



WOMEN'S MONTH 2021



THE YEAR OF CHARLOTTE MANNYA MAXEKE:
Realising Women's Rights

150TH
CELEBRATIONS
FOR THE BIRTH OF
CHARLOTTE
MAXEKE



basic education

Department:
Basic Education
REPUBLIC OF SOUTH AFRICA



WOMEN'S
MONTH
2021

**Department of Basic
Education (DBE) honours
women in the
Education Sector**

THE YEAR OF CHARLOTTE MANNYA MAXEKE:
Realising Women's Rights



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THE YEAR OF CHARLOTTE MANNYA MAXEKE:
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From the Minister's Desk



In South Africa, we celebrate the month of August as Women's Month. We dedicate a whole month to the immense contribution made by women (past and present) to the country's socio-political development. In this digital publication, we honour women in leadership in the Basic Education Sector. The profiles of the selected women will be included in the 3rd Women's Legacy Series to be released in October 2021. The Women's Legacy Series is a high-end publication that profiles influential women from different walks of life.

As we highlight the women leaders in basic education leadership, I acknowledge that the teaching profession primarily comprises women teachers, yet fewer are represented in the principalship. Thousands of women teachers go beyond the call of duty in assisting our system of basic education to respond better to the various needs of our learners. These are heroines who play the triple role of mothers, role models and educators. Daily, they stand in front of learners from different backgrounds, presenting various challenges and moulding them to be better citizens.

These women stand on the broad shoulders of the giants of yesteryears, like uMama Charlotte Maxeke.

Mama Maxeke made an indelible impact on many areas, including education, faith and politics.

It is the 150th year since the birth of this giant, our original Mother of the Nation: uMama Maxeke. Our Government declared 2021 as the "Year of Charlotte Manny Maxeke".

She was a woman of many "firsts". She was the first black woman to graduate and obtain a BSc Degree in Southern Africa in 1901. She was also the first woman to participate in the King's Court under King Sabata Dalindyebo of AbaThembu. She founded a school under this Royal Family, and for all her efforts, she was given the name Nogazo as a salutation of honour. She later established another school in Evaton, Gauteng, in 1908 (Wilberforce Institute), inspired by her experience at Wilberforce in Ohio.

In this special issue, we celebrate our women in leadership for their tenacity, knowledge, skill, hard work and resilience. We profile women members of the Council of Education Ministers (CEM) who help me as the woman Minister of Basic Education, alongside my Imbokodo Deputy Minister, to provide executive oversight. There are three women MECs from Limpopo, Western Cape and North West.

In the Year of Charlotte Maxeke, the Heads of Education Department Committee (HEDCOM) achieved women majority

for the first time, with five Heads of Department (Eastern Cape, Northern Cape, Limpopo, Mpumalanga and North West) audaciously leading the Provincial Education Departments (PEDs).

In addition, we acknowledge the Chairperson of the Portfolio Committee on Basic Education, who is a woman leader in her own right. We also bring to the forefront women's leadership that exists in our Senior Management Service (SMS) in the Department of Basic Education and public entities. These public entities include the Education Labour Relations Council (ELRC), South African Council for Educators (SACE) and the Education Training and Development Practices Sector Education and Training Authority (ETDP SETA).

Though we have made these meaningful strides in advancing women's leadership, we are equally aware of the persisting challenges regarding women's leadership at the principalship level.

While the teacher workforce is predominantly women, most school principals and district directors are still men. The gender parity in these positions has improved over time but not enough.

Sadly, when a woman in a senior position vacates/retires, they are periodically replaced by a man, thus weakening the outgoing woman's legacy.

In conclusion, we owe Mama Maxeke and many women freedom fighters and intellectuals of their generation a massive debt of gratitude.

We salute them for their selfless contribution to the liberation of our country from the yoke of the apartheid pariah regime.

Mama Maxeke emptied herself to improve the human condition through education and her unyielding commitment to fundamental social change and gender equality.

With her passing, more than a century of struggle went with her. It is our duty as the present mandarins to keep her memory alive. I urge this current cohort of women in leadership to take up the baton and lead us into the future.

MRS ANGIE MOTSHEKGA, MP
MINISTER OF BASIC EDUCATION
27 AUGUST 2021





From the Deputy Minister's Desk

As we commemorate the year of Charlotte Maxeke in this National Women's Month, it may be opportune for us to reflect on the strides we have made to secure the wellbeing of young women and girls in the basic education sector. According to the last School Realities Report, 2019, we observe that 49% of the total basic education learner population is female. Layering this against the various vulnerabilities that face adolescent girls and young women in South Africa, the Department of Basic Education is particularly aware of its responsibility and obligation to support the in-school female learners. Evidence has revealed that education is a protective factor and thus all our education enrichment programmes are geared towards ensuring school retention until Grade 12.

The Adolescent Girls and Young Women (AGYW) Programme is one of our key programmes, funded by the Global Fund and offers an age-tailored combination prevention package for adolescent girls and young women aged 15 to 25. In the Inter-Ministerial Committee (IMC) for the South African National AIDS Council (SANAC), a collective of Government, private sector and civil society, we pride ourselves with this flagship intervention of the Global Fund.

The programme targets AGYW, in and out of school, in 12 sub-districts across the provinces of KwaZulu-Natal, Eastern Cape, Mpumalanga, North West, Free State, Limpopo, Gauteng and Western Cape. The current dispensation of the programme started on 1 April 2019 and will run until 31 March 2022. Services aim to effect risk reduction, behaviour change and empowerment. The programme has four objectives:

- Increase retention in school
- Decrease HIV incidence
- Decrease teenage pregnancy
- Increase economic opportunities

School-based interventions targeting high school girls (and boys) is directed at high school learners. The in-school programme is structured according to core, layered and other services. AGYW can access layered services while they are in school through the biomedical services as well as after school hours within safe spaces established within the community. The current DBE in-school AGYW Programme is implemented across 8 of the 9 provinces in SA. Its package of services is directed at addressing HIV and related sexual and reproductive health issues, gender based violence, early and unintended teenage pregnancies, mental health and psychosocial issues. In line with the obligations of the sector that are reflected through the National Strategic Plan for Gender-based Violence and Femicide (NSP GBVF), the gender equity workstream has given specific focus on School-related Gender-based Violence (SRGBV). We are now working with UNESCO and the Global Fund, to capacitate Districts on the application of the Protocol for the Management and Reporting of Sexual Abuse and Harassment in Schools.

With UNICEF, we have been implementing for the past decade the Girls and Boys Education Movement (G/BEM), which has created safe spaces for learners to tackle the gendered issues faced by them in school communities. The aim of GBEM is to encourage girls and boys to work together as equals and to foster respect for the human dignity and rights of both sexes. This is to foster gender equality values and promote positive gender norms through peer education and lifeskills. Many of the learners who came through this programme have left the schooling system to become responsible and positive members of society, holding key and strategic positions in the youth sector. Some of them have organised themselves as the G/BEM Alumni, so that they may continue to support the learners that come after them.

With the TechnoGirl Trust, the DBE has identified the TechnoGirl Initiative as one of its gender empowerment programmes. The programme aims to provide girls with access to the world of work, to enable them to take up scarce careers required by the economy. The programme maintains an exclusive focus on careers in the Science,

From the Deputy Minister's Desk

Technology, English and Mathematics (STEM) fields. Increasingly, we are bringing on board with the TechnoGirl Trust some more industrial partners who are willing to host our girls for job shadowing and provide them continuous mentoring and coaching to channel them into the STEM fields.

Early and unintended pregnancies (EUP) among teenage girls continue to be a worrying factor for the basic education sector. The recent statistics released by the Department of Health showed an upward trend in live birth deliveries among teenage girls between the ages of 10-19 from April 2020-March 2021, with 23 000 of those located in Gauteng. The impact of COVID-19 Lockdown and resultant loss of schooling during the 2020-2021 year might have contributed to these high numbers of EUP. These numbers also give credence that when children are not in school they become more vulnerable to social ills, including sexual and gender based violence (SGBV). The live birth deliveries in the age group of 10-14-year-old girls could easily be attributed to SGBV. As a Department we will continue to increase our efforts to prevent learner pregnancy by strengthening implementation of quality comprehensive sexuality education (CSE) in the classroom and provision of access to sexual reproductive health (SRH) services to our learners through the Integrated School Health Programme (ISHP). In addition, through initiatives such as the *Let's Talk EUP* campaign, which is supported by UNESCO, we intend rolling out intergenerational dialogues across the nation where we advocate for prevention of learner pregnancy by protecting our girls from coerced sexual incidents, ensuring girls' access to education in case of a pregnancy while we also engage boys and young men to also play their role in preventing EUP.

As we conclude women's month, we will be working with many of our partners in girl education, to prepare for the United Nations International Month of the Girl Child in October, where the Minister will deliver a Memorial Lecture on Charlotte Maxeke on 18 October 2021. We will be interacting and engaging with learners, boys and girls alike, on how we can collaborate to make life at school a better experience for girls. We will also be honouring some women and girls of influence, who have done great and inspiring things and publish their work in the upcoming Women's Legacy Series.



DR MR MHAULE, MP
DEPUTY MINISTER OF BASIC EDUCATION
27 AUGUST 2021



CHARLOTTE MANNYA MAXEKE:
Women's Rights





Women's Month 2021 – Realising the Rights of Women and Girls and honouring women in the Education Sector

South Africa marks Women's Month during August when we pay tribute to the more than 20,000 women who marched to the Union Buildings on 9 August 1956 in protest of the extension of Pass Laws. This year marks 65 years since the watershed 1956 Women's March. This year's commemoration is therefore taking place under the theme: "The year of Charlotte Manny Maxeke: Realising Women's Rights".

The 2021 celebration of Women's Month takes place against a backdrop of significant challenges faced by the South African economy and amidst countrywide efforts to mitigate the impact of the COVID-19 pandemic. Ensuring and protecting rights for all has been a main focus for Government and our social partners, as we battle the devastating COVID-19 pandemic. What was initially a health crisis has impacted the economy, health, education, food security and gender equality. Women face a second pandemic – Gender-Based Violence (GBV) and Femicide.

Women's Month allows us to gauge how far we have come in transforming society, particularly the transformation of unequal power relations between women and men, whilst addressing gender oppression; patriarchy; sexism; and creating a conducive environment which enables women to take control of their lives.

The National Action Plan (NAP) on Women Peace and Security launched in March 2021, makes a strong call for the development of a peace infrastructure in South Africa. We must promote peace and refrain from actions that fundamentally destroy our hard-won democracy to create the kind of society that we all envision: *Peace and Security for all in their Diversity*.

The DBE's Social Cohesion and Equity in Education Directorate has commenced implementation of its plans on various gender empowerment and equity initiatives, spanning over August to October. In addition, the DBE will be collaborating with the Charlotte Maxeke Institute to host commemorative events to mark the United Nations International Month of the Girl Child (or Girls Month) in the Year of Charlotte Maxeke. It is also envisaged that Basic Education Minister, Mrs Angie Motshekga,

will deliver a Memorial Lecture on Charlotte Maxeke on 18 October 2021. In addition, a Third Women's Legacy Series will be launched, profiling women who contributed to the struggle of the past and continue to contribute to the realisation of democracy today, as well as contemporary women who continue to push against the limits imposed by society on the essence of womanhood.

Gender policy in education has seen various policies enacted to address gender issues in education. Early unintended learner pregnancy has been identified as a major reason for girls dropping out of school. The *Policy on the Prevention and Management of Learner Pregnancy in Schools* (also known as the Learner Pregnancy Policy) will also strengthen access to Comprehensive Sexuality Education (CSE) through the curriculum to empower learners with skills and knowledge to make healthy choices when it comes to their sexual reproductive health. Another policy imperative is the *Guidelines for the Prevention and Management of Sexual Violence and Harassment in Public Schools* (2008), which aims to deal with the pervading gender violence in schools by enhancing teacher and student knowledge of, and capacity to deal with GBV in schools. The subsequent *Protocol for the Management and Reporting of Sexual Abuse and Harassment in Schools* (2018) has allowed the DBE to ensure that schools respond to reports of abuse and give appropriate support to victims.

In addition, the DBE and VVOB – *Education for Development* kicked off National Women's Month with Master Training on the Gender Responsive Pedagogy Toolkit for Early Childhood Education (GRP4ECE) to promote gender equality in the early learning years. This ground-breaking training ushers in a new era of gender sensitivity that will shift boundaries of learning and knowledge towards non-sexism and non-racialism in our classrooms. Interactions beyond the classroom should also be encouraged to ensure that gender sensitivity is integrated into the community. This will, in turn, address gender inequalities and GBV in the early development years.

During Women's Month 2021, we honour, remember and salute women educators from all generations who have made

Women's Month 2021 – Realising the Rights of Women and Girls and honouring women in the Education Sector

significant contributions towards progress and strides within the Basic Education Sector. Charlotte Maxeke made history by becoming the first black South African woman to hold a graduate degree, an achievement that lent substance to her life's work in advancing the empowerment of workers and women's rights, peace and justice. In keeping with her legacy, all women must collaborate for the continued vision of emancipating South African women through intergenerational dialogues; community development; and the consolidation of women and girl-child empowerment programmes to become better, educated and self-actualized versions of themselves.

Marguerite Annie Johnson Angelou best known for her nonfiction best-seller, *I Know Why the Caged Bird Sings*, was an award-winning author, actress, poet, screenwriter and civil rights activist. Ms Angelou is quoted as saying, "We may encounter many defeats, but we must not be defeated. Prejudice is a burden that confuses the past, threatens the future and renders the present inaccessible. Courage is the most important of all the virtues because without courage you can't practice any other virtue consistently. You can practice any virtue erratically, but nothing consistently without courage".



**WOMEN'S
MONTH
2021**

Introducing you to the Women Leaders in Education



THE YEAR OF CHARLOTTE MANNYA MAXEKE:
Realising Women's Rights



Ministry



Honourable Minister of Basic Education

Mrs Angelina Matsie Motshekga

Mrs Angelina Matsie Motshekga was an educator at Orlando High School from 1981 to 1983, Lecturer at the Soweto College of Education from 1983 to 1985 and lecturer at Wits University from 1985 to 1994.

She has also served as Director in the Office of the President from 1994 to 1997; Deputy Secretary of the ANCWL from 1997 to 2007; and as executive member of the National Education Union of South Africa.

Mrs Motshekga served as a member of the Sediba sa Basadi Trust; member of the Gauteng Executive Council (MEC) for Social Services and Population Development from 2000 to 2004; MEC for Education from 2004 to 2009; Deputy Chairperson of the ANC in Gauteng; and a member of the Gauteng Provincial Legislature from 1999 to 2004.

She holds a Master's degree and a Bachelor of Educational Science degree from the University of the Witwatersrand; a Bachelor of Arts in Education degree from the University of the North; and a Higher Diploma in Education.

Mrs Motshekga is the current Minister of Basic Education in the Republic of South Africa since 11 May 2009 and was reappointed to this portfolio on 29 May 2019. She is also a member of the African National Congress (ANC) National Executive Committee.



Honourable Deputy Minister of Basic Education

Dr Reginah Makgabo Mhaule

Dr Reginah Makgabo Mhaule started out her career as an educator in 1980. In 2000, after having served as an educator for 20 years, Dr Mhaule was appointed Speaker of Council at Mbombela Local Municipality, a position she occupied until 2003 when she became the Executive Mayor of the same municipality. From 2006 she was appointed as a Senior Manager of Transport Administration and Licensing at the Mpumalanga Provincial Government Department of Roads and Transport.

In 2009, she was appointed as the MEC for the Mpumalanga Department of Education until February 2018 when she was appointed as the Deputy Minister of International Relations and Cooperation.

Dr Mhaule holds a Doctorate in Public Administration from the University of Fort Hare which was preceded by a Master's degree in Public Administration from the University of Pretoria. Prior to her studies in Public Administration, she completed a Bachelor of Education (Honours) degree from the University of Potchefstroom; a Further Diploma in Education; and a Bachelor of Arts degree from the University of South Africa. Dr Mhaule also holds a Secondary Teachers' Diploma from Mgwanya College of Education.

Dr Mhaule is the current Deputy Minister of Basic Education of the Republic of South Africa, having been appointed on 29 May 2019.

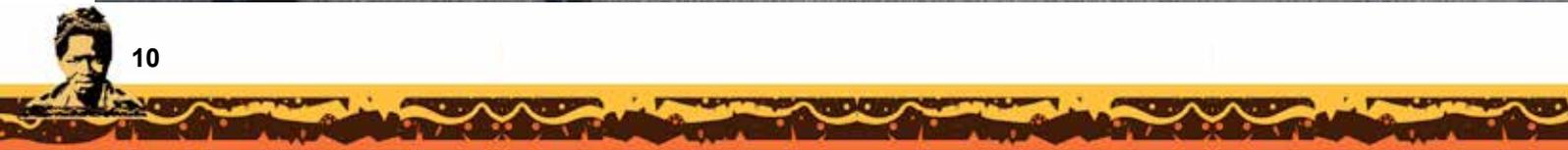


Basic Education Portfolio Committee

Basic Education Portfolio Committee

Mrs Bongwiwe Mbinqo-Gigaba

Mrs Bongwiwe Mbinqo-Gigaba hails from the Northern Cape Province. She is the Former Chairperson of the ANCYL in the Northern Cape Province and served in the Northern Cape Provincial Legislature as the Chief Whip and the MEC for Sport, Arts and Culture. She is currently the Chairperson of the Portfolio Committee on Basic Education, and is busy with a Master's degree with the Management College of Southern Africa (MANCOSA). She is a mother of 3 girls.



Members of the Executive Council (MECs)



Limpopo Province

MEC Polly Boshielo

Ms Polly Boshielo was born and bred in Seshego, Polokwane. She completed her matric at Mmakgabo High School in 1989. Her post-school education includes a Master's degree in Philosophy (MPHIL) in Transport Studies (UCT); a Master's degree in Business Administration (MBA) (Turfloop Graduate School of Leadership at the University of Limpopo); a Bachelor of Commerce (B Com) with specialisation in Management (UNISA); and a three-year Diploma in Road Transport (Passenger) (RAU), including a range of academic certificates and diplomas in various other programmes.

Ms Boshielo started working as an Administrator: Office of the Secretariat in the African National Congress in the Northern Province from 1990 to 1994. She then became the Head of the MEC's Office (Dr Aaron Motsoaledi) between 1994 and 2007 in the Limpopo Provincial Government for the following

Departments: the Department of Education; the Department of Roads and Transport; and the Department of Agriculture and Environment.

Between 2007 and 2010, she was appointed General Manager: Public, Freight and Air Transport, as well as a Board Member of Gateway Airports Authority Limited (GAAL) at the Department of Roads and Transport. Between 2010 and 2012, she was appointed Business Executive for Autopax Passenger Services (PTY) Ltd and later in 2012, General Manager: Regional Planning and Special Projects for the Passenger Rail Agency of South Africa (PRASA) until 2014. Between 2014 and 2015, she served in the following Parliamentary Committees: AGSA; Status of Women; and Transport. Between 2015 and 2019, she was the Speaker for the Limpopo Legislature. She has served as the MEC for the Limpopo Department of Education since 2019.

She is married to Mr Benny Boshielo and blessed with three boys.





Members of the Executive Council (MECs)

North West Province

MEC Mmaphefo Lucy (Wendy) Matsemela

Mrs Mmaphefo Lucy Matsemela, the MEC for the Department of Education, was born on 11 June 1968 in Magong village, Moses Kotane, North West Province. She is the tenth of thirteen children born of Victor and Ntebaleng Rammala.

Mrs Matsemela is a mother to Kamogelo and a guardian to four children. She attended school at Magong Primary School, proceeded to Thekwane Middle School and passed her matric, then standard 10, at Tshukudu High School in 1987. She obtained a Bachelor of Arts in Education degree from the North West University in 1996.

After completing her secondary education, Mrs Matsemela worked as a salesperson and later a manager at a Bradlows Furniture shop in Johannesburg. She also worked as a temporary teacher at Ramodingwana Primary School from 1989 to 1990. She served as a professional teacher at Reatile Middle School from 1996 to 2005, where she was appointed to act as a Departmental Head for Humanities.

Her political life commenced in 1986 at Tshukudu High School where she started engaging with the Freedom Charter for the first time in her life. She was inspired by her maternal uncle, Mr Sello Ntsowe, who was imprisoned at Robben Island in 1970 and was later released under house arrest.

Her active involvement in student activism during her university years saw her rising to leadership positions in the South African Student Congress (SASCO) and the Student Representative Council (SRC). It was during that time that she became the Chairperson of NgakaModiriMolema residence under the auspices of the SRC. While serving as a teacher, Mrs Matsemela played a meaningful leadership role in the South African Democratic Teachers Union (SADTU).

Mrs Matsemela rose through the ranks in the leadership of the African National Congress. She was an active member of the African National Congress Youth League (ANCYL) and later became the ANCYL Secretary in the Bojanala Region. She also served as the Chairperson of Ward 13 of the ANC in Rustenburg, and as a member of the Regional Executive Committee (REC) in the Bojanala Region.

Currently, she is a member of the African National Congress (ANC) North West Interim Provincial Committee (IPC) and former RTT member, former ANC REC in the Bojanala Region.

She was deployed to serve in various portfolios in the ANC-led government. Between 2005 and 2009, she served in the following structures of the National Parliament: Portfolio Committee on Science and Technology in 2005, Portfolio Committee on Health from 2005 to 2008, Joint Standing Committee on Defence from 2006 to 2007; Ad Hoc Committee on National Mine Workers' issues in 2007; and Portfolio Committee on Home Affairs from 2008 to 2009.

From 2009 to 2011, she became a Member of the Executive Committee (MEC) responsible for the Department of Economic Development and Tourism. Between 2011 and 2013 she was serving as a member of the provincial legislature actively involved in a number of portfolio committees. From 2013 to 2016 she was appointed as MEC for the Department of Education. From 2018 to 2019, she became MEC for Finance, Economy and Enterprise Development. From 2019 to date she has been serving as MEC for Education.

Mrs Matsemela is a devoted rugby supporter. She enjoys listening to reggae and gospel music, going to church and reading in a quest to empower herself and broaden her horizons. She is also an undershepherd.

Members of the Executive Council (MECs)



Western Cape Province

MEC Debbie Schäfer

Minister Debbie Schäfer is the Provincial Minister for Education in the Western Cape Government.

She is a qualified attorney and conveyancer, and served as Shadow Deputy Minister of Justice and Constitutional Development in the National Assembly for the Democratic Alliance from 2010 to 2014, and Shadow Deputy Minister of Police from 2009 to 2010. During the same period, she served as a National Assembly representative on the Magistrates Commission.

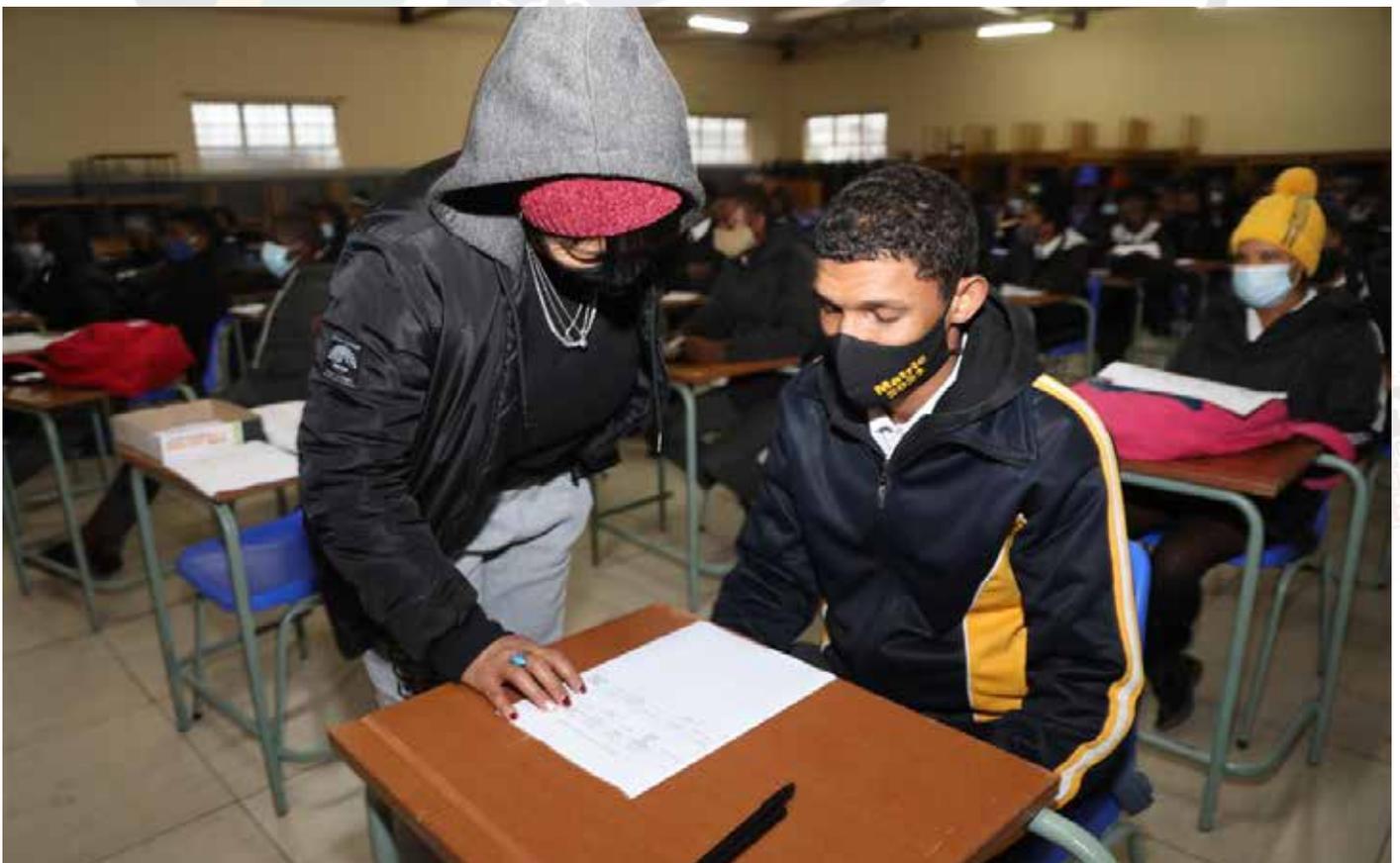
Minister Schäfer also served as a City Councillor for Ward 62 (Constantia/Wynberg) and then Ward 73 (Bergvliet/Meadowridge/Diep River/Plumstead) from 2002 to 2009.

She has served as a Deputy Chairperson of the Democratic Alliance Regional Executive in the City of Cape Town and a member of the DA Provincial Disciplinary Committee. Until her appointment to this position, she was the Registrar of the DA Federal Legal Commission.

Minister Schäfer holds the degrees of BA, majoring in English and Psychology, and an LLB, both from the University of Cape Town.

She has served on the School Governing Body of her daughters' primary school and as a member of False Bay College Council until 2013.

Minister Schäfer was elected as Provincial Minister for Education in 2014 and is now carrying out her second term.





Heads of Department (HoD's)

Eastern Cape Province

Dr Ntombizanele Naledi Mbude

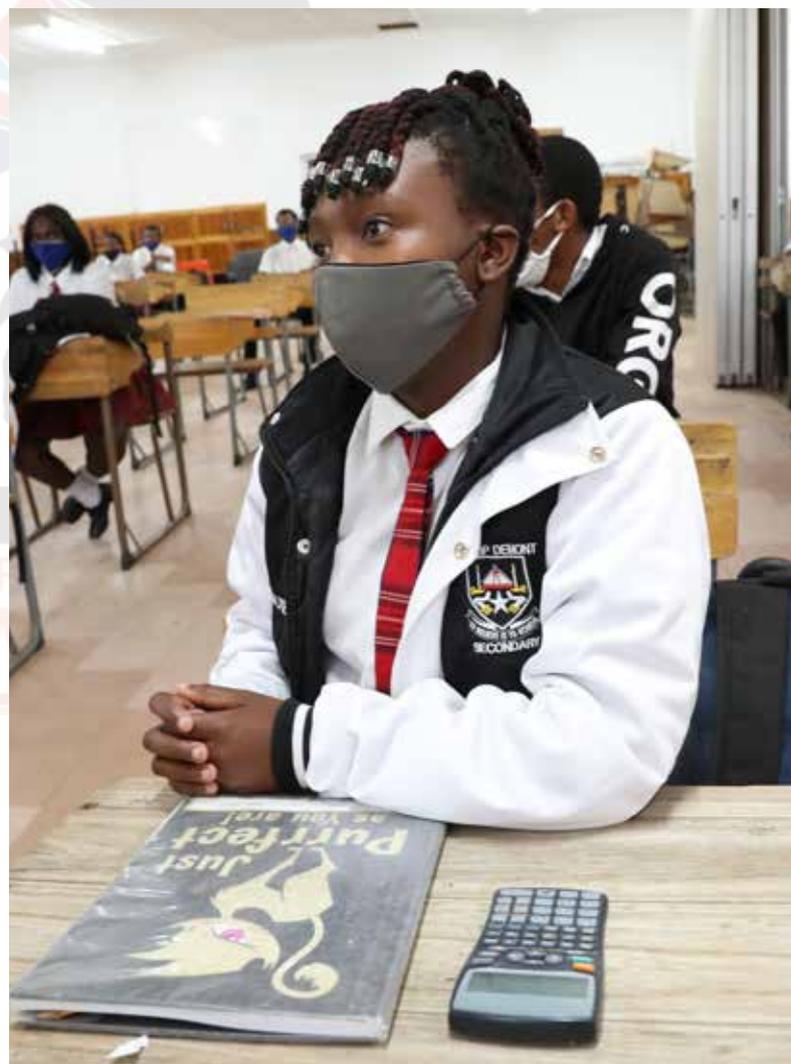
Dr Naledi Mbude was born in Cape Town from parents who came from Zingquthu village in the Eastern Cape Province.

A Science teacher by profession who holds a Diploma in Education, a Higher Diploma in Education, a Bachelor's in Education, as well as a Post Graduate Diploma in Education and Alma Mata of the University of Cape Town. At post graduate level, she obtained both her Master's degree and PHD from Rhodes University.

Dr Mbude is currently the Head of Department at the Eastern Cape Department of Education where she rose through the ranks within the education sector as a Project Manager, CES, Director, Chief Director and DDG in Education. She has worked as a catalyst for educational transformation within the country, more especially in the Eastern Cape Province where she pioneered the Mother Tongue-based Bilingual Education (MTbBE) in 2010.

Dr Mbude established the Language Policy Unit within the Eastern Cape Department of Education, which was the first and still the only one in the Country. The Unit has a Transformation agenda to transform schools along language barriers to address issues of racism in schools, linguicism, and language policy mismatches. This initiative has been welcomed by the Minister of Basic Education who took from the Eastern Cape the MTbBE project to be implemented in all provinces from 2019 as pilots, leading to the first Grade 12 Bilingual trial examinations for the Eastern Cape in 2020. Dr Mbude is a renowned scholar who has published articles on basic education transformation in South Africa.

Dr Mbude has also authored and published *Lumka, sendifikile*. Watch out here I come, a HIV a novel for teenagers in the year 2000 and it received the SundayTimes best book for the youth review. In 2002 she authored, Tell Someone, a novel which was made available in all 11 official languages. She has been invited to present at both national and international conferences on Language and Education, Language and Power, Language Policy and Planning and Language and disadvantage. Dr Mbude is a proponent of the right to access education of children living with disabilities and brings her gender to this post as a woman and an activist of the rights of all children, particularly vulnerable children.



Heads of Department (HoD's)



Limpopo Province

Ms Khathutshelo Onica Dederen

Ms Khathutshelo Onica Dederen was appointed Head of Department and Accounting Officer for the Limpopo Department of Education on 1 May 2021, after serving in an acting capacity for a period of one year, February 2020 to February 2021.

Ms Dederen is a hardworking, focused and motivated person who has acquired extensive knowledge and skills in the field of Leadership, Management and Governance within the broader Public Service Sector.

She holds a Master of Education Degree from the University of the Witwatersrand and her work experience spans across the schooling and tertiary education sectors, having served as a Mathematics, Physical Sciences and English teacher at secondary school level; an English lecturer and Head of Department for English at a College of Education; and part-time lecturer for both undergraduate and post graduate students at Institutions of Higher Learning.

Ms Dederen spent most of her time working in the Basic Education sector where she held several senior positions which include the following: Chief Director: Curriculum Development and Support; Deputy Director-General: Curriculum Management and Delivery; and Deputy Director-General: Institutional Governance, Coordination and Support.





Heads of Department (HoD's)

Mpumalanga Province

Mrs Lucy Hlohani Moyane

Mrs Lucy Hlohani Moyane was appointed as Head of the Department of Education with effect from 1 June 2021.

Mrs Moyane brings with her a wealth of experience in the education sector having served in the highest leadership echelons of the Department for many years. Certainly, her intellectual prowess, down to earth personality coupled with her rich institutional memory serves as her pillar to propel the Department to greater heights.

Certainly, her intellectual prowess, down to earth personality coupled with her rich institutional memory serves as her pillar to propel the Department to much greater heights.

A true pioneer of the education sector who has built a pipeline of leaders and contributed immensely to the transformation of the classroom.

Mrs Lucy Moyane held the position of Deputy Director-General: Curriculum from November 2006, and was responsible for ensuring the provisioning of general and further education, training programmes and systems for general education and training, including Early Childhood Development and Adult Basic Education and Training.

She also oversaw the development, evaluation and maintenance of policy programmes and systems for Further Education and Training.

Mrs Moyane is experienced in education management as she joined the National Department of Education in 1996 as Chief Education Specialist responsible for languages.

In October 2000, she became Acting Director: School Education and was appointed as Director: School Education in 2004.

Mrs Moyane was appointed Chief Director: Curriculum and Assessment Development at the National Department of Education prior to her appointment as Deputy Director-General: Curriculum in the Mpumalanga Department of Education.

Mrs Moyane trained as a teacher and specialised in the teaching of African Languages (Setswana), Biology and Geography.

She taught Setswana and Geography at secondary school level for six years; lectured Setswana at the Daveyton College of Education for five years; and also lectured Setswana at the University of Pretoria for a year.

She holds a Secondary Teachers Diploma (Transvaal College of Education); BA (UNISA), Diploma in Special Education (UNISA); BA (Hon) Cum Laude (RAU, now known as UJ); and MA African Languages (RAU/UJ).



Heads of Department (HoD's)



Northern Cape Province

Ms Moira Marais

Ms Moira A Marais was born in Plettenberg Bay and completed school at Knysna Secondary School. She studied at the University of the Western Cape from 1980 until 1983 during which time she served on the Student Representative Council (SRC) and completed a Bachelor's Degree and Higher Diploma in Education. She also later achieved a BEd and Master's Degree in Education Management and Administration. She started her teaching career in 1984 and taught at several schools until she joined the Northern Cape Department of Education as Manager for Adult Basic Education in 1995. She left Education to serve on the Provincial and National Youth Commission from 1997 until 2000.

She went on to join the Local Government sphere later in 2000 until 2006, serving as the Executive Mayor of the then newly established Frances Baard District Municipality, as well as The Provincial Chairperson of the South African Local Government Association (SALGA). During this period, she also served as the Chairperson of the Northern Cape Tourism Authority and

the Municipal Training Institute. After the Local Government Elections in 2006, Ms Marais re-joined the Provincial Administration, responsible for Policy and Planning and later acting as Director-General in the Office of the Premier, until February 2010. In March 2010, Ms Marais joined the ranks of the Constitutional Body, the Public Service Commission, where she served as Commissioner, responsible for research and exercising oversight over the Public Service until 2020.

On 1 May 2021, she returned to her first vocation when appointed as Head of the Northern Cape Department of Education. Ms Marais is passionate about young people and education and believes that Public Servants are duty-bound to serve their community to the best of their ability, with integrity and humility. She believes that educators are the heart of the education system, that they should be supported and that they should sincerely serve the calling to build the future of our children. With the support of colleagues, Ms Marais hopes to build a better performing Department that in turn can support and build our schools into achievers of excellence and beacons of hope within the communities which they serve.





Heads of Department (HoD's)

North West Province

Mrs Stephinah Mmamotho Semaswe

Mrs Stephinah Mmamotho Semaswe was born on 22 December 1960 at Schilpadnest, now Amandelbult near Thabazimbi and completed her primary school education at Mamodimakwa Primary School, and matriculated in 1978 at Moruleng High School.

She possesses a Junior Secondary Teacher's Certificate (JSTC) obtained from Hebron College in 1981; BA and BEd degrees obtained from UNISA in 1989 and 1993 respectively; a Diploma in Management Studies (DMS) with MANCOSA; BPA (Hons) with Stellenbosch University in 2009; and an MBA with MANCOSA in 2012.

She started teaching at Kgamanyane High School in 1982 (PLI Educator); was promoted to Departmental Head (DH) in 1989; Deputy Principal at Nkobong High School in 1992; and became Principal of the same school from 1997 to 2004.

She was promoted to Chief Education Specialist (CES) responsible for policy and legislation advisory services in the Office of the MEC in 2004. She became the Chief Director for Ngaka Modiri Molema District (NW) from 2009 to 2012 when she assumed the responsibility as Acting Deputy Director-General (DDG) for District Coordination and Management. In 2014, she was permanently appointed in the same post.

In July 2017, she was appointed as Acting HoD/SG for the Department of Education and Sport Development. In March 2018, she was appointed as the HoD/SG for the Department of Education and Sport Development (North West) - now Department of Education - the position she is currently holding.

She is a member of the Umalusi Sixth Council with effect from May 2021. Mrs Semaswe participated in many local and international education related conferences, seminars, workshops and international benchmarking exercises on educational matters.



Deputy Director-General, DBE



Deputy Director-General: Delivery and Support Ms Simoné Geyer

Ms Simoné Geyer has worked in the Education system in South Africa since 1987. Nine years were spent in the classroom as an English teacher, educating the South African child. During this time, she became involved in teacher unionism and was actively involved in teacher unity talks that paved the way to establishing the South African Democratic Teachers Union. Between 1990 and 2001 she was elected to various leadership positions in the union, including serving as the Chief Negotiator for the union in the PSCBC and ELRC. She completed her cause in teacher union service and joined the Department of Education to contribute her experience and skills to help build the education sector in 2001. Her working career has always been in the formal education system at various levels, from a high school teacher to a Deputy Director-General in the National Department of Basic Education.

Ms Geyer currently holds the position of Deputy Director-General: Delivery and Support Branch of the Department of Basic Education. She is currently the only serving woman leader in this position, after other veteran females have gone on retirement. Her main functions and responsibilities are to give strategic leadership and guidance to the following six Chief Directorates: Curriculum Enhancement Programmes; Foundations for Learning; National Education Evaluation

Development Unit; Provincial Monitoring and Co-ordination; District and School Level Planning; and Special Intervention and Support.

Ms Geyer has served on various professional councils and boards in Education, including: the ETDP SETA Board and the UMALUSI Council. She holds a Bachelor of Arts Degree from Rhodes University, a Post-Graduate Diploma in Education from the University of Cape Town and a Masters in Law from the Nelson Mandela University. She also furthered her studies in relation to her area of expertise and has a number of post-graduate diplomas and certificates in the area of labour relations and negotiations. She has a wealth of experience and is passionate about labour law, legislation, policy formation, legal skills and human resource development and practice in education.

She is driven by a life motto that says, "A good leader is able to paint a picture of a vision for the future and then enlist others to go on the journey with her. A truly conscious leader recognises that it is not about her, but that the team is looking to her for inspiration and direction. Keeping her ego in check is essential".

- Tamra Ryan (CEO, Women's Bean Project)





Entities

Education Labour Relations Council (ELRC)

Ms Nolusindiso Octavia Foca

Ms Nolusindiso Foca presently occupies the position of General Secretary (Accounting Officer) of the Education Labour Relations Council (ELRC). She has 21 years of experience in the education environment in South Africa, as an educator; unionist; advocate for social justice; academic and leader in the education labour field.

This extensive experience and knowledge of the different compasses of education, from the level of educator to leader at the helm of one of the most prolific and respected bargaining councils in the country; has strengthened her strategic vision for education beyond the scope of the ELRC.

Ms Foca has been deeply committed to the cause of education over the years and the portfolio of her work is not limited to the upliftment of the teaching profession through concentrated focus on educators, but to the creation of networks in all spheres of education, be it through collaboration with non-profit organisations, private sector initiatives, adopting key priorities as outlined by government not directly related to education, and incorporating it in the strategies of the organisation for the greater good of the country.

Under the guidance and leadership of Ms Foca, the ELRC has successfully transitioned from a listed public entity operating within the confines of the PFMA, to a delisted entity that still strictly adheres to and is guided by the best practices adopted by the PFMA, in terms of corporate governance and compliance. During this period as a listed entity, the ELRC received unqualified audits. The ELRC has maintained this status as a compliant organisation post the listing period, governed by the King IV principles on good corporate governance.

The values of fairness, accountability and efficiency are synergised with this of the ELRC and more importantly, typifies the professional ethos of Ms Foca.

Her curriculum vitae illustrates her accomplishments to date, but her commitment stretches well beyond the print. Ms Foca holds qualifications in public administration and labour law. In pursuit of her aspiration to actualise her ideals on social parity, she is presently completing her doctorate in labour law.

Ms Foca has over the years gained the respect and appreciation of key stakeholders in education. With this level of drive, she continues with her concerted efforts to find advanced ways to address crucial issues facing education in South Africa, as well as social imbalances, through research and policy development.



Entities



Education, Training and Development Practices Sector Education and Training Authority (ETDP SETA)

Mrs Nombulelo, Sesi Nxesi

Mrs Nombulelo Sesi Nxesi is the Chief Executive Officer of the Education, Training and Development Practices Sector Education and Training Authority (ETDP SETA) and has been at the helm since 2004. Prior to her appointment as the CEO, she was with the Department of Education, National Office, where she was appointed as Director for Teacher Development from 1999 to 2004. Mrs Nxesi was the Chief Education Specialist for Curriculum and Teacher Development (1998 to 1999) and Deputy Chief Education Specialist, Teacher Supply, Utilisation and Development (1997 to 1998). Both these specialist posts were based at the Gauteng Department of Education. She lectured in Mathematics and Physical Science at the Daveyton College of Education from 1995 to 1997.

Mrs Nxesi's career commenced in the teaching space in 1989 where she was a Teacher and Head of Department: Mathematics and Sciences.

Mrs Nxesi holds the following qualifications: a Master in Business Leadership (MBL) (UNISA); a Public Administration Honours (HPA) (Stellenbosch University); a B Ed Post Graduate Degree

(Witwatersrand University); a Higher Education Diploma (HED) (Fort Hare University); a BSc, majored in Mathematics and Chemistry (University of Fort Hare); a Certificate in Management Development Programme (MDP) (Unisa); a Certificate in Total Quality Management, (TQM) (Unisa); and a Certificate in Practical Project Management (PPM) (Unisa).

Mrs Nxesi has strengths in Management and Leadership, Strategy Planning, Execution and Implementation, Corporate Governance, Financial/Accounting Oversight and Stakeholder Management, among others.

Mrs Nxesi serves as a Council Member at the Central University of Technology (CUT), a Senate Member and Human Resource Council Member (HRC) at the University.

Mrs Nxesi also serves as a Member of the Advisory Committee of the Public Service Training Forum (PSTF) which is chaired by the Minister of the Department of Public Service and Administration.

Mrs Nxesi served as the chairperson of the SETA CEOs Forum until September 2018 and she was re-elected as the Deputy Chairperson of the SETA CEOs Forum. She also served as a Council member of Higher Education (CHE) until November 2019.





Entities

South African Council for Educators

Ms Ella Mokgalane

Ms Ella Mokgalane is the CEO of the South African Council for Educators (SACE).

She has previously worked for SACE as Senior Manager, Professional Development and as a Manager Professional Development and Research. She worked for the Mpumalanga Education Department as a Deputy Chief Education Specialist (Teacher Development); the University of the Witwatersrand Education Policy Unit as a researcher and national coordinator for the Teacher Appraisal Project; the University of the Witwatersrand Education Rural Facility as a teacher development project coordinator; the University of the Witwatersrand's Academic Staff Development Centre as a Junior Lecturer and Course Evaluator; and Sparrow Schools as a Teacher.

From the University of the Witwatersrand School of Education, she holds: a Bachelor of Primary Education (BPrimEd); a BED (Honours, specialising in Teacher Education and Development);

and a Postgraduate Diploma in Education (specialising in Educational Policy).

From the University of the Witwatersrand School of Governance, she holds a Postgraduate Diploma in Management (specialising in Monitoring and Evaluation); and a Master of Management (Public Policy).

Ms Mokgalane holds a Diploma in Human Resource Management and Development from Damelin and a Certificate in Finance for Public Entities from UNISA.

In addition, Ms Mokgalane holds a Master's in Education (Educational Management and Leadership) from the University of Johannesburg.

She also served in various structures such as, the ETDP-SETA Board; the University of the Free State Faculty of Education Academic Advisory Board; the Africa Federation of Teaching Regulatory Authorities Executive Board Member; and Steering Committee member for the establishment of the ETDP-SETA.





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