she now employs two people who assists the company with daily operations and deliveries. “We don’t own a plant yet, we partnered with a local plant and utilising their Machinery to produce our products.”



Follow Marvelous Chem on:

 [Marvelous_Chem](#)

You Can Still Fall Pregnant

We have put together four conditions we believe every woman should know about.

Most women instinctively desire to have children at some point in their lives. They grow up knowing that they must be pregnant and raise children in order to live a fulfilled life. For women, fertility or bearing children rather, is similar to getting married and staying married – it is what they are taught from a very young age. However, getting pregnant and carrying a pregnancy to term can be very tricky to some as most women are battling with conditions that may compromise their fertility – these conditions, if not treated, can lead to infertility as the woman age. Infertility is a condition where a woman cannot get pregnant after one year of trying to conceive. In women, causes of infertility are: Ovulatory problems, uterine causes, and tubal causes. However, there are many treatment options for infertility, including medications to correct hormonal issues, surgery for physical problems and in vitro fertilization (IVF).



1 Uterine Fibroids

Uterine fibroids are the most common noncancerous tumours that grows in the muscle layer of the womb during the woman's childbearing years. Fibroids are common in women during their childbearing years and although the cause of fibroids is still unknown, fibroids are harmless depending on whether they are located inside or outside the cavity of the uterus.

Causes

Fibroids are hereditary, however, they can also be caused by lifestyle diseases such as obesity.

Symptoms

- Heavy or painful periods or bleeding between periods.
- Abnormal bloating in the lower abdomen.
- Urinating often.
- Pain during sex.
- Reproductive problems, such as infertility, multiple miscarriages, or early labour.

2 Treatment

There's no single best approach to uterine fibroid treatment – many treatment options exist. If you have symptoms, talk with your doctor about options for symptom relief. However, fibroids can be treated both naturally and medically. At-home care, diet changes, and natural remedies may help treat fibroids and relieve symptoms. The lifestyle changes are also important in the prevention of fibroids. If the home treatment is not working, fibroids can be treated using contraceptives or removed surgically.

2 PCOS

Polycystic ovarian syndrome happens when a woman's ovaries or adrenal glands produce more male hormones than normal. It is a common hormonal disorder that affects ovaries in women during childbearing years. This results in irregular menstrual cycle. One result is that cysts develop on the ovaries. Women who are obese are more likely to have PCOS. Women with PCOS have unbalanced hormones, with higher levels of male hormones than female hormones

Causes

Causes of PCOS are still unknown Factors that may play **A role include:**

- Excess androgen: the ovaries produce abnormally high levels of androgen (male hormone), resulting in hirsutism (excessive facial hair) and acne.
- Heredity: Research suggests that certain genes might be linked to PCOS.
- Excess insulin: Insulin is the hormone produced in the pancreas that allows cells to use glucose – body's primary energy supply. If cells become resistant to the action of insulin, then blood sugar levels can rise and body might produce more insulin.
- Low-grade inflammation: Research has shown that women with PCOS have a type of low-grade inflammation that stimulates polycystic ovaries to produce androgens, which can lead to heart and blood vessel problems.

◆ Symptoms

- Pelvic pain.
- Excess hair growth on the face, chest, stomach, thumbs, or toes.
- Baldness or thinning hair.
- Acne, oily skin, or dandruff.
- diabetes
- Patches of thickened dark brown or black skin.

◆ Treatment

Treatment including medication such as birth control pills, self-care or surgery.

3 Ovulation Disorder

A disrupted or absent ovulation means that an egg is released rarely or never, thus preventing conception from occurring.

◆ Causes

There are several causes of ovulation disorders. Some are caused by hormonal problems, when the brain or pituitary gland does not release the correct hormones, or hormone levels are imbalanced. This can be caused by stress, diet and exercise, radiation or a condition called polycystic ovarian syndrome (PCOS), and can lead to eggs getting released at irregular intervals or not at all. Other ovulation disorders are caused by issues with the ovaries.

◆ Symptoms

- Abnormal menstrual cycles
- Irregular cycle lengths

◆ Treatment

Ovulation disorders treatment includes the use of IVF, using medication to regulate your menstrual cycle. The right treatment will depend on the exact nature of your ovulation disorder, and you can discuss this with your doctor who will be able to devise a tailor-made treatment plan. For women who are ovulating, a natural treatment is recommended depending on the circumstances. These are all milder forms of IVF which are designed to avoid over-stimulation and other side effects. For women who are not ovulating, egg donation treatment is available.

4 Endometriosis

Endometriosis is a condition where endometrial tissue, which usually lines the womb, grows outside the womb. This lining can grow into smaller patches called implants or may form a cyst on the ovary called endometrioma. Endometriosis can lead to fertility problems in up to half of sufferers.

4 Tips to prevent infertility

◆ Remain Fit and Healthy

Overweight as well as underweight woman have a huge risk for infertility. So, eat healthy and remain fit.

◆ Balance hormones naturally

Make simple adjustment to your diet to naturally boost progesterone and improve ovulation. For example, there are several foods that can help promote progesterone production, including broccoli, spinach, beans, and pumpkin, among others.

◆ Manage stress

Studies have shown that future parents experiencing stress had poor results with infertility treatment. Reduce stress in your life before trying to become pregnant.

◆ Swap low carb for slow carb

If you've been skipping grains, fruit and starchy vegetables, gradually add back some whole grains, delicious fruits and veggies like sweet potatoes and peas that contain sugars that release slowly into your bloodstream.

◆ Causes

The cause of endometriosis are not yet known, although there have been a few possible theories that suggest that endometriosis is caused by retrograde menstruation. when a menstrual blood containing endometrial cells flow back through the fallopian tubes and into the pelvic cavity instead of out of the body. Some of the theories include genetic predisposition, immune dysfunction and environmental causes.

◆ Symptoms

Endometriosis has similar symptoms to other gynaecological conditions, some of the common symptoms are:

- Chronic pain
- A brownish pre-menstrual discharge
- Heavy painful periods
- Depressed mood
- Excessive bleeding
- Fatigue

◆ Treatment

Endometriosis treatment depends on how severe it is. There is currently no cure for endometriosis, but there are some treatments to relieve its symptoms. Sometimes endometriosis can be treated with surgery, such as the laparoscopy mentioned above, or by hormone treatment. However, while relieving the pain caused by endometriosis, such treatments can potentially damage fertility and should be undertaken with caution. In severe cases, removal of the ovaries or womb is recommended.

“ Going to the gynecologist has helped me understand why my acne could not be treated using only facial products and how i can best treat it.

”

FEATURED STORY

- HOW I LEARNT I HAVE PCOS

By: Busisiwe Nto

Busisiwe Nto, 35, from Katlegong, started experiencing irregular periods when she was still in her teen years. Her periods would come with unbearable pains that last for days. She went to a local clinic for consultation, where she was referred to an ob-gyn. She was later diagnosed with Polycystic Ovarian Syndrome.

"I always had a low self esteem due to my acne and excessive hair growth on my face. i wanted to be pretty like other girls. I have tried countless facial products, but none was doing justice to my face. Going to the gynecologist has helped me understand why my acne could not be treated using only facial products and how i can best treat it. My gynae prescribed birth control pills to treat the condition."

Although the doctor did not promise much about the possibilities of Busisiwe getting pregnant, she is now a twin mom. "My pregnancy was normal, i had no complication. I was only taking pregnancy supplements and folic acid and i gave birth to two beautiful girls", says Busisiwe.



BREAST CANCER AWARENESS MONTH

Every October, you see a wealth of information being circulated for breast cancer awareness. You are likely to see people wearing pink ribbons in support of those who are suffering with cancer or those who lost their loved ones from cancer. The awareness surrounding the disease is necessary to educate the public about the advantages of screening and taking precautions because cancer is most treatable when detected early.

According to CANSA, breast cancer is the most common cancer in women of all races in South Africa, however men can also be affected. The statistics from the National Cancer Registry shows that the top five cancers affecting women in South Africa include breast, cervical, colorectal, uterine and lung cancer.

“Approximately 19.4 million women aged 15 years and older live at-risk of being diagnosed with breast cancer – the cancer affecting women in South Africa the most. In 2013, deaths from breast cancer and cancers of the female genital tract, accounted for 0.7% and 1% of all deaths in South African respectively.”

What Are Some Signs and Symptoms of Breast Cancer?

It is important that women are made aware of the signs and symptoms of breast cancer. A woman should be observant and know how her breast look and feel normal. Women should be able to recognise any changes that may occur as well as going through screen and visiting the health facilities for breast examination and mammogram.

Signs of breast cancer may include:

- Lump in the breast or underarm (armpit)
- Swelling or thickening of all or part of the breast
- Dimpling or skin irritation of breast skin
- Localized, persistent breast pain
- Redness, scaliness or thickening of the nipple or breast skin
- Nipple discharge (other than breast milk)
- Any change in the size or shape of the breast
- Breast Cancer Risk Factors

- Get to and stay at a healthy weight. Balance your food intake with physical activity to avoid excess weight gain.
- Be physically active. Every week, get at least 150 minutes of moderate intensity or 75 minutes of vigorous intensity activity (or a combination of these).
- Limit or avoid alcohol.

To lower risk of breast cancer:

The risk for breast cancer increases as women grow older, but many women under the age of 40 are diagnosed with breast cancer.

Fact

breast cancer is the most common cancer in women of all races, with a lifetime risk of 1 in 25 in South Africa





BACK TO THE BASICS: THE CONCEPT OF DISMISSALS

With Labour Law attorney and founder of Ncume Labour Consulting: Ali Ncume

As a starting point, it should be noted that our employment law does not prohibit dismissals. Employers are allowed to dismiss, provided that the dismissal is fair.

Therefore, the primary question should always be what constitutes a fair dismissal.

In order for a dismissal to be fair, it needs to be substantively and procedurally fair.

In other words, the employer needs to have a valid reason for the dismissal and should also follow a particular process prior to implementing the dismissal. These are the two elements of fairness when dealing with dismissals. In the event that the employer fails in proving one of the two elements, the dismissal of the employee would be unfair.

In substantiating the reason for the dismissal (substantive fairness), the employer can, amongst other things, rely on misconduct, incapacity, or operational requirements. These are some of the valid reasons an employer can use to dismiss an employee.

However, as stated above herein, these reasons, despite being valid, need to be accompanied by a particular process (procedural fairness). It is important for an employee to be able to differentiate between the valid reasons for dismissal in order to know which process to expect from the employer prior to his or her dismissal. The same principle applies to an employer. The employer should be able to differentiate between the valid reasons for dismissal in order to ensure compliance with procedural fairness.

Misconduct, as a valid reason for dismissal, is accompanied by a disciplinary hearing. Incapacity, as a valid reason, is accompanied by counselling, guidance, training, and assistance. Operational requirements, as a valid reason for dismissal, is accompanied by an extensive consultation. In the event that an employer fails to comply with the requirements of fairness, the employee can refer the dispute to the Commission for Conciliation, Mediation and Arbitration ("CCMA"), or Bargaining Council within 30 (thirty) days from the date of dismissal.

NCUME LABOUR CONSULTING SERVICES

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- ▶ Consulting & Legal Advice
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(A consultation fee will be charged)

Every meal should end with something sweet and yummy. Be it a malva pudding, traditional jelly & casturd, or a small piece of chocolate at dinner – but it always helps the brain bring a close to the meal. We have put together a three-course delectable easy meals we think you should try



Mixed Greens Salad with Eggs

INGREDIENTS

- 4 Large eggs whisked boiled
- 1 Large onion sliced
- 1 pkg. Baby lettuce (5 Oz.)
- 400g. Cherry tomatoes

DIRECTION

Divide the lettuce evenly among four serving plates. Top each with one sliced cherry tomatoes and eggs cut into wedges. Add sliced onions and olives of your choice. Sprinkle each with 2 Tbsp. Feta cheese TOP with preferred choice of salad dressing.

Easy 12-Minute Method for Hard-Boiled Eggs: Place eggs in a saucepan large enough to hold them in a single layer. Cover with cold. Boil over high heat just to boiling. Remove from the burner. Cover pan. Let eggs stand in hot water for about 12 minutes for large eggs (9 minutes for medium eggs; 15 minutes for extra large eggs). Drain. Shock the eggs in a bowl of ice water to cool them immediately. Hard-boiled eggs are easiest to peel right after cooling.



Fried Prawn rice

INGREDIENTS

- 500g. white rice
- 400g. Peeled prawns
- 1 tbsp. Olive oil
- 10g magerine/butter
- 2 tbsp. Spice for rice
- 2 tbsp. Sesame oil
- 2 tbsp. Soy sauce
- 2 large carrots finely chopped
- 3 cloves garlic crushed
- 1 green pepper diced
- 150g. Frozen corn defrosted
- 2 large eggs whisked
- 1 Ounce of spring onion finely chopped

DIRECTION

In a medium pan over medium heat, heat oil. Add garlic and stir for one minute. Add carrots and green pepper and sauté. Stir for 3 minutes, then add prawns and cook for 4 minutes, or until they turn pink and remember to stir occasionally.

Sauté in rice and sweet corn and season with spice for rice, soy sauce and sesame oil. Stir for 2 more minutes.

Make a whole by pushing the rice on the sides of the pan and add the eggs. Stir eggs constantly until almost fully cooked, then fold into rice mixture. Garnish with spring onions and serve.



Malva Pudding

INGREDIENTS

- 1 cup castor sugar
- 2 eggs (room temp)
- 1 tablespoon smooth apricot jam
- 1 ¼ cups cake flour
- 1 teaspoon bicarb of soda (5ml)
- pinch salt
- 2 tablespoons butter (30ml)
- 1 tablespoon vinegar (15ml)
- 125ml milk
- The Sauce
- 250ml cream
- 125ml butter
- 125ml sugar
- 125ml water/Orange juice/Sherry/Brandy

DIRECTION

Warm the oven first and set it to 190°C

Beat castor sugar and eggs until fluffy then beat in the jam until a creamy consistency. Sift dry ingredients into separate bowl. Melt butter in a small pot on a medium heat and add the vinegar and milk.

Now add the egg mixture and the butter mixture to the sifted dry ingredients and mix until well combined. Pour into an ovenproof casserole dish that takes about 2 liters.

Bake at 190°C for 45 mins until the top is nicely browned.

Melt all the sauce ingredients together in a small pot over a medium heat and pour over the pudding before serving, preferably while it's still hot.

Serve it with ice-cream or custard or both.



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