

EAGLE



WIDENING THE DISCOURSE



**Celebrating
Excellence in
Schools
INkambeni Primary
+
St Marks High**

**Reveling
Pride Month
(June)**

**Government
Breaches 2016
Collective Agreement
on Salary Review**

INSIDE

Taking Sports to another level - Victor "Mavikane" Dlamini



THE SNAT MERCHANDISE ON STOCK

Available at SNAT Centre,
Opposite William Pitcher
(Manzini)



Jacket

**(Red, Black, Khakhi,
army green)**

Long E550

Normal E480

Tracksuit	E700
Jacket short	E480
Jacket long	E550
Bodywarmer	E350
T-shirt	E130

SNAT Merchandise ©, 2021



The SNAT Platform



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SNAT Swaziland



The SNAT Union

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EAGLE



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VISION

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

MISSION STATEMENT

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

VALUES

- EXCELLENCE
- SERVITUDE
- INTEGRITY
- SOLIDARITY
- UNIONISM

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#JUSTICEFORTEACHERS



Mcolisi Motsa

The SNAT Editor

1928 establishment, the SNAT has seen it all with regard to the relations between the employer and her employees. We know for a fact that the government treats teachers with the highest contempt. We know for a fact that teachers are held at ransom by the employer of choice. Is this how other public servants are treated in the civil service?

This year, 2021, schools re-opened March 29 after a prolonged closure due to the global pandemic. Personally, I've been asserting that the advent of COVID-19 has been a lost opportunity

for the MoET. Post COVID-19, teachers were supposed to be better-off.

With our neighbours, South Africa, we saw the Department of Basic Education [DBE], rolling-out the inoculation of teachers on Wednesday, June 23, 2021. Had a chance to check the motion picture [videos] where the Unions in SA, such as the SADTU, were encouraging their members to take the Johnson and Johnson jab. Where is Swaziland in all this? There's absolutely zilch considered for educators. Not even a single mask has been handed over to a teacher since March 29, 2021.

As we speak, some teachers haven't received a salary since December 31, 2020. Some of these resilient educators have no housing in schools. They travel long distances daily to their duty stations. Some are sweating it out in classrooms with no posting letter-banking their hopes on 'mercy' from a lethal employer. Such is frowned upon by all employment legislative frameworks. It is a grossly unfair labour practice.

We can count till the clock drops on the shenanigans of the employer on teachers. The least said on the Salary

Review rigmarole, the better as it is crystal clear to all and sundry that we've a hospitalised Government: sick to the core. The aforementioned stimulate teachers to join the call for a people's government. That call is genuine! Can we afford to keep quiet when the entire country is shaking? Of course, we can't afford to stand in the fence. It is time we pragmatically join the bandwagon.





On The Lenses



Before & After Paving...



Ngwane Park SNAT Property Before & after renovations...



Caskets and Coffins ready for use at the SNAT Burial Services



On The Lenses

GENERAL PHOTOS



THE SNAT 2021 CONFERENCES



SIKELELA DLAMINI

The SNAT Secretary General [SG]

The advent of the Corona virus pandemic seriously challenged all sectors of the society. The SNAT, unfortunately, is no exception to this sad reality. The Covid-19 national Regulations and protocols put emphasis on smaller gatherings of less than 100 people.

In its almanac, the SNAT had highlighted that it would hold Annual Conferences, General Meetings, participate in May Day and the World Teachers' Day commemoration and other campaigns and demonstrations.

The SNAT 2021 Conferences remain the highly affected SNAT event in the current year. Firstly, as the SNAT, we could not hold Annual Conferences this year (2021) not only because of the raging force of the Covid-19 but also because the Resolution to hold Annual Conferences only existed as such and it was never included in the SNAT Constitution and yet the Resolution was merely amending our (SNAT) Constitution.

This is a good lesson which we must embrace as the SNAT that, when we make Resolutions that have a constitutional bearing, we must also make one that will place

the same resolution in the SNAT Constitution which is our (SNAT) supreme law.

Whilst it is true that as the SNAT our supreme decision-making body is our conference, it is also true that the Industrial Relations Act of 2000 (as amended) instructs that such should be a general meeting of all members where narrative and financial reports are presented and the conduct of leaders is reviewed (elections).

ANNUAL CONFERENCE

However, this does not outlaw our Conference of Delegates as a body in which all this can be done, since delegates represent the General Membership and that whatever is discussed in conferences gets cascaded to the general membership. The only legitimate step that we need to do as the SNAT is to ensure that the SNAT Constitution is amended, accordingly, so as to give clear direction in terms of what annual conferences are to do.

Clarity ought to be made that the IRA of 2000 (as amended) is superior to our (SNAT) Constitution and what it says must go. The letter and spirit of Article 29 (1) (d) and (g) directs that these reports must be delivered to the membership on a yearly basis. The SNAT NEC had, therefore, decided that in an endeavour to comply with the IRA and the SNAT Constitution, a General Meeting was to be convened wherein

for the current year (2021) the narrative and financial reports are to be presented.

This would be the Extra-Ordinary General Meeting (EOGM) which is attended by bonafide members. However, next year (2022) since it will be election year for the SNAT, the Organization needs to hold its constitutional conferences. It is hoped that, as always, such conferences shall be making resolutions which will then be implemented by the leadership [NEC]. Many constitutional resolutions await their inclusion into the SNAT's Supreme Law and these include; having Branch and National elections on the same day, reducing office bearers at National, Regional and Branch levels, amongst others. These, according to some legal opinions, need to be included in the constitution prior to implementation.

As things stand, the Government of Swaziland has regulated and reduced gatherings, either indoors or outdoors because of the Covid-19, wave third wave threat. The SNAT NEC shall be closely monitoring the situation and if conditions permit, an Extra-General Meeting [EOGM] shall be convened for the presentation of Narrative and Financial Reports to bonafide members of the SNAT.



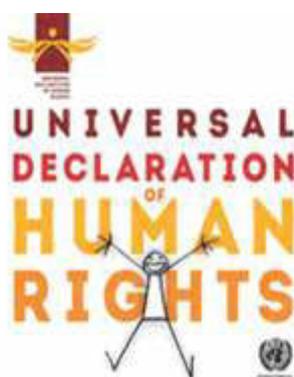


SIFISO VILAKATI

The SNAT Gender and Human Rights Officer

June is the month of Pride for the minority community we have globally as well as in the SNAT. Every June, members of the LGBTIQ community celebrates in Pride in honour of the 1969 Stone Wall uprising. Furthermore, Pride month is also an opportunity to peacefully protest and raise political awareness of current issues facing the community. Parades are a prominent feature of Pride month, and there are many street parties, community events, poetry readings, public speaking, street festivals and educational sessions all of which are covered by mainstream media and attracting millions of participants. To level matters, LGBTIQ stands for: Lesbian, Gay, Bi-sexual, Transgender, Inter-sex, Queer. The SNAT, as a union, does embrace this community as the SNAT constitution states it very clearly in article 6.4 that the teachers' union shall strive to combat discrimination on the basis of gender,

race, social status, health status, religion and political affiliation. The UN's Bill of Rights states it clearly that every human being on Earth has inalienable rights from birth, till death and are inherent to all human beings regardless of sex, race, nationality, religion etc.



The UN, in its Universal Declaration of Rights [as adopted in Paris, 10 December 1948], reveals that human rights include the right to life and liberty, freedom from slavery and torture,

freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

Coming to our country situation, we all know that LGBTIQ rights are limited and they continue to be criminalized in the common law of the land. A study was conducted with serious evidence against Human Rights violation against Swazis, reporting that this group suffers "social exclusion, marginalization and stigma as they are seen different from the other people."

The SNAT Membership does included many teachers and University students who belong to this community and as a union we are celebrating THE MONTH OF PRIDE [June] with them. We call for tolerance and acceptance from all corners with regard to embracing these normal human beings.

"VIVA SNAT, VIVA!!!" "VIVA PRIDE MONTH, VIVA!!!"

GOVERNMENT BREACHES 2016 COLLECTIVE AGREEMENT ON SALARY REVIEW



SIKELELA DLAMINI

The SNAT Secretary General [SG]

On this article, the SNAT SG, Sikelela Dlamini gives a comprehensive update on the issues that are discussed at the Joint Negotiations Forum [JNF] between the Government Negotiating Team [GNT] and Public Sector Associations [PSAs]. The fundamental agenda item is that of a Salary Review Exercise that was slated for this year [2021].

The progress at the Joint Negotiations Forum (JNF) took an unexpected turn when the Government of Swaziland tried to play smart by refusing to be party to a process that was to set the Salary Review [SR] exercise in motion. Comrades need to remember that when the last Salary Review (SR) exercise was completed and negotiations that arose therefrom were neatly concluded, a Collective Agreement [CA] was then signed by all parties on 06th July 2016.

One of the terms of the agreement was that the next Salary Review exercise was to be held during the 2021/2022 financial year. This is the same agreement that was later made an order of court, with all parties (Government and Public Sector Associations) in agreement to the process. However, in March 2021 when Public Sector Associations (PSAs) demanded that the SR process be set in motion, the Government flatly refused to be party to such, citing cash liquidity problems.

The Government Negotiations Team (GNT) carried a mandate from their principals that said,

since the country was hit hardest by the Covid-19 pandemic, the state found itself in a serious economic quagmire such that it had to prioritise health of the citizens over salaries of the workers. Since this conduct by the Government is a clear violation of a right that has been granted by the courts of the land, as PSAs leadership, we took the most obvious and easiest route of challenging this despicable act by the Government in court.

STEPS TOWARDS SALARY REVIEW

- a) Formulation of the Terms of Reference for the Consultant who will undertake the SR process.
- b) Appointment of the Consultant by the JNF.
- NB: (a) and (b) happens at the JNF.
- c) Consultant starts working after outlining the strategy to be used in fulfilling the task's mandate, such as dates and times on which particular interest groups will be visited for focus group discussions.
- d) Compilation of the SR report and delivering of same to the JNF.
- e) Discussion of the SR report by the JNF.
- f) Signing of Collective Agreement [CA] on those issues.
- g) Release of an establishment Circular of the employer (Swaziland Government)

h) Implementation of the SR recommendations and agreed upon issues during negotiations.

l) Appeals arising from the SR are then addressed after having been submitted by all interest persons (individuals and groups).

WHAT NEEDS TO BE DONE FOR AN EFFECTIVE SR?

- a) The timelines set should fall within the current calendar year (2021).
- b) All interest groups must be carefully guided on how to make water tight submissions during the consultations by the Consultant.

ISSUES TO BE CORRECTED BY THE SR

- a) Allowances must be reviewed.
- b) Workers doing the same job must get same salaries, for example Headteachers (either Primary or Secondary).
- c) There must be Medical Aid for workers.
- d) No employee is to be paid higher than his/her superior
- e) Experience on the job done by an employee must be considered.





The ICC and FISH at Ezulwini [courtesy picture]

From this premise, our Lawyers prepared court papers well in time and same were saved to the Government team. Whilst still awaiting a date allocation in court and or responding papers from the Government, the PSAs received a correspondence from the Government defence Team requesting that the matter be withdrawn in court and that it be taken back to the JNF for deliberation and the commencement of the SR processes.

The body language of the Government sends a very disturbing and saddening stimulus though. The government expenditure pattern is telling a totally different story in so many ways.

- Recently, the same Government has bought new expensive cars for ministers and other senior officers.
- The construction of capital projects such as the International Convention Centre (ICC) continues unabated and yet these are not income generating projects for the country and could wait a little longer.
- A loan to the tune of 1.4 billion has been approved from the new Parliament Building from India

What further confuses us is that the conditions of this loan are so tough for a country such as ours in that the government must also use 60% of the money in sourcing materials and supplies from India. The parliament building is not at all a pressing need at the present moment.

- New police cars have been procured to beef up the escort convoy for the royal family

Whilst the Government is proceeding with such extravagant spending, health centres remain incapacitated to deal with the looming challenges of the third wave of the Corona Virus. The provision of Personal Protective Equipment [PPE] for frontline workers such as teachers and nurses has still not been done, not to mention the vaccination of the population. This then becomes clear that the narrative by the government that they are channelling funds to the fight against Covid-19 is a fallacy and it undermines our intelligence as a Nation. Our demand as PSAs is that the SR process should

continue as agreed and further ordered by the court so that Government employees are able to procure facilities and supplies as they get ready to meet the Covid-19 challenge because clearly as a country, we are alone in this, with this weak political administration.

In terms of other substantive agenda items at the JNF, the parties there are moving towards the finalisation of the Joint Negotiations Forum Framework for conducting negotiations. The agenda for the current year is hampered by the fact that we have not yet found closure on the SR issue. Clarity ought to be made that, PSAs cannot negotiate for Cost-of-Living Adjustment (CoLA) for the current year whilst the battle for the SR is still on because any SR exercise includes the CoLA as well. The 2021/2022 SR exercise is expected to normalise many issues that are of serious concern to our members such as allowances, different pays for work of equal value, medical aide, amongst others. The membership shall be kept abreast with developments at the JNF as days go by.

Amandla!!!!

TAKING SPORTS TO ANOTHER LEVEL

The SNAT Media engaged a well-known personality in Sports and in other forums such as the SNAT, Victor "Mavikane" Dlamini. He is a reputable individual who has seen it all in these fields of specialisation.

S NAT MEDIA [SM]: Good day Mlangeni.

VICTOR MAVIKANE DLAMINI [VMD]
: Good day to you too, my leader.

SM: We are humbled by the SNAT Media to engage with you today. Kindly give us a hint, who is Mavikane Dlamini?

VMD: Mavikane is a teacher at Jubukweni High, a father of four (2 boys and 2 girls), Sports Administrator and NASOWECO Chairperson.

SM: Hmmm...that is mouthful Leadership! Tell us: how did you realise your passion for Sports?

VMD: In simple terms, I've always been a Sportsman, because even as a young man, I played football. I played for Mbabane Swallows under 17 and under 20s, respectively in the years 1983-1985.

SM: We understand that in 1998, you were transferred to KaSchiele High where you found seasoned Sports Personalities like Bizzah Mkhonta and Anthony Mdluli, tell us more about those years thereat?

VMD: Even though, there were seasoned sports personalities, I managed to become the sports teacher, within my first year there. The overall experience of working with such seasoned personalities was interesting and eye opening. It is also where I acquired my interest in netball. They helped greatly in molding me into the person I am today. At the time, KaSchiele was one of the best schools as far as sporting activities are concerned.

SM: Personally, I have come to know you at SSSA. Give us a low down on your time thereat.

VMD: I started out as Mbabane Branch Secretary for SSSA, then eventually won elections for Secretary General for Sports Eswatini. From there, the rest is history. We were able to secure sponsorships for schools through SSSA, an example being KFC and Coca-Cola, under the leadership of former President, Siphon Mndzebele. The executive was a wonderful team to work with.

SM: I am one person who is passionate about young people. Do you think SSSA is relevant in developing young talent in schools?

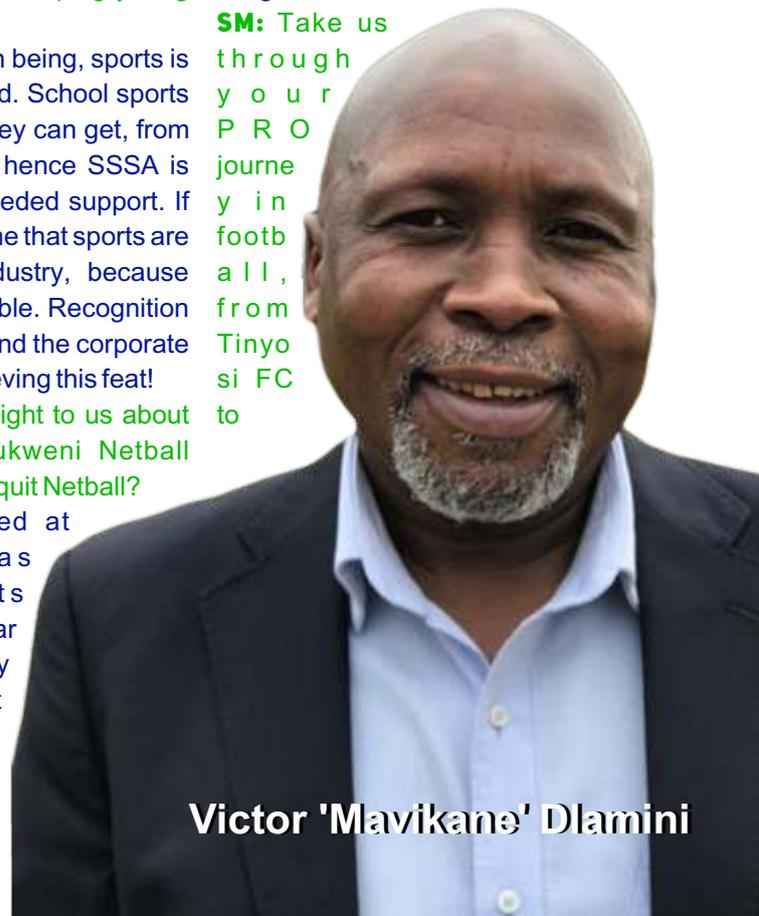
VMD: Yes, it is. Reason being, sports is where talent is nurtured. School sports need all the support they can get, from all bodies concerned, hence SSSA is there to offer much needed support. If you ask me, it's high time that sports are recognized as an industry, because they put food on the table. Recognition from the government and the corporate world, is critical in achieving this feat!

SM: Well, shed some light to us about your time with Jubukweni Netball Team. What led you to quit Netball?

VMD: When I arrived at Jubukweni, I was appointed Sports teacher, in my first year there (2002). I took my experiences at KaSchiele, with me to Jubukweni. I'm proud to mention that Jubukweni High

School won 5 consecutive national championships under my leadership. The girls were an excellent team to work with, which made my job, quite easy. A majority of them were recruited by REPS and HMCS, as a result of their excelling in netball. I had to vacate my post, as Secretary General for National Netball Association of Swaziland, because it was said to be a sport for women and therefore women, needed to occupy the key leadership positions. To me, it seemed like gender discrimination, at the time, but I'm grateful for the opportunity that I got. It came with a great deal of enlightenment.

SM: Take us through your P R O journey in football, from Tinyosi FC to



Victor 'Mavikane' Dlamini

Matsapha United where you were the CEO.

VMD: As a former Secretary of School Sports and Netball Association Eswatini, it became quite easy for me to fit in at Tinyosi FC as PRO. I was recruited into this role by one of the Senior Attorneys in the country, S.V Mdladla. By that time, they were still a First Division team. Unfortunately, they got relegated and I had to quit. However, I enjoyed my tenure there, because they introduced me into the football scene. How I came to join Matsapha United, is a sad story. I was recruited by Siphon Shongwe, who was the owner of Matsapha United, into the Management Committee, and thereafter I became CEO. I greatly enjoyed working there. It was a vibrant brand to be associated with!

SM: On that note, what happened at Matsapha United? Why did you quit?

VMD: After the whole debacle with administration, the whole team was dissolved and I had to vacate my role, which was a shame, because that team was in both my head and heart. #The Deep Blue Ocean, Umhlab'hlange!

SM: You have been serving in many structures and organs. One of them is the Eswatini Olympics and Commonwealth Games Association (EOCGA) where you got appointed as a Board member. Tell us about that?

VMD: Being Secretary General for SSSA and National Netball Association of Eswatini, equipped me perfectly for this current role. I won the 2008 elections to become a Board Member of the Eswatini Olympic movement. I won the election 2 consecutive terms and unfortunately lost out in 2016. However, I bounced back in 2021. The overall exposure due to this role, has been amazing, because I have gotten to travel all over Africa and internationally.

SM: On the 16th of September 2020, you were appointed as PRO for Athletics Eswatini [AE]. How did you

feel about this appointment and what are your responsibilities there?

VMD: It was humbling, indeed. I was approached by the President of Athletics Eswatini, Zakhele Dlamini, which was an honour, in itself. My role is simple, I market the Athletics Eswatini brand, as a whole. And, if you ask me, it is doing rather well! The Federation, has great quality leadership. It is their vision which persuaded me to associate with them, in the first place.

SM: On the 8th of March 2021, we woke up to the news that you have been virtually voted into office at the EOGA, serving with the most-experienced Bomber Mthethwa. How does it feel being there?

VMD: Honestly, it feels, surreal. Each role I've been inserted into, has been greater than the last and I don't take that lightly. I'm grateful to all the individual associations which voted me into this role. Bomber is an experienced Sports administrator, so I learn a lot from him, on a daily basis. It truly is a great privilege and honour working with him.

SM: Hmmm...now my leader, tell us about your involvement with the SNAT.

VMD: I joined SNAT, back in 1992 as a member, whilst still at Christ the King High. I was transferred to Mbabane in

1998, after which I became BRASOWECO Secretary. I thereafter became Chairperson of the same structure. Later I became Chairman of SNAT's Mbabane branch. Currently, I'm the the Chairperson of NASOWECO. Overall, I'm involved in SNAT'S entire tripartite.

SM: In your own point of view, how best can stakeholders improve sports in the country?

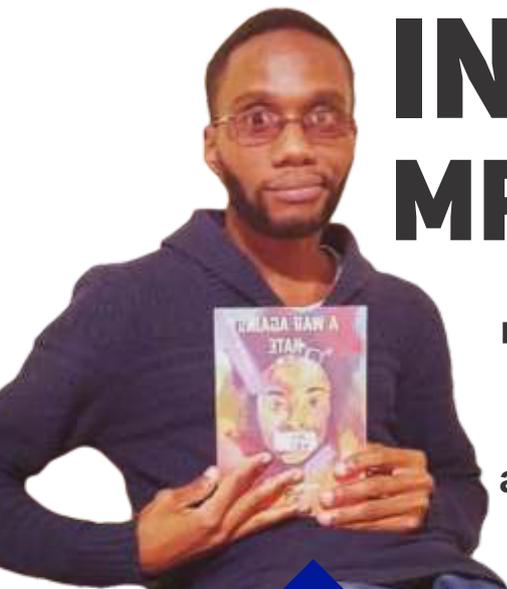
VMD: In my opinion, like I said earlier on, sports should be turned into a serious industry, because they put food on the table for many. The corporate world (private sector) should be actively involved in sports as well, because they are key sources of funding. As a country, we must strongly focus on development of such crafts, because if we don't, it'll be disastrous. We are already behind in terms of the standard of the rest of the world. We need to catch up!

SM: Well, that's mouthful my leader! I cannot hide my excitement upon engaging with you today. I wish you all the best in your sports career.

VMD: You're welcome, my leader. Thank you for having me.

SM: Thanks again Mavikane!!!





Thami Magongo holding his new book "A War Against Hate."

INTERVIEW WITH MR. THAMI MAGONGO

The SNAT Media took time to engage with an upcoming writer, Award Winner and social activist Thami Magongo. He speaks his mind on a plethora of issues, his book and activism.

SNAT MEDIA [SM]: Good day Thami!

THAMI MAGONGO [TM]: Good day SNAT Media

SM: Hope you are great. Tell us about yourself: who is Thami Magongo?

TM: Thami Magongo is a shy and yet humbled young man from Mbabane having started and completed school in Mbabane as well. I completed school at Hermann Gmeiner school (SOS) and did a certificate in professional computer and information processing at CIT then later enrolled at UNESWA for BA Humanities and graduated 2019. I am a poet and a writer and just had my first book published titled 'A War Against Hate' addressing Human Rights violation and raising mental health awareness. I have also collaborated with a young Motswana woman, Ms Paula O.M. Otukile from Botswana in a book titled "Eswatini-Botswana Drum" which will be published in Botswana. Last but not least, I am Mulher Forte African literature Awards winner under best poetry performer category.

SM: Hmm...that is really mouthful. Now, what is it that inspires you in life, generally?

TM: Generally, I draw my inspiration from life itself, the need to know what tomorrow have in store for me and I always keep a positive attitude and mind. I am also inspired by other writers and scholars of literary work and that helps me grow as young writer.

SM: Wow! Tell us about your history of writing. When did you discover that you are a writer?

TM: Growing up, I used to read my elder sister's books, any books but eventually I realized I enjoyed storytelling and that's when I started challenging myself to continue reading and writing. It has always been a dream to be an author and after graduating from University I worked harder to archive that dream and I finally realized it in 2021 when my book my was finally published.

SM: Well, we have seen your book: 'A War Against Hate.' Tell us about the title itself. What inspired it?

TM: 'A War Against Hate' was inspired by the outcry from the world against hate and violation of human rights from gender-based violence to the unfair treatment and attitude towards the LGBTQ community. The book is also inspired by gender biased laws and political or governing issues in which the government body is being challenged to either shape in or ship out. One of the themes of the book is mental health in which it's inspiration hits closer home as a young man who has and still surviving depression and other mental health related issues including anxiety.

SM: Oh! Great! The reaction, as we see it, has been overwhelming. Tell us about your experience on the reaction from the public from the day you released the book?

TM: It has been a great experience from presales and even now people still are ordering copies of 'A War Against Hate.' It has been a humbling experience, honestly; I never expected the kind of support that I received. We are still working towards the launch of the book which will be announced as soon as we settle the date and venue, also hoping to get support from organizations that would be interested to be part of it all.

SM: If you were to describe the gist of your poems, what would you say is the underlying message? What kind of poetry do you write? Are you a poetry activist yourself?

TM: I can say I am poetry activist because in my work I write about socio-political issues: issues that affect us. I do perspective writing. My poems paint an image of how it feels to be a victim of abuse and/or how its like to experience mental health disorders. Some of the poems are through the perspective of the abuser and/or perpetrator and in their twisted sense they're making their case, and yet all in all there is no room for abuse.

SM: Of course, Gender Based Violence is a contentious subject. What, in your view, should be done to bring such an evil culture to a stop?

TM: Some people are even calling Gender based violence a pandemic on its own and I think they're right because every day we have Breaking News on victims of violence, gender based. I think gender-based violence stems on the system of governance that we have and our culture is still Patriarchal where men still are the dominant species. I think government needs to implement and enforce harsh Laws and Regulations towards perpetrators of abuse even if we cancel culture and other institutions that favour gender biased Laws.

SM: Well, we saw you recently in a protest action following an incident of violence. What prompted your participation?

TM: As a defender of human rights, it was my place to be there and join other human rights activists in the fight against human rights violation and actually taking the war against hate even in a more practical sense. It was also a challenge to other young people and men in general so as to say we need to take the lead and fight against all kinds of injustices including gender-based violence.

SM: Coming back to your book, I have seen many young people who were passionate writers like you fall off the radar due to a myriad of reasons. What is it that you think should be done by the government to support writers?

TM: I think the government still doesn't take the arts industry seriously enough and I say because, as you've mentioned, there have been young people who were passionate writers but fell-off the radar due to myriad of reasons. I think the government first should recognize and support writers by engaging them and their work. For instance, promote their work and even include some of their work in the curriculum. That would even inspire young learners to be writers themselves and also to make a living out of it.

SM: Mouthful! Recently, you participated in the Mulher Forte African Literature Awards where you bagged

the Best Poetry Performer. How did you get to know about the Awards and how was the experience there?

TM: I got to know about the awards through Mr. Mcolisi Motsa, SNAT Editor, who communicated with Mulher Forte African Literature and after they have seen my work they were impressed and it led to me being one of the Nominees of the competition under best poetry performer and ended up winning the competition.

SM: Well, we would like to congratulate you on this Award and looking forward to many more accolades for you. Now, whom are you attached with as a poet? Who are your current partners and those you wish to engage in future?

TM: Thank you. As a poet, I am working with the SNAT Magazine as a columnist under Creative Arts and it has been a harmonious experience. In my book, I worked with Honest Lihle Mhlanga who designed the cover for 'A War Against Hate' and I think we still are going to work together as creatives and I will always be grateful and looking up to him. I am also attached to Mulher Forte African literature as I have collaborated with the founder, Ms. Paula O.M. Otukile in Eswatini-Tswana Drum, a well-known author especially in Africa and it has been a great opportunity to have known and worked with her. As an author and a blogger. I would like to invite other writers who would love to work with me or share ideas about literary works to feel free to communicate with me so we can enhance the literary world together and in support of each other. I would also like to engage with African Alliance (Francaise), to form a partnership with SWAGAA, Men engage, Kwakha indvodza and other organizations that would be interested in working with me or have me work for them. I would love to engage with individuals or organizations that align with the same vision that I have: A human rights violation free generation, that is, generation equality.

SM: During the World Book and Copyright Day [2021], where you were recognised by the government, you are on record saying: Revolution of reading can only be influenced by the revolution of writing. We need more writers and appreciation of their work. What did you mean by that? What prompted the comment?

TM: When you encourage people to read, there must be something for them to read and that means as writers we have a job to do in making sure that we keep writing and telling our own stories, African stories/literature and it goes beyond literature as this is a challenge to all writers be it history, religious studies, economics etc. and not to wait for other people to do it for us, that is the revolution of writing that can only influence the revolution of reading.

SM: Well, as a parting shot, what message do you have for other writers out there who are still young and upcoming?

TM: As a young and upcoming writer, I think it's crucial to have your own fashion or unique style of writing and people or readers will appreciate you for it. Also, read more and learn other styles of literary work as it will help you grow as a young and upcoming writer.

SM: Thank you so much for your time Mr. Magongo. We take this time to wish you all the best in your future endeavours.

TM: Thank you, I appreciate so much and it has been a great pleasure talking to you.



Thami Magongo during a protest at Solanis recently.

CELEBRATING EXCELENCE IN SCHOOLS

- 1. NAME OF SCHOOL** : Nkambeni Central Primary School
2. SCHOOL'S STAGE NAME : N/A
3. REGION : Hhohho
4. DISTRICT/SUB-DISTRICT : Tshaneni

5. VISION STATEMENT

Provide sustainability through quality education and empowering learners with life skills for the development of the community and the nation.

6. MISSION STATEMENT

To equip local pupils with high quality primary education and other life skills which would be helpful to the betterment of their lives in the country.

7. SCHOOL'S VALUES

Intellectual growth of pupils and staff

Excellence

Creativity

Diversity

Spirituality

8. SCHOOL'S MOTTO

Education is Wisdom

9. PHYSICAL ADDRESS: Nkambeni

10. POSTAL ADDRESS: P. O. Box 139, Tshaneni

11. E-MAIL ADDRESS: N/A

12. SCHOOL'S CATEGORY [PUBLIC/MISSION/NATIONAL/PRIVATE]:

Public School

13. FOUNDED WHEN: 1934

14. TOTAL AREA COVERAGE [SQUARE METRES]: N/A

15. UNIFORM COLOURS: Green and gold, and Khaki

16. STAFF QUOTA: 19

17. CURRICULUM DEPTH/SUBJECTS OFFERED: English, Maths, Social, Siswati, Science, H/E, Agriculture, Practical Arts, Religious Education

18. SCHOOL'S ENROLLMENT: 486

19. STREAMS AVAILABLE: 2 streams

20. EXTRA CURRICULAR ACTIVITIES IN THE SCHOOL: Culture – Ummiso & Sibhaca, Drummies, Soccer

21. PASS RATE IN THE PREVIOUS YEAR [2020]

A. EPC-----100%

B. JC-----

C. EGCSE-----

22. ONE OUTSTANDING MOMENT FOR THE SCHOOL: Visit by the DPM – Themba Masuku commemorating the Africa Child Day

23. SUCCESSES OF THE SCHOOL: Achieving Academic Excellence

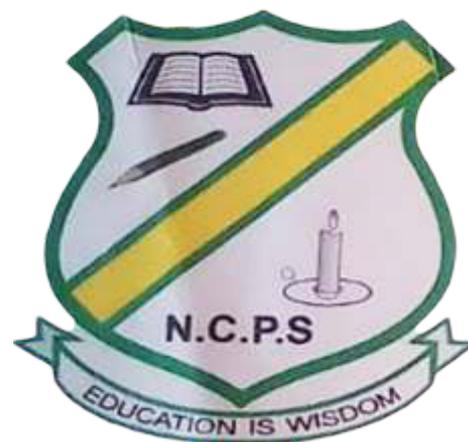
24. CHALLENGES IN THE SCHOOL: Water, furniture

25. CORPORATE PARTNERS OF THE SCHOOL: N/A

26. NAME OF SCHOOL'S SNAT REP: Khetsiwe Dlamini

NAME OF THE HEADTEACHER: Dudu Dlamini

NAME[S] OF THE DEPUTY: Mrs Ruth Nxumalo



Nkambeni Primary School logo



Learners at Nkambeni Primary working in the garden.



Trophies on display at Nkambeni Primary



The under-13 Team at Nkambeni Primary School

- 1. NAME OF SCHOOL** : St. Marks High
2. SCHOOL'S STAGE NAME : St Marks
3. REGION : Hhohho
4. DISTRICT/SUB-DISTRICT : Hhohho South/Mbabane

5. VISION STATEMENT

To continue providing quality relevant and flexible education of truly international standard that will produce well-equipped and fully prepared students to face all complex challenges and fierce competitiveness in a real world.

6. MISSION STATEMENT

To provide enabling environment in terms of good quality teaching/ learning facilities, relevant curriculum to the local needs but also with an international flavour and well qualified teachers

7. SCHOOL'S VALUES

- Excellency
- Honesty

Well-mannered and responsible students

8. SCHOOL'S MOTTO

"NISI DOMINUS"- Except the Lord build the house, they labour in vain that build it.

9. PHYSICAL ADDRESS : Corner of Mbovane and Mahala street

10. POSTAL ADDRESS : P. O. Box 31 Mbabane

11. E-MAIL ADDRESS : info@stmarkshigh.ac.sz

12. SCHOOL'S CATEGORY

[PUBLIC/MISSION/NATIONAL/PRIVATE] : Public school

13. FOUNDED WHEN: 1910

14. TOTAL AREA COVERAGE [SQUARE METRES]:

7 3672 Hectares

15. UNIFORM COLOURS: Red and White/ Grey and White/ Navy Blue

16. STAFF QUOTA: 49

17. CURRICULUM DEPTH/SUBJECTS OFFERED:

Mathematics, Physical Science, Economics, Siswati, Consumer Science, Science, Chemistry, Accounts, English, Add Maths, Biology, D & T, Geography, Business Studies, History and French

18. SCHOOL'S ENROLLMENT : 1020 students

19. STREAMS AVAILABLE: 4

20. EXTRA CURRICULAR ACTIVITIES IN THE SCHOOL:

Netball, Football, Swimming, Cricket, Volleyball, Drum Majorettes

21. PASS RATE IN THE PREVIOUS YEAR [2020]:

A. A' Levels-----

B. JC-----

C. EGCSE—

D. AS -100%

22. ONE OUTSTANDING MOMENT FOR THE SCHOOL:

Receiving the biggest trophy award from the Hon. Minister of Education and Training in 2019 for best results in JC and EGCSE.

23. SUCCESSES OF THE SCHOOL:

- Recently featured in top 50 EGCSE 19 students and 21 in JC where we had 3 students in position 1 and 1 respectively
- In Drum majorettes, we are the reigning Champ of Champs
- In Cricket, we scooped National Schools Champion in boys in 2019
- Among other things, we shined in basketball, Public Speaking and debates

24. CHALLENGES IN THE SCHOOL:

- Teachers' accommodation
- Shortage of posts

25. CORPORATE PARTNERS OF THE SCHOOL:

Municipal Council of Mbabane

26. NAME OF SCHOOL'S SNAT REP: Mrs G. Mndziniso

NAME OF THE HEADTEACHER : Mrs. Z. Zwane

NAME OF DEPUTY HEADTEACHER: Mrs. B. Mkhonta, Mrs. S. Mhlanga

The SNAT Media takes time to appreciate St. Marks High School for featuring in the SNAT Magazine. Kudos to all stakeholders in the school. We also wish the school all the best of luck in future endeavours, by the SNAT Editor.





THE SNAT EAGLE

LETTERS TO THE EDITOR

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Location: Manzini, opposite William Pitcher | Website: www.snat.org.sz

THE #JUSTICEFORTHABANI MOVEMENT

DEAR EDITOR

The call for a democratic Swaziland is now more than ever loud and clear to all and sundry. We, as Emaswati, are calling for a democratic Swaziland where we will elect our own Prime Minister and Head of Government, who will serve the interest of the people (a government for the people by the people and of the people).

The harsh and unjust treatment of the Swazi citizenry by the state police must come to an end as of yesterday. Many people (Emaswati and foreigners) have fallen victims of the REPS brutality some losing their lives. The torturing and killing of people by the police has been going on for a very long time and has become a norm to them. One wonders what are these guys taught at Police College? What are the basics of policing? Are they taught (forget the word 'taught' for they are not taught but trained as one would train his or her greyhound) to torture and kill people with impunity?

The question is: why they tortured and killed our fellow brothers and sisters? Who gave them authority above the constitution of the land to torture and kill people willy-nilly? Where exactly are they getting their orders from? Who decides when and how to take a life apart from the one who created that life? Are the police a law unto themselves as they seem to be above the constitution of land and the Universal Declaration of Human Rights? Where is the police commissioner, the head of government

and the head of state, why are they silent, is this because of their orders?

What happened to the police officers who killed Noxolo? What happened to those officers who murdered comrade Siphon Jele? Where are the killers of Mathousand? We haven't forgotten Ayanda a UNESWA student who was crippled by the police and ruined her future? Where are those police officers who crippled her? What happened to them? Were they promoted like Skheshekheshe? Who shot comrade Willy at the SNAT centre? Is this now the criteria for promotion in the police service?

On the 8th of May 2021, my brother Thabani Nkomonye (may God bless his soul), was killed by the police and his body was subsequently dumped at the accident scene a few days later and the car he was driving on that fateful day was towed to the police station of death eSgodvweni where evidence of his murder was concealed and tempered with. Come Monday 17th May 2021, students led by their brave and courageous leaders (SNUS) marched from UNESWA the Sigodvweni police station to demand answers on what happened to their fellow colleague Thabani Nkomonye and decry police brutality on civilians. This was a peaceful march but the police in spite of what the students and the aggrieved public were with fired rubber bullets and tear gases at Nazarene denying them entry into Manzini town, where other protesters and sympathisers had

gathered to deliver yet another petition to Manzini RHQ. An innocent citizen Phiwayinkhosi Dlamini was shot by the ruthless police in the eye without any provocation, thus causing permanent damage to his eye.

Fast forward to Friday 21 May 2021, a mother lost her child (4 months old baby) after it was suspected that the minor inhaled tear gas smoke fired by the Royal Police. How many lives are supposed to be lost before something is done about these trigger-happy police officers? The very same day, the police disrupted a peaceful memorial service of the late Thabani Nkomonye at Fairview. They barged into the St. Pauls sports ground un-invited and unprovoked; fired tear gases to disperse the disperse mourners, without even engaging the family. The bereaved family including: his siblings, mother, and father, were tear gassed including pastors, children, members of parliament and the elderly.

We join the Nkomonye family, the student's union (SNUS) and the entire Swazi Nation in the call for the #JusticeForThabani and an end to police brutality. Most of all, we as the nation are calling for a democratic Swaziland.

#JusticeForThabani
#EndPoliceBrutality
#DemocratiseSwaziland

MANDLA 'COW' NKOMONYE

MOET; STOP CASUALISING US

DEAR EDITOR

I was so irritated the other day in watching the useless Eswatini TV where the PS in the MoET, one clown called Bertram Stewart, was speaking in parliament on the employment and non-employment of teachers. That dude is really a clown-stage actor, mocking teachers in the process with his lame promise of 100 posts.

From the onset, I wish to state that I am a victim of the exploitation meted to teachers by the notorious ministry in the country: MoET, as headed by the Mafutseni MP, Lady Howard-Mabuza. It is not a coincidence that I am a Mafutseni voter too. Come 2023, I won't waste my vote in electing that woman into Office. She has caused so much pain to a number of us, including her electorate in her constituency.

Since March 29, 2021, I have been to school, religiously: teaching, counselling learners, screening learners in the morning, marking, doing the prep book, scheme book and everything a teacher does at school. I have no posting letter though. I have not signed any contract of employment. This is because the MoET keeps on lying everyday the SNAT threatens to deliver a petition in Mbabane on the non-employment of teachers. We thank the SNAT for their efforts on our plight.

I won't lie. It is painful to be a teacher or let me say, a qualified teacher in Swaziland. I have a BA Degree plus PGCE. For the past 13 years, I have been renewing contract. This year was worse as only three in my school got their contracts renewed. My Headteacher promised to sort me out with his connections at the corrupt TSC, it has not happened since.

I am infuriated as I type this. I am fuming with anger thus joining those who are saying Tinkhundla has failed us as a ni

people. We need a government that will prioritise the people, not the Royal Tinkhundla government we have now. My kids are hungry. My family is hungry yet I hold a degree. For what?

**XOLILE
MAFUTSENI**



THE SNAT EAGLE

LETTERS TO THE EDITOR

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THE SNAT WE WANT AGENDA



SAVERIOUS NSIBANDE

Mbulungwane Secretary

Take this time to pen a page or two and share my views on the SNAT We Want Agenda. It may not be an official or popular call but it's a call that

has reared its head every now and then in our social media spaces. It's a call that deserves some attention. It requires each SNAT member and leader to pose and ponder. Is our SNAT the SNAT We Want?

Before I get carried away, let me allay any possible insinuation and innuendo that may arise as a result of this article. To the wedge drivers within our ranks I

say, by raising this discussion I am not by any means neither implying nor denying that there is anything amiss with the current SNAT. There may be something and there may not be anything. I just wish we could all take a

moment and reflect on our organization's state of affairs.

Ask yourself if this is the SNAT YOU WANT. It all begins with your individual wishes which transcend to organizational wishes and aspirations that come after much lobbying and debate. If you could be asked about SNAT, would you boldly claim "THIS IS THE SNAT I WANT"? If it is the SNAT YOU WANT, what arguments can you raise to support your perspective? If it is not the SNAT YOU WANT, again what arguments can you forward to substantiate that view? Let's now move to the gist of this article. I just want to raise a few points about this issue on the table. I am nearing over a decade of

floor-based critiques (not critics) of SNAT. My criticism ended just there, on the shop floor. It never bothered me to ensure that my voice added to the tons of voices all singing the chorus "THE SNAT WE WANT." I had my own version of SNAT existing only in my mind and shared amongst those that cared to listen in my workplace. Fast forward to two years ago, I was elevated from sub-committees to serve at BEC level. I must say it was the genesis of realizing what the animal SNAT is. Here, I am lobbying you to introspect if this is the SNAT WE WANT.

Move around every corner of the country, you hear these billowing and

toxic anti-SNAT voices. Members have a lot of views about things that SNAT should be doing. Some are complaining about their misappropriated or rather mismanaged if not misused subscriptions. Some blurt how the SNAT is so uncaring of our plights as teachers. Some flash the political flag saying SNAT is into politics. Some just dismiss everything associated with

the SNAT, an organization they pay monthly subscriptions to. Our members are on the blind about their organization. They see their leaders as people who are o get SNAT inscribed freebies.



my life as a teacher and have realized that our versions of SNAT differ, to a large extent. The tune that the shop floor is singing differs from that of leadership. Prior to my being elected a leader, I was amongst the vocal shop



Agenda!

obsessed with claims. Then you ask yourself as a leader, is the SNAT we have the SNAT we want?

As a Marxist fan and scholar, one remembers that we need scientific tools to diagnose every organizational problem. Marxism emphasizes that the only problem eradicating mechanism goes via identifying the causes of a problem and dealing with them than trying to deal with the symptoms of the problem. So, a problem presents itself before us that we have a SNAT we are not so sure if it's the SNAT our members want. Therefore, we need to ask ourselves as leaders what may be causing these angry, misguided or rather muzzled voices questioning the SNAT. Some of us are so committed to and can swearing, growing in leaps and bounds.

The SNAT I want is a SNAT that respects all the principles of democratic centralism. I want a SNAT that respects its constitution and abide by its Resolutions. I want a SNAT with a membership that wants to serve the organization whenever called upon. I want a SNAT with a membership that understands the organization in its entirety. I want a SNAT membership that understands that the subscriptions we pay are not for us t I want a SNAT membership that doesn't get bored whenever the word SNAT is uttered. The SNAT I want is a SNAT with a membership that won't whisper anti-SNAT assertions but would openly raise their views in relevant forums. I want a SNAT with a membership that is organizationally disciplined and understands all organizational decorum. This is the SNAT I WANT.

What then has caused all these deteriorations within the SNAT that stripped members of all the qualities mentioned above? What would an introspection of SNAT NEC and BEC tell us about our SNAT? Are our Branches a reflection of the SNAT we want? Do our branches fulfill their mission and purpose? Are we proud of our various branches? Can we safely say our branches do have a clear Program of Action that is a product of the shop floor? Speak out fellow members! Can a quick scan of our NEC or branch leadership motivate us enough to shout "INDEED OUR SNAT or BRANCH IS WELL LED?" The SNAT we want agenda should be an agenda that will ensure that the answer to the question raised in this paragraph is nothing but a big YES!

LESSONS LEARNT FROM THE USUTHU/NEC ISSUE



SICELO ZONDO

Usuthu BEC Secretary

Dear comrades, one writes this piece having had the opportunity to reflect on the Usuthu Branch vs the SNAT National Executive Committee matter that has since been resolved by the Industrial Court.

Perhaps, it will be necessary for one to point out that the Applicants in the matter were Usuthu Branch while the SNAT-NEC were Defendants. According to the court papers, Usuthu made an application to the Court seeking an order in the following terms:

1.1 Declaring to be unlawful and setting aside the decision of the Board of Trustees dated November 02, 2020 in as much as it is inconsistent with the Article 23 of the Constitution of the SNAT.

1.2 Declaring to be unlawful and setting aside decision mentioned in paragraph 1 above in as much as it is an improper interpretation and inconsistent with the Conference resolution 16 of 2016 as read with the Constitution of the SNAT.

1.3 Declaring to be unlawful and setting aside the said decision in as much as it is inconsistent with the Constitution of the SNAT as read with Section 98 of the Industrial Relations Act and with the Constitution of Swaziland, 2005.

Worth-noting is that the SNAT-NEC opposed this application. Initially, the Usuthu Branch had sought to review and set aside four [4] fundamental decisions taken by the SNAT-NEC. These include the decision to issue a Circular dated 26th November 2019, a decision communicated by a letter dated March 27, 2019. The letter communicated the decision of suspending the Usuthu-BEC together with Cde Justice Dlamini and Cde Sanele Masina and further subject these comrades to a disciplinary process mainly on the basis that these decisions are inconsistent with the Constitution of the SNAT, the Industrial Relations Act 2000 as read together with the National Constitution and therefore the latter decision is based on the wrong interpretation and implementation of the SNAT Conference Resolution therefore constitutes an unlawful act

The court had decided then to postpone the matter sine die following the Usuthu Branch's failure to exhaust all internal remedies on the matter before approaching the court of equity. When making the order, a number of significant factors were considered by the Court before issuing a judgment on the matter. The order which was issued on the 5th of May 2021 reads as follows:

1. The decision of the Board of Trustees dated November 2, 2020 is hereby declared unlawful and set aside accordingly.

2. The SNAT-NEC is to pay the costs of the application.

As members of the SNAT, we ought to draw lessons from this court ruling.

Firstly, it is important to highlight what a Resolution is. One of the causes of the misunderstanding between Usuthu and

SNAT-NEC was on their understanding of what a resolution is as crafted and adopted in the SNAT. In the ruling, Judge Nsibandze states that on a proper reading, the resolution simply resolves to have Branch elections held on the same day of Branch conference. That takes the issue of the stop over nowhere. This observation made by the court is in line with the December 15, 2017 circular and the legal opinion sought by the SNAT on the matter. When one considers the resolution and how the initial circular implemented it, in essence, it shows that the SNAT had at some point a clear understanding of the resolution and the fact that a resolution is the last part which begins with, 'therefore recommend that....' The preamble (spirit) is just a spirit not a resolution.

Secondly, as members of a trade union, we ought to understand the supremacy of the constitution. The SNAT Constitution stands supreme and is meant to guide thtimes. No individual or structure should dare go against the constitution of the organisation as it remains the supreme document and is meant to safeguard the SNAT's interest. In this matter, it has been apparent that such a move and interpretation of the resolution would have had a detrimental effect on the SNAT as it would have set a bad precedence.e operations of the SNAT at all In addition, the SNAT must consider having a Lawyer as an ex officio member of the SNAT Board of Trustees to put that legal flair and understanding in the BOT. What one witnessed in the mediation meetings Usuthu had with the SNAT-BOT makes one hold firmly the view that perhaps the time has come for the SNAT to consider having a legal person sitting in



this very important structure. Such a structure would have prevented a situation whereby structures of the same organisation had to drag each other to court.

More importantly, as the SNAT, we should always take advice seriously. The legal opinion sought by the SNAT advised against the decision taken by the SNAT-NEC but that was ignored. This court battles would have been avoided had the advice of not only the legal opinion but also of the General Council been considered.

As a parting shot, there is a belief that this judgment has led to SNAT dropping annual conferences. The following questions come to mind:

1. Considering that the Usuthu judgment was issued on the 5th of May 2021 and the resolution on annual conferences was a 2016 resolution brought into effect in the December 15, 2017 circular, can the law be applied retrogressively?

1. If indeed the Usuthu judgment has such a bearing on the constitution, are the SNAT Office Bearers or serving leaders from shop floor to national in office legally?



SNAT/OSISA PROJECT ON THE REOPENING OF SCHOOLS

On the 29th of March 2021, the Government of Swaziland reopened schools and other learning institutions. As classes resumed, the status of schools was expected to be safe enough to welcome teachers and learners in an environment that will not contribute to the spread of COVID-19. As a result, a survey was conducted to verify if government had supported schools in the quest to comply with WHO's rules and Regulations of health and safety standards; field visits were also conducted to assess the readiness of safe re-opening of public schools in line with the national COVID-19 safety standards and Regulations. The main reason for the field visits was to check whether all the necessary facilities and resources were put in place before the resumption of classes.

During the field visits, it was discovered that temperature testing stations were put in place to check all learners, visitors, parents and teachers before entering the school's premises. However, hand-held infrared



thermometers were not enough and some of the thermometers are not functioning well. Even though hand washing stations are set with soap in

every area of the schools, water is not enough or not available in some schools, especially in the Lubombo Region. For instance, Loyiwe Primary School does not have water and only relies on water from a well which is also used for other purposes. The lack of water supply is a major problem in the fight against the global pandemic as the frequent washing of hands is one of the main safety precautions in fighting against the virus. Personal protective equipment (PPE), tools and consumables such as masks and face shields were not enough as 47% of the



visited schools did not have Personal Protective Equipment [PPE]. Even the available PPE in some of the schools were only reserved for teachers and not learners.

The pandemic has had several consequences such as high rates of death, physical, psychological and social morbidity and is continuing to induce adverse mental consequences leading to psychiatric morbidity to learners and teachers. A lot of learners and students have been negatively affected by the pandemic; some have lost their parents, some had to adjust to the changes as most parents lost their jobs and life took a turn for the worst.

The project has embarked on providing psychosocial support services to learners and teachers who have been greatly affected by the COVID-19 pandemic. Psychosocial counsellors have been engaged and assigned to provide one-on-one counseling sessions to both teachers and learners; the activity is on-going and a number of schools such as Jericho Primary and Mlambo Primary Schools have been visited. These services are proving to be very helpful not only in helping teachers and learners to cope with the current stressors, but also in raising awareness about the pandemic and its effects on the society at large.

Counsellors have joined the team to provide counselling sessions to both teachers and students. Covid-19 does not only cause profound impact in the health and economic situation, but also on psychosocial wellbeing of all humans.

How do teachers access counselling? The SNAT/ OSISA Project Team communicates to headteachers and get the number of teachers who need counselling. The team then visits the schools with counsellors. Teachers are also able to get the service at the SNAT Centre by communicating to Project Officers or the SNAT GS. For those who may need counselling as an individual in his or her town, we also have our counsellors stationed in the four [4] Regions of the country. We urge educators to make use of this service for their mental health.

WE NEED MORE TEACHERS IN SCHOOLS



MANDLA 'COW' NKOMONYE

Mhlume Branch Secretary

The year 2021 shall go down in the history books as one of the years that saw a rise in the enlightenment of the Swazi populace about the unjust and cruel system of the Tinkhundla system of governance. The teaching fraternity has experienced the worst exploitation by the government of the land (under the government or rather the Tinkhundla system).

The COVID-19 pandemic has exposed a lot of rot within the system which is undemocratic and oppressive. Schools have been one of the most affected entities together with the health sector (nurses), where we have experienced the casualization of employees by the government. The reopening of schools in March 2021, in accordance with the COVID-19 Regulations, has been a huge headache to teachers as the government through the TSC has refused to hire teachers in order to the COVID-19 Regulations of 1 teacher is to 20 learners. Most schools, if not all, are understaffed and that leaves the available teachers with a lot of work. When the self-righteous former TSC Chairperson, one Simanga Mamba, (a none qualifying candidate) finally left

the service, we as the SNAT, thought things would change for the better. Lo and behold, the cunning and conniving regime brought in yet another agent of the system in one Amos Mahlalela, former Principal of Ngwane College who ruled the institution with terror. As the SNAT and the nation at large, we had the hope that after the departure of



The newly appointed TSC Chairperson, Dr. A.M. Mahlalela [Photo, courtesy of the times.co.sz]

the former and undeserving Simanga Mamba as the Chairperson of the TSC, a qualifying candidate would replace him and serve the interest of teachers and learners, but the unjust government appointed a rugged fellow to replace him.

Many qualifying teachers are sitting home unemployed yet the burden faced by the teachers in schools is immeasurable. The government of Eswatini has resorted to driving the nation into poverty and illiteracy by not renewing contracts of teachers which expired in 2020, further not hiring new educators. This then shows that the Tinkhundla system of governance is hell-bent on producing an illiterate and docile generation, one that will assume the status of

Regiments (who will pay allegiance to the King and never question any wrong doing by the royal family in the country of our forefathers).

The reality on the ground is that schools need more teachers than ever for them



to provide the necessary service they were meant to provide, i.e., provide quality education to all Swazis. The government of Eswatini (how I miss Swaziland my country), on the other hand, is not willing for same to happen and is doing all it can to frustrate the education of Eswatini. This is a strategy aimed to make the Swati population docile and pay allegiance to the King. Cry the beloved country!

As I conclude, I call for the government to hire more teachers as the need for them is there, as evidenced in schools. Mr. Mahlalela, the new and current Chairperson of the TSC must, with immediate effect, expedite the hiring of more teachers, renew all teachers contracts which have not been renewed, put an end to the casualization of the teaching profession and relocate all Degreed teachers (PGCE holders) currently in primary schools to high schools.

Mandla 'Cow' Nkomonye
Mhlume Branch Secretary

SCHOOLS ARE ESWATINI'S BEST HOPE FOR THE GREEN REVOLUTION



MUSA NDLANGAMANDLA

Founder of Yibutse Green !ction
Reputable journalist and activist,

We are sitting on a ticking time bomb. Eswatini is becoming one massive dumpsite as discarded facemasks, heaps of COVID-19 waste, hazardous garbage and plastic litter have taken over our public spaces. Yibutse Green !ction founder MUSA NDLANGAMANDLA wants environmental education strengthened in schools and fully grafted into the curriculum at all levels, if we are to see a paradigm shift in attitudes and behaviours towards waste.

The global disruption caused by climate change and exacerbated by the COVID-19 crisis has brought into sharp focus the need for innovation in the education sector aimed at inculcating a culture among children not to litter and to safeguard the environment.

It is important that we strengthen existing efforts to tap into the energy, enthusiasm and vibrancy of the country's youth, so as to sharpen their knowledge, awareness and stewardship for the environment in all grades and subjects in school.

Environmental education should be strengthened in the schools for the development of environmentally literate citizens who can compete in the global economy, who have the skills, knowledge and inclinations to make well informed choices concerning the environment, and who exercise the rights and responsibilities as members of a community.

Promoting positive attitudes towards the environment is essential if children are to value it and understand their role in safeguarding it for the future.

Against that backdrop, Yibutse Green !ction, a non-profit organisation mobilising citizen activism around pressing environmental issues, has been formed to encourage communities around the country to generate sustainable solutions and adapt to the climate change reality.

Yibutse is the siSwati language word for 'pick it up'.

My wife Zoey and I, founded Yibutse Green !ction in May 2021, when during our walks we noticed a growing trend of single use facemasks, chips packets and all sorts of litter strewn on the streets, people's yards and pavements. In addition to spreading the coronavirus as the discarded facemasks may be contaminated, this presents an environmental problem and threatens human and animal life. Experts say single-used facemasks take 450 years to breakdown.



Yibutse Green !ction has been hard at work in the few weeks of our establishment, taking action to avert an impending 'plastic pandemic' in the country, through grassroots campaigns to reduce single-use facemask pollution, by disposing of this COVID-19 waste correctly.

As a nation, we must get to a point where it becomes a normal practice to take care of the environment and clean up our living spaces. A time should come when our children boldly call us to order when we toss litter out of a bus window, or moving car, or when we become litter bugs in our homes, streets and neighbourhoods.

It should concern us and spur us into action to see someone littering or illegally dumping waste if we are to avert an impending littering pandemic in our small country.

To say our country is being over run by littering and illegal dumping of waste is an understatement of note. We are literally chocking from indiscriminate littering.

We all have to work together to put a stop to littering and to protect our environment.



Volunteers of a clean-up campaign in Msunduzi, Mbabane on World Environment Day 2021

To say our country is being over run by littering and illegal dumping of waste is an understatement of note. We are literally choking from indiscriminate littering.

We all have to work together to put a stop to littering and to protect our environment.

This will not be achieved overnight, and requires a paradigm shift in our attitudes and behaviours towards the environment and waste. It is a process and not an event, and will take years. Like turning around a large ship which is headed in the wrong direction, we must patiently, yet firmly, influence correct behaviours.

What better place to start than at a primary school, moving up to tertiary institutions, so that right from their childhood, the right attitude towards the environment could be instilled in the young minds.

“Bringing climate change education and awareness to children and young people, using their energy, desire to learn and creativity, will help us create long-term sustainable solutions,” notes a report from the World Economic Forum's Climate Education MX.

“Environmental education is an essential part of every pupil's learning. It helps to encourage awareness of the

environment, leading to informed concern for active participation in resolving environmental problems.”

It is encouraging to note that the Swaziland National Association of Teachers (SNAT) continues to play its role in facilitating environmental awareness sessions for pupils in the various schools, including anti-littering campaigns. Working in close collaboration with the Eswatini Environment Authority, there is a National Curriculum Centre Task Team that ensures that the pupils get accurate information about the environment and their duty to protect it.

However, as Yibutse Green !ction we believe that there is still a lot of room to be covered and that environmental education must be grafted into all subjects, and formalised with a proper monitoring and evaluation mechanism. The same way that all our children should be equipped with computer and digital literacy, entrepreneurship and life skills, environmental education should also be given priority because that is what the future demands.

There should also be significant investment of resources for teacher training on various aspects of

environmental education, as well as teaching materials.

The private sector and development partners have an important role to play in supporting efforts for successful implementation of environmental education in schools. We need to encourage pupils to examine and interpret the environment from a variety of perspectives-physical, geographical, biological, sociological, economic, political, technological, historical, aesthetic and ethical.

There are many examples to follow in terms of best practice, and India has a wealth of experience in this regard having started infusing environmental education in the school curriculum in 1930. A study titled: “Environmental Education in school curriculum: an overall perspective – GV Gopal and VV Anand,” gives a lucid account of India's journey in this regard.



An environmental education session at Woodlands High School led by Mbabane City Council's Bheki Mkhonta [Pic.courtesy of Musa Ndlangamandla].

All in all, environmental knowledge contributes to an understanding and appreciation of the society, technology and productivity and conservation of natural and cultural resources of children's own environment.

Note: Follow us and join our Facebook group Yibutse Green !ction or email us at musaindy4@gmail.com

***Musa Ndlangamandla is a freelance journalist and social activist.**

THE GIANT [SNAT] IS AWAKE AS ALWAYS: FULLY IN ORDER



LOT 'GADAFI' VILAKATI

Siteki Top Secretary

The week of the 26 March 2021 ended in a high note after our beloved UNION [SNAT] engaged in an industrial activity in Mbabane over the non-engagement of teachers in Swaziland who are qualified yet on permanent contracts and the relocation of all Degreed teachers who are wrongly posted in primary schools. The call by the Union, calling all mases to assembly in Mbabane, was very much in order. Many writers in the SNAT and other union leaders in the country generally, including myself, have been calling for the total shut down of the chaos in terms of engaging civil servants on short term contracts. The truth is: these teachers occupy positions (posts) of a permanent educator doing a permanent job but paid half of the amount paid to the same comrade who is doing same job. This is cruelty in its highest order.

On the amount of work versus the amount to money that the comrades are getting, my take is: one does not need to do Accounting nor Financing to see that this is thievery and thuggish in a highly gangster style. It is a simple mathematics problem. If we are two [2], doing the same job, it's a given our salaries should be the same but such is not happening.

Deliver us from this evil my SNAT. In the march, we called for the abolishment of the exploitation of teachers who are qualified. It must come to an immediate halt.

It is unfortunate that some of the comrades who are directly affected by this plague were disallowed to partake in the march by one other noxious hand of the system found at school level, citing that if the teacher participates in SNAT activities, he is not going to be recommended in the subsequent year at the TSC. JESUS WEPT! These people are enemies of the SNAT. I

are appealing to all comrades to attend to these very important activities of the Union tackling pure sectorial issues. The cancer of teacher casualization must come to a stop macabane. As I'm writing this article macabane, our comrades have been not paid and others still waiting for their contracts. Such a state of affairs is painful. No one will fight this war for us Comrades. We will deliver ourselves from this modern day of robbery. My other take is to see those who will be engaged in contracts, those comrades who are not trained as teachers but are helping the teaching



GC Members carrying placards on the 26th of May 2021 in Mbabane during the march organized by the SNAT [Pic. Courtesy of the SNAT Editorial].

appeal to the SNAT to get data of such evil people who thrive by suppressing the voice of the voiceless, the oppressed, the underpaid, the ones robbed, the mourners, our brothers and sisters, our wives and husbands and or our relatives. Comrades, this is personal Macabane and we must give them a war as they are pledging one against us in terms of hindering the oppressed to deliver themselves from evil. In the next regional marches, we

due to lack of human resource, signed this year. The issue of what some head teachers are doing in schools when its time for contracts renewal is pathetic, to say the least. Headteachers become Kings and Little gods making qualified comrades to become professional beggars. Shame on them! Shame on such stunts as if their children will find everything in place.

Salute SNAT troops! See you in the next March
Amandla.

DEBT AND DEBT MANAGEMENT



TERENCE THWALA

Finance Literacy Advocate

My dear readers, we are pleased again to be back on this forum to share with you some financial literature. We will recall that on our last article we discussed the need to set financial goals like starting savings, creating emergency funds, or taking insurance cover to protect yourself against any financial loss that can come as a result on any unforeseeable event. In the event something like a tyre burst or a family member falls sick, what else can one do if there is no emergency fund-definitely that will lead to unplanned debt. Today we want to discuss debt and things to take into consideration pertaining debt.

WHAT IS DEBT?

Simply put, debt is any money borrowed from an official or unofficial institution which you are obligated to pay back, with the cost of borrowing the money (interest) and debt usually comes in the form of loans. Loans are differentiated into secured and non-secured, the former being secured against a collateral security, like a car loan is secured by the car or a mortgage loan is secured by the house, while the latter is a loan given to the client by the credit provider because they have proof of income and had proved capacity to repay the loan. The secured loans are less risky and attracts less interest while the unsecured loans are considered risky and are charged high interest.

THINGS TO CONSIDER BEFORE TAKING A LOAN.

1. Plan before taking a loan: Way before you take the loan, plan on how you will use the loan and check your

capacity to repay it. That will assist you not to take a loan and use it on where you did not intend to, and also to vet yourself if you will be able to meet your obligations of repaying the loan.

2. Interest: We defined interest as the cost for borrowing the money, usually expressed as a percentage of the amount you have borrowed. Interest determines the cost of the debt, so it is advisable to quote at least from a number of credit providers before you decide on where to borrow, and that will help you secure a deal with better rates.

3. Additional Charges: In addition to the interest, credit providers charge further fees which may include loan processing fees, insurance and other charges depending on what the loan is for. Make sure you totally understand the total amount which will help you

It is important also to note that you need not to borrow money because it is easily accessible, or others are borrowing, but at the planning stage, the need for the funds must be the drive, especially when the loan will be used to acquire assets or invested in a productive project.

HOW MUCH OF DEBT ONE CAN HAVE?

I usually ask people if they have ever had debt money for two [2] months in their accounts, and the answer is



always no, so it is critical to be sure that you take the loan for something serious because you are going to be repaying it for an exceptionally long time. We have the 50%-30%-20% split which indicates that 50% of your net salary after statutory deductions must cover your needs, 30% to cover your wants

(anything else), and the 20% must be savings and debt repayment. Failure to keep your debts within the 20% you are risking using needs money to repay debts, which will later force you to dig one pit to fill up another pit. You can always verify that by taking your total loan repayment instalments. For example, if your net pay is E9,000 and your loans are taking E6,000, your loans are 67%, and you are overly indebted.

MANAGING DEBT

Many of our people are sinking in debts, worse debts they cannot service, and they need intervention to put their house in order. Some may opt to seek for loan consolidation or revolving which, when not managed, can worsen the situation. Usually when people are in debt and when their debts are consolidated, they start the borrowing process all over again. Once you see that you are debt overwhelmed, it is advisable to seek debt counselling where debts are rearranged to let you pay a reduced instalment to remain with sufficient money to cover living expenses. Licensed credit counsellors can be confirmed with the office of the FSRA. You can also consult any trusted financial advisor to help you deal with your loans. If you want to get out of the pit, stop digging.

Debt or love of debt is more like an obsession, so once you see that you are deep in debt, then assess yourself and at all costs not to borrow a loan to repay another loan because that will never mend your situation. If things go my way, people would invest or save for what they want, but that is not the case. It is, therefore, important to be precise on why one wants a loan and use the loan specifically for that purpose.

WE ARE ON FACEBOOK AS 'FINANCIAL LITERACY WITH MTERA THWALA', AND WHATSAPPON (+268) 7957 6065

THE APPOINTMENT OF PRINCIPAL SECRETARIES, THEIR FUNCTIONS AND AUTHORITY WITHIN THE PUBLIC SERVICE



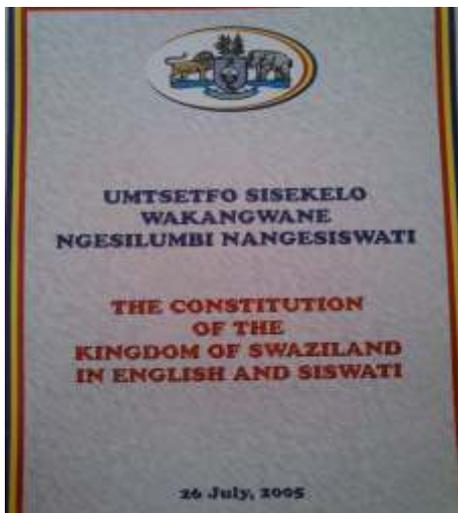
THABILE ZWANE

NAPSAWU DGS1

This is the second article, in a series of articles, wherein the National Public Services and Allied Workers' Union [NAPSAWU] shares its opinion on matters of national interest that have affected the efficiency of service delivery within the Public Service. In this article, we will look at the offices of the Principal Secretaries.

Article 76 of the Constitution of the Kingdom deals with the issue of being in the office of Principal Secretaries. Importantly, Article 76 (1) states that Principal Secretaries are to be on a renewable five-year contract and subsection 2 states that Ministries and Departments shall be under the supervision of a Principal Secretary whose office is a public office. The shortcoming of the establishment of the office of the Principal Secretaries and coincidentally, the office of the Secretary to Cabinet, is the absence of who qualifies to be in those offices. This is an anomaly or a purposeful omission when read with Article 77(2) which deals with eligibility of being an Attorney General, another public office established by the constitution under Chapter VI.

In our opinion, the idea of Principal Secretaries [PS] being on contract within the Public Service is a very welcoming approach. This should be extended further to also cover the Heads of Departments [HoDs]. The Principal Secretaries should be on performance contracts so that they can apply themselves when undertaking their responsibilities. The Civil Service Commission [CSC] should cede some of its necessary authority that would enable the PSs to perform and be held accountable for performance. The Civil Service Commission should retain the



oversight responsibility for the Human Resource function of government and act as a structure to handle appeals from disgruntled employees. This would limit the appointment of non-qualified PSs who perform below par. As stated earlier, the prescription of contracts is one of those prescriptions in the constitution prescribed for the office of the king. The biggest challenge with most of such prescriptions in the Constitution is that no one follows these

prescriptions, especially when they are made to be followed by the office of the King. In theory, on appointment, Principal Secretaries should be on contract but most, if not all, Principal Secretaries are on pensionable basis. The few who have contracts or had contracts are those who were appointed from the private sector. We would have expected those PSs appointed pre-2005 to have a justification for not being on contract, citing section 266 (5) on being made worst-off by the constitution, but currently there has not been a single PS appointed pre-2005. The Question is then: why is this prescription of being on contract not being followed?

Most PSs in government do not hold relevant qualifications for the Ministries they head, save for the postgraduate management qualifications. The Constitution places Ministries under the supervision of PSs and gives them a responsibility of directing and coordinating the functioning of the organisation within certain operational guidelines of Government policies. It follows that one has to understand and properly comprehend whatever one has to supervise. PSs are accountable for the performance of departments under their Ministries and should be the ones giving strategic direction to Ministries. It is not always possible to find a qualification that cuts across some ministries as some ministries are such a mixed bag one wonders what had possessed whoever was structuring that Ministry. For instance, we have a ministry responsible for tourism, climate and forests. There is no way you can find all those fields in

one person. One would expect at least forestry to be in the Ministry of Agriculture. We will discuss the issue of portfolios further in our next article

We have always understood, and it is stated in their Schemes of Service, that Principal Secretaries should, at the least, be holders of Masters Degrees but because the appointment of the PSs rests with the King, it is not always enforceable or questionable. They should have Masters Degree post the relevant qualification for that Ministry. The discipline of Principal Secretaries is vested on the King under section 192 (1) of the Constitution. This section places the King as the initiator of the disciplinary process with other role players having specific tasks on referral basis. The text of this section creates untouchables out of the PSs. Anyone

matters is the lack of procedure to approach the CSC in confidence. The present procedure entails writing to the CSC through the PS. One imagines a situation where a PS would sign such a document that is accusing him of a transgression and still having a harmonious relation with you. This is clearly designed to ensure that junior offices in Ministries cannot report any wrong-doing courteous of a PS. PSs will abuse junior staff and always be promising them promotions or threatening them with withholding of same.



about causes of the huge wage bill. We have to say that there are ministries that generally are headed by people with relevant qualifications and experience. For instance, the Ministries of Health, Finance and Agriculture, to name a few. But in the main, the PSs neither have the relevant qualifications nor the relevant experience to the departments under their supervision. The Union is of the belief that a PS should be appointed because of their suitability for that particular specific appointment. If after the five years a PS is seen to be not performing, they should be sent home not the practice of rotating PSs. The idea that PSs can fit anywhere defeats the whole idea of there being a need for education and qualifications. Most times than not, a PS will not even try to settle down before exercising the authority of the position. The question is then; what guides the PS when exercising such authority on professional matters? They will be barking orders, in the process, destabilising the professionals who have the skill and the experience needed for the job.



who has served as a civil servant will attest that PSs are a law unto themselves. They abuse state resources at will, cars, staff you name it. This has reached levels where the PSs even believe that there is a different set of rules for them other than the General Orders. Whenever a PSs commits a transgression, no one takes responsibility for their discipline. Principal Secretaries have become untouchables through this section of the constitution. What compounds

What has further compounded the situation is that, of late, there has been the appointment of people of questionable character to the positions of PSs. We have a PS who was the subject of a commission on the conduct of the then CSB staff. We also have a PS who was a subject of a disciplinary hearing for absenteeism by the very CSC that is then assumed to have subsequently recommended her for the highest position in the Ministry. How do we then expect to have productive situations under such PSs? It is our ardent belief that the CSC should develop a procedure for the ordinary Civil Servants to approach it in confidence to report issues of discipline that relate to PSs. A procedure that will make it easier to report and initiate an investigation on accusations against that accused PS. Without such a procedure, the PSs will continue to be unaccountable, save for over expenditure. We should also have an input into the evaluation of the performance of PSs for purposes of a decision on whether to renew a contract of a PS or not. This is the only way to get the Civil Service and the PSs to perform.

PRIDE MONTH: CONNECTING WITH SOCIAL ISSUES



MELUSI SIMELANE

Eswatini Sexual and Gender Minorities
[ESGM] Founder and Director

It has been 52 years since two [2] brave transgender women, one of African American-Marsha P. Johnson and another Latin American-Sylvia Rivera set forth a movement that would be celebrated worldwide as pride. The Stonewall Inn riots of 1969 set the tone for what would be a lasting movement, a scream, a riot, a stance against repression, human rights violations, injustice, and the discrimination of LGBTI persons worldwide.

As we recognised June as pride month, it is prudent that we look at what has turned into a celebration for the queer community and what the power of the queer women can achieve in a movement so dominated by patriarchy. The current socio-cultural climate has



exposed how patriarchy and race politics has impeded progress and dealt a blow to the advancement of

social justice. and racial politics. Therefore, we are faced with the task of looking at history for lessons from the women who have come before us, women of all creeds: women who have lost their loved ones, blood, and their livelihoods for the betterment of others.

PRIDE MONTH 2021

The spirit of Marsha P. Johnson and Sylvia Rivera has continued to motivate many movements to this day. In eSwatini, we are currently seeing the young taking back control. We are seeing young people change the narrative and refuse to be led astray by old and out of touch politicians serving one person/institution in the stead of the taxpayers.

The movement #JusticeForThabani is not one of personal politics between the police allegedly responsible for the demise of Mr. Nkomonye. However, it is a call for social justice. It is a call for the recognition of fundamental human and people's rights. The biggest of these being socio-political justice/rights. The right to self-determination. The right to self-governance. The LGBTIQ



The late Thabani Nkomonye
[courtesy pic.]

community is conscious of the winds of change taking shape. We note, with great interest, that when we come together, we can achieve so much. This is not a moment to become greedy and self-righteous. This is when we must lend an ear to the most vulnerable, the

young, the youth. When we empower the most vulnerable, we are elevating others to the front. This is a moment where we must listen and refuse to be rash. We must, now more than ever, 'love one another as God loved us.'

The fight for liberation from oppression dates back as far as the inception of modernity. Where there has been oppression, there has always been resistance. Despite how historical accounts of society may have been manipulated to portray inequality as a product of natural selection, there is always one more story to surface that disproves such a harmful fallacy.

Today, oppression bears significant resemblances to its origin, but the conversation has been complexified greatly by the intersections of the different oppression and privileges that can reside in one body. We are both marginalised and privileged in multiple ways at the same time. A recognition of this complexity has often been met with resistance by those who believe that struggles should be waged along a single axis in the name of unity.

When a young heterosexual cis-gender man stands up tall and demands his right to self-determination and self-governance, it is like a transgender, bisexual woman demanding the same. These differences in identity politics only cast aspersion where it should create an understanding of where we intersect. We must give each other space and time to express as these injustices we face originate from the same power.

Security for marginalised people is often thought of, in terms of protection from violence. Resources invested in protection are prone to exhaustion, without

addressing the source of violence and what defines violence. It is the very exclusion of marginalised people from structures that define, develop, innovate, formulate, comprises and perpetuates violence. Inclusion of true diversity in decision-making structures on all levels of society, presents the first opportunity for making a safer and secure future.

This pride month, we take a moment despite the noise, the politics, and the losses, to thank the women who continue to contribute through participatory activism and staunch leadership and yet suffer the most. These women are what brings us together in both eSwatini and the entire African region. We celebrate the women at the helm of this movement that empowers the people and dismantles the powerful illusions.

We recognise the strive and pay special recognition to the victories in Botswana, Lesotho, Namibia, Angola, Mozambique, and many other spaces in the entire continent. Small and big wins have come at the hands of a well-coordinated movement, often led by women. These wins are what inspire the paradigm shift in eSwatini politics today. They encourage the LGBTI community to stand shoulder to shoulder with the current calls for political reforms. We pledge our support and solidarity to the #JusticeForthabani movement as we all continue the struggle for the full recognition of fundamental human rights. The shrinking space for LGBTI organisations, through the denial of registration for the Eswatini Sexual and Gender Minorities, is of great concern, though we are not deterred. We continue to demand the recognition of fundamental human rights.



www.zeroaggressionproject.org

[Courtesy picture]

PRIDE MONTH TO ME

To me, Pride Month is whereby we celebrate diversity in all spheres of life; diversity in our sexuality, in our uniqueness, in our profession. This is the time to come together and celebrate that we are unique from one another and we are one at the same time; we are all human being. Nothing can make me less of a human whether my sexual orientation or my gender. It's about raising the RAINBOW flag up high to symbolize that we're proud of who we are. This is the time to honour LGBTIQ voices and experiences, honour our fallen activists and also to draw attention to the issues, members of the LGBTIQ community, still face. Pride flags are a bold visual representation of the movement.

Pride is the time where as an ally, you can familiarize yourself with definitions and slangs commonly used by the LGBTIQ community. You can show support through posting positive and motivational messages to the community and attending their events in solidarity and support.

At the workplace and in schools, nobody should fail to execute his/her duties because they are being bullied, stigmatized and discriminated due to their sexual orientation. Let's stand together and push the agenda of the day without fear of victimization. Let us be PROUD of who we are. Let's celebrate Our Pride Month. Happy Pride Month to all our Comrades in the Kingdom of Eswatini. Happy Pride Month to the SNAT at large. My profession is not defined by the person I am in Love with. Be out and Proud! Be Visible! Lift your Rainbow Flag High.

BY COMRADE CLEMMY

WHAT PRIDE MONTHS MEANS TO ME?



PHUMELE DLAMINI

To begin with, LGBTIQ+ is an acronym that refers to the sexual Gender minority group of people. It stands for: Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, plus. The plus may raise curiosity amongst the society, nonetheless my understanding of the plus would be to cater for further diversity as it is said that gender is fluid.

My name is Phumelele Dlamini, a transgender person who is an educator by profession at Equisweni Community Primary School in the Manzini region. A transgender person is one whose gender identity is incongruent with the sex assigned at birth.

LGBTIQ+ pride is the promotion of the self-affirmation, dignity, equality and increased visibility of the LGBTIQ+ people as a social group. Pride as opposed to shame and social stigma, is the predominant outlook that bolsters most LGBTI rights movements. It is important to note that the LGBTIQ community has many unique challenges such as: facing discrimination in the form of labelling, stereotype, denial of opportunities or access and verbal, mental and physical abuse.

Other challenges include: prejudice, denial of civil and human rights, harassment, bullying and family rejection to name but a few which can lead to a whole lot of depression and anxiety.

What, in a nutshell, can abbreviate PRIDE mean:

P- ROMOTE
R- ESPECT
I- NCLUSION
D- IVERSITY FOR
E- EVERYONE

Pride month is therefore dedicated to the uplifting of the LGBTIQ+ voices and supporting of the rights of the alphabet community.

As a transman, I struggle with the invisibility of my identity. Pride to me means being fully and entirely myself without feeling the need to turn parts of myself "off" depending on where I am or who I am around. For example, as an educator, I am somehow forced to present in a certain manner to fit in to the stereotypes of the society that gender identity is only reduced to the binary of female and male hence since I was born female. Regardless of my gender identity, I am forced to present myself as a woman. This therefore causes a lot of depression and anxiety which may lead to complexities such as gender dysphoria; the sense of unease that a person may have because of a mismatch between their biological sex and their gender identity.

Pride is therefore a celebration of inclusion and freedom of expression in its diverse meaning. Its a party to recognise the beautiful privilege of being alive and a reminder that we are all one species, that we should support and love one another unconditionally.

Finally, the legacy of pride is one of bold, unapologetic, self- celebration. It's a way of proclaiming to yourself and to the world that, I deserve to take up space on this grand planet, JUST as I am. Truth be told, it takes a lot of courage to show up, mask off, to the world; to speak and live

your truth. It requires that we be vulnerable. It requires that we do the internal work to know ourselves first. The journey to authentic living can be a rocky and uncomfortable path, but it's such a worthy endeavour.

HAPPYPRIDEMONTH!!!!!!

PRIDE STATEMENT

The LGBTI community has for the most part been placed at the fringes of society and have been denied the basic capabilities, functioning's and freedoms that the general population receives. Correspondingly, The LGBTI community continues to be subjected to all forms of abuse based on sexual orientation and gender identity. In Eswatini, stereotypes against lgbt identities are fostered by long standing cultural myths of the non-existence of lgbt identities and the religious culture of lgbt identities being demonic. The Rock of Hope through various funding initiatives continues to make strides to fight against these illicit acts.

The month of June reminds us all of the diversity that continues to exist in our society. It reminds us that as we celebrate Love, we also celebrate the conquering the adversities that have constantly prevailed against the LGBTI. We bear in mind that the 'fight for equality' has not yet been won but we have not lost either. That is why this year The Rock of Hope Eswatini celebrates Pride month with a reason to revitalize the movement and making a bold statement that there will be no bound for equality. The movement is being led in all sectors including individual level, community and organizational levels. It is only fitting that this years' Pride re-unites all these sectors, bringing about unison and revitalizing the spirit of one-ness. The Rock of Hope Eswatini, pledges to continue supporting the LGBTI

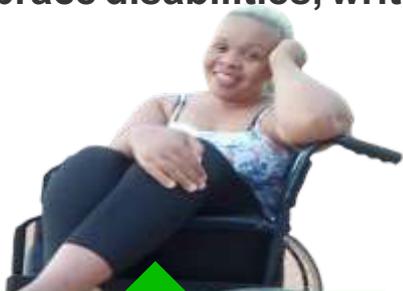
movement in the country through building a strong cadre of LGBTI individuals and community members in order to step up efforts of advocacy towards repealing the sodomy Act of 1922, and movement towards attainment of full rights for the LGBTI community. Ours is not a movement towards the attainment of LGBTI rights, rather it is a movement towards the attainment of human rights for all the inhabitants of the Kingdom of Eswatini. Human rights are universal, inalienable and thus should be afforded to all that live in Eswatini in that stance.

For the past 3 years, the Rock of Hope Eswatini has ensured that Pride is a flagship event in the country; bringing together, stakeholders', allies and all who support equality. Last year the Pride event was held virtually due to the on-going COVID-19 Pandemic. It too was a great success and a novelty for the King dom of Eswatini. This year as we commemorate the 4th Annual Pride, we hope to host it physically as the COVID-19 regulations permit that we do so. Although the Stonewall riots which marked the inception of Pride were violent back in 1969, our peaceful demonstrations in the past two 2 years have continued to have the same visibility effect. Pride therefore continues to be a period of empowerment, self-affirmation, dignity and the plight to equality. We cannot forget the startling number of homicides being recorded in our neighboring South Africa. This is both upsetting and disheartening and we condemn such acts of violence. As the Rock of Hope Eswatini, we would like to say we stand with our LGBTI brothers and sisters.

Pride 2021 promises to be an inclusive and dazzling show on the 26th of June 2021. The main event will be live streamed on The Rock of Hopes Facebook page. Do look out for more updates for this years event.

FALL IN LOVE WITH ME: FALL IN LOVE WITH MY DISABILITY EVEN MORE

An individual is part and product of his social environment and so is a person with disability. His relationship, attitude and behaviour patterns are vitally affected by the nature and extent of the harmony or disharmony of his relationship with the family members, relatives, friends, community members, workplace colleagues and employers thus the need to embrace disabilities, writes Ms. Bukhosi Dlamini.



MS. BUKHOSI DLAMINI.

Teach your family members and all the staff at work about disability. It calls for being inclusive right? So let it be inclusive also in our own homes with our own families. Do not be afraid of it. Just bring it on the table. It is not a curse or a bad thing after all and it comes in different packages; whatever package, just love it and accept it as it is.

Let me be considered and be prioritised when it comes to being employed. In the work place, having someone living with a disability is a blessing and a great asset because they will make sure that they arrive on time and it is not easy for them to bunk work but instead they work with passion and dedication and make sure they do not disappoint the employer so why not consider a certain percentage in the hiring processes.

Raise the disability topics over dinner during family gatherings, as parents. Be keen to know how your kids think and how they take disability then take it from there and teach them. This will help lower the chances of bullying or

taking persons living with a disability as nothing because they are live and sound.

Love is where it all begins. The acceptance and the rejections to us. Just because I'm in love with my disability, love it even more, look at the positive side of everything and all will be beautiful. Sit down with the elders. Do not surprise them, tell them when you have found love with a person living with disability, make them aware that you bringing a "makoti" on wheels. The greatest love should come with the one who has brought you to their home and the rest will take it from there. Negative people will always be there with negative talks and thoughts but just because one looks beyond disability they can change that. It is not a shame

or an embarrassment because it lives in people. Bring out the children living with disability, let them go to school. Let them go out and explore to be with other children. This will help identify their strengths and weaknesses. After all, its not a sickness: it's a disability.

My disability is not contagious. It is just mine; my wheelchair is not that thing of hers but it is my walking device because it takes me from point A-B. I am in love! Oh yes! I am in love with my disability and it looks good on me.

MISS BUBU, AS SHE IS AFFECTIONATELY KNOWN, IS A YOUNG LADY FROM MKHULAMINI IN THE MANZINI REGION. SHE HOLDS A DIPLOMA IN PRIMARY TEACHING FROM THE CIT COLLEGE [2019]. SHE HAS WORKED WITH ONE BILLION RISING AND CO-FOUNDER OF AN ENTITY: CLUB LADIES ON WHEELS.



Ms. Bukhosi Dlamini with One Billion Members on the 9th of October 2020 at the SNAT Centre [photo Courtesy of SNAT Media].

UNDERSTANDING THE RELATIONSHIP OF ESWATINI & THE U.S.



PEARL MATIBE

Although the United States and the Kingdom of Eswatini has enjoyed favorable bilateral relations since Eswatini's independence from the United Kingdom in 1968, the U.S. has also sought, "to maintain and strengthen bilateral relations, and stresses Eswatini's continued political and economic reform" according to the U.S. Embassy in Eswatini. Additionally, although the World Bank's Ease of Doing Business classifies Eswatini as a lower middle-income country, the U.S. indicates that the southern African country has about 69% of its people living in poverty.

In 2021 alone, the U.S. Department of State has provided at least US\$2.9 million in assistance, for mostly health-related activities, through its agency, the United States Agency for International Development (USAID). The US has been helping the country in what it terms a, "journey to self reliance." In measuring the country's performance. This, "Measures the range of actions and mechanisms that

citizens, civil society organizations, and an independent media can use to hold a government accountable. The mechanisms include using informal tools such as social mobilization and investigative journalism."

The goal for pro-democracy voices in Eswatini is for legislative reforms and an ability to elect a prime minister of their choice. Hence the street protests in recent days. Currently, the country's King Mswati III appoints the prime minister. Here are findings from some recent reports by the international community on Eswatini.

In the 2019 Findings on the Worst Forms of Child Labor report "the government sentenced one individual to 15 years in prison for subjecting a 16-year-old to forced labor and arrested a senior government official for the sex trafficking of a minor. However, children in Eswatini engage in the worst forms of child labor, including in forced domestic work and herding livestock." The report stated that gaps still exist in the legal

framework, including on regulating the labor conditions under Kuhlehla and other customary practices, and a de facto compulsory education age that does not meet international standards.

In the U.S. 2020 Country Reports on Human Rights Practices report, it states that, "Significant human rights issues included: cases of cruel, inhuman, or degrading treatment or punishment by the government; political prisoners or detainees; serious restrictions on free expression and the press; restrictions on political participation; and serious acts of corruption."

In the Freedom House report which examines countries where democracy may be under siege, Eswatini is classified as a country in which its population are not yet feeling free. It asserts that, "A number of prodemocracy organizations and trade unions have continued to lobby for political reforms and have publicly challenged Mswati's grip on power, even given the serious risks involved."





Additionally—on the question of whether a free and independent media exists—Eswatini received a Freedom House ranking of 1 out of a possible 4-points. Freedom House published that, “Several journalists faced questioning, detention, or other forms of scrutiny for their reporting or their own political activity during the year. Swaziland News editor Zweli Martin Dlamini fled Eswatini twice in 2020; in February, he left the country after being detained and physically assaulted by police for reporting on the king. In late April, he fled to South Africa after the outlet reported on King Mswati’s apparent COVID-19 diagnosis. In April, police interrogated and seized documents from Swati Newsweek managing editor Eugene Dube, who fled Eswatini in May.

In November, Swazi Observer managing editor Mbongeni Mbingo was suspended from his post for his reported membership in Vuka Sive, which is considered an antimonarchical political group.”

On the bright side, according to COVAX and in terms of help with mitigating the negative impacts of COVID-19, the country received its first doses received on March 13, 2021. By June 21, “Eswatini gave more vaccines per head than any other African nation during the first phase of their COVID-19 vaccine rollout,” says the World Health Organization Eswatini.

Teachers, and civil society organizations are key stakeholders in a healthy democracy that engages in inclusive dialogue. Activist from multiple political ideologies who have been engaged in protests in the SADC country promising to continue street demonstrations against King Mswati to push for reforms. In response to the violence, on Tuesday, June 29, the U.S. Embassy issued a civil unrest alert for all U.S. citizen in the country warning and proving civil unrest alert for all U.S. citizen in the country warning and proving

Washington, DC-based foreign policy correspondent. You may follow her on Twitter: @PearlMatibe

APPRECIATING THE BIBLE AS THE SOURCE OF TRUE KNOWLEDGE IN OUR CONTEMPORARY WORLD



WELCOME NGWENYA

Anointed Man of God

Teaching is a noble profession. It is the most influential of all the professions in the world. Jesus Himself was referred to as a teacher. A teacher is, in most cases, more powerful than even parents. We are parents and teachers and the most powerful is the teacher in you. A teacher can make or destroy the future of many. It is said that an average person influences about fifteen thousand people in his/her life time. Obviously, a person who stands before people like a teacher influences a lot more than fifteen thousand people. It is, therefore, imperative that teachers get things right so that they influence or lead their students the right way.

It is said in marketing that, "People buy into you first before buying your product." This saying is true to all of us, before people take what we say, they look at us first and if they are convinced about who we are, they will then take what we say. All starts with our belief system which is informed by the kind of information we are exposed to. What you believe is as good as the information you put into your mind.

If you put low quality information into your mind, you will believe something of poor quality. It is therefore, important to be selective as to what you hear. Hearing negative things all the day will make you negative, subconsciously. Hearing positive things will also

empower you and change your belief system. *Rom. 10:17 "so faith comes by hearing and what is heard comes by preaching of Christ."* The opposite is true if you keep on hearing and hearing negative things, fear comes.

Getting the mind of God will slowly chase fear away in one's life, the more you get the truth and apply it into your situation, slowly but surely you get strength. The more you study the word, the more your eyes are opened. *Psalms 119: 105 "your word is a lamp to my feet and a light to my path."* The more one spends time in the Bible, he becomes wiser. The word of God is the mine of wealth, it refreshes the soul and it also empowers us to accomplish far more than we would without its wisdom. constitution of the Kingdom of God. In order for one to understand its message, we need to read the Bible as a legal document not as a religious book. This is the supreme law of our country-Heaven. Whatever the Bible says then is binding and everything else that says something different is illegal. It remains the strongest constitution in history which does not need amendments and reviews. It is the only document that does not need environmental scan to check its relevancy. This proves that the author is not a human being though written by 40 men who lived at different times. We are told that the Bible was written for 1600 years. The Old Testament was written for 1500 years whilst the new was written for 100 years. This document is without error, its history is true as well as its Prophecies are as true as its history. True scientific research proves that this document can be trusted.

HOW CAN WE UNDERSTAND THE BIBLE?

It is possible to remain confused by the Bible if you do not have the right approach to it. Some go to the Bible with their ideas looking for the Bible to approve them

yet the correct way is to go to the Bible with an open heart so that you get the ideas of the Bible and you make them your own. Allow me to share simple things to help you appreciate the Bible as a teacher in the 21st century.

1. RECEIVE THE BIBLE AS A LEGAL DOCUMENT

- It is binding – it binds even God Himself
- Each verse in the Bible has God's part and your part, from today as you read look for your part in each verse. e.g., *John 3:16 "For God so loved the world that He gave his one and only son, that whoever believes in him shall not perish but have eternal life."*

2. READ THE BIBLE SYSTEMATICALLY

- The Bible is made up of stories, so read the Bible as you would read any book-do not read it in chapters and in verses but read it in paragraphs.
- Read a book at a time in a systematic way to get the maximum benefit
- Ask yourself questions on what you have read so that you carry out further research on problematic areas. As you do that, you learn a lot.

We, as teachers, should make the Bible the prescribed book for life. This is where we learn how to do our work excellently. It's a book that gives us hope even in such trying times. Let's appreciate the Bible, it is relevant in our work and at home.

We are leaders! True leaders are the students of this powerful book – the Bible.

Pastor Welcome Ngwenya is currently teaching at Malindza Community Primary School in the Lubombo Region, Siteki Top Branch of the SNAT. He is based at Egebeni [Bethnyia F.E.A] under Pastor Peter Khumalo. He can be reached at +268 7 6 1 4 3 2 9 5 [WhatsApp or welcomemabuya@gmail.com (email)]

LAUGH A WHILE



Some people eat snails.

They must not like fast food.

Today at the bank,
an old lady
asked me to help check
her balance.

So I pushed her over.

FUNNY JOKES - WWW.PUN.ME



A man talking to God!

The man: "God, how long are million years to you?"

God: "To me, it's about a minute."

The man: "God, how much are million dollars to you?"

God: "To me, it's a penny."

The man: "God, may I have a penny?"

God: "Wait a minute."



TOPPER
CLASSICS
Get More Marks

Mom: How to make chicken
Daughter: What?

Mom: Where to buy chicken

Daughter: Mom, this isn't Google

jokesboy.com



The mom asked her kids: Give me a useful sentence with the word sugar?

Son: I drank tea in the morning

Mom: Where's the word sugar?

Son: In the tea, Momy.



A woman in labor suddenly shouted, "Shouldn't! Wouldn't! Couldn't! Didn't! Can't!" "Don't worry," said the doc. "Those are just contractions."

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