



UNIVERSITY OF ESWATINI

"THE UNIVERSITY OF CHOICE IN AFRICA"



REPORT OF THE 2019
VICE CHANCELLOR 2020

VISION

University of *Choice* in *Africa*



MISSION

To be responsive to national and international needs through excellence in teaching and learning, research and innovation, entrepreneurship, and community engagement for sustainable development.



CAMPUSES & CENTRES

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CENTRE FOR COMMUNITY SERVICES

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INFORMATION & COMMUNICATION TECHNOLOGY CENTRE

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Fax: +268 2517 0001
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UNESWA PLANNING & INSTITUTIONAL ADVANCEMENT CENTRE

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INSTITUTE OF DISTANCE EDUCATION

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ESWATINI INSTITUTE OF RESEARCH IN TRADITIONAL MEDICINE, MEDICAL & INDIGENOUS FOOD PLANTS

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CHANCELLOR OF THE *University of Eswatini*



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His Majesty King Mswati II

University Council

APPOINTED BY THE CHANCELLOR



HRH Prince David
Chairman of Council



Chief B. Dlamini



Vacant



Vacant

EX-OFFICIO MEMBERS



Prof. J.M. Thwala
Vice Chancellor



Prof. P.E. Zwane
Pro-Vice Chancellor
(Admin)



Prof. T.H. Gadaga
Pro-Vice Chancellor
(Academic)



Chief S.M.M. Khumalo
Attorney General

APPOINTED BY THE MINISTER FOR EDUCATION



Dr. S.M. Mtshali-Dlamini



Mr. B. Stewart



Mr. B. Bhembe



Mr. T. Mkhaliphi

University Council - continued

ELECTED BY SENATE



Prof. M.B. Masuku



Prof. P.S. Sukati



Prof. C. Maphosa

ELECTED BY GRADUATES



Mr. S. Dlamini



Mr. V. Masuku

ELECTED BY STUDENTS



Mr. S. Ndimandze

ELECTED BY ACADEMIC & ADMINISTRATIVE STAFF



Dr. P. Horton

ELECTED BY NON-ACADEMIC STAFF

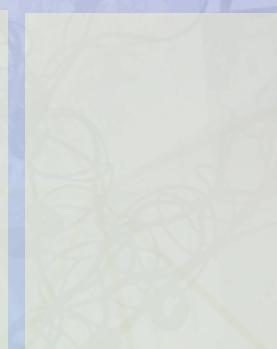


Ms. R.N. Mavuso

APPOINTED BY COUNCIL



Vacant



Vacant

SECRETARY TO COUNCIL



Dr. S.S. Simelane

EX-OFFICIO MEMBERS



Prof. J.M. Thwala
Vice Chancellor



Prof. P.E. Zwane
Pro-Vice Chancellor (Admin)



Prof. T.H. Gadaga
Pro-Vice Chancellor (Academic)



Dr. S.S. Simelane
Registrar

AGRICULTURE



Prof. M.B. Masuku



Prof. A.M. Manyatsi



Prof. M.A. Dube

CONSUMER SCIENCES



Prof. W.K. Solomon



Dr. T.E. Sibiya

COMMERCE



Dr. N.M. Mndzebele



Prof. A.S. Jackson



Mr. B.S. Gule

EDUCATION



Prof. O.I. Oloyede

HEALTH SCIENCES



Prof. P.S. Dlamini



**Prof. T.R.
Mathunjwa-Dlamini**



Dr. F.S. Shabalala



Prof. C.I.O. Okeke



Dr. V.L. Kelly

HUMANITIES



Prof. H.L. Ndlovu



Prof. C.H. Horford



Dr. S.M. Nyawo

SCIENCE & ENGINEERING



Prof. S.S. Motsa



Prof. H. Beckedahl



Dr. S.K. Mkhonta

SOCIAL SCIENCES



Prof. A.M. Zamberia



Mr. S.J. Gama



Dr. Z.G. Ngcobo

LIBRARIAN

STUDENTS



Mr. S. Mndzebele
Kwaluseni



Mr. S. Lulane
Luyengor



Mr. T. Matsenjwa
Mbabane



Professor J.M. Thwala

Vice Chancellor & Chief Academic & Administrative Officer of the University of Eswatini



INTRODUCTION

The annual report covers the academic year 2019/2020 and focuses on the progress that the University has made during the period under review.

Following His Majesty's historic pronouncement of name change of the country to Kingdom of Eswatini and the subsequent name change of the institution to University of Eswatini (UNESWA), the institution rode on the tide of change by repositioning itself to be among the recognized higher education institution. Such a wave gave UNESWA an opportunity to rebrand itself, review its strategic plan in order for it to be competitive and to achieve its vision of being a University of Choice in Africa.

This vision speaks directly to the relevance and diversity of academic programmes in the context of Agenda 2063 of the African Union, the SADC Regional Industrialization Strategy and Roadmap, ground-breaking research and innovation and optimisation of efforts towards engaging communities in their spheres of development. More importantly, the University embraces the notion of unprecedented consultation with the stakeholders and its peers in carrying out its mandate and pursuit of excellence.

COVID-19

The world, including Eswatini has taken unprecedented measures to prevent the spread of COVID-19. The University closed on the 17th of March 2020, in sync with Government measures to prevent the spread of the disease. Senate consequently suspended all teaching and learning activities. The COVID-19 pandemic evidently caught the University less prepared with respect to delivery of its academic programme on time. Although the institution has an active Learning Management System (LMS), Moodle, only one third (107) of the University's teaching staff had undergone some basic training on Blended Learning (BL) or how to use Moodle. It was clear that the institution could not transition quickly to the online mode of delivery of at least part of the University's programmes as was the case with other universities. However, it was heartening to note that some of the staff members were innovative and were already actively using Moodle and other online platforms.

The higher education community continues to monitor the impact of the virus on their institutions, and many schools have already updated their continuity planning to reflect the current situation. Education systems around the world are facing an unprecedented

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challenge in the wake of massive school closures mandated as part of public health efforts to contain the spread of COVID-19. Governmental agencies are working with international organizations, private sector partners and civil society to deliver education remotely through a mix of technologies in order to ensure continuity of curriculum-based study and learning for all.

Establishing or scaling up distance learning strategies is a sector-wide response to sudden interruption of educational processes as a result of unexpected COVID-19 school closures. These strategies are guided by a concern for equity and inclusion and the need to ensure the design and delivery of distance learning do not exacerbate existing educational and social inequalities. The planning of more comprehensive distance learning strategies should, however, be guided by both immediate mitigation needs and long-term goals. Beyond the response to the current crisis, the efforts to deploy distance learning at scale across all levels of education provides valuable lessons and may lay the foundation for longer-term goals of building more open, inclusive and flexible education systems after the COVID-19 pandemic has passed.

While the scale of COVID-19 school closures is unprecedented in history, the scale of the shift from physical provision of education to distance learning programmes covering all levels and all types of education is even larger. This also provides societies with large real-life laboratories for experimenting with nationwide and system-wide distance learning practices and the possible models relevant to the

future of education. However, this opportunity should be taken up with caution. Due to the necessity for speed of transition to distance learning, the process will not be perfect from the start, but it should be iteratively improved.

UNESWA has continued to align itself with the international standards in adjusting and alignments of its responses to the effect of COVID-19, there has been a number of meeting with all internal stakeholders (Academic, non-Academic staff and Students) in forging a way forward under the challenging conditions. A number of response committees have been set up to guide and make sure education continues under health and safe conditions for both students and staff. The virus diseases have also presented opportunities for UNESWA to take a lead in research and policy review that helps the national government as its crafts economic recovery strategies. A number of academic staff members have been co-opted to participate in research, policy formulation, and national economic recovery task teams. This is a good sign of the confidence that the national government has on the institution.

Two faculties have been exceptionall active during this time. The Faculty of Science and Engineering took an initiative to produce sanitizers in the fight against COVID-19. The Faculty of Commerce rolled out an initiative to produce face masks for distribution with the help of the USA Embassy. A special appreciation is extended to USA distillers for a donation of 20 000 L to the University for production of sanitizers that were distributed through Government to the less privileged sectors of the Kingdom of Eswatini.

Higher Education

Massification of higher education has come with costs and challenges. The increase in the number of institutions has, in most cases, not resulted in an equivalent increase in government grants or subventions. Consequently, Higher Education Institutions (HEIs) have been forced to seek other funding including the increase in tuition fees, exploitation of their intellectual capital, seeking private partnerships and philanthropic donations. HEIs have been forced to review their costs and to harness a variety of efficiencies in their operations.

Fundraising Initiatives

The funding of the University has continued to be a concern, the University Council and Management has continued to fail to meet the operational and developmental needs of the institutions. The Eswatini government, has been increasing the subvention for the last two academic years, a gesture that is well applauded. With the prevailing economic situation of the country, it is important that UNESWA continuously looks for new initiatives for fundraising.

The University has continued to invite a number of potential partners to explore partnerships that may yield Private Public Partnership that will add value to the institution. A good example of such partnership is that of UNESWA and Lilima Consortium, where a Memorandum of Understanding was signed with the sole objective of solving the student accommodation challenges. The implementation of such an agreement is at an advance stage.

Government Scholarship issues have remained at the centre of student challenges. The Government scholarships for candidates admitted to the University have decreased over the years. In spite of these challenges, the University expresses its gratitude to all stakeholders, thanking particularly His Majesty's government in all their initiatives in the wake of the current fiscal challenges by taking all measures possible to expedite processing of allowances of students as that has seen class boycotts being reduced. The self-sponsored students continue to have challenges with payment of their tuition fees. The institution is continuously seeking ways to help them



to ease the pressure. The credit system has actually reduced defaults in that a student is now able to pay for a number of courses per semester thus reducing the pressure paying for all courses per semester.

Research Grants

The University of Eswatini has continued to attract some research funding regionally and globally. Some of the on-going grant funded research include the following:

- Royal Academy of Engineering Higher Education Partnership in Sub-Saharan Africa (HEPSSA) funded by Royal Academy of Engineering;
- Rehabilitation of Degraded lands in two Communities in Eswatini funded by EEA Environment Fund;
- UK-Africa Postgraduate Advanced Study Institute in Mathematical Sciences (UK-funded APASI) Engineering Physical Sciences Research Council's Global Challenges Research Fund (GCRF);
- Energy Sector Greenhouse Gas Inventory for the Fourth National Communication and First Biennial Report to the United Nations Framework Convention on Climate Change funded by Ministry of Tourism & Environmental Affairs – Climate Change;
- Establishment of Agro-Processing Business Incubation funded by the Regional Universities Forum for Capacity Building in Agriculture (RUFORUM);
- Building Evidence to Understand and Prevent Campus Sexual Assault in Swaziland Sexual Violence Research Initiative through World Bank;
- WHO-PEN at Scale™: Strengthening Primary Healthcare Delivery for Diabetes and Hypertension in Swaziland funded by European Commission;

- Safe, Inclusive Participative Pedagogy: Improving Early Childhood Education in Fragile Contexts funded by UKRI-GCRF Economic and Social Research Council; and
- The Prevalence and Factors Associated with Violence Against Women and Girls with Disability & among Refugees in the Kingdom of Eswatini funded by UN Women Trust.

Austerity Measures

UNESWA has not been left out on the effects of the financial crisis faced by the country, the institutions had to come up with some austerity measures as part of cost containment. This involved reviewing its operations with a view to cutting and or containing costs. A number of areas in which cost cutting could occur were identified. The focus was not only on cost-cutting as income generating activities were also explored.

A number of savings based on the austerity measures were realised: Some of the areas, where implementation was done successfully included:

- Phone; retain phone allowance limit at E3500 (for who?);
- Freezing of Cost of Living Adjustment for Officers;
- Freezing of positions: the exercise has already started;
- Reduction of the Vehicles (Fleet) through public auction, thus resulted in the reduction of fuel costs;
- Reduction of Training costs; train champions (trainer of trainers) and also encouraging of local training instead of outside borders. A policy of 25% of per diem was implemented where training outside the country was unavoidable; (not clear)
- Online Banking- The increase in the use of online banking has drastically reduced the bank charges by over 50% per month; and



- Online University Calendar; Annually the institution was printing over 3000 copies for 1st years student only and staff at a cost of E200/copy. The calendar is now uploaded online.

On the same vein, the institution has come up with some income generation strategies:

- Up-scaling the Consultancy and Training activities;
- Increase of staff rental houses and water by 50%;

- Charging a minimum of E30 per staff member for the clinic services;
- Production of hand sanitizers by the Faculty of Science and Engineering for income generation??; and
- Production of Face Mask.



Prof. T.H. Gadaga

PREAMBLE

A number of milestones were noted in the academic activities of the University during the reporting period. The novel corona virus disease, COVID-19, impacted negatively on the activities of the second semester. The University closed on the 17th of March, 2020 as a precautionary measure against the spread of the disease.

The Office of the PVC (Academic) was involved in activities related to:

- the implementation of the strategic plan;
- development and implementation of academic programmes and regulations;
- development of e-learning (e.g. blended learning), and quality assurance in all

- academic activities;
- research, projects, and transformation & innovation activities; and
- other activities as outlined in the statutes.

The activities were also guided by the strategic plan, with focus on finance, customer service, research and internal efficiencies.

PROGRAMMES

New programmes

The University currently offers 26 postgraduate degrees, 32 undergraduate degrees, 14 diplomas, and 14 certificates and post-diploma certificates. The programmes are continuously reviewed and regulations revised according to prevailing realities. One programme was approved in 2019/2020; the Bachelor of Science in Geographic Information Science. Revised regulations for PhD by research are being discussed by the Senate.

BLENDED LEARNING

The Centre for Learning and Teaching (CELT) is currently training staff on Blended Learning and on-line programme delivery. In this academic year, 107 staff members went through training on University diversifies the modes of teaching and learning.

ACCREDITATION

An application for registration with Eswatini Higher Education Council (ESHEC) has been submitted. ESHEC is expected to conduct an accreditation visit in 2020.

QUALITY OF PROGRAMMES

The University set up a task team to conduct tracer studies to assess the relevance and quality of the University's programmes on the job market. The Faculties of Agriculture, Commerce, and Science and Engineering, held meetings with key stakeholders to discuss quality and relevance of programmes on offer. Other faculties are expected to have their meetings in 2020/2021 academic year.

RESEARCH

An Ad-hoc Committee composed of representatives from all Faculties and the Director of the Research Centre was set up to advise the Research Centre on the development of grant funded projects. There are eight (8) grant-funded projects that are ongoing in the University.

In line with the approach to get more grant-funding, a policy on sharing of indirect costs is under consideration. Intellectual Property (IP) and Ethics in Research policies are being reviewed.

University journals are now available on-line on the web page: <http://ojs.uniswa.sz/index.php/index/index>.

Efforts are being made to have the journal indexed internationally.

RANKINGS

Ranking agencies use varying formula in preparing their rankings but the general criteria include:

- Number of Ph.D. programmes;
- PhD awards per academic;
- PhD awards / bachelor's awards;

- Undergraduates admitted per academic;
- Student/staff ratios;
- Local/International academic staff ratio;
- Permanent staff with doctoral degrees;
- Employer Reputation;
- Citations per staff member;
- Research income;
- Proportion of internationally co-authored research papers;
- Research income from industry (per academic staff);
- International Student Ratio; and
- Nobel laureates.

Webometrics ranked UNESWA at 125 in Africa and 4335 world-wide in 2019. Greater effort is needed to improve research output and income from research. The website needs to effectively quantify the University's achievements.

OPEN AND DISTANCE LEARNING

In an effort to improve access to education, IDE increased enrolment by 14.9% in 2019/2020 compared with the previous academic year.

Three regional Digital Learning Centres were opened, namely; Southern Africa Nazarene University (SANU) College of Theology, Ngwane Teacher Training College, and Mhlatane High School.



Prof. P.E. Zwane

Vision

The vision of the office is to provide leadership and excellence in services that contribute towards the vision of the University.

Mission

The mission of the office is to provide continual improvement in administrative support to the University through well-developed and maintained infrastructure and to pursue commercialisation initiatives that will contribute to the financial sustainability of the institution

An amendment in a reporting line has been approved by Council for the Physical Planner to report to this office, in addition to the Directors of: Information Communication and Technology Centre (ICTC), Centre for Community Services (CCS), and Consultancy and Training Centre (CTC).

OBJECTIVES

The objectives of the office are to:

- Develop efficient ways of service delivery in the Maintenance Department;
- Assist Departments, Faculties, Administrative Units, Centres and Institutes to develop revenue generation initiatives to augment the University's income streams and contribute towards the financial sustainability of the institution; and
- Develop partnerships with partners and institutions that can assist in improving the physical and financial status of the University.

EXECUTIVE SUMMARY

With the limited human capacity to drive the commercialisation thrust of the strategic plan, the office has been able to establish a commercialisation committee that has been instrumental in identifying projects from Faculties to implement. Other initiatives are currently being explored to improve the maintenance of the infrastructure in the institution and to address issues of equal opportunities among students and staff in the institution.

ACTIVITIES

A number of initiatives have been introduced in the past year and they include the following:

Commercialisation

A commercialisation Committee has been set up to include representatives from Faculties, Administrative units, Centres, and Institutes with an aim of assisting in the development of sound business plans that can be offered through entrepreneurial projects, as part of the teaching and learning of students.

General guidelines to drive the initiatives have been formulated with the Committee, and shared with and endorsed by Management. Four business plans are under review by the Technical Committee, which has skills to advise and assist in refining the proposals. They are as follows: Printing Press, Goat production, Self-catering guesthouse, and Corporate shop.

Committee on Equal Opportunity

The Committee on Equal Opportunity has been reconstituted to work on terms of reference and formulate guidelines to avail equal opportunities for staff at UNESWA. With the guidelines in place, an action plan will be drafted to assist in the implementation of the guidelines.

Maintenance Related Activities

A campaign to refurbish the physical infrastructure at UNESWA has been planned. Implementation of the action plan will be carried out in the next financial year. Another initiative is a waste management task team that has been appointed consisting of representatives from the three campuses, and from Eswatini Environment Authority. The purpose of the team is to craft a strategic plan on waste management for UNESWA and possibly for the country. The team will further guide and explore possibilities of revenue generation from the waste generated at UNESWA.

COVID -19 Task Team

A task team was set up early in March 2020 with two major objectives: to raise awareness to the Community on the existence of the virus through the development and dissemination of key messages on prevention measures to be taken, symptoms and who is at risk of contracting the disease; provide timely updates on the situation in Eswatini, neighbouring countries and globally, and to facilitate the procurement of necessities in precautionary measures to be taken by the University community in response to COVID-19.

Achievements realised by the team were as follows:

- (a) Wash troughs installed at strategic places on all three campuses;
- (b) Information dissemination using posters, flyers and electronic platforms to share necessary information to better alert the university community of the virus; and
- (c) Ordering and distribution of sanitary products, Personal Protective Equipment (PPE). (sanitizers and face masks) to mitigate the spread of the virus.



Dr. S.S. Simelane
REGISTRAR

NEW STAFF

Marketing Officer

Mr Wandile Dlamini joined the University of Eswatini in August 2019. He joined the institution from the internationally acclaimed music and arts festival in the Kingdom of Eswatini, the MTN Bushfire. He was a key member of the Marketing and Communications team there. Prior to his life at MTN Bushfire, Wandile held a Marketing Position at Dups Holdings, where he started crafting the career he is having today. Wandile is an alumnus of UNESWA, holding a Bachelor of Commerce – Marketing. He is strongly passionate about creative visual appeals, digital and experiential marketing.

During his brief stay at UNESWA, he has initiated a series of exercises aimed at remodeling the institution's key customer touch points. He has managed to shift the institution's brand pack from a multi colored/random approach to a thematic corporate-image driven branding collateral, including its sub element like out-of-home displays. These were first introduced

in the last graduation ceremony and continues to be used for various events and promotions. A long-term strategy aimed at curating a strong digital media presence for the institution and wide continental reach as rooted in - A university of choice in Africa is being rolled out. This will result in a strong brand image supported by a well-managed, consistent brand in its communications and brand elements.

ACADEMIC OFFICE

New Programmes

The Bachelor of Science in Geographic Information Science was approved by Senate in May 2019 and will be introduced in the Faculty of Science and Engineering in August the 2020/2021 Academic Year.

Mission

The mission of the Registry is to provide excellent administrative and academic support services to the University through proper application of policies and careful implementation of Rules and Regulations.

New Specialisation

The Bachelor of Education (French Specialisation) was approved by Senate in November 2019. The Programme is targeted for holders of Post-High School qualifications. The programme will be offered on Part-Time basis by the Faculty of Education starting in August 2020/2021.

Decentralisation of Academic Processes

Some academic processes were decentralised to Faculties following Senate's decision to decentralise some academic processes. The academic processes listed below are now managed at Faculty/Institute level:

- Results
- Exemptions

- Credit Transfers
- Withdrawals

Appointment of Assistant Registrar (Academic)

Ms. Bongekile Dlamini was appointed Assistant Registrar (Academic) in the Academic Services Office on 1st March 2020.

The Enrolment and Graduation Statistics

The Graduation Ceremony was held on Saturday 5 October 2019. A total of 1542 graduated on this day. His Majesty, King Mswati III, the Chancellor officiated the Ceremony. The distribution of the graduates is shown in the table below:

GRADUATION 2018/2019

FACULTY/INSTITUTE	FEMALE	MALE	TOTAL
AGRICULTURE	84	121	205
COMMERCE	66	47	113
SOCIAL SCIENCE	90	38	128
CONSUMER SCIENCES	53	7	60
SCIENCE AND ENGINEERING	32	59	91
EDUCATION	145	93	238
HEALTH SCIENCES	82	64	146
HUMANITIES	53	27	80
IDE	266	136	402
IPGS	52	27	79
TOTAL	924	619	1542

POST-GRADUATE DEGREES

Master's	77
Doctorate	2
TOTAL	79

BACHELOR'S DEGREES

FACULTY/INSTITUTE	First Class	2(i)	2(ii)	Pass	TOTAL
AGRICULTURE	-	29	159	17	205
COMMERCE	1	14	67	31	113
CONSUMER SCIENCES	-	7	46	7	60
EDUCATION	-	5	87	27	119
HEALTH SCIENCES	-	26	83	30	139
HUMANITIES	-	-	47	33	80
SCIENCE AND ENGINEERING	1	14	68	8	91
SOCIAL SCIENCE	-	4	73	51	128
IDE	1	22	153	44	220
TOTAL	3	121	783	248	1155

DIPLOMAS AND CERTIFICATES

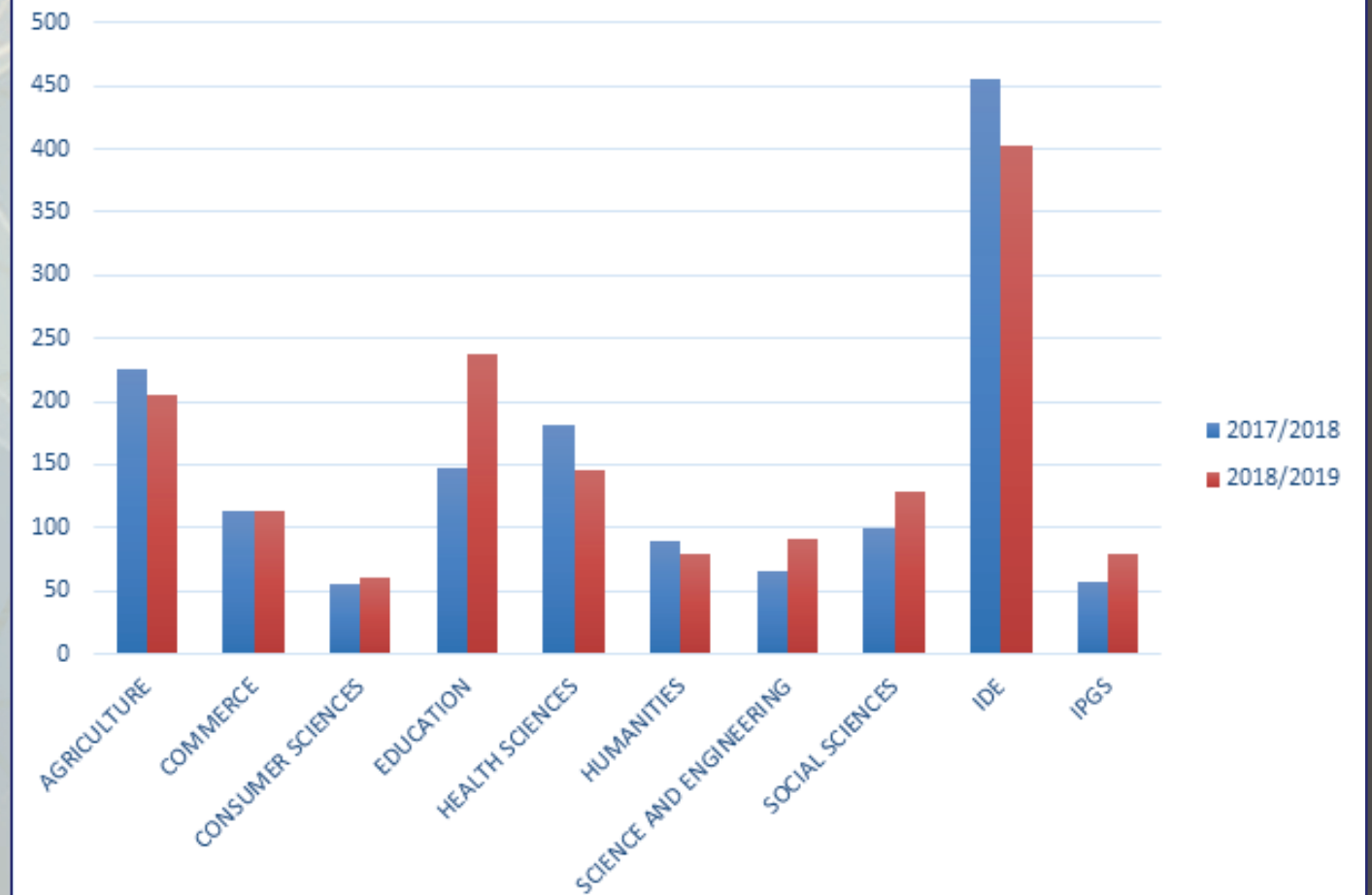
FACULTY/INSTITUTE	Distinction	Merit	Credit	Pass	TOTAL
EDUCATION	-	3	95	21	119
HEALTH SCIENCES	-	3	4	-	7
IDE	5	6	121	50	182
TOTAL	5	12	220	71	308

GRADUATION STATISTICS COMPARISON

A comparison of graduation statistics for two academic years is shown below.

FACULTY/INSTITUTE	2017/2018	2018/2019
AGRICULTURE	226	205
COMMERCE	113	113
CONSUMER SCIENCES	56	60
EDUCATION	148	238
HEALTH SCIENCES	181	146
HUMANITIES	90	80
SCIENCE AND ENGINEERING	66	91
SOCIAL SCIENCES	100	128
IDE	456	402
IPGS	57	79
TOTAL	1493	1542

GRADUATION 2017/2018 AND 2018/2019



ENROLMENT

The University enrolment has steadily increased over the years. Enrolment figures for two academic years are shown in the tables below.

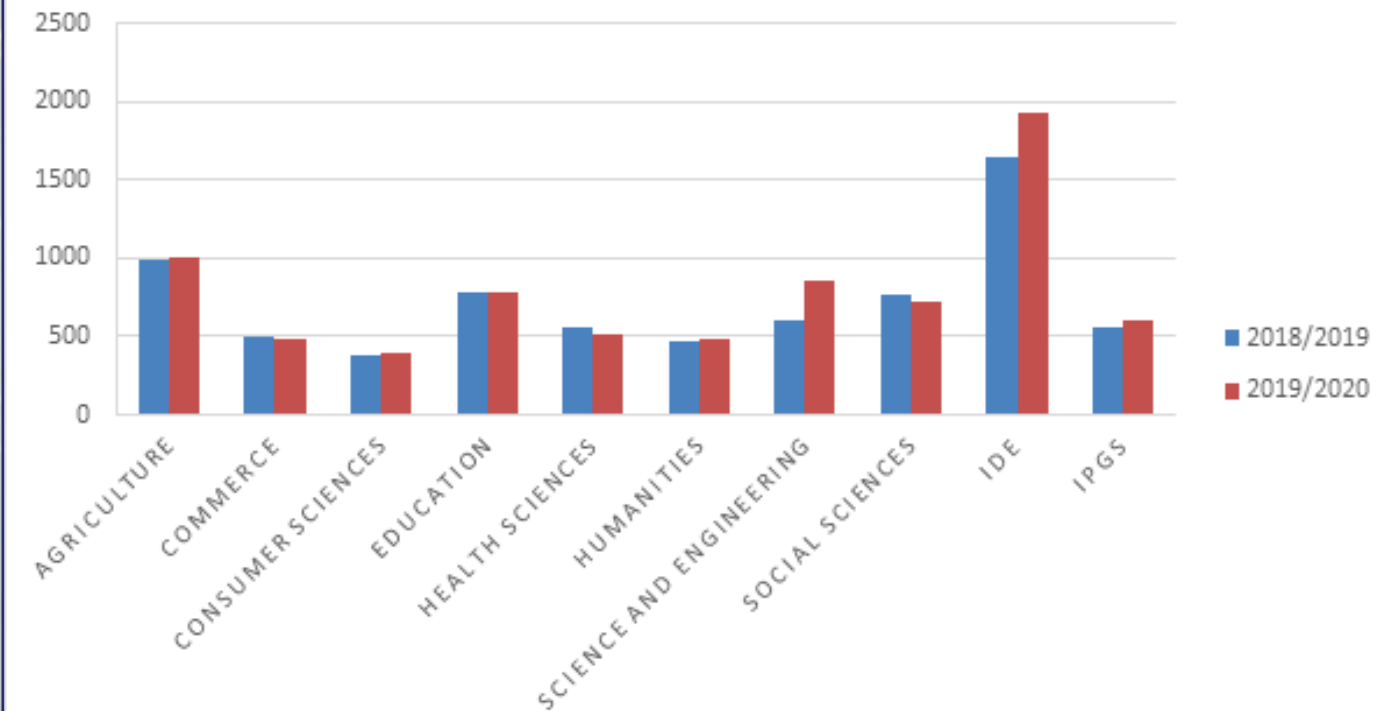
2018/2019

FACULTY/INSTITUTE	FEMALE	MALE	TOTAL
AGRICULTURE	366	632	998
COMMERCE	252	249	501
CONSUMER SCIENCES	315	59	374
EDUCATION	465	317	782
HEALTH SCIENCES	297	266	563
HUMANITIES	292	174	466
SCIENCE AND ENGINEERING	205	405	610
SOCIAL SCIENCES	450	318	768
IDE	1031	614	1645
IPGS	309	246	555
TOTAL	3982	3280	7262

2019/2020

FACULTY/INSTITUTE	FEMALE	MALE	TOTAL
AGRICULTURE	369	635	1004
COMMERCE	240	238	478
CONSUMER SCIENCES	330	69	399
EDUCATION	457	321	778
HEALTH SCIENCES	276	243	519
HUMANITIES	307	172	479
SCIENCE AND ENGINEERING	301	550	851
SOCIAL SCIENCES	417	309	726
IDE	1204	727	1931
IPGS	323	275	598
TOTAL	4224	3539	7763

ENROLMENT BY FACULTY/ INSTITUTE 2018/2019 AND 2019/2020



CORPORATE AFFAIRS OFFICE

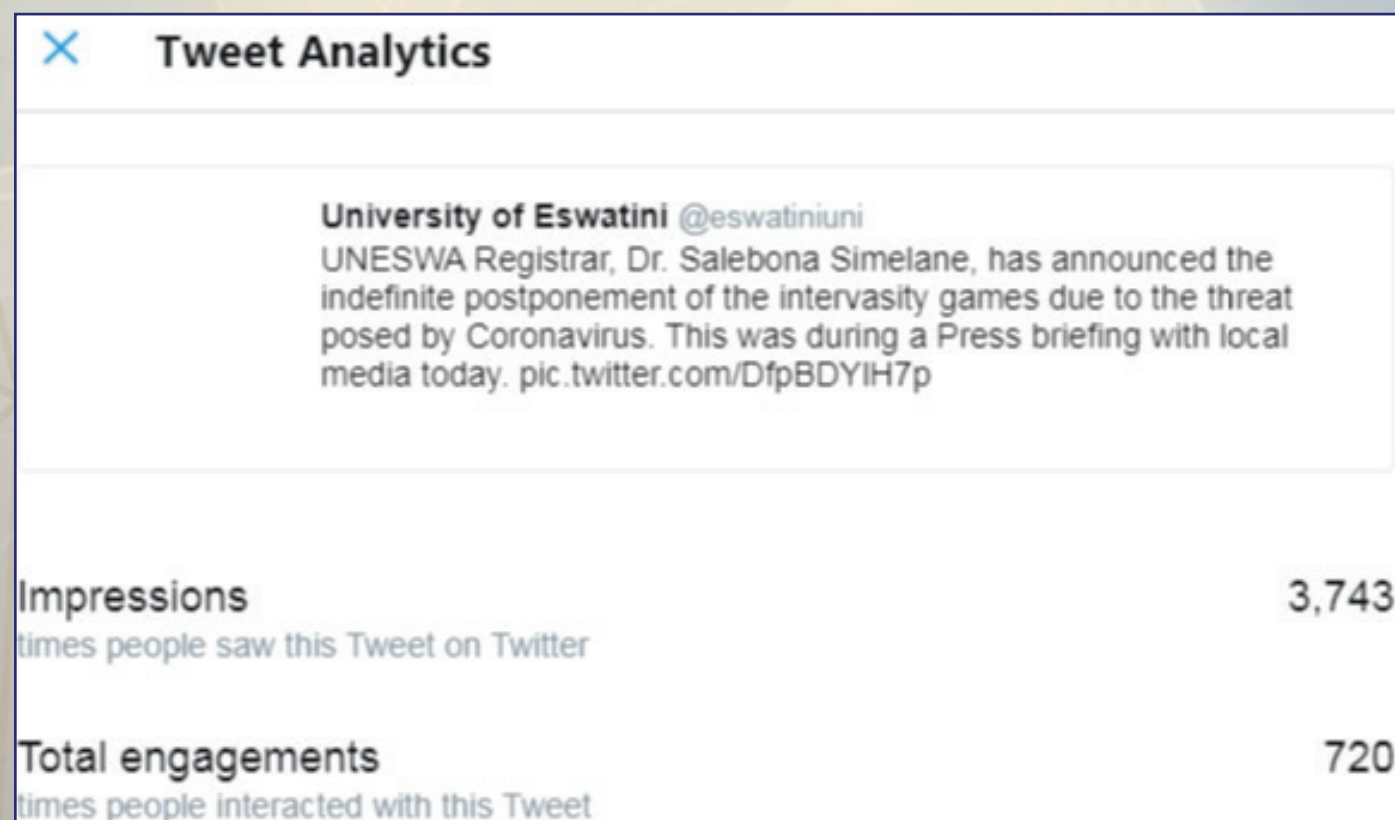
The Corporate Affairs Office continued with its mandate during the year under review. The Office coordinated meetings of the Events Management Committee and also broadcast programmes on the University in the national radio station, Eswatini Broadcasting and Information Services. The Office is delighted to report that it now also broadcasts in the English Channel with effect from October 2020. The programme is broadcast on Saturday at 10.15 am each morning. The Office was also able to open and maintain social media pages on Facebook and Twitter.

Social Media (Facebook & Twitter)

The university's social media pages continue to amass a huge following especially by students who want to be updated on the latest happening at UNESWA.
Facebook reach:



Above is an example of how many people were reached by one of our latest social media posts on Facebook. A single post can reach up to over 10 000 people on Facebook. Our Twitter page has a substantive following as well:



The Office aims to grow the number of followers for the University pages.

Corporate Shop

The University Management approved a proposal for the Corporate Affairs Office to open a Corporate Shop. The merchandise is being delivered to staff who ordered and the range of promotional items will be increased.

Posters

With the advent of COVID 19, the Office published posters and messages for the Corana Virus Preparedness Task Team.

HUMAN RESOURCE OFFICE

STAFF COMPLEMENT

The overall staff complement for the University of Eswatini stood at 928 of which 447 (48%) were Academic and Administrative and 481 (52%) were Non-Academic Staff.

For the Academic and Administrative Staff, females make up 185 (41%), males were 262 (59%). For Non-Academic Staff, females constitute 182 (38%) and males were 299 (62%).

The table below illustrates the under representation of female staff in higher ranks.

ACADEMIC AND ADMINISTRATIVE STAFF BY RANK

Rank	Male	Female	Total
Professors	18	2	20
Associate Professors	12	6	18
Senior Administrative Staff	32	26	58
Administrative Staff	21	12	33
Senior Lecturers	36	17	53
Lecturers	135	113	248
Teaching Assistants & Admin. Assistants	7	8	15
Sabbatical Fellows	1	1	2
Total	262	185	447

The University continues to maintain a healthy mix of local and international staff. The table below indicates that.

ACADEMIC AND ADMINISTRATIVE STAFF BY CITIZENSHIP

Faculty/Department/Unit	Swazi Citizens	Expatriates	Total
Administration	25	1	26
Bursary	12	1	13
Consumer Sciences	10	6	16
Physical Planning	1	0	1
DSA	10	0	10
UNESWA Foundation	2	0	2
Agriculture	33	18	51
Commerce	15	8	23
Education	29	13	42
Health Sciences	39	8	47
Humanities	30	12	42
Science and Engineering	53	29	82
Social Sciences	38	10	48
Institute of Distance Education (IDE)	9	3	12
Library	10	2	12
Centre for Learning and Teaching (CELT)	1	0	1
Centre for Community Services (CCS)	1	0	1
Internal Audit	3	0	3
Information Communication & Technology Centre (ICTC)	1	0	1
Institute of Post-Graduate Studies (IPGS)	3	0	3
University Planning & Inst. Adv. Centre (UPIAC)	2	0	2
UNESWA Research Centre (URC)	2	0	2
Eswatini Institute for Research in Traditional Medicine, Medicinal & Indigenous Food Plants (EIRMIP)	6	0	6
Entrepreneurship & Business Development Centre (EBDC)	0	0	0
Consultancy & Training Centre (CTC)	1	0	1
TOTAL	336	111	447

The Academic and Administrative staff complement for the year under review slightly increased.

ACADEMIC AND ADMINISTRATIVE STAFF BY FACULTY AND GENDER

Faculty/Department/Unit	Male	Female	Total
Administration	15	11	26
Bursary	8	5	13
Consumer Sciences	5	11	16
Physical Planning	1	0	1
DSA	8	2	10
UNESWA Foundation	2	0	2
Agriculture	39	12	51
Commerce	17	6	23
Education	20	22	42
Health Sciences	19	28	47
Humanities	17	25	42
Science and Engineering	66	16	82
Social Sciences	27	21	48
Institute of Distance Education (IDE)	4	8	12
Library	3	9	12
Centre for Learning and Teaching (CELT)	1	0	1
Centre for Community Services (CCS)	1	0	1
Internal Audit	2	1	3
Information Communication & Technology Centre (ICTC)	1	0	1
Institute of Post-Graduate Studies (IPGS)	2	1	3
University Planning & Inst. Adv. Centre (UPIAC)	1	1	2
UNESWA Research Centre (URC)	1	1	2
Eswatini Institute for Research in Traditional Medicine, Medicinal & Indigenous Food Plants (EIRMIP)	2	4	6
Entrepreneurship & Business Development Centre (EBDC)	0	0	0
Consultancy & Training Centre (CTC)	0	1	1
TOTAL	262	185	447

The support staff complement decreased slightly.

NON-ACADEMIC STAFF BY CADRE AND GENDER

Cadre	Male	Female	Total
Secretarial	0	66	66
Accounting	9	11	20
Nurses	1	4	5
Library	17	18	35
Cleaners and Laundry	0	18	18
Workshop	8	0	8
Drivers	42	0	42
Technical	66	13	79
Switchboard Operators	1	3	4
Photocopier Operators	5	0	5
Tractor Driver	7	0	7
Farm	25	0	25
Security	3	0	3
Maintenance	80	23	103
Refectory	35	26	61
Total	299	182	481

STAFF TRAINING

Being cognisant of the need for staff development as well as succession planning, the University continues to provide opportunity and facilitate both short-term and long-term training of its staff.

As a result of these relentless efforts, five staff members received a doctoral degree, three received a Master's degree and one received a Chartered Accountant certificate. Congratulations are in order for the members of staff listed in the table below:

Newly Acquired Qualifications

Academic and Administrative Staff

NAME	RANK	DEPARTMENT	NEW QUALIFICATION
Mr. Sandile Dlamini	Lecturer	Electrical and Electronic Engineering	M.Sc (University of Newcastle)
Dr. Virginia T. Dlamini-Akintola	Lecturer	English Language and Literature	PhD (Stellenbosch University)
Ms. Prudence Khumalo	Senior Assistant Bursar	Bursary	MBA (UNESWA)
Dr. Mzabalazo Lupupa	Lecturer	Electrical and Electronic Engineering	PhD (University of Reading)
Dr. Nomsa Magagula	Lecturer	General Nursing	PhD (UNISA)
Dr. Sakhile K. Masuku	Lecturer	Community Health Nursing Science	PhD (UKZN)
Mr. Mfundo N. Msibi	Lecturer	Accounting and Finance	CA (SA)
Dr. Alfred F. Tsikati	Lecturer	Agricultural Education & Extension	PhD (UNESWA)

Non-Academic Staff

One of the Non Academic Staff members, Mr. Zweli Mndzebele who was a Technologist in the Physics Department, used the opportunity offered by the University for staff development and in 2019 received a Master of Business Administration degree from UNESWA.

In March 2020, Mr. Mndzebele was appointed Lecturer in the Accounting and Finance Department. Congratulations are in order for Mr. Mndzebele in his new position.

NAME	RANK	DEPARTMENT	NEW QUALIFICATION
Mr. Zweli Mndzebele	Technologist	Physics	MBA (UNESWA)

STAFF ON TRAINING LEAVE

The members of staff listed below are currently on training in institutions in Africa and beyond:

Academic and Administrative Staff

NAME	RANK	DEPARTMENT
Ms. Bakhombisile S. Dlamini	Teaching Assistant	Political and Administrative Studies
Mr. Mzwandile Mabuza	Lecturer	Crop Production
Ms. Nonkonzo Makhubu	Lecturer	Animal Science
Mr. Kwanele Nxumalo	Lecturer	Horticulture
Ms. Nomathemba Nxumalo	Lecturer	Community Health Nursing Science
Ms. Zodwa Vilakati	Lecturer	Statistics and Demography

RETIREMENTS

The University extends its gratitude to the following employees for having served the institution until their retirement.

Academic and Administrative Staff

NAME	POSITION	DEPARTMENT
Mrs. Sithembile M. Motsa	Lecturer	Community Health Nursing Science
Dr. Sifiso I. Sithole	Lecturer	General Nursing Science
Prof. Nonhlanhla A. Sukati	Associate Professor	Community Health Nursing Science

Non-Academic Staff

NAME	POSITION	DEPARTMENT
Mr. Moses Dlamini	Artisan Attendant	Maintenance
Ms. Sizakele Kunene	Cleaner	Maintenance
Ms. Alvina Masina	Principal Library Assistant	Library
Ms. Evelyn Matsebula	Typist I	Library
Ms. Thabsile Mkhonta	Cook	Refectory
Mr. Aaron Nhlabatsi	Cook	Refectory
Ms. Makhosazane Nzima	Shorthand Typist II	Registry - Admissions
Mr. David Shongwe	Cook	Refectory
Ms. Jane Simelane	Cleaner	Maintenance

PROMOTIONS

As in previous years, the University recognised and rewarded good performance by its employees. The promotion criteria for academic staff was revised during the period under review. The staff listed below were promoted to the ranks indicated:

Academic and Administrative Staff

ACADEMIC PROMOTIONS



NAME	DEPARTMENT	OLD RANK	NEW RANK
Dr. Karen Ferreira-Meyers	Institute of Distance Education	Senior Lecturer	Associate Professor
Dr. Thembal'lahlwa Mahlaba	Biological Sciences	Senior Lecturer	Associate Professor
Dr. Simiso K. Mkhonta	Physics	Senior Lecturer	Associate Professor
Dr. Nomsa Mndzebele	Business Administration	Senior Lecturer	Associate Professor
Dr. Roy Vilane	Agricultural Biosystems and Engineering	Senior Lecturer	Associate Professor

RESIGNATIONS

During the period under review, the staff members listed below resigned from service:

Academic and Administrative Staff

NAME	POSITION	DEPARTMENT
Mrs. Nozipho Becker	Lecturer	Food and Nutrition Sciences
Mr. Senzo Dlamini	Faculty Administrator	Institute of Post-Graduate Studies
Ms. Carolyne Lunga	Lecturer	Journalism & Mass Communication
Mr. Zwelisha Mabuza	Principal Officer	UNESWA Pension Fund
Dr. Willy Okullo	Senior Lecturer	Physics
Mr. Emmanuel Olamijuwon	Lecturer	Statistics and Demography

Non-Academic Staff

NAME	POSITION	DEPARTMENT
Mr. Fundizwi Sikhondze	Technologist	Agricultural Education and Extension

DECEASED

The University, sadly, lost the members of staff listed below:

Academic and Administrative Staff

NAME	RANK	DEPARTMENT
Dr. Ruth Dlamini	Lecturer	Agricultural Education & Extension
Mrs. Sibongile Hlatshwayo	Lecturer	Sociology & Social Work
Mrs. H.N. Ndzimandze-Hlatshwayo	Lecturer	Curriculum and Teaching

Non-Academic Staff

NAME	POSITION	DEPARTMENT
Ms. Zile Manana	Waitress	Refectory
Ms. Ruth Mavuso	Clerical Officer	Registry - Archives

NAME	POSITION	DEPARTMENT
Mr. Daniel Mhlanga	Artisan Attendant	Maintenance
Ms. Zanele Mhlanga	Secretary	Statistics and Demography
Mr. Jabulane Sihlongonyane	Head Groundsman	Maintenance
Mr. Bonginkhosi Shongwe	Photocopier Operator	Registry

NEWLY APPOINTED STAFF MEMBERS

The University enjoyed success in its recruitment drive to fill vacant positions. The table below contains a list of new members of staff. A total of 41 Academic and Administrative Staff was appointed during the period under review.

Academic and Administrative Staff

NAME	RANK	DEPARTMENT
Dr. Joseph Agyemang	Lecturer	Accounting & Finance
Prof. Adedeyo Ajayi	Professor	Agricultural Education and Extension
Prof. Boluwaji Akinuwesi	Associate Professor	Computer Science
Dr. Edwinah Apunda	Lecturer	Textile and Apparel Design
Dr. Vincent Asogwa	Senior Lecturer	Agricultural Education and Extension
Mr. Mulugeta Girma Derese	Lecturer	Community Health Nursing Science
Ms. Nompilo Dlamini	Lecturer	Community Health Nursing Science
Ms. Notsile Dlamini	Teaching Assistant	Animal Science
Ms. Thandanani Dlamini	Lecturer	Journalism and Mass Communication
Mr. Wandile Dlamini	Administrative Assistant (Marketing)	Registry – Corporate Affairs
Dr. Zinhle Dlamini	Lecturer	Electrical & Electronic Engineering
Prof. Kalu Emenike	Associate Professor	Accounting & Finance
Mr. Henri-Count Evans	Lecturer	Journalism and Mass Communication
Dr. Caroline Gurajena	Lecturer	Computer Science
Mrs. Busisiwe Hadebe	Administrative Assistant	Bursary
Dr. Frits Ngale Illongo	Senior Lecturer	Adult Education
Dr. Walima Kalusa	Senior Lecturer	History
Dr. Julius Kule	Senior Lecturer	Business Administration
Mr. Themba Kunene	Lecturer	Statistics and Demography

NAME	RANK	DEPARTMENT
Dr. Shell-May F. Liao	Lecturer	Physics
Mr. Vusi Magongo	Teaching Assistant	African Languages and Literature
Mr. Mqobi Mamba	Lecturer	Biological Sciences
Dr. Sipho F. Mamba	Lecturer	Geography, Environmental Science and Planning
Mr. Sabelo Masuku	Lecturer	Environmental Health Sciences
Mr. Philemon Matsenjwa	Senior Warden	Student Welfare
Dr. Harrison Matsongoni	Senior Lecturer	Accounting & Finance
Dr. Francis Mavhunga	Lecturer	Curriculum and Teaching
Dr. Aleign Ademe Mengistu	Senior Lecturer	Agricultural Economics and Management
Mr. Zweli Mndzebele	Lecturer	Accounting & Finance
Dr. Fredrick Moonga	Lecturer	Sociology and Social Work
Dr. Blessed Muchono	Lecturer	Physics
Ms. Nqobile Ndzinisa	Lecturer	Journalism and Mass Communication
Dr. Sara Padidar	Lecturer	Biological Sciences
Dr. Shamsudeen Sanni	Senior Lecturer	Computer Science
Ms. Sipiwe Shongwe	Copy Editor	Institute of Distance Education
Mrs. Sithembile Shongwe-Gwebu	Lecturer	General Nursing Science
Ms. Lungile Sifundza	Lecturer	Geography, Environmental Science and Planning
Prof. Nonhlanhla Sukati	Associate Professor	Community Health Nursing Science
Dr. Chibueze Okeke	Lecturer	Mathematics
Mrs. Goodness Tshabalala	Lecturer	In-Service Education
Mrs. Isabel Zulu-Moyo	Lecturer	Mathematics

Thirteen staff members were appointed to vacant positions during the period under review.

Non-Academic Staff

NAME	POSITION	DEPARTMENT
Ms. Nelsiwe Dlamini	Typist I	Institute of Post-Graduate Studies
Mr. Vusumuzi Dlamini	Technologist	Information Communication & Technology Centre
Mr. Senzo Gamedze	Farm Manager	Farm
Mr. Mthokozi Mamba	Technologist	Agricultural Bio-system & Engineering
Ms. Zandile Mamba	Field Attendant	Agricultural Education & Extension
Mr. Mbuso Maseko	Technologist	Information Communication & Technology Centre
Ms. Alvina Masina	Principal Library Assistant	Library
Mr. Samkelo Masuku	Database Officer	Registry
Mr. Chris Mavuso	Technologist	Computer Science
Ms. Nokuthula Sikhondze	Mail Clerk	Registry
Mr. Phesheya Zikalala	Labourer	Animal Science
Mr. Somcebo Zondi	Campus Nurse	Registry - Clinic
Mr. Njabulo Zubuko	Technologist	Crop Production

SABBATICAL FELLOWS

The persons in the table below are scholars from other universities who were spending their sabbatical leave at the University of Eswatini. During their stay at the University, they were expected to be fully engaged in activities of the departments hosting them.

NAME	RANK	DEPARTMENT
Prof. Gabriel Adegoke	Sabbatical Lecturer	Food and Nutrition Sciences
Dr. Lokadhia Manwa	Sabbatical Lecturer	Consumer Sciences

SECURITY UNIT

MISSION

The mission of the Security Department is to ensure that the University of Eswatini is a safe and conducive place for staying, teaching and learning, research and innovation, entrepreneurship, and community engagement for sustainable development.

PRIMARY DUTIES OF SECURITY PERSONEL

- Preventing and combating crime;
- Preservation of peace and order;
- Protection of life, property and information; and
- Bringing of offenders before justice.

UNESWA SECURITY STAFF COMPLIMENT

The security section was outsourced save for the senior posts. They are deployed as follows:

DESIGNATION	QUANTITY	TOTAL
Chief Security Officer	1	1
Senior Security Officer - Kwaluseni	0	0
Senior Security Officer – Luyengo	1	1
Senior Security Officer – Mbabane	1	1
TOTAL	3	3

Taking into consideration the complexity of security work, the number of students, staff members, and other activities that take place in the Kwaluseni Campus as compared to a number of years back, it is about time that the University of Eswatini considers hiring the Senior Security Officer for the Kwaluseni Campus to alleviate the work load on the Chief Security Officer.

ACTIVITIES

The year 2019/2020 was a very busy one in terms of activities that took place. Below are the activities that took place in the year 2019/2020:

The Security Unit was involved in the following activities:

- Preparations and provision of security services during a Fashion Show hosted by the TADM Department which was held at the MPH – Luyengo Campus on 15 May 2019;
- Preparation and provision of security services during the Oath Taking Ceremony held at Mbabane Campus on Thursday, 11 July 2019;
- Preparation and provision of security services during the CTC event which was held

at Kwaluseni Campus Main Conference Room on Thursday 11 July 2019;

- Preparation and provision of security services during the Eswatini Invitational International Basketball Tournament which was held at Kwaluseni Campus from Thursday 20 to Monday 24 June 2019. Countries that participated in the tournament included Eswatini, Malawi, Botswana, Zambia, Zimbabwe, Namibia, South Africa and Mozambique;
- Preparation and provision of security services during the Eswatini School Choral Music which was held at Kwaluseni Campus Sports Emporium hall from 29 to 30 June 2019. The Minister of Youth, Sports and Culture was also present at the event;
- Provision of security services during the Rise Project Conducting Training which was held at Kwaluseni Campus Sports Emporium from 18 to 19 July 2019;
- Orientation of new students in year 019/2020 academic year under the theme “Enhancement for the academic Excellence Global Relevance”;
- Preparation and provision of security during the International Conference of Education which was held at Kwaluseni campus MPH in August 2019.
- Preparation and provision of security services during a meeting for African Regional Centres of Expertise which was held at the Cardiff Hall Luyengo Campus from 5 to 7 August 2019;
- Preparation and provision of security services during the Digital Learning Launch which was held at Kwaluseni Campus on Thursday 22 August 2019 at Sports Emporium;

- Provision of security services during Workers College graduation Ceremony which was held in 31 August Saturday 2019 at the Sports Emporium Hall;
- Preparation and provision of security services during the National Colloquium on Violence which was held at IDE Lecture Theatre in September 2019;
- Preparation and provision of security services during the Graduation Ceremony which was held on Saturday 5 October 2019 and all proceedings went well;
- Preparation and provision of security services during the Inaugural Lecture on Sustainable Research Workshop which was held at the Sports Emporium on Thursday 17 October 2019;
- Preparation and provision of security services during the ICT Fair which was held at the Sports Emporium from Friday 25 to Saturday 26 October 2019;
- Preparation and provision of security services during the Graduation Ceremony of the Emergency Medical Rescue College which was held at the Sports Emporium in 31 October 2019;
- Provision of security services during the auction sale of vehicle, tractors and other scrap materials which was held at the Workshop and Transport Department at Luyengo Campus in 14 December 2019;
- Preparation and provision of security services during the Demystifying Sexual and Domestic Violence (SODV) where the Deputy Prime Minister was the Guest Speaker which was held at Kwaluseni campus Sports Emporium hall on Friday 6 March 2020;

- Provision of security services during the Mr/ Miss Fresher's event 2019/2020 which took place in Kwaluseni campus on 6 March 2020; and
- Preparation and provision of security services during the Cyber Security Awareness Seminar which was held at IDE Lecture Theatre on Wednesday 10 March 2020.

WORKSHOP AND TRANSPORT DEPARTMENT

VISION

To provide a safe, reliable, effective, efficient transport operation which will best meet the needs of the customers

MISSION

The mission of the Workshop and Transport Department is to ensure that it provides a service that is environmentally friendly, cost effective and economically sustainable for the University of Eswatini.

OBJECTIVES

- The objectives of the Workshop and Transport are:-
- Promote a safe and secure, reliable and sustainable service to the University;
 - Ensure that the University gets return on the investment it had put in place in the department;
 - Improve the standard and ways of doing things within the department by becoming more effective and efficient in the use of new technology;
 - The provision of readily accessible information for the assistance of the University stakeholders where the need for transportation services arises; and
 - Encourage a professional approach to fleet management and transport operations.

The Workshop and Transport comprises of two sections that complements one another in their operations to ensuring that the University receives reliable and efficient transportation services.

The Workshop section is responsible for the maintenance and servicing of the University Fleet of vehicles which comprises of Tractors, Sedans, LDVs, Mini Buses, Trucks and Buses. It ensures that all University vehicles are serviced properly and spares are genuinely provided timeously, and the vehicles are available to all the customers at all times.

The Transport section is responsible for making sure that all University transportation needs are fulfilled adequately and the allocation of vehicles is done in the most efficient and economical way. It ensures that vehicles are provided according to the different needs of the University and the utilisation of fuel is consumed in an economical manner.

The Transport Fleet was reduced by 40% due to austerity measures within the Institution and a way to reduce the cost of the fleet. The sale of part of the pool vehicle and implements resulted in a cost savings of over 25% within a period of 6 months.

The section has 56 members of staff.

Workshop and Transport Staff Compliment

Section	Number of Employees	Year Period
Workshop	7	2019/2020
Transport	49	2019/2020
Total	56	

Fleet Schedule Statistics (Pool)

Vehicle Description	2019 Schedule	Sold by Public Auction	2020 Schedule
Sedans	24	8	16
LDVs	16	8	12
Mini Buses	12	6	12
Midi Bus	1	0	1
Trucks	3	1	2
Fire Engine	1	1	0
Buses	5	0	5
Tractors	13	4	9
Implements	26	12	14
TOTAL	101	39	62

CLINIC

The Clinics continue to provide and treat students with a variety of medical cases ranging from general illness to mental cases. The Clinic is compliant with the Kingdom of Eswatini Government Standards of operation in the clinics.

The introduction of E30.00 payment for staff members has seen drastic reduction of staff members seeking medical treatment at the clinic.

The Nurses have been sensitised and are actively involved in the management of COVID-19 pandemic.

Vision

The vision of the Legal Affairs Unit is to ensure the realisation of the vision of the University by providing efficient legal services to the University.

Mission

The mission of the Legal Office is to provide legal advice and services to protect the interests of the University and to ensure that the University adheres to legal requirements and conducts its business in accordance with a sound legal practice and framework within the laws of the country and in particular the University of Swaziland Act, 1983 and the University Statutes.



Ms. G.P. Mndzebele
SENIOR LEGAL OFFICER

EXECUTIVE SUMMARY

In line with its vision, the Legal Office continued to render legal services to the University. Its primary responsibilities being to:

- Provide high quality advice to the University on legal issues and problems;
- Formulate the best possible legal solutions and providing legal assistance while dealing with some particular legal tasks, litigations, contracts, dispute resolution and guide the University;
- Advise the University on whether or not its activities are in compliance with the requirements of the regulatory legislation;
- Analyse and research the implications of laws, regulations, and other legislation that have an impact on the University;

- Liaise with the University's attorneys;
- Represent the University in conciliation and arbitration matters; and
- Provide secretarial services to various structures of the University.

OBJECTIVES

The Legal Office assists the University of Eswatini to achieve its mission by providing legal services that are designed to add value and improve the operations of the University. This is done through collaborating with Units and Departments of the University on relevant areas.

ACTIVITIES

The Legal Office continued to provide support services to the various structures of the University. These include: giving legal advice and opinion on matters referred to the office; serving in Committees; and drafting and vetting legal instruments.

The Office has been able to recover moneys owed to the University by former staff members and in some cases has entered into arrangements with such former staff members to have moneys owed amortised over a period of time.

PROFESSIONAL DEVELOPMENT

Due to the fiscal challenges that the University is facing it has not been possible for staff to engage in any professional development during the financial year under review.

Vision

Our vision is excellence in the provision of administrative leadership and counselling services to students at the University of Eswatini; and the promotion of educational and administrative support to all structures of the University.

Mission

The Department of Student Affairs endeavours to provide leadership, social, extra-curricular and counselling programmes to all students. It seeks to challenge students to become responsible and productive citizens of the country, and to support the University's educational and administrative goals.



Mr. M. Kunene
DEAN OF STUDENT AFFAIRS

OBJECTIVES

The main objective of the Department is to provide professional and student-oriented activities and services designed to enrich student's holistic development.

ORIENTATION

Orientation is a critical exercise for new students. It helps alleviate fear, intimidation and insecurity. It is a time when students have a lot of their academic, personal, social and financial questions answered. The orientation took place from 5th to 7th August 2019. The theme of the orientation was “#UNESWAMYCAREERDESTINATION” which guided the Guest speaker in her presentation. The Guest Speaker was Mrs Stella Lukhele who was identified as a seasoned politician, former Minister for Agriculture and a Director of Khulisa Umntfwana. In her remarks, she reminded students on how to conduct themselves away from their parents and guardians. She urged them to be focused and responsible as they pursue their career goals.



On another note, the Institute of Post Graduate Studies launched the second intake orientation which was held on the 20th February 2020. The theme of the orientation was # “Enhancement for Academic Excellence, Sustainability & Global Relevance”. The objectives were to help students understand the Post-Graduate Environment and to introduce them to the teaching and learning structure, resources, and student support services.

Best practices continue to show that compulsory residential orientation tends to yield more of the desired goal for this activity.

SCHOLARSHIP HIGHLIGHTS

Scholarship issues continue to be at the centre of student challenges. Although the number of Eswatini government scholarship beneficiaries has slightly improved over the years, the Department of Student Affairs continues to experience an influx of students in need of help in this area. The support shown by private companies in this endeavour is encouraging. Eswatini Water Services Corporation sponsored two students in the Faculty of Science and Engineering as part of an on-going bursary support offered to the University of Eswatini students.

Eswatini National Provident Fund sponsored a disabled and underprivileged student in the Faculty of Social Sciences - Bachelor of Laws (final year student).

The late payment of personal, project allowances and caution fee results in some cases to class boycotts by UNESWA students. This impacts negatively on student’s academic performance.

COUNSELLING AND DEVELOPMENT

Counselling and psychotherapy

The Counselling, Career & Development Unit receive registered students individually and in groups for a wide-range of issues such as academic, financial, career development, alcohol and drug abuse, family relations, personal relations, depression, stress and anxiety.

The above issues tend to have negative impact on the academic performance of students.

Career Guidance and Development

Career Guidance and Development forums attended:

- (i) International Career Expo held at the IDM Matsapha.
- (ii) PCE & Mentors participated in a Career Guidance Fair, at the Children’s Cup NGO based at Mbekelweni area.
- (iii) Career Expo-Teaching Service Commission for 4th Year students, Faculty of Education and the Institute of Distance Education held at Kwaluseni Campus.
- (iv) UWC Waterford KaMhlaba 12th Annual Eswatini Careers Fair for High School students held at the Mavuso Exhibition and Trade Centre.
- (v) Graduate Mentorship Seminar to expose Graduates to different job search tips and entrepreneurship experiences held at Luyengo Campus.
- (vi) Career Fair held within the Agri-Business Fair which was held at Luyengo Campus. The event was themed “Passionate Youth in Agri-Business & Innovation”. Commerce Indaba Career 2019, the event was themed “A spectrum of opportunities for business purveyors”.

Student Development

- UNESWA continues to solicit support to prevent HIV/AIDS. PCEs received a donation of twenty (20) condom cans/bins from AIDS Health Foundation (AHF). The condoms cans were distributed in residence halls and toilets at Kwaluseni Campus.
- PCE Students attended the Southern African Regional Sexuality Youth Conference (SARSYC) in Zambia in July 2019, hosted by the University of Zambia. One student presented a paper while the other chaired debate sessions that took place during the conference. Participation of the students was sponsored by SAYWHAT.



STUDENT OUTREACH

Students’ involvement in Education for Sustainable Development

- The GREEN Team continues to engage in Education for sustainable development and related student activities. The team worked with Sankolweni community members in a tree planting activity at the Sankolweni area near Sigombeni in the Manzini region. These trees were planted near a continuously developing gully which is located on grazing land. SDG’s goal number 15 which is protecting life on land was achieved in the attempt to preserve the grazing land in the area. Goal number 17 which says “partnership for the goals” was also achieved as the Green team society worked with the youth and community members in this activity.
- PCE Students accompanied by CCDU staff visited a cancer affected Myeni family in Lavumisa constituency where they donated food items and joined by Breast Cancer Network. The donations made towards a good cause came from members of staff and students. The outreach is in line with the university’s mission on community engagement for sustainable development.

- PCE Students accompanied by CCDU staff participated in the Mental Health Day Commemoration 2019. The event was held at Ludzeludze Inkhundla, in the Manzini Region and the event was themed “*Suicide Prevention*”.
- PCE Students had the privilege to participate in the training on inclusive campuses that was held in Pretoria in December 2019, hosted by the University of Pretoria. For the training the students had to prepare and present a paper on “My imagined inclusive campus”. For the presentation they had to think outside the box by presenting what they imagine and not what is actually taking place at Campus. Meeting was sponsored by the University of Pretoria.

The increase of off-campus accommodation allowance has resulted in some students opting to stay off-campus during the second semester. Thus the on-campus numbers have dropped compared to first semester.

STUDENT DISCIPLINE

The Wardens generally deal with cases such as: alcohol, contravening visitors hours, cooking ,harassment , loud music, misconduct (insubordination), conflicts among roommates, squatting, substance abuse, and theft in all three campuses . There is an insignificant decrease in number of cases reported this year compared to the previous academic year.

STUDENT GOVERNANCE

Student Representative Council Executive Members and the campus government elections were successfully held in October and November 2019. Congratulations to the 2019/2020 Student Representative Council Members.

STUDENT RESIDENCES

The University of Eswatini (all campus) has a hostel carrying capacity of 1767 students. However, due to the ever increasing number of students the University has been forced to use common rooms to accommodate some extra students. Thus, the total number of students accommodated in the hostels this academic year is 2137 students.



Student Representative Council Executive Members, I.D.E Representatives and the Law Society Students met in July 2019 and reviewed the Student Representative Council Constitution. The reviewed constitution is yet to be presented to the Senate before approval by the University Council.

STUDENT REPRESENTATIVE COUNCIL INDUCTION

An induction workshop was conducted for the Student Representative Council Members on 7th February, 2020 for the purpose of enhancing their leadership skills. The theme of the induction was “#leadership for transformation”.

STUDENT REPRESENTATION IN COMMITTEES

Student representatives continue to sit in Council, Senate, Faculty Boards, Departmental Boards, Library, Book shop and Student Affairs to present student concerns and other issues as discussed in these forums.

INTERVARSITY GAMES

The intervarsity games were cancelled at the eleventh hour due to the outbreak of COVID-19. Preparations for the intervarsity games were in the final stages. UNESWA was ready to host the games.

SWAZILAND TERTIARY CHORAL MUSIC ASSOCIATION AND SUCSA GAMES

UNESWA Students participated in choral and culture competition hosted by the Swaziland Tertiary Choral Music association in October 2019. UNESWA got position one in the Sibhaca and Umgubho category. The Imbali and Lutsango received position two in their respective categories. In the female voice (Girls’ Choir) and two Solos category UNESWA teams got position one.

UNESWA Joined the SUCSA ball games competitions which also assisted in the preparation for the intervarsity games.

CONFERENCES/ WORKSHOPS

STAFF DEVELOPMENT:

CCDU staff participated in the following:

- Workshop on HIV/AIDS prevention for community and Tertiary Institutions which was at Ezulwini.
- Conference that was held in Johannesburg, Sandton hosted by Simpleks Business Solution. The Conference was on Managing Occupational Stress & Mental Health Workshop.
- A dissemination seminar on Building Evidence on Campus Sexual Assault in Eswatini which was held at Kwaluseni Campus.

- In a stakeholders & Partners workshop hosted by World Vision on “It Takes Eswatini Campaign to end Sexual Violence” at Ezulwini.
- In a seminar hosted by SWAFES in Manzini, the event was themed, “The Students and Graduates Transforming Nations Worldwide”.
- In an open day workshop for members of staff and students where social partners were available to help motivate and mobilize UNESWA on self-examination and screening. The event was held in line with the National Theme; *Eswatini against Cancer*; “*Spring up*” screen for cancer today. The event took place in all three campuses on different dates.

Vision

To be the leading Faculty in Agriculture and related disciplines

Mission

In order to serve the needs of the Kingdom of Eswatini and beyond, the Faculty seeks to be aggressive and innovative in teaching, research, community service and entrepreneurial development.



Prof. M.B. Masuku
DEAN

OBJECTIVES

The objectives of the Faculty of Agriculture are to:

- Adopt teaching strategies that are responsive to the needs and aspirations of the internal and external environment of the Faculty of Agriculture in favour of proper balance of teaching, research, and community service;
- Produce human resources at tertiary levels that are well equipped for the job market and self-employment;
- Collaborate and develop partnership with relevant stakeholders in the development and dissemination of agricultural technology and information;
- Conduct demand-driven research and guide students relevant research training aimed at sustainable agricultural productivity;
- Disseminate research-driven information in a usable form to stakeholders;
- Develop and operate commercially viable enterprises to generate funds for the University; and
- Provide consultancy services and demand driven short courses to clients.

EXECUTIVE SUMMARY

The Faculty of Agriculture is located 27km from Manzini along the Manzini-Bhunya road, and it is ideally situated for agricultural purposes. There are six (6) academic departments offering eight (8) Bachelor's degree programmes in Agricultural Biosystems Engineering, Agricultural Economics and Agribusiness Management, Agricultural Education, Agronomy, Agricultural Extension, Animal Science, Animal Science (Dairy), and Horticulture. These six departments also offer seven (7) post-graduate programmes at Master's degree: these are in Agricultural and Applied Economics, Agricultural Education, Agricultural Extension, Crop Science, Crop Protection, Animal Science, and Horticulture. Of the six departments, two also offer PhD programmes in Agricultural Education, and in Agricultural and Applied Economics.

Enrolment and Staff

Students enrolment in the Faculty stands at 982 students. Students enrolment of females is about 371 (37.8%)". Of these 371 students, fifty one (13.7%) are in Agricultural Education, 49 (13.2 %) are in Animal Science, 39 (10.5%) are in Animal Science Dairy, 61 (16.4%) are in Agronomy, 79 (21.3%) are in Agricultural Economics and Management, 38 (10.2%) are in Horticulture, 36 (9.7%) are in Agricultural Biosystems and Engineering, and 18(4.9%) in Agricultural Extension

STUDENT ENROLMENT BY GENDER AND PROGRAMMES - 2019/20

Year of Study	B.Sc. Agric. ABE			B.Sc. Agric. Econ & Ag.			B.Sc. Agric. Ed.			B.Sc. Agric. Ed. EXT		
	M	F	T	M	F	T	M	F	T	M	F	T
1	10	9	19	19	19	38	29	17	46	14	8	22
2	11	7	18	20	13	33	37	11	48	10	1	11
3	24	7	31	40	21	61	23	12	35	9	7	16
4	24	13	37	31	26	57	21	11	32	5	2	7
TOTAL	69	36	105	110	79	189	110	51	161	38	18	56

M – Male F – Female T – Total TOTAL 511

Year of Study	B.Sc. Agron.			B.Sc. Ani. Sci.			B.Sc. Ani. Sci. (Dairy)			B.Sc. Hort.		
	M	F	T	M	F	T	M	F	T	M	F	T
1	38	21	59	17	8	25	14	8	22	7	9	16
2	26	14	40	11	11	22	6	11	17	11	10	21
3	15	4	19	25	16	41	3	11	14	13	4	17
4	50	22	72	24	14	38	14	9	23	10	15	25
Total	129	61	190	77	49	126	37	39	76	41	38	79

M – Male F – Female T – Total TOTAL 471

Most departments have at least one or two female staff members, with the exception of Horticulture Department, where there are no female staff members.

ACADEMIC STAFF PROFILES BY DEPARTMENTS, GENDER, HIGHEST QUALIFICATION & RANK

DEPARTMENT OF AGRICULTURAL AND BIOSYSTEMS ENGINEERING

Name of Staff	Male	Female	Highest qualification	Rank
Prof. A.M. Manyatsi	√		PhD	Professor
Prof. B.R.T Vilane	√		PhD	Associate Professor
Dr. M.M. Mkhwanazi	√		PhD	Senior Lecturer
Dr. M.V. Dlamini	√		PhD	Lecturer
Mr. W.O Mukabwe	√		MSc	Lecturer
Ms. Z.P. Ndlela		√	M.En. Dev	Lecturer
Dr. M.I. Shongwe	√		PhD	Lecturer
TOTAL	6	1		

DEPARTMENT OF AGRICULTURAL ECONOMICS AND MANAGEMENT

Name	Male	Female	Highest Qualification	Rank
Prof. J.O. Ajetomobi	√		PhD	Professor
Prof. T.T. Awoyemi	√		PhD	Professor
Prof. M.B. Masuku	√		PhD	Professor
Dr. D.V. Dlamini	√		PhD	Senior Lecturer
Dr. D. Kibirige	√		PhD	Senior Lecturer
Dr. A.A. Mengistu	√		PhD	Senior Lecturer
Dr. N.P. Nkambule		√	PhD	Senior Lecturer
Dr. L.T. Ogunniyi		√	PhD	Senior Lecturer
Dr. A.S. Singh	√		PhD	Senior Lecturer
Ms. B.P. Dlamini		√	MSc	Lecturer
Dr. S.G. Dlamini	√		PhD	Lecturer
Mrs. D.D. Dlamini*		√	MSc	Lecturer
Mr. M.W. Tesema	√		MSc	Lecturer
Totals	9	4		

**On study leave (doing PhD)*

DEPARTMENT OF AGRICULTURAL EDUCATION AND EXTENSION

Name	Male	Female	Highest Qualification	Rank
Prof. E.A. Alademerin	√		PhD	Professor
Prof. A.O. Ajayi	√		PhD	Professor
Prof. M.P. Dlamini		√	PhD	Associate Professor
Prof. M.A. Dube	√		PhD	Associate Professor
Dr. V.C. Asogwa	√		Ph.D.	Lecturer
Dr. M.M. Dlamini	√		PhD	Lecturer
Ms. Z.M. Gule		√	MSc	Lecturer
Dr. Mathenjwa	√		PhD	Lecturer
Dr. A.F.M. Tsikati	√		PhD	Lecturer
Total	7	2		

DEPARTMENT OF ANIMAL SCIENCE

Name	Male	Female	Highest Qualification	Rank
Prof. A.M. Dlamini	√		PhD	Professor
Dr. G.Z. Khumalo	√		PhD	Senior Lecturer
Mr. B. N. Dlamini	√		MSc	Lecturer
Ms. N. Makhubu*		√	MSc	Lecturer
Ms M.P. Mdzinisa*		√	MSc	Lecturer
Dr. T. Sgwane		√	PhD	Lecturer
Dr. R.L. Vilakati-Kiondo		√	PhD	Lecturer
Ms. N. Dlamini		√	B.Sc	Teaching Assistant
Total	3	5		

*On study (doing PhD)

CROPPRODUCTIONDEPARTMENT

Name	Male	Female	Highest Qualification	Rank
Prof. H. Mloza-Banda	√		PhD	Professor
Prof. O.A. Olaleye	√		PhD	Professor
Prof. T. Tana	√		PhD	Professor
Prof. Y.A. Armide	√		PhD	Associate Professor
Dr. D.M. Earnshaw		√	PhD	Senior Lecturer
Dr. B.E. Dlamini	√		PhD	Lecturer
Mr. M.P. Mabuza*	√		MSc	Lecturer
Mr. V.B. Simelane	√		MSc	Lecturer
Mr. B.H. Sukati	√		MSc	Lecturer
Total	8	1		

*On study leave (doing PhD)

DEPARTMENT OF HORTICULTURE

Name	Male	Female	Highest Qualification	Rank
Prof. T.O. Oseni	√		PhD	Professor
Prof. P.K. Wahome	√		PhD	Professor
Prof. M.T. Masarirambi	√		PhD	Associate Professor
Mr. K.A. Nxumalo*	√		MSc	Lecturer
Mr. V.D. Shongwe	√		MSc	Lecturer
Total	5	0		

* On study leave (doing PhD)

RESEARCH COMPLETED

The Department of Agricultural Economics conducted a study on Effects of Food Price Policy on Prevalence of Obesity in Eswatini Funded by the African Economic Research Consortium (AERC) Grant No RC 18520.

The Department of Animal Science conducted two studies: (i) Fermentation characteristics of traditionally prepared emasi. The study was funded by Department of Animal Science, and (ii) Melia azedarach forage lucerne replacement in improving nutrition, milk

production and health in dairy goats and it was funded by SANBio- BioFISA and UNESWA Research Board

The Department of Agricultural Education and Extension conducted 6 studies: (i) Attitude of students and parents towards practical Agriculture as perceived by Secondary school Administrators in Federal Capital Territory (FCT), Nigeria . This was a privately-funded research. (ii) Factors Influencing Time of Completion of Master's Degree in Agricultural Education at University of Swaziland. The study was privately-funded; (iii) Challenges Faced and Coping Strategies by Agriculture Teachers Pursuing Post Graduate

Education at the University of Swaziland. The study was privately- funded. (iv) Historical Development of Swaziland Agriculture Teachers Association. The study was privately- funded. (v) Eswatini High School Modern Agriculture Teachers Competences in Administering First Aid to Affected Students. The study was privately- funded, and (vi) Evaluation and Globalisation of the M.Sc. Programme in Agricultural Education. The study was funded by the Department.

RESEARCH IN PROGRESS

Three projects are in progress this reporting year. These include research on the Effects of Food Price Policy on Prevalence of Obesity in Eswatini Funded by African Economic Research Consortium (AERC), Grant No RC 18520. This project is conducted by the Department of Agricultural Economics and Management.

The other project is conducted by the Animal Science Department and is funded by SANBio-BioFISA and UNESWA Research Board. The projects are Melia azedarach forage and oyster mushroom improving nutrition, milk production and health in dairy goats. The project involves production of Melia azedarach based dairy goat feed and studying the performance of dairy goats. Different levels Melia azedarach inclusion in the diet will be tested in lactating dairy goats.

The Department of Agricultural Education and Extension have several research on progress and these include: Adoption of Cassava Multiplication Programme as a Poverty Alleviation Strategy in the Kingdom of Eswatini. Lessons from Nigeria; Factors Influencing Enrolment into the Pre-vocational Education Programme in Eswatini; Responsiveness of Agricultural Education Degree Curriculum in Preparing Graduates for Alternative Jobs in the Private Sector: A Gap Analysis; Use of Blended Learning by Postgraduate Instructors in the Faculty of Agriculture, University of Eswatini; and Climate Change into the Curriculum of Pre-Vocational Agriculture in Eswatini.

PUBLICATIONS

Publications in National Journals

The Faculty has published eight (8) articles in national journals. The Department of Agricultural Education and Extension published 2 articles on: Proposed Model for Handling Pesticide Containers by Agriculture Teachers in Eswatini; Implementation of Inclusive Education by High School Agriculture Teachers in Eswatini. While the Department of Horticulture published 5 articles in national journals. These include: The effects of different growing media on the growth and development of white asters (*Symphytotrichum ericoides* L.); Efforts towards the reduction in post-harvest losses in cabbage; Effects of organic fertilisers on growth, yield and nutritional content of snow peas (*Pisum sativum* var. *sacchatum*); The management of post-harvest losses of tomato in developing countries; Effects of organic manures on growth, yield and quality of gypsophila (*Gypsophila paniculata* L.); and the Department of Animal Science published one article, which was on the Effect of bacterial culture, fermentation time and inoculum size on quality of emasi produced in the Kingdom of Eswatini.

Publications in International Journals

The Department of Agriculture Agricultural and Biosystems Engineering has published 10 articles in international journals. These include; Application of fuzzy cognitive mapping in the analysis of small earth dam failure; The Effect of Mulching on Soil Moisture Retention and Yield of Lettuce (*Lactuca Sativa* .L); The effect of sugarcane stillage on the yield of butternut squash (*Cucurbita moschata*) grown at Tambankulu Estates, a semi-arid region in the north eastern Lowveld of Eswatini; Assessing the quality of water used by the community of Madlangamphisi in the Hhohho region of Eswatini; Developing a systematic diagnostic model for an integrated agricultural supply and processing system; A heuristic for the selection of appropriate diagnostic tools in large-scale sugarcane supply systems; A systems thinking approach to investigating complex sugarcane supply and processing systems: integrating rich pictures and Bayesian networks; An Assessment

of the Komati River water quality along the Komati Downstream Development Project (KDDP) area; An assessment of the Mvutjini earth dam water quality at Kalanga, Swaziland; An Assessment of the Quality of Rainwater Harvested Using Rooftop Rainwater Harvesting (RWH) Technologies in Swaziland; The Department of Agricultural Education and Extension published five articles in international journals. These include: Readiness of the Swaziland sugar industry towards the use of ICT specifically cell phones to access information: perceptions of smallholder sugarcane farmers and extension officers; The Potential and Challenges of Using ICT as a Vehicle for Rural Communication as Characterized by Smallholder Farmers; Psychometric Properties of an Agriculture Teacher Efficacy Scale for Senior Secondary Schools in Eswatini; Factors Influencing the Changing of Subject Specialisation by Students at Teacher Training Institutions in Eswatini; Leadership Skills Needed by High School Prefects in the Manzini Region of Swaziland; Experiences of Cooperating Teachers on Teaching Practice Supervision in Eswatini; Factors Influencing Choice of a Subject Specialisation by Prospective Teachers at a Teacher Training College in Eswatini.

The Department of Agricultural Economics and Management published 14 articles in international journals. These included: Determinants of Smallholder Maize Farmer's Extent of Adoption of Modern Farming Practices in Kukhanyeni Constituency of Eswatini; The Contribution of Business Management Trainings

on Women Smallholder Farmers' Entrepreneurial Spirit in Siteki Area of Eswatini; Examining the farmer-buyer relationships in vegetable marketing channels in Eswatini; Factors affecting the choice of marketing outlet selection strategies by smallholder farmers in Swaziland; Effects of Selected Agricultural Commodities Exports on Economic Growth in Eswatini; Effect of organic and organomineral fertilizer on the productivity of *Amaranthus cruentus* Southwest Nigeria; The Effects of Monetary Policy on Agricultural Output in Eswatini; Auto-regressive Moving Average (ARIMA) modelling of cocoa production in Nigeria 1900-2025; Food and nutrition security impacts of Moringa: Evidence from Southern Ethiopia; Technical Efficiency of Moringa Production: A case Study in Wolaita and Gamo Zones, Southern Ethiopia; Determinants of rural households' participation in microfinance services; The case of Cheliya District, West Shoa Zone, Oromia National Regional State, Ethiopia; Determinants of Smallholder teff Producer Farmers Market Participation in Merhabete District, Amhara Region, Ethiopia; Factors Affecting Market Outlet Choice of Kocho Producers in Cheha District, Gurage Zone, Southern Ethiopia; Dynamic Relationship Between Global Oil Price and the Eswatini's Exchange Rate: A Toda-Yamamoto Approach.

The Department of Horticulture published 23 articles in international journals. These included: Control of the tomato leaf miner, *Tuta absoluta* (Meyrick) (Lepidoptera: Gelechiidae) larvae in laboratory



using entomopathogenic nematodes from subtropical environment; The effects of chicken manure application rates on growth and yield of Swiss chard (*Beta vulgaris* var *cicla* L.); Effects of cattle manure on the growth, yield, quality and shelf-life of beetroot (*Beta vulgaris* L. cv. Detroit Dark Red); The effects of pre-germination treatments on seed germination and growth of wild guava in the Kingdom of Eswatini, southern Africa; The effects of organic fertilisers on the growth and yield of amaranthus (*Amaranthus hybridus* L.) grown in a lath house. Heavy metal accumulation in lettuce (*Lactuca sativa* L.) amended with different amounts of fresh broiler poultry manure;

Effects of different rates of cattle manure on growth, yield and quality of pepper (*Capsicum annuum* L.) in a tropical environment in Eswatini (Swaziland); Effects of Crop-Biolife on growth and yield of wild okra (*Corchorus olitorius* L.) in a sub-tropical environment; Influence of kraal manure, chicken manure and inorganic fertiliser on growth, yield and post-harvest quality of pepper (*Capsicum annuum* L.) in a sub-tropical environment; The effects of different tillage and cultivars on growth, yield and quality of zucchini (*Cucurbita pepo* L.) in a semi-arid sub-tropical environment; Effects of hydroponics systems on growth, yield and quality of zucchini (*Cucurbita pepo* L.); Effects of organic and inorganic fertilisers on growth, yield, nutritional content, quality and shelf-life of Irish potato (*Solanum tuberosum* L.); Effects of stillage and animal manures on soil organic matter, growth, yield and quality of two Bell pepper cultivars (*Capsicum annuum* L.); Effects of salinity on the vegetative growth of tuberose (*Polianthes tuberosa* L.); Effects of different media on the growth and yield of Swiss chard (*Beta vulgaris* var. *cicla*) grown in hydroponics; Management of postharvest diseases of vegetables; Collective action for access to inputs, finance, markets and extension for smallholder farmers in Eswatini; Effects of propagation media and branch orientation of guava (*Psidium guajava* L.) shoots propagated by air layering in a sub-tropical environment; Genetic manipulation and product shelf life: Is there a connection? A developing World perspective; Effects of enzymatic treatment of sisal fibres on tensile strength and morphology; Perceptions of extension officers regarding public extension

services: a case study of horticultural extension officers in the Hhohho Region, Eswatini; Calcium-related post-harvest physiological disorders of fruits and vegetables in Eswatini A review; Knowledge, attitudes and practices of farmers pertaining to agrobiodiversity in the Shiselweni region, Eswatini, Southern Africa.

The Department of Crop Production published 18 articles in international Journals. These include: A review of the biology and control of *Phlyctinus callosus* (Schönherr) (Coleoptera: Curculionidae), with special reference to biological control using entomopathogenic nematodes and fungi; Genetic manipulation and product shelf life: Is there a connection? A developing world perspective; Management of Postharvest Diseases of Vegetables in a Tropical and Sub-tropical Environment of the Kingdom of Eswatini; Control of the tomato leaf miner larvae, *Tuta absoluta* (Meyrick) (Lepidoptera: Gelechiidae) using entomopathogenic nematodes in subtropical environment; Toward an understanding of the systematics and evolution of the genus *Acrapex hampson*, 1894 (Lepidoptera: Noctuidae: Apameini: Sesamiina): molecular phylogenetics of the genus and review of the species-rich *Acrapex aenigma* group; Distribution, relative importance, and agro-climatic preferences of cereal stem borers in Eastern Ethiopia; Simple-sequence repeat (SSR) marker analysis of genetic diversity, relationships and population structure of maize (*Zea mays* L.) landraces from Eswatini; Effect of cultivar, parent corm pre-treatment and sucker size on enset (*Ensete ventricosum*, Musaceae); Effect of Plant Spacing and NP Fertilizer Levels on Growth, Seed Yield and Quality of Onion (*Allium cepa* L.) at Shewa Robit, Northern Ethiopia; Effect of Rates and Time of Nitrogen Fertilizer Application on Yield and Yield Components of Sorghum [*Sorghum bicolor* (L.) Moench] at Raya Valley, Northern Ethiopia; Effect of Plant Density on Growth and Yield of Maize [*Zea mays* (L.)] Hybrids at Luyengo, Middleveld of Eswatini; Inter-and intraspecific diversity of food legumes among households and communities in Ethiopia; Determination of Pesticide Residue in Water and Khat (*Catha edulis*) Leaves Using GC-ECD; Effects of nitrogen, phosphorus and vermicompost

fertilizers on productivity of groundnut (*Arachis hypogaea* L.) in Babile, Eastern Ethiopia; Effects of nitrogen, phosphorus and vermicompost on groundnut yield in Babile District, eastern Ethiopia; Effect of manure amount and improved application technique at corm burial on the propagation of enset (*Ensete ventricosum*) suckers; Growth, yield component and yield response of durum wheat (*Triticum turgidum* L. var. durum) to blended NPS fertilizer supplemented with N rates at Arsi Negelle; Effects and rates of broiler and layer manures on the leaf yield and tissue nutrient contents of moringa (*Moringa oleifera* Lam.) in Eswatini (Swaziland).

SEMINARS, WORKSHOPS AND CONFERENCES

National seminars and International seminars / workshops / conferences

The Faculty of Agriculture in collaboration with CTC and Agricultural industries organized a workshop on Academia meets Industry.

The Faculty of Agriculture successfully held the ACADEMIA MEETS INDUSTRY dialogue on the 12th of June 2019 at the Happy Valley Hotel where more than forty (40) participants from various agro-based companies attended. This dialogue was fully sponsored by the Royal Eswatini Sugar Corporation (RESC). This was a follow up to the university-wide dialogue held on the 18th of March 2018 at the Sibane hotel where it was recommended that each Faculty



must convene a dialogue with its own relevant stakeholders. The main objective of the dialogue was to share ideas on how best UNESWA, Faculty of Agriculture can produce graduates that are relevant to the industry.

The dialogue was graced by the presence of both Pro-Vice Chancellors of the University of Eswatini. In his official opening address, the Pro-Vice Chancellor (Academic) Prof. H. Gadaga recognised the Dean of the Faculty of Agriculture Prof. M. B. Masuku who was also the programme director of the day. He went on to thank the Royal Eswatini Sugar Corporation (RESC) for sponsoring the event. He noted that the dialogue was meant to share ideas with industry on how best UNESWA could improve its core business and he emphasized that this was a platform for both parties to engage and build a pool of intellectual property for the country. He then commended the Faculty of Agriculture for pioneering this initiative by being the first Faculty to hold such a forum.

Other speakers who emphasized on the objectives of the forum included the CTC Director Mrs Z. Dlamini and one steering committee member Dr. D. V. Dlamini. Each department was given an opportunity to briefly explain to the industry what it does as well as its composition. Thereafter the floor was open to all the stakeholders for their contributions. At the end, the deliberations of the dialogue were summarised into the following issues:

- Research collaboration between the industry and Faculty of Agriculture;
- Competence and skill gaps for the Agricultural industry;
- Strengthening of the internship programme;
- Collaboration in the training programmes and services;
- Entrepreneurship;
- Forestry programme; and
- Inter-ministerial and inter-departmental collaboration.

The Agribusiness Fair 2019

The Faculty of Agriculture together with the Faculty of Consumer Sciences held its 4th edition of the Agribusiness Fair and Schools Festival. This is an event held annually at the Luyengo Campus of the University of Eswatini. It is usually a 3-day event where the Luyengo Campus and businesses mostly in the agriculture and consumer sciences sectors set up stalls to exhibit their products, produce and services. The main purpose of this event is to expose young people to various agribusiness enterprises, and provide a platform for young business aspirants to network with other players in the sector. The Agribusiness Fair started on the 1st October and ended on the 3rd October 2019 under the theme “Passionate Youth in Agribusiness and Innovation”. The theme was based on the acknowledgement that Eswatini’s economy is agro-based and that the sustainability and improvement of this economy relies on the youth getting involved. The Fair therefore involved young people from high schools, and even out-of-school youth. On the first day of the Fair was the school festival involving pupils from ten selected high schools. This event involved a seminar, where young entrepreneurs were sharing their success stories. On the second day, there was a seminar whereby the focus was on marketing of agricultural produce and products, with organisations such as NAMBoard and Freshmark making presentations. Alongside the Agribusiness Fair, there was a career fair for final year students from the Faculties of Agriculture and Consumer Sciences. Representatives from public and private sector organisations were invited to empower students as they prepare to join the work force. To also encourage students to venture into business, financiers were also invited to address the students on how to access funds to start a business.

The event was officially opened on the first day by the Pro Vice Chancellor (Academic) Prof. T.H. Gadaga and there were three guests who were invited to grace the occasion, one guest for each day. On Day 1, the invited guest was REDI Director, Dr

Sikhomba Gumbi, who is also a former student of the Faculty of Agriculture. On Day 2, the guest was Ms Nikiwe Dlamini, Senior Home Economics Officer and a businesswoman, also a former student of the Faculty. On the closing day, the invited guest was RESC Managing Director, Mr Nick Jackson who was represented by the Corporate Affairs Manager, Mr Sifiso Nyembe.

The official closing ceremony was graced by the presence of the Vice Chancellor Professor J.M. Thwala who then invited the Guest Speaker Mr. Sifiso Nyembe to make his closing remarks. However, before the closing ceremony the Vice Chancellor the Guest Speaker Mr. Nyembe toured the exhibitions.

National workshops and/or seminars

The Faculty presented 6 papers in national workshops/conferences in the reporting year. The Department of Agricultural and Biosystems Engineering presented a paper titled Climate Action and Technologies that are changing how we live on a Workshop on “Climate Smart Market Oriented Agriculture Projects (CSMA)”, organised by NamBoard/COMESA/European Union. Mhlume Country Club, Mhlume, Kingdom of Eswatini. 11th February, 2020 - 12 February, 2020.

The Horticulture Department presented two papers, namely: Wastage in in fresh produce- A case study of cabbage and tomato in Eswatini. Cold Chain Summit Eswatini 2019. Held at Mavuso Trade Centre, Manzini, Kingdom of Eswatini on 7-9th August 2019. Organised by the National Agricultural Marketing Board (NAMBoard), Eswatini; and Genetic manipulation and product shelf life: Is there a connection? Cold Chain Summit. Keeping It Fresh. NAMBOARD, Mavuso Exhibition and Trade Centre, Manzini, Eswatini, 7-9 August 2019.

The Animal Science Department presented two papers. These were: Safe handling of genetically manipulated products for improved shelf life. Cold Chain Summit, Eswatini 2019. Held at Mavuso Trade Centre, Manzini, Kingdom of Eswatini on 7-9th August 2019. Organised by the National Agricultural Marketing Board (NAMBoard), Eswatini; and Goat Nutrition. Goat value chain opportunities: Smart Innovative Farmers. Ministry of Agriculture. Edwaleni Lodge, Eswatini. 17 October 2019.

International workshops and/or seminars

The Faculty presented 8 papers in international workshops/conferences in the reporting year. The Department of Agricultural Education and Extension presented 5 papers in international workshops. These included: Trajectories of knowledge and innovation systems among cassava cooperative farmers towards improving livelihoods and industrial development in Southern Nigeria. A paper delivered at the African Technology and Policy Studies Network at 25 Annual Forum and Conference 2019, Nairobi, Kenya; Gender equity and equality: A crucial role for Africa moving towards Sustainable Development Goals (SDGs). A paper delivered at 10th Jimma University and 9th Global Knowledge Exchange Network UK (GKEN) conferences and workshops, 14th – 25th April, 2019 at Jimma University, Jimma, Ethiopia. 18th & 19th April, 2019; presented a seminar to undergraduate and Masters students: Research and Data Analysis (Powerpoint only). Conducted at the College of Agriculture, Jimma University, Jimma, Ethiopia. 17th & 18th April, 2019 and also presented a seminar to PhD students on Qualitative Research Methodologies in a workshop held at the College of Education and Behavioral Sciences, Jimma University, Jimma, Ethiopia. 18th & 19th April, 2019.

The Department also presented a paper at a Plenary Session on Education and Capacity Training in Tertiary Education: Lessons from University of Eswatini (UNESWA); and a paper at the Global Knowledge Exchange Network (GKEN) Special Event entitled “Giving Values to Education & Research” held at the Hilton Hotel, Addis Ababa, Ethiopia. 15th April, 2019.

The Animal Science Department presented a paper on the Status of the Adoption of Modern Biotechnology for Agriculture in Africa. Presented at The 2019 ATPS Annual Forum, Conference and Silver Jubilee Celebration. Organised by the ATPS Network, 30-31, October 2019, Crown Plaza Hotel, Nairobi, Kenya. The Agricultural Economics and Management Department presented a paper on Food Price Effect on Overweight and Obesity in Eswatini, AERC Research Policy Brief, March 4-6, 2020, Kampala, Uganda.

CONSULTANCY

The Department of Agricultural Economics and Management conducted a consultancy on Project Evaluation for the Farmer Group Economic Strengthening (FGES) project for World Vision Eswatini.



Dr. N. Mndzebele
D E A N

OBJECTIVES

The objectives of the Faculty of Commerce are to:

- Train and develop multi-talented students;
- Offer undergraduate and post-graduate programmes responsive to the needs of the individual, private and public sectors;
- Foster quality teaching that will increase students' capacity for inquiry, analytical, and communication skills, as well as leadership abilities;
- Promote partnerships, collaborations and linkages with the private sector, public sector, international agencies and institutions;
- Encourage professional growth and development of Faculty members;
- Provide management and executive development training programmes;
- Conduct research and disseminate findings;
- Contribute positively to community engagement and development.

EXECUTIVE SUMMARY

Preamble

In an endeavour to distinguish itself and indeed remain contemporary and future-oriented in pursuit of its mandate, the Faculty of Commerce is anchored on the three conventional Pillars of higher education institutions, namely: Teaching, Research and Community Engagement. However, to bring in the local context and yet remain global, the Faculty has embraced a fourth pillar, namely, Entrepreneurship. This Pillar is in line with the Third Strategic Plan (2016-2022) of the University of Eswatini.

Academic Programming

In the strategic academic programming initiatives, the Faculty has two solid Departments: 1) Department of Accounting and Finance, and 2) Department of Business Administration. Academic programming

Vision

Leadership through Excellence
in Education

Mission

To be forward-looking in developing programmes that are responsive to the needs of the individual, public and private sectors through training, research and community service programmes.

consists of Undergraduate programmes, consisting of Bachelor of Commerce in Accounting and Bachelor of Commerce in Management and Marketing, and Post-graduate studies, namely, Master of Business Administration (MBA). The Faculty Initiatives in support of academic programming are inclusive of the following: 1) Globalisation and Collaboration with Business and Industry 2) Entrepreneurship and Business Development Centre (EBDC), 3) Community Service 4) Enactus, and 5) Covid-19.

1. GLOBALISATION AND COLLABORATION WITH BUSINESS AND INDUSTRY

The Faculty remains committed to serving business and industry as well as State-Owned Enterprises (SOEs). This is evidenced by the Faculty's invitation to the sector's Executives as Guest Speakers to make presentations followed by discussions and discourses in the Business Seminar. Their participation in and contribution are of reciprocal benefits to the education enterprise and business and industry. Whilstes they take home what the education enterprise is engaged in, the institutions draws from the business and industry real workplace experience. The students gain from both experiences. Some of the highlights of presentations include but not limited to: (1) "Crypto Currency" (Head of Secretariat in the Office the Prime Minister, Mr Moses Zungu); (2) "Financial Inclusion" (Managing Director, now Chief Executive Officer, MVA, Mr. David Myeni; (3) "Taxation" (Eswatini Revenue Authority, Mr. M. Ginidza); (4) "Role of Motor Vehicle Authority" (MVA) Mr. Elijah Dlamini) (5) "Contemporary Issues iOn Sugar Cane Production" (Chief Financial Officer Mr. Banele Nyamane).

Donations and Gifts-in-Kind

The Faculty of Commerce has continued, and successfully mobilised resources from business and industry, State-Owned Enterprises (Parastatals) and

other long standing Partners from the inception of the Faculty. This was in pursuit and indeed in recognition of the fact that the Faculty of Commerce was "brain child" of the private sector. The Faculty continues to recognise this endeavour by the private sector, and also continued to afford the same sector the opportunity to continue taking ownership of such an initiative.

Swazi Bank

Contributions by this entity in 2019/2020 Included the refurbishing of the class room which the same entity contributed in the initial construction as the classroom continued to bear the name of the entity on the door. The entity, Swazi Bank has continued to take ownership of the classroom and ensure it reflects the Swazi Bank contemporary State-of-the-Art technology. The refurbishing of the classroom included: (1) supply or installation of new desks; (2) Projector and projection screen; (3) Air conditioning, and (4) Face-lifting of the classroom to include painting and wall decoration.

Other companies that have contributed towards the Faculty are: Central Bank of Eswatini refurbished the Central Bank Computer Laboratory: Fincorp Computer Laboratory specifically for SME's: Dulux painting the new classrooms at UNISWA.

Other Gifts-in-Kind and donations confirmed and underway include, and are with: (1) Royal Swaziland Sugar Corporation (RSSC), (2) Tibiyo Taka Ngwane. (3) Eswatini Re-Insurance. Preliminary arrangements with these entities to support the Faculty are already in motion.

Internship

The Faculty and staff continue to collaborate with Partners in both the Private and Public sectors in affording students the opportunity for industrial or workplace experience. The Faculty remains grateful to the Partners for allowing our students internship experience.

2. ENTREPRENEURSHIP AND BUSINESS DEVELOPMENT CENTRE (EBDC)

This entity is an arm of the Faculty. The Entrepreneurship and Business Development Centre (EBDC), as a business-oriented entity was established to provide an enabling environment for business start-ups. Ideally, the Centre is designed to offer: (a) Business development guidance, assessment, financial and project management training and tools, (b) Start-up support programmes, (c) Mentorship, and (d) Facilitate access to networking with public and private sector partners, potential markets and investors, (e) Provision of business information and opportunities. In a sense, EBDC is aiming at being a “One Stop Call” business centre. It is in this vein that some of the Faculty initiatives reported are coming from the EBDC.

Tinkhundla and Youth Fund Collaboration

In this business initiative youth groups were mobilised by the Swaziland National Youth Council (SNYC). A workshop was held with the purpose of motivating and sensitising the youth in establishing their own small businesses.

Collaborating agencies were SNYC and the Youth Fund of Eswatini and attendance was 60 young persons from 30 Tinkhundla. A workshop was conducted and the purpose was, to mentor the youth in the constituencies, and guide them in developing business plans. Furthermore, the Youth would receive professional guidance in securing financial support from the Youth Fund. The desired workshop outcome was an induction or training session on the Fund, application procedures and processes. A motivational session was conducted by a successful entrepreneur in the person of the former MP and former Minister Ntuthuko Dlamini. A synopsis of business plan writing by the Director, EBDC was presented and discussed at the workshop.

Furthermore, there was an exchange of business ideas and information between the youth groups and entrepreneurship students of the Faculty. Students

provided guidance, based on what they have been taught, to the youth in developing business plans. The youth suggested or expressed possible and desired businesses to establish. These business plans were for presentation by the youth in their respective Tinkhundla constituencies. Subsequently, the youth would solicit funding for their business plans from the Youth Fund. The services of the Director and Centre continued to be available for further and on-going mentorship with Tinkhundla youth to finalise their business plans for submission to as many financial institutions as possible.

To ensure smooth continuity, the offer of mentorship in business plan development and refinement by the Director and Centre remained open. However, there was a limited number of the youth with great interest and enthusiasm consisting of 10% of the 700 who were successful in securing funding for their business. The Swaziland National Youth Council collaborating with EBDC are determined to continue supporting the youth in the endeavour to start their respective small business. As a sequel to this initiative by the Faculty and Swaziland National Youth Council, the Faculty through the Centre has been requested to develop business modules for SMEs nationwide. The request is from the Youth Enterprise Revolving Fund. Furthermore, there is a collaboration between the Faculty and Primary Cooperatives Groups in the Tinkhundla for the students to review their business activities and formulate a business plan to improve their viability.

Royal Science Technology Park (RSTP)

The Faculty remains committed to the phenomenon of Globalisation. This commitment is evidenced by the growing positive relationship with Royal Science Technology Park. The Faculty and RSTP collaborated in hosting the Global Entrepreneurship Week (GEW). RSTP and EBDC started a business initiative: “Start-Up Grind”. This initiative works with Small Medium Enterprises (SMEs). The purpose of the initiative is to motivate and encourage aspiring SMEs as well as students with interests in SME.

3. COMMUNITY SERVICE BY FACULTY OF COMMERCE

The Food Security and Development Program continue to provide capacity strengthening in collaboration with the University of Eswatini through community workshops for Small holder sugar cane farmers. The workshop was held at Ubombo Hall Phumulamcasha on the 27th August 2019 with 13 companies represented by company supervisors. This workshop was facilitated by Dr. Farai Kwenda and Mr. Mfundo Msibi from the University of Eswatini and had 20 participants (3 females & 17 males). The two lecturers continued to provide technical support on finance and business acumen. This workshop was a follow up on a previous encounter with an objective to conduct a cost analysis and financial strategies to minimize operational costs and maximize profits. The cost analysis was conducted through an Income Statement Analysis tool to gain more insight on the source of high cost from each operation respectively.

MOU-UNESWA and RSTP: Study Tour of Partner US Universities

Under the auspices of the MoU between the UNESWA and RSTP, a study of one of the US universities in the partnership was undertaken. Given, in part, the intent of the MoU and the academic programing in the Faculty, the Dean of the Faculty of Commerce was part of the study Tour Team. The overall purpose of the study tour was to learn of best practices in collaborations between universities and Science Technology Parks (STPs). The objectives were: (1) Determine how the Royal Science and Technology Park (RSTP) and the University of Eswatini can collaborate or partner with business and industry to result in business start-ups and spinoffs; (2) Ascertain the interconnectedness between universities, RSTPs and industry in view of successes with Indiana University-Purdue University Indianapolis (IUPUI). (3) Establish how economic recovery can be driven by ICT, Biotechnology & Engineering, and (4) Determine how ICT, biotechnology, and engineering foster integrating such that they help in the industrialisation of the economic recovery of the country.

The Faculty of Commerce, as a participating entity in this initiative, is well positioned to inculcate and cultivate an internal culture of innovation and entrepreneurship in both students and staff. Students can be assisted to develop their research projects into business ideas.

4. ENACTUS

ENACTUS, formerly Student in Free Enterprise (SIFE), is the brain child of the Faculty of Commerce. The UNESWA, through the Faculty of Commerce, introduced ENACTUS in the other tertiary institutions, namely: (1) Southern Africa Nazarene University, (2) Eswatini College of Technology, (3) Limkokwing University of Technology, (4) Ngwane Teachers College, (5) William Pitcher Teacher training College, and (6) Vocational-Commercial Technical Institute-Matsapha (Gwamile).

Students in the Faculty of Commerce, through and with ENACTUS, continue to design, develop and implement the business enterprises as community development projects. Among other aims, ENACTUS business enterprises/projects undertaken in the communities, aim to combat unemployment among the youth in particular, alleviate poverty and foster business innovation. This is in support of the fourth Pillar of the University, namely, to foster entrepreneurship.

5. UNESWA COMBATING THE SPREAD OF COVID-19

The American Embassy, through the Eswatini Government structures, namely, National Disaster Management Agency (NDMA) decided to work with UNESWA to manufacture faces masks and Personal Protective Equipment (PPE). UNESWA appointed the Faculty Commerce to coordinate this project. Collaborating entities were the: (1) Ministry of Health, (2) Ministry of Commerce and Industry, (3) National

Disaster Management Agency, and (4) Swaziland Standards Authority. A firm, Textile Company in the country, was identified to manufacture the face masks and personal protective Equipment. Prior to the rollout, the Department of Chemistry at UNESWA conducted laboratory tests to ensure the face masks met the World Health Organisation (WHO) quality standards. Subsequently, over 230,000 Face Masks and 4000 Personal Protective Equipment manufactured by the Textile Company was distributed across the country. With the assistance of NDMA, distribution of the masks included: Health care centers, Umbutfo Defence Force, Eswatini Royal Police and selected public places such bus terminals.

DEPARTMENTS/CENTRES

- Accounting and Finance
- Business Administration
- Entrepreneurship and Business Development Centre (EBDC)

DEPARTMENT OF ACCOUNTING AND FINANCE

Name	Male	Female	Highest Qualification	Rank
Prof. Osefuai (Part time, Visiting Professor, University of Venda)	√		PhD	Professor
Prof. K. Emenike	√		PhD	Associate Professor
Dr. F. Kwenda	√		PhD	Senior Lecturer
Dr. H. Matsongoni	√		PhD	Senior Lecturer
Dr. K. Agyemang	√		PhD	Lecturer
Mr M.E. Dlamini	√		MSc., CA (SD); MIFC;CFC; FCCA	Lecturer (On secondment to Administration)
Ms. Vijayaa Komminneneni		√	MBA Finance; M.Com; M.Phil	Lecturer
Mr. S. Mndzebele	√		ACCA, MBA	Lecturer

ACADEMIC STAFF BY DEPARTMENT, GENDER, HIGHEST QUALIFICATIONS AND RANK

In the past academic year, there has been a great revamping in the academic staff cadre with an increased number of doctoral degree holders as well as senior standing staff. Furthermore, the Faculty is approaching near full complete of teaching staff, a relative new phenomenon in the Faculty staffing position.

Staffing

The staffing situation has improved greatly in the last academic year. The Faculty is now operating at near full staff complement. The challenges of human resource constraints are on the decrease. There is yet need to enhance the staff complement in the Department of Accounting and Finance, in particular.

Name	Male	Female	Highest Qualification	Rank
Mr. B.M. Mogunde	√		MBA Accounting	Lecturer
Mr M.N. Msibi	√		MSc., CA (SD) SAICA APC	Lecturer
Mr T. H Shongwe	√		MSc. & ACCA Part II	Lecturer
Ms. S.V. Sihlongonyane		√	PGCE; MBA	Lecturer

DEPARTMENT OF BUSINESS ADMINISTRATION

Name	Male	Female	Highest Qualification	Rank
Prof. P.N. Joubert		√	PhD	Associate Professor
Prof. N.M. Mndzebele		√	PhD	Associate Professor
Prof. Prinsloo (Part time, Visiting Professor, North West University)	√		PHD	Associate Professor
Dr. H. Bimha	√		PhD	Senior Lecturer
Mr B.W. Dlamini	√		MBL	Lecturer
Dr. P.G. Dlamini		√	PhD	Lecturer
Mr D.E. Gwebu	√		MBA; CM	Lecturer
Mr B.S. Gule	√		MBA	Lecturer
Dr. J.W. Kule	√		PhD	Lecturer
Mr S.T. Lukhele	√		M. Econ	Lecturer
Mr N.E. Maseko	√		MBA	Lecturer
Ms V.N. Nkambule		√	MBA	Lecturer
Mr. L.L. Hlophe	√		B.Com	Teaching Assistant

ENTREPRENEURSHIP AND BUSINESS DEVELOPMENT CENTRE (EBDC)

Dr. P.G. Dlamini	Female	PhD	Interim Director
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Note: Staff in the Faculty also serve as support staff to the EBDC

Research in progress

Research projects in progress are in the following areas:

“A comparative analysis of financial management practices of Eswatini and Zimbabwean university students”. “Factors Influencing Adoption of ICT by Small and Medium Enterprises in the Hospitality Industry in Eswatini”; “The use of ICT by sugar SME in Swaziland”; “Factors Associated with Adoption of ICT by Smes; A Case of Sugarcane Farmer Companies in Eswatini”; Others under progress are carried out by students in Marketing, Information systems, Human Resource Management, Operations Management, Project Management, Accounting and Finance areas.

Publications

Awards, Recognitions & Honours (students)

Name	Department	Award	Type of Award best final year student in;	Name of Awarding person/ Organisation
Dlamini Sibusiso	Accounting	Dean's Prize	Overall	UNESWA
Dlamini Sibusiso	Accounting	FNB Book Prize	Business Finance	FNB
Dlamini Sibusiso	Accounting	KPMG Prize	Accounting	KPMG
Dlamini Sibusiso	Accounting	PKF (SWAZILAND)	Accounting and Finance	PKF
Dlamini Thandokuhle E.	Marketing	MTN Marketing Prize	Marketing	MTN
Gama Rachel G,	Management	REDI Excellence in Management Award	Management	REDI
Khoza Mbali N, and Masuku Thabo D,	SME	FINCORP Prize	Commerce	FINCORP

A total of 13 research articles were published in international journals in the year 2019/2020. The Department of accounting and finance published eight articles and the Department of Business Administration published five articles.

The Department of business administration published the following articles. The impact of production technology on human capital in the sugar cane production business of Eswatini: Community project implementation challenges in the Kingdom of Eswatini: The impact of supply chain management practices on industry competitiveness: A mixed method study of the Zimbabwe petroleum industry: Customer's perceptions of implementing the balanced scorecard in small-medium enterprise operations:

Consultancy

Teaching of ACCA by the Faculty of accounting:

Staff members are actively involved in this area because of the essence of applied research and the significance of integrating business practice in the Faculty's curriculum. The Faculty has continued collaboration with the Consultancy and Training Centre (CTC) on various programmes and projects providing consultancy services.

STAFF: AWARDS, RECOGNITIONS & HONOURS

Dr. P.G Dlamini:

1. Board Member: Swaziland Development Finance Corporation (FINCORP)
2. Board Member: Imbita Women's trust

Prof Joubert:

1. Board Member: Swaziland Development Finance Corporation (FINCORP)(2017-
2. Board Member: Swaziland Financial Intelligence Unit (SFIU) (2017-)
3. Board Member: Institute of Development Management (IDM) (2017-)

Mr. N. Maseko:

1. Board Member: Financial Swaziland Regulatory Authority (FSRA)

The Department of accounting published the following articles. Financial Inclusion Condition of African Countries: Response of Stock Market Returns to Foreign Equity Investments: The Relationship Between Audit Committee Characteristics and Financial Performance of listed banks in Ghana: Empirical Analysis of the Financial Performance of Listed Banks in Ghana: Corporate Failure in the Banking Sector: The role of External Auditors: The Impact of Working Capital Management on Profitability of Global Haulage Company, Ghana: An Analytical Study of the Strategies in Overcoming Behavioural Finance: The Effects of Delays in Reimbursement of Claims by National Health Insurance Authority on Financial Management of Health Care Facilities in Brong Ahafo Region of Ghana:

Workshops and Seminars

1. Prof P.N Joubert was a key note speaker on Eswatini Economic Conference, on Innovation, Technology & Economic Development.
2. Dr. F. Kwenda. Corporate ownership structure and firm value: Empirical evidence of South Africa JSE listed- firms, IISES International Academic Conference, Barcelona organized by the International Institute of Social and Economic Sciences in 23 - 26 September 2019 in Barcelona, Spain.



Prof. W.K. Wahome
DEAN

OBJECTIVES

The objectives of the Faculty of Consumer Sciences are to:

- Provide trained human resources at undergraduate and postgraduate levels to meet the needs of the nation and beyond;
- Promote interdisciplinary and demand-driven programmes aimed at improving the well-being of individuals, families and communities;
- Apply science and technology in research for developing innovations to benefit the business sector and the country as a whole, and disseminate research outputs;
- Establish linkages and collaborate with national and international academic and research institutions to advance knowledge for sustainable development;
- Offer short-terms training in various areas of Consumer Sciences;
- Provide professional consultancies;

Vision
The vision of the Faculty is to be the Faculty of Choice in Consumer Sciences for sustainable development in Southern Africa

Mission
The mission of the Faculty is to produce professionals through quality teaching, and to conduct innovative and entrepreneurial projects through research and be involved in community engagement for sustainable development.

DEPARTMENTS

There are three Departments under the Faculty:

- Consumer Science Education and Community Development
- Food and Nutrition Sciences
- Textiles and Apparel Design

EXECUTIVE SUMMARY

The Faculty of Consumer Sciences was established in July 2016 and is located at the Luyengo Campus

situated 27 km from Manzini along the Manzini-Bhunya road. The Faculty currently has three Departments offering four Bachelor of Science degree programmes in Consumer Science, Consumer Science Education, Food Science, Nutrition and Technology, and Textiles, Apparel Design and Management with a total student population of 395. Moreover three post-graduate programmes are offered at Masters degree level: Consumer Science Education, Food Science and Technology, and Textiles with two options (Textile Science and Technology and Textile and Apparel Design). In addition to teaching the Faculty is involved in research and community services.

ENROLMENT AND STAFF

Student enrolment in the Faculty stands at 395 this academic year with about 83% of the student population being females. Enrollment profile by programme shows that 40.5% of the students are enrolled in Consumer Science Education, 22.5% in Consumer Science, 33.7% in Food Science Nutrition and Technology and 3.3% in Textiles Apparel Design and Management.

STUDENT ENROLMENT BY GENDER AND DEPARTMENT

Year of Study	B.Sc. COS			B.Sc COSE			B.Sc FSNT			B.Sc TADM		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total
1	7	12	19	2	27	29	5	26	31	1	4	5
2	5	16	21	7	36	43	3	18	21	0	3	3
3	3	19	22	8	40	48	12	32	44	0	0	0
4	5	22	27	3	37	40	6	31	37	1	4	5
Total	20	69	89	20	140	160	26	107	133	2	11	13

M = Male; F = Female

Total = 395

ACADEMIC STAFF PROFILES BY DEPARTMENT, GENDER AND HIGHEST QUALIFICATION AND RANK

DEPARTMENT OF CONSUMER SCIENCE EDUCATION AND COMMUNITY DEVELOPMENT

Name	Male	Female	Highest Qualification
Dr P.J. Musi		√	PhD. Consumer Economics
Dr. D.C. Mabuza	√		PhD in Education: Curriculum
Dr. M. Mpofu		√	DED Education
Ms. N.B. Simelane		√	M.Sc. Human Ecology
Total	1	3	

DEPARTMENT OF FOOD AND NUTRITION SCIENCES

Name	Male	Female	Highest Qualification
Prof. W. K. Solomon	√		D.Eng.
Dr. T.P. Nkambule		√	PhD
Dr. J.S. Shelembe	√		PhD
Dr. T.E. Sibiya		√	PhD
Total	2	2	

DEPARTMENT OF TEXTILES AND APPAREL DESIGN

Name	Male	Female	Highest Qualification
Prof. P.E Zwane		√	D.Eng.
Dr. Edwinah Apunda		√	PhD
Ms. L. Mabuza*		√	PhD
Dr. B. Makhanya		√	
Ms. S. Moyo		√	PhD
Total	0	5	

*On study leave for PhD



Challenges

Lack of proper teaching facility to effectively demonstrate Consumer Science technical skills is one of the challenges the Faculty is facing. Moreover, shortage of equipment in the existing laboratories has affected both the undergraduate and the postgraduate programmes. Several students' thesis research project time line is seriously affected and they could not start and finish their research on time. The shortage of laboratory equipment has also put the Departments

in a weak position to collaborate with academic and research institutions, the industry and other stakeholders to conduct collaborative research and carryout community projects. Shortage of office space and academic staff in some fields of specialisation is another area the Faculty is faced with. This has a critical bearing on programme diversification which is an important element of the Faculty's and the University's strategic plan.

Completed Research

A total of five research projects have been completed. The Department of Consumer Science Education and Community Development completed the following self-financed research projects:

1. Predictors of Learning Quality in the Teaching and Learning of Fashion and Fabrics.
2. Improving and Enhancing Meal Participation by Learners in the School Feeding Programme in Selected Eswatini High Schools.
3. Teachers' Reflections of their Rationale for Teaching Consumer Sciences at Secondary Schools of Swaziland.
4. Do School Facilities In Eswatini Consumer Sciences Supports Quality Education?
5. Effects of Sexual Harassment on Teachers By Students In High Schools In The Manzini Region.

Research in Progress

There are two research projects in progress in the Department of Consumer Science Education and Community Development:

1. Teachers' Reactions on the Curriculum Content in Consumer Sciences of Eswatini.
2. The Tri-Star Curriculum Theory: Lens for Viewing Curriculum.

PUBLICATIONS

International Journals

A total of eighteen articles were published in peer reviewed journals. The Department of Consumer Science Education and Community Development published sixteen articles on:

Social Media and Behavioral Patterns of Consumer Science High School Students in Eswatini; Teaching Practice Mentoring of Consumer Science Student Teachers in Eswatini High Schools; Elective Subjects in Zimbabwean High Schools: Examining Influential Attributes for Prospective Students for Physical Education and Home Economics in Masvingo; Educational Goals for Practical subjects: Factors that Determine Implementation of Physical Education and Home Economics Curriculum in Masvingo Primary Schools, Zimbabwe; Interrogating Influence of Family Structure on Academic Performance of Zimbabwe Female University Students; Food Trends and Lifestyle of College Students in Zimbabwe; Attributes of High Failure Rates in Fashion and Fabrics in Rural High Schools. A Case of Manzini Region in Eswatini; Teacher Competences in the Teaching of Fashion and Fabrics Practical Skills in Eswatini High Schools; Relationship of Dietary Intake of Food Group and Academic Performance of College Students in Zimbabwe; Impact of Self-help Group Projects on Women's Livelihoods in a Peri-urban Settlement in Matabeleland, Zimbabwe; A Motivating Tool in the Teaching and Learning of Mathematics (Zimbabwe Indigenous Games); Predictors of learning quality in the Teaching and Learning of Fashion and Fabrics. Improving and Enhancing Meal Participation by Learners in the School Feeding Programme in Selected Eswatini High Schools; Teachers' Reflections of Their Rationale for Teaching Consumer Sciences at Secondary Schools of Swaziland; Do School Facilities In Eswatini Consumer Sciences Supports Quality Education? ; and Effects of Sexual Harassment on Teachers By Students In High Schools In The Manzini Region.

The Department of Food and Nutrition Sciences published two articles on: Individual, household and Community Level Barriers to ART Adherence Among Women in Rural Eswatini; Optimization of blending Ratios of Jam from Swazi indigenous Fruits: Tincozi (syzygium cordatum), tineyi (phyllogeston zeyheri) and Umfomfo (cephalanthus natalensis oliv.) Using Mixture Design.



AGRIBUSINESS FAIR

The Faculty participated in the 2019 Agribusiness Fair that was held from first 1st to third of October 2019. The Departments under the Faculty showcased products produced during the practical sessions by students. The products displayed included different packaged food products by FNS Department, household products by CED Department and print designs by TAD Department.

WORKSHOPS AND SEMINARS

The Faculty of Consumer Sciences and Faculty Agriculture hosted a five day (March 16th to 20th 2020) Agribusiness clinic sponsored by Master Card Foundation through RUFORUM. The work shop was two days for academic and non-academic staff and three days for students. The topics covered, among others, included: the power of an entrepreneurial mindset, creating an entrepreneurial environment in a university setup, managing personal finance—financial literacy, mental barriers to youth entrepreneurship, and business opportunity identification. A total of 35 staff members and 57 students attended the training from the two Faculties. Eight members from the Faculty attended the training workshop.

One lecture from TAD attended a workshop on Curriculum Co-development for Sustainable Clothing and Textile Undergraduate Courses hosted by South African Association for Family Ecology and Consumer Science (SAAFECs and the Carnegie African Diaspora Fellowship Program (CADFP) on the 7th August 2019 at the University of Pretoria.



LINKS WITH OTHER INSTITUTIONS/ ORGANISATIONS

Eswatini Standards Authority (SWASA)

One lecturer representing FNS Department is member of impartiality committee in Eswatini Standards Authority (SWASA). The Committee is aimed at assisting in developing food related standard policies (particularly those that relate to food hygiene and food safety) and auditing and certification for management systems.

Some of standards developed include:

- Guidelines for the Design of Control Measures for Street-Vented Foods. These standards deal with the hygiene and food safety measures which are meant to address the current status of street-vended foods in Eswatini;
- Food Safety Management Systems – Requirements for any organisation in the food chain;
- Poultry Abattoirs – Hygiene requirements;
- Code of hygiene practice for the transport of food in bulk and semi-packed food;
- Standard for general principles of food hygiene; and
- Guidelines for inspection and grading of food premises.

Two staff members from FNS Department Worked with the Ministry of Agriculture and other stakeholders to implement and launch Eswatini Food Composition table.

One staff member represented the Faculty in Taiwan strategic partnership tour: The advancement through technology initiative organized by RSTP

NBBI Training Network Consortium

One staff member from FNS Department is participating in NBBI Training Network Consortium. The NBBI training network will bring together the sub-Saharan region academics and the industrial expertise on food production to explore unique platforms of increasing production of new and value added foods. The project aims to create a bridge between academia and industry by generating a new generation of young skilled biotechnologists with technical know-how on food fermentations and large-scale production of fermented foods. The exploration of new microorganisms will; i) provide breakthrough in development of unique microorganisms for food production ii) open up new avenues for research and applications of microorganisms in the food industry. NBBI will provide a technical and scientific environment for innovations in the food industry and will create a kind of young generation of scientists, the sub-Saharan region needs for food security.

Laboratory needs for RSTP Biotechnology Park (National Laboratories)

A Faculty representative is working together with other UNESWA Departments in addressing equipment needs of departments for research purposes at the RSTP Biotech Park. This includes estimating the expected usage (by staff and post graduate students) of these facilities to indicate the intended volume of use to inform planning of laboratory size and equipment numbers.

COMMUNITY SERVICE

Seven students from the Faculty of Consumer Science, through the Textile and Apparel Design Department participated in the SADC Fashion Festival hosted by the Eswatini National Council of Arts and Culture on the 31st August 2019. Themed: “It’s my culture” a function that was held at the Happy Valley Hotel. Zulwini.

AWARDS

The project proposal to establish Agro-processing business incubation centre was awarded a grant of USD 50,000.00 by RUFORUM. The proposal was developed by the Department of Food and Nutrition Sciences in collaboration with the Faculty of Agriculture, SEDCO, ENACTUS and FESBC (Federation of Swazi Business Community). The objectives of the project include, among others, form start-up companies (of students) with the aim of value addition to agricultural produce, link the start-up companies to potential markets and suppliers of equipment and raw materials, assist companies in product development by providing resources and training. Fifty percent of the grant was released and implementation of the project will start soon.



Prof. D.I. Oloyede
D E A N

OBJECTIVES

The objectives of the Faculty of Education are to:

- Train competent teachers for primary and secondary schools and to provide life-long learning opportunities for young and older adults;
- Further the education of professionals and other personnel working or intending to work in the field of education at pre-primary, primary, secondary, tertiary and higher education levels and any other area within the education system;
- Co-operate and forge links with national and international institutions, agencies and individuals interested in promoting the

Vision

To become a faculty of choice in Africa through Leadership in issues pertaining to Education; Excellence in teaching and learning; Life-long learning and Research-guided instruction

Mission

To promote relevant education by providing individuals with opportunities for personal and professional development, enabling them to respond to the ever-changing demands of the country's education, economic, political and social system. The Faculty aims to develop skills, knowledge and values that are critical in promoting excellence in teaching, learning and research.

development of education and related areas of knowledge;

- Identify the needs of teachers and other professionals and meet these needs through in-service, part-time, and distance education and full time training modes;
- Initiate and carry out research in curriculum development and evaluation, special education, school administration and education and training of adults;
- Work with the Ministry of Education, Colleges and other stakeholders in education and training;
- Provide consultancy services in the areas of education and training; and
- Provide community service.

ACADEMIC STAFF PROFILES BY DEPARTMENT, GENDER AND HIGHEST QUALIFICATIONS AND RANK

DEPARTMENTS

ADULT EDUCATION

Name	Male	Female	Highest Qualification	Rank
Dr N.F. Ilongo	√		PhD	Senior Lecturer
Mr P. Biswalo	√		MSc	Lecturer
Dr D. Jele	√		PhD	Lecturer
Ms S. Maduna		√	MSc	Lecturer
Ms L. Ngcobo		√	M.Ed	Lecturer
Dr N. Ngozwana		√	PhD	Lecturer
Dr S. Pitikoe		√	PhD	Lecturer
Totals	3	4	4PhD 3Masters	1SL 6L

CURRICULUM AND TEACHING

Name	Male	Female	Highest Qualification	Rank
Prof. O.I. Oloyede		√	PhD	Professor
Dr. M.S. Ngcobo		√	PhD	Senior Lecturer
Dr. P. Mthethwa	√		PhD	Senior Lecturer
Dr. V.L. Kelly		√	PhD	Lecturer
Dr. D.S. Mamba		√	PhD	Lecturer
Dr. F. Mahvunga	√		PhD	Lecturer
Mr. B.M. Dlamini	√		M.Ed.	Lecturer
Ms. Z.T. Dlamini		√	M.Ed.	Lecturer
Ms. P. Mkhonta		√	M.Ed.	Lecturer
Dr. J. Osodo	√		PhD	Lecturer
Dr. P. Pereira		√	PhD	Lecturer
Ms. L. Sihlongonyane		√	M. Ed.	Lecturer
Dr. J. Simelane		√	PhD	Lecturer
Totals	5	7	8 PhD 4 M.Ed.	1Prof 2 SL 9L

EDUCATIONAL FOUNDATION AND MANAGEMENT

Name	Male	Female	Highest Qualification	Rank
Dr. B.S. Dlamini	√		PhD	Senior Lecturer
Dr. R. Mafumbate		√	PhD	Senior Lecturer
Dr. D. Makondo	√		PhD	Senior Lecturer
Dr. K. Ntinda		√	PhD	Senior Lecturer
Dr. S.K. Thwala		√	PhD	Senior Lecturer
Dr. Y.A. Faremi	√		PhD	Lecturer
Miss S. Malindzisa		√	Masters	Lecturer
Dr. J.B. Mpoza	√		PhD	Lecturer
Dr. N.H. Nsibande		√	PhD	Lecturer
Dr. C.B. Silvane	√		PhD	Lecturer
Totals	5	5	9PhD 1Masters	5SL 5L

IN-SERVICE EDUCATION

Name	Male	Female	Highest Qualification	Rank
Mr. B.D. Dlamini	√		MEd	Lecturer
Mr. F.K. Dlamini	√		MEd	Lecturer
Dr. S.E. Manyatsi	√		PhD	Lecturer
Mr. S.M. Mavimbela	√		MEd	Lecturer
Ms. G.X. Tshabalala		√	MEd	Lecturer
Totals	4	1	1PhD 4MEd	5L

DEPARTMENT OF PRIMARY EDUCATION

Name	Male	Female	Highest Qualification	Rank
Dr. S. Bhebhe		√	Ph.D	Senior Lecturer
Dr. Z.G. Nxumalo		√	Ph.D	Senior Lecturer
Dr. M.P. Dlamini	√		Ph.D	Lecturer
Ms. N.N. Moletsane		√	M.Ed.	Lecturer
Totals	1	3	3PhD 1MEd	2L 2SL

Enrolments:

The Department of Adult Education runs two programmes in the Faculty of Education namely the Certificate in Adult Education and the Diploma in Adult Education. The Department of Curriculum and Teaching also runs two programmes in the Faculty of Education namely the Bachelor of Education (B Ed) secondary and the Post Graduate Certificate in Education (PGCE) programmes. Lastly the Department of Primary Education runs the Bachelor of Education (B Ed) Primary programme. A summary of enrolment in these programmes is shown in the table below.

Enrolment in the Faculty of Education, by programme by gender

Department	Programme	Male	Female	Total
Adult Education	Certificate in Adult Education	5	18	23
	Diploma in Adult Education	23	56	79
Curriculum and Teaching	B Ed Secondary	204	241	441
	PGCE	52	78	130
Primary Education	B Ed Primary	37	64	101
Total Enrolment FOE		321	457	778

Staff turnover

The Faculty of Education has a total of 38 academic staff made up of one Professor, 10 Senior Lecturers and 27 Lecturers. 25 staff members possess PhD while 13 are in possession of a Master's degree. The Faculty through The Department of Adult Education welcomed one staff member Dr F.N. Ilongo. The Faculty regrets the demise of Ms H. Ndzimande-Hlatshwayo, May her soul rest in peace.

Research completed

50 research projects were completed and all were self-funded.

Research in progress

16 researches are in progress, self-funded.

PUBLICATIONS

Publications in National Journals

Department	Number of publications	Areas of research
Curriculum and Teaching		
Educational Foundations & Management	2	Female Students in Universities and their Wellness, Philosophy of Education.

International Journals

Department	Number of publications	Areas of research
Curriculum and Teaching	4	Curriculum studies
Educational Foundations & Management	20	Developmental Psychology, Counseling, Psychometric Test Use, Disability & inclusion, Special Needs & Disability Issues, Guidance and Counselling, Life Skills Education, professional learning needs and wellness, Leadership
Primary Education	15	Education

WORKSHOPS AND SEMINARS

National workshops and/or Seminars

Department	Workshop/Seminars attended	Workshops hosted	Activity/Areas of research
Adult Education	1	1	Training on assessment and the use of Braille Note Touch
Educational Foundations & Management	IDE Working Team's Workshop on the Development of University of Eswatini Institutional ODeL Policy (14-15 February, 2019)	Disruptive global environmental changes and financing of public university education in Africa, (22 March, 2019) First Seminar Series for Students at Thesis Level (03 May, 2019)	Educational Policy Studies

Primary Education	AEDA Conference (Durban, Elangeni Conference Centre, 20-22 March, 2019)		Education
	Monthly National Curriculum Centre Workshops for different subjects.		
	Seminars hosted by IDE		

The Department of In – Service Education was able to organize and run the following activities during the reporting period (April 2019 – April 2020)

- Induction workshops for beginning teachers 1st March 2019, 5th April 2019, 7th June 2019, 20th September 2019
- Science and Mathematics National workshops for EGCSE teachers: 30th April 2019 and 2nd May 2019

- Physical Science, Biology and Mathematics teachers' seminars on 12th March, 13 March and 15 March 2019 respectively.
- Methodology workshop for inadequately qualified Mathematics teachers, 15th and 16th August 2019.

International workshops and/or seminars

Department	Number of papers	Areas of research/Theme of workshop
Adult Education	6	Adult Education
Curriculum and Teaching	1	curriculum
Educational Foundations & Management	2	Psychometric Tests Roll out for Botswana School Learners (Assessment).
Primary Education	3	Education

LINKS/COLLABORATIONS WITH OTHER INSTITUTIONS/ORGANISATIONS

- The University of Eswatini continues to be a member of the Distance Education Association of Southern Africa (DEASA) through the Department of Adult Education and the Institute of Distance Education. The department continues to benefit through the shared scholarship in the conferences organized by DEASA.

- The Faculty through the HOD Department of Adult Education is the DEASA country representative for eSwatini after elections that were held in the DEASA Conference in Tanzania in September, 2019; IDE is the alternate country representative.
- The Department also serves as the Secretariat for the Institute of People

Management (IPM) (formerly known as Institute of Personnel Management –IPM). IPM continues to offer cutting edge tailor-made training for institutions that deal with human capital in the country.

- The Department of Inclusive Education in the Ministry of Education held training for students with special needs on the use of the Braille Note Touch at the Curriculum Centre in Manzini from the 11th to the 12th March 2020. Mr. Mfanelo Shongwe a student in the Department of Adult Education together with Ms. L. Simelane, Ms. S.B. Maduna and Mr.M. Ngubeni from Humanities attended.
- Dr. B. S. Dlamini - developed a professional link with Eswatini Examination Council - based on research activity where research-based evidence is shared with teachers, inspectors and lectures-for improving practice.

- Dr. R. Mafumbate - Collaborating with Universities in South Africa in Researching and Book compilation on “Teaching, Learning and Student Support in Institutions of Higher Learning.
- Dr. K. Ntinda - research collaboration links with the University of Johannesburg, University of Pretoria, North West University, University of Free State and University of North Texas among others to address topical issues affecting learners in schools and their communities.

CONSULTANCY

Dr. C.B. Silvane – is involved in a multidisciplinary study on “A situation Analysis of Sexual and Gender-Based Violence (SGBV) in Eswatini in collaboration with other research members at UNESWA. This study was commissioned by the Deputy Prime Minister’s Office and funded by UN Agencies such as WHO, UNDP and ILO.

Vision

The Vision of the Faculty of Health Sciences is to be the Faculty of Choice in Africa for education, training, research and community service in Health Sciences

Mission

The mission is to offer diversified and relevant programmes in the different disciplines of Health Sciences.



Prof. P.S. Dlamini
DEAN

OBJECTIVES

The Objectives of the Faculty of Health Sciences are to:

- Serve as centre of education and training in Midwifery Science, Nursing Sciences, Environmental Health Sciences, and other health sciences programmes that may, from time to time be deemed necessary;
- Create, preserve, and impart skills and knowledge in the area of health sciences and associated disciplines through practice, education, research and community service;
- Establish and maintain links with national and international institutions, agencies, and individuals, both academic and professional, in the interest of promoting development in health and related areas of knowledge;
- Provide consultancy and community service on health related issues to individuals, families, industries and other sectors;
- Provide expertise on conversation of the environment for the benefit of mankind;

- Participate in setting a research agenda on health issues; and
- Develop student welfare to cater for their psychosocial needs.

EXECUTIVE SUMMARY

The Faculty of Health Sciences has four departments being Environmental Health Science, Community Health Nursing, General Nursing Science and Midwifery Science. It offers certificate courses, and the new course on Nephrology Nursing was launched in August 2018 through a request from the Ministry of Health. The other certificate courses offered are in Midwifery and in Community Mental Health Nursing. The Faculty offers Bachelor’s degrees in: Community Health Nursing with Midwifery; and Community Health Nursing with Community Mental Health Nursing.

The Environmental Health Science Department offers bachelor’s programmes in: Environmental Management; Occupational Safety and Health;

Environmental Management and Water Resources; and Environmental Health and Food.

The General Nursing Science Department offers bachelor's programmes in: General Nursing with Mental Health Nursing; General Nursing Science with Midwifery Science; and General Nursing only as a completion programme that offers students a degree at the end of two years after their Diploma in General Nursing. Two programmes are offered through the Institute of Post Graduate Studies; the Family Nurse Practice; and the Midwifery Science at a Masters degree level. The Masters in Midwifery was launched in August 2018.

The key progress is the implementation of the distance learning for the BNSc completion programme which began in August, 2019, after vigorous development of modules through the Institute of Distance Education (IDE). The generic degree programme of Nursing Sciences is being reviewed after an evaluation study was conducted and results presented to the whole Faculty.

Other programmes in the pipeline are the Bachelor of Pharmacy, Degree in Dental Hygiene and the degree in Physiotherapy as well as the post degree certificate in Occupational health nursing. All departments are in the process of developing short term programmes/ courses related to health to be offered to the public during the long vacation. Post graduate programmes that have been submitted to IPGS include the Masters in Advanced Midwifery (part-time), Masters in Public Health; and Master of Science in Water Resources.

The staff continued to engage in conferences and workshops. Conferences on the highlights are demystifying the SODV, Blended learning workshop attended by all members of the nursing department in preparation for the distance education completion programme of the Bachelor of Nursing Sciences (BNSc), facilitated by IDE. All Faculty members attended the seminar on the novel COVID-19 pandemic. The Faculty of Health Sciences also contributed to activities to prevent and manage the pandemic COVID-19 through attending seminars, presenting and educating other entities as well as beginning research on these issues. The Faculty went

ahead to establish the working team to respond to COVID-19 in liaison with the University-wide Task Team. One of the outstanding community service contribution of this team was a collaborative work, in building 10 hand washing basin at the Mbabane Government Hospital, with the Mbabane-Mbuluzi Rotary Club. Most of the Faculty members attended a workshop and training on issues of Health Research Ethics.

Other staff members attended international conferences in areas of Intellectual Property, Sexual Abuse, HIV and AIDS as well as Maternal and Child. Most nursing members of the Faculty belong to the Chi Xi at Large Chapter of the Sigma Theta Tau International which is a prestigious Excellency Honor Society for Nurses. About three members from the Faculty hold key positions at CHI Xi at Large Chapter that of president, vice president and UNESWA SIGMA Counselor. Most of the members attended the annual conference which was held in Malawi, 2019 and next year it will be held in South Africa.

Research activities by lecturers have been conducted as individuals and in collaboration with local and international entities responding to the Ministry of Health Research Agenda as well as the Faculty of Health Sciences Research Agenda. In some departments research output has been going down due to the economic situation at the University.

Community service is done by staff and students in their clinical placements and other community rural places as well as industries apart from the emergency response to COVID-19. Some key activities included donations of eye glasses by members of the Faculty to a community in Mbuluzi, Christmas celebration for children, construction of a urine diversion dry toilet at Manzana. The Faculty was awarded position 2 at the ENACTUS competition and received an animal feed processing machine worth E 31000,00 .NAMBOARD has pledged their support to be the main client and the agreement is being entered into with the UNESWA.

ACADEMIC STAFF PROFILES BY DEPARTMENTS, GENDER, HIGHEST QUALIFICATION AND RANK

COMMUNITY HEALTH NURSING SCIENCE

Name	Male	Female	Highest Qualification	Rank
Prof. N.A. Sukati		√	PhD	Associate Professor
Dr. F.S. Shabalala		√	PhD	Senior Lecturer
Dr. J.S. Siphepho	√		PhD	Senior Lecturer
Mr. Mulungeta Girma Deres	√		Masters	Lecturer
Dr. S.K.S. Masuku		√	PhD	Lecturer
Ms N.C. Nxumalo*		√	Masters	Lecturer
Mrs. F. Zwane		√	Masters	Lecturer
Mr. S. Mabuza	√		BNSc.	Teaching Assistant

**On study leave (doing PhD)*

ENVIRONMENTAL HEALTH SCIENCE

Name	Male	Female	Highest Qualification	Rank
Dr. S.V. Dlamini	√		PhD	Senior Lecturer
Dr. A.F. Murye	√		PhD	Senior Lecturer
Dr. A.T. Tiruneh	√		PhD	Senior Lecturer
Dr. E.N. Cele	√		PhD	Lecturer
Miss L.D. Hlophe		√	Masters	Lecturer
Dr. L. Lukhele		√	PhD	Lecturer
Mr. V.M. Mamba	√		Masters	Lecturer
Mr. R.M. Mamba	√		Masters	Lecturer
Mr S.M. Masuku	√		Masters	Lecturer
Mr J.S. Mtshali	√		Masters	Lecturer
Mr W.N. Ndlela	√		Masters	Lecturer
Mr S.J. Nkambule	√		Masters	Lecturer
Miss T.S. Nkambule		√	Masters	Lecturer
Mr J.D. Nxumalo	√		Masters	Lecturer
Dr. P.Simatende	√		PhD	Lecturer
Miss S.A. Nxumalo*		√	Bachelor of Env. Mngt & Water Resources	Teaching Assistant

**On study leave (doing Masters)*

GENERAL NURSING SCIENCES

Name	Male	Female	Highest Qualification	Rank
Prof. P.S. Dlamini		√	Ph.D Nursing	Associate Professor
Prof. T.R. Mathunjwa-Dlamini		√	Ph.D in Nursing	Associate Professor
Prof. E.Macera		√	PhD in Family Nurse Practitioner	Associate Professor
Dr. C. Maibvise	√		PhD	Senior Lecturer
Dr. C.P. Dlamini		√	PhD in Nursing Education	Lecturer
Mrs. C.H. Dlamini		√	MSc. (MIH)	Lecturer
Mrs. F.D. Dlamini		√	MSc. Public Health	Lecturer
Mrs. P.P. Khumalo		√	MSc Nursing	Lecturer
Dr. N. Magagula		√	PhD	Lecturer
Ms. J.V. Mdluli		√	MSc. Nursing	Lecturer
Dr. R.N. Mkhonta		√	D. Lit et Phil Health Studies	Lecturer
Dr. B. Nsibandze		√	PhD	Lecturer
Mrs. S. Shongwe-Gwebu		√	MSc	Lecturer
Mrs. C.Z. Vilakati		√	M Cur	Lecturer
Mr. W.M. Mamba*	√		BNSc in Nursing	Teaching Assistant

*On study leave (doing Masters)

MIDWIFERY SCIENCE

Name	Male	Female	Highest Qualification	Rank
Dr. O.B. Tagutanazvo		√	PhD	Senior Lecturer
Dr. I.S. Ziyane		√	PhD	Senior Lecturer
Ms. A. Dziko		√	Msc	Lecturer
Ms. N.J. Gama		√	Msc	Lecturer
Ms. F.N. Magagula*		√	Msc	Lecturer
Ms. N. Mavimbela		√	Msc	Lecturer
Ms. D. Mshayisa		√	Msc	Lecturer
Mr. M.C. Shongwe *	√		Msc	Lecturer
Dr. S.B.P. Thwala		√	PhD	Lecturer
Ms. P.N. Thwala		√	BNSc	Technologist

*On study leave (doing PhD)

STUDENT ENROLMENT BY GENDER, YEAR PROGRAMME OF STUDY

COMMUNITY HEALTH NURSING SCIENCE

Programme	Year of study	Male	Female	Total
BNSc. Mental Health Option (new programme)	4	6	2	8
BNSc. Community Health Nursing (non-credit)	4	0	9	9
BNSc. Community Health Nursing (non-credit)	5	7	12	19
TOTAL		13	23	36

ENVIRONMENTAL HEALTH SCIENCES

Programme	Year of study	Male	Female	Total
BSc. (EHS)	1	5	7	12
BSc (EHS)	2	7	11	18
BSc (EHS)	3	11	9	20
BSc (EHS)	4	12	8	20
TOTAL		35	35	70

Programme	Year of study	Male	Female	Total
BSc. (EMWR)	1	14	8	22
BSc (EMWR)	2	9	6	15
BSc (EMWR)	3	4	6	10
BSc (EMWR)(Credit)	4	7	13	20
BSc. (EMWR)(non Credit)	4	2	6	8
TOTAL		36	39	75

Programme	Year of study	Male	Female	Total
BSc. (EFHS)	1	6	8	14
BSc (EFHS)	2	12	11	23
BSc (EFHS)	3	10	8	18
BSc (EFHS)	4	3	13	16
TOTAL		31	40	71

Programme	Year of study	Male	Female	Total
BSc. (EMOSH)	1	3	7	10
BSc (EMOSH)	2	12	3	15
BSc (EMOSH)	3	14	6	20
BSc (EMOSH)	4	7	12	19
TOTAL		36	28	64

GENERAL NURSING SCIENCES

Programme	Year of study	Male	Female	Total
BNSc. New programme	I	15	25	40
BNSc. New Programme	II	23	39	62
BNSc. New Programme	III	27	32	59
BNSc. New Programme	IV	15	16	31
BNSc. Old programme	IV	2	9	11
BNSc. Old programme	V	11	12	23
Post Dip Cert Nephrology	I	3	6	9
IDE	IV	6	29	35
MSc. FNP	I	0	11	11
MSc. FNP	II	3	6	9
MSc. FNP	III	0	15	15
TOTAL		105	200	305

MIDWIFERY SCIENCE

Programme	Year of study	Male	Female	Total
BNSc. Generic	IV	11	13	24
BNSc. (Old Programme)	IV	0	1	1
BNSc. (Old Programme)	V	2	3	5
Post Dip Cert Mid		2	0	2
MSc. Mid	I	1	7	8
MSc. Mid	II	1	2	3
IDE		2	7	9
TOTAL		19	33	52

Research completed in 2019/2020

COMMUNITY HEALTH NURSING:

Fielding-Miller Rebecca, Shabalala Fortunate, Masuku Sakhile & Raj Anita: Building the Evidence to Resist Campus Sexual Assault in Eswatini-Phase I: Prevalence of and factors associated with sexual assault among female students in a campus of the University of Eswatini. *The study was funded by the World Bank's Sexual Violence Research Initiative.*

Only one research that was completed from the Department of Community Health Nursing and is in line with the Faculties Research Agenda and it is a collaborative research.

PUBLICATIONS

NATIONAL JOURNALS

Department	Areas of research	Number of publications	Number of Participants
General Nursing	- Condom Use amongst women ages 18-24	1	5

INTERNATIONAL JOURNALS

Department	Areas of research	Number of publications	Number of Participants
Community Health Nursing Science	<ul style="list-style-type: none"> - HIV and antiretroviral therapy - Economic burden of HIV and type 2 diabetes comorbidity - Epidemiology of Campus Sexual Assault among University Women in Eswatini - Gender Inequality - Disrupting Gender Norms in Health Systems - Changes in disclosure, adherence and healthcare interactions following the introduction of immediate ART initiation 	6	2

Department	Areas of research	Number of publications	Number of Participants
Environmental Health Science	<ul style="list-style-type: none"> - Exploring the potential for concentration of nutrients from urine using solar evaporation and carbon dioxide trapping of ammonia - Overflow controlled declining rate filtration - A modified three-point Secant method with improved rate and characteristics of convergence - A Mathematical Model for Variable Chlorine Decay Rates in Water Distribution Systems - The LA=U decomposition method for solving systems of linear equations - Engineering - Identification of lactic acid bacteria and determination of selected biochemical properties in <i>emas</i> and <i>emahewu</i> - The LA=U decomposition method for solving systems of linear equations 	8	3
General Nursing Science	<ul style="list-style-type: none"> - Swazi pregnant women's knowledge on consuming alcoholic beverages - Development and Implementation of Family Nurse Practitioners Role in Eswatini: Implications for Education 	2	9
Midwifery Science	<ul style="list-style-type: none"> - Determinants of households' access to improved drinking water - Barriers to female condom use among undergraduate health science students at a selected tertiary institution in Eswatini - Prevalence and factors associated with postpartum depression at a primary health care facility in Eswatini. - Exploring mental health nurses' perceptions on factors contributing to psychiatric readmissions in Eswatini - It needs a complete overhaul...' district manager perspectives on the capacity of the health system to support the delivery of emergency obstetric care in an urban South African district - Predictors of severe maternal outcomes in two South African hospitals 	6	2

Most publications from all the departments were mainly in International Journals, only one publication in a local journal from General nursing.

WORKSHOPS AND SEMINARS

Members of staff in the Faculty attended the below listed meetings:

NATIONAL WORKSHOPS AND/OR SEMINARS

COMMUNITY HEALTH NURSING

- Nvivo assisted qualitative research analysis, AIGHD and UNESWA, HRU, 16 August, 2019.

- Women Empowerment Forum themed: "Strength with Strength"; UN Resident Coordinator and DPMO, Royal Swazi Spa Convention Centre, 5 December, 2019, 8am-4pm.

- An evening with Dr. Tlaleng: Mental health, sexual gender-based violence and relationship issues which tend to affect employees at their households and work places. FLAS, Happy Valley Hotel, 5 December, 2019, 6pm-10pm.

ENVIRONMENTAL HEALTH SCIENCES

- Attended workshop or training on Ethical Review of Research proposal including Pharma-Ethics and RHInnO Ethics, March, 2020,

- 11th to 13th, This involved: assessment of training needs for purpose of the ERECIS grant aimed at improving capacity of Institutional Review Boards (IRB),

- 16th to 17th assessment of Information Technology Status at the Faculty in preparation for the installation and use of RHInnO Software for the expedient review of research proposals, Happy Valley Hotel, Ezulwini.

PLANNING MEETING

Attended the meeting of the Developing Countries Clinical Trials Partnership (EDCTP) for planning of capacity building process for Institutional review Boards, January 16, 2020, ICAP M&E Conference Room.

STAKEHOLDER MEETING

Participated in the Consultation Meeting on Development of a National Research Ethics Policy for the Kingdom of Eswatini, February 11, 2020, Mountain Inn.

RESEARCH

Partly developed the research proposal for contribution to the Global Asthma Network (GAN) to which I enlisted as one of the data collectors in the country. Feb – March, Mbabane Campus

GENERAL NURSING SCIENCES

- Attended Unpacking of the 4 pillars of the UNESWA Strategic Planning by Nokuphila from UPIAC. January 30, 2020, FHS New Room.

- Attended the seminar on Corona virus at Faculty of Health Sciences, January 30, 2020, FHS Dining Hall

- Attended a Stakeholders' Engagement Assessing the curriculum for the Diploma in Emergency Medical Care to be offered through IDM Eswatini System using national hours. February 2020, IDE Conference Room-facilitated by members of Boitekenelo College from Botswana

- Attended presentation from Ministry of Health (MOH) on CORONAVIRUS to members of the FHS. March 2020.

- Presented to the Faculty Board the conducted seminar on Corona virus at the Faculty of Health Sciences, February 2020, FHS Dining Hall

- Workshop on Human Resource for Health technical working group. February 19th to 21st 2020. Simunye Country Club.

- Workshop on National Validation of the 6NR UN Convention on Biological Diversity. September 5th 2019, Sibane Hotel

- Intellectual Property, Innovation in Africa, November 6th to 8th 2019, Zimbabwe Harare.

- Presented to the Faculty Board the Conducted seminar on Corona virus at Faculty of Health Sciences. February 2020, FHS Dining Hall.

- Attended MOODLE training organised by Dr. Rugube and Dr. Karen, February, 2020, FHS Computer Laboratory.

- Seminar on Corona virus at Faculty of Health Sciences. February, 2020, FHS Dining Hall.
- Attended a workshop by the Ministry of Health (MOH) at Happy Valley, 11th to 16th March 2020.
- Presented to the Faculty Board the Conducted seminar on Quality Assurance in blended learning programmes by Dr. Naveed Malik from Commonwealth of learning. February 2020, IDE Conference Room UNESWA. FHS Dining Hall.
- Attended the seminar on Corona virus at Faculty of Health Sciences. February, 2020, FHS Dining Hall.
- Quality Assurance in blended learning programmes by Dr. Naveed Malik from Commonwealth of learning. March 5, 2020 IDE Conference room UNESWA. March, 2020, IDE Conference Room.

INTERNATIONAL WORKSHOPS AND/OR SEMINARS

GENERAL NURSING SCIENCES

- Intellectual Property, Innovation in Africa, November 6th to 8th 2019, Zimbabwe Harare.
- Attended an Annual Nursing Education Conference. 4th to 5th September 2019, Hilton Hotel, Sandton.
- Attended 2 meetings. Reviewed the General Hospital and Health Centre Requirements.

MIDWIFERY SCIENCE

- 23rd International East Asian Forum of Nursing Scholars (EAFONS) Conference, They want to rape us”: Challenges faced by mental health nurses working with people living with mental illness in Eswatini. Chiang Mai, Thailand, 10-11 January 2020.
- 23rd International East Asian Forum of Nursing Scholars (EAFONS) Conference, Knowledge and self-efficacy of undergraduate student nurses in providing basic life support services in Eswatini, Chiang Mai, Thailand, 10-11 January 2020.
- African Population Health Research Council (APHRC), Senegal, May 2019.
- Inaugural ADDFR Research Conference, Washington DC, (APSA)
- European Congress of Neglected Tropical Diseases, European, Liverpool, October 2019.

- Second Interprofessional Education & Collaborative Practice for Africa Conference, Caring for mothers who lost their babies as stillborn, neonatal deaths and children less than five years. Nairobi, Kenya, Africa Inter-professional Education Network (AFRIPEN), 30 July-2 August 2019.
- Second Interprofessional Education & Collaborative Practice for Africa Conference, Reducing neonatal infections in a public neonatal unit: a quality improvement project, Nairobi, Kenya, 30 July-2 August, 2019.
- Sigma Theta Tau International (STTI) Honor Society of Nursing, Chi Xi at-Large Chapter. 2nd Biennial Conference, Community based health care initiatives: Back to basics, Bingu International Convention Centre, Lilongwe. Malawi-Scientific Reviewer, 14-16 August 2019
- Maternal and Child Nurse Leadership Academy: Africa Cohort (Uganda, Malawi, Ghana, Eswatini and South Africa, Sigma Theta Tau International Honor Society of Nursing, Johnson and Johnson International & Forum for University Deans in South Africa, 15-17 April 2019.

COMMUNITY HEALTH NURSING

- Executive Dialogue on Innovation and Emerging Technologies, Planning and Implementation of Calestous Juma, Johannesburg, South Africa, February-March, 2019, 6th Violence Research Initiative (SVRI) Forum 2019, Prevalence and risk factors of campus sexual violence at the University of Eswatini, Cape Town International Convention Centre, Sexual Assault Research Project, 21st – 25th October, 2019.
- Southern African perspectives on the ethics of sexual violence research.
- *Methodological and ethical Issues in doing research with people with disability*, Disability International, Cape Town International Convention Centre, 26 October, 2019.
- Sexual, Racial and (Trans) Gender-based Violence Prevention in Higher Education: Possibilities and Limitations Conference, Implementing Sexual Assault Resistance in Eswatini, University of Toronto, OISE

- Ontario Institute for Studies in Education, Centre for Media, Culture and Education-Canada, 31st October – 3rd November, 2019. Conference organisers.
- Chi Xi at Large Chapter of Southern Africa, Malawi, May, 2019,
- A Sigma Theta conference, Washington DC. November, 2019.

COMMUNITY SERVICE

COMMUNITY HEALTH NURSING SCIENCE

Year 4 Mental Health Nursing students, under supervision of Dr. FS Shabalala

- Commemoration of mental health day with promotional and awareness events spanning throughout the day: information desk, debate and peaked with presentations on the evening, Faculty of Health Science, 10 October, 2019.

Dr. J.S. Siphepho, Ms. FL. Zwane, Community

- Providing counselling and education on stress and substance abuse to Montigny employees on Montigny, Bunya, November and ongoing.

Ms. N.C. Nxumalo and Mr. Siyandza Masuku (a year 5 student Community Health Nursing old Programme)

- Led the drive to fundraise and host a Christmas part for NCP children, Motshane Inkhundla, 22 December, 2019

ENVIRONMENTAL HEALTH SCIENCE

Dr. S.V. Dlamini

- Conducted seminar on Corona virus at Faculty of Health Sciences, on February, 2020 at FHS Dining Hall.
- Conducted Seminar on Corona virus at Eswatini Electricity Company (EEC) at EEC Reception, March, 2020.
- March, 2020: Conducted Seminar on Corona virus at the Anti-Corruption Commission at ACC Boardroom.

Dr. A.T. Tiruneh

- The construction of urine diversion dry toilet facility to Manzana School (in Manzini region) is being sponsored by Rotary club. The design and construction supervision is being under taken as part of the community service by staff from the Department of Environmental health Science. The construction is nearing its completion delivering services in June at Manzana Primary School.

GENERAL NURSING SCIENCES

C.H. Dlamini

- Quality Assurance in blended learning programmes by Dr. Naveed Malik from Commonwealth of learning. KaLamdla Primary School on January 31, 2020.
- Handed over 100 chairs and 50 desk to kaLamdla Primary donated by the Mbuluzi-Mbabane Rotary Club. Manzini, Bosco Center on January 31, 2020.
- The department identified five schools in rural areas that needed library books and sourced 1 van full of books for each school. Three schools in the Shiselweni District and two schools in the Lubombo region. One school has collected the books and the others have been delayed by the pandemic COVID-19, February 2020.
- Assisted in sorting Medical Equipment donated to Eswatini by Rotary clubs in the USA and Canada for 2 days at the Mbabane Government Hospital, February 2020.

Prof. Liz. Macera

- Health Assessment of children and their families at the Baylor Clinic on January to March 2020.

Dr. N.R. Mkhonta

- Community visits with the students at Elangeni Community on February to March 2020

Dr. C.P. Dlamini

- 3 hours Community Service at Mawelawela 3 hours per week, Monday only February 10th to March 19th 2020. His Majesty's Correctional Service (HMCS), February 10th to March 19th 2020.

Ms. F. Dlamini

- Appointed to be member of the UNESWA COVID-19 TASK FORCE.

Ms. J. Hirman

- Handed over 100 chairs and 50 desks to Lamdladla Primary donated by the Mbuluzi-Mbabane Rotary Club on January, 2020 at Manzini Bosco Skill Center.

- Assisted in sorting Medical Equipment donated to Eswatini by Rotary clubs in the USA and Canada for 2 days in March which was equivalent to 14 hours, in Manzini. Attended the official hand over of 10 wheelchairs to Mbabane Government Hospital and 5 wheelchairs to individual members of the Mbabane Community, donated by the ROTARY CLUBS in Eswatini. The donation was in March which was equivalent to 14 hours, in Manzini at the Mbabane Government Hospital.

- Coordinated the official hand over of 10 wheelchairs to Mbabane Government Hospital and 5 wheelchairs to individual members of the Mbabane Community, donated by the ROTARY CLUBS in Eswatini. The donation was received by the Minister of Health.

- Co-supervised the construction of ten hand washing station at Mbabane Government hospital with Mr. Motsa Clerk of Works FHS. The project was sponsored by the Rotary Club of Mbuluzi Mbabane in partnership with UNESWA FHS. UNSWA provided technical expertise and labour for plumbing and Mbabane Mbuluzi financed the project. Mbabane Government Hospital. May 2020.

- Member of the FHS COVID-19 Committee.

Ms. Sidebottom

- Handed over 100 chairs and 50 desks to LaMdladla Primary donated by the Mbuluzi-Mbabane Rotary club

- Assisted in sorting Medical equipments donated to Eswatini by Rotary Clubs in the USA and Canada for 2 days in March which was equivalent to 14 hours in Manzini.

- Attended the official hand over of 10 wheelchairs to Mbabane Government Hospital and 5 wheelchairs to individual members of the Mbabane Community, donated by the ROTARY CLUBS in Eswatini. The donation was received by the Minister of Health.

- Donated 150 reading glasses to the elderly people in the Mbuluzi Community Elderly people.

LINKS/COLLABORATIONS WITH OTHER INSTITUTIONS/ORGANISATIONS

COMMUNITY HEALTH NURSING

TITLE	NAME OF UNIT/ CENTRE REPRESENTATIVE	NATURE OF LINKS	DATES		SPONSOR- SHIP (IF ANY)
			COMMENCE	EXPIRY	
WHO PEN @ cale-Strength- ening Primary Healthcare Delivery of Diabetes and Hypertension in Eswatini	Ministry of Health; University of Hei- delberg; University of Amsterdam; Harvard University; Swiss Tropical and Public Health; Clin- ton Health Access Initiative, Diabetes Swaziland and SWABCHA	Intervention research	January 2019	December 2024	European Commission
Safe, Inclusive Participative Pedagogy: Improving Ear- ly Childhood Education in Fragile Con- texts	University of Edinburgh, Univer- sity of Cape Town's Children Institute, University of Beth- lehem and Catholic University	Research	January 2020	December 2024	UK Research and Innova- tion and Glob- al Challenge Research Fund
Prevalence and correlates of violence against young women and girls with disability and those who are refugees in the Lubombo region	SWAGAA and Bantwana Inc.	Intervention research	October 2019	September 2022	United Nations Women Trust Fund

MI DWIFERY SCIENCES

Link Partners	Summary of link
SIGMA GLOBAL HEALTH- Eswatini Ministry of Health- Sexual & Reproductive Health Unit	
Midwives Association of Eswatini- Eswatini day of the Midwife	Ms Gama is the incumbent Secretary General of the Eswatini Midwives Association. She is also the secretary of the planning committee for the International Day of the Midwife (IDM) celebrations in Eswatini. The IDM is a global event, championed by the United Nations in recognition of the work done by midwives globally in reducing preventable illness and death of women in children in childbirth or early childhood, as well as their public health role in promoting equitable health and universal health coverage. In her capacity in these role, Ms Gama also communicates with the Eswatini media concerning the IDM, which will be celebrated on 22 May 2019.
<i>Taiwan Government and Chiayi Christian Hospital</i>	Ms Gama works in partnership with Chiayi Christian Hospital, Eswatini Nazarene Health Institutions (ENHI) and the Ministry of Health of the Kingdom of Eswatini to strengthen the Eswatini health system by improving health worker training. This is done to improve the quality of maternal and child care, thus reduce perinatal deaths severe illnesses/ disease. To this end, Ms Gama provides in-service training periodically to nurses and midwives working in the public and private sector (mission hospitals and clinics). This is funded by the government of the people of Taiwan.
<i>Center for Health Policy, University of the Witwatersrand</i>	SBP Thwala works closely with Center for Health Policy Department of the University of the Witwatersrand as a researcher in a trans-disciplinary research in Rwanda and South Africa funded by the Netherlands Scientific Research Organisation (NWO). She has been the South African principal investigator in a research project aimed to identify important health systems interventions for reducing avoidable maternal deaths in low and middle-income countries. It examined which health system building blocks are most important for improving the delivery of maternal health services and enabling patients to access high-quality care. The project focused on the management of life-threatening emergencies in pregnancy and childbirth. It reviewed the available academic literature on this topic and investigated illustrative cases of successes and failures in maternal health service delivery in Rwanda and South Africa. Through working closely with policy leaders throughout the project, joint actions to improve maternal services were identified.

Link Partners	Summary of link
Emerging Voices for Global Health	SBP Thwala is an active member of a global organisation on health systems and policy research called Emerging Voices for Global health. This organisation is not for profit and seeks to amplify voices of emerging scholars and experts in global health, with a focus on health systems.
Sexual and Reproductive Health Unit (SRHU)- Eswatini	The Midwifery Department has ongoing partnership with the SRHU of the kingdom of Eswatini. The department lends technical expertise and advice to the ministry of Health on maternal and Neonatal morbidity and mortality through this body. The Department is part of maternal deaths review, and contributes to the writing of the report on the state of maternal health in Eswatini.

GENERAL NURSING SCIENCES

- The Department is finalizing a MOU with the University of Cape to Town (UPC). UPC provide a clinical site for Nephrology students to acquire knowledge and skills in the management of kidney transplant clients,
- Peace Corp Volunteer programme, sponsored by the USA Government, to provide Technical expertise needed by the institution on request. The Department had Lecturers to assist with lectures in the FNP programme and undergraduate classes; unfortunately had to be evacuated back to the United States of America because of the COVID-19 outbreak.
- Seed Global Health they provide technical assistance by providing qualified lecturers for specific areas where they is a need of special expertise, especially on education of students nurses.

AWARDS, RECOGNITIONS & HONOURS

COMMUNITY HEALTH NURSING SCIENCES

Name	Department	Award	Type of Award	Name of awarding Person/ Organization
Dr. Sakhile Masuku	Community Health Nursing Science	scholarship	Full scholarship to attend the virtual International AIDS Conference, including a two year subscription to the international AIDS Society	International AIDS Society
Dr, Fortunate Shabalala	Community Health Nursing Science	scholarship	Full scholarship to attend the virtual International AIDS Conference, including a two year subscription to the international AIDS Society	International AIDS Society
Miss Nompilo Dlamini	Community Health Nursing Science	Sigma Nightingale Leadership Challenge	Sigma Young Nurse Leadership Training Award	Sigma Theta Tau International

GENERAL NURSING SCIENCES

Date	Name	Award	Type of Award/ Recognition	Institution
April, 2019	Dr. Bonisile Nsibandze	PhD in Nursing	• Thesis: Strategies to facilitate self-management of HIV by female adolescents living with HIV in Eswatini.	• University of Johannesburg
	Dr. N. Magagula	PhD in Nursing		
March 2020	Mrs. FD Dlamini	Member	• Tobacco Control Technical working group	• Eswatini Coordination Mechanism

- One student from the Department had the honour to submit a research project to 31st STTI research Conference to be held in Abu Dhabi in July, 2020.

MIDWIFERY SCIENCES

Date	Title Award	Name of Conference	Venue
January 2020	Outstanding Oral Presentation Award	East Asian forum of Nursing Scholars Conference	Thailand

Name	Institution	Position
Ms. N.J. Gama	Diabetes Eswatini Board	Member
Dr S.B.P. Thwala	Maternal Deaths Review Board	Member
Dr O.B. Tagutanazvo	Chi Xi at-Large Chapter, Africa Region. Sigma Global Nursing Excellency	Vice President (2019-2021),
Mr M.C. Shongwe	Eswatini Human and Health Research Review Board, Ministry of Health, Eswatini	Member



Prof. H. L. Ndlovu
D E A N

OBJECTIVES

The Objectives of the Faculty are to:

- Equip University students with productive, receptive and creative skills;
- Produce graduates qualified at an internationally acceptable standard;
- Enrich the programme through research and publication as well as the establishment of mutually beneficial links with other institutions;
- Increase opportunities for self-employment in such areas as interpreting, translation, journalism, creative writing and performing arts; and
- Disseminate professional knowledge based on research to teachers, lecturers in colleges, staff in National Archives, and to benefactors such as religious and traditional leaders.

DEPARTMENTS

The faculty has six departments:

- Academic Communication Skills

- African Languages and Literature
- English Language and Literature
- History
- Journalism and Mass Communication
- Theology and Religious Studies

EXECUTIVE SUMMARY

The Faculty of Humanities provides solid knowledge and skills to undergraduate and post-graduate students enrolled in Bachelor of Arts in Humanities (B. A. Hums.), Bachelor of Arts in Journalism and Mass Communication (B. A. JMC) , and Master of Arts (M. A) in History. It strives to uphold high academic standards, thanks to an increase in senior academics, emerging academics and highly qualified staff who are effective lecturers, active researchers and resourceful professionals in Eswatini and beyond.

During the year under review, the implementation of level 4 of the Credit System in the Bachelor of Arts (B. A.) programme has progressed well, and student enrolment was relatively the same as in the previous year 2018/2019. Tuition in all the programmes

Vision

The University of Choice in Africa

Mission

To provide high quality education, engage in research and community service. The Faculty aims to develop the analytical, critical and evaluative skills of its students in order to prepare them for the job market and / or for postgraduate studies.

proceeded well in the first semester. In March 2020 face-to-face teaching was disrupted following the advent of the COVID-19 Pandemic. However, many lecturers have been continuing to teach their students via on-line platforms such as Moodle.

Other than teaching, members of the Faculty have been active in conferences/workshop attendance and community service in Eswatini and in the SADC region, thanks to financial support given by UNESWA.

STUDENT ENROLMENT

	FEMALES	MALES	TOTAL
BA HUMANITIES	230	134	364
JMC	77	38	115
TOTAL	307	172	479

JOURNALISM AND MASS COMMUNICATION

SEMESTER	FEMALES	MALES	TOTAL
1	1	0	1
2	23	16	39
3	0	0	0
4	15	2	17
5	4	7	11
6	15	6	21
7	1	2	3
8	14	2	16
9	1	1	2
10	3	2	5
TOTALS	77	38	115

BA HUMANITIES

SEMESTER	FEMALES	MALES	TOTAL
1	3	3	6
2	53	21	74
3	13	6	19
4	50	29	79
5	4	4	8
6	44	32	76
7	1	3	4
8	51	28	79
9	7	7	14
10	4	1	5
TOTALS	230	134	364

ACADEMIC STAFF BY GENDER, QUALIFICATIONS AND RANK

ACADEMIC COMMUNICATION SKILLS

Name	Male	Female	Highest Qualification	Rank
Dr P. Letsoela		√	PhD	Senior Lecturer
Mr M.E. Maduna	√		M.A.	Lecturer
Ms C. Mkoko		√	M.A.	Lecturer
Mrs J.H. Nkosi		√	M.A.	Lecturer
Mrs G.S. Shongwe		√	M.A.	Lecturer
Ms K. Sikhondze		√	M.A.	Lecturer
Mrs L.N. Simelane		√	M.A.	Lecturer
Ms N.L. Zwane		√	M.A.	Lecturer

Total: Male, 1; Females, 7; Masters, 7; Doctorate, 1; Senior Lecturer 1; Lecturers, 7

AFRICAN LANGUAGES AND LITERATURE

Name	Male	Female	Highest Qualification	Rank
Prof. C. Harford		√	PhD	Professor
Prof. G. Makaudze	√		Ph.D	Associate Professor
Dr G.B. Malambe		√	PhD	Senior Lecturer
Dr S. J. Furvin		√	PhD	Lecturer
Dr F.F. Lukhele	√		PhD	Lecturer
Dr. Motjope-Mokhali		√	PhD	Lecturer
Mrs G. Malaza		√	M.A.	Lecturer
Ms T.P. Mkhathshwa		√	M.A.	Lecturer
Mr V. Magongo	√		M.Ed	Teaching Assistant

Total: Males: 2; Females: 6; Doctorates, 6; Masters, 3; Professor, 1; Associate Professor, 1; Senior Lecturer 1; Lecturers, 4; Teaching Assistant, 1

ENGLISH LANGUAGE AND LITERATURE

Name	Male	Female	Highest Qualification	Rank
Dr V.T. Dlamini-Akintola		√	PhD	Lecturer
Dr P.A. Dlamini		√	PhD	Lecturer
Ms T.G. Dlamini		√	MPhil	Lecturer
Mr L.M. Mhlanga	√		M.A.	Lecturer
Mr T.L. Mzileni	√		M.A.	Lecturer

Total: Males, 2; Females, 3; Doctorates, 2; Masters, 3; Lecturers, 5

HISTORY

Name	Male	Female	Highest Qualification	Rank
Prof. M. Thabane	√		PhD	Professor
Dr. W. T. Kalusa	√		PhD	Senior Lecturer
Dr N. Dlamini	√		PhD	Lecturer
Dr S.R. Dlamini		√	PhD	Lecturer
Mr D. Nhlabatsi	√		M.A.	Lecturer
Dr H.P. Sereo	√		PhD	Lecturer
Mr Thwala	√		M.A	Lecturer

Total: Males, 6; Female, 1; Doctorates 4; Masters, 4; Professor, 1; Lecturers, 7.

JOURNALISM AND MASS COMMUNION

Name	Male	Female	Highest Qualification	Rank
Dr. M.V. Mthembu	√		PhD	Lecturer
Ms. S. Mohammed		√	M.A.	Lecturer
Ms. R. Musvipwa		√	M.Sc	Lecturer
Ms. N. T. Ndzinisa		√	M.Soc.Sc.	Lecturer

Total: Male, 1; Females, 3; Doctorate, 1; Masters, 3; Lecturers, 4.

THEOLOGY AND RELIGIOUS STUDIES

Name	Male	Female	Highest Qualification	Rank
Dr V.T. Dlamini-Akintola		√	PhD	Lecturer
Dr P.A. Dlamini		√	PhD	Lecturer
Ms T.G. Dlamini		√	MPhil	Lecturer
Mr L.M. Mhlanga	√		M.A.	Lecturer
Mr T.L. Mzileni	√		M.A.	Lecturer

Total: Males, 3; Females, 2; Doctorates, 4; Associate Professors, 2; Senior Lecturers, 2; Lecturer, 1.

RESEARCH ACTIVITIES

Research Completed

• **T. Motjope-Mokhali and F. Awung** completed a project titled “Sesotho-English-French Modern Dictionary”. The study was funded and published by the National University of Lesotho in 2019.

• **G. Makaudze** completed a self-sponsored study titled “The singer as a socio-political commentator and visionary: The case of Thomas Mapfumo’s ‘Masocha Nemapurisa’”. The study was published in Maurice Taonezvi Vambe and Wellington Gahadzikwa [Eds.]. Zimbabwe: The Mighty Fall of a Type of Nation-State. Harare: Africa Institute for Culture, Peace, Dialogue and Tolerance Studies.

• **G. Makaudze** completed another self-sponsored study titled “Unravelling the etymology of selected toponyms in Zimbabwe”. The study was published in H. Beyer, M. Brezinger, T. du Plessis and P. Raper [Eds.]. Critical Toponymy: Place Names in Political, Historical and Commercial Landscapes. Proceedings of the 4th International Symposium on Place Names. Bloemfontein: SUN Media.

• **T. P. Mkhathshwa and G. B. Malambe** completed a self-sponsored study titled “Oral Traditions: A Tool for Understanding Alcohol

and Drug Addiction in Swaziland”. The study was published in Yamikeni Ndasuka and Grivas Muchineripi Kayange (Eds), Addiction in South and East Africa: Interdisciplinary Approach. Springer Link, <https://link.springer.com>.

• **M.V. Mthembu** completed a self-sponsored study titled “Social Media and Elections: A case of Botswana, Lesotho and Eswatini”. A chapter under the same title has been contributed for publication in a forthcoming book titled Social Media and Elections in Africa, Volume 1: Theoretical Perspectives and Elections Campaigns.

• **M. Thabane and N. Dlamini** completed a self-sponsored study titled “King Sobhuza II, Imbokodvo National Movement, and Opposition to Monarchical Rule in Swaziland, 1968-1982”. A paper to be submitted for publication has been completed.

• **M. Thabane** completed a self-sponsored study titled “Deforestation and Afforestation in Lesotho: a Narrative History of Tree-Decimation and Tree-Planting of Tree in Pre-Colonial Lesotho, 1830-1966”. The study was published in Damodaran, Vinita, and Rohan D’Souza, (eds), Commonwealth Forestry and Environmental History: Empire Forests

and Colonial Environments in Africa, the Caribbean, South Asia and New Zealand (Primus Books: New Delhi, 2019).

• **H. L Ndlovu** completed a self-sponsored study titled “Joint worship ceremonies of Africanists and Christians in the Kingdom of Swaziland”. The study was published in Cohn-Sherbok, Dan & Lewis, Christopher (eds), Interfaith Worship and Prayer: We Must Pray Together (Jessica Kingsley Publishers, London, 2019).

• **S. Nyawo, C. Silvane, M. Shongwe, and T. Khumalo** completed a National Commissioned Study titled “A situation Analysis of Sexual and Gender Based Violence (SGVB) in Eswatini”. The study was funded by United Nations Agencies.

• **E. Tofa** completed a self-sponsored study titled “The biblical and cultural bases for lobola in light of marriage and divorce in the African context”. A paper under the same title has been accepted for publication.

Research in Progress

• Five academic staff are currently engaged doctoral research in different fields that include Academic Communication Skills, English Language and Literature, and History.

• In the Department of African Languages and Literature, two researchers are still continuing with their ground-breaking project of developing the first edition of the Dictionary of Eswatini Sign Language, the sign language of the deaf community of Eswatini.

• In the Department of English Language and Literature there are on-going studies focusing on: (a) the eccentricity of mother-tongue instruction in the education system of Eswatini, and (b) the Status of English in Eswatini.

• In the Department of Theology and Religious Studies there are several on-going research projects, most of which are self-funded. The first project, an on-going collaborative study funded by CODESRIA,

investigates the s(ex)ploitation of Children in Zimbabwe; the second, examines religion as a source of human security in Eswatini, with special reference to rituals; the third investigates religion and development in Eswatini with reference to advances and reversals in Religious Education; the fourth examines the role of women in peace building with reference to Queen Labotsibeni as the epitome of effective peace building in Eswatini; the fifth examines the role of societal constructions on women fertility and African Pentecostalism in generating gender-based violence in Eswatini; the sixth study investigates religious understandings and responses to COVID-19 in Eswatini; the seventh examines the peace-making initiatives of African Religion in Eswatini; and the eight investigates the key elements of African Christianity with reference to the Kingdom of Eswatini.

PUBLICATIONS

International Journals

Five journal articles have been published by academic staff in international journals. The Journals are: *South African Journal of Folklore Studies 2019, Journal of Literary Studies 2019, Indilinga: African Journal of Indigenous Knowledge Systems 2019, Oral History Journal of South Africa 2019, and Alternation 2019*. The articles focus on the following topics: disability in Shona proverbial lore, ambivalent (re)presentations of Pre-colonial women in post Independent Shona novels, critical analysis of the cultural significance of the feeding/eating habits of the traditional Shona people of Zimbabwe, fragment of an oral history of opposition to the 1986 paramilitary overthrow of chief Leabua Jonathan’s government, and women leadership and participation in recent Christian formations in swaziland: reshaping the patriarchal agenda.

WORKSHOPS AND SEMINARS

National Workshops / Seminars/Assignments

Faculty Seminar Series

Consistent with the University of Eswatini Repackaged Strategic Plan 2018-2022 “to increase the number of commercially funded and published researches in reputable journals” (Strategic Objective Three, p.9), during the year under review the Faculty Research Committee organised Seminar Series with the view to promote research writing, and the sharing of methodological skills, and experiences. Due to limitations caused by the advent of the COVID-19, only five Seminar Papers were presented by staff from the Departments of Academic Communication Skills, Journalism and Mass Communication, History, and African Languages and Literature under the following titles: “The role of The Times of Swaziland in the expropriation Swazi land by white settlers, 1897-1909” (IDE Seminar Room, 25th September, 2019); “Metacognitive Reading Strategies used by First year University Students: The Case of the University of Eswatini” (Commerce Conference Room, 9th October, 2021); “Materialist and Other Preliminary Questions on the Debates on Decolonisation of Knowledge” (IDE Seminar Room, 30th October, 2019); “Some Uneducated Thoughts on the Manner in which Sesotho is written: Time for another Orthography Conference?” (Room A2.2, 27th February, 2020); “Sethantso sa Sesotho and Sesotho-English Dictionary: A comparative analysis of their designs and entries” (13th March 20, 2020);

Other National Workshops/Seminars

- The Technologist in the Department of Journalism and Mass Communication attended Workshop on Broadcasting Technology Essentials hosted by ESCCOM and held on 28 February-3 March 2020 at EBIS, Mbabane.

- The Department of Journalism and Mass Communication facilitated a workshop on Ethics for Journalists at Pigg’s Peak Hotel, on 15-17th August 2019. The Workshop was sponsored by the UNDP.

- A member from the Department of Journalism and Mass Communication attended the Strengthening the National-Regional Linkages in SADC (SNRL) 2020 Strategic Planning Workshop held on March 5-6, 2020 at Tum’s George Hotel, Manzini.

- Two members from the Department of Journalism and Mass Communication attended the Training Workshop for Journalists on the ‘Let’s Talk! Ending Early and Unintended Pregnancy Campaign’ held on 11-13 December 2019 at Tum’s George Hotel, Manzini.

- A member from the Department of Journalism and Mass Communication attended a Stakeholders Workshop on the Development of a Communication Strategy for Quality Issues held on 4th September 2019 at the Royal Villas.

- A member from the Department of Journalism and Mass Communication attended Workshops for Reporting on the 2005 UNESCO Convention for the Protection and Promotion of Diversity of Cultural Expressions held on 26-27 February at Eswatini Electricity Conference Room, Manzini; and on 22-25 April 2020, at Maguga Lodge, Pigg’s Peak.

- A member from the Department of Theology and Religious Studies presented a paper at the Educational Seminar on Sexual Offences and Domestic Violence hosted by Department of Geography, Environmental Science and Planning at UNESWA Sports Emporium, Kwaluseni Campus, on 5 March 2020. The title of the paper was “A Re-reading of an Ancient Religious Text in the Current Context of Gender-Based Violence”.

- A member from the Department of Theology and Religious Studies attended and presented a paper at workshop on Economic crisis and its impact on women in Eswatini hosted by Women and the Law (Liphimbo Labomake) at Alcon House, Manzini, on 20 November 2019. The title of the paper was “Economic Crisis and Women: A Feminist Perspective”.

- A member from the Department of Theology and Religious Studies attended and presented a paper at a Women Empowerment Forum hosted by Deputy Prime Minister’s Office at Royal Swazi Spa Hotel, on 5 December 2019. The title of the paper was “Media, Culture, Religion and Arts”.

National Assignments

During the period under review, staff in the Faculty of Humanities undertook two significant national assignments, namely: (a) Translation of the Kingdom of Eswatini Strategic Roadmap: 2019-2022 from English to SiSwati, and (b) The Study Commissioned by the Deputy Prime Minister’s Office in Partnership with the World Health Organisation titled “A Situational Analysis of Sexual and Gender-Based Violence in Eswatini.”

Translation of The Kingdom of Eswatini Strategic Roadmap: 2019-2022 from English to SiSwati.

Assigned by UNESWA’s Vice Chancellor following a formal request by the Honourable Prime Minister of the Kingdom of Eswatini, linguists in the Department of African Languages and Literature (G. B. Malambe and V. Magongo) translated the Kingdom of Eswatini Strategic Roadmap: 2019-2022 into siSwati. The English version of the roadmap is very technical; therefore, the translators applied relevant theories of translation to make a user-friendly siSwati version. This siSwati translation guarantees that the roadmap is accessible to each and every liSwati, since each and every liSwati has a role to play in the successful implementation of the strategies required to recover the economy. With the roadmap now in siSwati, no one needs to feel excluded. The translated roadmap now ensures top to bottom accessibility so that all emaSwati may make their contributions as the Kingdom works toward the full recovery of the economy by 2022.

The Study Commissioned by the Deputy Prime Minister’s Office in Partnership with the World Health Organisation titled “A Situational Analysis of Sexual and Gender-Based Violence in Eswatini.”

Assigned by UNESWA’s Vice Chancellor following a formal request by the Honourable Deputy Prime Minister of the Kingdom of Eswatini, a Research Team consisting of four UNESWA lecturers from diverse backgrounds that include Theology and Religious Studies, Educational Foundations, Sociology, and Law (S. Nyawo, C. Silwane, M. Shongwe, and T. Khumalo) undertook a study of “the situation analysis of sexual and gender-based violence in Eswatini”. Led by Dr. S. Nyawo from the Department of Theology and Religious Studies, the study was commissioned by the Deputy Prime Minister’s Office (DPMO) in partnership with the World Health Organisation. The study was completed in March 2020. It is hoped that the findings of this study will contribute towards establishing ways and means of resolving the pressing and multi-pronged problem of gender based violence in the Kingdom of Eswatini.

INTERNATIONAL WORKSHOPS/ CONFERENCES

Academic Staff in the Departments of Academic Communication Skills, History, and Theology and Religious Studies have participated and presented papers at the following international conferences and workshops:

- Faculty of Humanities Special Conference in Honour of Professor M.E. Machobane, National University of Lesotho, Roma, Lesotho 10-12 March 2020. The title of paper was “Analysis of Lexical Errors in the National University of Lesotho’s Academic Writing.”

- International conference held at the University of KwaZulu-Natal, South Africa, on 28-30 November, 2019. The title of the paper was “[mu] reduction and NC syllabification effects in siSwati”.

- NUL/JSAS Early-Career Scholars Writing Workshop and New Research in Southern Africa, National University of Lesotho, Roma Campus, on 15-16 July, 2019.

- Consultation of the Associations of Theological Institutions in Africa held at the University of Botswana, Gaborone, Botswana on 27-27th September, 2019. The consultation was funded by All Africa Conference of Churches, Nairobi, Kenya.

- Two members of the Faculty of Humanities from the History and Theology & Religious Departments served as facilitators and mentors at the NUL/JSAS Early-Career Scholars Writing Workshop and New Research in Southern Africa, National University of Lesotho, Roma Campus, on 15-16 July, 2019. Thirty scholars took part at the Workshop. Of these, ten were from the University of Eswatini (UNESWA) and twenty from National University of Lesotho (NUL). The Workshop was funded by the Journal of Southern African Studies (JSAS) and the National University of Lesotho.

LINKS WITH OTHER INSTITUTIONS/ ORGANIZATIONS

- The Department of Theology and Religious Studies (TRS) at UNESWA continues to consolidate its historic institutional link with its sister TRS Departments of the University of Botswana and Lesotho. During the year under review, the TRS Department at the National University of Lesotho, Roma Campus, Lesotho was scheduled to host BOLESWA TRS Conference in March, 2020. However, the conference was postponed following the outbreak of the COVID-19 pandemic.

- A member of the Department of Theology and Religious Studies at UNESWA served as a Research Associate in the Faculty of Theology, University of Pretoria.

CONSULTANCY

During the year under review, Dr. E. Tofa in the Department of Theology and Religious Studies was a Part-time Lecturer in Biblical Greek, Southern Africa Nazarene University.

AWARDS, RECOGNITION & HONOURS

Award of Community Radio Broadcasting License

The University of Eswatini was awarded a community radio broadcasting license on 13 August 2019. The Pro-Vice Chancellor-Admin, Prof. P. Zwane received the license on behalf of the institution from Chief Executive Officer of the Eswatini Communications Commission (ESCCOM), Mr. Mvilawemphi Dlamini at the handover ceremony held at ESCCOM's Boardroom in Mbabane.

The establishment of a community radio station at UNESWA is of immense benefit to Journalism and Mass Communication students in that the radio station will serve as a training ground for public service and commercial/private stations. For the wider society of Eswatini, the creation of a community radio at the University of Swaziland – which comprises three campuses situated in different locations of the country- increases the number of available media in ESwatini, placing the country in a good position to meet global standards of media pluralism through the co-existence of public service, commercial and private and community broadcasting.

CODESRIA Award

Dr. E. Tofa, alongside other collaborating researchers in the region, received a research grant from the Council for the Development of Social Science Research in Africa (CODESRIA). The study investigates the s(ex) ploitation of Children in Zimbabwe.

Vision

Leadership through Excellence in Science, Technology, Innovation and Engineering Education

Mission

to be a strong and outstanding centre for the teaching, development and promotion of science, technology and innovation to support sustainable economic development of society, striving always for relevance in teaching and research, and excellence among staff and students. The Faculty pursues broad interests, bringing together a range of expertise with focus on human resource development, research in the natural and physical sciences, information technology and engineering, as well as focus on the conservation of natural resources and the integration of environmental issues.

OBJECTIVES

The objectives of the Faculty are to:

- Promote and optimize the role of science and technology in national growth and development.
- Produce skilled and competent manpower capable of independent thinking and creativity.
- Achieve the highest academic standards among staff and students.
- Promote the development of post-graduate studies in all areas of focus in the Faculty.
- Promote research-based teaching and learning;
- Promote the exchange of information with society;
- Promote/enhance interdisciplinary co-

operation in teaching and research;

- Promote partnership/collaboration between the Faculty, national and international institutions, agencies and individuals interested in the advancement of science education, the utilization of technology and the conservation and sustainable utilization of natural resources;
- Expand and improve the infrastructure and facilities in the Faculty, for effective teaching and research;
- Improve gender balance in the Faculty; and
- Ensure that the environment is safe and healthy for teaching and learning.



Prof. S.S. Motsa
DEAN

EXECUTIVE SUMMARY

The Faculty of Science and Engineering is committed to excellence in teaching, innovative research, and responsive community engagement.

In keeping with the action steps articulated in UNESWA's repackaged strategy for 2016 to 2022, the Faculty of Science and Engineering (FOSE) has launched three new programmes: BSc in Information Science, MSc in Mathematics and MSc in Theoretical Physics. Another market-driven programme, the Bachelor of Science in Geographic Information Science (BSc. GISc) will commence in the academic year 2020/2021.

The Centre for Sustainable Energy Research (CSER) that was approved by Senate in the meeting of 14 November 2017 was officially launched by the Honorable Minister of Natural Resources and Energy Mr Peter N. Bhembé on 17 October 2019.

During the same event His Excellency the Minister in the Embassy of Taiwan in the Kingdom of Eswatini handed over to the CSER the 82.56 kW solar PV system that saves the University about twenty two thousand emalangeni (E22 000) per month in electricity costs, since its commissioning on 12 July 2019.

The Faculty, through the Department of Chemistry and Centre for Sustainable Energy Research (CSER), was one of the first entities in Eswatini to produce hand sanitizers that are crucial in curbing the spread of the COVID-19 pandemic. The CSER assisted the Department by securing a donation of 20000L denatured ethanol from USA distillers which was to be used to manufacture the hand sanitizers. The Faculty was to collaborate with the Government through the Ministry of Health's Central Medical Stores (CMS) to mitigate the spread of the COVID-19 virus amongst the population through the distribution of hand sanitizer using a bottom-up approach on a sustainable basis.

ACADEMIC STAFF IN THE FACULTY OF SCIENCE AND ENGINEERING BY GENDER, HIGHEST QUALIFICATION AND RANK

BIOLOGICAL SCIENCES

Name	Male	Female	Highest Qualification	Rank
Prof. A. Monadjem	√		Ph.D.	Professor
Prof. C.N. Magagula		√	Ph.D.	Associate Professor
Prof. T.A. Mahlaba	√		Ph.D.	Associate Professor
Dr. I.S. Kunene		√	Ph.D.	Senior Lecturer
Dr. A.B. Mansuetus	√		Ph.D.	Senior Lecturer
Dr. B.S. Nkosi	√		Ph.D.	Senior Lecturer
Mr. F. Makamba	√		M.Sc.	Lecturer

Ms. T. Shabangu		√	M.Sc.	Lecturer
Dr. S. Padidar		√	Ph.D.	Lecturer
Dr. G. Tshebeng	√		Ph.D.	Lecturer
Total	6	4		

CHEMISTRY

Name	Male	Female	Highest Qualification	Rank
Prof. J.M. Thwala	√		Ph.D.	Associate Professor
Dr. G.C. Bwembya	√		Ph.D.	Senior Lecturer
Dr. T. Ndlovu		√	Ph.D.	Senior Lecturer
Dr. G.D. Vilakati	√		Ph.D.	Senior Lecturer
Dr. T.Y. Debessai	√		Ph.D.	Lecturer
Dr R.W. Kibechu		√	Ph.D.	Lecturer
Dr. L.D. Mafu	√		Ph.D.	Lecturer
Dr. S.M. Mamba	√		Ph.D.	Lecturer
Dr. S.S. Mamba	√		Ph.D.	Lecturer
Ms. T. * Nxumalo		√	M.Sc.	Lecturer
Dr. B.S. Simelane	√		Ph.D.	Lecturer
Total	8	3		

**On study leave for Ph.D.*

COMPUTER SCIENCE

Name	Male	Female	Highest Qualification	Rank
Prof. B.A. Akinuwesi	√		Ph.D.	Associate Professor
Dr. S.G. Fashoto	√		Ph.D.	Senior Lecturer
Dr. A.S. Metfula	√		Ph.D.	Senior Lecturer

Dr. Z.P. Ncube	√		Ph.D	Senior Lecturer
Dr. S.A. Sanni	√		Ph.D	Senior Lecturer
Mr. E.L. Dube	√		M.Sc.	Lecturer
Dr. C. Gurajena		√	Ph.D	Lecturer
Mr. J. Islam	√		M.Sc.	Lecturer
Dr. P.M. Mashwama	√		Ph.D	Lecturer
Mr. B.B. Matsebula	√		M.Sc.	Lecturer
Mr. E. Mbunge	√		M.Sc.	Lecturer
Mr. M.A. Nxumalo	√		M.Sc.	Lecturer
Mr. S.M. Sithole	√		M.Sc.	Lecturer
Total	12	1		

ELECTRICAL & ELECTRONIC ENGINEERING

Name	Male	Female	Highest Qualification	Rank
Prof. E.H. Bayumi	√		Ph.D.	Professor
Mr. M.A. Mulatu	√		M.Sc.	Senior Lecturer
Dr. T. Dlamini	√		Ph.D.	Lecturer
Mr or Ms. S. Dlamini	√	√	M.Sc.	Lecturer
Dr. Z. Dlamini		√	Ph.D.	Lecturer
Mr. G.S Horn	√		M.Sc.	Lecturer
Mr. M.J. Khumalo	√		M.Sc.	Lecturer
Dr. M. Lupupa	√		Ph.D.	Lecturer
Mr. J. Mahlalela	√		M.Sc.	Lecturer
Mr. J.S. Manong'a	√		M.Sc.	Lecturer
Dr. W. Nyembe	√		Ph.D.	Lecturer
Mr. N. Thwala*	√		B.Eng.	Teaching Assistant
Total	11	2		

* On study leave

GEOGRAPHY, ENVIRONMENTAL SCIENCE & PLANNING (GEP)

Name	Male	Female	Highest Qualification	Rank
Prof. H.R. Beckedahl	√		Ph.D.	Associate Professor
Dr. M. Mlipha	√		Ph.D.	Senior Lecturer
Dr. S.N. Dlamini	√		Ph.D.	Lecturer
Dr. W.M. Dlamini	√		Ph.D.	Lecturer
Dr. M.C. Joseph	√		Ph.D.	Lecturer
Dr. S.D. Mabaso	√		Ph.D.	Lecturer
Dr. S.F. Mamba	√		Ph.D.	Lecturer
Mr. M.D. Masilela	√		M.Sc.	Lecturer
Dr. S.S.S.B. Seyama	√		Ph.D.	Lecturer
Ms. L.S. Sifundza		√	M.Sc.	Lecturer
Dr. S.S. Singwane	√		Ph.D.	Lecturer
Mr. I.B. Van Zuydam	√		M.Sc.	Lecturer
Total	11	1		

MATHEMATICS

Name	Male	Female	Highest Qualification	Rank
Prof. S.S. Motsa	√		Ph.D.	Associate Professor
Dr. M.S. Ayano	√		Ph.D.	Senior Lecturer
Dr. Z.G. Makukula		√	Ph.D.	Senior Lecturer
Dr. P.Y. Mhone	√		Ph.D.	Senior Lecturer
Dr. S. Sani	√		Ph.D.	Senior Lecturer
Dr. P.M. Horton	√		Ph.D.	Lecturer
Dr. V.M. Magagula	√		Ph.D.	Lecturer
Dr. J. Malinzi	√		Ph.D.	Lecturer

Dr. J.S. Mathunjwa	√		Ph.D.	Lecturer
Dr. I.L. Moyo		√	Ph.D.	Lecturer
Mr. M. Nkambule	√		M.Sc.	Lecturer
Dr. G. Ugwunnadi	√		Ph.D.	Lecturer
Dr. C.C. Okeke	√		Ph.D.	Lecturer
Total	11	2		

PHYSICS

Name	Male	Female	Highest Qualification	Rank
Prof. S.K. Mkhonta	√		Ph.D.	Associate Professor
Dr. S.M. Nkambule	√		Ph.D.	Senior Lecturer
Dr. M. Dlamini	√		Ph.D.	Lecturer
Dr. S. Dlamini*	√		Ph.D.	Lecturer
Dr. N. Mdziniso	√		Ph.D.	Lecturer
Dr. M.M. Mathunjwa	√		Ph.D.	Lecturer
Dr. G.A. Mavimbela	√		Ph.D.	Lecturer
Dr. W. Okullo	√		Ph.D.	Lecturer
Dr. N.T. Zwane		√	Ph.D.	Lecturer
Total	8	1		

* (On training leave)



The table below indicates enrolment by gender in the Faculty

Student enrolment by gender and programme in 2019/2020

B.Sc.				
Year of Study	Male	Female	Total	% Female
1	96	66	162	40.74
2	44	40	84	47.62
3	49	30	79	39.97
4	58	35	93	36.63
Percentage (on average)				40.99
B.Sc. I.T				
Year of Study	Male	Female	Total	% Female
1	41	20	61	32.79
2	29	11	40	27.5
Percentage (on average)				30.15
B.Sc. Comp. Sci. Ed.				
Year of Study	Male	Female	Total	% Female
1	39	24	63	38.1
2	11	16	27	59.26
Percentage (on average)				48.68
B.Eng.				
Year of Study	Male	Female	Total	% Female
1	29	3	32	9.38
2	19	1	20	5
3	15	6	21	28.57
4	18	3	21	14.29
5	20	4	24	16.67
Percentage (on average)				16.13
B.Sc. Info. Sci.				
Year of Study	Male	Female	Total	% Female
1	13	15	28	53.57
Percentage (on average)				53.57
FOSE Overall Student Enrollment : 755				



RESEARCH COMPLETED

Several self-sponsored research projects have been successfully completed by staff members in the Faculty. This work has resulted in numerous journal publications, conference proceedings and other research outputs. Completed funded research conducted within the Faculty's thematic research focus areas include:

- Rapid assessment of wild fires in Eswatini. This was work done by the GEP Department in collaboration with National Disaster Management Agency. The research sought to map the extend of wild fires that had been received in the country during the 2019 fire season, as well as estimate the social, economic and environmental loss the country had incurred as a result of these fires.
- Community-based gully rehabilitation efforts in the Elangeni and Ngcayini Chiefdoms of Eswatini. This was work done by the GEP Department through funding from the Eswatini Environment Fund. The work sought to work with the two communities listed to rehabilitate gully erosion using re-shaping of the topography in conjunction with the use of vetiver grass. Monitoring of the sites is ongoing.

RESEARCH IN PROGRESS

A summary of on-going research is given below:

- The massive deployment of small cell Base Stations (BSs) empowered with computing capabilities.
- Slope Movement Analysis for the Highveld and Upper Middleveld of Eswatini
- Determining climate change aspects on the ecosystem resilience of headwater wetlands in two catchments, in Swaziland (Eswatini) and South Africa
- The use of biogas derived in part from Vetiver cuttings in the Ezikotheni and Ngcayini Chiefdoms of Eswatini.
- The genesis and management of granite and granitoid caves in Eswatini
- Mathematical modeling of the dynamics of prostate cancer

PUBLICATIONS

International Journals

A total of eighty-three (83) articles were published by members of the Faculty in various international journals. The table below gives the breakdown of the publications and areas of research:

Department	Number of publications	Areas of research
Biology	19	Ecology, Mammals, Conservation, Zoology
Chemistry	9	DDT, Modeling and Pesticide studies, nanomaterials and water purification
Computer Science	6	Machine learning, cybersecurity, data forensics, computational intelligence
Electrical & Electronic Engineering	3	Industrial Engineering, Wireless energy harvesting, Radio Resource management, Smart grid and renewable energy
Geography, Environmental Science and Planning	12	Environmental management, Community forest utilization and management, Invasive tree species mapping, Sediment flow and load, Metallurgy, GIS & remote sensing in epidemiology, Waste management.
Mathematics	28	Disease Modelling, Fluid Flow modelling, Functional Analysis, Financial Mathematics and Numerical Methods
Physics	6	Medical and Radiation Physics; Computational material physics; Solar energy; Water disinfections using electric and magnetic fields.

SEMINARS, WORKSHOPS AND CONFERENCES

National seminars/workshops/conferences.

Departments within the Faculty hosted eight major events in the reporting year. The Department of Computer Science, in partnership with Melbourne Institute of Technology, Australia and River Publishers hosted first-ever Pan African Conference on Science, Computing and Telecommunications (PACT) Conference in the Kingdom of Eswatini from 10th to 13th of March, 2019. The Conference brought together over 40 ICT professionals from the industry, Ministry of ICT and Academia. Keynote speakers were Prof. Wallace Chigona (South Africa), Prof. Atsushi Ito (Japan) and Prof. Christian Omlin (Norway).

The GEP Department, through UNIGEPS, hosted the inaugural Seminar on the Threat of Microplastics on the 21st of March 2019 under the theme 'The Threat of Microplastics – Your Food and the Environment. The keynote speakers for the seminar were Mr. Mahlosane Magagula (Eswatini Environmental Authority), Mr. Mxolisi Maphanga (Matsapha Municipal Council), Mr. Sizwe Nxumalo (UNESWA) and Dr. Wisdom Dlamini (UNESWA).

The third Deep Learning IndabaX workshop was hosted by the Department of Computer Science on the 12th and 13th of April 2019 with support from the Deep Learning Indaba consortium. The two-day workshop focused on the fundamentals of machine and deep learning algorithms and their applications in various disciplines including Computer Science, Mathematics, Statistics and Geosciences.



The Department of Computer Science in conjunction with the Central Bank of Eswatini, Financial Services Regulatory Authority, Centre for Financial Inclusion, Eswatini Communications Commission and FinMark Trust hosted a national hackathon which attracted over 100 young people between the ages of 18 and 35. The aim of this hackathon was to promote financial inclusion in the Kingdom of Eswatini. This event was hosted on the 2nd to the 4th of August 2019 at the University of Eswatini, Kwaluseni Campus. Prizes ranged from E50,000-00 to E25,000-00.

The GirlEng workshop was hosted by the Electrical and Electronic Department in partnership with the WomEng Eswatini at UNESWA Multi Purpose Hall (MPH) on the 28th September 2019. The workshop was aimed at increasing awareness and make STEM fun, engaging and relatable to secondary school girls.

The Centre for Sustainable Energy Research (CSER) hosted an Energy Systems Curriculum Development Workshop from 21 – 25 October 2019 at the Kwaluseni Campus. The workshop was supported by the Energy Department in the Ministry of Natural Resources and Energy and the International Atomic Energy Agency (IAEA). The Energy Department



worked with the centre in funding and organizing a follow-up stakeholder consultation on the curriculum on 5th December 2019, in Mbabane.

On the 26th and 27th of October 2019, the Department of Computer Science in collaboration with RSTP, EIPA and Government (Ministries of ICT and Education) hosted the 3rd National ICT Fair. There were a number of events in the Fair – exhibitions, a seminar, innovation contests and programming contests. 2019's Fair was different from the preceding ones in that it had a Learner's Career Seminar which attracted over 1000 school children from 15 schools in the Kingdom. Our main sponsor was FNB and ESCCOM.

The Department of Computer Science hosted a Cyber Security workshop with the Institute for Information Industry (from Taiwan) on the 1st of November 2019. The workshop focused on Network security and Penetration Testing.

In partnership with the US Embassy the Department of Computer Science hosted a Cyber Security Awareness Presentation on Campus on the 11th of March 2020. The aim of this event was to promote Cyber Security Awareness on Campus. Members of staff and students attended.



The Department of Geography, Environmental Science and Planning organized an educational seminar on *'Demystifying the Sexual Offenses and Domestic Violence Act (SODV) 2018: Empowering University of Eswatini Students to Empower their Communities'* in commemoration of the International Women's Day. The seminar was held on Friday 06 March 2020 at the Sports Emporium. This event was organized to familiarize and popularize the newly enacted SODV Act to the students of the University of Eswatini. It was intended to raise awareness and dispel negative stereotypes that are attached to this legislation. It involved presentations by different stakeholders from within and outside the University on different topics that relate to sexual and gender-based violence. The keynote speaker for the event was Hon. Themba Masuku, the Deputy Prime Minister of the Kingdom of Eswatini. The Resident Coordinator for the Kingdom of Eswatini, Ms Nathalie Ndongo-Seh, was among the main speakers at the event.

The list below, gives a summary of national seminars and workshops in which members of the Faculty participated and gave presentations:

- Workshop on analytical validation of methods at University of Eswatini on the 23rd – 26th July 2019 (hosted by National Laboratory Association of Eswatini (NLAE))
- Stakeholder consultation and validation workshop for mercury initial assessment and national action plan for the artisanal and small-scale gold mining sector. Happy Valley hotel, 13 February 2020
- International Telecommunications Union (ITU) Summit, 29th - 31st July 2019, Royal Villas, Ezulwini
- Eswatini Biodiversity Research Conference, Lobamba, Eswatini. 15 October 2019.
- National Validation Workshop of the 6NR to UN Convention on Biological Diversity (UNCBD), 5th September, 2019 at Bethel Court, convened by the Ministry of Tourism and Environmental Affairs.
- Workshop on Improving Eswatini's Drought Preparedness and Resilience Workshop, 18th September 2019 at Royal Villas, convened by the National Disaster Management Agency.

- Workshop to Discuss the Draft on Climate Change Bill, 18th September 2019 at Happy Valley Hotel at Happy Valley Hotel, Convened by the Ministry of Tourism and Environmental Affairs.

- Third Annual Eswatini Biodiversity Symposium, 16th October 2019 at King Sobhuza Memorial Park, convened by the All-Out Africa, Izele and The Darrell Institute of Conservation Ecology (University of Kent)

- Workshop to discuss the Draft on Climate Change Bill, 18th September 2019 at Happy Valley Hotel at Happy Valley Hotel, Convened by the Ministry of Tourism and Environmental Affairs.

- Application of Geo-Information Systems in Assessing Land Cover Change Seminar held at UNESWA Luyengo Campus on 23rd July 2019. Workshop convened by UNESWA Research Centre.

- Application of GIS to perform Integrated Context Analysis (ICA) for Flood, Drought and Food Security monitoring workshop, held at George Hotel, Manzini, Eswatini on 19 - 23 August, 2019. Workshop convened by World Food Programme (WFP).

- Crush workshop to capacitate the Environmental Fund Awardees with project management skills, which include budgeting, time management, project closure, and documentation, among, held at The Caritas, Manzini, Eswatini on 23 – 24 October, 2019. The workshop was convened by Eswatini Environmental Authority (EEA).

- Integrated Context Analysis (ICA) Validation Workshop - a collaborative and consultative analytical and programming tool that helps orient geographic discussions for intervention, based on geographical overlaps of different levels of food insecurity and natural shocks, held at Mountain Inn Hotel, Mbabane, Eswatini on 13 November, 2019. Workshop convened by World Food Programme (WFP) and the DPM's office.

- Workshop to discuss areas of improvement in the administration of Environment Assessments as well as to share experiences on best environmental practices. Happy Valley Hotel, Ezulwini, Eswatini on 29 November, 2019. Convened by the Eswatini Environmental Authority (EEA)

- Workshop focusing on developing a National Climate Change Adaptation Plan. Royal Swazi Spar Convention Center, Ezulwini, Eswatini on 18 -22 November, 2019. Convened by the Ministry of Tourism and Environmental Affairs, National Disaster Management Agency (NDMA) & WFP.

- Workshop on the Launch of the 2019 Human Development Report (HDR) for the Kingdom of Eswatini. Hilton Hotel, Mbabane, Eswatini on 9 December, 2019. Workshop convened by World Food Programme (WFP).

- Capacity building Vulnerability Assessment Analysis (VAA) workshop for the Eswatini VAC team in its extended mandate to integrate gender and HIV and AIDS and malnutrition issues to the food security annual assessments. Happy Valley Hotel, Ezulwini, Eswatini on 13 – 18 January, 2020. Workshop convened by World Food Programme (WFP) and the DPM's office.

- Green Climate Fund (GCF) country programme consultation workshop. Workshop convened by Ministry of Tourism and Environmental Affairs, 27 February, 2020

- Integrated Context Analysis (ICA) Livelihood Programming workshop aimed at increasing resilience

of rural households to food insecurity and natural shocks, held on 26-28 February, 2020 at Esibayeni Lodge, Matsapha. Workshop convened by World Food Programme (WFP).

International seminars/workshops/conferences.

Members of the Faculty of Science and Engineering gave presentations at the following international conferences and workshops

- Southern Africa Numerical and Applied Mathematics Conference (SANUM2019), University of Pretoria, South Africa, March 27-29, 2019.

- International Conference on Mathematical Methods and Models in Biosciences (BIOMATH19), Bedlewo, Poland, June 16-22, 2019.

- 43rd Symposium on Numerical and Applied Mathematics, (SANUM), University of Pretoria, South Africa, 27 – 29 March, 2019.

- International Conference on Mathematical Sciences and Applications (ICMSA-2019), September 25-27, 2019, Saint George Hotel, Pretoria, South Africa (Hosted by the University of South Africa)



- Twelfth Annual Workshop On Computational Applied Mathematics And Mathematical Modeling, 1 - 5th July 2019, University of KwaZulu-Natal, Pietermaritzburg, South Africa

- Canadian Conference on Electrical and Computer Engineering (IEEE CCECE 2019), paper #1570534039, Edmonton, AB, Canada.

- International Conference on Computer Communication and Informatics (ICCCI -2019), Coimbatore, INDIA, IEEE Conference Record # 45675

- Science & Technology capacity building in developing countries. Policy and Diplomacy for Scientists: Introduction to responsible research practices in chemical and biochemical sciences. 9-13 September 2019. International Centre for Theoretical Physics (ICTP), Trieste, Italy.

- Southern African Association of Geomorphologists Conference, Chintsa, Eastern Cape, RSA.

- NUST-NELGA Hub Symposium on Land Governance in Southern Africa, Windhoek, Namibia - 2-4 September.

- 20th WaterNet/WARFSA/GWP-SA Symposium in Johannesburg, South Africa 30th October – 1 st November 2019.

- Exceed-Swindon regional experts' workshop, Durban, South Africa. 5-9 May 2019.

- 16th Annual IEEE International Conference on Sensing, Communication, and Networking (SECON), Boston, USA: IEEE, June 2019

- International Conference on Software, Telecommunications and Computer Networks (SoftCom 2019), Split, Croatia: IEEE, September 2019

- International Academic Conference on Engineering, Technology and Innovations (IACETI 2019), Cape Town, South Africa: Scopus, November 2019

- 19th International Conference on Electrical Drives & Power Electronics (EDPE'19), The High Tatras, Slovakia, 24-26 September 2019.

- eResearch Africa 2019: Data Science for Development, 15 – 18 April 2019, University of Cape Town

- Black in AI, Neural Information Processing Systems, Vancouver Convention Center, Vancouver, Canada from 8 December 2019 – 14 December 2019

- International Conference On Numerical Heat



Transfer and Fluid Flow, (NHTFF-2020), January 17 - 19, 2020, National Institute of Technology Warangal, Telangana State, India

- SAMSA 2019 Conference, Hosted by the Malawi University of Science and Technology (MUST), November 25-28, 2019, Blantyre, Malawi

- International Conference on Mathematical Sciences and Applications (ICMSA-2019), September 25-27, 2019, St George's Hotel, Pretoria, South Africa

- Workshop on Numerical Methods for Solving Differential Equations, Department of Mathematics and Informatics, Erduado Mondlane University, 23 - 24 September 2019, Maputo Mozambique

LINKS/COLLABORATIONS WITH OTHER INSTITUTIONS/ ORGANISATIONS

Biological Sciences Department

The Biological Sciences Department has established links with the following institutions:

All Out Africa: Community service and research project logistics and collaboration in research.

University of Florida: Research collaboration and training of UNESWA students

University of Greenwich: ECORODMAN research project which is an opportunity for UNESWA Biological Sciences staff and students and has availed equipment.

Eswatini National Trust Commission: Partner in the setting up of the Eswatini National Museum of Natural History, provides accommodation during the Field Course in Biology and research collaboration.

SECOSUD II: A project Financed by the Italian Cooperation which links the University of Eswatini and the University of Sapienza as well as Edourado Mondlane University. Equipment, training and other assistance towards the establishment of the Eswatini National

Computer Science Department

The Department in collaboration with RSTP embarked on a benchmarking exercise at Indiana University-Purdue University Indianapolis (IUPUI). For the department, the aim of this exercise was to copy best practice and new programmes e.g. Bioinformatics and Health Informatics. The other goal was to find ways in which IUPUI and the department can offer split-sites programmes e.g. a BSc Health Informatics student doing year 1 and 2 at UNESWA and then doing year 3 and 4 at IUPUI.

On the 4th of November 2019 the Department signed an MoU with the Institute for Information Industry (III). III is a Taiwanese non-profit ICT R&D organization, sponsored by the Ministry of Economic Affairs. With this MoU the department is looking to collaborate with III on issues such as Cyber Security, Green Technology, Intelligent Energy Management, Energy Efficiency, Internet of Things (IoT), and Smart Technologies and Cities.

Electrical & Electronic Engineering Department

The Department has a link with the Faculty of Engineering at the University of Johannesburg. The purpose of the link is to cooperate on issues related to research and staff development.

Department of Geography, Environmental Science and Planning (GEP).

The GEP department has the following links and collocations:

Collaboration with **Dr Sandra Muenzel** from the Institute of Geography and Geo-ecology, University of Potsdam, Germany. Dr Muenzel has visited the GEP Department on two occasions so far and has presented seminars on her work on Land Degradation. Prior to COVID19 she was going to start collaboration with Prof Beckedahl & other GEP staff on the use of a soil ameliorant to inhibit erosion.

Collaboration with **Prof. Martin Lindner**, Martin Luther University (MLU), Halle, Germany. GEP has a long-standing collaboration with MLU, which Prof Lindner is revitalizing. He brought a group of 14 Masters students to Southern Africa in 2019. This group interacted in the field with five of our MSc students. The plan is that the collaboration and exchange of staff and students between the two departments will be revitalized.

MoU with UNESWA and University of Pretoria (specifically, but not limited to the two Geography departments) has been signed.



MoU between the ARC (Agricultural Research Council, South Africa) and UNESWA is in the final stages before signing. Again, this is primarily between the ARC-ISCW (ARC Institute for Soil, Climate and Water) & GEP, but not limited to these.

CONSULTANCY

The Computer Science Department continues to running the CISCO Academy in collaboration with SPTC. Currently, the enrollment is over 80 students. The first intake was in February 2018. On the 28th of August 2019 the Department had its 1st CISCO Graduation. 11 students graduated after completing CCNA 1, 2, 3 and 4. The event was attended by our EPTC partners, the University Community and the graduating students.

On the 26th of February 2020, CISCO enrolled a new syllabus for its networking courses (CCNA, CCNP, CCIE, etc.). This meant that all Academies should start teaching the new syllabus as the old one was discontinued. It is for this reason that the UNESWA CISCO Academy team, which included 3 members of the Computer Science Department and 3 members of EPTC embarked on a trip to Nelson Mandela Metropolitan University (NMMU) on the 10th of February 2020 to the 14th of February 2020. NMMU is our support centre. The team comprised of Administrators and Lecturers of the Academy.

AWARDS, REGONITIONS & HONOURS

Dr M.C. Joseph was awarded a grant of about 1000 British Pounds by the Commonwealth Scholarship Commission through its Alumni Community Engagement Fund 2019-2020 to organize an educational seminar on 'Demystifying the Sexual Offences and Domestic Violence Act (SODV) 2018: Empowering University of Eswatini Students to Empower their Communities' in commemoration of the International Women's Day.

Dr. S.G. Fashoto won the Black in AI travel award which is sponsored by Google. This was held at the Vancouver Convention Center, Vancouver, Canada between 8th to 15th December, 2019.

Prof. H.R. Beckedahl (FSAAG) was honoured with a life **Fellowship** of the Southern African Association of Geomorphologists at the biennial conference of SAAG in Cintsas, South Africa in 2019, for his contribution to the discipline in both teaching/supervision and research over the past thirty years.

Prof. S.S. Motsa, gave the keynote address at the 2nd International Conference On Numerical Heat Transfer and Fluid Flow, (NHTFF-2020), January 17 - 19, 2020, National Institute of Technology Warangal, Telangana State, India.

Dr. Vusi Magagula was selected to be part of the 2019 cohort of the Africa Oxford Visiting Fellowship Program. He was attached for five weeks at Jesus College, University of Oxford, Oxfordshire (United Kingdom).

Dr. S.F. Mamba was awarded a PhD in Geography and Environmental Science by the University of the Western Cape (UWC), South Africa on a graduation held on the 26th August, 2019 at UWC.



The EEE Department, in collaboration with Computer Science Department and CELT, won the Royal Academy of Engineering (RAE UK) 2019-2021 funding worth £198 640.87 (approximately E3.6 million) for the High Education Partnership in Sub-Saharan Africa (HEP SSA)

The Department of Geography, Environmental Science and Planning (GEP) got an award of E150 000.00 from the Eswatini Environmental Authority's

Eswatini Environment Fund, towards a project on the rehabilitation of degraded areas in two communities of the country, namely; Elangeni and Ngcayini.

The Department of Chemistry was selected as the Instrumental Access awardee at Seeding labs for the year 2019. Seeding labs is an organization that donates new and used equipment to developing countries. In this regard, Dr. T. Ndlovu was invited to attend the award ceremony which was held in Boston (USA) on the 1st May 2019.



Prof. A.M. Zamberia
DEAN

Vision

To excel in the provision of quality education and to expand knowledge through social science research.

Mission

To promote the intellectual development of its students, facilitate the professional development of staff and, through its activities, contribute to the socio-economic development of the country, the region and beyond.

OBJECTIVES

The objectives of the Faculty of Social Sciences are to:

- Impart knowledge and skills to students to enable them to engage in activities beneficial to themselves and their countries;
- Improve and utilize the research and consultancy capabilities of members of academic staff by conducting research relevant to the social, political and economic development of Swaziland;
- Provide professional advice and information to relevant stakeholders;
- Develop teaching materials relevant to the development needs of Eswatini and the entire global community; and
- Create and maintain mutually beneficial links with relevant agencies, institutions and individuals at national, regional and international levels; and encourage staff to actively participate in community service.

EXECUTIVE SUMMARY

In line with its mission and vision, the Faculty of Social Sciences aims to promote the professional growth of the academic staff and nurture the intellectual development of students. This is accomplished through facilitating further training for academic staff and encouraging staff to employ diverse teaching and learning approaches. In this regard, some staff members have been introduced to the principles of blended learning to improve programme mode of delivery. The goal is to have all departments in the Faculty using blending learning approaches by June 2022. With respect to student experience, the Faculty endeavours to create and sustain a conducive learning atmosphere that fosters the development of critical knowledge and skills to enable students to innovatively engage in productive and creative activities. To achieve these ends, the Faculty has established quality assurance mechanisms in respect of teaching materials and examinations. The Faculty has thus constituted a Faculty Quality Assurance Committee

to strengthen internal quality assurance processes. The Faculty also intends to review and update its Research Agenda to incorporate emerging themes and issues in contemporary society. As expected, during the 2019/2020 academic year, members of staff in the Faculty engaged in teaching, research, and community service activities. Teaching and learning, to a large extent, proceeded smoothly throughout the first semester despite the suspension of lectures and closure of the University for a brief period of time following student class boycott. Unfortunately, teaching and learning were interrupted in the second semester due to the COVID-19 pandemic which led to the closure of the University in accordance with the stipulations of the partial lockdown regulations by the government.

Regarding the mounting of postgraduate programmes in the Faculty, the reconstituted Faculty Postgraduate Programmes Committee which was assigned the task of finalizing the proposal for a masters degree programme in Development Studies completed its assignment in November 2019, and the Faculty now has a proposal for a Master of Social Science in Development Studies. The proposal is awaiting presentation to stakeholders before submission to the Institute of Postgraduate Studies. The stakeholders workshop was scheduled for March 2020 but this had to be postponed indefinitely following the outbreak of the COVID-19 pandemic and the consequent partial lockdown of the country. The Department of Sociology and Social Work has also drafted a proposal for a masters degree in Sociology. The proposal will be revised and refined in preparation for presentation at

a stakeholders workshop to be held in the 2020/2021 academic year. Apart from drafting proposals for postgraduate programmes, the Faculty is involved in an ongoing review of its academic programmes in response to the changing labour market environment. Following the approval of the reviewed Bachelor of Social Work programme by the University Senate, the programme was implemented in the 2019/2020 academic year.

In addition to their normal teaching responsibilities, members of staff have been engaged in research and have published journal articles and made contributions in edited volumes. During the academic year, one member of staff, Mr. E. Olamijuwon left the Department of Statistics and Demography after the expiry of his contract. The Faculty is grateful for the services he so dedicatedly rendered to the Department of Statistics and Demography and to the Faculty as a whole. Two new members of staff, Dr. F. Moonga (Sociology and Social Work) and Mr. T. Kunene (Statistics and Demography) joined the Faculty during the academic year.

DEPARTMENTS

The Faculty of Social Sciences consists of five departments. These are: Economics, Law, Political and Administrative Studies, Sociology and Social Work, and Statistics and Demography. The distribution of staff by gender and highest qualification in each department is shown below:

ACADEMIC STAFF BY DEPARTMENT, GENDER, HIGHEST QUALIFICATION AND RANK

ECONOMICS

Name	Male	Female	Highest Qualification	Rank
Dr. D.F. Dlamini		√	PhD	Senior Lecturer
Mr. D.K. Dlamini	√		MA	Lecturer
Mr. S.M. Khumalo	√		MA	Lecturer
Mr. M.D. Mthembu	√		MA	Lecturer
Dr. A.G. Nindi		√	PhD	Lecturer
Mr. S.P. Sibiya	√		MA	Lecturer
Ms. B.P. Simelane		√	MA	Lecturer
Ms. T.M. Zwane		√	MA	Lecturer
Totals	4	4		

LAW

Name	Male	Female	Highest Qualification	Rank
Dr. M.N. Shongwe	√		PhD	Senior Lecturer
Mr. D.C. Dlamini	√		LLM	Lecturer
Mr. S.J. Gama	√		LLM	Lecturer
Mr. D.B. Magagula	√		LLM	Part time Lecturer
Ms. K. Manzini		√	LLM	Lecturer
Mr. M.J. Manzini	√		LLM	Part time Lecturer
Mr. M.A. Motsa	√		LLM	Lecturer
Mr. S.V. Musi	√		LLM	Lecturer
Ms. N.S. Shabangu		√	LLM	Lecturer
Ms. D.M. Vilakazi		√	LLM	Lecturer
Totals	7	3		

POLITICAL AND ADMINISTRATIVE STUDIES

Name	Male	Female	Highest Qualification	Rank
Dr. A.K. Domson-Lindsay	√		PhD	Senior Lecturer
Mr. A. Dlamini	√		MA	Lecturer
Mr. S.S. Ceko	√		MA	Lecturer
Ms. F.P. Hadebe		√	MA	Lecturer
Ms. M. Manana		√	MA	Lecturer
Ms. D. Shabangu		√	MA	Lecturer
Ms. T.M. Shimbira		√	MA	Lecturer
Ms. B.S. Dlamini*		√	BA	Teaching Assistant
Totals	3	5		

*On study leave

SOCIOLOGY AND SOCIAL WORK

Name	Male	Female	Highest Qualification	Rank
Prof. Z. Pathan	√		PhD	Associate Professor
Prof. A.M. Zamberia	√		PhD	Associate Professor
Mr. J. Dhemba	√		MSW	Senior Lecturer
Mr C.N. Dlamini	√		MSW	Lecturer
Ms V.N. Gama		√	MA	Lecturer
Ms P. Hlatshwayo		√	MA	Lecturer
Mr. K.P. Khumalo	√		MA	Lecturer
Dr. T.F. Khumalo		√	PhD	Lecturer
Dr. L.P.N. Mabundza		√	PhD	Lecturer
Dr. F. Moonga	√		PhD	Lecturer
Dr. C.N. Zamberia		√	PhD	Lecturer
Totals	6	5		

STATISTICS AND DEMOGRAPHY

Name	Male	Female	Highest Qualification	Rank
Prof. E.N. Zwane	√		PhD	Associate Professor
Dr. G.B. Chemhaka	√		PhD	Lecturer
Mr. T. Kunene	√		MSc	Lecturer
Ms. F. S. Madlala		√	MSc	Lecturer
Mr. S.A. Masango	√		MSc	Lecturer
Mr. M.C. Mkhwanazi	√		MA	Lecturer
Ms L. F. Motsa*		√	MA	Lecturer
Ms. H.Z. Nkambule*		√	MSc	Lecturer
Mr. M. S. Simelane	√		MSc	Lecturer
Dr. S. Vilakati	√		PhD	Lecturer
Ms. Z.Z. Vilakati*		√	MSc	Lecturer
Ms. L. Mamba		√	BA	Teaching Assistant
Totals	7	5		

*On study leave

RESEARCH ACTIVITIES

Completed Research

During the 2019/2020 academic year, staff members in the Faculty undertook and completed a number of studies, and published journal articles and book chapters based on data from these studies. These studies fall within the scope of the Faculty's research themes and priority areas outlined in the UNESWA Research Agenda. Findings from these studies have been published in peer reviewed journals and as book chapters.

PUBLICATIONS

International Journals

Members of staff from the Faculty of Social Sciences, in collaboration with other researchers, published articles in peer reviewed journals. These included articles on the proximate determinants of fertility in Eswatini (Chemhaka and C Odimegwu, 2019), published in African Journal of Reproductive Health; estimating survival distributions for time-varying smart designs (Vilakati and Cortese, 2019), published in South African Statistical Journal; an analysis of factors affecting women at the domestic level (Pathan, 2019), published in Our Heritage; weighted Lin and Xu test for two-stage randomization designs (Vilakati and Cortese, 2020), published in Biostatistics & Epidemiology; education elasticities of young women fertility in sub-Saharan Africa (Ndagurwa and Chemhaka, 2020), published in Development Southern Africa; an application of Easterlin-Crimmins model to the analysis of

individual and community factors associated with lifetime fertility in Eswatini (Chemhaka and Odimegwu, 2020), published in Journal of Population Research; an examination of contextual influences on contraceptive use in Eswatini (Odimegwu and Chemhaka, 2020), published in Journal of Biosocial Science; and determinants of households' access to improved drinking water sources (Simelane et al., 2020), published in Advances in Public Health. This article was based on a secondary analysis of the Eswatini 2010 and 2014 Multiple Indicator Cluster Surveys.

Book Chapters

A member of staff from the Department of Statistics and Demography collaborated with another researcher and published a chapter on family changes and childbearing in sub-Saharan Africa (Ndagurwa and Chemhaka, 2020, in C. O. Odimegwu (Ed.), 2020). The chapter was contained in a volume titled Family Demography and Post-2015 Development Agenda in Africa, published by Springer. The book documents the diverse themes in the sub-disciplines of family demography with the overarching goal of representing an Afrocentric description of emerging trends in sub-Saharan Africa.

A member of staff from the Department of Sociology and Social Work, Mr. Clement N Dlamini published a chapter on social protection and social development in Eswatini (Dlamini, 2020), in a book, edited by titled Community Practice and Social Development in Social Work

(Todd S. & Drolet J. (eds), 2020), published by Springer. The chapter shares the author's reflections on his practical experiences as a social development facilitator who became a social worker and eventually a social work educator in Eswatini. The context of Eswatini is discussed, including the impact of HIV and AIDS mortality which has affected young and able-bodied parents resulting in many households being increasingly headed by grandparents or children referred to as "skipped generation" or child-headed households.



WORKSHOPS AND SEMINARS

National Workshops and Seminars

Care Africa Network (CAN) Training Workshop

Care Africa Network (CAN) was introduced to the Department of Sociology and Social Work by the Faculty of Health Sciences (UNESWA) in February 2019. In that year, CAN offered training on effective methods of facilitating good community supported care for Orphans and Vulnerable Children (OVC) in Africa, and treatment of Post-Traumatic Stress Disorder (PTSD) in children using Children's Accelerated Trauma Therapy (CATT). The training was offered to Social Work majors in their third year of study. In addition, two members of staff in Social Work were also trained as trainers. The training consists of two linked courses. The first is the main course based on CAN research and is relevant to all Orphaned and Vulnerable Children. The second is a course in treating traumatised children and is an effective patented method of treating Post Traumatic Stress Disorder (PTSD). This method is only relevant to those suffering from PTSD.

This year, the training was held from 25th to 28th February, 2020. The week-long training focused on the Training-of-Trainers (i.e., staff and representatives of child-centred organizations in Eswatini) and Level 3 Bachelor of Social Work students. The objective was to equip practitioners and students with the requisite knowledge and skills on the care of orphaned and vulnerable children (OVC) and the diagnosis and treatment of post-traumatic stress disorders (PTSD). The training provided participating organizations with an invaluable opportunity to learn and perfect their skills as social welfare practitioners. The social work students, on their part, got the much needed practical orientation that is critical to developing them as professionals in their field.

International Conferences/Workshops

The Department of Sociology and Social Work participated in the National Association of Child Care Workers (NACCW) Conference held at the Durban International Convention Centre from 2-4 July 2019. The Department's presentation was on a project on Training Caregivers of Orphaned and Vulnerable Children (OVC) Nationwide in Eswatini, and the participants were supported through funding from the European Union. The main objective of the project was "to build the capacity of caregivers in decentralized centres and programmes in the community to deliver social protection in providing care for vulnerable children, with special attention to vulnerable girls." Attendance at the conference was made possible through support from the Capacity Strengthening Technical Cooperation Project (CSTCP) implemented by the Aid Coordination and Management Section (ACMS) under the Ministry of Economic Planning and Development. In attendance and presenters of the "Training of Caregivers" paper were Dr. Thandi Khumalo, Dr. Lungile Mabundza, Mr. Clement N Dlamini and Dr. Julie Drolet a visiting Professor from the University of Calgary in Edmonton, Canada. At the same conference Clement N Dlamini and Dr Julie Drolet presented a paper on Understanding Child and Youth Resilience in Diverse Contexts, which examined how children and youth are particularly affected by adverse events (such as disasters) because of their dependence on adults, and psychological and social factors related to their developmental stage, life cycle, and structural vulnerabilities.

Two members from the Department of Sociology and Social Work attended the Social Policy in Africa Conference held in Pretoria from the 25th to 27th of November 2019. They presented a paper titled Critical Perspectives on Social Protection: Lessons Learned in Eswatini. The paper was based on the premise that given the growing number of vulnerable people and diverse forms of vulnerability in Eswatini, there is a critical need to build capacity of both social institutions and the social sector staff; and to strengthen communities and households to care for vulnerable children and minimise the risks

for more children to become more vulnerable. The paper highlighted the outcomes of a European Union funded project to develop an integrated sustainable system of social protection that can deliver quality social protection to all citizens within the context of a nationally endorsed social protection policy. The paper also highlighted recent social protection training initiatives undertaken by government ministries and the University of Eswatini's Department of Sociology and Social Work.

The Department of Economics was a key stakeholder representing the University of Eswatini in organizing the 2019 Eswatini Economic Conference that was held from the 23rd to the 25th of October 2019. This was done in partnership with Eswatini Economic Policy Analysis and Research Centre (ESEPARC) and the Central Bank of Eswatini (CBE). Members of the Department were required to review the papers that were submitted to be presented in the conference. Additionally, on December 9, 2019 the Head of the Department of Economics was invited to present at the launch of the 2019 Human Development Report (HDR) at the Hilton Garden Hotel in Mbabane. The Economics Department presented on the strides that Eswatini has made pertaining to education.

CONSULTANCY

The Department of Statistics and Demography, through the Consultancy and Training Centre (CTC), conducted a training workshop at the University of Eswatini on Introductory Statistics for researchers using Stata from 5th to 10th August 2019. The Department also held a one day workshop/training on Introduction to the use of 'R' on 8th November 2019.

LINKS WITH OTHER INSTITUTIONS / ORGANIZATIONS

Link with the University of Calgary

In 2019 the Department of Sociology and Social Work through the University of Eswatini signed an MoU with the University of Calgary, in Canada. The Department will have a Conference activity

– International Social Work Conference 2020 in Alberta. The link emanated from a relationship between the Department and Prof Julie Drolet who was a consultant with the Human Dynamics project that was funded by the European Union for capacity building in social work from 2016-2019.

Knowledge sharing visit to the University of KwaZulu-Natal (UKZN)

Between 11th and 13th February, 2020, two members of staff from the Department of Sociology and Social Work embarked on a knowledge sharing visit to the University of KwaZulu-Natal in South Africa. The purpose of the meeting was to learn from the experience of neighbouring countries more about fieldwork in Social Work education. As a relatively new field at UNESWA, the Department of Sociology and Social Work wanted to learn from those who have been in the field for some time about viable fieldwork tools. There are good reasons for the choice of South Africa; firstly, Eswatini shares similar geographical areas as its neighbour South Africa and, secondly, the spoken and written languages are understood in both countries. Moreover, South Africa has to a large extent undergone similar development processes and environmental pressures as Eswatini.

The goal of the visit was to facilitate a productive on-going process of knowledge transfer and sharing through dialogue between UKZN and UNESWA Social Work lecturers. This meeting was intended to serve as a basis for the strengthening of relevant tools and community structures in relation to fieldwork and taught courses. The general idea was to share matching practices and expose potential gaps for developing specific tailor-made activities to address discrepancies between available opportunities and resources in both academic institutions. More specifically, the meeting provided an opportunity for lecturers from both institutions to exchange practices and ideas on the way fieldwork practice in relation to taught courses can be effectively implemented so as to improve upon current approaches. The Department

looks forward to formalizing the relationship between the two institutions by signing a Memorandum of Understanding (MoU) in the near future.

Partnerships with international organizations

Partnership between Farafina Institute and University of Eswatini

In March 2017, the University of Eswatini entered into a memorandum of understanding (MoU) with the Farafina Institute, Germany. This partnership entailed two exchange visits of students and staff from Zambia, Ghana, Botswana, South Africa and Eswatini. The first leg was hosted by the University of Eswatini (UNESWA) and the second by the Farafina Institute in Germany. The funding support for this first phase was provided by Farafina Institute. The University of Eswatini provided transport (to and from OR Tambo Airport for the visitors), tea, organizing venue, and sightseeing/excursions.

In 2020, the partnership with Farafina Institute has two projects. Project One is the student exchange visits. In June 2020, five students from the Department of Sociology and Social Work will have an opportunity to visit Kenya as part of the exchange programme. The second leg of this exchange will be in 2021. The department will select the students on the basis of merit and good conduct.

Project Two is the staff exchange programme aimed at capacity building for members of staff. In this regard, three meetings will take place in Zambia, Belgium and Ivory Coast. Three UNESWA members of staff from the Faculty of Social Sciences will attend these meetings. Details on requirements from the University of Eswatini will be stipulated before the commencement of the second phase.

Partnerships with local organizations and institutions

Partnerships have been formed with numerous agencies through student fieldwork attachments. The agencies have been exposed to training on their role as supervisors. The supervisors were trained by the social work staff members using a field manual that was produced by the Department of Sociology and Social Work in November 2017 through the Human Dynamics EU funded project on capacity building for social work. An expert attached to the Department, Prof Wassie Kebede, produced the manual together with members of staff in the department.

AWARDS, RECOGNITIONS & HONOURS

Students

NAME	DEPARTMENT	AWARD	TYPE OF AWARD	NAME OF AWARDING PERSON/ ORGANIZATION
Simelane, Noncedo H.	Economics	STANLIB (Eswatini) Prize for Best Final Year Student in Monetary Economics	Academic Achievement	Stanlib (Eswatini)
Mamba, Lunyandza S.	Economics	Dean's Prize: Best Final Year Student in the Faculty of Social Sciences	Academic Achievement	University of Eswatini
Mamba, Lunyandza S.	Statistics and Demography	Negotiated Benefit Consultants (Pty) Ltd Prize for Best Final Year Student in the Department of Statistics and Demography.	Academic Achievement	Negotiated Benefit Consults (NBC) (Pty) Ltd.

Vision

To be an international centre of excellence in distance education access, delivery, practice, research, and lifelong learning

Mission

To increase access to tertiary education by providing demand-driven educational and training opportunities to individuals (employed, self-employed, unemployed and school leavers) by offering them quality short and long-term credit and non-credit courses using the distance education delivery mode.



Prof. C. Maphosa
DEAN

OBJECTIVES

The objectives of IDE are to:

- Produce human resources at the middle to high levels with relevant knowledge, skills, and attitudes necessary for the labour market and self-employment;
- Initiate, plan, design and offer demand-driven university programmes and other professional programmes to individuals through distance education;
- Develop and promote distance education strategies and the use of ICTs in all operations;
- Utilise up-to-date methods and systems to develop teaching and learning materials that are of high quality and relevant to the needs of students and society;
- Produce high-quality graduates, capable of learning and thinking strategically,

independently, creatively and critically in the ever-changing environment;

- Undertake research in distance education and disseminate the findings for use by stakeholders;
- Provide consultancy and advisory services to stakeholders and participate in community service; and
- Establish links, collaborate, and network with internal and external organisations and institutions and other stakeholders in pursuit of its activities.

EXECUTIVE SUMMARY

The Institute of Distance Education (IDE) has seen an increase of 14% in student enrolment from the last reporting period, with a total enrolment of 1662 in 2018/2019 and 1889 in 2019/2020.

The period 2019/2020 continued to be a busy one for IDE. The Institute continues to have the highest number of registered students in the University. This increase in enrolment might be attributed to the implementation of the policy on giving qualifying students who could not be admitted in full-time programmes a choice to enrol through IDE. The Bachelor of Education (Secondary), Law programmes, Certificate in Psychosocial Support, and Bachelor of Commerce continue to attract large numbers of students. The Institute, however, has some programmes, which attract very few students such as the Certificate in Portuguese and Bachelor of Adult Education. The Institute is in the process of diversifying programmes to be offered by ensuring that most of the programmes offered in full-time programmes are offered in IDE to ensure that students are provided alternative ways of studying. During this reporting period, two new programmes of study were introduced and these are: Bachelor of Nursing Science Completion programme and the Bachelor of Information Technology. The Institute is also in the process of collaborating with relevant stakeholders to offer new market-driven programmes.

In order to enhance teaching and learning processes, the Institute has embraced the blended learning approach. To this end, the Coordinator - Multimedia has commenced assisting Open and Distance Learning practitioners to produce multi-media learning materials and enhance the utilisation of the Moodle Learning Management System by running several workshops. IDE students began to visit the three regional digital learning centres which are closer to where they live. The digital learning centres are located at the following institutions: the Southern Africa Nazarene University in Siteki, the Ngwane Teacher Training College in Nhlengano and Mhlatane High School in Piggs Peaks. At these centres, students have access to multi-media learning material. There are, however, teething problems which the Institute is addressing.

The Institute plans to significantly reduce contact session hours by utilising online learning resources. The high number of contact sessions is unsustainable

and a negation of the true spirit of open and distance learning. The Institute continues to be serviced by academic staff from full-time programmes, some of whom complain of being overloaded. This may, in a way, compromise the quality of the teaching and learning processes.

The Institute embarked on a vigorous process of marketing IDE programmes. An Open and Distance Learning (ODL) week was launched and was largely effective. The marketing programme was marked by site visits to institutions to market programmes. A Radio talk show was also presented and an article on ODL was published in a local newspaper. All these and other activities assisted in creating awareness to potentials students and funders on ODL as a viable alternative mode of delivery in higher education.

The Institute continues to enjoy a very good working relationship with the Commonwealth of Learning (COL). Additionally, in pursuit of increasing access to higher education, the Institute implemented the Mature Age Entry Pre-Entry Training which aims to help candidates gain entry to the University. However, there have been serious problems since some projects could not be concluded in stipulated time. This delay to conclude the Contribution Agreement in time has seen phase two stalled.

Some of the challenges which continue to negatively affect IDE operations include understaffing, lack of government sponsorship for IDE students as well as low internet bandwidth in the University.



IDE staff by gender and highest qualifications

Name	Male	Female	Highest Qualification	Rank
Prof. C. Maphosa	√		Doctorate	Professor & Director
Prof. C. Esampally	√		Doctorate	Professor & Coordinator of Academic Services
Prof. K. Ferreira-Meyers		√	Doctorate	Associate Professor & Coordinator, Modern Languages
Ms. N.T. Vilakati (On Study Leave)		√	Masters	Coordinator – Instructional Design & Development
Ms. N. Mabuza		√	Masters	Coordinator – Student Support Services
Dr. K.E.F. Mthethwa-Kunene		√	Doctorate	Coordinator – Research & Evaluation
Dr. H.P. Dlamini		√	Doctorate	Lecturer & Coordinator, Humanities
Mr. S.C. Shezi	√		Masters	Lecturer & Coordinator, Commerce
Mr. T.C. Mavuso	√		Masters	Lecturer & Coordinator, Law
Dr. P.S. Dlamini		√	Doctorate	Assistant Coordinator Material Design & Development
Dr. T.T. Rugube		√	Doctorate	Lecturer & Coordinator Multi-Media
Ms. S.T. Shongwe		√	Masters	Copy Editor
Ms. B. B. Dlamini		√	PGCE	Technologist
Mr. J.M. Shongwe	√		Masters	Senior Assistant Registrar
Total	5	9		

The IDE has a total of twenty full-time staff members (including support staff), among these twelve (60%) are female and eight (40%) male. One staff member is currently on study leave. The Education Coordinator, Dr S.S. Shongwe left IDE to join CELT and the new Coordinator for Education programmes is expected to assume duty in May 2020. The Institute filled in the post of Copy Editor in July 2019 and is in the process of employing a Producer.

IDE STUDENT ENROLMENT 2019/2020

PROGRAMME NAME	Female	Male	Totals	% Female
B. Comm. (IDE)	2	6	8	25
B.A. Humanities (IDE)	105	44	149	70
B. Com. (N/P) - IDE	149	106	255	58
B.Ed. Ad. Ed. (IDE)	29	17	46	63
B.Ed. Primary (IDE)	6	31	37	16
B.Ed. Primary (Social Studies) - IDE	44	28	72	61
B.Ed. Secondary (Commerce - IDE)	72	50	122	59
B.Ed. Secondary - IDE	204	103	307	66
B. Sc Nursing (Completion Programme)	28	8	36	78
B. Sc IT - IDE	19	70	89	21
Cert. Psycho-Social Support	242	37	279	87
Certificate in Portuguese	3	4	7	43
Dip. Law (IDE)	18	29	47	38
LLB (IDE)	139	152	291	48
P.G.C.E. (IDE)	91	53	144	63
Totals	1151	738	1889	61

The majority (61%) of IDE students, on the overall, are female. The percentage of female students is higher than that of male students in all programmes except for Law programmes, BSc IT and B.Com as well as Certificate in Portuguese. The student enrolment varies per programme with B. Ed secondary having the highest enrolment followed by the LLB and the certificate in psychosocial support. While B. Ed secondary has maintained the position of having the largest enrolment, LLB has seen an increase compared to the previous reporting period.

Research completed

Name of researcher(s)	Title of research	Source of funding
Hlengiwe Portia Dlamini	"The Emergence and Development of the Community Police in Swaziland" in <i>Urban Crisis and Management in Africa: A Festschrift for Prof. Akin Mabogunje</i> (Austin: Pan- African University Press).	Institute for Peace and Strategic Studies, University of Ibadan, Nigeria
Dlamini Patience and Sheik Ayub	Exploring teachers' instructional practices for literacy-in-English in Grade One: A Case Study of Two Urban Primary Schools in the Shiselweni Region of Swaziland.	Self-funded
Talent T. Rugube	Design Model for Integrating Learning Management Systems and Massive open Online Courses on a Digital Learning Platform. Implications for Zimbabwe Universities. Doctoral research	Self- Funded
Mthethwa-Kunene K. E.	Baseline Survey for BNSc Competition Programme	
Mthethwa-Kunene K. E.	Baseline Survey for Mature Age Entry Pre-Entry Training Programme	
Mthethwa-Kunene K. E.	Evaluation of Mature Age Entry Pre-entry Training	
Mthethwa-Kunene K. E.	Development of IDE Quality Evaluation Criteria for Learning Materials and Course Module in Blended Learning	
Mthethwa-Kunene K. E.	Development of IDE Quality Assurance Guidelines	

Research completed in the 2019/2020 period by IDE staff but not published focused on history education, use of ICTs in education, languages as well as routine evaluation and quality assurance.

Research in progress

- Dlamini H.P. – Commissioned Project for the Ministry of Tinkhundla and Decentralization.
- Dlamini Patience – Transforming in-work access to Higher Education in Eswatini through work-based learning (Higher Education)

- Dlamini Patience – Improving the performance of struggling readers in the third- grade (Early childhood education)
- Esampally C. – Now the Entrepreneurial Skills Needs Assessment is in progress to offer the training program. As part of the University of Eswatini's strategic plan, the IDE, UNESWA in collaboration with COL, proposed to offer a training programme to Micro, Small, and Medium Entrepreneurs. This project also covers the implementation of COL's Higher Education Integrated Model, which involves expanding access to high-quality education in order to enhance sustainable development.

- Rugube, T., Mthethwa-Kunene, K.E.F., & Maphosa C. – Prospects of harnessing Science and Technology to Use in E-Learning in higher education in the Kingdom of Eswatini.
- Rugube Talent, Colin Chibaya & Desmond Govender. – A Software Design Model for integrating LMS and MOOCs

IDE staff is currently involved in research in different focus areas in pursuit of the Institute's objectives and mandate. A total of six research papers are at different stages towards completion. The areas of focus include access to higher education, the use of technology in education to support ODL students, history, and early childhood care and Education.

Department	Number of publications	Areas of research
IDE	18	Access to higher education, use of technology in higher education, modern languages, and history education.

WORKSHOPS AND SEMINARS

National workshops and/or Seminars

Conferences

IDE attended one national conference in 2019, The Eswatini Economic Conference, which was held at the Royal Swazi Convention Centre, Eswatini on the 23rd – 25th of October 2019. A paper titled “Blended Learning: Harnessing Technology for Effective Information Dissemination in Eswatini” was presented at the conference.

Workshops

IDE organized one national workshop during this reporting period. A workshop on Quality Assurance (QA) for blended learning programmes was held on the 05th of March 2020 and facilitated by Dr N. Malik, a specialist from the Commonwealth of Learning. Participants included UNESWA staff (IDE staff, members of collaborating departments

PUBLICATIONS

Publications in National/International Journals

Eighteen (18) journal articles were published in international journals in the 2019/2020 period.

Most of the publications covered general areas in the field of education, with particular emphasis on access it higher education, the utilization of technology in higher education, modern languages and history education.

and Academic IDE Board) and representatives from sister educational institutions such as Southern Africa Nazarene University, Institute of Development and Management, Emlalati Development Centre, William Pitcher Teacher Training college, Ngwane Teacher Training college, and the National Curriculum Centre. The Institute through representation participated in The Ministry of Education and Training piloting of the Care & Support Teaching and Learning programme at pre-service and feedback meetings about the piloting. The Student Support Unit participated in an Aptitude Test Administration, and review training, hosted by Ministry of Labour and Social Security in March 2020.

IDE staff also held several workshops where they trained IDE lecturers on the Moodle Learning Management System and other aspects of teaching and learning such as assessment. Other workshops were those for the design and development of learning materials and quality assurance for collaborating departments such: as Journalism and Mass Communication, Information Technology and Bachelor of Nursing Science.

Workshops are summarised in the next table.

Department	Workshop/ Seminars attended	Workshops hosted	Activity/Areas of research
Prof. Cosmas Maphosa and Prof. Chandraiah Esampally.	23 – 25 October 2019	Eswatini Economic Conference held at Royal Swazi Convention Centre, Eswatini	“Blended Learning: Harnessing Technology for Effective Information Dissemination in Eswatini”
Research & Evaluation	05 March 2020	Quality assurance workshop on blended learning Malik facilitated by a specialist from Common Wealth of Learning, Dr N. Malik,	Quality Assurance
Students' Support Services unit	February 27th – 3rd March 2020		Aptitude test Administration, and review training, hosted by the Ministry of Labour and Social Security
Instructional design	13 September JMC course materials	Authors' writing workshop	Materials design and development
Research & Evaluation	04 October 2020	Faculty of Health Science, Nursing department training on QA in Blended learning materials	Quality assurance in materials development
Instructional design	17 October	Learning Materials Design and Development and quality assurance at William Pitcher Teacher Training College	Materials design and development
Multi-media		Moodle LMS Workshops	Workshops were on familiarization of lecturers and tutors from different faculties of the use of Moodle LMS

Prof. K. Ferreira-Meyers	29 and 31 January 2020, 21 February 2020, IDE Series of Workshops on Assessment Tools	29 January – Faculty of Health Sciences (Mbabane Campus), 31 January – IDE Coordinators (Kwaluseni Campus), 21 February – Adult Education (Kwaluseni Campus), 20 March – Department of English Language and Literature (Kwaluseni Campus): facilitation, presentation on Bloom's Digital Taxonomy.	Lecturers' support
Prof. K. Ferreira-Meyers	14 February 2020	Facilitation and presentation entitled <i>Taxonomia Digital de Bloom</i> , Lecturers, and tutors Certificate in Portuguese.	Lecturers' support
IDE & Dept. of Educational Foundations & Management	Care & Support Education Pilot Feedback Meeting	The Ministry of Education and Training (MoET) has been piloting the Care & Support Teaching and Learning program at pre-service. A module was developed and three institutions have been piloting the program through the Department of Education. The program is at a phase where all piloting institutions are expected to give feedback on the pilot. UNESWA, through two representatives from IDE and Department of Educational Foundations and Management respectively were facilitators in the meeting.	

International workshops and/or seminars

The IDE staff attended a total of 30 international workshops, seminars, and conferences where they presented papers. The activities are listed in the table below as well as below the table.

Department	Number of papers	Areas of research/Theme of the workshop
September 2019, PCF9	2 papers and 2 posters	Access to Higher Education, employability and Technology use (Moodle LMS)
CODESRIA Abidjan, Côte d'Ivoire 1-5 April 2019	1	Methodology and Scholarly Writing Workshop MRI 2018&2019
ASA 2019 Conference Women's Caucus, Boston, USA	1	"First Ladies of Africa: Beyond Femocracy and Wifeism?"
Delivered a lecture paper at Durham University, 7 May 2019	1	Contestation of Wholesale Implementation of British Political Modernity in African Colonial Southern Africa: King Sobhuza II of Eswatini
Delivered a seminar paper at Kent University	1	King Sobhuza II vs the British
IDE (Dr. P.S Dlamini)	1	'STEM Graduate for a changing world'
Students' Support Services unit	1	Plan, Prioritise and Prevent SRHR issues for young people, University of Zambia: Sponsored by SAYWHAT
Students' Support Services unit	No paper as it was training	Inclusive Campuses, University of Pretoria, 3rd to 4th December 2019: Sponsored by the University of Pretoria.
IDE (Prof Maphosa and Dr. Kunene)	1	South Africa International Conference held at Manhattan Hotel, Pretoria from 16 - 19 September 2019

International Conferences by Karen Ferreira-Meyers:

- 2019 30 April-2 May, International Conference Palms Hotel, Tozeur, Tunisia, paper presented on 2 May: Changement, impasse ou renouveau: l'écriture nothombienne (and session chairperson on 1 May)
- 2019 23-24 May, International Conference, Université Omar Bongo, Libreville, Gabon, paper presented on 24 May: L'impasse ou le renouvellement: le cas de l'autofiction.
- 2019 24-28 June, Colloque International, FIPF, Apf-AAOI, Dakar, Senegal, paper presented on 25 June: L'avenir du français en Eswatini.
- 2019 3-5 July, NADEOSA Conference, Monash South Africa Campus, Roodepoort, South Africa, poster presentation: Do Journalism students benefit from Open Educational Resources at the University of Eswatini (4 July), session chaired (Sub-theme: Supporting Students) (4 July) and paper presented: Enhanced Stakeholder Participation in IDE Collaborative Programme Development (5 July 2019).
- 2019 28-30 August, UNESCO Chair on ODL (UNISA), Irene, Pretoria, South Africa, presented 3 co-authored papers entitled Research Tools at the University of Eswatini: does Google Scholar feature?, Implementation of Learning Analytics at IDE, and Why should we be looking at MOOCs in Eswatini (first author for 2 out of these 3 papers).
- 2019 9-12 September 2019 PCF9 Edinburgh, UK, paper presented: Ensuring employability and widening access: the case of the University of Eswatini
- 2019 20-22 September 2019, BIT Conference GSKE2019, Qingdao, China, the paper entitled: Language skills and knowledge dissemination in the 21st century: the case of Eswatini
- 2019 25-27 September 2019, DEASA/DEATA Conference, Dar-Es-Salaam, Tanzania, paper presented on my behalf: Practical Application of OERs: English for IDE's Mature Age Entry Scheme pre-entry programme
- 2019 2-5 October 2019, Biennale de la langue française, De Paul University/UIC, Chicago, USA, paper presented : Le plurilinguisme en Eswatini

- 2019 15-18 October 2019, 3e Congrès international de la brachylogie, University of Cadiz, Cadiz, Spain, paper presented : Du "long" au "court" en pédagogie
- 2019 17-18 October 2019, Africa Chapter of Memory Studies, University of Pretoria, Pretoria, South Africa, paper presented on my behalf: Traces of Ebola in African Literature
- 2019 19-20 October 2019, International Conference: Autofiction, Theory and Practices, Wolfson College, University of Oxford, UK, paper presented: Scriptural and visual autofiction: a way of representing and understanding the Self
- 2019 23-25 October 2019 POCLANDE (Populations, Cultures, Langues et Développement), Université de Bordeaux-Montaigne, Bordeaux, France, paper presented: Existe-t-il un lien entre le développement (collectif et individuel) et l'apprentissage du français au Royaume d'Eswatini?
- 2019 22-25 October 2019, International Conference SAERA, Durban, South Africa: paper presented (on behalf of C. Lunga and myself): Exploring the adoption and integration of Open Educational Resources in the teaching and learning of Journalism in Eswatini; poster presentation (on behalf of myself and C. Lunga): Impact of COL-sponsored projects on diversification of ODL programmes at the University of Eswatini
- 2019 22-25 October 2019, International E-Learning Africa Conference, Abidjan, Ivory Coast: a paper read on my behalf: New Directions for Distance Education Institutions: the case of Eswatini.
- 2019 3-7 November 2019, International conference of the International Council of Distance Education (ICDE), Dublin, Ireland, presented 2 virtual papers: Ferreira-Meyers, K. and C. Lunga, Student Perceptions of Using WhatsApp as an Interactive Learning Tool for Open Distance Learning (ODL) and Full-Time University Students, and Lunga, C. and K. Ferreira-Meyers, Student Perceptions and Attitudes towards Moodle in the Teaching of Journalism in the Kingdom of Eswatini.

- 2019 21-22 November 2019, International CSET ODL Conference, Muldersdrift, South Africa, presented a virtual paper (via video-recording + WhatsApp): Blended Learning in Action: The B.Sc. in Information Technology.
- 2019 27-28 November 2019, Conferência sobre literaturas e culturas em língua portuguesa, ISCED-Luanda, Angola, papers presented on behalf of the authors: Joana Martins, Karen Ferreira-Meyers and Maria Morais, O uso do WhatsApp para ensinar Português Língua Estrangeira nom programa de blended learning no reino de Eswatini and for the same authors, a second paper entitled: Experiências de aprendizagem fora da sala de aula. Vlogging: um recurso útil para o ensino de línguas e trocas interculturais?
- 2019 27-28 November 2019, International Conference "Penser la transition dans la littérature et les arts", paper presented on my behalf: Entre mots et images: se chercher à travers l'art.
- 2019 12-14 December 2019, International Conference "Enseigner la civilisation française à l'Université: Etat des lieux et perspectives, Sousse, Tunisia, paper presented on my behalf: Décoloniser les curricula : quelle civilisation faut-il enseigner ?
- 2020 5-7 February 2020, International Conference « Les mémoires de l'esclavage dans la littérature, les arts et les musées », Ouidah, Benin, paper presented : Histoire et esclavage dans la fiction africaine : L'amère saveur de la liberté (2013) de Jean Divassa Nyama.
- 2020 5-7 March 2020, International Southern Association for the History of Medicine and Science (SAHMS) Conference, Ochsner Medical Center, New Orleans, USA, paper presented via video recording on 7 March 2020: Novels on Epidemics or The Importance of Point of View.

LINKS WITH OTHER INSTITUTIONS/ ORGANISATIONS

IDE has a link with Glasgow Caledonian University; placement of a member of staff for knowledge sharing on Work-based learning programme. (P. S. Dlamini)

Council for the Development of Social Science Research in Africa (CODESRIA); African Studies Association (ASA); Association of African Historians (AAH); Southern Journal for Contemporary Studies (SJCH); and South African Historical Society (SAHS) (H. P. Dlamini)
Shanghai Open University: project on the multilingual platform for teaching Mandarin Chinese (Karen Ferreira-Meyers)

Universidade Eduardo Mondlane: collaboration for the development and the delivery of the Certificate in Portuguese (Karen Ferreira-Meyers)

CONSULTANCY

Multilingual Teaching of Mandarin Chinese Platform Project (English-French-Spanish), Shanghai Open University, 3 weeks in September 2019, and one month (Dec 2019-Jan 2020). Ongoing at a distance. ((Karen Ferreira-Meyers)

Interpreting and translating for SADC – French/English/French (Karen Ferreira-Meyers)

IDE was involved in a project for the Ministry of Education and Training, "Monitoring and Evaluation of the Connect With Respect Program Piloting" funded by UNESCO in February to April 2020 (K. E. Mthethwa-Kunene)

AWARDS, RECOGNITIONS & HONOURS

One staff member obtained a Ph.D. Degree from the University of KwaZulu Natal in April 2020.

Accreditation for Simultaneous Interpreting French to English and for Simultaneous Interpreting English to French, 18 February 2020, accreditation by the South African Translators' Institute. (Karen Ferreira-Meyers)

COMMUNITY SERVICES

IDE offered training to William Pitcher Teacher Training College on the Design and development of quality learning materials (P. Dlamini, T. Rugube, S. Shongwe, and K.E. Mthethwa-Kunene).

Participated in a desktop research for establishing online learning in support of the Emlalatini Development Centre in a project funded by the Commonwealth of Learning (C. Esampally and K.E. Mthethwa-Kunene).

Work with Leader Impact group to offer training and support to leaders and students in Higher education on maximizing impact/influence on any position. (P. S. Dlamini)

Coordinator Student's Support Service is a member of the Aptitude Test Coordinating committee based at the Ministry of Labour and Social Security. This committee is mandated with the preparation of a testing policy to provide national guidelines for the preparation and administration of aptitude tests for education and job placement purposes.

Member of French Panel, Ministry of Education, Eswatini (Karen Ferreira-Meyers)

Secretary to Alliance Française de Mbabane's executive committee (until March 2020) (Karen Ferreira-Meyers)

Member of various editorial boards, scientific committees, and reviewer for international journals (Karen Ferreira-Meyers)

External examiner for UNISA, Kenyatta University, University of the Free State (Karen Ferreira-Meyers)

External examiner of MA and Ph.D. theses and dissertations (Karen Ferreira-Meyers)

Supervisor of Ph.D. thesis for the University of the Free State, South Africa (Karen Ferreira-Meyers)

External examiner for French: William Pitcher Teacher Training College, Ngwane Teacher Training College, SANU (Karen Ferreira-Meyers)

Published book reviews by Karen Ferreira-Meyers:

- 2019. Book review of Kimani, Peter, *Dance of the Jakaranda*. London: Telegram, 2018, ISBN 978-1-84659-2096, 352 pp. Available online at <http://chroniqueslitterairesafriques.com/peter-kimani-dance-of-the-jakaranda-2017/karen-ferreira-meyers/>.

- 2019. Book review of Wichelns, Kathryn, 2018. *Henry James's Feminist Afterlives – Annie Fields, Emily Dickinson, Marguerite Duras*. Palgrave Macmillan, 178 pgs, in *Women in French Studies, The Twenty-Seventh Annual Collection of Essays Presented by Women in French*, Vol. 27, pp. 229-230.

- 2019. Book review of Guerrier, Wedsly T., 2018. *Réhabilitation d'un poète haïtien : Etzer Vilaire*. New York : Peter Lang, no. 67, Coll. Francophone Cultures and Literatures, ISBN 9781433139529, 202 p., in *Nouvelles Etudes Francophones*, Vol. 34, no. 1, pp. 228-229.

- 2019. Book review of Paravy, Florence (coord.), 2018. *Williams Sassine n'est pas n'importe qui*, in *Nouvelles Etudes Francophones*, Vol. 34, no. 1, pp. 224-226.

- 2019. Book review of Braithwaite, Oyinkan, 201. *My Sister, the Serial Killer*, in *Chroniques littéraires africaines*. Available online: <http://chroniqueslitterairesafriques.com/my-sister-the-serial-killer-oyinkan-braithwaite/karen-ferreira-meyers/>

- 2019. Book review of Daoud, Kamel, 2017. *Zabor ou les psaumes, Rester en vie grâce à l'écriture*, in *Chroniques littéraires africaines*. Available online: <http://chroniqueslitterairesafriques.com/372-2/karen-ferreira-meyers/>

- 2019 Book review of Ippolito, Christophe (dir.). 2018. *Récit de vie, récit de soi – Cendrars, Djian, Houellebecq, Rachid O., Abdallah Taïa et alii*. Paris : Passages « Essais ». ISBN979-10-94898-42-0. 309 p., pp. 247-249.

- 2019. Book review of Lee, Mark D. & Ana de Medeiros (dirs.). 2018. 978143319529 *Identité, mémoire, lieux. Le passé, le présent et l'avenir d'Amélie Nothomb*. Paris : Classiques Garnier. ISBN 978-2-406-07168-6. 309 p., pp. 250-252.

- 2019. Book review of M. CLEVELAND-INNES with D. WILTON, *Guide to Blended Learning*, Burnaby: COL, 2018, vii, 79 p., ISBN 978-1-894975-94-0, in *Journal of Learning for Development*, 6(2), pp. 187-190. Available online: <https://jl4d.org/index.php/ejl4d/article/view/340/388>.

- Public lecture: 31 December 2019: 2h public lecture on Families and Festivities, Shanghai Open University, Shanghai, China.

- Supervision of project presentations (Certificate in Psycho-Social Support): Mbabane Campus, 14 March 2020



Dr. Z.G. Ngcobo
LIBRARIAN

Vision

The vision of the Library is excellence in information service deliver for education, research and community service in Eswatini and beyond

Mission

The mission of the Library is to provide quality and responsive information services, resources and spaces to support teaching, learning, research and administrative functions of the University.

OBJECTIVES

The objectives of the UNESWA Library are to:

- Develop a user-friendly information technology infrastructure that would increase the utilization of electronic information resources and enhance accessibility;
- Develop a collection with adequate resources to meet the emerging learning and teaching models.
- Construct a new purpose-built Library;
- Library for the Mbabane campus and upgrade the existing Kwaluseni and Luyengo Library infrastructure;
- Collaborate with other libraries and information centres in the country, region and beyond;
- Explore diverse sources of funding;

- Develop Library staff through education and training;
- Promote the usage of Library resources and services; and
- Ensure that the Library resources and research outputs are preserved for long term use.

LIBRARY USERS

During the year under review, the total number of registered users for the three Libraries was 8,293 showing an increase of 461 when compared to the year 2018/2019 where the total number of users was 7,832.

Library users: 2019/2020

Library user category	No. of Users
Students	7763
Staff full-time	440
Staff Part-time	77
External borrowers	11
Institutional members	2
TOTAL	8293

Physical visits to Library

Month	Kwaluseni	Mbabane	Luyengo	Total
April 2019	26568	1946	11628	36306
May 2019	44365	2921	13784	55522
June 2019	21381	1466	4617	24676
July 2019	4220	179	2039	5500
August 2019	16261	1264	4562	19246
Sept 2019	28621	1080	8364	34952
October 2019	55657	1720	18932	70135
November 2019	51637	2081	20372	64933
December 2019	3994	91	1252	4066
January 2020	5120	171	2494	4025
February 2020	10861	684	14224	18065
March 2020	16481	726	15832	31180
Total	285166	14329	118100	417595

INFORMATION RESOURCES

Books/Monographs

It has been another challenging period for the Library regarding the acquisition of information resources to support teaching, learning and research activities of UNESWA due to inadequate funding. As a result, the Library only managed to purchase prescribed textbooks. During the period under review, 813 monographs in print format and 162 E-Books were added to the stock, thus raising the total collection by 975 from 306,250 in 2018/2019 to 307,225 2019/2020.

Physical visit to the Library

The Library continues to be used by patrons as clearly demonstrated by the physical visits to the facilities. During the year under review, the total physical walk-ins recorded for the Kwaluseni was 285,166, Luyengo 118, 100 and Mbabane 14,329 as depicted in Table 2.

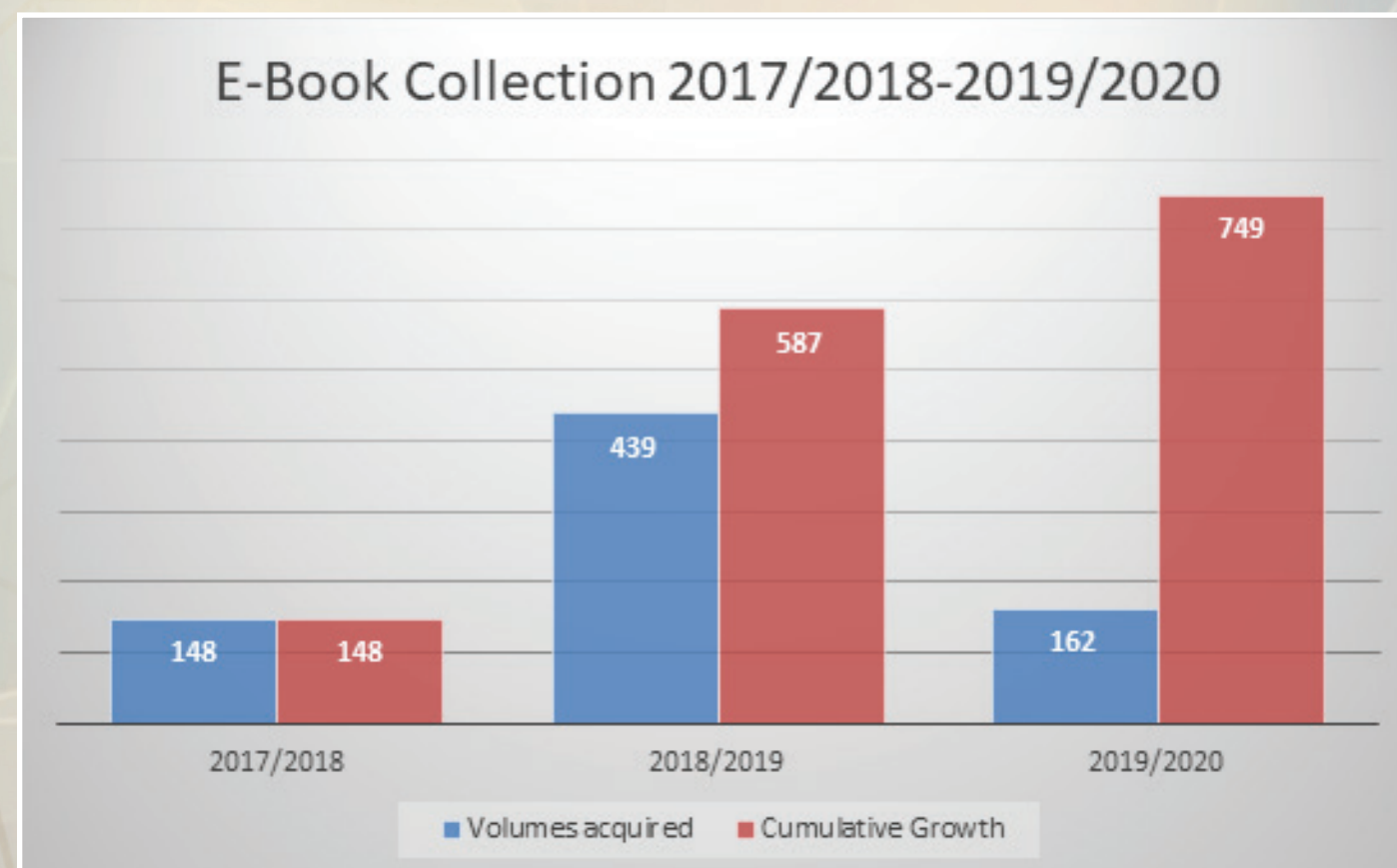
The Library also received a substantial number of donations from different organisations and individuals. One notable agency was the European Union which made a generous donation of books in support of the Social Work Programme.

There has been a steady increase of the E-Book collection since their introduction in 2017/2018. This collection has grown from 587 in 2018/2019 to 749 in 2019/2020 as depicted in the Figure on E-Book collection below.

E-Book Collection

Year	Volumes acquired	Cumulative Growth
2017/2018	148	148
2018/2019	439	587
2019/2020	162	749

Cumulative E-Book Collection



Institutional Repository (IR)

The University Library maintains an Institutional Repository which showcases research output of the University and also provides digital access to the collection. During the year under review, the Institutional Repository collection grew from 2,556 items in 2018/2019 to 2,900 items in 2019/2020.

Institutional Repository resources

Item Categorisation	2018/2019	2019/2020
Projects	1954	2248
Thesis/ Dissertations	77	77
Articles	528	575
Total	2559	2900

International Standard Book Number (ISBN)

As the National Agency responsible for issuing International Standard Book Number (ISBNs) to local authors and publishers, during the year under review, the Library issued a total forty (40) International Standard book Numbers as compared to thirty (30) in the previous year. Twenty-seven (27) publications were deposited in the Library.

ISBN

Year	Number of Issued	Total Number of Books Deposited
2017/2018	81	53
2018/2019	30	17
2019/2020	40	27

Journals/Serials

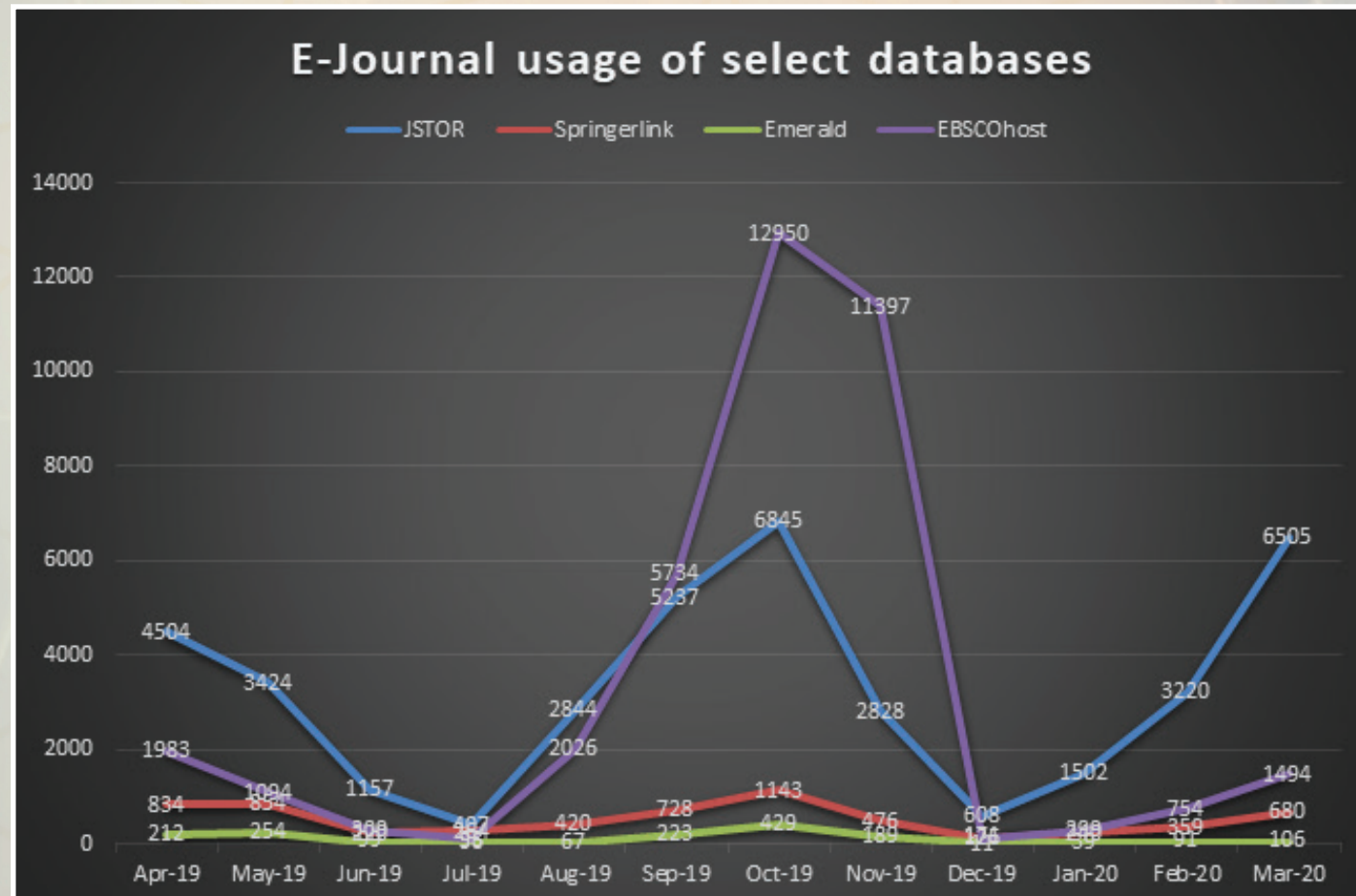
Currently the Library subscribes to 172 journal titles in print format. The year 2020 witnessed a major shift in print journal subscription where journals from three publishers were converted from print to electronic. As a result of this change, patrons have access to a wider subject coverage. During the year under review, the Library added subscription to three databases, i.e. Oxford University Press, ScienceDirect and IEEE, thereby increasing the subscriptions from twenty-seven (27) to thirty (30).

The usage of a selected databases, i.e., EBSCOhost, Emerald, JSTOR and Springerlink is depicted in the number of downloads. The total number of downloads for the previous year was 63,683 and for the year 2019/2020 is 85,485; thereby showing an increase of 21,802 as depicted in Table 6 and Figure 2.

Full Text download of select databases April 2019 – March 2020

	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Total
JSTOR	4504	3424	1157	407	2844	5237	6845	2828	608	1502	3220	6505	39081
Springerlink	834	854	220	264	420	728	1143	476	126	240	359	680	6344
Emerald	212	254	99	36	67	223	429	189	11	39	91	106	1756
EBSCOhost	1983	1094	309	93	2026	5734	12950	11397	171	299	754	1494	38304
Total Downloads from all four databases													85485

Text download of select databases



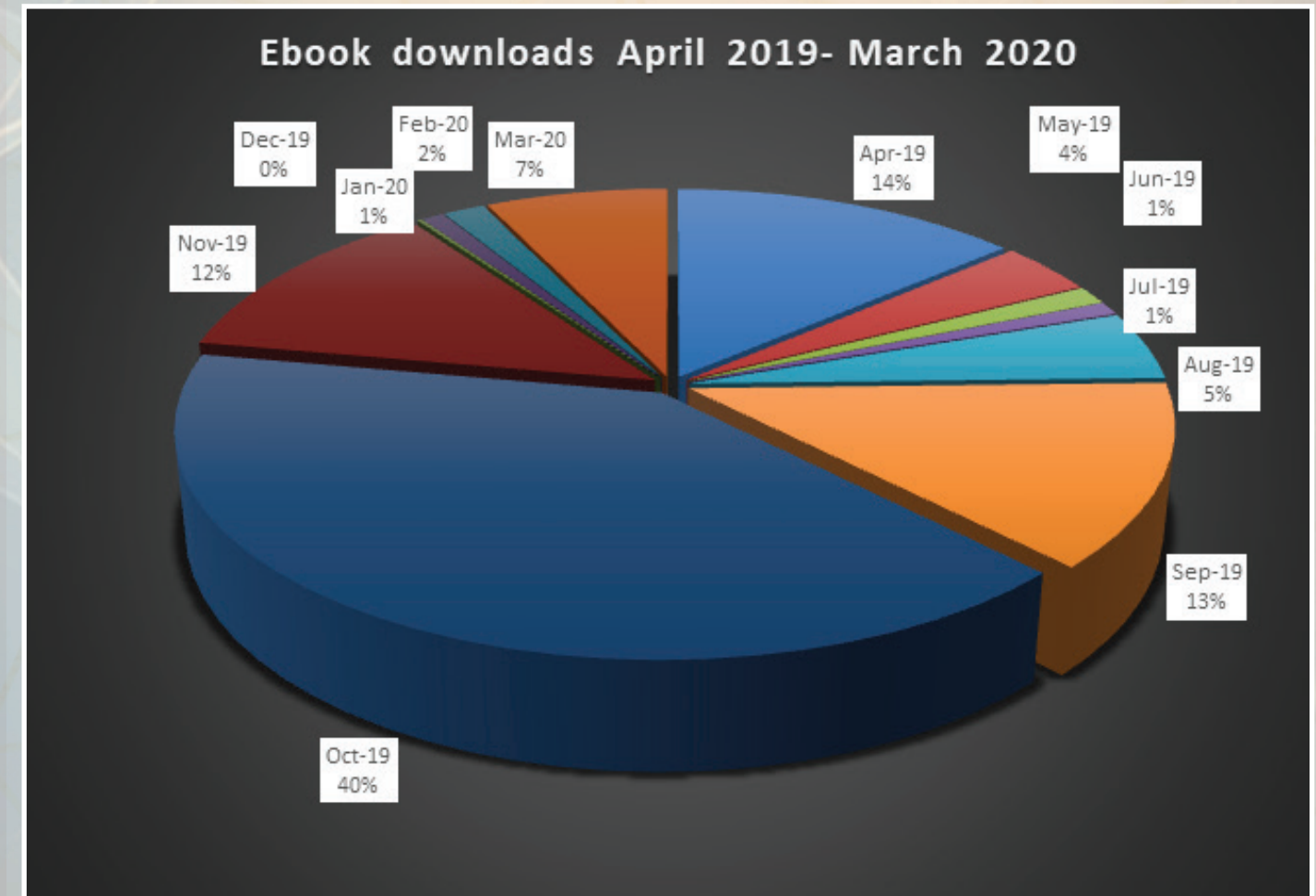
E-Books

The use of E-Books continues to grow as demonstrated by the number of downloads. The total downloads for the year 2018/19 was 1,902 and in 2019/2020 was 2,142 (See Table 7 and Figure 3). During the months of December 2019, January and February 2020 the number of downloads were low because the University was not in session. When the usage started to peak, the national lockdown was effected towards end of March and the University had to close and this also affected the use of E-Books.

E-Book downloads

Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Total
293	81	28	20	105	279	861	264	4	19	35	153	2142

E-Book Downloads April 2019 – March 2020



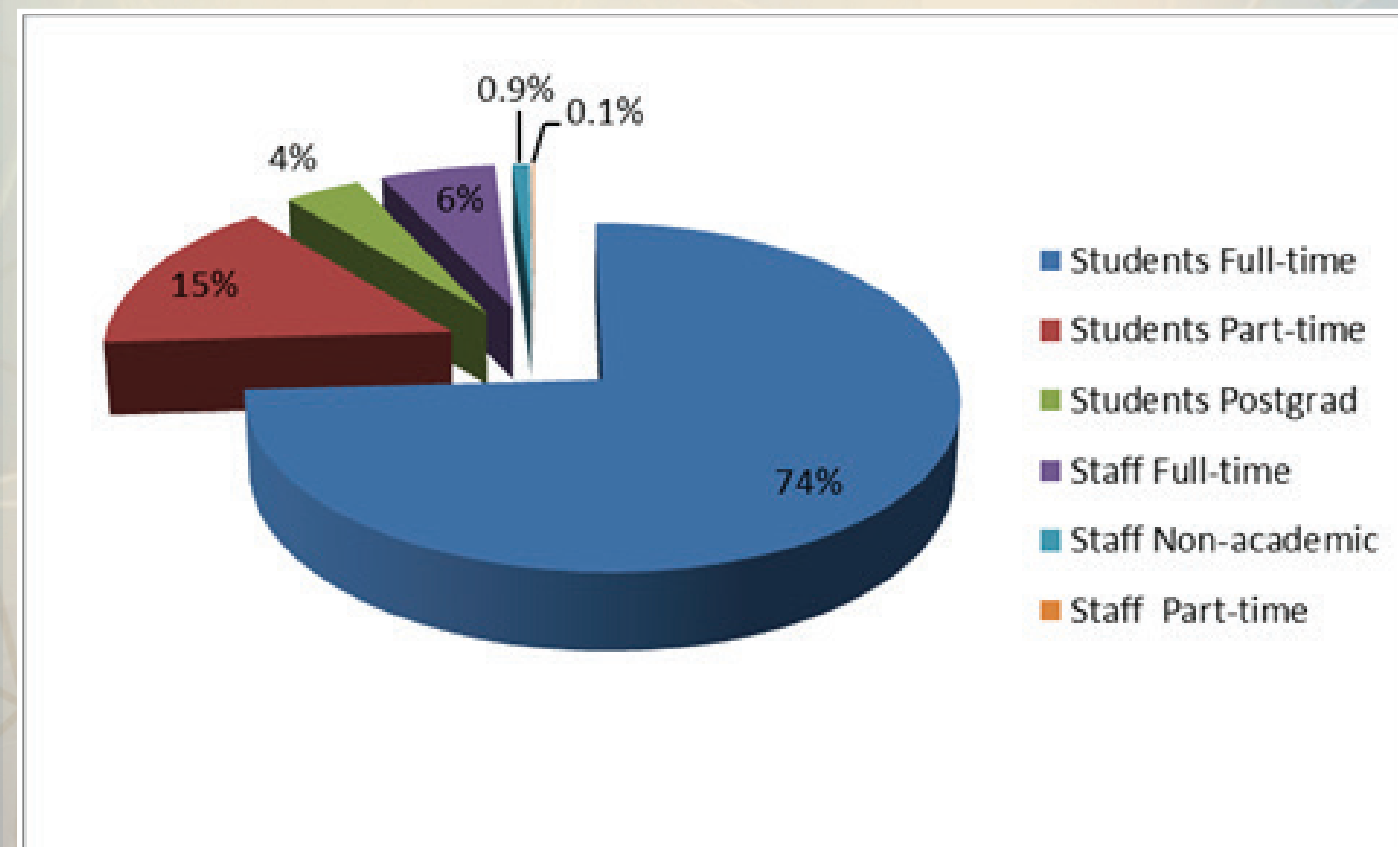
Circulation and Usage of Print Monographs

Library users continue to use the print collection as a major source of information. During the year under review, a total of 26,924 books were issued to the different categories of users (See Table 8 and Figure 4). The subject that has circulated the highest number of books is SocialSciences, Natural Sciences and Applied Sciences (See Table 9 and Figure 5). In the year 2018/2019 the Library issued a total of 40,185 items to patrons, showing a decrease of 13,261. Closure of the University and the national lockdown may have contributed in the decrease of items circulated.

Circulation Statistics by user group

Library	Students Full-time	Students Part-time	Students Postgrad	Staff Full-time	Staff Non-academic	Staff Part-time	External Users	Total
Kwaluseni	17012	4016	945	1418	213	23	2	23629
Luyengo	876	24	140	110	11	7	0	1168
Mbabane	1853	17	85	148	19	5	0	2127
Total	19741	4057	1170	1676	243	35	2	26924
% usage	74%	15%	4%	6%	0.9%	0.1%	0%	100%

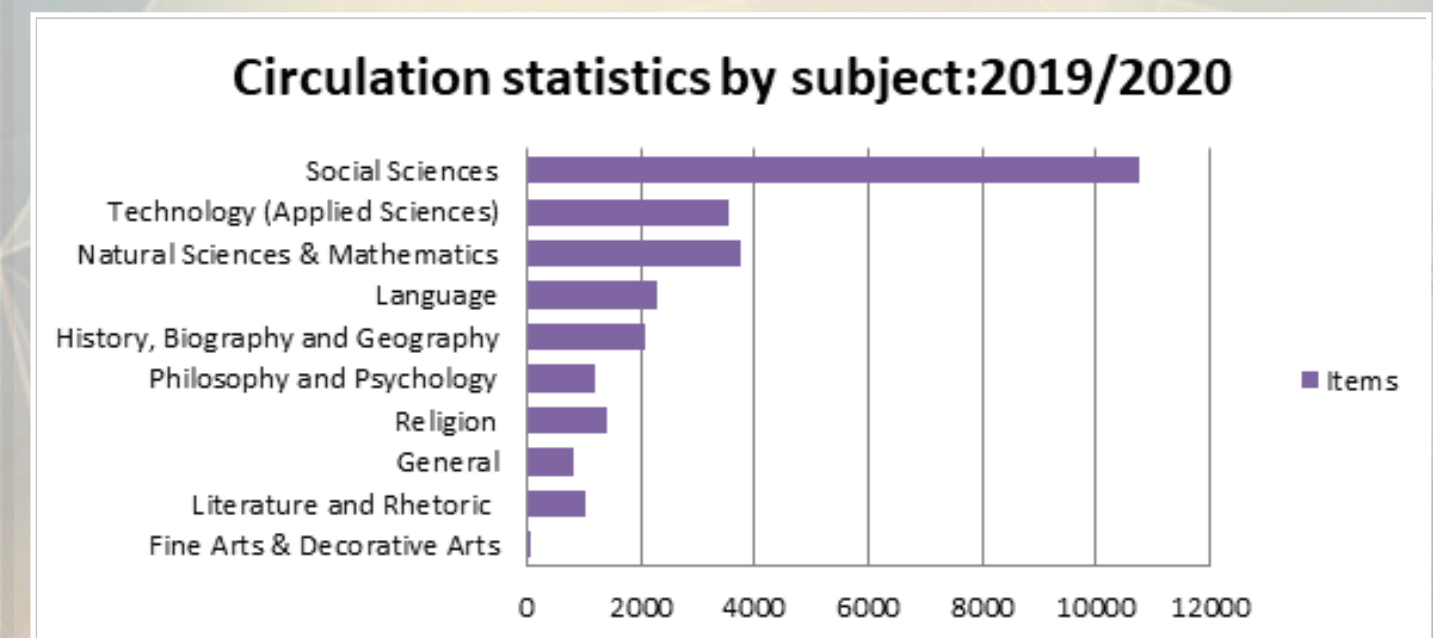
Circulation by 2019/2020



Circulation statistics by subject: 2019/2020

Subject	Kwaluseni	Luyengo	Mbabane	Items
Fine Arts & Decorative Arts	43	18	8	69
Literature and Rhetoric	980	12	17	1009
General	767	6	34	807
Religion	1397	5	3	1405
Philosophy and Psychology	979	11	196	1186
History, Biography and Geography	2047	17	26	2090
Language	2243	4	36	2283
Natural Sciences & Mathematics	3156	267	346	3769
Technology (Applied Sciences)	1956	366	1205	3527
Social Sciences	10061	462	256	10779
Total	23629	1168	2127	26924

Circulation by Subject



Library Senior Staff by Gender and Qualification

Name	Male	Female	Highest Qualification	Rank
Dr Z. G. Ngcobo		√	PhD	Librarian
Ms A. T. Ndzimandze		√	MA Lib	Deputy Librarian
Dr J.P. Anbu	√		PhD	Senior Assistant Librarian
Mr N. Dlamini	√		MLIS	Senior Assistant Librarian
Dr N.N. Dlamini		√	PhD	Senior Assistant Librarian
Ms F.T. Mkhonta		√	MA	Senior Assistant Librarian
Dr S. D. Sorokhaibum		√	PhD	Senior Assistant Librarian
Dr N. Mathabela		√	PhD	Assistant Librarian
Dr R.N. Saulus		√	PhD	Assistant Librarian
Mr A. Thwala	√		MLIS	Assistant Librarian
Ms N. Vilakati		√	MA Inf. Sci.	Assistant Librarian
Ms K.K. Dlamini		√	BSc, PG Dip Inf Sci.	Trainee Assistant Librarian

Challenges

In spite of the financial challenges, the Library continued to ensure that information resources and services were provided to support teaching, learning and research of staff and students. Of note is the increase of electronic resources for books and journals a format that increases accessibility.

Inadequate number of computers for use by students in all three Libraries has been a source of frustration with regard to access and delivery of information resources which are increasingly available in electronic format. Training for supporting optimal use of the library information resources and services is a crucial component of education at the University level. The Library continued to provide face-to-face training across to all users. While training is a necessary and

ongoing activity, the Library is gradually moving towards online training. The Library introduced online video tutorials as part of information literacy training. However, a major concern is that of training post-graduate users who have complex information needs.

Maintenance of the Library buildings poses a challenge in the area of risk management. Other than the number of leaks in the Kwaluseni Library building which cause damages to the carpet and other resources, the non-functional air conditioning system at the Kwaluseni and Luyengo campuses continues to pose health and safety challenges.

While some semblance of accommodating more users in the Mbabane Library has been achieved in the previous year, the need for a modern Library structure

is necessary to cater for all services and operations. The financial challenges compromise the Library in providing a robust collection of books in electronic format to support the teaching, learning and research. The Library E-Book collection is based on the single E-Book collection which is largely prescribed textbooks as opposed to E-Book databases.

Towards the end of March 2020, the operations of the Library were suddenly disrupted because of the corona virus pandemic and the Library had to operate in an unfamiliar space in the absence of interaction with patrons and the full complement of staff. During this period the Library has had to learn and adapt on how to provide a service during this crisis and prepare for the future. This experience has resounded the need for the Library to go digital and use the cyberspace to strengthen remote access to information resources and services.



Prof. A.M. Dlamini
DIRECTOR

OBJECTIVES

The specific objectives of the IPGS include the following:

- To coordinate, plan and implement post-graduate studies programmes throughout the University;
- To establish post-graduate programmes at an international standard, in areas relevant to the cultural, intellectual and economic development of the Kingdom of Eswatini;
- To meet the personal and professional development needs of the graduate output of UNESWA strengthened programmes at the Bachelor level;
- To provide professional manpower in areas relevant to national development goals; and,
- To provide training in research.

ACTIVITIES

Graduation

Three milestones were witnessed in Post-Graduate Programmes graduation at UNESWA during the 2019 graduation ceremony:

- The admission of two PhD candidates into the Doctoral Degree; and
- A significant increase by about 40% of students graduating with Masters Degrees in 2019. These are presented in the table below.
- Three students graduated with an MBA for the first time in the history of UNESWA.

Vision

A world renowned centre of excellence for post-graduate education

Mission

To provide academic excellence through teaching, research and community service in all the disciplines which offer Post-Graduate Programmes, and continuously meet the high level human resource development needs in the Kingdom of Eswatini, the Region of Southern Africa, and the international community.

Number of graduating students in the different Post-Graduate Programmes in 2019

Programme	Number Graduating
M.A. History	1
M.Ed Curriculum and Teaching	7
M.Ed. Adult Education	1
M.Ed. Educational Foundations and Management	20
M.Ed. Primary Education	6
M.Sc. Agricultural and Applied Economics	5
M.Sc. Agricultural Education	8
M.Sc. Conservation & Ecology	3
M.Sc. Consumer Science Education	14
M.Sc. ERM (All options)	6
M.Sc. Horticulture	4
MBA	3
Ph.D Agricultural Education	2
TOTAL	80

Commonwealth Scholarship & Fellowship Plan Endowment Fund

The IPGS successfully bid to host scholarships under the Commonwealth Scholarship & Fellowship Plan Endowment Fund at the invitation of the Ministry of Public Service, Human Resource Development Department. The Fund provides full funding for the training of one Master's student selected on a competitive basis from outside Eswatini at UNESWA. In 2019/20, two candidates were studying towards a Master of Science in Crop Science and one towards a Master of Science in Chemistry.

NEW POST-GRADUATE PROGRAMMES

New Post-Graduate Programmes

Five new post-graduate programmes commenced in 2019/2020 with remarkable enrolments as shown in the table below and the programmes are:

Programme	Registered students
M.Sc. Computational Physics	9
M.Sc. Crop Protection	8
M.Sc. Mathematics	21
M. Sc. In Midwifery	11
M. Sc. in Textiles	8

Programmes being processed for Approval

Two programmes have been submitted to the Senate for approval. These are a Master of Arts in African Languages and a PhD by research to be offered by all the departments that have capacity to do so. Preparation of the PhD by Research regulations is at an advanced stage and it is expected to commence in 2020/2021 academic year.

STUDENTS' ENROLMENT

The list of registered students in the various departments offering Post-Graduate Programmes are presented in the table below. It is worth noting that at the time of writing this report, registration had not yet ended.

Registered post-graduate students by Department and Programme as at March, 2020

Department	Programme	No:
Agricultural Economics & Management	M.Sc. Agric. & Appl. Econ.	37
	Ph.D Agric & Appl. Econ.	8
Agricultural Education & Extension	M.Sc. Agric. Education	16
	M.Sc. Agric. Extension	1
	Ph.D Agric Educ. & Ext.	5
Agricultural & Biosystems Engineering	M.Sc ERM - ABE	1
Adult Education	M.Ed. Adult Education	37
Animal Science	M.Sc. Animal Science	8
	M.Sc. ERM-Livestock & Environ	2
Biological Sciences	M.Sc. Conservation & Ecology	4
	M.Sc. ERM – Biod. Cons. & Mngt	0
Business Administration	MBA	71
Chemistry	M.Sc. Chemistry	9
	M.Sc. ERM – Envir Chem & Mngt	3
Consumer Sciences Education & Community Development	M.Sc. Consumer Science Education	8
Crop Production	M.Sc. Crop Science	6
	M.Sc. Crop Protection	8
Curriculum and Teaching	M.Ed Curr and Teaching	37
Educational Foundations & Management	M.Ed. Educ. Found. & Mngt	65
Food & Nutrition Sciences	M.Sc. FS&T	8
General Nursing	M.NSc. Family Nurse Practice	26
Geography, Environmental Science & Planning	M.Sc. ERM – Land & Water Resources	12
Horticulture	M.Sc. Horticulture	4
Primary Education	M.Ed. Primary Education	9
History	M.A. History	7
Physics	M.Sc. Computational Physics	9
Mathematics	M.Sc. Mathematics	21
Midwifery	M. Sc. Midwifery	11
Textiles and Apparel Design	M. Sc. Textiles	8
Total		441

CHALLENGES

The challenges identified by IPGS include those identified during the development of its Strategic Plan and they are as listed below.

- (a) Limited number of post-graduate students;
- (b) Limited structure of the Institute of Post-Graduate Studies;
- (c) Poor visibility of the Institute of Post-Graduate Studies;
- (d) Poor funding for post-graduate students;
- (e) Inadequate funding to source international references;
- (f) Inadequate information technology facilities;
- (g) Inadequate linkage with Programmes of Reputable Universities; and
- (h) Inadequate marketing of Programmes to attract international students.

The IPGS also notes threats from its external environment as follows:

- (a) Reduced funding;
- (b) Lack of donor commissioned research;
- (c) Government's policy of not sponsoring post-graduate studies;
- (d) Rapid turn-over of qualified academic staff;
- (e) Over-reliance of students on sponsorship;
- (f) Delayed implementation of staff succession policy; and
- (g) Presence of long-distance Post-Graduate Programmes from other countries.

TEACHING OF PART-TIME POSTGRADUATE STUDENTS

Over 90% of post-graduate students are registered as part time students. This is attributed to the fact that a majority of these are self-sponsored and are employed. The Senate approved the teaching of part-time post-graduate students outside normal working hours. This was done to attract potential students who are engaged in fulltime employment to enroll for post-graduate courses. The arrangement began in January 2017. The teaching of these students can be done by:

- (a) Teaching from 5.00 PM to late during midweek.
- (b) Teaching over the weekend.
- (c) Doing block teaching during the vacation and when the students may take their annual leave.

Departments normally consult with their students and agree on a convenient option.

THESES AND DISSERTATIONS SUBMISSION

Effective from 2019/2020 academic year, Theses and Dissertations submissions for examination will be done electronically. Electronic copies of the Theses or Dissertations will be submitted to IPGS Office by the due date through Heads of Department.

ORIENTATION OF NEW POST GRADUATE STUDENTS

On the 20th of February 2020, the Institute of Post-Graduate Studies in conjunction with the Student Welfare Department successfully held an orientation programme for new post-graduate students at the IDE Lecture Theatre. The programme was officially opened by the Pro-Vice Chancellor, Academic, Professor T.H. Gadaga. Other speakers included the: the Directors, IPGS and Academic; the Dean of Student Affairs; the Librarian; the Coordinator, IPGS; the Senior Assistant Bursar, Student Affairs and the Post Graduate representative to the Senate. The programme was attended by new post-graduate students and Heads of Department offering Post-Graduate Programmes as key stakeholders.

WELCOME NEW MEMBERS

The Institute welcomes new members of staff who have joined IPGS this academic. These are: Ms Thobile Ntshalintshali who is the new Personal Secretary to the Director of Post Graduate Studies; Miss Nelisiwe Dlamini, who is short hand typist of the institute; and Mr Thula Ngubane who has been appointed as the Acting Institute's Administrator.

APPRECIATION

The Institute of Post-Graduate Studies wishes to express sincere gratitude to Mrs S Shongwe-Samunenge, who has been reassigned to the Human Resource Office and to Mr Senzo Dlamini who has resigned from UNESWA. They are thanked for their dedication and loyal service to IPGS and UNESWA.

Vision

To become a nationally recognised centre that will lead the drive for excellence in university teaching and learning in Sub-Saharan Africa

Mission

To ensure our students receive the best quality teaching and learning experience, through the application of sound pedagogical theory and practice, and by creating a supportive environment for the professional development of our teaching and administrative staff.



Prof. C. Fowler
DIRECTOR

OBJECTIVES

CELT aims to provide Continuous Professional Development to staff by:

- Training and supporting teaching staff in the design and delivery of outcome-based curricula; blended learning; effective assessment; and class room management;
- Assisting staff in the development of teaching and learning materials for both online and face-to-face delivery;
- Organising selective in-service activities for the administrative staff of the University;
- Organising management training for deans, heads of department, tutors and assistant tutors; and
- Introducing new member of the academic staff to the University units, policies and procedures relevant to teaching and learning. CELT is also responsible for ensuring the following Quality Assurance activities:
- The regular quality reviews of all degree

programmes;

- Approval of the pedagogical aspects of all new degree programmes;
- The quality of online and face-to-face teaching;
- The establishment of academic standards;
- Benchmarking teaching and learning performance against other leading institutions;
- Collection and analysis of data on teaching and learning performance;
- The monitoring of the effectiveness of Faculty and Department's quality assurance mechanisms; and
- Compliance to the University's Teaching and Learning Policy.

CELT will furthermore promote and disseminate its activities by undertaking appropriate and collaborative action research, publishing in reputable journals, and in participating and organising conferences and workshops.

EXECUTIVE SUMMARY

The Centre of Excellence in Learning and Teaching (CELT) is now in its second year of existence. It has continued to provide training in Blended Learning, and also introduced a new training course on Classroom Management. CELT is also working closely with IDE and ICTC to collaborate on teaching and learning training provision, particularly in the use of the University's Moodle Learning Management System. CELT, IDE and the Faculty of Education have also been collaborating on the design and delivery of a new (online) Post-Graduate Certificate in Higher Education. In the meantime, CELT has supported the attendance of staff members on online teaching and learning courses being provided, at no cost, by the University of Cape Town (part of the e/merge Africa initiative). The induction day for new staff was revised and streamlined, and there are plans to extend it into an induction week so more in-depth coverage is provided.

In addition to face-to-face training, CELT is specifying a support structure to help staff to increase the quality of their teaching and their student's learning. The three pillars for teaching and learning support system are training, resources, and expert support. With respect to resources, CELT has already written several guides to going online and a more detailed Teaching and Learning Handbook. Plans are being developed to identify and make accessible Open Educational Resources for teaching, and access to frequently answered questions (FAQ's). All these resources will be made available through the CELT Website.

Expert support is still in its infancy, but there are plans to identify faculty-led champions and dedicated faculty focused personnel in CELT. However, both will be dependent on increasing the human resource available to CELT.

With respect to supporting the quality assurance of UNESWA's teaching and learning, the Centre has achieved four main goals:

- (a) The creation of Faculty-based Quality Assurance Committees with the specific responsibility of ensuring quality through the compliance and improvement of the University's teaching and learning policies and procedures;
- (ii) The drafting of more key QA Teaching and Learning policies and procedures;
- (iii) The creation of QA evaluation instruments to measure the effectiveness of various QA interventions (e.g. online readiness index); and
- (iv) The establishment, with the support of the Chief Inspector of Tertiary Education, of a Higher Education Quality Assurance Forum. The forum will provide a mechanism for all ESwatini's Higher Education Institutions to discuss and share QA initiatives, challenges and improvements.

CELT continues to work closely with the University Planning Institutional Advancement Centre to roll out a QA system throughout the University, and to prepare the UNESWA for the accreditation visit from the ESwatini's Higher Education Council (ESHEC). Finally, CELT has also been involved in several ad hoc committees for the University. In particular, the Senate sub-committee to investigate student victimisation was chaired and supported by CELT personnel. It also led and reported on a task force looking at the use of tracer studies to improve the relevance of the University's degrees. More recently CELT has been asked to provide advice and support in how to support teaching and learning during the COVID-19 outbreak.

WORKSHOPS/SEMINARS/CONFERENCES HOSTED BY CENTRE

	TITLE/THEME	DATE
NATIONAL	ORIENTATION OF NEW ACADEMIC & ADMINISTRATIVE STAFF	
	ORIENTATION OF NEW ACADEMIC & ADMINISTRATIVE STAFF	11 SEPTEMBER 2019
	INTRODUCTION TO BLENDED LEARNING	
	FACULTY OF SCIENCE & ENGINEERING	20 MAY 2019
	SWEEP-UP SESSION ON INTRODUCTION TO BLENDED LEARNING	13 NOVEMBER 2019
	CLASSROOM MANAGEMENT TRAINING	
	CLASSROOM MANAGEMENT (Faculty of Education)	16 MARCH 2020
	QUALITY ASSURANCE TRAINING	
	FIRST AWARENESS SESSION FOR QUALITY ASSURANCE COMMITTEES	18 MARCH 2020

WORKSHOPS/SEMINARS/CONFERENCE ATTENDED

INTERNATIONAL FORUM ATTENDED

NAME	TITLE/THEME OF CONFERENCE/ WORKSHOP	TITLE OF PAPER PRESENTED	DATE(S) AND VENUE
Professor Fowler Dr SS Shongwe	Aligning QA standards and qualifications	Allocating Credits to Qualifications: A discussion paper	Mbabane 25/02/2020

LINKS TO OTHER INSTITUTIONS/ ORGANISATION/COMMUNITY SERVICE

CELT strives to build links with external organisations that will benefit teaching and learning within the institution. This includes two members of CELT representing the University on the Government's ESwatini's Qualifications Framework Review task team. The work of this group will have impact on the UNESWA's credit system and the need for all undergraduate programmes to be converted into honours degrees.

Further CELT, through the office of the Inspector of Tertiary Education, has had preliminary discussions with the Taiwanese Technical Mission on the concept of establishing a National Institute of Learning, Teaching and Training (NILTT) to be located at the University of ESwatini's (UNESWA). This is being proposed as part of Phase 2 of the Mission's Technical and Vocational Education and Training Programme for ESwatini's.

RESEARCH ACTIVITIES

The CELT director was awarded a £193,600 project from the UK's Royal Academy of Engineering. The funding is for two years ending in August 2021 and focuses on building engineering capacity in Southern Africa. This includes reviewing and redesigning engineering courses to make them more relevant to local industries using outcome-based design approaches, student and staff placements, and the inclusion of entrepreneurship training into the courses. The project involves collaboration with three UK universities (University of Essex, Canterbury Christ Church University, and Glasgow Caledonian University) and three southern African universities (National University of Science and Technology (Zimbabwe), Stellenbosch University (South Africa) and the National University of Lesotho). Glasgow Caledonian University is working closely with UNESWA's IDE to design, develop and deliver work based education into local industries. The University of Essex is hosting a 6 month research placements for a staff member from the Department of Computer Science, during which a virtual innovation-laboratory (i-lab) will be completed, and then installed in UNESWA's Innovation Hub and the Royal Science and Technology Park's (RSTP) incubation facility to support innovation and entrepreneurship of both staff and students. Canterbury Christ Church University is supporting the University in creating a commercialisation infrastructure and entrepreneurship training courses to help 'kick-start' entrepreneurial activities within UNESWA. They will also be involved with the University of Essex and CELT in evaluating the effectiveness of the i-lab. However, the COVID-19 outbreak has had a serious impact on the project, and the timetable and activity plans are under review.

ADDITIONAL INFORMATION

The Centre plans in the next year to:

- Implement all the teaching, learning and assessment policies, procedures and support (handbooks, online help and training);
- Coordinate training sessions classroom management; outcome-based teaching and learning; assessment methods; preparing academics 'to design and develop suitable online learning and teaching (ICT integrated) materials; e-portfolios; and work-based learning (with IDE);
- Initiate and facilitate a move by UNESWA from the contact hour credit system to notional hour credit system;
- Supplement or replace Orientation sessions with Handbooks (Teaching, Learning and Assessment Handbook; Deans and Heads of Department's Handbook, and Staff Handbook);
- Build Partnerships with the other Higher Education Institutions (HEI's); and
- Undertake training and needs analysis with faculties and institutions and to create a draft training programme for Dean's and heads of department's input.

The Centre has a full complement of staff consisting of a Director, Centre Secretary, Teaching and Learning Co-ordinator and a Quality Assurance Co-ordinator.

Vision

Empower the University community to use information and communications technology in an effective, efficient and innovative manner in order to meet the University's objectives

Mission

To deliver appropriate information and communications technology services and resources that support the University's mission of learning, teaching, research, administration and outreach; and also promote the effective and optimal use of these services and resources.



Mr. T.L. Thwala
DIRECTOR

OBJECTIVES

The objectives of the ICT Centre are to:

- Provide, manage and maintain the University data network infrastructure;
- Manage and maintain Internet connectivity and associated services;
- Provide central computing facilities for students and staff;
- Provide advice on implementation of new University information technology systems;
- Develop and maintain the University's administrative information systems;
- Establish and implement computing and information technology policies, procedures and standards; and
- Provide training programmes for staff on use of the University's computing facilities.

EXECUTIVE SUMMARY

During the year under review, Wi-Fi access points were installed in twelve student hostels at Kwaluseni Campus and Mbabane Campus. This has resulted in all four student hostels at Mbabane Campus having Wi-Fi access, nineteen hostels at Kwaluseni campus having Wi-Fi access with four hostels still to have access points installed in them. Four hostels at Luyengo Campus have Wi-Fi access points with eight hostels still to have access points installed in them. It was envisaged that all student hostels would have Wi-Fi access points installed on them, but due to the fiscal challenges being faced by the University; twelve hostels still remain to be installed. Some of the remaining hostels do receive Wi-Fi signals but there is a need to still install Wi-Fi access points to improve the signal quality.

The ICT Centre was able to utilise a recycling company, Eric Slabbert Agencies, based in Matsapha to dispose of obsolete ICT equipment which had been occupying space in four different rooms at the Kwaluseni Campus. Some of the equipment had been stored for over ten years. The recycling company packages the equipment and sends it to South Africa for proper recycling and disposal. Due to the large amount of equipment that needed to be disposed, the company was not able to finish the process at the Kwaluseni Campus as the country went into a partial lockdown due to COVID-19, and once the situation normalizes in the country, the rest of the equipment will be disposed.

One of the functions of the ICT Centre is to manage and maintain the University's data network and during the rainy season when thunderstorms occur, network equipment usually gets damaged and the ICT Centre has to replace damaged equipment. Due to the frequent occurrences of thunderstorms during the November to January period, a number of network switches in the three campuses needed to be repaired or replaced. The University uses AdaptIT Integrator 4 software

system for all its administrative information system which covers Student Administration, Personnel Administration and Financial Administration. The system has been in use by the University since June 2018, with the first student registration taking place in August 2018. One of the short comings of the system has been the in-ability to print the student results without customizing the system. While the University is working with the developer of the system in defining the requirements for printing the results, the ICT Centre developed an interface that will enable students on the Credit System to view their results online and this would be available to students when the second semester results for the 2019/2020 academic year are released.

ADDITIONAL INFORMATION

New Staff

Two new staff members joined the ICT Centre, Mr Mbuso Maseko a Technologist based at the Kwaluseni Campus and Mr. Vusumuzi Dlamini a Technologist based at the Luyengo Campus.

Vision

To achieve excellence in the delivery of strategic and evidence-based planning services to academic and management organs of the University.

Mission

To be a hub of strategic and evidence-based planning activities, provide professional and technical advice on University-wide planning matters, and facilitate implementation of institutional advancement projects



Dr. S.V. Mhlanga
DIRECTOR

OBJECTIVES

The objectives of the UPIAC are to:

- Serve as a technical planning centre and a secretariat to the Academic Planning Committee and related committees;
- Facilitate, harmonise, coordinate and monitor the preparation of University Strategic Plans;
- Facilitate the mid-term evaluation of the University Strategic Plans;
- Collect, prepare, process, analyse and disseminate strategic environmental data;
- Facilitate academic planning of the University;
- Coordinate the establishment and management of University links with external parties;
- Pursue institutional advancement opportunities with philanthropists and

development partners;

- Conduct briefings to administrative Quality Assurance Committees prior to ESHEC visit.

EXECUTIVE SUMMARY:

The renaming of this Unit from University Planning Centre (UPC) to University Planning and Institutional Centre (UPIAC) signals the pressure that the teaching and learning service has been under for decades at the University. Classrooms designed to seat 1.5 square metres per student and lecture theatres meant to seat one square metre per student in accordance with UNESCO standards are compressed to accommodate more students as demand for educational space rises. This congestion has led the time-tabling of some of the Science Laboratories for normal face-to-face (F2F) lectures. The realization that such a teaching and learning environment could not be sustained; the Centre submitted a business Case to Management for increasing F2F space for student/lecturer interaction

including classrooms, lecture theatres and laboratories in all campuses. The table below provides physical space requirements given projected student estimates in the next decade.

ACTIVITIES

- Cascaded the repackaged strategic plan;
- Facilitated the production of Strategic Plan Quarterly Reports;
- Facilitated the drafting of MOUs and MOAs;
- Director Chairs the local Technical Team on the Student Hostel Project working with Lilima Consortium's Technical Team in Pretoria;

- Facilitate the introduction of the Pre-Med/ Medical Academy programme at UNESWA working with Technical Team from the University of Pretoria;
- Compiled Quarterly Reports to PEU and Ministry of Education and Training; and
- Facilitated acquisition of an education centre from Examinations Council for IDE.

Links with Other Institutions

A number of MOUs and MOAs were signed by the University with its local and international parties to further its vision of being the University of Choice in Africa. The below provides the list.

MOUs and MOAs Entered into During the Year Under Review

Institution/ Company	Date of Signing	Duration (Years)	Leading Faculty/ Department	
1.	Consortium Agreement "WHO-PEN at Scale"	17/07/2019		EU Funded Community Health Sciences
2.	Construction Industry Council (CIC)	11/07/2019	5	CTC
3.	STEP International Ministries	30/07/2019	5	Faculty of Agriculture (Honey Training)
4.	University of Johannesburg - Faculty of Engineering	07/08/2019	3	Faculty Science & Engineering
5.	Ministry of Information Communication & Technology - Archives	12/08/2019	3	History
6.	University of Essex	06/08/2019	3	Lincoln
7.	University of Johannesburg	07/08/2019	3	Faculty of Engineering
8.	Eswatini Economic Policy Analysis and Research Centre (ESERPARC) – CBE & UNESWA	18/09/2019		Research
9.	University of Pretoria	15/10/2019	5	Sociology and Social Work
10.	Queen Maud University College of Early Childhood Education	12/11/2019	4	Faculty of Education
11.	The Lilima Consortium	12/12/2019	3	Administration
12.	Automation Anywhere	14/01/2020	3	Faculty of Science and Engineering
13.	Eswatini Energy Regulatory Authority	18/02/2020		Physics Department
14.	Farafina Institute (Bilateral Partnership Agreement)	02/2020	5	Social Work Department
15.	Eswatini Energy Regulatory Authority (ESERA) Consultancy Contract	16/03/2020	Open	Physics Department

Allocation of ASM Requirements by Room Type and User as at 2030

FACULTY/INSTITUTE	Capacity in FTE Students	Total FTE Students
Lecture Theatres:		
Kwaluseni	5x500 students; 4x300 students = 3 700	
Luyengo	2x500 students = 1 000	
Mbabane	2x500 students = 1 000	5 700
Classrooms:		
Kwaluseni	66x80 students = 5 200	
Luyengo	18x80 students = 1 440	
Mbabane	6x80 students = 480	7 120
Science Laboratories:		
Science and Engineering	15x50 students; 10x80 students =1 550	
Health Sciences	5x50 students = 250	
Agriculture & Consumer Sciences	10x80 students = 800	2 600
Computer Laboratories:		
Commerce	3x40 students = 120	
Education	7x40 students = 200	
Humanities	3x40 students = 120	
Social Science	2x40 students = 80	
IPGS	5x40 students = 200	
IDE	5x40 students = 200	
Science and Engineering	8x40 students = 320	
Health Sciences	3x40 students = 120	
Agriculture & Consumer Sciences	9x40 students = 360	1 720
TOTAL		17 140

Another realization was that student dormitories were also congested and required the attention of the University. As a way to address this discrepancy, the leadership of the University entered into an Memorandum of Understanding with Lilima

Consortium on 12 December 2019 to build 4 000 bed-space hostels at Kwaluseni Campus. This would then be followed by the establishment of a Pre-Med/ Medical Academy learning facility, for which another MOU was discussed with the University of Pretoria.

Vision

Community service for national development

Mission

To facilitate the provision of quality and relevant community service and; to integrate community service as a core function of the University of Eswatini.



Mr. C. Dlamini
DIRECTOR

OBJECTIVES

The objectives of the Centre for Community Service are to:

- Promote the development of community service programmes;
- Support the integration of community service-learning programmes and curricula in co-operation with partners;
- Encourage and support volunteerism and extra-curricular community involvement by students and staff;
- Promote corporate partnership with communities and service sectors;
- Facilitate the integration of community service in UNESWA's quality assurance of programmes;
- Promote community service-oriented research aimed at solving national development challenges;
- Publicise integrated community service projects and programmes; and
- Develop recognition/reward schemes for staff and student participation in community service.

INTRODUCTION

The Centre for Community Service works with students and staff on community-based projects, under the UNESWA Strategic Plan. A bulk of the work of CCS in the period under review was a reintroduction of the Centre to its communities. The Centre has drawn a lot of attention from the communities at national and international level. The following section explores the activities of the Centre in the 2019 academic year.

COMMUNITY SERVICE ACTIVITIES

Staff and students, working with the Centre for Community Service engaged in the following activities. The Centre for Community Service has continued to work with communities of Eswatini. The centre facilitates the provision of quality and relevant community service through staff members and students.

Collaborations

The CCS in partnership with Council of Swaziland Churches (CSC) hosted on March 21, 2019, a post-National Budget Speech debate, where students from Department of Laws, Economics, Sociology and Social Work, who are the present and the future of the country applied their minds and analysed the budget with a view to stimulate debate on how far, it at all, this budget speech has managed to strike a healthy balance on the Kingdom's priorities with the available resources. Without being overly competitive, the debaters made an in-depth analysis and critique of the budget, demonstrating where it has made hits and misses. Equally important was the inquiry into the budgetary process, its inclusiveness and the capacity of the institution of Parliament to make any meaningful interventions as it debates the Appropriation Bill before it becomes a law and has full effect. The event was graced by the presence of the Council of Swaziland Churches (CSC) Secretary General Rev. Zwanini Tshabalala, Lawyer at CSC Mr. Melusi Matsenjwa, Director CCS Clement Dlamini, Dr. Francis Lukhele (Faculty of Humanities), Mr. D.C. Dlamini (Department of Law). The students were awarded with trophies and overall winner was the Department of Law student.

Schools Outreach Programs

In partnership with students CCS conducted schools empowerment activities and workshops:

DATE OF EVENT	NAME OF SCHOOL/ PARTNER	REMARKS
August 2, 2019	Dwaleni High School Mbowane High School	This activity was initiated and facilitated by UNESWA Association of Student Social Workers (UASSW) in collaboration with the Centre for Community Services. The main goal of the visit was to empower students of Mbowane and Dwaleni High School located in the Shiselweni Region with knowledge about the importance of education, being a dreamer and also empower them on other non-academic skills, especially with their aspirations to join UNESWA. The initial visit was requested by Mbowane High School but there was an agreement to combine with Dwaleni High School because of they are neighbouring school.
February 11, 2020	Phumtile High School	In partnership with Platform Projects, the UNESWA Centre for Community Services visited Phumtile High School for student motivation particularly the Form 3 & 5 students. Initially, the invitation was intended to start with a teachers' workshop in the school to determine the challenges they are facing with their external examinations i.e. Form 3 and 5. This view was informed by the performance of the school in their external examinations. But, through the advice of the Principal the session was with the students only without their teachers. A joint session was conducted with both groups done by Mr. Clement N Dlamini (UNESWA CCS) where the focus was taking the students through a session on the Seven Habits of Highly Effective Teens by Sean Covey, the son of Stephen Covey. The book was published on October 9, 1998 through Touchstone Books and is largely based on The Seven Habits of Highly Effective People. Covey discusses how teenagers can become more independent and effective by following seven basic habits. The habits range from being proactive in every aspect of one's life to planning and prioritising one's daily life and responsibilities.
February 22, 2020	Mandlangempisi High School	CCS held a half day workshop with Form 5 students at Mandlangempisi High School. The workshop was graced with the presence of the School Principal, Mr. P. Ngwenya and some of the teachers. The workshop covered the following issues: • Effective study techniques as a student; • Student behavior and why people behave in certain ways; and • 7 Habits for Highly Effective Students.

March 4, 2020	Fonteyn High School	<p>CCS held a two hour session with all students at Fonteyn High School with a focus to motivate the students to be effective not only in school but also life in general. This was under the theme “Awakening the Dreamer in You” using the Seven (7) Habits for Highly Effective Students adapted from Stephen Covey’s book titled the Seven Habits of Highly Effective People.</p> <p>Following is feedback from Ms Lungile Simelane (HoD English) in the school:</p> <p>“The students learnt that it is important to value their family background since it helps one to dream about the life he or she desires. They realized that it actually acts as their stepping stone especially those from humble backgrounds. That is they learnt to always begin with the end in mind, and keep away from bad friends. They further learnt that they should be strategic in their studies and always synergize so that in the end they can all achieve their academic goals. They also learnt that they should always put God first. In all they were very happy about the day and they were highly motivated to do better in their school work and they learnt that nothing is impossible, but through hard work they could achieve greatness.. They said you indeed awoke the dreamer in them.”</p>
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A cost analysis was conducted by analysing the Income Statement in order to gain insight on the source of high cost from each operation respectively. The costs for the under listed items were identified as the main costs leading to high operation costs:

COST ITEM	SOLUTION
Planting	<ul style="list-style-type: none"> • Buy seeds in Bulk through LFO • Create provision for seeds for the next 5 years • Consider using high tech machinery through leasing
Harvesting	<ul style="list-style-type: none"> • Use of machinery as alternative for labor • Explore rail transport for the sugar cane
Electricity	<ul style="list-style-type: none"> • Explore solar energy as source of power
Maintenance	<ul style="list-style-type: none"> • Develop company forums for sharing technical problems and work experiences, exposure site visits • Create provision for assets
Taxation	<ul style="list-style-type: none"> • Tax avoidance techniques (i.e., minimising taxes)

Further to these analysis and solutions, it was also noted that participants raised a concern with regards to lack of commitment and poor governance from companies. Company participants resolved to have an indaba for small holder sugar cane farmers. This *Indaba* will engage the major partners of the farmers, ESWADE and Illovo (Ubombo Sugar). Caritas Eswatini and the University of Eswatini will also participate to support the sugar cane growers. The main objective of this forum is strengthening and empowering the sugar cane growers on the importance of governance to ensure the sustainability of the business as livelihood. The 13 companies were also assigned to share their financial statements with the facilitators to have a review of their financial performance and also conduct a comparison analysis. This exercise will be followed by a workshop where the results of this will be discussed to seek further interventions and support.

World Vision Eswatini Evidence Day and Learning Event (23-24 September 2019) – Director CCS made a presentation on the work of the Centre which led to forging an agreement with World Vision with the initial meeting held at the Main Conference Room on Friday October 18, 2019. Key issues for collaboration were (1) Community service, (2) Training, (3) Research and (4) Consultancy. These will include student internships and exchanges for learning between students, staff and World Vision with potential for guest presentations. An MoU is under discussion with World Vision. World Vision had already started doing some work with the Faculty of Agriculture, and the agreement is intended to formalise the collaboration.

As part of its mandate to promote health and prevent diseases, injuries and disability, the Department of Community Health held two health promotion events during the reporting period. Mental Health Promotion: this event was held on the evening of 10th October 2019 under the theme “Youth taking lead in Suicide Prevention.” This was derived from the World Mental Health Federation 2019 theme; “Mental Health and Suicide Prevention.” The event was led by Mental Health Nursing Students Society under the guidance of Dr. Fortunate Shabalala and was attended by 151

students from the Faculty of Health Sciences. The event was graced by speakers such a suicide attempt survivor, a poet and presenters. The Guest Speaker of the event was Director for Community Services Mr. Clement Dlamini. Professor Sukati contributed financially towards refreshments for the day.

Year Four (4) Community Health Nursing students held a health promotion day for the elderly at Kupheleni Chiefdom under the Motshane Inkhundla. The event took place on Saturday November 9, 2019 under the guidance of Ms. Nomathemba Nxumalo, a Lecturer in the Community Health Department. The Department collaborated with health facilities including Family Care Clinic, Motshane Clinic and Mbabane Public Health, as well as the Royal Eswatini Police and Diabetes Eswatini who gave talks on violence prevention, environmental hygiene and diabetes prevention and care. In addition to educational presentation on a variety of topics, screening and treatment services for minor ailments were provided to the elderly including checking for hypertension, diabetes, eyesight and HIV. Those who were found to have serious issues were referred to either Motshane Clinic or Mbabane Government Hospital for further management. The event was graced by the presence of Indvuna of the area and the Guest Speaker was the HoD – Community Health Nursing - Dr. Fortunate Shabalala. More than 50 elderly people attended the event which included Community Health Nursing students and lecturers who contributed towards refreshments for the day.

Membership with International Organizations

During the period under review the CCS UNESWA became an official member of The Talloires Network, which is an international association of institutions committed to strengthening the civic roles and social responsibilities of higher education. Together this network implements the recommendations of the Talloires Declaration and build a global movement of engaged universities. The Talloires Network is building a global movement of civically engaged and socially responsible higher education institutions. The network advocates for expansion of civic engagement

activities and promotes the most promising practices member institutions and others in the field of higher education. Critical to the work of the network is as follows:

- Raises the profile of civic engagement in higher education by recognising and promoting our members' civic engagement activities on their institutional profiles and in our communications, awarding the annual McJannet Grant to exceptional civic engagement programs and issuing publications on higher education community engagement. This creates an opportunity for the Centre to document the work its doing for global recognition.

- Shares news and information on the field of civic engagement by gathering and disseminating civic engagement insights in our TN Connects platform, distributing a bi-monthly newsletter featuring new publications and resources and finally by promoting member news and updates through its social media platforms.

- Assists member institutions with bolstering their civic engagement work by; building regional capacity by partnering with existing associations around the world, working to establish new networks, and co-sponsoring events, such as faculty training institutes, global exchange meetings, and conferences. The network notifies its members of grant opportunities for civic engagement programs offered by the Talloires Network and similar organizations.

- Connects administrators, faculty, staff, and students in their network by organising regional and global conference to share ideas, encourage collaboration and expand impact. It also brings together and supports research and writing cohorts.

LINKS WITH ANOTHER INSTITUTIONS/ORGANISATION

The Centre for Community Services is working with the following organisations:

- (b) University of Calgary, Edmonton, Canada;
- (c) Diabetes Eswatini;
- (d) University of Redlands, California, USA;
- (e) Isibuko Serenity Foundation;
- (f) ENACTUS;
- (g) Nhlengano AIDS Training Information and Counselling Centre (NATICC);
- (h) Zama Centre (Mzimpofu); and
- (i) Media houses (Eswatini Television Broadcasting Corporation, (ETBC), Eswatini Broadcasting and Information Service (EBIS), the Times of Swaziland and Swazi Observer and Channel Swazi).

Vision

To provide quality consultancy and training services in Eswatini and beyond

Mission

To contribute to the development of Eswatini by providing quality skills training and consultancy services to government, development partners, non-governmental organizations, parastatal organizations, private sector companies and individuals.



Ms. Z.S. Dlamini
DIRECTOR

OBJECTIVES

- Meet consultancy and training needs of clients;
- Initiate and enhance stronger linkages between UNISWA, government, non-governmental organizations, and parastatal organizations, private sector and individuals;
- Provide an opportunity for UNISWA staff and clients to interact, network and share skills, knowledge and experience;
- Generate income with a view to augmenting the financial resources of UNISWA;
- Provide an opportunity for staff to enhance their expertise by integrating theory and practice;
- Provide a data base for the pool of professional expertise;
- Provide top quality consultancy and training services to satisfy clients;
- Develop a flexible action oriented culture; and
- Conduct short term training courses including customized courses.

EXECUTIVE SUMMARY

The Consultancy and Training Centre still strives to maintain good stakeholder relations and secure new opportunities locally and within the region in order to compliment the institution's revenue by securing short course trainings and consultancy services.

During this financial year CTC saw an innovative move to implement a customized and results based practical New Leadership Development Program with Eswatini Electricity Company (EEC). This program was implemented for nine months after being awarded a tender by EEC. The expert Facilitators were from Intelliskills Consultancy, who signed an MOU with the University of Eswatini.

The Program tackled dual competency and dual transformation within the context of leadership. The challenge was to exploit by improving existing business models and exploring by inventing new and disruptive business models to meet customer needs. This was to target operational excellence, growth mind set and innovation.

The New Leadership Development Program bore its fruits in empowering EEC Board Members, Executives, Senior Managers and Middle Managers to become Ambidextrous Leaders.

CTC hopes to secure more partners and clients that will assist in growing the scope of specialised areas whose expertise will be sourced within the

University community, independent consultants and regional experts. Such a symbiotic relationship will lift the standard and quality of services and products produced by the centre in the future to meet competitive international market standards.

CONSULTANCY AND SHORT COURSES

ACTIVITY	TARGET GROUP	NO. OF PARTICIPANTS	DATES
Training of Caregivers Project implemented by UNESWA and Save the Children. Funded by European Union	Caregivers nationwide	2480 Project end target 4000	February 2019 - ongoing
Training on Finance for non-finance managers	Wellness Centre for Health Care Workers Board Eswatini	16	18-27 September 2019
Training of Eswatini Electricity Company (EEC) on New Leadership Development Programme	Eswatini Electricity Company Board, Executive Committee, Senior Managers and Middle Managers	73	5 January 2019 to September 2019
Training on Business Networking Skills	Eswatini Investment Promotion Authority (EIPA)	12	February 2020
Conducting Interviews for Advisor to Executive Director African Development Bank Constituency of Lesotho, South Africa and Kingdom of Eswatini Commissioned by the Ministry of Finance	Applicants for the position	3 Interviewees 4 Interviewing panellists	4 November 2019

Training of Tender Evaluation Committees and Tender Boards on Public Procurement facilitated by UNESWA and ESPRA	Public Sector	38	26-28 February 2020
Training of Private and Public Sectors Entities on Public Procurement, facilitated by UNESWA and ESPRA	1. Tender Evaluation 2. Committees 3. Tender Boards 4. Private Sector 5. Public Sector	71	17-20 March 2020
Coordination of Training on the Administration, Interpretation of Aptitude and Self-directed Search Tests and Aptitude Test Review	Civil servants in Ministry of Education Sector and Ministry of Labour and Social Security	21	27 February - 3 March 2020



Prof. A.M. Dlamini
DIRECTOR

OBJECTIVES

The objectives of the UNESWA Research Centre are to:

- Promote meaningful research at UNESWA by vitalizing research culture, liaising with relevant organs to harmonize teaching and research activities, and introducing incentives that are conducive to effective utilization of the available competencies and capabilities;
- Strengthen staffing and upgrade facilities at the Research Centre to become the University's focal point for identifying, prioritizing and coordinating research, and compiling and disseminating research information;
- Strengthen the technical base for research and its relevance through technical support, training and availability of key literature;
- Formulate, review, implement and monitor policies and procedures for processing

Vision
Technological advancement and sustainable development through excellence in research

Mission
As the focal point for research at the University, the UNISWA Research Centre facilitates the coordination, strengthening, promotion, generation, accumulation and dissemination of knowledge and information through research, and thereby promotes economic growth and development and socio-cultural values.

- research proposals for funding;
- Liaise with the National Research Council of Eswatini and establish links with other research institutions in and outside the country to strengthen and diversify research agenda;
- Accommodate the diversity in research and encourage problem-specific and creative research to address UNESWA's academic requirements and national and regional needs;
- Establish and sustain effective interaction with beneficiaries of research and other stakeholders for enhancing research relevance and adoption;
- Establish links with industry and other sectors for cooperation in handling research needs and provision of funding for research; and
- Utilise effectively available resources; cooperate with other institutions for sharing of facilities; and mobilize funding from inside.

EXECUTIVE SUMMARY

During the 2019/2020 financial year two research seminars were organised by the UNESWA Research Centre. One Seminar was presented by Dr. N.L. Nxumalo-Dlamini. It was titled "Teachers' use of computer based simulation in teaching electrolysis at Eswatini". The other seminar was presented by Mr. Nicholas Ncube and it was titled "Assessment of land cover changes using remotely sensed data". The University of Eswatini, through the Research Centre hosted Eswatini Economic Conference. The conference was hosted jointly with the Central Bank of Eswatini and Eswatini Economic Policy Analysis and Research Centre. The University of Eswatini through Mr. S.S.B. Mlipha was involved in the planning and hosting of the Conference and Mr. Mlipha served as Deputy Chairperson of the EEC 2019 Conference Steering Committee. The theme of the conference was "Knowledge, innovation and development in Eswatini: current and future prospects". Prof. A.M. Manyatsi attended a conference on "Land Governance in Southern Africa". He presented a paper titled "Land governance in Eswatini". The paper had been prepared through research that was commissioned and funded by the Network of Excellence on Land Governance in

Africa (NELGA). NELGA is a network of more than 50 partner institutions across Africa with objective of enhancing training opportunities and curriculum on land governance and promoting demand driven research on land policy issues. Mr. Mlipha attended the 57th Annual Conference of the Agricultural Economics Association of South Africa (AEASA) which was hosted in Bloemfontein. He presented a paper titled "The Impact of Risk on Bilateral Trade in the Southern African Customs Union (SACU)". The paper was awarded the prize of being the second best presentation for the entire Conference.

UNESWA, through the Research Centre joined the Network and became a member of the Southern Africa Node that is coordinated by Namibia University of Science and Technology. Mr. Mlipha joined and became a member of the Agricultural Economics Association of South Africa (AESA) during the 57th Annual Conference of the Agricultural Economics Association of South Africa. The Centre through Prof. A.M. Manyatsi was involved in preparation of project proposal for rehabilitation of gullies at Mahlangatsha area. World Vision Eswatini was leading agent in proposal preparation on behalf of the communities.

WORKSHOPS/SEMINARS/CONFERENCES HOSTED BY CENTRE

NATIONAL	TITLE/THEME	DATE
	Teachers' use of computer-based simulations in teaching electrolysis at Eswatini: The seminar was presented by Dr. Nkhululeko. L. Nxumalo-Dlamini who has recently graduated with a PhD from the University of Pretoria. The research was based on Consensus model of pedagogical content knowledge convenience and purposive sampling to select Chemistry teachers for study. It used semi-structured interviews, questionnaires and classroom observations to collect data.	UNESWA, Luyengo Campus
	Assessment of land cover changes using remotely sensed data: The seminar presentation was done by Mr Nicholas Ncube who was a visiting scholar from National University of Science and Technology (NUST), Zimbabwe. A geospatial modelling technique was also used to extrapolate future land cover changes up to the year 2028. Four main land cover types were identified, namely woodland, deforested land, cultivated land and water bodies.	24th July, 2019, UNESWA, Luyengo Campus

	Eswatini Economic Conference (EEC): The EEC was hosted jointly by the Central Bank of Eswatini, the Eswatini Economic Policy Analysis and Research Centre (ESEPARC) and the University of Eswatini. The University Research Centre represented UNESWA in the conference organising committee. The theme of the conference was “Knowledge, innovation, and development in Eswatini: current and future prospects”.	23-25 October, 2019 at Royal Swazi Spa.
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WORKSHOPS/SEMINARS/CONFERENCES ATTENDED

NAME	TITLE/THEME OF CONFERENCE	TITLE OF PAPER PRESENTED	DATE(S) AND VENUE
A.M. Manyatsi	Land Governance in Southern Africa	Land Governance in Eswatini	Windhoek, Namibia, 2-4 September, 2019.
S.S.B. Mlipha	Growing a Sustainable and Resilient Agriculture	The Impact of Risk on Bilateral Trade in the Southern African Customs Union (SACU)	Bloemfontein, South Africa, 8-10 October, 2019.
S.S.B. Mlipha	Knowledge, innovation and development in Eswatini: current and future prospects	Quantifying Trade Risk in the Southern African Customs Union (SACU)	Ezulwini, Eswatini, 23-25, October, 2019.

COMMISSIONED STUDIES

RESEARCH TEAM	TITLE	SOURCE OF FUNDING	DATE OF COMPLETION
A.M. Manyatsi and S.S. Singwane	Preparation of research paper on “Land Governance in Eswatini”.	Network of Excellence on Land Governance in Africa (NELGA)	September, 2019

LINKS WITH OTHER INSTITUTIONS/ ORGANISATION

The University of Eswatini through the University Research Centre joined the Network of Excellence on Land Governance in Africa (NELGA), Southern Africa Node. The Southern Africa Node is housed at the Namibia University of Science and Technology (NUST) in Namibia. NELGA is a partnership of leading African Universities and research institutions engaged in education, training and research on land governance. It has more than 50 partner institutions across Africa. The objectives of NELGA are to; (1) enhance training opportunities and curricula on land governance in Africa, (2) promote demand driven research on land policy issues’(3) connect scholars and researchers across Africa through academic networks, and (4) create data and information for monitoring and evaluation on land policy reforms. The Network was established in cooperation with Germany, World Bank and other partners. UNESWA was commissioned by NELGA to prepare a research paper on “Land Governance in Eswatini”. The research was conducted by Prof. A.M. Manyatsi and Dr. S.S. Singwane. It was presented in NELGA symposium that was held in September, 2019 at NUST, Windhoek. Prof. A.M. Manyatsi was elected to be a member of the Steering Committee of the Network. A Memorandum of Understanding (MOU) was prepared and at advance stage to be signed between UNESWA and NELGA.

Proposal and application for funding: **An application** for funds through National Environment Fund for project to rehabilitate gullies at Mahlangatsha area was prepared by World Vision Eswatini on behalf of the community. The National Environment Fund is housed at the Eswatini Environment Authority. Prof. Manyatsi provided professional service during the preparation of proposal and application form. He also endorsed commitment to provide technical assistance to the project, as per the requirement of the funders of the project.

Market Study: The URC, through Mr. S.S.B. Mlipha provided technical assistance to a team from the Eswatini Development Finance Corporation (FINCORP). FINCORP is a public financial entity that support inclusive national economic growth through sustainable access to financial service for indigenous entrepreneurs. The Centre provided community service in developing and verting proposals for possible funding.



Dr. G. Sibandze
DIRECTOR

Vision

Research Institute of Choice in Africa on
Traditional Medicine, Medicinal and Indigenous
Food Plants

Mission

To be responsive to national and international
needs through excellence in relevant research
and innovation on traditional medicine,
indigenous medicinal and food plants. The
Institute seeks to serve as Eswatini's leading
institution for the design, coordination and
execution of multidisciplinary research in
traditional medicine, medicinal and indigenous
wild edible plants. It strives to combine the
expertise of scientists and Traditional Health
Practitioners (THPs), with a view to producing
plant-derived pharmaceuticals and to promote
the use of traditional medicine in national
health care. It also seeks to raise general
awareness regarding the nutritional value of
underutilized indigenous edible plants.

OBJECTIVES

The objectives of the Institute are to:

- Conduct ethnobotanical surveys for indigenous non-cultivated fruits, vegetables, and medicinal plants in order to establish and maintain a database;
- Document available Bio-resources and their technological exploitation;
- Establish a gene bank for under-utilised indigenous fruits and vegetables which could be used to broaden the food base;
- Propagate food and medicinal plants in order to conserve biological diversity;
- Conduct bioassays of medicinal and

indigenous food plants with the aim of
isolating and identifying bioactive compounds
from plants;

- Develop isolated compounds into new drugs for the treatment of common diseases;
- Provide a forum for the meeting of researchers on medicinal and food plants with nutritionists and traditional health practitioners (THPs) in an atmosphere of mutual trust and respect;
- Organise workshops and seminars;
- Setup a staff profile whose expertise will reflect many scientific disciplines such as Botany, Microbiology, Biochemistry, Pharmacology, Chemistry, Nutrition, Agronomy, Medicine, Information Technology and the Social Sciences;

- Work towards making traditional medicine a safe and acceptable alternative system of health care; and
- Ensure that the research conducted in the Institute contributes towards food security and improved healthcare for the Eswatini nation and beyond, thus leading to economic development.

parts of the country as well as biological and chemical variation between *Siphonochilus aethiopicus* (wild ginger) tubers grown in different media and soil types has carried on. The results of these works will inform the Institute's plans to produce commercial pharmaceutical products from these species. These two species are used in traditional medicine for the treatment of respiratory symptoms associated with colds and flu. In the current COVID-19 pandemic, they have the potential to provide alternative medicine for the management and treatment of the respiratory symptoms associated with the disease. The single biggest highlight of 2019/20 was the acquisition of laboratory instruments from the Seeding Labs Instrumental Access Programme. This was achieved through collaboration with the Chemistry Department. This initiative has saved the University millions of Emalangeni in terms of the costs of the donation received. This will go a long way in improving the quality of the research conducted at EIRMP. Among

EXECUTIVE SUMMARY

During the year under review EIRMP, continued to service its core mandate of research in traditional medicine, medicinal and indigenous food plants. Key research areas in this period included basic and applied research in the bioactivity of indigenous medicinal and food plants, as well conservation of endangered plant species. Work in studying biological and chemical variation between the bark and leaves of *Warburgia salutaris* (sibhaha), collected from different

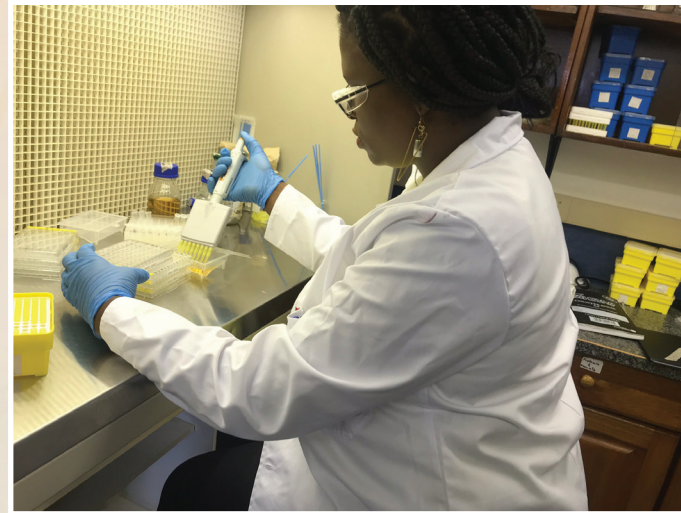


the instruments donated was a Class III biosafety cabinet which will allow EIRMIP to conduct more research on infectious diseases.

In an effort to strengthen its collaborative networks, EIRMIP has continued to work with the Royal Science and Technology Park (RSTP), especially its Biotechnology Park, to improve and champion the Bio-Economy strategy of the Kingdom of Eswatini. In this respect, The Director formed part of a University team led by the Vice Chancellor, that travelled together with RSTP senior personnel to Taiwan in order to view functional bio-technology laboratories and related institutions and use these to Benchmark for laboratories and related facilities under construction by the Royal Science and Technology Park, in the Kingdom of Eswatini as well as inform the development of Biotechnology programmes at the University of Eswatini in the areas of agriculture, health sciences, biological sciences and engineering. EIRMIP has also participated in the drafting of Instrumental and Laboratory Needs for UNESWA to ensure their inclusion in the future development plans for the Biotechnology Park at RSTP. The Director, together with Dr D. Earnshaw (Crop Production), coordinate this collaboration.

Dr M.N. Dlodlu, Research Fellow in Plant Taxonomy and Systematics, continues to play a crucial role as a national expert on issues of biodiversity conservation, especially where plants are concerned. He serves as a member of the technical working committee in the Ministry of Tourism and Environmental Affairs and is also a member of the African Group of experts preparing for the post 2020 Global Biodiversity Framework. Dr Dlodlu also served as a member of the Maputaland Conservation Planning Group, which is a transboundary project seeking to conserve the biodiversity of Eswatini, Mozambique and South Africa.

To strengthen and establish national and international collaborations, the Institute's Research Fellow in Agronomy, Mr E.N. Kunene, together with staff members from the Horticulture Department, Ministry of Agriculture, National Agricultural Marketing



Board (NAMBoard), and Eswatini Water and Agricultural Development Enterprise (ESWADE), were invited by Agricultural Research Council (ARC) - Tropical and Subtropical Crops (TSC) Division, in Mbombela, South Africa. The purpose of this trip, which was undertaken on the 14th January 2020, was to share knowledge on plant propagation and nursery management and included touring the ARC plant propagation facility and nurseries. The team was warmly welcomed by the ARC staff and had a successful educational field tour with Mr Oscar Maphanga, who is the Chief Research Technician at ARC-TSC. EIRMIP looks forward to successful future collaborations with the Agricultural Research Council.

Through funding from the Southern African Network for Biosciences (SANBio), the Director, together with RSTP and RSTI staff, attended the Bio-Africa Convention in Durban, between 26th – 28th August 2019, and a conference pre-workshop organised by SANBio to deliberate on the status of Access Benefit Sharing in the context of Indigenous Knowledge System in Southern Africa. These two events opened opportunities for collaboration with other colleagues working in the Biotechnology sphere, both in industry and academia.

WORKSHOPS/SEMINARS/CONFERENCES

NAME	TITLE/THEME OF CONFERENCE	TITLE OF PAPER PRESENTED	DATE(S) AND VENUE
Sibandze, G.F.	Nagoya Protocol on Access and Benefit Sharing/ Indigenous Knowledge Systems	Nagoya Protocol on Access and Benefit Sharing and Biotechnology in Africa: cases from SADC Universities/ Research Institutions	25th August 2019, CSIR, Durban
Sibandze, G.F.	Eswatini Economic Conference	Panel member for discussion topic "Leveraging Indigenous Knowledge for Development"	23rd - 25th Oct 2019, Royal Swazi Sun Convention Centre, Ezulwini

RESEARCH ACTIVITIES

NAME OF PRINCIPAL RESEARCHER(S)	TITLE OF RESEARCH	SOURCE OF FUNDING
Dlodlu, M.N., Kunene, E.N. and Sibandze, G.F.	Developing a conservation strategy for <i>Warburgia salutaris</i> (sibhaha) and other threatened plant species in Eswatini	UNESWA
Dlodlu, M.N.	Taxonomic studies on the <i>Psoralea</i> species occurring in Eswatini	UNESWA
Ngwenya, M.P. and Gadaga, T.H.	Documenting the method of preparation and biochemical properties of marula ummbela	UNESWA
Ngwenya, M.P.	Determining the functionality of yeast and LAB in the quality of marula wine	UNESWA
Kunene, E.N., Nxumalo, K.A., Ngwenya, M.P. and Masarirambi, M.T.	Domesticating and commercialisation of indigenous fruit and nut trees in Eswatini: A review	UNESWA
Ngwenya, M.P., Gadaga, T.H. and Kunene, E.N.	Determining the mineral content of Amaranthus leaves as affected by organic and inorganic fertilisers	UNESWA
Kunene, E.N. Dlodlu, M.N.	Effects of seasonal variations on stem propagation of the pepper bark tree (<i>Warburgia salutaris</i>)	UNESWA
Kunene, E.N., Vilane, V.S.	Effects of fertiliser application on the growth and yield of wild ginger (<i>Siphonochilus aethiopicus</i>)	UNESWA
Kunene, E.N., Vilane, V.S.	Effects of media composition on the growth and yield of wild ginger (<i>Siphonochilus aethiopicus</i>)	UNESWA
Kunene, E.N., Dlodlu, M.N.	Effects of cutting type on stem propagation of the pepper bark tree (<i>Warburgia salutaris</i>)	UNESWA

Sibandze, G.F., Dlodlu, M.N., Vilane, V.S.	Antimicrobial and resistance-modifying compounds in selected medicinal tubers of the <i>Dioscorea</i> genus	UNESWA
Sibandze, G.F., Magagula N., Dlodlu, M.N.	Phytochemical and biological profiling of different plant parts of <i>Warburgia salutaris</i> (Bertol.) Chiov.	The World Academy of Sciences (TWAS)
Sibandze, G.F., Magagula N., Dlodlu, M.N.	Isolation of antimicrobial compounds from <i>Ipomoea crassipes</i>	UNESWA

LINKS WITH OTHER INSTITUTIONS/ ORGANISATION

EIRMIP and the Eswatini National Trust Commission (ENTC) are working on the development of a strategy for the conservation and sustainable use of biodiversity resources within protected areas and those in communities around/near protected areas. EIRMIP is also collaborating with the Eswatini Sugar Association (ESA) to develop research projects targeting value-addition in sugarcane. Through this project, it is envisaged that postgraduate students will receive funding from ESA to conduct the research. A memorandum of understanding is being drafted to facilitate the collaboration. The Institute continues to work with other stakeholders such as RSTP, Department of RSTI and UNDP through various projects.

COMMUNITY SERVICE

The Institute participated in the celebration of World Environment Day at Somnjalose High School where the Director presented on the importance of Plant as Food and Medicine. Dr. M.N. Dlodlu and Mr. E.N. Kunene also presented a poster titled “Plant an indigenous tree to sustainably beat air pollution”. The Institute further donated some indigenous trees to be planted in the School compound. This is an effort by the Institute to conserve indigenous flora by promoting the planting of indigenous trees within communities. The Institute staff continue to pay a pivotal role in key sectors of national importance such as biodiversity conservation, science, technology and innovation, plant genetic resources, climate change, etc. Dr M.N. Dlodlu served as a member of a technical working committee, with the Ministry of

Tourism and Environmental Affairs in the preparation of Eswatini’s 6th National Report to the Convention on Biological Diversity. He also played similar roles in the development of the National Adaptation Plan to Climate Change. Dr. G.F. Sibandze has been appointed to serve as a Governing Council member of AMADI University College. EIRMIP continues to collaborate with the Sitsatsaweni community in the Lubombo region in an effort to conserve *W. salutaris* (sibhaha) through domestication. EIRMIP Research Fellows have also continued to undertake peer review of scholarly articles for international journals.



Vision

Excellence in practical agriculture and new technology provided to students during their study.

Mission

The mission of the teaching farm is to provide excellent teaching, research and practical learning experience to all Agriculture students and teaching staff through provision of required resources



Mr. S. Motsa
FARM MANAGER

OBJECTIVES

The objectives of the Teaching are to:

- Provide facilities for practical learning for students, staff and other interested parties;
- Provide facilities for research that focus on development of agriculture in Eswatini and the region;
- Develop a self-supporting capacity through improved revenue generation;
- Foster the involvement of the University in commercial farming; and
- Provide extension services in the areas of comparative advantage.

EXECUTIVE SUMMARY

The Teaching Farm is the Old Mdutjane farm, and it is an integral part of the Faculty of Agriculture. Its aim is to provide the requisite practical illustrations of the agricultural principles taught in class. It serves as a teaching unit for students’ entrepreneurial projects and research by instructors. The Farm consist of 72.0 hectares of arable land, Dairy and Piggery Units from which various products like milk, maize, vegetables and pork are produced for sale to the public and private companies. The Farm has only 7 ha installed with an irrigation system and the area under irrigation system is mainly used for rye grass (fodder) production. Shortage of operating funds continued to be a challenge in the provision of farming inputs in the farm. This affected production in the farm and contributed to livestock mortality for both cattle (particularly dairy) and pigs.

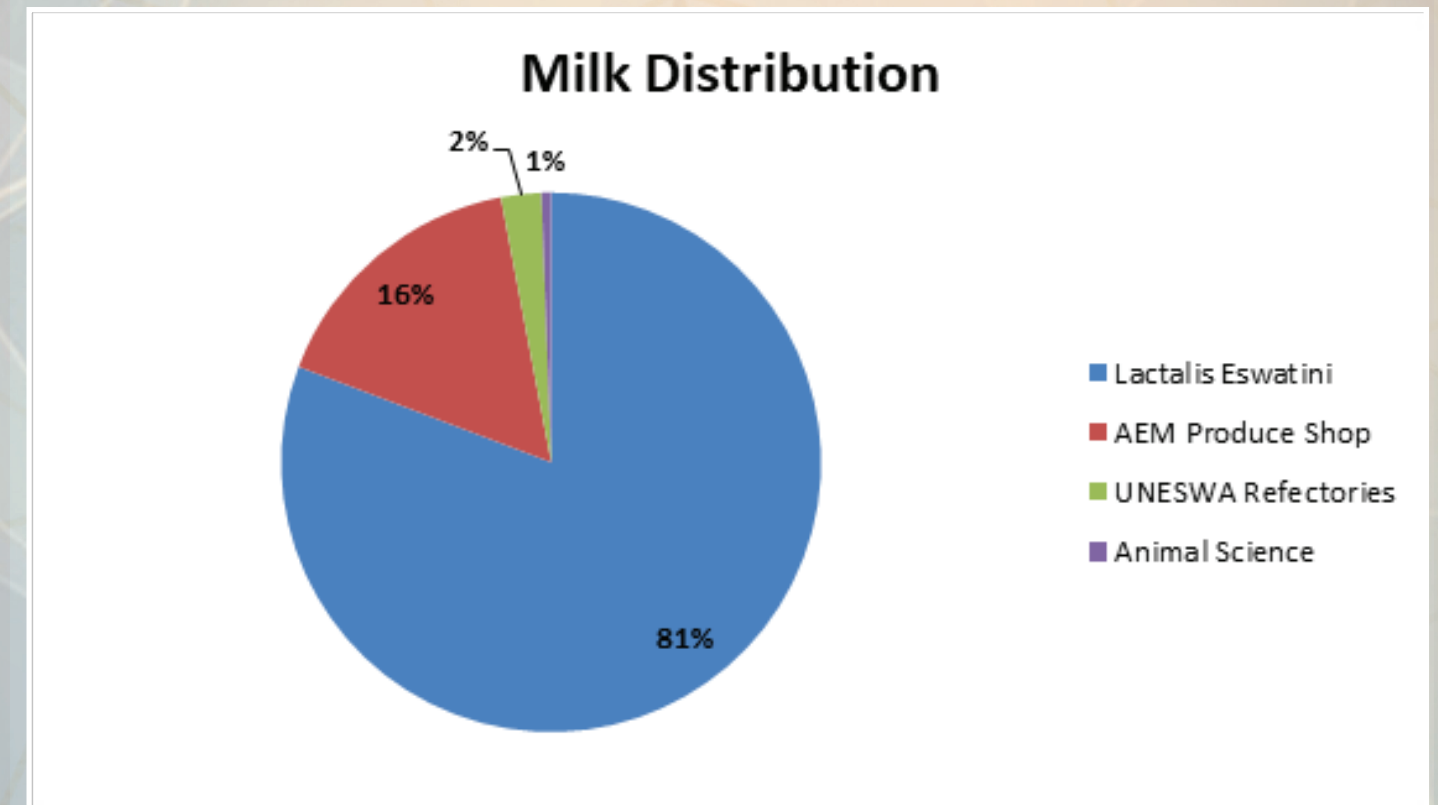


LIVESTOCK

Dairy Enterprise

By the close of the financial year 2019/2020, the Farm had a total of 93 dairy animals under the six different classes. 65.6 % of the dairy herd were milking cows with 31 productive cows. Whilst there has been a 12 % increase in the number of animals under the Dairy herd, the Farm experienced livestock mortality due to diseases. The Farm lost five animals during the year under review.

The milk production for the year under review was 184 752 litres with an average of 14.5 litres per cow per day. The revenue generated from milk sales for the year was E 788 039.55 indicating a 4.1 % reduction compared to the previous year's revenue. The Farm experienced serious challenge of shortage of feed particularly the last three months of the year under review. This has negatively affected the condition of the animals further affecting milk production. Shortage of feed also contributed significantly to the death of some animals in the Farm. Sales from male calves amounted to E 13 500.00.



** Distribution of milk sales for the year 2019/2020*

Beef Enterprise

The beef herd is primarily kept for teaching purposes. The stock number is controlled through auctioning. No animals were sold during the year under review. Unfortunately, one heifer was lost through death from diseases. The total number of cattle under the beef unit was 48 (all classes included). The significant increase in the number of animals for the year under review from that of the previous year (26 animals) was a result of transfer of cross breeds from the dairy herd to the beef herd plus calves born during the course of the year. A total of six cattle were provided for the 2019 graduation from the beef herd.

Practical lessons undertaken by students on the beef herd includes dehorning, hoof trimming and animal draught among others.

Piggery Enterprise

The Piggery unit has a breeding stock of 12 sows and two boars. Revenue from the piggery unit was generated through the sales of piglets, porkers and curling of sows. A total of E 102 887.95 was generated under the piggery unit. The piggery unit revenue for the year under review was 41 % lower than that generated in the previous year. This was due to the shortage of feed. The pigs were kept at minimal levels and sale of piglets was encouraged to minimize the feed demand.

The piggery house also houses the Pig Enhancement Project which is monitored through the Department of Animal Science under the Faculty of Agriculture. Students continued to do pig production related practical lessons and entrepreneurial projects with the piggery stock at the Farm. Three different groups of students ran their entrepreneurial projects at the Farm. Practical lessons include Artificial Insemination (AI), tooth clipping, treatment administering and castration among others.

FIELD OPERATIONS

Twenty (20) hectares (ha) were planted with yellow maize and harvested for silage during the year under review. About 1.5 ha of white maize was planted and harvested for green chopper to feed dairy cows. 10.2 ha of the area were planted with rye grass and 3.3 ha used for kikuyu grass for feeding dairy cattle. From the fodder fields 137 bales of hay were obtained. The rest of the area remained fallowed.

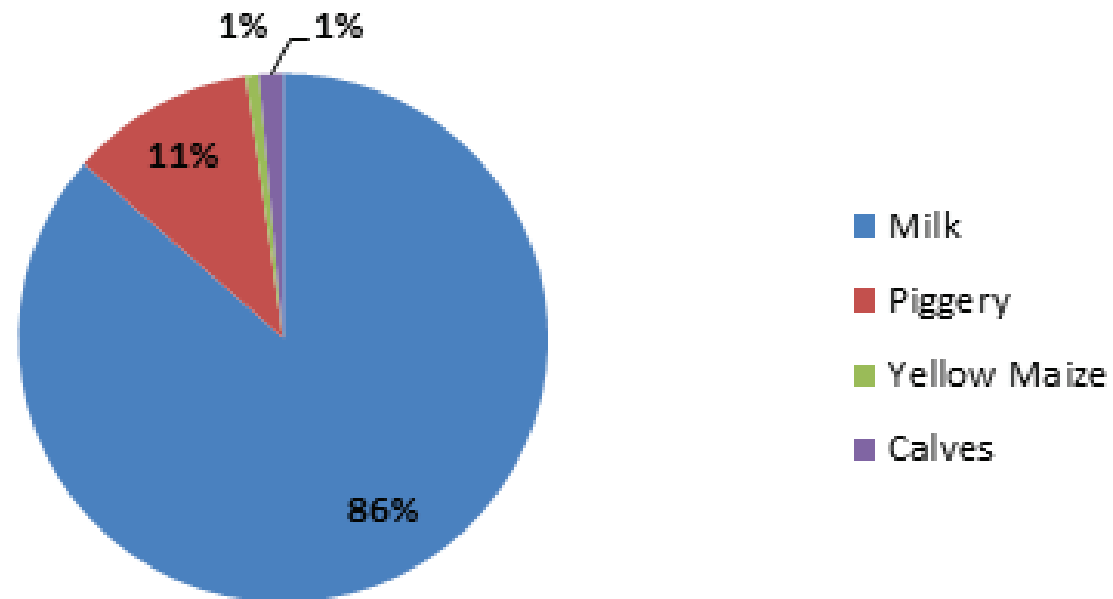
OVERALL PERFORMANCE

The Farm continued to support practical learning for students through the provision of facilities for

practical lessons. The total revenue generated by the Farm for the year under review was E 911 687.50. The Farm revenue shows a 39.3 % decline from that generated in the previous year.

The decline in revenue was mainly due to the decline in production from the Farm units i.e. milk production and pigs. The reduction in production in turn was caused by the lack of funds to support production through provision of required inputs. The lack of operational funds restricts the Farm from operating optimally.

Farm Revenue Sources



* Farm revenue sources contributions for the year 2019/2020

PERSONNEL

Category	Number
Farm Manager	1
Technologist	1
Dairy Technician	1
Farm Foreman	1
Storeman	1
Tractor Driver	3
Dairy Attendant	9
Piggery Attendant	2
Field Attendant	8
Total	27

The Farm personnel also provided technical advice and services to local farmers on the various units run by the Farm. Such includes pig husbandry, animal treatment, AI services and consultations among others.

During the year under review, Piggery Attendants (2) undertook a refresher workshop on piggery husbandry at Mphisi Farm. This workshop enhanced their knowledge and operational skills on piggery management.





Mr. V. Simelane
ACTING CEO

INTRODUCTION

The University of Eswatini (UNESWA) established the UNESWA Foundation as a legal body corporate by Notarial Deed of Trust No. 42 of 2004, with the paramount mandate of resource mobilization for the institutional development of the University.

During the 2019/2020 financial year economic challenges saw global growth decelerate to an estimated 2.4 percent, the slowest since the global financial crisis according to the International Monetary Fund. This had an adverse effect not only on major global economies, but several economies in the sub-Saharan Africa region did not achieve previously envisaged growth as at October 2019. The economy of the Kingdom of Eswatini was not spared as it recorded a Nominal GDP per capita of \$4,205,670 in 2019, down from \$4,250,170 recorded in 2018.

The Government of the Kingdom of Eswatini reported tight cashflow constraints in part due to the decline in revenue receipts from the Southern African Customs Union (SACU) experienced during the 2018/2019 financial year where the country received E5.8 billion in contrast to E7.1 billion received during the 2017/2018 financial year. Graph 1.1 below illustrates the dip in SACU receipts from 2018/2019 which was caused by low growth within the SACU member states.

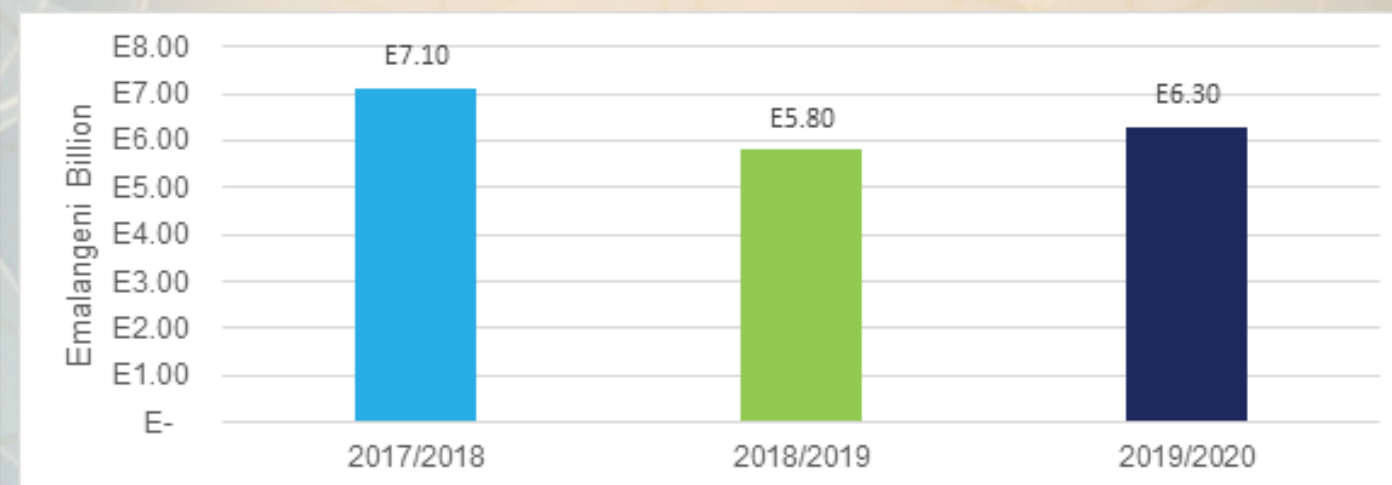
Vision

Prosperity through Partnerships

Mission

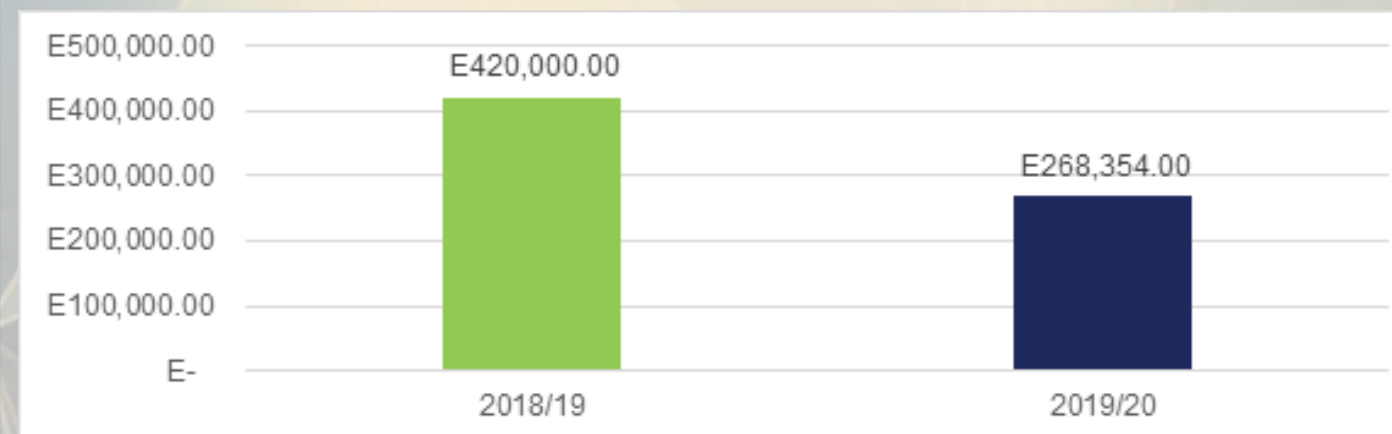
To mobilise resources in cash and in kind towards the institutional advancement of the University of Eswatini (UNESWA)

Graph 1.1: Eswatini's Revenue Receipts from SACU over a Three-Year Period



The effects of the cash constraints trickled down to the university, as government is the institution's main funder and a major benefactor of scholarship funding. Operations were adversely affected institution wide as a result of the above cashflow constraints. During the year under review, the UNESWA Foundation's operational budget allocation decreased by about 36%. This meant that the Foundation had to scale down on fundraising activities planned for the year.

Graph 1.2: UNESWA Foundation's Operational Budget Allocation over a Two-Year Period



As a response to the prevailing economic conditions, the Foundation resolved to shift strategy to focus more on revenue diversification, and ensuring long-term financial sustainability through the UNESWA Foundation Endowment. The new approach combines social entrepreneurship, retail, with the power of investing (endowment) to support traditional fundraising (capital projects).

GOVERNANCE

King IV Code on Corporate Governance

The Board of Trustees of the UNESWA Foundation reaffirmed its commitment to the highest standards of corporate governance by adopting the King IV Report on Corporate Governance in Southern Africa. This will ensure that the Board of Trustees carries out its fiduciary duties in an ethical and effective manner. The King IV Code promotes transparency in the application of corporate governance practices.

Revenue Diversification

As a response to the unfavorable economic conditions and the changes in charitable giving globally, the Foundation has since embarked on a revenue diversification drive with the aim of creating sustainable sources of revenue across multiple market segments. A comprehensive turnaround strategy

with five main pillars namely corporate governance, marketing, operations, human capital and financial management has since been put in place.

Ensuring Long-term Financial Sustainability

Following the approval of the establishment of the UNESWA Foundation Endowment Fund by the Board of Trustees, the leadership of the university resolved to channel E1,500,000 of the Motsepe Family Foundation donation towards seed capital funding for the endowment. The funding demonstrates UNESWA's determination to ensure future financial sustainability whilst meeting the current demands of its core function of teaching, research and community service.

The Foundation has had vigorous interactions with the leading fund managers and investment advisory firms in the country on the development of an investment policy that will determine the best asset allocation strategies for the Endowment fund.



* Image: Locally based Fund Managers

OPERATIONS

Developing a Strong Value Proposition for Alumni, Staff, Students and Friends of UNESWA

In line with the strategic objective of revenue diversification and the need to boost the proposition of value for the individual donor market segments, the Foundation has entered into a new partnership with the Eswatini Royal Insurance Corporation (ESRIC). This novel and exciting partnership will see the Foundation becoming a corporate agent for the insurance giant. This means that products and services offered by ESRIC will soon be available alumni, staff, students and friends of UNESWA, via the UNESWA Foundation.

A wide variety of insurance products and services which include but not limited to personal, and vehicle insurance will be availed through the UNESWA Foundation to alumni, staff and friends of UNESWA at market leading rates.

A corporate agency application has already been filed with the Financial Services Regulatory Authority (FSRA), which is the regulating body for financial service providers in the country.



* Image: ESRIC – UNESWA Foundation MOU Signing Event

Developing the Infrastructural Capacity of the University

o Visit to Indiana University Purdue – University Indianapolis

In October 2016, the UNESWA Foundation in along with the Faculty of Science, the Faculty of Commerce and the Royal Science and Technology Park undertook a trip to the United States of America. The objective was cultivation of a collaborative partnership for a

joint fundraising drive for the UNESWA School of ICT in the United States with the Indiana University Purdue – University Indianapolis (IUPUI) Foundation and School of Philanthropy.

The second leg of the trip saw the team interacting with the King Baudouin Foundation United States (KBFUS) based in New York on mobilization of funding via the American Friends Fund of UNESWA, a Fund that is legally registered in the United States.

Road Rehabilitation Project Launch



* Image: Road works on University Boulevard during the Road Rehabilitation Project in December 2016.

Collaborating partners of the UNESWA Road Rehabilitation project reaffirmed their commitment to the Foundation during the official handover event of Phase I. Stakeholders expressed their keen interest in ensuring that Phase II of the project becomes a reality and an even greater success. The second phase of the project will see the entire road network of UNESWA's three campuses being resurfaced.

The Foundation showed gratitude for the tireless effort of the collaborating partners by awarding certificates

of appreciation during the official hand over event which was held on the 18th of February, 2020 at the Ligcabho LemaSwati Sports Emporium.

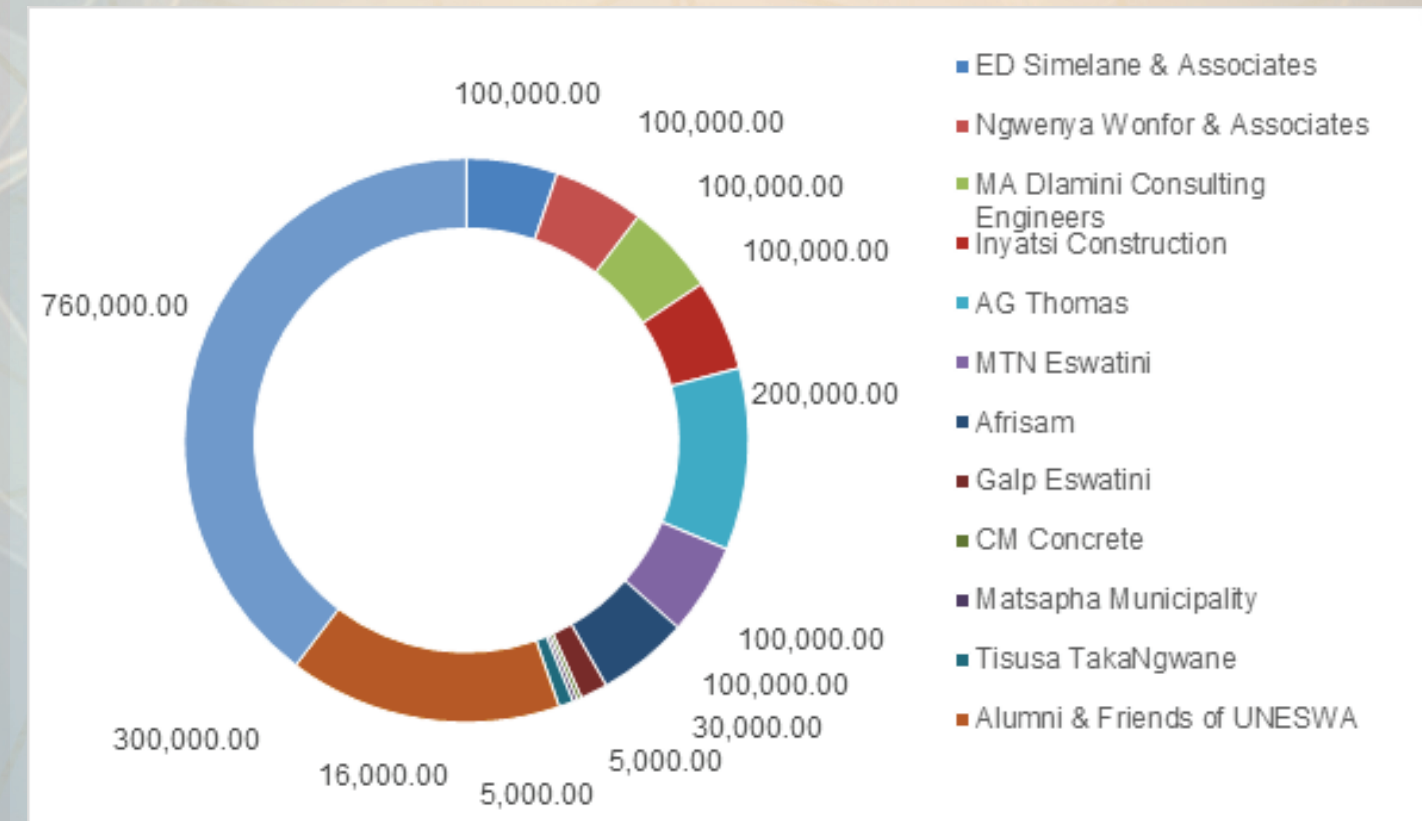
The project was made possible through the kind generosity of construction industry stakeholders, corporate sponsors, alumni, friends, and staff off UNESWA. A total of E1,916,000 was received in cash and in-kind. Below is a breakdown of funding received from collaborating partners for Phase I of the road rehabilitation project.

Table 1.1: Funding Received for the Road Rehabilitation Project

Collaborating Partners	Funding (E)
E.D. Simelane & Associates*	100,000.00
Ngwenya Wonfor & Associates*	100,000.00
M.A. Dlamini Consulting Engineers*	100,000.00
Inyatsi Construction*	100,000.00
A.G. Thomas*	200,000.00
MTN Eswatini	100,000.00
Afrisam*	100,000.00
Galp Eswatini*	30,000.00
CM Concrete*	5,000.00
Tisusa TakaNgwane	16,000.00
Alumni & Friends of UNESWA	300,000.00
UNESWA Staff Donors	760,000.00
Total	1,916,000.00

*Donations received in kind

Graph 1.3: Funding Received from the Road Rehabilitation Project Collaborating Partners



Investing in the Development of Human Capital – The UNESWA Foundation Scholarship Programme

The aim of the UNESWA Foundation Scholarship Programme is to avail learning opportunities to academically capable students, albeit coming from financially disadvantaged backgrounds. Since inception, the Scholarship Programme has provided 23 students with the opportunity to change their lives through higher education regardless of their financial background. During the year under review, two beneficiaries graduated, whilst three more students were awarded scholarships bringing the total number of scholarship recipients to 26.

Table 1.2: Overview of Scholarship Beneficiaries During the 2018/2019 Academic Year

Student Name	Academic Programme	Academic Status
Eswatini Water Services Corporation		
1. Ms. Philiswa Malinga	B.A. Social Science (Year IV)	Completed
2. Ms. Zinhle Mahlangu	B. Com. Accounting (Year III)	Year 4
Eswatini Royal Insurance Corporation		
3. Mr. Mlandvo Dlamini	B. Com. Accounting and Finance	Year 5
4. Ms. Bongiwe Mkhatswha	B. Com Accounting and Finance	Year 3
Royal Eswatini Sugar Corporation		
5. Ms. Sindi Vilakati	B. Com Accounting and Finance	Completed
6. Mr. Colani Ndlandla	BSc. Agric. And Bio-systems Engineering	Year 4
Nedbank Swaziland Ltd		
7. Mr. Gcina Xaba	B. Com Accounting and Finance	Year 4
UNESWA Foundation		
8. Ms. Gculisiwe Magagula	Bachelor of Engineering	Year 5
9. Ms. Nomfundo Hlophe	Bachelor of Laws	Year 5

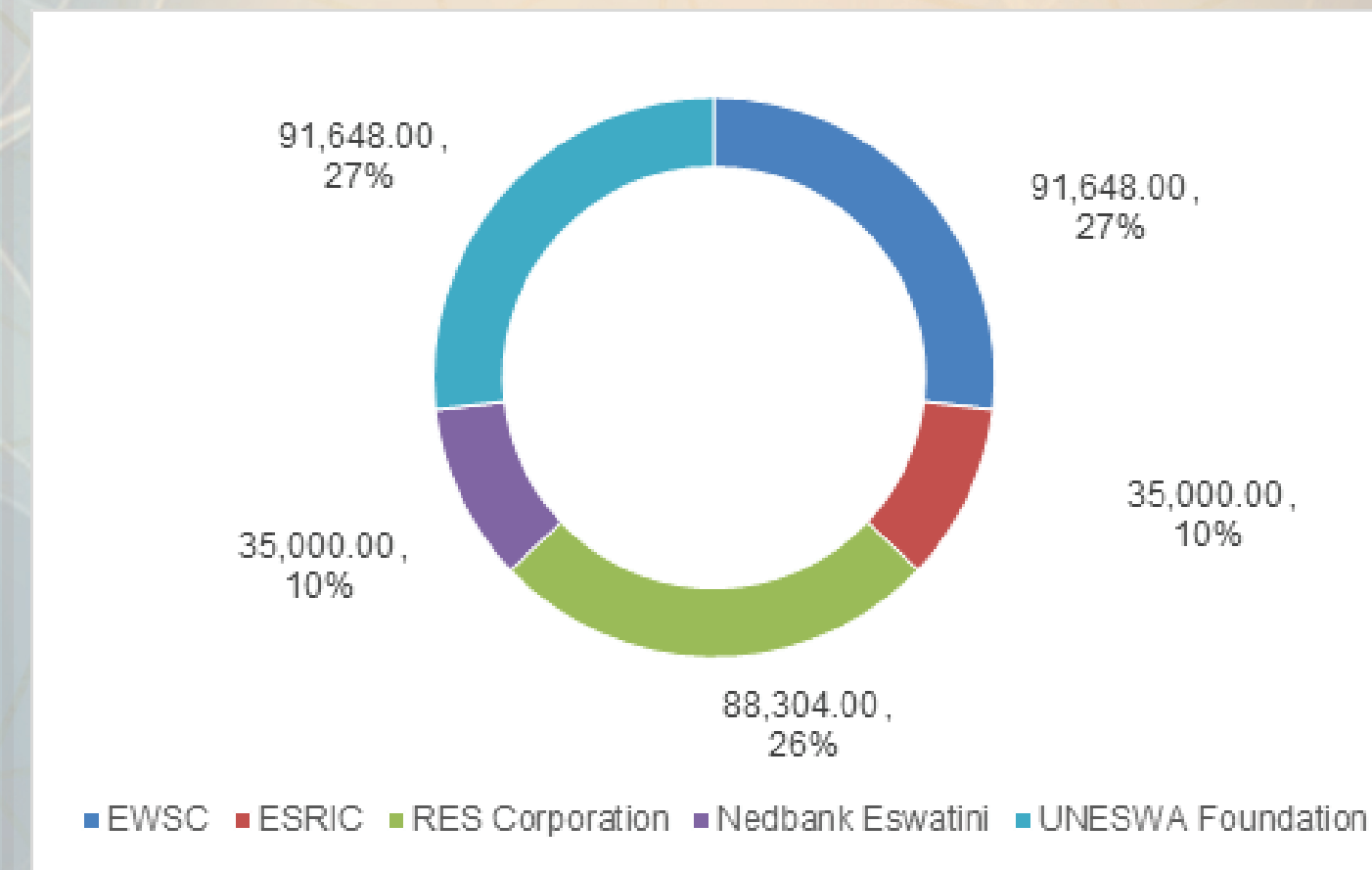
Table 1.3: Students Awarded Scholarships During the 2019/2020 Academic Year

Student Name	Academic Programme	Academic Status
Royal Eswatini Sugar Corporation		
1. Ms. Zinhle Mtjali	B. Com	Year 1
Eswatini Royal Insurance Corporation		
2. Mr. Dlamini	B. Com. Accounting and Finance	Year 4
3. Mr. Dlamini	B. Com Accounting and Finance	Year 4

Table 1.4: Funding Received from Sponsors During the 2018/19 Academic Year

Sponsor Name	Funding (E)
EWSC	91,648.00
ESRIC	35,000.00
RES Corporation	88,304.00
Nedbank Eswatini	35,000.00
UNESWA Foundation	91,648.00
Total	341,600.00

Graph 1.4: Funding Received from Sponsors During the 2018/19 Academic Year

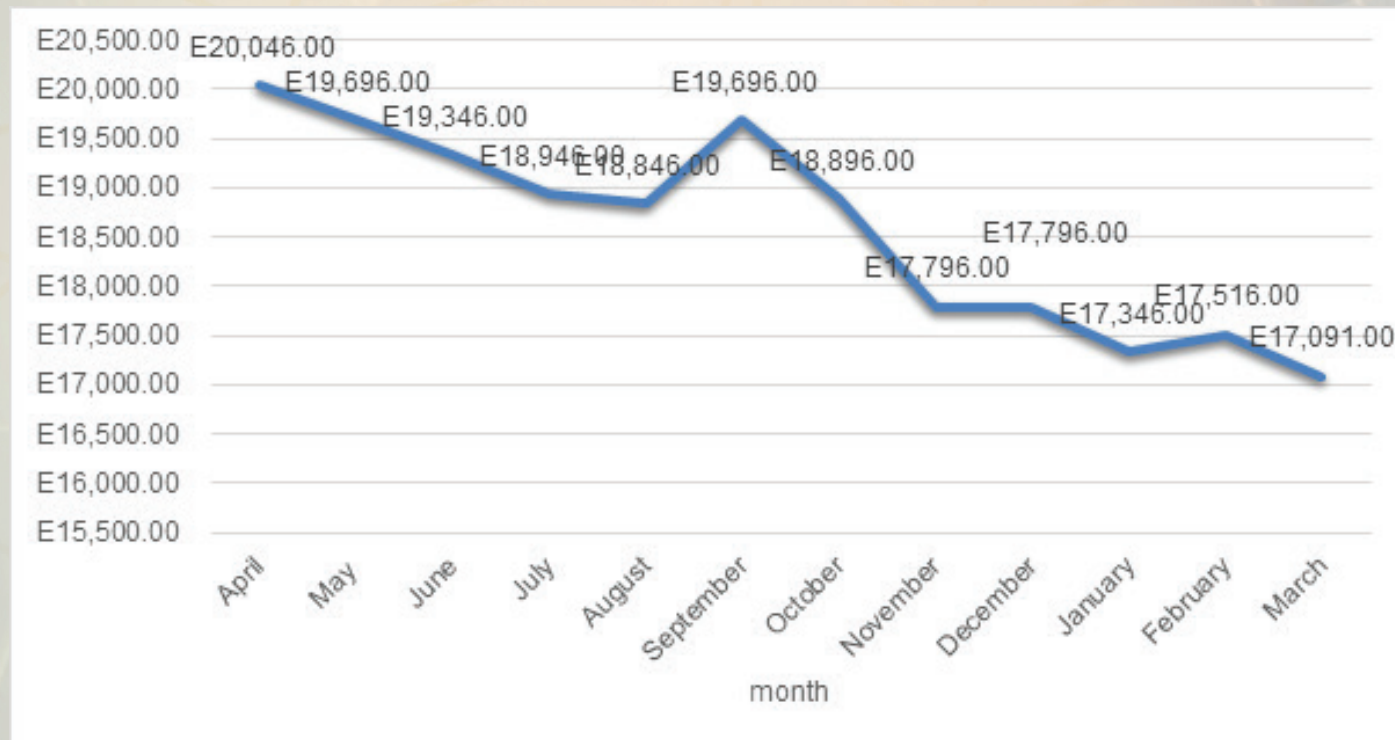


* Image: Scholarship Programme Partners

Unwavering Commitment from UNESWA Staff

Throughout the years, the UNESWA Staff donor community has shown unwavering commitment to the cause by making consistent monthly donations to the Foundation. During the year under review, E223, 000 was donated, and 10 new staff members donors joined. The Foundation values and appreciates the vote of confidence displayed by the staff donor community.

Graph 1.5: UNESWA Staff Contributions by Month



Interacting with Alumni

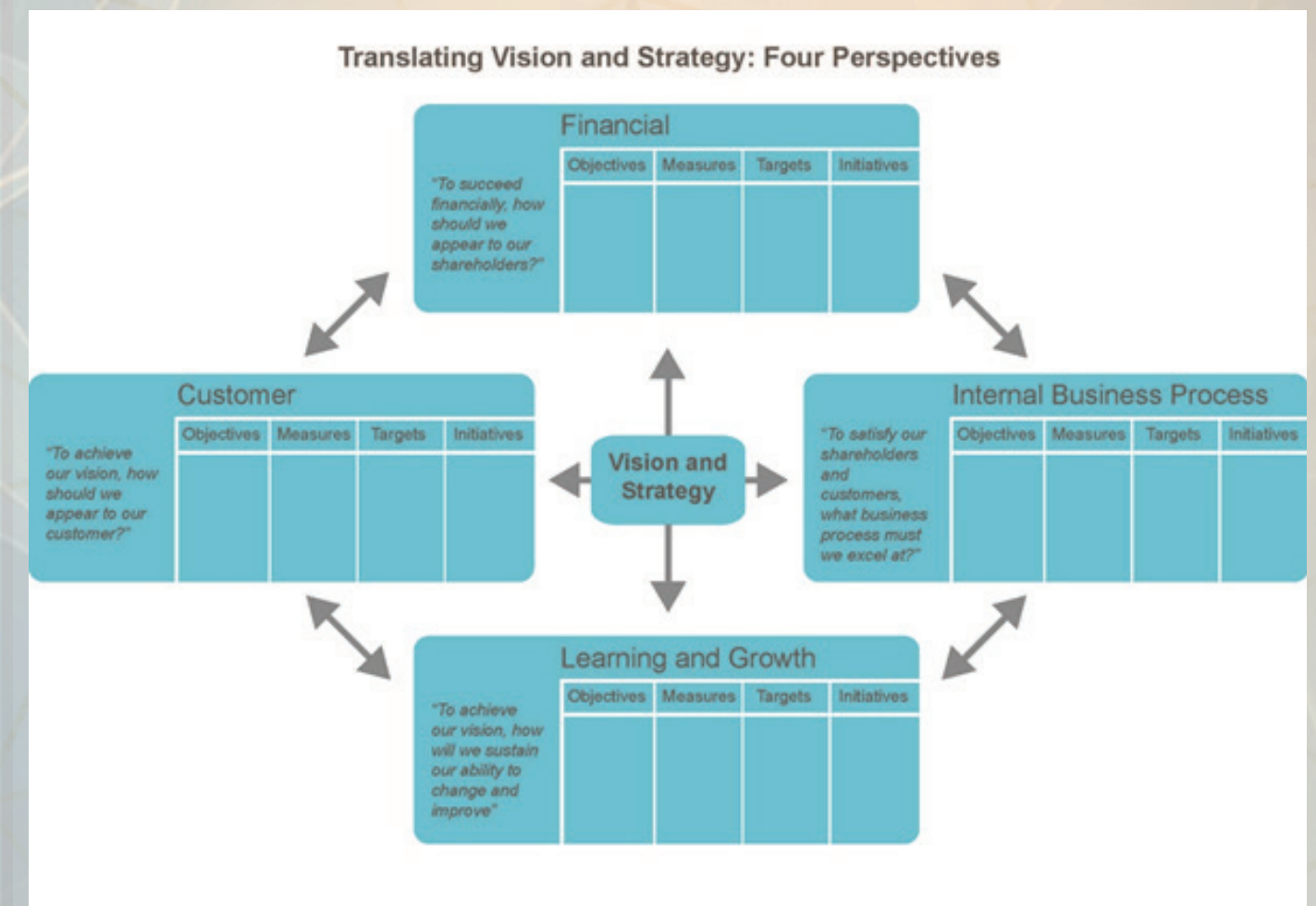
The UNESWA Alumni Network was established in 2015 as a vehicle for harnessing the proactive involvement of alumni in the development of the university. Creating a unique value proposition for alumni is part of the Foundation's turnaround strategy. This will be realized in part through the aforementioned Alumni Affinity (Rewards) Programme.

The UAN enjoyed several wonderful interactions with alumni throughout the year, collecting alumni data, attending to alumni queries. Unfortunately, an alumni re-union meeting which had been slated for the 26th of March, 2020 had to be cancelled following the global outbreak of the novel corona virus (COVID-19). Future plans relating to the reunion meeting and other gathering will be communicated in due course.

HUMAN CAPITAL

The Streamlining the Human Capital Function

In line with the turnaround strategy, the Foundation has adopted the Balanced Scorecard Performance Measurement System to track and reward the performance of staff. The Foundation will undertake a performance review for individual employees at six-month intervals. Individual employee targets are inline and contribute to the achievement of the annual fundraising target for the organization.



* Image: The Four Perspectives of the Balanced Scorecard

The current staff complement of the UNESWA Foundation comprises of three fulltime members of staff. In addition, the Foundation engaged interns to augment capacity in the areas of financial management, research, and graphic design. This ensures that the Foundation is able to build internal capacity whilst providing career development opportunities to the large pool of talent of UNESWA students.

FINANCIAL MANAGEMENT

Budget Submission

A rigorous exercise was undertaken during the preparation and submission of the 2020/2021 budget to management for inclusion in UNESWA's main budget submission to the Government of the Kingdom of Eswatini. The budget has a strategic focus on revenue diversification, cost containment, and investing for future financial sustainability.

Audit

In line with international best practices and ethical governance, the Foundation is subject to an annual audit undertaken by the reputable global audit firm – KPMG Chartered Accountants in line with International Financial reporting Standards (IFRS) and Generally Accepted Accounting Practice (GAAP).

GALLERY



* Image: Road Rehabilitation Project Collaborating Partners with UNESWA Management during the official handover event held at the Ligcabho LemaSwati Sports Emporium.

Banking

In order to ensure prudent stewardship of donor funds, the Foundation holds an independent bank account with one of the four major banks in the country, Nedbank Swaziland. This bank account is utilized for the receipt and expenditure of donor funds for various designated and undesignated projects.

<i>Name of Bank</i>	:	<i>Nedbank Swaziland Limited</i>
<i>Account Holder</i>	:	<i>UNESWA Foundation</i>
<i>Branch</i>	:	<i>Matsapha</i>
<i>Account Number</i>	:	<i>03 0000 196378</i>
<i>Account Type</i>	:	<i>Call – SZL</i>
<i>Swift Code</i>	:	<i>NESWSZMX</i>
<i>Bank Phone #</i>	:	<i>(00268) 2518 5446</i>



* Image: The UNESWA Foundation hosted Mr. Dennis Mbingo, FNB Eswatini CEO and his team in February 2020.



** Image: The UNESWA Foundation team with Ms. Treasure Maphalala, Director of Agenda 2063 Academy and her team.*



