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RESTRUCTURED FOR RELEVANCE

# ACADEMICS' BOOK SUGGESTS POTENTIAL BENEFITS OF RECYCLING WASTE FOR CONSTRUCTION USE



Prof Tshwafo Motaung, Head of the Department of Chemistry, and Dr Linda Linganiso, lecturer in the Department of Chemistry.

Two academics from the Department of Chemistry at the University of Zululand (UNIZULU) have published an academic book that analyses the current waste management challenges in the country and proposes potential solutions that can have a positive spin for the construction industry.

*Waste-to-Profit Volume 2* was published in June and is authored by Dr Linda Linganiso and Professor Tshwafo Motaung. It is a continuation of the first volume which Dr Linganiso authored. The first volume, published in March 2018, investigated the various methods of adding value to waste products in order to generate wealth for a sustainable economy. It also highlighted the then policies and regulations to fast-track the development of new technologies for bio-projects in the countries of focus while also discussing opportunities, barriers and policy implications.

The second volume, as Prof Motaung describes it, is a summation of research and literature review conducted by the two

authors in the area of waste management. It suggests ways of bridging the gap between waste management and the construction sector by discussing the potential methods of recycling the increasing volumes of solid waste into construction products that can be in demand both locally and internationally. In so doing, a circular economy could be created in the construction industry.

"The South African economy is generally linear, hence most solid products post usage become a pile of waste- be it organic or not. Once it becomes waste, very little is attempted to manage it yet there are some potential opportunities to add value to the waste. The recommendations in the book support the internationally adopted program of a circular economy in the construction sector. The book is exploring the possible solutions and it goes on to encourage entrepreneurship in the waste stream. It also supports the transition to a low carbon economy. Different types of materials which can be produced from the construction

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Unhealthy Lifestyles  
Get the Boot at Fitness Boot camp



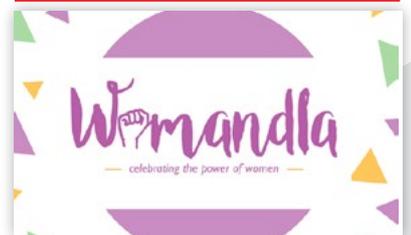
Promoting Social Cohesion  
in the University Environment



Reflections on iToyi-toyi Play



Celebrating the Madiba Legacy Through  
World-Class Musical Performance



#WOMANDLA



Employee Wellness Champions Appointed



continued from page 1

wastes are indicated including processes which are used to obtain the final products,” Prof Motaung explained.

According to Dr Linganiso, now is a critical time to counteract the effects of waste on the environment. The rise in the global population has led to global plastic waste generation of 6,9 billion metric tons on landfill sites. These waste materials result in harmful gases such as methane and carbon dioxide being released in the atmosphere leading to global warming and acid rain.

“South Africa’s biggest problem right now is the shortage of landfill sites. Municipalities also experience challenges as they need to go farther to dump waste materials. This means incurring more costs. To mitigate these challenges and establish sustainable recycling business systems in the country, South Africans must embrace

a learning society where the communities are well equipped, trained and educated to separate waste at source (homes) and be encouraged to recycle waste and separate recyclables from non-recyclables to protect the environment. Keeping the environment clean is everyone’s responsibility,” Dr Linganiso said.

The book targets a wide range of groups which include academics, construction sectors, municipalities, research councils, industries and entrepreneurs. “It challenges these groups to think differently and creatively about waste management, see which waste materials are useful and which stakeholders they should approach so that they don’t see their by-products as waste but see them as a potential link to closing the loop of the economy so that it can circulate,” Prof Motaung said.

- Naledi Hlefane

## EDITOR’S NOTE

This edition of Ongoye Online is an evident reminder that institutions of higher learning are engagements and knowledge exchange spaces. The conferences, seminars and workshops are highly charged and great conversation platforms.



**Gcina Nhleko**  
Director: Communications and Marketing

On another side, August is a popular month in South Africa’s rich history as there is a holiday that commemorates women and the important role they played in the struggle for freedom.

In the pursuit of gender equity in the workplace, it is vital not only to consider the need for more women in leadership, but also to work toward a shared understanding of differences in work-style. For instance, women with a desire to “climb the ladder” will often employ different strategies and subscribe to different definitions of success compared to their male counterparts. Gender balance is not about encouraging women to act more like men, but rather about creating greater awareness on both sides, along with better opportunities for mentoring and coaching.

In welcoming the entire range of human experience, men and women share in the benefits of gender balance. In Padilla’s words, “It is to the benefit of the individual woman and the entire company when a female leader is a strong negotiator. If you have the skills to negotiate successfully for yourself, you will also be able to advocate well for the company that you lead.” When viewed through this lens, gender balance is not simply a women’s issue, but a human experience issue that relates to better workplaces and better leadership. Collectively, we can create a #BalanceforBetter.

*We welcome the Interim DVC: Institutional Support, Professor Siphso Seepe, who needs no introduction as he is widely published and quoted. We are certain that the University will benefit immensely from this knowledge giant.*



**Professor Siphso Seepe**  
Interim DVC: Institutional Support

## UNHEALTHY LIFESTYLES GET THE BOOT AT FITNESS BOOT CAMP



They came, they worked out and they conquered! Staff members who attended the Employee Relations and Wellness Aerobics Club’s Boot camp and Fitness Day were jubilant after participating in what they described as a successful event.

In an effort to enhance team building and encourage healthy living, the University of Zululand (UNIZULU) Employee Relations and Wellness Aerobics Club hosted a first-of-its-kind Boot camp and Fitness Day on Saturday, 20 July, at the Ellis Park Sports Ground in the KwaDlangezwa Campus.

Though this was an initiative of the aerobics club, the invitation was extended to the entire UNIZULU staff community. Amid the cold showers that threatened to dampen the mood of the attendees on the day, employees and fitness instructors were raring to go. They came out in numbers and sweated it out on the floor in pursuit of reaching their individual and team goals.

Smangele Simelane, Specialist: Employee Wellness, said she was amazed at the success

of the event. “This initiative was a great success and the members who participated even confirmed this. They are looking forward to seeing more of these boot camps planned and attended by the whole UNIZULU family, including Executive Management. In future, we will be planning a race, boot camp and other activities and the idea is to make this a monthly activity. More ideas are welcomed to make this a success,” she said.

The programme involved two fitness sessions by a guest instructor and Dr Musa Mathunjwa, a lecturer in the Department of Human Movement Science, and a presentation on and tasting of healthy shakes from Herbal Life by one of the club members.

- Siyanda Mntambo

# PROMOTING SOCIAL COHESION IN THE UNIVERSITY ENVIRONMENT



Dr Gugu Mazibuko, a lecturer at the University of KwaZulu-Natal, delivering the keynote address during the Cultural Diversity event at UNIZULU.



Makhosazana Nxumalo, Manager: Transformation; Gogo Qho, herbalist from Mtubatuba, and Nomaswazi Dlamini, Programme Director.

The concept of social cohesion is one that we need to strive to achieve so as to not infringe upon the rights of others because all cultural groups are equally important.

This was the overarching message from Dr Gugu Mazibuko during the Cultural Diversity event which was held at the University of Zululand's (UNIZULU) KwaDlangezwa Campus on Friday, 26 July 2019. Dr Mazibuko, an African languages enthusiast who lectures at the University of KwaZulu-Natal, was invited to deliver the keynote address on the day.

The event was an initiative of the Transformation and Social Inclusion office which was aimed at celebrating the diverse cultures that exist within UNIZULU while also promoting social cohesion through inculcating the value of respect for all cultural groups. Speaking on the purpose of the event, Makhosazana Nxumalo, Manager: Transformation, said: "Today, we celebrate cultural diversity, a day that was adopted by the United Nations for countries to acknowledge and encourage tolerance and encourage the spirit of *ubuntu* in all countries. Universities of South Africa also decided to observe this day as a way of unifying everyone and preaching social cohesion."

In Dr Mazibuko's view, language and culture go hand-in-hand. What brings people together are their common beliefs and practices but this cannot happen in the absence of language. Without language,

one cannot communicate nor express their culture. Thus the gateway to respecting and understanding other people's way of living is through language. By studying a foreign language, one is automatically exposed to the way of living and thinking of that particular cultural group.

In the university space, where people from various backgrounds and of different cultures come together, Dr Mazibuko said it is even more important to understand other cultures.

"In an institution of higher learning, it is always assumed that once employees enter into the business environment in the morning, their personal culture falls aside and a more universal business culture is adopted. We must remember, however, that an individual's culture can have an effect on the way they interact, communicate and behave- all of which are important in the workplace. If this is not (carefully managed), it can lead to conflict," she said.

This is where she believes tolerance and sensitivity come to play a huge role in maintaining peace and understanding in the work environment. Because it is vital that every person's culture and beliefs are respected within the workplace, days like Cultural Diversity Day, Africa Day and Heritage Day are thus opportune times to come together and learn about and comprehend each other's cultural practices.

- Naledi Hlelane

## REFLECTIONS ON ITOYI-TOYI PLAY

Ongoye Online's Naledi Hlefané speaks to Gift Marovatsanga, Acting Head of Creative Arts Department, and Masedi Manenye, lecturer in the same department, about lessons learnt from the department's participation in the recently held Grahamstown National Arts Festival.

**OO:** Tell us about the decision to participate in this year's instalment of the arts festival?

**GM:** The department had last participated in the festival in 2012. We had hoped to keep the tradition annually but, due to various constraints and changes in leadership, we missed a few years. The department is currently undergoing a strategic turnaround, re-positioning itself at the centre of the Faculty of Arts' academic and research endeavours, and also claiming our relevance within the University and our immediate communities. Towards the end of 2018, it was decided that one of the biggest projects for 2019 would be a production that would be staged at the Grahamstown National Arts Festival. We agreed that we would cast only senior students as a way of preparing them for entry into the professional creative industry.

**OO:** Take us through the thought process of creating iToyi-toyi and its intended message?

**MM:** The writing and creating of iToyi-toyi was our collective reaction to the protest culture that has gripped the country since before the advent of democracy. We situated our experiences as the UNIZULU community and framed it around itoyi-toyi as a human being who is tired of being used as a tool to right all the wrongs of the country. We wanted to stage a politically charged theatre production that would be relevant and artistically responsive to the current train of thought. We wanted to provoke thoughts around solutions for this broken road. There was a high-level collaboration between various creators of the production, including students as the messengers.

**OO:** Does taking part in such events fall under any component of the department's curriculum?

**MM:** Yes. There is a module called Theatre Performance which is mostly about performance theory and performance practice. The students had to, firstly, be assessed through an audition process (part of performance practice) to be selected for inclusion in the production. This takes a lot of individual preparation on the part of the student with advise and consultation from the lecturers. Once they were selected as part of the cast, students then underwent certain stages in the life cycle of the production- rehearsal, performance and post-performance reflection. All these are stages and performative aspects embedded in performance theory and performance practice.



Masedi Manenye, Lecturer in Creative Arts Department, and Gift Marovatsanga, Head of Creative Arts Department.

**OO:** How did you hope participating in the festival would enrich the students?

**MM:** We intended for the experience to enhance and enrich their artistic repertoire and broaden their understanding of the arts in their broadest, temporal, ephemeral and complexities. We wanted the students to understand the discipline and commitment it takes to work on one's craft. Finally, we hoped to inspire them to find their own voices amongst a plethora of voices already working in this industry trying to create work that disturbs those who are comfortable and comforts those who are disturbed, through quality, relevance and innovation.

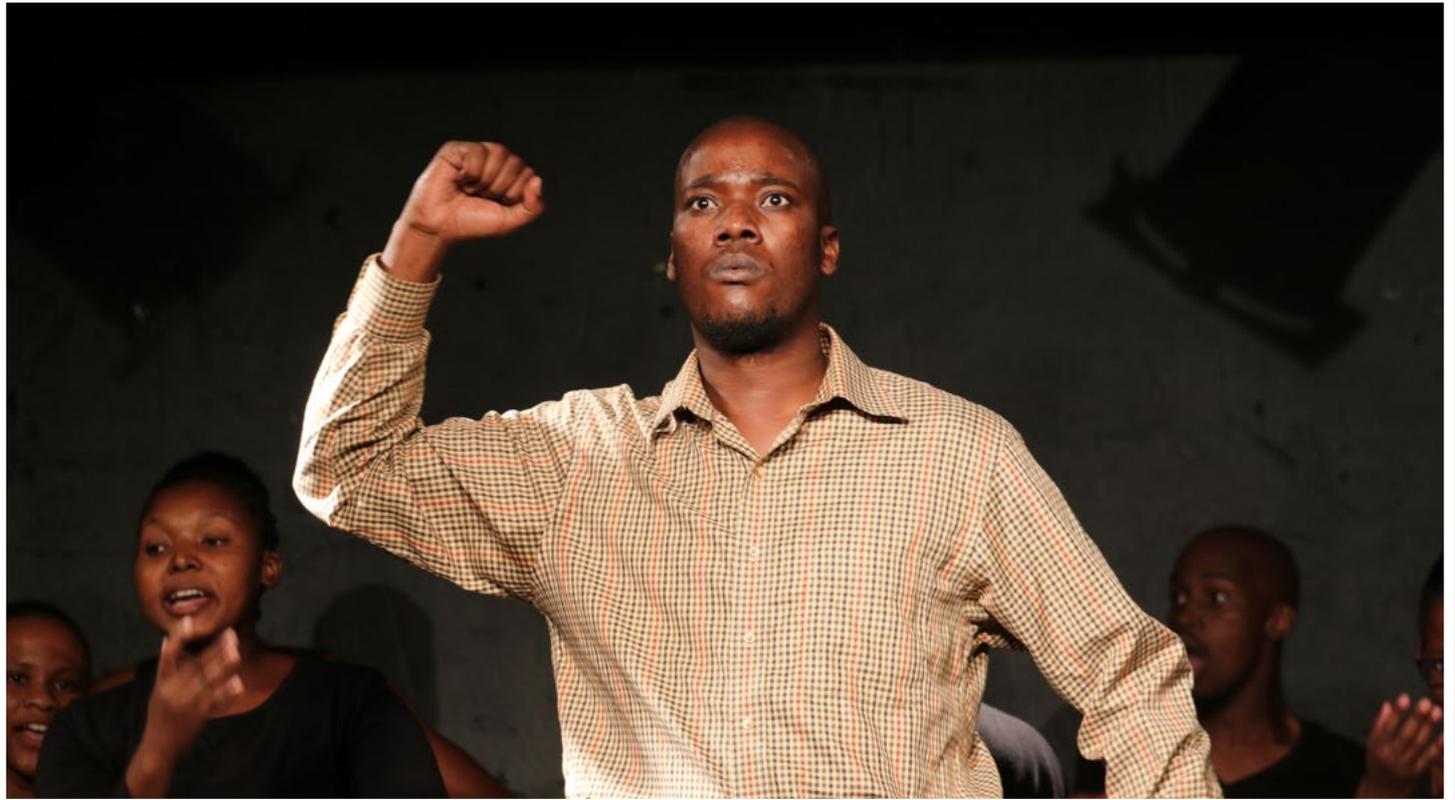
**OO:** What lessons did you learn from taking part in the festival?

**MM:** The industry is changing and we have produced students who are ready to find their place in the ever-changing and challenging terrain. They will enter the industry with confidence knowing that their acquired knowledge is worthy of being appreciated.

– Naledi Hlefané

[Click here for more news on the play.](#)

# CELEBRATING THE MADIBA LEGACY THROUGH WORLD-CLASS MUSICAL PERFORMANCE



A student in the Department of Creative Arts playing the character of former president Nelson Mandela in the moving musical production, AMANDLA.

During the month of July, the University of Zululand (UNIZULU) joined the world in honouring the legacy of former statesman Nelson Rolihlahla Mandela on Nelson Mandela International Day (Mandela Day).

Officially declared by the United Nations in November 2009, Mandela Day aims to highlight Mandela's 67 years of selfless dedication to fighting for peace, reconciliation and democracy. It also encourages every individual to emulate Madiba's generous nature by dedicating 67 minutes of their time to effecting positive changes in communities on 18 July and beyond. In Recognition of this day, the University staged the AMANDLA musical production, which celebrated the life of the struggle stalwart through song and dance. The play was a re-enactment of Mandela's struggles and

journey to a non-racial society and instilling the principle of *ubuntu*. This amazing musical production was performed by the UNIZULU Choir and Creative Arts Department students, collaboratively.

"We feel like authentic South Africans because of this great son of the soil; because of his humanity which translated into the ubuntu concept and is embraced by everyone irrespective of colour, race or creed. uTata fought for the liberation of mankind by first emancipating himself. Mandela's noble purpose can be conceptualised through the lens of a traveller. *Ubuntu* does not mean that one must be deprived but self-transcendent. The call is out to go beyond yourself. We are called to embrace the multi-faceted nature of *ubuntu* as a spiritual ideal," Professor Mtose, UNIZULU Vice-Chancellor, alluded.

– Gcina Nhleko

# #WOMANDLA

We all know them. The admirable women who defy odds as they chart their course towards clearly defined destinations. The selfless ones whose joy comes from helping ease the hardships of others. Even those who go beyond the call of duty. They live among us here at UNIZULU. As we approach Women's Day, Ongoye Online pays homage to some of these dynamic women. This is what some staff members had to say about them.

"I salute Fortunate Runyararo Mahuni (Lecturer in the Economics Department). She is a role model for a number of reasons. Firstly, she always assists the department on every administrative issue, despite having large classes. She teaches over 1 200 students. She is exceptional in the way she teaches. The students are happy. Before her arrival in the department, the pass rate in Economics was under 65% and now it is somewhere close to 82%. She has introduced many innovations such as Moodle, online assessments and more. She was also on the steering committee of the international MBALI Conference. Her work ethic is impressive, and she is currently working on her PhD proposal."



Fortunate Runyararo Mahuni,  
Lecturer in the Department  
of Economics.

– **Professor Irrshad Kaseeram, Deputy Dean: Research and Internationalisation, Faculty of Commerce, Administration and Law**

"I am impressed by Mthabiseng Ngwamba, a lecturer in the Department of Anthropology and Development Studies. She's a young academic, currently pursuing a PhD. She was selected to be part of USDP, a programme that is meant to build the capacity of black South Africans who are studying towards their PhDs. The programme involves other universities as well. She's one of four UNIZULU academics who are representing each of the four faculties. Her work ethic is extraordinary. She is the first to arrive in the department every morning and the last one to leave and lock our building. She is always accessible to her students, specifically the honours students that she is supervising. She's got this 'Thuma mina' in her."



Mthabiseng Ngwamba,  
Lecturer in the Department  
of Anthropology and  
Development Studies.

– **Dr Innocent Simphiwe Nojiyeza, Head of the Department of Anthropology and Development Studies**

"I admire Dr Zikhona Liganiso who lectures in the Department of Chemistry. She is always on her level best. She has written two books and published seven articles- all done in a year. That is ideal in my point of view. Her outputs are exceeding the expectations of the department. Recently, she was among the top 6 selected by a bio-energy project held in India."



Dr Zikhona Liganiso,  
Lecturer in the Department  
of Chemistry.

– **Professor Tshwafo Motaung, Head of Department of Chemistry**

"From the little time I have had since my arrival, I have been very impressed by Banikele Mashiyane, the secretary in the department (Protective Services Department). Her work ethic is unique and notable. I have worked with many secretaries in the past and to be honest, she is the (best) one. She makes my job easy. She always goes the extra mile. I also like the fact that she is always smiling and approachable (because) I believe those are qualities that every employee should have."



Banikele Mashiyane,  
Secretary in the Protective  
Services Department.

– **Azwidowi Mukheli, Director of Protective Services Department**

– Samkele Sokhela

# EMPLOYEE WELLNESS CHAMPIONS APPOINTED

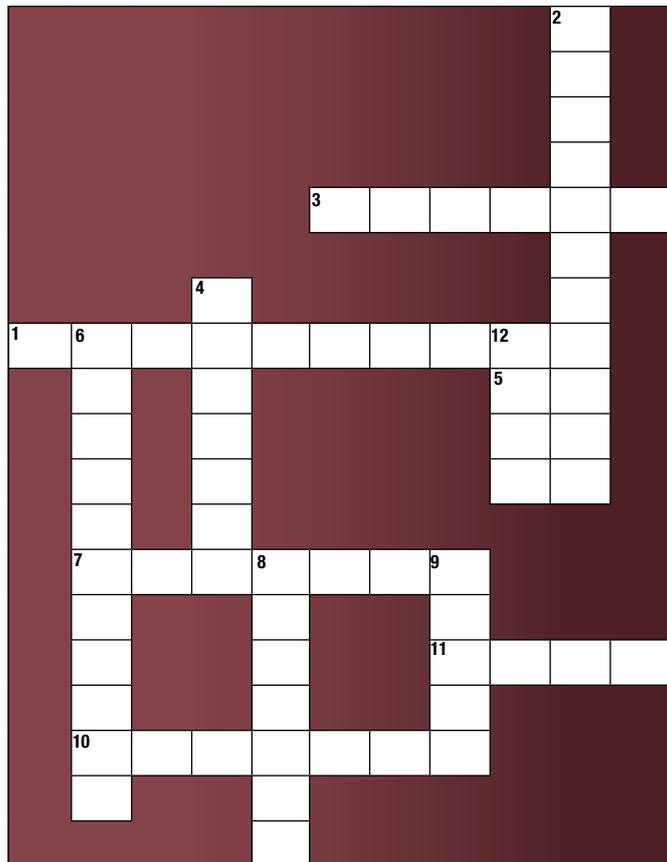


Eight University of Zululand (UNIZULU) staff members from the academic and support groups have recently been appointed as employee wellness champions. They form part of the Employee Wellness Committee, appointed for the period May 2019 to May 2022.

The role of the committee is to ensure effective and efficient stakeholder consultation and participation in the development, implementation and monitoring of the UNIZULU Employee

Wellbeing policies, plans and strategies. Furthermore, the committee's role is to ensure that wellbeing interventions and programmes are relevant and tailor made to respond to employees' needs.

Employee wellness champions are ambassadors of the UNIZULU Employee Wellbeing brand. Please do not hesitate to contact them for wellness related queries. Should you need to speak to a therapist, please dial the following toll free line, 0800 111 150.



## CROSSWORD

1. Which municipality is the University of Zululand located in?
2. A group of university departments can also be called \_\_\_
3. A fictitious prose narrative of numerous books.
4. Someone who has left school, college or university
5. Fill in the missing word. Please give \_\_\_ water to drink
6. The term used to describe the science of numbers, quantities and shapes
7. American actor Tom Cruise acts as an agent in \_\_\_ Impossible.
8. A person who has an aptitude for studying is called a \_\_\_
9. An informal adjective for describing someone who is skilful
10. A verb meaning to produce or turn into.
11. When you are no longer confined or imprisoned.
12. The province that UNIZULU is located, is also called the Kingdom of the \_\_\_

**Note:** email [HlefaneN@unizulu.ac.za](mailto:HlefaneN@unizulu.ac.za) for answers.

**First three staff members to request answers will receive prizes.**

