

# Annual Report: 2000

## Funding Support

The growth, achievements, expertise and creative energy of the Centre for the Study of Violence and Reconciliation would not have been possible without the extraordinary generosity and commitment of our many partners and donors. The following is a list of those who provided such support for our work over the year. We once again take this opportunity to express our gratitude and appreciation for the confidence they have shown in our vision and in our work.

### List of Donors 2000

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## Message from the Executive Director

### 2001: A Race Odyssey

As the year 2001 begins and the Centre for the Study of Violence and Reconciliation (CSV) enters its thirteenth year, it is clear that South Africa is still only part of the way down the road to sustainable reconciliation.

The coming year begins a decade of action against racism in South Africa and it will also see the [World Conference Against Racism](#) being hosted in this country. Yet at a preparatory event hosted by the South African Human Rights Commission towards the end of 2000, [President Mbeki](#) gave the lie to any glib notion of a South African *rainbow nation*. He reiterated his two nations perspective on South Africa's race relations, speaking about the need to address both 'white fears' and 'black expectations' in tackling the legacy of race-based inequality in South Africa.

In some respects, this approach is refreshing for its honesty about the limited achievements of the 'nation-building' exercise that has become such a symbolic aspect of the popular South African discourse about reconciliation. Despite the achievements of the South African 'miracle' - of which we have cause to be very proud - there is a grave danger in claiming assumed victories in the reconciliation-building exercise, where this is based on a politically sanitised version of the past. In fact, negotiated settlement at the party political level and the formal establishment of a rules-based multi-party system of governance sometimes do more to disguise than they do to expose race and gender as analytical tools essential to understanding both past and current patterns of violence and conflict in our society. The removal of the political scaffolding of apartheid does not in itself bring down the structural racism or sexism in our society, which are still embedded in social practice, in everyday relationships and in sustained inequality.

However, whilst this establishes the appropriate primacy of the commitment to tackling residual racial and gender-based inequality directly, one also needs to be mindful of the fact that this endeavour and this approach are also subject to misinterpretation. The cry of racism is all too easily the defensive political strategy of those who resist accountability for their non-delivery, inefficiency, corruption or incompetence - whether they are black or white.

Even more important, however, is the danger of an engagement with racism that is conveniently suspended at an ideological level, falling shy of a substantive engagement with the issues of redress of historically embedded, racially based identity and inequality. It is unconvincing to trumpet the refrain of continental reawakening, whilst failing to honour the commitment to reparations for victims of apartheid's gross human rights violations, who testified before the [TRC](#). It is hypocritical to flag a new patriotism whilst threatening to roll back the gains made by our new constitution in the name of the fight against crime. It is inadequate to speak of poverty alleviation for the black majority, in the face of an unwillingness to challenge either the entrenched privilege of an old elite or the self-enrichment priorities of some of the new political and economic heavyweights. In short, for reconciliation to be sustainable in South Africa, the ideological rhetoric of anti-racism must be matched by a practical commitment to *redress* in the reconstruction of our social fabric and our everyday relationships.

In these and in other respects, the indicators of success were not all good during the year under review in this Annual Report. During the past year, South Africans witnessed [brutal racist behaviour](#) when the SAPS Dog Unit's practice of 'live-baiting' black suspects was captured on national television. The prevailing experiences of xenophobia were also apparent. Race-based hate crimes reflected negatively on the limited penetration which the rhetoric of reconciliation appears to have had into the world of largely isolated rural towns - whether this was manifested in a young shop-lifting suspect being painted white, a black man being dragged to his death behind a pick-up truck, or the everyday [violence on the farms](#), targeted at either white farmers or black farm-workers.

Nowhere are our society's sustained racist predilections more apparent than in the apparent re-racialisation of social attitudes in response to high levels of violent crime and the fear of crime - perhaps the worst indictment on the limits, not only of our national reconciliation enterprise, but also of our commitments to a human rights dispensation. And then of course, there is the apparent reluctance of businesses that benefited from institutional racism to invest in any form of reparation to the victims of apartheid violence.

These are not observations of our society or criticisms that should be leveled at government alone, but are challenges that must be confronted by the organs of civil society in South Africa as well. Indeed, rather than reflecting the traditions of civic activism and high levels of civil society organisation for which South Africa has become renowned, the picture painted above suggests that South Africa is currently a rather *uncivil* society. Sustained patterns of prejudice, the enduring trends in racially-based hate crimes, continuing institutionalised racism in our institutions and in our everyday social relationships - all throw down the gauntlet to NGOs, community-based organisations, trade unions and religious organisations about how effective we are in the work we do in these spheres. And let it not be suggested that the commitment to institutional transformation that we demand in the state and in the wider society is any less necessary within many of these organs of civil society themselves.

In our own work during the past year, we have confronted many of these challenges. Daily in our [Youth Department's work](#) with a new generation of young South Africans, we confront embedded racial identities, shaped by the apartheid past of which these twelve and thirteen year olds have little or no direct experience. In the clients who pass through our [Trauma Clinic](#) we witness the racialised interpretation of experiences and patterns of criminal victimisation. In the work we have done on [police brutality and on juvenile justice](#), we confront regularly the sustained patterns of violence and marginalisation that makes our societal transformation incomplete. In our work with survivors of apartheid's human rights abuses, we experience the frustration of non-delivery on promises of reparation and the enduring experiences of trauma that outlive the mandate of the TRC. Through our [research into violence in transition](#) we have confronted the changing patterns of conflict and violence, which make reference to South Africa as a *post-conflict* society seem inappropriate, and suggestions that we have achieved reconciliation seem wishful.

Like our society as a whole, the CSVr's work is far from done and the highlights of our successes or the lessons from our failures are too numerous to mention here. They are documented in the following pages of this report. The past year has seen CSVr break much new ground. We have become co-producers of [Take 5](#), a daily educational television programme commissioned by the SABC and broadcast nationally to an audience of nearly three million young viewers a week. We have developed a new project to assist in confronting the plight of vulnerable and under-served refugees in South Africa. We have developed a [Southern African regional programme](#) that seeks to develop strategic partnerships to take our experience to, and enhance our learning in the SADC region, and we have been working in several countries even further afield. We have begun the process of building a national network of trauma service providers, we have become leading thinkers in the field of [local government crime prevention strategies](#), we have established our expertise on school safety strategy and victim compensation schemes and much, much more.

Despite these and other achievements in the year under review, CSVr remains a reflective and self-critical learning organisation. In the course of the past year, we have recognised that we still have much to do. Not least of all, we need to better manage the [research](#) we do and the knowledge we have, so as to maximise their value and impact. We have to evaluate our programmes and our community interventions better and more regularly than we do. We need to tackle the racial politics of our country more centrally, more boldly and more directly - and we have begun tackling them inside our organisation too. We need to further define an agenda around reconciliation for South Africa that is resistant to narrow and limited perspectives of transition that do not genuinely aim for meaningful change.

At the time of writing this 12th Annual Report for the CSVR, it is clear that our work, our commitment and our organisational goals are as important to our country today as they were at the time of writing CSVR's first activity report at the end of the 1980s. We assert this not out of immodesty, but because it reflects the voices of the vulnerable groups and community stakeholders with whom we work and the outcomes of our innovative and professional research.

We also assert this need, because as reported in previous years, it is once again imperative that our need for sustainable core funding is recognised, preferably in the form of an endowment fund which can service this internationally acknowledged and unique organisation over the next decade or more. In the year ahead, this latter appeal will be made very directly to South African corporations who should recognise that they have an interest in becoming stakeholders in the South African reconciliation enterprise. We will also have to target those foreign [donors](#) who have so generously supported us over the years, and who may be willing to consider a creative exit strategy when withdrawing their transitional aid to the country.

Ultimately, this Annual Report reflects the achievements, lessons and insights of a diverse and dedicated staff, who retain a passion for justice, for respect of human rights, for victim empowerment and civil society activism. These people - and the work they do - are a unique national asset, recognised internationally and providing remarkable value for money to the donors and partners who so generously continue to support us. To them and to the partners who make their work possible, we once again owe a great debt of gratitude.

## Human Resources

By the end of the year 2000, CSVR employed 58 full-time staff members as well as a number of part-time and sessional employees, interns and volunteers. The racial and gender composition of the full-time staff at the end of December 2000 was as follows:

	Black		White		Total
	Female	Male	Female	Male	
Management	3	1	4	2	10*
Professional Staff	16	9	10	4	39
Administrative Staff	8	1	0	0	9
<b>Total</b>	<b>27</b>	<b>11</b>	<b>14</b>	<b>6</b>	<b>58</b>

\* It should be noted that the 10 members of the management team are also mostly professionals, but they have been excluded from the figure for professional staff.

This multi-skilled and interdisciplinary talent pool is CSVR's greatest asset and it is therefore our organisation's obligation and goal to recognise and reward achievement, and to cultivate a stimulating work environment which harnesses and prizes its diversity and which promotes the principles of equity in all that we do.

In the past year, the realisation of these goals demanded that CSVR set the trend in the NGO sector for professional and organisationally appropriate management of its human resources. This has involved: the careful management of performance (and the further development of performance management systems to better achieve this); the expansion and strategic re-alignment of our staff-training and skills-development initiatives (despite severe budgetary limitations); the active

fostering of internal racial and gender-based diversity programmes accompanied by employment equity planning at all levels of the organisation (going well beyond simple compliance with obligations contained in the Employment Equity Act); and the sustained commitment to creating a flexible and creative working environment that maximises the human potential of all our staff.

In the first half of 2000, the human resources function continued to prioritise the refinement of existing systems that were implemented in 1999 (such as the performance management system, the human resources information system and other administrative systems), as well as further developing CSVr's policy and procedures. Having largely achieved these goals, the CSVr's Human Resources Manager, Vicky Tlhabanelo left CSVr at the end of May 2000 after two years service. In September this position was contracted out for further specialist advice and intervention until the end of the year.

The CSVr recognises that the creation of an equitable working environment is an essential foundation for sustainable growth of the organisation. In such an environment the dignity of all individuals is respected, and the diversity of all employees valued. To this effect, during 2000 the Centre began developing an Employment Equity policy. This policy was designed to ensure the elimination of any prospect of unfair discrimination as well as to ensure appropriate representation by black persons, women, and persons with disabilities, in all occupational categories and levels within the CSVr.

To facilitate the organisation's commitment to the policy, an Employment Equity Forum was formed with representatives nominated by employees in order to conduct an equity audit, prepare and implement an equity plan and submit an annual report to the Department of Labour as required under the Employment Equity Act. CSVr submitted its first employment equity report to the Department of Labour in December 2000.

As a racially and culturally diverse organisation, CSVr actively engaged in a consultative process to promote understanding, appreciation and to also celebrate diversity within the organisation. The groundwork undertaken during 2000, including training workshops for all CSVr staff, ongoing discussion forums and issue-based dialogue sessions all pointed to the fact that a sustained programme will need to be continued in 2001.

In a similar vein, CSVr also took action in 2000 to mainstream gender issues within the organisation as well as in its external work. To this end, CSVr developed a system of 'gender guardians' within all of its programmes and departments. External consultants were brought in, a gender audit was undertaken and policy-making workshops were hosted. This has translated into a gender mainstreaming strategy and funding proposal which, it is hoped, will be supported and implemented in the course of 2001.

During 2000, CSVr actively sought to further evolve its staff development and training activities. To this end, CSVr registered with the Health and Welfare Sector Education and Training Authority (SETA), enabling us to assist in the design of the national skills development strategy that will ultimately inform our own circumstances at CSVr.

We also invested in a number of activities to train, develop and empower staff. In the course of the year, various CSVr staff attended as many as 75 training courses (of which 30 were registered courses). Various CSVr staff were thus exposed to training in: information technology and computer training, financial management, project management; forensic psychotherapy training, play therapy, to mention just a few. Other non-registered courses facilitated skills development related to such aspects as facilitation skills; volunteer trauma counselling; research ethics and gender mainstreaming training. Some of these were high-quality internal training courses offered to staff by other members of CSVr.

CSVr's income generating sustainability programme also created new opportunities for staff skills development through involvement in national and international contracts that demanded the development of new skills.

During the course of the year, it became clear that the issue of HIV/Aids was increasingly prevalent in the work that CSVR does, and was more likely to become a concern within the workplace as well. An HIV/Aids Committee was therefore established at CSVR to develop workplace policy, as well as to source training and support for staff dealing with sufferers of HIV/Aids, and their families.

CSVr's Human Resource function will continue to implement and design a skills development programme that promotes staff development, endeavours to retain key staff and that creates opportunities for succession planning and career pathing options within the organisation.

## **CSVr Board of Directors**

- [Jacklyn Cock](#)
- [Ms. Gillian Eagle](#)
- [Mr. Jody Kollapen](#)
- [Steven Mokwena](#)
- [Mr Frank Meintjies](#)
- [Ms. Leila Patel](#)

## **CSVr Staff List 2000**

### **Executive Director**

Graeme Simpson

### **Personal Assistant to Director**

Busisiwe Mahonstu

### **Human Resources**

Tracy Jean-Pierre

### **Finance**

Amber Mashiane - Manager

Zandile Nkabibde - Senior Bookkeeper

Nomdenni Nyembe - Accounts Clerk

### **Administration**

Shamila Singh - Manager

Puleng Montsho - Receptionist

Pule Rampa - Messenger

Mosima Selemela - Office Assistant

### **Trauma Clinic**

Mary Robertson - Manager

Sherbanu Sacoor - Training Coordinator

Frances Spencer - Psychiatric Nurse

Marivic Garcia - Social Worker

Boitumelo Kekana - Social Worker

Sophie Mulaudzi - Receptionist

Mpho Matlhakola - Administrator

Helen Hajiyiannis - Researcher

Gloria Hlope - Social Worker

Penny Ntshegang - Social Worker

Ntsiki Masilo - Psychologist

Nomfundo Mogapi - Community Liaison Officer

### **Truth and Reconciliation Unit**

Brandon Hamber - Manager  
Thloki Mofokeng - Project Manager  
Hugo Van Der Merwe - Project Manager  
Elias Maepa - Community Facilitator  
Polly Dewhirst - Researcher  
Carnita Ernest - Researcher  
Mokomane Mekgoe - Researcher  
Nomusa Nkambule - Junior Researcher  
Serame Masitha - Researcher  
Phumeza Mafani - Junior Researcher  
Jeffrey Ndumo - Researcher  
Sibusiso Ntuli - Researcher  
Xoliswa Ntintili - Administrator

### **Violence and Transition Project**

Piers Pigou - Senior Researcher  
Goodwill Dithlage - Researcher  
Sasha Gear - Researcher  
Bronwyn Harris - Researcher  
Tebogo Mafokoane - Researcher  
Nokuthula Skhosana - Researcher

### **Education and Media Unit** Tracy Vienings - Manager

Lauren Segal - Senior Researcher and Producer  
Karima Effendi - Educational Specialist  
Yvette Geyer - Senior Educationalist  
Caron Kgomo - Senior Administrator

### **Criminal Justice Policy Unit**

Amanda Dissel - Manager  
David Bruce - Senior Researcher  
Gareth Newham - Researcher  
Kindiza Ngubeni - Community Facilitator  
Sibusiso Ntuli - Researcher  
Sasha Gear - Researcher

### **Youth Department**

Dorothy Mdhuli - Manager  
Wandile Zwane - Project Manager  
Mosely Lebeloane - Social Worker  
Alice Kgotleng - Trainer  
Muzi Ngwenya - Community Facilitator  
Bheki Zulu - Researcher

### **Gender Unit**

Lisa Vetten - Gender Specialist  
Joy Dladla - Researcher  
Collet Ngwane - Research Intern  
Kailash Bhana - Researcher/Trainer  
Asma Akhtar - Administrator

### **Resource Centre**

Andie Miller - Resource Centre Officer  
Rosey Seseng - Resource Centre Assistant

## **Sustainability Programme**

Janine Rauch - Senior Consultant

## **City Safety Project**

Mzi Memeza - Junior Researcher

Ingrid Palmary - Researcher

## **Special Projects**

Jonny Steinberg - Senior Consultant (Farm Violence)

Noel Stott - Researcher (DIPP)

## **Interns**

Cyril Adonis - TRU

Duncan McPherson - TRU

David Backer - TRU

Jochen Neumann - TRU

Bulelani Ntini - Youth Department

Nomgqibelo Msibi - Youth Department

Nhlanhla Ngidi (volunteer) - Youth Department

Mandy Davidson - Trauma Clinic

## **Trauma Clinic**

### **Introduction**

The Trauma Clinic aims to alleviate the effects of violence through the provision of trauma-counselling services to adult and child survivors, and to contribute towards victim empowerment initiatives through training and capacity building, research and advocacy.

### **Main Activities**

#### ***Counselling***

During this year, we received an average of 80 to 100 referrals per month. Our counselling services included group therapy, individual counselling, play therapy, debriefing, court preparation, psychiatric management, psychometric assessments and parent counselling. Forty-two clients were seen for psychiatric assessments and required treatment for major depression and/or Post Traumatic Stress Disorder.

Armed robbery and car hijacking were the most frequent reasons for referral to the clinic. A large percentage of clients (18 percent) presented with traumatic bereavement as a result of losing a loved one through violence. The clinic routinely also continued to intervene in cases of rape, child abuse, domestic violence, sexual harassment, assault and accidents.

The majority of clients who received counselling were adults. Thirty percent of cases were child referrals; in these cases the caretakers and siblings of these children were usually also seen for

counselling. This year saw an increase in referrals of children who had lost one or both parents or siblings, as a result of family murder. These complex cases have required the involvement of multiple members of the clinical team, in order to deal with the emotional impact and upheaval caused by such traumatic events in the surviving children's lives.

After the SABC's public broadcast of the Special Assignment television documentary on police brutality against foreigners, there was an increase in referrals as a result of police brutality. The rate of referrals of refugee clients, primarily women and children, has also increased. A large number of ex-combatants were also referred to the clinic, many through the Khulumani Survivor Support Group.

The complexity of cases and the need to work as a cohesive team have necessitated the design of a new case management system so that we can address the needs of the individual as well as attempt to address the client's social circumstances and facilitated interventions through community structures (such as the school and the workplace). Following a process of consultation and planning during the year, the new case management system will be implemented from the beginning of 2001.

The clinic team expanded this year to include more clinical staff employed on a sessional basis. This has provided much needed support to full-time staff in the provision of a counselling service to clients. Frances Spencer has played a valuable role in overseeing the implementation of client interventions and developing the new case management system.

Interacting with the horrors of our clients' experiences through the counselling relationship is emotionally draining and carries a high risk of burnout. As a result, the CSVR clinic continued to provide a programme for staff self-care that included regular supervision, debriefing and staff development and training. The clinic feels proud to have built a stable, professional and cohesive team that has enabled us to engage with the traumatic experiences of our client population. Our team would not have been able to provide such services without the dedicated support of our administrator, Mpho Matlhakola and our receptionist, Mpho Mulaudzi.

### ***Training and Capacity Building***

There was a growing demand for training in trauma support skills and victim empowerment during the year. The clinic's training activities have focused primarily on training frontline workers including the police, primary health care practitioners, social workers, teachers, community police forums and officials of the Department of Home Affairs. These frontline workers provide a valuable service to communities, particularly poorly resourced rural and disadvantaged communities.

A total of 30 training workshops were conducted during the year. Training workshops were diversified so as to include not only trauma support work and victim empowerment training modules, but also to link these modules to the specific needs of the various trainees. For example, to help teachers who needed to address the issue of violence in schools, conflict resolution skills training modules were added to the other teacher training materials. Similarly, the high rate of HIV/Aids in South Africa has placed a heavy burden on all frontline workers. This has necessitated the inclusion of a specific component on dealing with HIV/Aids in our training programmes.

The clinic conducted a number of joint training activities with the CSVR Youth Department, the Gender Unit and the Criminal Justice Policy Unit. Cross-departmental training included training within the schools, prisons and with police and community-based organisations.

The clinic's training Coordinator, Sherbanu Sacoor, actively pursued training possibilities within the corporate sector in order to generate income to supplement our donor funding. It is our observation that there is growing interest within the corporate sector for including trauma support skills in the training programmes for human resources managers and employee assistance practitioners - and this presents important opportunities for the CSVR.

Overall, the training activities of the Trauma Clinic have become an increasingly central aspect of our work and we have successfully made inroads in the establishing and developing the capacity of victim support services - not only in Gauteng, but also in far flung rural areas such as Giyani and Bushbuckridge in the Northern Province, and Mafikeng and Schweize Reineke in North West Province.

This year, we have also developed more specialised training in trauma work with children and adolescents and this training has been offered both in the UK and to primary health care practitioners in Gauteng.

The Trauma Clinic training packages also emphasise self-care and the provision of ongoing supervision for care-givers, which helps to ensure the sustainability of these service delivery programmes. It is envisaged that through our national network of trauma service providers, Themba Lesizwe, we will develop standardised training packages on trauma management and victim empowerment containing these elements.

Our training programmes within communities have provided us with valuable information regarding the impact and nature of violence and the difficult circumstances under which frontline workers operate. They frequently have to handle extremely complicated cases, with little or no support. In particular, dealing with HIV/Aids and domestic violence cases present the greatest difficulties to trainees.

### ***Internship Programme and Student Placements***

The Trauma Clinic continued to provide practical training placements for students from the University of Witwatersrand during this year. A third-year social work student and a clinical psychology masters student, completed placements in the clinic. Students make a valuable contribution to our capacity to deliver an efficient service.

This year, a counselling psychology student, Mandy Davidson, completed a one-year internship in the clinic. This was a successful placement and in 2001 we will be providing two such internship placements to counselling students.

### ***Outreach Activities***

The Trauma Clinic appointed a new staff member, Nomfundo Mogapi, to co-ordinate and further develop our outreach activities, with the result that these were extended into a number of new areas during the year. In this respect we have aimed at strengthening and building on existing initiatives within communities.

Boitumelo Kekana continued to provide counselling services to the Zamokhule clinic in Soweto, where large numbers of sexually abused children receive treatment. We also maintained our programme of training and supervising nurses working with abused children in Soweto.

In co-operation with the CSVR Youth Department, Gloria Hlophe established two therapy groups for youth and children in Soweto. One of these groups provided support for teenage rape survivors and the other group focused on counselling sexually abused boys between the ages of 6 and 7. These groups were run in schools, during school hours, which made it possible for children who might otherwise not have had access to such a service to get help. We also delivered a training component on trauma management in the CSVR Youth Department's training of Soweto teachers.

We received a request to provide counselling and support to the Bethany Children's Home in Berea. The majority of children in the home have experienced violence. The clinic provided supervision and debriefing services for staff of the Home. We were also able to establish a dance-therapy group for the children, provided by a dance therapist, Natasha Duvenage, who has volunteered her services to the clinic.

The Trauma Clinic also assisted the CSVR Education and Media Unit with the *Take 5* youth television programme. The programme invites young people to write in with problems they may be experiencing. The Trauma Clinic, under the guidance of Ntsiki Masilo, took on the role of responding to these letters and providing young viewers of the programme with advice and information on issues such as domestic violence, child abuse, Aids, relationships and life skills. This has been a rewarding project and has provided us with a new tool for addressing mental health issues confronted by our youth.

The clinic has also continued to work closely with The Khulumani Survivors Support Group, in providing a debriefing service and training for Khulumani personnel, as well as the provision of trauma counselling for Khulumani members who have survived gross human rights violations. Financial constraints have sometimes made it difficult for Khulumani clients to access our services at the clinic and we have therefore agreed to run therapeutic groups for survivors, in Soweto next year. We consider our relationship with Khulumani to be vital in providing us with a link to survivors of past political violence.

The clinic also worked closely with the CSVR Criminal Justice Policy Unit, providing vital input in the Voice of the Young Offenders Programme. Clinic staff assisted in the facilitation of life skills workshops with juvenile offenders convicted of violent crimes. This programme is significant in that there are very few projects that address the psychological needs of perpetrators in this way.

Our work within the refugee sector presented the clinic with a number of challenges. We worked in partnership with Lawyers for Human Rights and the UNHCR in training home affairs officials who process refugee applications - so as to reduce secondary victimisation.

Tensions and conflicts from the refugees' countries of origin have tended to be replicated within the South African-based refugee communities. This often makes these communities very difficult to work in as they are dominated by mistrust and suspicion. In some instances this has hampered our ability to offer services within these communities, despite their requests for our help. As a result, we have embarked on a process of developing a strategy stipulating our protocols and policy regarding our work with refugees, so that we can retain a non-partisan position and attempt to provide services that meet the needs of the entire refugee community.

Our counselling of adult and child refugees and asylum seekers has also highlighted the xenophobia and resultant discrimination experienced by members of these communities. Under these circumstances, re-traumatisation of refugees is very common and this presents clinic staff working in these communities with a wide range of challenges, including the need to play an advocacy role in respect of the current inadequate provision of care to refugees as well as in relation to discrimination within South African communities.

### ***Volunteer programme***

Our volunteer counselling programme was restructured during 2000. Previously, volunteers were trained to work within the CSVR Trauma Clinic only. The clinic now runs two volunteer programmes. One group of volunteers will be trained to provide a counselling service within the clinic itself. These volunteers are mostly university students with some background in psychology or social work. A second trauma management programme for members of community-based organisations, NGOs and the refugee community has also been established. On completion of the training, these volunteers will return to their organisations and the clinic will provide ongoing supervision and support. This will strengthen the capacity of the community organisations to which these trainees return to manage the trauma within their communities.

Marivic Garcia, the coordinator of CSVR's volunteer programme, has consulted with various organisations and as a result, eighteen trainees have been selected for each programme for early 2001.

## ***Research***

A number of research papers were produced for presentation at conferences. These primarily related to our clinical work with child abuse and refugees. The clinic is also planning the development of a comprehensive client intake data-base as a research assistance tool in the clinic.

## ***Themba Lesizwe***

This year has seen significant developments in the establishment of the South African Network of Trauma Service Providers (Themba Lesizwe). In the latter part of the year, a financing agreement was signed with the European Union. This provides for substantial funding of the trauma sector in South Africa.

As a result of funding that we received from the National Department of Welfare, we were able to make substantial progress in establishing the network of credible South African trauma service providers. In the course of the year under review, Themba Lesizwe was registered as an independent Trust, a board of trustees was appointed, a code of conduct developed and membership and operating principles were finalised.

The name of the Network was changed to Themba Lesizwe which means 'Hope for the Nation', as we felt that this better reflects a national body of trauma service providers that is committed to the healing of survivors of violence and to reducing the levels of trauma and violence in South Africa.

This network has already provided valuable opportunities for the exchange of ideas and information. We have begun to explore models of best practice within the South African context and to develop a national voice around victim empowerment issues such as torture, police brutality and reparations.

With the launch of the network in 2001, the CSVr Trauma Clinic will enter a new phase in its history, as a key and founding member of a national network. We will need to meet the challenge of extending this network to make it as inclusive as possible and to meet our objectives of research, service delivery, advocacy, and training on a national level.

Trauma Clinic manager, Mary Robertson, has played a leading role in the establishment of the network and she is acting co-ordinator until an EU-appointed official takes up office as national co-ordinator in 2001.

Themba Lisizwe was awarded a second tender by the Department of Health for training primary health care practitioners. This confirms the value that such a network has in assisting government in meeting the objectives of its Victim Empowerment policy.

## ***African networks***

In the course of 2000, the Trauma Clinic was an active and enthusiastic participant in the Southern African Trauma Coalition, a network of organisations dealing with torture and organised violence in the region. We also participated in a series of meetings in Africa, aimed at establishing a Sub-Saharan African Network of Trauma Service Providers. One such meeting was hosted by the CSVr Trauma Clinic.

Requests to CSVr for training and involvement in projects within Africa are increasing and there is a need for CSVr to develop a clear strategy for our work within Africa.

## ***Challenges***

Through our training and counselling interventions, the clinic confronted the harsh realities of the

traumatic impact of HIV/Aids in communities, especially in rural and poverty-stricken areas. Our greatest challenge is the emotional impact, on caregivers, of dealing with death and dying. We need to consider ways of reducing the stress and burnout amongst frontline workers, and within our own team, so that we can continue to develop capacity for sustaining victim empowerment initiatives.

A concern expressed by all frontline workers whom we trained is the lack of services for traumatised children. Frontline workers have to deal with complicated child cases, usually without adequate training, supervision or support. Similarly, services for survivors of domestic violence are extremely limited. Having to handle such cases places an enormous burden on already over-stretched caregivers. The extreme levels of violence perpetrated against women and children in our country combined with the emphasis on women and children within the National Victim Empowerment Programme are such that addressing the emotional needs of women and children and/or preventing such violence, poses a serious challenge. The Trauma Clinic, together with our network partners, needs to be much more proactive in articulating the serious plight of these vulnerable groups and in advocating for change.

An ongoing challenge to the Trauma Clinic is the need to evaluate our interventions and to develop new approaches. This is still most evident when working with survivors who have experienced multiple traumas. Such interventions require an approach that addresses issues of safety and building resilience amongst survivors.

An important area for future research relates to family murders. Despite the high incidence of such cases in South Africa, we have a very poor understanding of the causes and longer-term impact on our clients. In order to adequately meet the needs of our clients and to prevent such cases from occurring, there is a dire need for research in this area. The Trauma Clinic has access to survivors of such incidents, and is therefore ideally placed to begin such research.

### ***Future plans and goals for 2001***

With the launch of Themba Lesizwe in 2001, the Trauma Clinic aims to play a central role in the development and growth of the network as well as to implement our project plans in the areas of research, training, service delivery and advocacy. We shall strive to maintain a professional service and to work in co-operation with our network partners to build the capacity of other frontline workers and service providers to respond to and advocate for the needs of trauma survivors.

## **Education and Media Unit**

### **Introduction**

The Education and Media Unit (EMU) continued to develop during 2000. It has consolidated important external partnerships and has developed a sophisticated approach to multi-media interventions.

### **Main Aims of the Unit**

The Education and Media Unit aims to challenge the culture of violence and crime in South Africa through developing broad, public, multi-media education interventions.

These public education initiatives use different types of media to reach a variety of sectors of the South African and international public. Our products range from television broadcasts, videos (documentaries and training videos), training workshops, workbooks for youth and community organisers and the development of formal educational learning materials in line with new curricula in South African schools.

Through its educational interventions, the Unit aims to build a culture of human rights and democracy and to challenge violence, prejudice, discrimination and hate-motivated behaviour.

The Unit continued to draw on its strengths of 1999, maintaining a high output of educational materials, television shows, training and facilitation interventions. Although severely under-resourced through the loss of one of its major donors, the Unit continued to produce high profile products with sound educational content. One of the strengths of the Unit in 2000 was its ability to create educational synergy between different forms of media and educational interventions.

Tracy Vienings continued to act as manager of the small Unit, Yvette Geyer played a productive role in training and materials development, and Lauren Segal continued to act as television producer/researcher. Caron Kgomo added to the Unit's capacity in her role as Administrator of the Unit.

## **Main Activities in 2000**

### ***Anti-racist work***

#### **Anti-racist work in suburban schools: a follow-on from East Side**

Through funding from the Charles Stuart Mott Foundation, the Unit was able to evaluate the effectiveness of the six-part video drama and workbook that it developed in co-production with the SABC in 1999. The results were extremely interesting and provided valuable insight into challenges facing anti-racist work in schools.

The aim of the *East Side* package was to provide teachers with a tool to use in discussing the difficult issue of racism in the classroom.

The use of teachers as the facilitators had both negative and positive consequences. On the positive side, the package provided teachers with a resource they could pick up and use independently. This addressed the problem of long-term sustainability and limited resources. On the negative side, many teachers are themselves prejudiced or racist. In some cases, the teachers were not confident enough to risk bringing the conflict in the classroom to the surface.

The students loved the story of East Side and identified well with the characters in the story. However, to a degree, the materials did also carry some value judgments against white racists in the school system - and this did alienate some of the white students. Generally, however, students were able to talk about their different perceptions of prejudice and racism. They joked about it as well. In some cases white students made arrangements to visit the townships with their black classmates.

There is no doubt that teachers who teach in multi-racial schools have to have the skills to deal with racism, but for some, a much longer process of training and self-introspection is required.

#### **Beyond Racism Conference**

Yvette Geyer from the Education and Media Unit attended this conference as a CSVR delegate. The conference was a report-back on five years of comparative research of racism in the US, South Africa and Brazil. It was a conference that allowed for good networking opportunities as well as insight into the understanding of common causes and consequences of racism at a global level.

#### **World Conference Against Racism**

As a result of our attendance at the Beyond Racism conference, CSVR was invited to be part of the

Substance sub-committee of the NGO Forum of the World Conference Against Racism, to be held in August 2001. The purpose of the sub-committee is to co-ordinate a common global understanding of the causes, consequences, educational interventions, and government responses to racism as it is manifested across the planet.

### **Take 5 co-production with Effect Media Company**

The most substantial project in the Unit from May to December 2000, was our participation in developing the content and messaging for *Take 5*, a daily educational television show aimed at youth and which is broadcast on SABC One. *Take 5* is one of the flagship programmes of SABC Education.

It was as a result of the success of East Side, that the Education and Media Unit won the SABC commission to co-produce *Take 5* (along with Effect Media Company). *Take 5*. This is the first time that the SABC has commissioned a partnership between a production company and an NGO, and although the working relationship had its share of teething problems, the result was the development and production of an excellent television show for youth. The show covers content areas like Life Skills, Careers, Building a Culture of Learning, as well as important issues such as Aids/HIV, Building Safe Schools, Literacy, Planning for the Future, and Relationships. During the first six months of CSVr's involvement with *Take 5*, the television show's viewership ratings improved dramatically.

The strength of the programme lies in the fact that SABC Education has the vision to offer youth an educational service that includes television, print, and interactive web communication campaigns, as well as an on-line answering service to deal with the problems youth may be facing. *Take 5* has been an invaluable vehicle: a premier public television show has been driven by the research and experience of the CSVr's long and substantial work with South African youth.

### ***Youth Violence and Crime Prevention***

#### **Safety and Security Workbooks**

The Education and Media Unit was awarded a tender from the National Department of Safety and Security, as part of its Youth Violence Programme attached to the South African Police Services, to develop two workbooks which would contribute to youth-focused crime-prevention interventions in schools.

The first workbook gives teachers, principals and school managers guidelines for developing social crime prevention interventions. It details indicators of crime or violence problems and suggests interventions that have worked well in building safe schools. The workbook is based on the principle that crime prevention interventions rely on partnerships between different sectors.

The second workbook outlines an evaluation framework for Youth Crime Prevention Initiatives, detailing the different evaluative approaches to crime prevention and the importance of developing indicators at the start of a project.

Both workbooks will be launched in early 2001.

#### **Twelve-Session Classroom Plan for Teachers to Build a Culture of Non-Violence**

The Unit developed a curriculum and lesson plan for the CSVr's Youth Department to assist teachers to use the classroom in building a culture of non-violence in schools. This manual is the fifth in a series of training manual on Building Safe Schools.

#### **Safety Watch - A Monitoring Plan for Principals**

The Unit developed a pilot-monitoring tool for school principals in the CSVr's Soweto-based "Forty Schools Project". The aim of the tool is to help principals to begin to understand the specific crime trends in their schools so that they can develop crime-prevention programmes that are based on a scientific analysis of the root causes of crime in their schools.

### **Research on Youth and Violence**

The Unit participated in a research project with the CSIR's Crime Prevention Centre and in March 2000 delivered two papers to a conference on Youth and Violence. Gaps in Youth/Violence Research from a Psychological Perspective and Gaps in Research on Gangs/Gangsterism were the focus of the two papers. The Unit continues to sit on the CSIR's Research Resources Centre's 'expert panel' of researchers conducting research into youth, crime and violence issues.

### **Building Safe Schools**

The Unit also coordinated and wrote a series of articles for youth on building safe schools: the six part newspaper series was published by the *Sowetan* as part of their educational supplement, over a period of six weeks.

### **Violence Prevention Tender from Department of Health**

The Education and Media Unit also worked with the CSV's Youth Department in developing a curriculum and materials for a Violence Prevention Programme driven by the Department of Health. The aim of the programme was to research, monitor and implement a violence-prevention programme in six of South Africa's more violent schools.

### ***Other Educational Products and Interventions***

#### **Crime Prevention in Hillbrow**

The Unit was part of an inter-departmental team that planned and facilitated a strategic planning session for the management of the Hillbrow Police Station - the police precinct into which the CSV's offices fall.

#### **Impilo Enhle**

The Unit contributed four articles to Impilo Enhle, the Mineworkers Investment Company (MIC) magazine that reaches over 2 million workers and their families in the rural areas. The articles were written on the themes of youth, crime and violence.

#### **Human Rights Education Forum Meetings**

The Unit attended these meetings throughout the year, on behalf of the CSV, in order to strengthen our network connections in the field of democracy education.

#### **The Reconciliation Manual**

As part of an ongoing effort to complete a community reconciliation manual for facilitators, pilot workshops were held in Ermelo in Mpumalanga. The workshops aimed to assess the effectiveness of the current design. It was a helpful experience that will lead to amendments in the manual, which is being produced for the CSV's Transition and Reconciliation Unit.

#### **Building Self Esteem in Children: Loud and Proud**

Loud & Proud is a thirteen-part television series about self-esteem for 9 - 13 year olds. It is a talk show with a difference. It combines creative and exciting ways in which young people talk to each other about the problems and issues they face as youngsters in today's society.

Each programme opens with a montage of schoolchildren shouting out whatever they feel to an audience of peers. The things they shout are opinions, experiences, feelings or values. They are funny, sad and affirming. The next part of the programme expands on the theme by covering thoughts and opinions of other youngsters through a variety of techniques - video diaries, vox pops and telephone conversations all explore what young people think and feel. In the third part of the programme, a group of youngsters - our discussion group - is given a moral dilemma to solve. The programme ends with a fun 'shout out' sequence.

CSV coordinated the research for the series. The series was extremely well received and a second series has been commissioned by the SABC.

## ***International Work***

### **Early Warning and Conflict Prevention**

After becoming an accredited trainer for the United Nations Staff College, Tracy Vienings delivered three training courses to UN personnel on early warning and conflict prevention. The project is one of UN Secretary General, Kofi Anan's, special projects to transform the UN to meet the needs of countries in the 21st Century. The various training sessions took place in Canada, Cyprus and Nepal.

### **Centre for Conflict Resolution (CCR) Conference - Demilitarisation and Peace-Building in Southern Africa**

Yvette Geyer attended this conference as part of a two-person delegation from CSV. The conference built on the knowledge gained from a conference which she attended in 1999 in Zanzibar.

### **Northern Ireland Conference - Building the Future for Youth**

Yvette Geyer presented a paper on the difficulties of developing violence prevention materials for schools. This research was presented at a conference where young people and adults were working together to determine a role and place for the youth in the future dispensation of Northern Ireland - both during and after the peace negotiations.

In September a learning colloquium was organised for youth practitioners from Northern Ireland and South Africa so that they could share their experiences and develop a common framework for working with young people in post-conflict societies. It is expected that a workbook for social science students will be developed as a result of this experience.

### **Human Rights Training for Police in Kenya**

The Unit is working in an inter-departmental team with the CSV's Criminal Justice Policy Unit to develop a human rights training manual for the Kenyan police. The team visited Nairobi and Kigali in December 2000 to undertake a round of consultations with various departments within the police - as well as a number of NGOs who work in the field of human rights. This project is a joint project with the Kenyan Institute for Education (KIE).

## **Future Plans and Challenges**

There is no doubt that the Unit, working in partnership with other companies and organisations, has developed a sophisticated approach to multi-media educational interventions. In spite of drawing on the experience of using outside experts and contract workers to assist with the completion of products, the Unit has not achieved its goals of building real capacity in the training sector within the CSV. There is consequently an historical tension in determining the exact role of the Unit: on one hand, it should act as a service arm for other departments in developing training and educational interventions. On the other hand, it needs to generate its own products and interventions so as to continue to take a lead in developing outreach and multi-media interventions. Donors appear reluctant to fund the Unit as a core activity of the Centre, making it difficult to build capacity in way that would most substantially benefit the other CSV programmes, whilst sustaining the Unit's capacity for initiative and independent innovation.

One of the main goals of the Unit in 2001 is to strategise more coherently with other department managers in finding a way to build the capacity of the Unit so as to be able to service other projects and departments within the Centre.

In terms of its own goals and priorities, the Unit has built good working partnerships with the Department of Education, the SABC and the South African Police Services. We hope to continue to win tenders as part of our attempt to become self-sufficient, while at the same time linking our interventions to governmental priorities and programmes so as to ensure the long-term

sustainability of our products.

There is a very real possibility of developing an interactive educational "Apartheid Museum" as part of the Constitutional Hill Project in Braamfontein. The CSVR is inspired by this elaborate vision and we see great potential for such a medium to long-term programme acting as an umbrella for the work of the CSVR's multi-media education Unit. Since education is a function of an accessible museum, the Unit could strengthen its educational output products to serve as outreach interventions. This will further necessitate partnering with other stakeholders and, more than ever before, the development of synergy between the Centre's research and its outreach.

## **Transition and Reconciliation Unit**

### **Introduction**

Despite the winding down of the Truth and Reconciliation Commission (TRC) in 2000, the year remained an extremely productive one for the Transition and Reconciliation Unit (TRU). The evaluation of the TRC and the application of its lessons to other conflict situations continued as a mainstay of the Unit's work. Simultaneously, however, the Unit also began to apply itself to the challenges of the post-TRC period. The two major programmes undertaken in 2000 were the Research and Advocacy Programme and the Reconciliation and Intervention Programme.

### **Research and Advocacy Programme**

#### ***Truth Commission Evaluation Project***

The comprehensive evaluation of the Truth and Reconciliation Commission (TRC) that the Unit has been undertaking for the last four years continued in 2000. This evaluation has focused on the different components of the TRC, as well as the impact of the TRC on reconciliation in different sectors and communities. This massive action-research endeavour has drawn on hours of interviews, source research and video footage. A wide range of research products has resulted. The different projects that make up the evaluation are expanded upon below.

#### **The Transcript Analysis Study**

This project aims to assess the impact of the TRC at different levels and is carried out in collaboration with the American Association for the Advancement of Science (AAAS). It consists of several components. First, it focused on coding and analysing 430 TRC victim testimonies. In 2000, the analysis of the transcripts resulted in two papers presented at the University of London. CSVR also received funding from the MacArthur Foundation to do further analysis and develop the findings into a book in 2001. Second, a quantitative analysis was done of the publicly available TRC amnesty transcripts. This analysis gave a broad overview of the nature of amnesty cases that had been heard, the types of applicants and the extent of engagement between victims and perpetrators around reconciliation. The results will be published in early 2001. Finally, the South African reconciliation process has also been scrutinised through the prism of the work of two case studies of community reconciliation initiatives, namely the Institute for Healing of Memories and the Centre for Ubuntu in Cape Town. Additional community reconciliation projects that are in the process of being documented are the Khulumani Victim Support Group, the Quaker Peace Centre

and the Wilderness Therapy Trails of the National Peace Accord Trust.

### **Assessing the Impact of the TRC on Victims**

This project was initiated in March 2000 in collaboration with Dr Jeffrey Sonis of the University of Michigan. The goal of the project is to conduct a quantitative evaluation of the psychological impact of the TRC on victims of gross human rights violations. This detailed qualitative study allows the Unit to build on the work already been done by staff in the Unit focusing on the psychological impact of the TRC on victims. To date, the project team of Hugo van der Merwe, Serame Masitha, Nomusa Nkambule and David Backer has developed, piloted, translated and standardised (for the South African context) the questionnaire that is to be used in the survey of victims. Particular attention was given to the development of scales to assess victims' perceptions of justice, forgiveness, community cohesion, social support and victims' interaction with and perceptions of the TRC. Eight focus groups dealing with these issues were also facilitated and ten pilot interviews were conducted with five Khulumani management staff and five members. Interviews using the revised and validated instruments will begin in February 2001. The process of interviewing will be completed by June 2001 and the first phase of data analysis will begin soon after this.

### **International Comparative Work**

Since its inception, the TRU has been evaluating experiences in other countries in transition and exploring the lessons for, and from, the South African experience. Throughout 2000, the Unit continued to use comparative experiences of transition and reconciliation as a backdrop for much of its research and advocacy work.

Brandon Hamber, the project manager, continued his work in Northern Ireland, attending several conferences and also assisting with development around consolidating victim support groups in the region. He addressed a range of community meetings in Northern Ireland through a programme run by the Northern Ireland Voluntary Trust and consulted on a document on victim policy published by Democratic Dialogue in Northern Ireland. This will be published in February 2001.

In line with the TRU's commitment to furthering work in Africa, the Unit initiated a regional research project focusing on national reconciliation policies and civil society initiatives in Southern Africa. The IDRC funded CSVr to develop a regional partnership to develop such a research programme. The partnership has been established and consists of CSVr, Centre for Human Rights and Rehabilitation (Malawi), The Eduardo Mondlane Foundation (Mozambique), National Society for Human Rights (Namibia), and Amani Trust (Zimbabwe).

In addition, Hugo van der Merwe, the Unit's Senior Researcher, was asked to present a workshop in Rwanda on the lessons learned about the TRC and reconciliation in South Africa. The workshop was conducted on behalf of the Institute for Conflict Analysis and Resolution in the US. The workshop also overlapped with the National Summit on National Unity and Reconciliation. At this, he participated in deliberations among NGOs, church leaders, and local political leaders on issues of justice, reconciliation and reconstruction.

The TRU, under the organisation of Unit researcher Jeffrey Ndumo, was also asked to be the principal partner in organising the African Caravan for Peace and Solidarity - a multi-agency programme that will travel through Africa building peace and unity. The African Caravan Johannesburg Conference, organised by CSVr, took place in July at Technikon SA around the theme *Community Reconciliation and Peace*. CSVr was then asked to organise the Southern Africa's Regional Meeting of the Caravan which was held in Mozambique in October. The meeting planned to undertake several programmes in the coming year, including the training of youth in the region and finding ways to assist Angola.

### **Magistrate's Research Project**

The TRU, in partnership with a researcher from the University of London, Paul Gready, presented and published reports resulting from 1999 research on the role of magistrates. The research

considered the extent to which magistrates acquiesced with apartheid policies and thereby contributed to human rights abuses. The study further assessed ongoing efforts to promote transformation in the magistracy. Findings were presented to various audiences in early 2000 and two research reports were released this year.

### **Reparations Advocacy Programme**

The issue of granting reparations to those who testified before the TRC and were found to be victims is one of the most serious aspects of the TRC that remains unfinished. Consequently, in 2000 the Unit undertook a large-scale advocacy (and research) programme in order to force progress on the issue. Two national workshops, attended by representatives of government, the military, and a broad spectrum of NGOs, were held. A seminar on reparations was hosted in May 2000, to broaden the reparation, restitution and compensation debates beyond the TRC realm. Finally, a conference focusing on reparations was hosted in October to coincide with the second anniversary of the TRC's delivery of its recommendations to government.

The project organised three community education workshops on TRC reparations recommendations for victims and survivors, mainly for the Khulumani Support Groups. With partners, the project also helped to facilitate the formation of NGO working groups in KwaZulu-Natal, Gauteng and Cape provinces. Those working groups were largely focused on advocacy work regarding the implementation of TRC reparations recommendations. Project staff also interacted with the media (mainly local and international radio) at various levels as part of advocacy and public education. A monthly update on the ReconciliationNet website was maintained as a tool to inform interested parties regarding developments and debates on reparations.

Research into the issue of reparations was also undertaken. Two research products were produced: a booklet summarising the TRC recommendations, and a composite edited book on the issue. The products were distributed for consumption by policy makers, victims, Human Rights Organisations and civil society. Staff at the Unit also worked to place the issue on the international agenda in order to provide additional pressure. Staff members were invited to present papers on the reparations issue in New Zealand, Guatemala and Germany. Despite our keeping the issue of reparations on the agenda in 2000, much work still needs to be done to ensure a just solution for the victims of apartheid.

### **Health Sector Programme**

A decision was made that in 2000 we would focus on different sectors as case studies in order to assess the extent to which the TRC had impacted on reconciliation in different areas of civil society. The health sector was one of the areas chosen for analysis. The focus of the project for 2000 has been to evaluate the impact of the TRC's recommendations on the health sector, particularly in relation to the promotion of ethics and human rights. To this end, research was conducted with medical schools; this incorporated an audit of human rights and ethics courses, and a survey of students' attitudes to ethics and human rights. The report from this research, as well as a comprehensive report on the implementation of the TRC's recommendations, will be available early in 2001. Three national workshops, attended by representatives of government, the military, and a broad spectrum of NGOs, were undertaken.

In addition, the publication of a summary of the TRC's recommendations in the health sector was completed, as well as a booklet on Medical Ethics that will be used as part of the 2001 Health Sciences curriculum at the University of the Witwatersrand. The work on medical ethics, and particularly the publication of the booklet, has provided a vehicle to further shape the consolidation of human rights in the medical field. Monthly updates on activities and issues within the health sector have been incorporated into the 'Reparations Update' on the ReconciliationNet website.

### **ReconciliationNet Website**

The TRU has produced a range of research materials that are used by a number of international and local institutions. It seemed critical, therefore, to consolidate some of our work, and in a centralised space to point to links with other work. ReconciliationNet, a website dedicated to the study and

practice of dealing with the past in countries in transition, was launched in late 1999. During 2000 the site grew dramatically in terms of links and content. To date, over 27 500 hits on the site have been recorded. The site can be visited on <http://www.reconciliation.org.za>.

### **Video Project: Women and War**

Polly Dewhirst and Brandon Hamber from the TRU worked as consultants with Teaching Screens on a film focusing on women and war. *Women and War* was filmed in South Africa, Northern Uganda, Israel and Palestine, and Bosnia. The power of the film is in the portrayal of women's individual experiences of war and how they have survived. Themes relating to the South African Truth and Reconciliation Commission as a model for conflict resolution and healing around the world are also dealt with. The story of the successes and failures of the TRC links with many of the sequences through the film. The film was launched at the Reparations Conference held by CSV in October 2000.

## **Reconciliation And Intervention Programme**

### ***Reconciliation Workshops and Education***

The Unit has done extensive reconciliation and TRC education work almost exclusively with victims of political violence (over 200 workshops since 1998). Drawing on the experience of running these workshops, the TRU has developed a generic and adaptable reconciliation package that can be used with a range of constituencies. The final draft of a seven-module package, now with three additional components, has been completed and is in final draft form. The final package will be produced only after it has been piloted at least in one community.

In early 2000, a process of rigorous consultation was carried out by Senior Community Facilitator Traggy Maepa and one of the pilot communities, a peri-urban settlement in Ermelo, Mpumalanga. The fundamental tenet of this process was to get all the stakeholders committed to this community reconciliation initiative and to solicit their maximum participation. Following this consultation, a series of workshops was conducted with a range of stakeholders on modules one, two and three of the package. Other modules will be implemented in early 2001. A report will then be compiled to document the process and the outcome, and this will be used to help finalise the reconciliation package. It is felt, however, that an additional community facilitator is needed to assist in this mammoth task. The Unit hopes to hire a junior community facilitator in 2001.

### ***Alexandra Dialogues Project***

As outlined in previous reports, in conjunction with CSV's Education and Media Unit, the TRU undertook research and intervention to develop - as a conflict resolution tool - a video of the testimonies of key role players in the Alexandra community. The conflict centred on a housing dispute. In the first half of 2000, a 28-minute video was completed. This video was screened and a workshop held with the diarists who had participated in the process. A paper on the process and outcome of this intervention is being finalised. The project has also generated an unexpected level of interest from a number of people including academics, journalists, community workers, members of government departments and international visitors and experts. A number of funders, researchers and international agencies have been taken to Alexandra, and the complexity of the conflict explained.

### ***Victim Empowerment and Khulumani Support Group Projects***

As noted above, over the last few years, extensive work has been done to build the capacity of the Khulumani Victim Support Group staff. By the end of 1999 this group was running autonomously.

Throughout the first half of 2000, Brandon Hamber from the TRU continued in the role of treasurer on the Khulumani Board. CSVR also continued to provide ad hoc assistance to Khulumani in the form of training when requested and assisted with conflict resolution issues at times. A joint forum with the Trauma Clinic aimed at consolidating CSVR-Khulumani's victim support programme was established.

In addition, throughout the year, the Unit has provided Khulumani with systematic and structured capacity-building training, and conflict resolution has been provided by the Unit to Khulumani. At the beginning of the year the TRU was involved in training the national fieldworker of Khulumani on community outreach and mobilisation of victim support groups, especially those groups outside the Gauteng province. Trips to Pietersburg, Ga Matlala, Sekhukhuneland Mafikeng, Parys, and Welkom, amongst other places, were undertaken to help orientate the fieldworker. The visits aimed to empower the fieldworker to run the process independently. Conflict resolution has been facilitated in the group and towards the end of the year, the Unit facilitated the Annual General Meeting whose resolutions will guide the KSG Programme of Action for 2001.

### ***The South African Disappearance Documentation Project***

The Unit considers the issue of political disappearances of vital importance because it is one of the key areas where the needs of victims are ongoing following the TRC. The Unit continued its pilot project in the area, and continued the South African Disappearance Documentation Project (SADD, as the project is now called). The project gained momentum in 2000 by focusing specifically on documenting cases and building strong and sustainable support groups for families of those who have disappeared. CSVR Disappearance Researcher, Polly Dewhirst, worked primarily with Khulumani Support group members, documenting cases during home visits to families around the Gauteng Province.

In June CSVR contracted Injobo Ne Blandla, a KwaZulu-Natal-based research and investigation consultancy, to document cases nationally. By the end of the year, more than 75 detailed cases and photos had been documented. Most of these were captured on the project's sophisticated disappearances database, which was established in early 2000. In addition, CSVR also teamed up with the Khulumani Support Group to establish a second pilot support group in Soweto for families of those who had disappeared. CSVR also continued to work with the Ekupholeni-based group Buyela Khaya. The activities of these groups culminated in a Healing Service, which was co-sponsored by CSVR and Ekupholeni Clinic in late October.

### ***Racism and Reconciliation***

The Unit has been represented by its Senior Community Facilitator in the various anti-racism forums held across the country, including the recent National Racism Conference held at Sandton. He also represents CSVR at the NGO committee dealing with preparation for the forthcoming international *Conference on Racism and Xenophobia, and Other Related Intolerances*. The challenge in the future will be to co-ordinate the work that CSVR does, both implicitly and explicitly, in relation to racism and to tie that to the TRU's reconciliation work. An analysis of how the TRC dealt with racial issues and the implications of this for ongoing racism, xenophobia and hate crimes is long overdue. The Unit began working on a proposal to investigate this area in late 2000. This will be completed in early 2001 and submitted to a relevant funder.

### **Consolidation and Challenges**

The year 2000 saw the Transition and Reconciliation Unit consolidating its research, advocacy and intervention work. Projects in a range of areas started to move to full operation and specific areas of

focus (for example: disappearances, reparations, the health sector) and started to operate as extensive but inter-related projects. With the advent of the post-TRC period the Unit is required to slightly re-orientate its work. In that regard, the need to disseminate our research findings and experience, particularly into Africa, has been identified as important for building the region and using our findings successfully. Steps have been taken in that direction and new Southern African partnerships have been established. The ReconciliationNet website has also grown immensely.

On the research front, CSVr has started to consolidate its post-TRC analysis and evaluation. The scientific analysis of TRC transcripts has started to bear fruit: a wealth of accurate information on how the process was developed, how it was experienced by victims and its potential exportable lessons, is being generated. CSVr is also engaged in the first extensive analysis of how the TRC actually impacted on victims of political violence.

The biggest challenge in the future will be to ensure that the Unit's work is integrated into contemporary violence-related issues, i.e. using our exploration of dealing with the past to assist South Africa to come to terms with ongoing issues in the areas of broad transformation, racism, xenophobia and ongoing abuses in the police.

In this regard, the Unit is uniquely placed: its staff understands the transitional justice debates and has considerable international expertise in the area of strategies for dealing with the past, for example truth commissions and commissions of enquiry. Because of its ongoing connection with communities, the Unit is also able to fully understand and intervene in the long-term challenges of transition and the culture of violence that still pervades our nation.

## **Criminal Justice Policy Unit**

### **Introduction**

During 2000, the main aims of the Criminal Justice Policy Unit (CJPU) were to:

- assist in the democratisation of the criminal justice institutions, in order to make them accountable and transparent;
- assist in building the capacity of these institutions so that they can deliver an effective service within the boundaries of the constitutionally entrenched Bill of Rights; and
- improve civil society's understanding of and ability to engage with issues surrounding criminal justice policy.

The CJPU focused on consolidating its work in the policing and corrections sectors. During this year a new project was initiated, and this broadened the focus into the justice sector as well.

### **Our focus for the year 2000**

#### ***Work in the policing sector***

During the transition period the South African Police Service (SAPS) has been affected by major levels of corruption and human rights abuses continue to be an ongoing problem. Our policing work has been primarily focused on addressing issues of professionalism, integrity and respect for human

rights within the SAPS. At the same time, one of the key issues facing the SAPS in the transition period relates to the development of skills that will enable it to operate effectively within a human rights framework. In this regard we have identified the management and protection of witnesses as a priority.

### ***The Prevention of Police Action Deaths and Deaths in Custody***

Our focus on the prevention of deaths as a result of police action and in police custody has been developed in co-operation with the Independent Complaints Directorate (ICD).

Together with the ICD, we organised and facilitated a public workshop in April. In addition to informing participants about research on the issues, and providing role-players with an opportunity to present their views, the workshop was also intended to serve as a forum for developing agreement on how the prevention of deaths, both in custody and as a result of police action, was to be addressed. The workshop was attended by representatives of the SAPS, the two major police unions (POPCRU and SAPU), the South African Human Rights Commission, the Department of Justice, educational institutions, and NGOs. Following the workshop, the ICD appointed a ten-member task team to tackle the task of developing a strategy to reduce the number of these deaths. David Bruce was appointed as a member of this team. In addition, the CJPU developed a briefing document and pamphlet (these were distributed at the workshop) and compiled the workshop report with assistance from the ICD. Articles were written and published in *Sowetan and Crime and Conflict* to promote understanding of the prevention of the use of force, and where it cannot be prevented, the management of the use of force as well as the care of persons in custody.

David Bruce was asked to draft a strategy for the prevention of both deaths in custody and deaths resulting from police action, on behalf of the Task Team, and he wrote a paper that explored the implications of constitutional provisions on the use of lethal force by the police.

### **Hillbrow Police Station Project**

The purpose of this project is to develop a framework for addressing issues of integrity and professionalism in the management of the police at station level. Thus far the project has primarily taken the form of research and building relationships with the police at Hillbrow. In addition, researcher Gareth Newham has attended regular weekly station-management committee meetings and has observed police operations with a view to understanding the nature of police management practice. Informal feedback and assistance, based on the research conducted, has been given to the Hillbrow management. This has been well received by senior and middle management and will provide the basis for more directed interventions in early 2001.

It is envisaged that the project will feed into both an internal process (which will involve attempts to address management practice at Hillbrow) and the development of a report that will propose a model for addressing police integrity at station level.

### **Response to Dog Unit Incident**

In early November, the television programme, *Special Assignment*, broadcast a video showing members of the North East Rand Dog Unit setting their dogs on three Mozambican illegal immigrants in what was described as a type of 'training exercise'. In addition to being savaged by the dogs, the immigrants were racially abused and physically assaulted by the members of the dog unit.

Along with other members of CSVSR staff, the CJPU was involved in writing and distributing a CSVSR press statement in response to the incident. CJPU and other CSVSR staff were also interviewed by radio, TV and newspaper journalists. In addition, the CJPU also contributed to the CSVSR seminar on the Dog Unit video in the week following the *Special Assignment* programme.

As a sequel to the Dog Unit incident, the CJPU decided to mobilise NGO support for a programme of action to address racism, brutality and corruption within the police force. A version of our draft

statement was published as an article in the Reconstruct supplement of the Sunday Independent. Further work in this regard will be undertaken in 2001.

### **Focus on discipline and internal control within the SAPS**

Two weeks after the Special Assignment programme, CSVR also hosted a seminar on the topic Police Integrity and Professionalism: Internal Systems of Control in the SAPS. Although this had in fact been planned before the Special Assignment broadcast and the associated public outcry, the seminar was directly relevant to many of the issues raised by the dog unit incident. In addition to focussing on the police's internal disciplinary system, the seminar looked at racism in the SAPS, the management of the use of force and the development of a framework for addressing issues of integrity within the SAPS. In addition, an article in the Sowetan reflected the findings of a recently completed study on the SAPS disciplinary system.

### **Police Corruption and Brutality**

Another area of work involved addressing problems of corruption and brutality within the SAPS. This included developing a module on police corruption as part of the JUPMET (Joint Universities Public Management Education Trust) training. The module was presented at six training sessions around the country, and reached approximately 180 senior police station managers. In addition, a member of our unit presented the Human Rights and Policing module.

We were also commissioned to write a report on *Police Brutality in South Africa* for the Southern African Human Rights NGO Network (SAHRINGON) and made presentations and attended various conferences and workshops dealing with the issues of police corruption and brutality.

CSVr was contracted to work with police in Kenya to develop a human rights training manual, and CJPU is working with the CSVr's Education and Media Unit on this project. This is likely to continue for several months into the new year.

### **Effective Civilian Oversight**

Our objective in this field has been to assist in improving the effectiveness of civilian oversight. Our main contribution was to the development of the Draft ICD White Paper. The initial ICD Draft drew extensively on the CJPU's October 1999 submission. In 2000 we were asked to give further input into the drafting process through the reference group (which met in mid-year) as well as through additional submissions on the White Paper.

### ***Protection and Management of Witnesses***

The CJPU is also concerned with the effectiveness of crime investigation and prosecution, particularly in relation to witness protection and the more general issue of witness and victim management.

The major work undertaken by the unit in this regard was the design, management and editing of a research project on the National Witness Protection Programme. The research was undertaken by the consultancy Injobo Ne Blandla for CSVr, and culminated in the production of a report in October 2000, entitled: *Testifying Without Fear*. This was initially distributed for comment, to key stakeholders concerned with witness protection. The report will be released to the public early in 2001.

The CJPU organised a public seminar on the management of witnesses and victims in the criminal justice system. The seminar was organised as a sequel to our report on victims and witnesses in the criminal justice system, which had been completed at the end of 1999. In addition to inputs on witness protection, the seminar also dealt with witness management, concerns relating to victims and witnesses in relation to gender violence, and a focus on the role of witnesses as envisaged by the Integrated Justice System (IJS) project. Participants in the workshop included representatives of the SAPS, the Directorate of Special Operations ('the Scorpions'), the IJS and researchers from the CJPU and CSVr gender unit.

Gareth Newham was part of a team that provided assistance to civil society organisations and the National Commission on Violence against Women in Indonesia in May. His contribution dealt with witness protection and other issues relating to victims and witnesses in the criminal justice process.

### ***Correctional Services Work***

The CJPU engaged in a number of different activities contributing towards an understanding of criminality and prison reform. In addition, the CJPU was also involved in a pilot project that looked at alternative mechanisms for dealing with conflict of a criminal nature.

### **Penal Policy**

The legal publishers, Butterworths, contracted Amanda Dissel to co-author an overview of penal law in South Africa (including legislation, regulations and common law). This was published as part of Law of South Africa (LAWSA), the standard reference book for all aspects of South African law.

Two articles dealing with current debates in correctional issues were written. One was published in a University of Cape Town Journal, *Critical Choices of South Africa*, and another was published in a German journal *Der Überblick*.

We continued to participate in the Penal Advocacy Network (PAN) which is a forum enabling various NGOs working in the sector to network and come together for advocacy purposes. The forum met with the Department of Correctional Services on two occasions to discuss recent policy developments and to obtain an update on the implementation of the new Correctional Services Act of 1998 and the regulations.

A new Commissioner for Correctional Services was appointed in July 2000. He called a meeting with all relevant stakeholders to plan for a conference to be held in August. CJPU participated in this meeting, as well as attending the conference. PAN met with the new Commissioner for Correctional Services to introduce the network and to establish a relationship for ongoing work with the Department. The intention is that PAN will meet regularly with the Commissioner and senior members of the Department of Correctional Services in order to raise concerns and discuss issues of policy in an ongoing manner.

The CJPU continued to assist the Office of the Inspecting Judge with the training of Independent Prison Visitors (IPVs). In January we participated in the re-training of the IPVs in the Western Cape and in June with the training of a group of IPVs in Gauteng. Our role has been in the provision of human rights training and training in respect of the humane treatment of offenders and the inspection of prisons. The training was co-ordinated for the Judicial Inspectorate by the United Nations High Commission for Human Rights.

### **Violence in Prisons**

There is a high level of violence in prison, and much of it reportedly centres on sexual violence and coercive sexual practices. With the high rate of AIDS and HIV infection in prisons, this has consequences for the management of prisoners. Very little is known about male sexual practice in prisons, outside of the gang context. Towards the end of the year Sasha Gear was recruited to initiate a highly innovative research project breaking the silence on male sexual practice in prisons, as well as considering the impact of these sexual experiences on prisoners' reintegration when released from prison. The field research will be conducted during 2001 and a report will be available in the second half of the year.

### **Incarceration Of Juvenile Offenders**

Although some research has been conducted into the nature and causes of juvenile offending, it was felt that a knowledge gap existed in relation to what juvenile offenders were saying about themselves. We believed that it was important to elicit the voices of young offenders themselves and to find out from them what they saw as the factors leading them to commit crime, and what

they saw as an appropriate intervention to keep young people at risk out of crime in the future. The CJPU embarked on a pilot initiative with a group of 23 young offenders in Leeuwkop Juvenile prison.

This project was undertaken together with CVSR's Trauma Clinic as well as with Wits University's Education Policy Unit. CJPU's Kindisa Ngubeni was the CSVR field researcher who participated in each workshop held at the prison.

A participatory action research (PAR) process was undertaken inside the prison with two groups of twelve offenders. The PAR process allowed participants to engage with the research questions in an active way which encouraged them to examine their lives and choices themselves. Various activities were used during the research process and these also allowed participants to play a role in defining some of the research agenda.

We hope that the data will give a more complete understanding of the causes of crime as experienced by young people, and that this will feed into policy development of appropriate interventions within the prison environment, as well as externally.

The research phase was followed by a short direct intervention component that included workshops on:

- Aggression management,
- Conflict management,
- Career planning,
- Planning for the future,
- Human rights as it applies in prison.

As a conclusion to the implementation phase of the project, the project participants gave a presentation to invited members of the public. In this, they told some of their individual stories about how they became involved in violent crime. The participants also presented their own analyses of the causes of crime, as well as reflecting on what they thought should be done to prevent other young people at risk from becoming involved in criminal activities.

The CJPU aims to continue its research and interventions with young offenders over the next year. An analysis of the data from the Voice of Young Offenders project will help to frame our work in this area in the future, as well as servicing the CSVR's crime prevention strategic objectives more generally in the youth sector.

### ***Victim Offender Conferencing***

The CJPU has also been involved in a Victim Offender Mediation Project. This is a collaborative project with the Centre for Conflict Resolution (CDRT), Wilgerspruit Fellowship Centre, and Conquest for Life. The project was piloted in three separate areas over a period of twelve months: Westbury, Alexandra, and Dobsonville on the West Rand. The CJPU was tasked with conducting the research on the project. To this end, a battery of forms was designed, and mediators and site managers had to complete these in respect of each case referred to the project. The information was entered into a specially designed database, and the results were analysed for trends and statistics. Qualitative interviews were also held with magistrates, prosecutors and mediators at each site. Telephonic interviews were also conducted with victims and offenders who had participated in the process.

Of the 224 cases referred to the project, 178 cases were mediated. Criminal Justice officials responded very positively to the VOC project, as did participants. There is a more detailed report was compiled entitled: *Restoring the Harmony: A Report on a Victim Offender Conferencing Pilot Project*, that concludes with the recommendation that victim offender mediation should be extended to other courts and serves as a good compliment to the ordinary criminal justice process.

Towards the end of the project, a decision was made that a new organisation would be formed to house the project. This Restorative Justice Initiative is in the process of fundraising, and hopes to continue with this project in the new year. CSVR will continue to be on the Steering Committee and to provide the research services.

### ***Future Plans***

The CJPU plans to consolidate and expand on the projects initiated during 2000. Since adequate policy dealing with humane treatment of offenders and members of the public is largely in place, the unit is seeking to ensure that this policy is implemented through effective management practice. We intend to publish a book highlighting our research on the management of the use of force by the police. We aim to build on the relationship established in the Hillbrow policing area by making critical interventions into building ethical management practices in the police service. We also intend to extend our interventions into the magistrate's court that serves this police station, and assist detectives and prosecutors in developing more effective practices for the management of victims and witnesses.

We plan to build on our unique experience and expertise through rendering the voices of juvenile offenders audible and translating them into violence prevention strategies for youth at risk - both inside of prison and those outside.

Both CSVR's CJPU and TRU have gained considerable knowledge and expertise of justice through this transitional period in South Africa. We aim to build on this knowledge to gain a broader understanding of the challenges of transitional justice for societies in transition.

## **Gender Unit**

### **Introduction**

The Gender Unit employed an additional two people during 2000, bringing our staff complement to five. Further funding was received from AusAid and CAFOD, enabling us to engage in new projects aimed at meeting our overall objectives.

Overall objectives of the Unit include:

- developing and promoting research aimed at understanding the causes and effects of gender-based violence;
- developing and promoting education and training programmes aimed at increasing people's understanding of gender-based violence;
- engaging in partnerships around gender-based violence at local, regional and national level;
- enabling CSVR staff to integrate gender into their projects by building gender-based knowledge and skills in the organisation;
- generating policy and legislative recommendations aimed at improving the treatment of victims/survivors of gender-based violence, as well as interventions aimed at preventing gender-based violence;
- advocating that the Unit's recommendations be implemented, and
- contributing to the transformation of state institutions by entering into partnerships with

such institutions.

## **Main Activities**

### ***Research***

Field work was either initiated or completed on these projects:

- improving women's safety in inner-city Johannesburg;
- conviction and sentencing patterns in cases of spousal homicide;
- an evaluation of nurses' implementation of guidelines for screening women for domestic violence;
- monitoring the implementation of the Domestic Violence Act;
- identifying and describing initiatives linking HIV/AIDS and violence against women;
- an analysis in two provinces of factors contributing to the risk of intimate femicide, and
- identifying good practice in the handling of rape cases by members of the Family Violence, Child Protection and Sexual Offences Units (FCS).

Throughout 2001, these various reports will be finalised, edited and printed.

### ***Training and Education***

Workshops and presentations were made to a number of state bodies and community organisations.

A total of 96 detectives belonging to the specialist FCS units (Family Violence, Child Protection and Sexual Offences) attended four national workshops entitled *Challenging the Secondary Victimisation of Survivors of Sexual Offences*. These workshops were run in partnership with the police. In addition, workshop participants developed a poster guiding police officers in the community service centres (or charge offices) through the procedure of handling a rape case. The poster will be printed in 2001 and distributed to police stations around the country.

An additional six companion workshops for community organisations in the Eastern Cape, Gauteng, the Northern Cape, KwaZulu-Natal and the Western Cape were conducted to accompany this programme.

Nurses from the Alberton Health district attended a final workshop around the screening of women for experiences of domestic violence. The Unit evaluated the project and this evaluation led to the planning of its second phase aimed at strengthening the project. This also included the development of a pamphlet and a poster clarifying how the new Domestic Violence Act can be used. The posters, developed in partnership with the Gauteng Department of Health, will be printed and distributed to clinics throughout Gauteng during 2001.

Over and above these workshops, the Unit also ran training sessions on various aspects of violence against women. These were attended by representatives of the Black Sash, Lifeline, the Sandton Community Policing Forum and the Phoenix Community Policing Forum.

Some of the groups who asked us to do presentations for them included the National Directorate of Public Prosecutions, *Sowetan*, *Soul City* and Wyeth Pharmaceuticals.

### ***Advocacy***

Members of the Unit participated in a number of discussions around upcoming draft legislation. These was organised by the South African Law Commission and included a bill proposing the testing of alleged rapists for HIV/AIDS, the redrafting of the substantive law around rape, and a

proposed alternative sentencing framework. We also travelled to Parliament to present a submission in support of the Firearms Control Bill. Drawing on findings from femicide and spousal murder studies, we argued for restricted access to and ownership of firearms.

Our advocacy work on behalf of a group of women serving time in Diepkloof Prison for killing their abusive partners continued to gather momentum during the year. Reports on the impact upon children of their mother's incarceration have been completed in the case of five of the women, and an appeal undertaken on behalf of another. Disappointingly, leave to appeal a second sentence was turned down. We are finalising a document outlining the social context in which such killings take place, as well as a critique of the law's current approach to women who kill their partners. This document was compiled with the assistance of the Legal Resources Centre and the Centre for Applied Legal Studies. With this groundwork complete, we will begin petitioning the State President for a pardon or reduction in sentence for the women.

On two occasions the Gender Co-ordinator provided expert testimony around the phenomenon of spousal murder. This included testifying on behalf of the State in aggravation of sentence in a matter involving a man who had killed his female partner and their young daughter. The other case involved a woman who had killed her abusive partner. Since the woman concerned was denied leave to appeal, the testimony could not be used.

At the request of the editor of Reconstruct (the Sunday Independent's weekly insert) the Gender Co-ordinator contributed a monthly column to this insert. This opportunity provided a useful forum for increasing readers' awareness of a range of issues like the Firearms Control Bill, ill-informed judicial decisions around domestic violence and the legal system's treatment of women who kill abusive partners.

Print journalists as well as radio and television journalists continued requesting comments and interviews on our work and on issues relevant to violence against women. We appeared on the television programmes Two Way and Morning Live as well as the SABC's Africa channel.

### ***Institutionalising Gender within the CSV***

The process of mainstreaming gender issues into CSV work continued this year and included an audit of projects from all departments, as well as a workshop for CSV staff members. The workshop developed a number of recommendations around taking the process forward, and these are in the process of being implemented.

To further build the capacity of all departments to integrate gender into their work, we undertook an interdepartmental project with the Trauma Clinic. This project combined our knowledge around rape, secondary victimisation and the criminal justice system with the Clinic's expertise around trauma and trauma counselling.

### ***Networking***

As part of our focus on HIV/AIDS, we joined the AIDS Consortium and supported the Treatment Action Campaign. Other networks that we participated in included the Reproductive Rights Alliance and the Gauteng Network on Violence Against Women. A national Directory of Services, available to survivors of gender violence, was further updated for both the National Network on Violence Against Women and the national toll-free hotline. We also began networking with organisations in Africa through the Amanitare Sexual and Reproductive Rights Network.

A grant from the Kellogg Foundation enabled the South African Gender-Based Violence and Health Initiative to be established in late 2000. This Initiative will undertake a range of research training and advocacy projects in the health sector.

### ***Staff development***

To further develop our skills, staff members attended courses around the use of Geographic Information Systems, the development of databases, counselling skills, facilitation skills and the Domestic Violence Act.

The Gender co-ordinator was a finalist in the Media category of the Shoprite/Checkers 'Woman of the Year' awards.

### ***Main challenges***

Working with government departments continued to provide challenges. Due to a range of differences of opinion around the planning and implementation of the Sexual Offences Courts, we ultimately withdrew from a partnership with the National Directorate of Public Prosecutions. The reason for this is that each party's particular approach to training and project management proved so different that they could not be reconciled. By mutual agreement, the relationship was amicably terminated.

Our partnerships with the police were more successful, and resulted in the training programme for FCS units, and access to rape and attempted rape dockets from six inner-city police stations. This partnership has been more successful because both parties were able to reach common ground on a number of issues and were willing to compromise on some aspects of the projects. Building relationships with government departments is clearly a delicate and time-consuming activity.

Mainstreaming gender issues into CSVR work has also proved challenging. Competing and multiple organisational priorities have impacted upon mainstreaming activities, as have differing attitudes to the importance of the process. These challenges, however, are not unique to CSVR; organisations and institutions everywhere have grappled with the issue.

Increasingly our work throughout the year has been highlighting the impact of HIV/Aids and socio-economic conditions upon violence against women.

### ***Future plans***

In 2001, the intention is to document and research intensively the process of gender mainstreaming within the CSVR in the hope that our findings may also assist other organisations going through a similar process.

During the year we will also emphasise, more strongly, the links between the impact of HIV/Aids and socio-economic conditions and violence against women. We will develop particular projects and partnerships around HIV/Aids and will also increase our understanding of state financing and budget processes. We hope to gather enough information about these processes to start advocating around budgets for 2002.

# Youth Department

## Introduction

Violent crime continued to undermine the functioning of schools, which often became battlegrounds for gang wars, with learners the targets of rape, sexual harassment and bullying. At the same time, disturbing research from the South African Democratic Trade Union during 2000 indicated that many of the teaching staff were infected with the Aids virus and that schools needed strategies and support to deal with the implications of this.

On his appointment, the national Minister of Education, Professor Kader Asmal, introduced the ambitious Tirisano programme under the banner of 'working together to build a South African education and training system for the 21st Century'. The programme deals with three major themes: the value of a fully functioning education and training system that serves the needs of the nation; the urgent need to remedy the infringement of human dignity and degradation resulting from the inherited deprivation of education in the past; and the need to restore education to the centre of community life.

The Minister identified nine priorities, which included a focus on literacy training for adults and children, changing schools into centres of community life, dealing with the HIV/Aids problem, and ensuring the success of outcomes-based education. He also noted that crime, vandalism, drug dealing and sexual abuse in schools create insecurity and fear among learners and teachers and interfere with the learning environment.

Although creating a culture of learning and teaching (previously incorporated in the COLTS campaign) is still important, it seems to have lost its primary place in the Department of Education's new plan.

Through its previous work with the Safe Schools programme, the Youth Department was strategically placed to make meaningful contributions within the Education Department's programme. The intervention model developed by the Youth department, together with our manuals *Peer Counselling*, *Trauma Management*, and *Building Safety Now* are particularly useful for the Safe Schools approach.

Consequently, the theme of the Youth Department's work for 2000 has been to keep South African youth safe - those in school and those out of school.

## Safety Teams

The Youth Department sought to deepen its pilot work with schools in Soweto through the establishment of safety teams in 38 of the 40 schools we work with. These teams are tasked with implementing the safety policy developed by the Youth Department together with school governing bodies in the previous year. The Youth Department facilitated workshops to establish the safety teams, which dealt with the appointment of team members, the establishment of their mandate, and outlining the goals for each safety team.

The process was delayed due to the re-election of the school governing bodies at all schools. A new school governing body, which is responsible for appointing people to the safety teams, is elected every two years. This appointment was done after a laborious process of reworking a safety policy budget for each school. The result was the appointment of a team consisting of the principal, the chairman of the school's governing body, a police officer, two learners (in high schools only), a teacher, a parent and a member of the non-teaching staff. These committees reported directly to each school governing body. However, some parent bodies felt that school principals had co-opted ineffective people to the safety teams.

No safety teams were established in two of the schools because these schools were plagued by serious conflicts between the principal, the teachers and the parents. Although the Department of Education held a commission of inquiry into the conflict it proved ineffective in resolving the problem. In these two schools children continued to be taught in a hostile environment, resulting in numerous children being adversely affected by the atmosphere and some being referred to the Youth Department for counselling.

During October and November the Youth Department conducted an evaluation of the safety teams to assess their role and functioning, to identify challenges, and to assist in developing a strategy for the way forward. The findings indicated that, on the positive side, the safety teams had created awareness for dealing with crime issues and the involvement of the police had encouraged the building of trust between police and communities. Some of the weaknesses identified were said to be: the lack of publicity for the teams; inadequately defined roles and subsequently inappropriate expectations of the members; and the reluctance of the School Governing Bodies to hand over responsibilities to the appointed members. Other members expressed the fear that the safety teams would be hijacked by corrupt and unscrupulous staff members in collaboration with organised crime syndicates.

The safety teams, however, created the opportunity to normalise the school environment, and to improve relationships between schools and government. They also created the ability to increase the safety net for children at risk, and they have the potential to establish schools as a hub of community life for children.

A Safety Watch booklet was developed to help the safety teams monitor the extent and types of crime in schools and when crime occurs.

### **Teacher Training**

Within the 40-schools Project, a 10-member teachers' committee from the schools serves as an advisory committee to the Youth Department. This committee identified the training needs in the area. In 2000, the main priority was for each school to receive further training in trauma management. Over time the schools have recognised the positive impact of these programmes on their daily activities.

As a result of strong advocacy, the Department of Education pledged support for the CSVR Safe Schools Project, and great enthusiasm was also given by school principals. Most of the schools in the 40-schools area had received training on trauma management by the end of the year.

The schools also expressed a need for training on conflict management, and the Youth Department introduced the Independent Mediation Services of South Africa (IMSSA) for this component. By November 35 schools had received training.

### **Student Training**

The violence-prevention programme continued in schools this year. This programme (which targets pupils in grades 8, 9, and 10) was run in three high schools: Bhukulani, Emdeni and Dr B.W. Vilakazi High Schools. As a result of input from learners, the department, in collaboration with the Centre's Education and Media Unit, developed this into an Alternatives to Violence programme and produced a training manual. This will be used in training guidance teachers to implement the programme in primary schools. The manual covers themes such as domestic violence, dealing with the consequences of violence, violence in the community, sexual violence, self-inflicted violence and managing conflict skills. The training will be implemented in 2001.

## **Camps**

In August a camp programme was piloted, which aimed at empowering peer counsellors, mediators and the Learners Representative Council with leadership skills. The camps took place in Saronde Valley in Krugersdorp (Gauteng) and were conducted over weekends. 250 students were involved in the programme between August and November. Alice Kgotleng was responsible for organising the groups of 50 students from each of the ten high schools in the ZOJAZEM area (Zola, Jabulani, Zondi, and Emdeni).

The training programme focused on the development of students' self-esteem, and problem-solving skills. A component also dealt with trauma management.

## **Counselling**

Counselling continued to be offered to students. Cases referred for counselling by teachers included rape, suicide attempts, drug and alcohol abuse, negligence, absenteeism and aggressive behaviour. The capacity of the Youth Department was stretched to its limits. As a result, the CSVr Trauma Clinic seconded staff to complement the efforts of the team. They further initiated group-counselling sessions for rape survivors in schools.

## **Research**

The Youth Department recognised that much of our experiences in working with schools was undocumented, and little research had been carried out due to the lack of research capacity in the Department. Consequently a researcher, Bheki Zulu, was employed towards the end of the year.

## **Monitoring Crime Trends**

In August, Bheki Zulu initiated a project to monitor the incidence of crime in all the 40 schools. The schools used the Safety Watch booklet to make note of any incidents of crime at schools. The records will be analysed and a report on the findings will be completed in March 2001.

## **Sexual Violence in Schools**

A second research project was prompted by the concern that there were high levels of sexual violence at one particular school. A series of focus groups with girls were held at this school between August and November. Findings indicated that:

- in the majority of cases where female learners were raped, the perpetrators were people they knew, usually their peers;
- rape is seen as a way of punishing girls who refuse advances from boys;
- girls who were raped were vulnerable to repeated experiences as perpetrators encouraged their friends to take turns;
- the majority of girls did not speak about rape incidents to their parents as they were afraid of being blamed;
- the police and the justice system were still not trusted as an effective way of dealing with the problem, and
- the school grounds were increasingly becoming sites for rape.

Research findings will be presented to the community in the form of a seminar early in the New Year.

## **Networking**

Networking activities culminated in the launch of the Tiisa Thuto (Strengthen Education) campaign. This is a collaboration of different organisations offering services that are similar to those of the Youth Department. The campaign was launched and will be piloted in the 40-schools area during 2001. The initiative is funded and co-ordinated by Business Against Crime.

The Tiiso Thuto campaign was supported by the South African Police Service (SAPS), which engaged in crime-prevention programmes through its Schools Monitoring Unit. Both the Gauteng Department of Education and the Department of Safety Liaison supported this initiative.

The Youth Department collaborated with the local youth clubs. During April and May we trained 12 youth leaders from the community on the Safe Schools strategy and how to make learners aware of safety issues. The youth groups then ran awareness workshops for children in primary and high schools. This resulted in an increased number of referrals of child sexual abuse, which we referred on to the local Child Abuse Clinic.

Other work included calling upon Gun Free South Africa to run workshops for Safety Teams on the Arms Control Bill. This was complemented by workshops by the Jabulani Police Station Commanders, Superintendent Seaba and Captain Mbanyela, on basic crime-prevention skills.

## **Out-Of-School Youth**

We realised that many of the school graduates who had completed our various programmes were unemployed. Some of these wanted an ongoing relationship with the Youth Department. The year saw an increase in the number of requests to be youth volunteers at CSV. The Centre was only able to accommodate three young people in 2000. Two of these young people from the 40-schools area were seconded to study in the Marginalised Youth Programme offered by Technikon SA in partnership with the embassy of the Netherlands. They also served an internship at CSV. These young people will be offered scholarships to study further at the Technikon on completion of a one-year life-skills programme. Another volunteer assisted in the programme work of the department.

## **A Valuable Year**

The year 2000 has been an exciting year with many challenges for the department and its staff. On the negative side, the department suffered the loss of a valuable project manager who moved to the greater Johannesburg Metropolitan Council. On the positive side, the acknowledgement and verbal appreciation from parents, teachers and children motivated us to carry on working as hard as we do.

## **The Way Forward**

The Youth Department's future work will include the following projects:

- In keeping with the Department of Education and Training's priority of building safety in schools, the Youth Department will emphasise sustaining safety teams.
- The DET has allocated resources to schools to build their own safety teams. Together with experiences learned during our involvement with the project, the 40 schools we have worked with now have the building blocks to develop a sustainable approach to safety. Consequently, the Youth Department will prepare an exit strategy from the 40 schools. We will also be offering training workshops for community facilitators and safety teams on project management, fundraising and communication skills in order to build greater sustainability.
- developing a manual dealing with the establishment of safety teams for other communities;

- enhancing the work with marginalised youth to expand the safety net for children, and
- working with Howard University Centre for Drug Abuse and the Centre for Violence Prevention and Youth Development in a project involving HIV-affected families and communities.

## **Violence and Transition Project**

### **Introduction**

The Violence and Transition Project, a two-year Project funded by the IDRC, was initiated in November 1999. The main objectives of the Project were to describe and analyse various forms of violence, the causes and extent of violence and its changing nature over the two decades from 1980 to 1999. This analysis has been located in an understanding of South Africa as a country undergoing transition from authoritarianism to democracy.

### **Understanding violence in 'countries in transition'**

Broadly, the Project aimed to develop a composite picture of how violence can be understood in 'countries in transition' by analysing the relevant period. The Project's analyses focused on six case study areas where violence has been prominent in South Africa. The six areas used as social loci for understanding violence in South Africa and countries in transition were:

- revenge violence and vigilantism;
- ex-combatants;
- foreigners (immigrants);
- hostels and hostel residents;
- state security forces;
- democracy activists and their families.

In addition, the Project conducted research with specific geographical and thematic foci based on relevant case studies. This case study research complemented the research Project as a whole and provided specific insights into certain issues of violence that, although they had not been specifically mentioned in the original proposal, remain integral to understanding the overall dynamics of violence in South Africa's transition.

By December 2000 all key sections of the research had been completed and a wealth of primary data had been collected. Over 250 interviews have been conducted and 25 to 30 focus groups completed. This work has been complemented by literature reviews and theoretical research in each of the Project focus areas.

Each Project component addresses issues that cut across the broader subject matter, as well as relating to the specifics of one particular issue. Case studies were also completed in each Project area. All primary research has been completed and final reports or draft reports are complete for most sub-component areas. Work still needs to be undertaken to round the Project off effectively, however, and to do justice to the wealth of information generated.

The following documents have been drafted and will be completed in 2001:

Title of Report	Researcher/s	Key Focus
<a href="#"><u>'As for violent crime, that's our daily bread': Vigilante violence during South Africa's period of transition</u></a>	Bronwyn Harris	Describes spectrum of vigilantism in SA; provides an analysis of certain forms of vigilantism; recommends broad areas for intervention
<a href="#"><u>Guardian or Gangster? Mapogo a Mathamaga: A case study</u></a>	Anita von Schnitzler, Goodwill Dithlage, Lazarus Kgalema, Traggy Maepa, Tlhoki Mofokeng & Piers Pigou	Describes activities of the group, as well as analysis of the dynamics surrounding group
<a href="#"><u>Gangs, Pagad and the State: Vigilantism and Revenge Violence in the Western Cape</u></a>	Bill Dixon & Lisa Johns	Describes activities of the group, as well as analysis of the dynamics surrounding group
<a href="#"><u>From low intensity war to Mafia war: Taxi violence in South Africa (1987-2000)</u></a>	Jackie Dugard	Describes taxi violence in SA through the prism of a Western Cape Case Study; provides an analysis of the continuation of violence in this area in the post-1994 period
<a href="#"><u>A foreign experience: Violence, Crime and Xenophobia during South Africa's transition</u></a>	Bronwyn Harris	Describes spectrum of xenophobia in SA; provides an analysis of certain forms of xenophobia; recommends broad areas for intervention
'We are the spanners to fasten bolts, then we are sidelined': The case of ex-combatants in South Africa	Sasha Gear	An analysis of the dynamics surrounding ex-combatants in South Africa, including how they have felt since demobilisation and the factors influencing their perceptions of themselves as both victims and perpetrators of violence
Hotbeds of violence? Putting hostels in South Africa into perspective	Piers Pigou	Describes the past and present situations in hostels and their link to political violence; provides an analysis of the changing nature of violence in hostels and violence committed by hostel-residents
Today and tomorrow: violence committed by and against security forces in	Tebogo Mafokoane	Describes briefly the role of security forces in violence in the past; deals with current issues such as the use of

South Africa		lethal force, transformation and accountability
Post '94 violence in KwaZulu-Natal - a case study	Injobo Ne Bandla	Description and analysis of the changing nature of post '94 political violence committed in KwaZulu-Natal. Focuses on the interplay between past political violence and some of the violence currently plaguing the province
Transformation in the South Africa military?	Noel Stott	Describes and analyses the various forms of violence - the causes, extent and changing nature, perpetuated between 1980 and 1999, with a particular focus on the post '94 dispensation.
Challenging contemporary notions of reconciliation: Democracy activists and their families coming to terms with the past	Nokuthula Skhosana	Describes briefly the role of democracy activists and their families primarily as victims of violence in the past; deals with current issues such as reconciliation and what this means for the future in terms of dealing with the needs of this group

## Conclusion

The Violence and Transition Project has unearthed a wealth of research material since its inception. In the move towards understanding the changing nature of violence in times of transition, a substantial foundation has been laid. It is true to say, however, that at the Project's inception, it was not predicted how deep it would go nor how much material it would uncover. The research and material gleaned for the Project have broken new ground and have positioned the CSVN uniquely in its complex understanding of the changing patterns and character of violence in societies emerging from intense civil conflict. In this respect, the project has far exceeded our expectations in positioning CSVN as an excellent analytical resource internationally. The implications of this work for the fields of transitional justice, conflict management and prevention, transformation of criminal justice institutions, trauma management, etc. are far-reaching and fundamental.

## Future Plans

The extent of the information uncovered, and the sheer volume of the reports generated, has meant that the Project has extended beyond its original deadlines. CSVN feels that it is appropriate and necessary to make the best possible use of the material produced. In 2001, several reports that are in their final draft form will be completed. These will be professionally printed, and will be distributed widely across the country to those working in the field, academics and policy-makers. In addition, the (approximately) 250 interviews carried out for this Project will be professionally archived, indexed and made available to other researchers (where informant confidentiality can be protected). Finally, by June 2001, a composite report, which integrates the material and, theoretically, unpacks the changing nature of violence, will be produced.

The value added and the research lessons offered by this project over the past year simply demands that further funds are raised to continue and expand this extraordinary endeavour. We are very hopeful that further case studies and institutional settings will be studied in the coming years, on the basis that donors recognise the power and importance of this project - and the need to continue to broaden its focus and influence.

## **Farm Violence Project**

### **Introduction**

The Project, funded by the Open Society Institute and the Harry Frank Guggenheim Foundation, investigates the social and political background to the epidemic of attacks on white farmers that accompanied South Africa's transition to democracy.

### **The Link between Violence and Transition**

The Project investigates whether there is a connection between the new pattern of violence and the birth of democracy in South Africa. It examines the hypothesis that the symbolic force of political equality eroded the legitimacy of the quasi-feudal relations of the South African countryside, leaving the once powerful commercial farmers of the South African interior vulnerable to atomised, unorganised expressions of political anger. The Project thus explores the boundary between crime and political expression, and the interface between social violence and democratic transitions.

The researcher, Jonny Steinberg, conducted ethnographic studies in a KwaZulu-Natal farming district that has witnessed a series of recent killings, charting the changing relationship between black and white communities during the transition to democracy. The Project explores whether the farming district under study has the political sophistication and goodwill to address the social causes of the killing epidemic.

This Project will culminate in the publication early in 2001 of a book on the findings.

## **Developing and Implementing Public Policy Project (DIPP)**

### **Introduction**

This year a new Project was initiated to foster collaboration between CSVr and foreign organisations in an endeavour to pool knowledge on what can make policy development successful in societies that have undergone or are still undergoing transitions to democracy. The project sought to examine the processes of policy development and implementation, as well as scrutinizing the processes of knowledge transfer between such countries in transition. The research done under the rubric of this project has already provided the basis for a detailed bibliography on policy development issues, which will also be captured in a book and in various journals.

We should also be talking about the new vision of a resource centre which is integrated into the coordinated management of the CSVr's research and its knowledge management function - all critical to an information driven organisation.

### **Partnership with INCORE (Northern Ireland)**

In February 2000, CSVr forged a unique partnership with Northern Ireland's Initiative on Conflict Resolution and Ethnicity (INCORE) to explore factors that are common in negotiated settlements as

well as those specific factors that influence the success of policy development and its implementation in these societies.

The project team consists of Gillian Robinson, Helen Brocklehurst and Mari Fitzduff (Director) of INCORE, and Brandon Hamber, Noel Stott and Graeme Simpson (Director) of the CSVR. The project is sponsored by the Future Governance Programme's Economic and Social Research Council (ESRC).

The key policy initiatives being explored in this project are: The Victims Commission and Policing Reform in Northern Ireland, and the National Crime Prevention Strategy (NCPS), Community Policing model and the Reparations Policy of the Truth and Reconciliation Commission (TRC), in South Africa. Key components of the study involve drawing lessons and examining the potential for policy transfer between South Africa and Northern Ireland. An analysis of the motivations for transfer and information exchange is also being carried out.

In the course of the year, researchers in both South Africa and Northern Ireland undertook extensive literature searches and produced a bibliography consisting of material covering: policy transfer, community policing and community forums, Northern Ireland and South Africa comparative studies, Truth and Reconciliation Commissions, policy-making processes in South Africa and lessons provided, transitions to democracy, and determination and implementation of policy. The bibliography will be available on the Internet at

<http://www.incore.ulst.ac.uk/home/research/ongoing/dipp.html>.

A number of primary interviews were conducted in both South Africa and Northern Ireland with policy makers, analysts and functionaries, and other role-players at various levels. Towards the end of the year, CSVR hosted a workshop on *Comparative Experiences of Policy Making and Implementation in Countries in Transition*. The workshop brought together a range of non-governmental organisations, trade union federations and para-statal organisations and institutions, as well as consultancies from South Africa. The workshop gave 48 past and present contributors to public policy formation and debate a unique opportunity to reflect on whether transition creates particular constraints or opportunities for such policy making processes, and whether countries in transition learn from the experiences of policy-makers and implementers elsewhere.

A second similar workshop was scheduled for 6 and 7 February 2001 in Derry, Northern Ireland.

The project team prepared a paper for delivery by Helen Brocklehurst at the 2000 Annual Meeting of the American Political Science Association. The paper, *Lesson Drawing from Negotiated Transitions in Northern Ireland and South Africa*, was based on our initial research findings. It provided a cursory assessment and mapping of the lesson-drawing process that occurred during the negotiated transitions from political violence in Northern Ireland and South Africa. A revised version of the paper will be presented at the Political Studies Association Conference in Manchester in April 2001.

### **Valuable Outcomes**

Research to date indicates that the project will enable other countries in transition to learn from the comparative experiences of Northern Ireland and South Africa. It also highlights potential shared issues arising from transition in both countries.

The project will form the basis of an edited book under the title of *Drawing Lessons in Public Policy in Societies in Transition* as well as several journal articles.

# Refugee Reproductive Health Project

## Introduction

In July 2000, the United Nations High Commissioner for Refugees (UNHCR) commissioned CSVR to conduct a baseline study among young refugees. The aim of the study is to determine the levels of knowledge, attitudes and practices in relation to reproductive health among male and female refugees between the ages of 10 and 24 years, who live in Gauteng. Bea Abrahams and Helen Hajjiyiannis were the researchers on the project, assisted by members of the CSVR Trauma Clinic and Bronwyn Harris, who acted as project co-ordinator.

Approximately 400 refugees from eight countries (namely, Angola, Burundi, Ethiopia, Rwanda, Democratic Republic of Congo, Congo-Brazzaville, Sudan and Somalia) were surveyed to find out their knowledge, attitudes and practices in relation to seven critical reproductive health topics: sexual health and education; family planning; safe motherhood; sexually transmitted infections, including HIV/AIDS; sexual and gender based violence; and adolescent sexual and reproductive health issues.

## Gathering Information - Survey Tools

This baseline study, spanning July to December 2000, presented several challenges. To date very little research or programme activities, particularly in relation to reproductive health, have been undertaken with urban-based refugee populations. One of the biggest challenges, therefore, was to develop a set of survey tools that would conform to international and national trends and patterns, and at the same time remain sensitive to the specific circumstances of young refugees living in the major towns and cities in Gauteng. There was a long process of consultation with leaders in the various refugee communities, CSVR facilitators, and national and international experts. Three questionnaires were developed: one for males and females aged 10 to 14 years; one for male and females aged 15 to 19 years; and another for males and females aged 20 to 24 years. In order to obtain quantitative as well as qualitative information, both closed and open-ended questions were developed were translated into Portuguese, French, Somali, Kinyarwanda and Amharic.

Ten facilitators were recruited from the communities to be surveyed, and were trained to assist with the field study. An elaborate process was worked out to inform refugee communities of this study, to obtain their permission and acceptance; and to recruit participants for the survey.

The actual administration of the survey took place between November and December 2000. Data from the survey is presently being collated, with a view to completing the research report by the end of February 2001.

Individual interviews were also conducted with key informants, as well as formal and informal leaders from the various refugee communities, in order to gain a better understanding of contextual information relevant to each community.

## Future Plans

CSVCR has secured funding from UNHCR to continue this project into 2001. Activities planned for the coming year include the production of a series of *How to ... Guides*. These guides, which will be shared with UNHCR partner organisations in other parts of South Africa and in the region, will incorporate basic steps on the design and implementation of the survey, the training of the refugee facilitators and other relevant information.

To gain a better understanding of sexual and reproductive health issues identified during the survey

process, CSVR will also conduct focus group discussions in the eight communities.

Lastly, CSVR will conduct advocacy and information workshops for key health care service providers and the refugee community, so as to raise awareness about the special situation of refugees and their right to adequate health care in South Africa.

## **SADC Crime and Violence Prevention Project**

### **Introduction**

During September, CSVR entered into an agreement with the Belgium Government's Directorate General for International Co-operation (DGCI) to conduct a project looking at violence prevention and trauma management in Southern Africa. This one-year Project aims to contribute to the processes of transition and democratisation in Southern Africa through advancing human rights, developmental concerns and the involvement of civil society in the prevention and management of violence in the region. The Project seeks to build civil society and non-governmental networks around issues of violence in order to both enhance capacity and to prepare for future activities related to violence prevention and management in the region.

### **Main Activities**

Two researchers, Wole Olayeye and Micky Mfenyane, were employed to initiate and to work on the Project. They were active in three main areas:

- They carried out baseline research to begin developing a network of civil society organisations involved in Trauma and Victim Empowerment issues in Southern Africa. They did this by building capacity and relationships among NGOs and other related agencies concerned with trauma management in the region, as well as conducting a brief audit of their current activities related to trauma management.
- In addition, they did the same in respect of the field of Crime, Justice, and Crime Prevention in Southern Africa. This aimed at building capacity and relationships among NGOs and other related agencies concerned with crime in the region, as well as auditing current activities related to violent in the region.
- Finally, a website was created where the network details and activities have been posted. The site is available to a wide range of users in the SADC region and beyond, and is linked to CSVR's website.

### **Goals for 2001**

During 2001 the Project will consolidate its aims through the following activities:

- Creating a regional database of civil society contacts in the fields of trauma management and crime prevention;
- promotion of productive learning, information exchange and relationship building among network participants operating in different parts of the region and in South Africa;
- creation of a network website on issues of trauma, crime prevention and criminal justice in the SADC region; and
- the organisation of a Southern African regional workshop to be held early in 2001 on the theme; Post-War Reconstruction: Trauma Management and Crime Prevention Initiatives in

Southern Africa. The workshop aims to consolidate the collaborative opportunities that have already been created through the project.

## **Challenges for the future**

Two years ago, CSVr recognised the importance of becoming involved more broadly in the Southern African region. We believe that we are now in a position to reinvest our skills fully in the region through capacity-building and through meaningful civil society partnerships in our core areas of work.

Increasingly, CSVr has a presence in Southern Africa through our work in the region on comparative reconciliation strategies, our work with refugees from the region, our police training and crime prevention initiatives, and our trauma interventions and networks in the region. Our hope is that in the course of 2001, this project can provide the springboard for greater capacity and innovation in the Southern African region by the CSVr. To realise this potential we will need some sustained and expanding donor investment on the basis of a recognition that CSVr is mature and ready to operate on the regional and international stage. We therefore plan to extend these projects in the future (particularly our research focus in various SADC countries) and to develop a series of practical programmes based on NGO partnerships in the region.

## **City Safety Project**

### **Introduction**

The City Safety Project was established in January 2000 with the support of the Open Society Foundation of South Africa. This Project began at a time when many of our major cities were considering the establishment of Metro Police Services, and were identifying ways in which they could make a contribution to crime prevention. This year also saw the second local government elections and the establishment of the 'unicity' structures in South Africa's six largest centres.

The City Safety Project seeks to enhance the capacity of urban local authorities to improve safety and security in their jurisdictions, to contribute to knowledge about safety in South Africa, and help local governments to increase their capacity for law enforcement and crime prevention. The specific aims of the Project are:

- to work with the metropolitan councils in South Africa's four largest cities - Johannesburg, Pretoria, Durban and Cape Town;
- to build capacity and improve effectiveness of both law enforcement and crime prevention strategies in the major cities;
- to enable horizontal learning and information-sharing between the four cities to ensure that best practices are reproduced and lessons learned, and
- to improve the effectiveness of local by-law enforcement through municipal policing and other enforcement mechanisms.

### **Information Gathering**

The first phase of the project entailed two researchers, Mzi Memeza and Ingrid Palmay, establishing and gathering basic information about each of the four cities. This involved visiting each of the cities, and collecting information from the metropolitan council concerned. Five reports detailing the structure and functioning of metropolitan governments in South Africa's four largest

cities were produced during this phase of the project.

### **Conferences on Safety Issues**

CSVV was approached by the organisers of the Urban Futures conference held in Johannesburg in June 2000 to arrange a series of discussions on urban safety. We facilitated two sessions at the conference, with international speakers from the USA and France sharing the panel with a range of South African experts and practitioners. As a result of one of these sessions, the City Safety team was asked to help the Greater Johannesburg Metro Council to develop a by-law enforcement strategy for the inner city, as part of the Council's efforts to halt urban decay. This required the researchers to accompany officials on inspections of 'bad buildings' in central Johannesburg, and to monitor the impact of the enforcement operation on crime and grime in the inner city.

The City Safety team attended a national conference of crime prevention practitioners organised by the Open Society Foundation of South Africa, where we had enjoyable and useful interaction with colleagues from non-governmental organisations across the country. One of the unique features of our project is its twin focus on both crime prevention and bylaw enforcement. This is a relatively new field of study for researchers and activists in the violence prevention field in South Africa.

In a subsequent phase of the Project, a small national workshop was held with public safety officials from the four metropolitan cities. The intention of the workshop was to share examples of best practice and problem solving in urban safety provision. The workshop was attended by senior officials from all four cities, including the Chief of the Durban City Police (South Africa's first Metropolitan Police Service), Mr Henry Manzi. The officials all found that the workshop was unique, practical and useful to them.

CSVV's City Safety Project has been well received by the four cities, and good relationships with local government officials have been established. The timing of the Project has meant that the CSVV is now well placed to evaluate the developments in city government's contribution to public safety during the period of transition to the new unicity.

### **Challenges and future plans**

In early 2001, the researchers will complete their reports on social crime prevention and bylaw enforcement in South African cities, and we will provide the personnel in the various cities with training in these issues. A further national workshop with city officials will be held in the first quarter of 2001 to reflect on progress and lessons learned in South Africa's major cities.

### **Goals for 2001**

We hope to raise funds to extend the work of the City Safety Project at the CSVV. We intend to broaden the scope of the Project to include the new Metro areas - the Greater East Rand and the Nelson Mandela Metropole (formerly Port Elizabeth), which face some unique crime and safety challenges.

We also intend to focus our research thematically into issues of urban violence and its prevention, and the relationships between the different public safety agencies (namely the SAPS and the city police agencies) in the cities.

We hope to build a public education programme around by-law enforcement and to hold workshops with newly-elected unicity councilors to advocate greater social crime prevention in the cities.

# Sustainability Programme

## Introduction

CSV's sustainability programme continued to evolve in 2000. Its aim remains to supplement the Centre's donor funding by building some self-financing projects on the basis that staff are able to offer professional services to outside clients.

## Main Activities

After a thorough review of the programme conducted in January 2000, many of the internal administrative and financial procedures were amended and now run far more smoothly. The Centre's Management Team adopted a more assertive approach in selecting projects to be undertaken for outside clients. Wider staff participation in the scheme has also helped entrench the scheme within the organisation, as more people become familiar with how it works.

In 2000, 38 CSV staff worked on 40 income-generating projects. Of these:

- 42% were white staff members and 58% were black staff members
- 37% were male and 63% were female.

## Projects Completed in 2000

The following are some illustrative examples of the sort of income-generating projects that were completed during 2000 (although some of them began in 1999):

- training and curriculum development for police station managers as part of the Station Management Programme run by the Joint Universities Public Management Education Trust (JUPMET);
- a research evaluation of the SAPS Rural Safety Plan for the National Secretariat of Safety and Security;
- facilitation of workshops in Northern Ireland for the Northern Ireland Victims of Torture organisation;
- provision of training in trauma management for the National Department of Health;
- input into workshops on witness protection in Indonesia;
- drafting of a 20 year forecast of crime trends in the Cape Metropolitan area;
- workshop to develop anti-corruption strategy for Mpumalanga Provincial Government;
- review of Development Plans and a Crime Prevention Strategy for the Eastern Gauteng Services Council;
- school holiday crime prevention programme, for the Gauteng Department of Safety and Liaison, to entertain and educate school children during the school holidays;
- training for the United Nations Early Warning (Conflict Prevention) Programme in Cyprus, Nepal and Canada;
- a commissioned article for Benetton's Colors Magazine Refugee Camp issue;
- running workshops in Rwanda on the lessons learned during South Africa's Truth and Reconciliation Commission;

- training for various Community Police Forums;
- updating of the national resource directory for the National Network on Violence Against Women;
- research for the SA Law Commission into the feasibility of a victim compensation fund for SA;
- facilitation at an International Conference on Public Order Policing in Belgium;
- piloting of a violence prevention approach in schools for the National Department of Health;
- research into the conflict at the Anglo Platinum mines near Rustenberg for the North West Provincial Government;
- production of a schools' violence-prevention resource book and evaluation methodology for the National Department of Safety and Security, and
- research report on police brutality in SA for the Southern African Human Rights NGO Network

### **Income Generated and Other Benefits**

The total income generated by the scheme in 2000 matched the R1 million invoiced in 1999. All the projects operated on a strict cost recovery system, thereby ensuring that no donor money was used to subsidise income generation work at the CSVR.

The following accrued to the CSVR as a result of these income-generation projects in 2000:

- R150 000 to the CSVR's Reserve Fund, to fund activities and equipment not covered in our donor agreements;
- R100 000 in performance bonuses to the staff members who participated in the scheme;
- R 38 000 contribution to our administration department for the support and overhead costs associated with the projects.

In 2000, the Reserve Fund was largely spent on the salary of the programme's full-time co-ordinator, Janine Rauch. It also contributed towards the purchase of bookshelves and furniture for CSVR and provided subsidies for staff to attend international conferences.

### **Challenges, Goals and Future Plans**

There is still a healthy level of debate in CSVR about the income generation programme, and the challenges it poses to the organisational culture of our NGO. While there are benefits in having a more efficient and financially astute way of operating, there are also aspects of NGO culture that we are reluctant to relinquish in the name of financial sustainability.

In the many discussions about the programme, at both management level and with all the staff, it has been agreed that we cannot evaluate its benefits only in financial terms. The operation of the programme - and the contribution of the programme co-ordinator - provide many benefits to the Centre over and above the money that is generated. In particular, the projects we have taken on have helped build the Centre's reputation and professionalism, as well as adding to our impact and the upgrading of our staff skills.

The challenges for the scheme in 2001 are:

- to build and extend the capacity of the staff of the Centre to take on work for external clients, without compromising our commitments to donors;
- to further streamline the administration of the scheme, and

- to investigate the possibility of taking on associate trainers who are licensed to use CSVR training materials for income-generation purposes.

## **Resource Centre**

### **Introduction**

The year 2000 proved to be a challenging one for the CSVR resource centre. The ongoing expansion of the organisation, with no dedicated funding and consequently no parallel expansion of the resource centre, provided its two staff members with the task of finding creative ways to balance the competing needs of the organisation's staff and its clients.

### **Access to CSVR Resources**

A major focus of the resource centre continued to be the development of its website and internet access to its resources. This will enable our research to be accessible to the broadest possible cross section of the community, both locally and internationally. Some members of the grassroots communities in which we work, while finding it financially difficult to visit the Centre's offices to make use of its materials, are able to access the Centre's research on the internet, through schools and community centres. Our material is now also easily accessible to the international community, including many parts of Africa and Asia, where internet access is becoming more widely available to the public.

The resource centre's manager, Andie Miller, spent three months on sabbatical in London at GreenNet, <http://www.gn.apc.org>, a small internet service provider (ISP), whose clients consist largely of the NGO community in and around the UK. While there she focused on creating a sophisticated web design, while bearing in mind the needs of low-end users who only have access to older and slower equipment. This training was sponsored by the UK Department for International Development (DFID), via the [British Council](#).

While SunSite Southern Africa continue to provide us with free space on the web server of the University of the Witwatersrand (WITS), the Centre has finally acquired its own domain name, and the new website can be found at <http://www.csvr.org.za>. All the [research](#) from CSVR's twelve years of existence can now be found on the website, along with some useful [links](#) to other sites dealing with issues of violence and reconciliation.

As a result of the lack of a dedicated space for a library for staff, the resource centre's administrator, Rosey Seseng, and the Centre's Administration Manager, Shamila Singh, came up with the innovative idea of utilising the CSVR's passageways to centralise the books in the organisation. This has served the dual function of making these resources more accessible to staff, as well as adding to the ambiance of the environment. Departments contributed towards the purchase of a small database onto which these books have been entered and their usage tracked.

### **Future plans**

It is imperative that in 2001 the Centre has more substantial assistance in this regard. To this end, we have approached Voluntary Service Overseas (VSO) to help us find a volunteer who can come for six months to a year to help us set up systems and centralise and track all of the resources available in the Centre. The most important part of this process will be to train staff to use and maintain the systems that are put in place.

In the 2001 it is hoped that the resource centre will become integrated into the coordinated

management of CSVR's research and knowledge management function, which is critical for any information driven organisation.

## **Financial Report**

Despite the relative decline in foreign donor funding for NGOs in South Africa, CSVR has remained successful in attracting funding for its work in 2000. The income raised from various sources in 2000 has increased by 28% compared to 1999, thus continuing the growth trend of previous years. Our overall expenditure has similarly increased by 23%. Much of this can be attributed to expanding our work into new areas, as well as some departments' continued success at attracting specific funding for specialised projects.

All CSVR departments succeeded in increasing their income during 2000, partly as a result of new projects having been initiated, as well as the start of new contract cycles for existing projects. The increase is particularly marked in respect of the Transition and Reconciliation Unit and the Criminal Justice Policy Unit. The finalisation of the funding agreement with the European Union also resulted in a significant increase in the CSVR Trauma Clinic's income.

While these three departments attracted additional foreign donor aid, the Youth Department was particularly successful in attracting local funds, particularly through governmental support. However, overall, the ratio of local donor funding is still significantly lower than would be ideal, with local donor contracts contributing only 5% of the total grant income of CSVR. However, we are very pleased that the income generated through our Sustainability Programme from tenders and contract work has also increased substantially by 58%. Despite this, in 2000, as in 1999, CSVR remains primarily dependent on donor funding, particularly from abroad.

Overall and in most of the departments, increased income is mirrored by an increase in expenditure. Expenditure by the CSVR's TRU increased by 48%, the CJPU by 41%, and the Sustainability Programme by 35% in the course of the year under review. On the other hand, the activities of the Education and Media Unit have been somewhat reduced, with a consequent decline in expenditure.

## **Challenges 2001**

With the increase of income and expenditure in 2000, CSVR had to evaluate the capacity and systems of the financial department. We would like to extend our special thanks to the European Union for funding a consultant from Price Waterhouse Coopers to perform this evaluation of CSVR's financial systems and structures. From the consultant's report, it became evident that CSVR will need to upgrade its accounting package in order to accommodate the diverse reporting requirements of our various funders. In addition, we have identified a specific need to increase the staff capacity of the financial management department and we are consequently looking forward to an even more efficient and streamlined finance department in 2001.

Despite CSVR's ability to broaden its donor base, there are particular areas that remain a challenge to the Centre. The Education and Media Unit's funding cycle finishes at the end of 2001 and securing follow-up funding for our ongoing media and educational interventions is one of our priorities.

Although funding from the European Union is substantial, it covers only a portion of the Trauma Clinics' budget and additional funding is still needed to sustain this critical service. In addition, as noted in the Director's message above, CSVR's dedicated core funding (including funding for key management salaries as well as for the bulk of our administrative and operational expenses) will virtually be eliminated by mid 2001. This is a crucial area of functioning within CSVR, and therefore a creative and long-term strategy needs to be developed during 2001. Despite the increase in contract-based income, CSVR still needs to look at other means of ensuring future sustainability

that will ensure a decreased reliance on foreign donor funding. It is our view that the size, the activities and the track record of CSVr demand the establishment of an invested endowment to sustain the organisation in the future.

## **Appendix One**

### **Talks and Presentations**

#### **Abrahams, B**

*UNHCR/CSVr Refugee Reproductive Health Project*, Presented at the Monitoring and Evaluation for Reproductive Health Workshop, Johannesburg, South Africa, 12 - 24 November 2000

#### **Abrahams, B & Hajiannis, H**

*UNHCR/CSVr Refugee Reproductive Health Project Presentation*, Information and Networking meeting for NGOs and Refugee Communities, Johannesburg, South Africa, 22 August 2000

*Problems and Challenges Faced by Refugees in Gauteng, particularly in Relation to Reproductive Health*, Special Needs of Women in Situations of Forced Migration Course, Department of Community Health, University of the Witwatersrand Medical School, Johannesburg, South Africa, 4 October 2000

*UNHCR/CSVr Refugee Reproductive Health Project Pilot Study in Gauteng*, UNHCR/Margaret Sanger International Reproductive Health Programming in Refugee Situations Workshop, Garden Place, Johannesburg, South Africa, 17 - 19 October 2000

#### **Altbeker, A & Hamber, B**

A Compensation Scheme for Victims of Crime, Presentation to the Select Committee of the South African Law Commission, Pretoria, South Africa, 9 November 2000

#### **Bhana, K**

The Role of the Advice Officer in Assisting Rape Survivors, Black Sash, 5 October 2000

*Counselling and Assisting Women Experiencing Domestic Violence*, Lifeline, 19 October 2000

#### **Bhana, K & Ngwane, C**

*Femicide, Hairdressers and Cosmetologists Trade Union*, 21 November 2000

#### **Brocklehurst, H; Stott, N; Hamber, B & Robinson, G**

*Lesson Drawing from Negotiated Transitions in Northern Ireland and South Africa*, Annual Meeting of the American Political Science Association, Marriot Wardman Park, 31 August - 3 September 2000

*Lesson Drawing from Negotiated Transitions in Northern Ireland and South Africa (Revised Version)*, Political Studies Association Conference, Manchester, April 2000

#### **Bruce, D**

*The Prevention of Deaths as a Result of Police Action and in Police Custody*, Workshop on the Prevention of Deaths as a Result of Police Action and in Police Custody hosted by CSVr and the Independent Complaints Directorate, Pretoria, April 2000

*Effective Crime Investigation and Prosecution - the Link between Witness and Victim Issues*, CSVr seminar on Effective Criminal Justice - Witnesses and Victims in the Criminal Justice Process, Johannesburg Military Museum, 5 September 2000

*Police Brutality in South Africa*, SAHRINGON Regional Workshop on Police Brutality, 18 - 20 September, Sandton Convention Centre, Johannesburg, 2000

*Abuses of Power by the Police: What can be done about Police Corruption and Brutality?*, Union of Jewish Women, Johannesburg, 30 October 2000

*Police Brutality*, CSVN Seminar on The Failure of Transformation? Examining the implications of last week's Special Assignment, Johannesburg, 15 November 2000

*The Management of the Use of Force*, at CSVN Seminar on Police Integrity and Discipline: Internal Systems of Control in the SAPS, Johannesburg, 22 November 2000

*Meeting the Commitment to Human Rights While Building Police Effectiveness - implications for the prevention of police brutality*, Paper presented at the International Society for the Reform of Criminal Law conference on Human Rights and the Administration of Criminal Justice, Sandton, Johannesburg, 3 - 7 December 2000

*Effective Crime Investigation and Prosecution - the Link between Witness and Victim Issues*, Paper presented at the International Society for the Reform of Criminal Law Conference on Human Rights and the Administration of Criminal Justice, Sandton, Johannesburg, 3 - 7 December 2000

#### **Dissel, A**

*Research with Violent Young Offenders*, Centre for the Study of Violence and Reconciliation, 11 September 2000

#### **Dissel, A, & Ngubeni, K**

*Research with Violent Young Offenders*, Presentation to University of the Witwatersrand Psychology Masters students, Braamfontein, July 2000

#### **Ernest, C**

*Youth and Reconciliation*, Presented to the Kyalami Youth Council's Faith and Religion Committee, Johannesburg, South Africa, 1 September 2000

*The Meaning of Reconciliation: Victims versus Commissioners Perspectives*, Paper presented at the Cultures of Political Transition: Memory, Identity and Voice Conference, London, United Kingdom, 14 - 16 September 2000

*An Independent Body to Monitor Health and Human Rights in the Health Sector*, Presentation at a Centre for the Study of Violence and Reconciliation Workshop on Monitoring Health and Human Rights in the Health Sector, Kempton Park, South Africa, 22 September 2000

*Training in Ethics and Human Rights at South African Medical Schools: Achievements and Gaps*, Presentation to the Health and Human Rights Conference, Durban, South Africa, 2 December 2000

#### **Garcia, M**

*NGOs as Mental Health Care Providers: Challenges and Opportunities*, Conference on the Promotion of Patients' Rights and Human Rights in Mental Health Care Settings, Department of Health and CSVN, Johannesburg, South Africa, 6 September 2000

#### **Geyer, Y**

*Racism in Schools*, TV Panel on Christian Television Network, 25 February 2000

*Dealing with the Challenges of Developing Violence Prevention Materials for South African School*, Paper presented at Building the Future: Young People and the Troubles, Belfast 29 - 30 June 2000

#### **Hajjiannis, H**

*Trauma and Ethics: Issues and Dilemmas at CSVN Trauma Clinic*, CSVN Public Seminar on Trauma and Ethics, Johannesburg, South Africa, 24 May 2000

#### **Hamber, B**

*Community Psychology in the Current Context*, Talk to the MA Counselling Psychology Students, University of the Witwatersrand, Johannesburg, South Africa, 8 February 2000

*Reparations: A political and moral responsibility*, Speech to the Implementation of the TRC's Recommendations Workshop, Parktonian Hotel, Braamfontein, Johannesburg, 16 February 2000

*Victims and Reconciliation in Post-apartheid South Africa*, Talk to French Medical and Legal Experts on Study Tour to South Africa, Detective Academy, Silverton, Pretoria, South Africa, 28 February 2000

*Violence in Contemporary South Africa*, Lecture to First Year Psychology Students, University of the Witwatersrand, Johannesburg, South Africa, 22 March 2000

*Violence in Contemporary South Africa*, Lecture to First Year Psychology Students, University of the Witwatersrand, Johannesburg, South Africa, 24 March 2000

*Public Policy Making in Countries in Transition*, Joint Presentation to the ESRC Representative (Ed Page) with INCORE, Aberfoyle House, Derry, Northern Ireland, 12 April 2000

The Status of Reparations in South Africa, Presentation to Concerned NGOs, Catholic Institute of International Relations, London, United Kingdom, 19 April 2000

*Reparations following the TRC and Psychological Issues Affecting Victims*, Presentation to Indonesian Delegation, Durban, South Africa, 9 May 2000

*Understanding Violence in South Africa*, Talk to Trauma Doctors Ward Round, Johannesburg Hospital, Johannesburg, South Africa, 17 May 2000

*Reparations: Update of South African situation*, Presentation to CSVR Seminar, Braamfontein Centre, Johannesburg, South Africa, 30 May 2000

*Problems Facing Victim Groups in Time of Transition: Lessons from South Africa*, Presentation to Community Groups for Northern Ireland Voluntary Trust, Enniskillen, Northern Ireland, 23 June 2000

*Problems Facing Victim Groups in Time of Transition: Lessons from South Africa*, Presentation to Community Groups for Northern Ireland Voluntary Trust, Omagh, Northern Ireland, 23 June 2000

*Problems Facing Victim Groups in Time of Transition: Lessons from South Africa*, Presentation to Community Groups for Northern Ireland Voluntary Trust, Antrim, Northern Ireland, 26 June 2000

*Problems Facing Victim Groups in Time of Transition: Lessons from South Africa*, Presentation to Community Groups for Northern Ireland Voluntary Trust, Belfast, Northern Ireland, 26 June 2000

*Problems Facing Victim Groups in Time of Transition: Lessons from South Africa*, Presentation to Community Groups for Northern Ireland Voluntary Trust, Craigavon, Northern Ireland, 27 June 2000

*Lessons from South Africa's TRC*, Paper presented at the XIV World Meeting of ISRA, Valencia, Spain, 13 July 2000

*Commemoration and Remembering*, Presentation to Democratic Dialogue Round-Table Discussion, Belfast, Northern Ireland, 26 September 2000

*Between Conflict and Peace: Dealing with transition*, Keynote Address to Trauma and Transition Conference, Belfast, Northern Ireland, 23 October 2000

*Summary and Conclusions on Reparations*, Presentation at the CSVR Reparations Conference, Pyramid Conference Centre, Johannesburg, South Africa, 27 October 2000

*After the TRC: What next?* Presentation to Tara Consultants, Braamfontein, Johannesburg, South Africa, 23 November 2000

*Summary and Conclusions on Public Policy Making in Transition*, Presentation at INCORE and

CSVR Workshop on Public Policy Making in Times of Transition, Jan Smuts House, University of the Witwatersrand, Johannesburg, 1 December 2000

**Hamber, B and Altbeker, A**

A Compensation Scheme for Victims of Crime, the Select Committee of the South African Law Commission, Pretoria, November 2000

Hamber, B & Mosikare, N *Truth Commission and Self-help Groups in South Africa: Relations between Social Processes of Dealing with the Past and Individual Coping with Repressive Regimes*, Paper presented at the Psychosocial Programmes after War and Dictatorship Conference, Medico International, Mainz, Germany, 17-21 June 2000

**Harris, B**

*A Foreign Space: Migration, Violence and Identity in a New Nation*, Paper presented at the Disciplinary Diagrams/Political Fields: Mediations of Identity and Space in the late 20th Century Conference, North Carolina, USA, March 2000

Discourse Analysis and Social Research, Lecture to Sociology Honours Students, University of the Witwatersrand, Johannesburg, South Africa, 4 September 2000

*Violence and Transition*, Panel Presentation to the Heinrich Bohl Foundation, Seminar 5, Johannesburg, South Africa, 8 November 2000

**Hlope, G**

*Resiliency in the Victim-Offender Cycle: An Exploratory Study of Male Adult Survivors of Childhood Sexual Abuse*, International Society for Prevention of Child Abuse and Neglect Conference, Durban, South Africa, 3 - 6 September 2000

**Hlope, G & Kekana, B**

*The Impact of Culture and Socioeconomic Factors on Child Abuse Management*, International Society for Prevention of Child Abuse and Neglect Conference, Durban, South Africa, 3 - 6 September 2000

Lebeloane, M

*Safe Schools*, Presentation to the School Governing Body, Tlhologelo Lower Primary School, Soweto, South Africa, 23 January 2000

*Safe Schools*, Presentation to the parents of Tlhologelo Lower Primary School, Soweto, South Africa, 16 April 2000

*Safe Schools*, Presentation to the School Governing Body, Imaculata High School, Diepkloof, Soweto, South Africa, 6 May 2000

*Tiisa Thuto*, Presentation to all stake holders of the primary schools in Zola, Jabulani, Zondi and Emdeni, Soweto, South Africa, 13 October 2000

*Safe Schools*, Presentation to the community workers and students at Ulster University, Belfast, Northern Ireland, 26 October 2000

**Lebeloane, M & Ngwenya, M**

The Changing Patterns of Violence with Focus on Youth, Presentation to the German Delegation, Braamfontein, Johannesburg, South Africa, 8 November 2000

**Maepa, T**

*Community Reconciliation and Reconstruction in Post-Conflict Alexandra*, Lecture delivered to the Department of Psychology, University of the Witwatersrand, Johannesburg, South Africa, 9 March 2000

*The Role of Youth in the South African Conflict Resolution Process*, Presentation delivered to the German and South African Youth and Conflict Seminar, Cape Town, South Africa, 28 November 2000

**Mafani, P**

*Victims' Understanding of Forgiveness and How it Relates to Reconciliation*, Paper presented at the Cultures of Political Transition: Memory, Identity and Voice International Conference, University of London, London, United Kingdom, 14 - 16 September 2000

**Masilo, N**

*Post Traumatic Stress Disorder in the Work Place*, Lecture to Industrial Psychology students, University of the Witwatersrand, Johannesburg, South Africa, 24 August 2000

*Trauma and Post Traumatic Stress Disorder*, Lecture given to medical students, University of the Witwatersrand Medical School, Johannesburg, South Africa, 11 September 2000

**Mofokeng, T**

*TRC Contributions to Restorative Justice*, Paper presented at the TRC Contributions to Restorative Justice in South Africa Conference, Massey University, Auckland, New Zealand, 26 April 2000

*Education for Peace, Historic Memory*, Paper presented at the Theatre for Healing of Memories Conference, Guatemala City, Guatemala, 30 May 2000

Newham, G

*Controlling Corruption in the SAPS*, Institute of Security Studies Seminar, Pretoria, 8 March 2000

*The Police Disciplinary System*, CSVN Seminar on Police Integrity and Discipline: Internal Systems of Control in the SAPS, CSVN, Johannesburg, 22 November 2000

**Ngwane, C**

*Domestic Violence: Legal and Social Options*, Alexandra School Governing Body, May 2000

*Gender Work and Services at the CSVN*, Usindiso Women's Shelter, August 2000

*Domestic Violence: Legal and Social Options*, Presentation on behalf of the Department of Welfare to Freedom Park community members, August 2000

**Ntuli, S**

*Confronting Racism in the SAPS*. CSVN Seminar on Police Integrity and Discipline: Internal Systems of Control in the SAPS, Johannesburg, 22 November 2000

**Rauch, J**

*Police Reform in South Africa*, SAIIA Conference on Crime and Transition, Johannesburg, August 2000

**Robertson, M**

*Moving Beyond Counselling: Challenges in Dealing with the Impact of Large Scale Trauma*, CSVN Seminar, Parktonian Hotel, 2 March 2000

**Simpson, G**

*Political, Social and Other Manifestations of Violence in South Africa: A Contextual and Historical Analysis*, Series of six lectures presented to SANDF Military Leadership Training Course, SANDF Training College, Voortrekkerhoogte, February, 2000

*Evaluating Patterns of Violence in South Africa: A National Security Issue?*, Presentation to the Department of Defence, Pretoria, March 2000

*Coming to Grips with Cyclical Patterns of Violence in South Africa*, Presentation to the Government Communications and Information System Work Session on: Developing a Communication Strategy to Address the Issues of Crime in South Africa, Pretoria, 24 March 2000

*Risk and Resilience - Youth Crime and Violence in South Africa*, Government Communications and Information System Work Session on: Developing a Communication Strategy to Address the Issues of Crime in South Africa, Pretoria, 24 March 2000

*Understanding Violence in South Africa*, Northern Ireland Victim Liaison Unit, Braamfontein, 1

May 2000

*The Challenges of Transitional Justice and the Establishment of the South African TRC: Some Questions to Consider When Applying the South African Experience to Other Societies*, Joint CSVr, ACCORD & TRC Organised Indonesian Study Tour to South Africa (South Africa and Indonesia: Conflict Resolution, Truth and Reconciliation), Durban, 8 May 2000

*'Never Again?' An Evaluation of the TRC as a Conflict Prevention Mechanism for South African Society*, Joint CSVr, ACCORD & TRC Organised Indonesian Study Tour to South Africa (South Africa and Indonesia: Conflict Resolution, Truth and Reconciliation), Durban, 10 May 2000

*Racism and Youth Identity in South African Schools*, Presentation to Charles Stuart Mott Foundation Workshop on Racism in Schools, Houghton, Johannesburg, 26 May 2000

*Building Safe Schools: A Strategy for Community Safety*, Opening Public Address at the Launch of the CSVr Safe Schools Programme, Jabulani Technical College, Soweto, 3 June, 2000

*Building Sustainable Peace and Reconciliation in Africa*, Opening address at the launch of the South African Leg of the African Peace Caravan, Johannesburg, 4 July 2000

*Youth Violence and Crime Prevention in Johannesburg*, Paper presented at the Urban Futures Conference, University of the Witwatersrand, Johannesburg, 13 July 2000

*The Politics Fits the Crime: Competing Interpretations of Victim Empowerment in South Africa*, Plenary Address at the Tenth International Symposium on Victimology: Beyond Boundaries - Research and Action for the Third Millennium, World Society of Victimology, Montreal, 8 August 2000

*Post Conflict Societies? Challenges for Violence Prevention and Sustainable Reconciliation in South Africa*, Presentation to People To People Ambassador Programme (US), Braamfontein, 23 August 2000

*A South African Perspective on a Comparative Understanding of Crime in Transition*, Seminar on Crime and Policing in Transition: Comparative Perspectives, South African Institute for International Affairs (SAIIA), University of the Witwatersrand, Johannesburg, 1 September 2000

*Political, Social and Other Manifestations of Violence in South Africa: A Contextual and Historical Analysis*, Series of six lectures presented to SANDF Military Leadership Training Course, SANDF Training College, Voortrekkerhoogte, September, 2000

*Race and Identity at South African Schools: Listening to the Voices of Young People*, Human Rights Commission Consultative Forum on: Racism in Education, Robben Island Museum, 18 October 2000

*Contextualising and Evaluating the Recommendations of South Africa's Truth and Reconciliation Commission*, CSVr Workshop on Politics and Promises: Evaluating the Implementation of the TRC's Recommendations, Johannesburg, 27 October 2000

Reflecting on the South African Negotiated Settlement, Heinrich Boell Foundation Workshop for International Staff on Conflict Resolution and Crisis Prevention, Braamfontein, 7 November 2000

*Victim Empowerment and Human Rights in the Post-TRC Era*, Seminar on Challenges Facing the Foundation for Human Rights, Pretoria, 11 November 2000

*Re-Building Fractured Societies: Reconstruction, Reconciliation and the Changing Nature of Violence in South Africa*, International Conference on Public Order and Community Policing: An Integrated Approach, Brussels, 15 November 2000

*Integrating Youth Violence Prevention and School Safety into a City Safety Strategy*, CSVr Workshop on Developments in City Safety in South Africa's Metropolitan Councils, Braamfontein, 24 November 2000

*Evaluating the Impact of Transition on Policy Making and Delivery: the Case of the National Crime Prevention Strategy in South Africa*, CSVN Conference on Comparative Experiences of Policy Making and Implementation in Countries in Transition, University of the Witwatersrand, Johannesburg, 1 December 2000

**Spencer, F**

*The Elderly as Victims of Abuse and Neglect*, Presentation made before Parliamentary Committee, Cape Town, South Africa, February 2000

*Health Care for Refugees: A Right or Privilege? A Trauma Clinic Perspective*, CSVN Public Seminar on Refugees and Health Care, Johannesburg, South Africa, September 2000

*Challenges in Working with Refugee Communities in South Africa: A Trauma Clinic Perspective*, Paper on the plight of refugees as a marginalised group in relation to the new Mental Health Care Bill presented at Health and Human Rights Conference, Durban, South Africa, 1 - 3 December 2000

**Vetten, L**

*Using the New Domestic Violence Act*, Simeka, March 2000

*The Role of the Advice Officer in Assisting Rape Survivors*, Black Sash, April 2000

*Screening Women for Experiences of Domestic Violence*, Presentation to Primary Health Care Nurses, June 2001

*Counselling and Assisting Women Experiencing Domestic Violence*, Lifeline, 5 October 2000

*Assisting Women Experiencing Domestic Violence*, Sandton Community Policing Forum, November 2000

*Patterns and Trends in Intimate Femicide*, National Directorate of Public Prosecutions' Men's Summit, December 2000

**Vienings, T**

*Gaps in Youth-Violence Research from a Psychological Perspective and Gaps in Research on Gangs and Gangsterism*, CSIR Youth and Violence Workshop, CSIR, Pretoria, August 2000

## **Appendix Two**

### **Workshops**

**Abrahams, B & Hajiyanis, H**

Introduction to Refugee Reproductive Health and the Research Process for Refugee Facilitators in UNHCR/CSVN Reproductive Health Project, CSVN, Johannesburg, South Africa, 12 August 2000

**Abrahams, B & Hajiyanis, H**

*Research Methodology Training for Refugee Facilitators in UNHCR/CSVN Reproductive Health Project*, CSVN, Johannesburg, South Africa, 26 August 2000

**Abrahams, B & Hajiyanis, H**

*Interviewing Skills Training for Refugee Facilitators in UNHCR/CSVN Reproductive Health Project*, CSVN, Johannesburg, South Africa, 9 September 2000

**Abrahams, B & Hajiyanis, H**

*Training in Survey Administration for Refugee Facilitators in UNHCR/CSVN Reproductive Health*

*Project, CSVR, Johannesburg, South Africa, 7 October 2000*

**Bhana, K**

*Challenging the Secondary Victimization of Survivors of Sexual Offences*, Phoenix Community Policing Workshop, 9 - 10 November 2000

Bhana, K & Kekana, I

*Challenging The Secondary Victimization of Survivors of Sexual Offences*, Workshop presented to SAPS specialist FCS Units, July 2000

*Challenging The Secondary Victimization of Survivors of Sexual Offences*, Workshop presented to Eastern Cape NGOs, August 2000

*Challenging The Secondary Victimization of Survivors of Sexual Offences*, Workshop presented to Northern Cape NGOs, August 2000

**Bhana, K, & Sacoor, S**

*Challenging The Secondary Victimization of Survivors of Sexual Offences*, Workshop presented to Durban-based NGOs, August 2000

*Challenging The Secondary Victimization of Survivors of Sexual Offences*, Workshop presented to Pietermaritzburg-based NGOs, September 2000

**Bhana, K; Sacoor, S; Vetten, L & Kekana, I**

*Challenging the Secondary Victimization of Survivors of Sexual Offences*, Workshop presented to Gauteng-based NGOs, June 2000

*Challenging the Secondary Victimization of Survivors of Sexual Offences*, Workshop presented to Gauteng-based SAPS specialist FCS Units, June 2000

**Bhana, K & Robertson, M**

*Challenging The Secondary Victimization of Survivors of Sexual Offences*, Workshop presented to Western Cape NGOs, August 2000

**Bhana, K & Spencer, F**

*Challenging The Secondary Victimization of Survivors of Sexual Offences*, Workshop presented to SAPS specialist FCS Units, July 2000

**Bhana, K; Vetten, L & Robertson, M**

*Challenging The Secondary Victimization of Survivors of Sexual Offences*, Workshop presented to SAPS specialist FCS Units, July 2000

**Davidson, M & Sacoor, S**

*Training in Trauma Awareness and Debriefing for Industrial Psychology Students*, University of the Witwatersrand, Johannesburg, South Africa, September 2000.

**Garcia, M & Hlophe, G**

*Interviewing Skills for Refugee Applicants*, UNHCR, Pretoria, South Africa, 24 March 2000

**Garcia, M & Masilo, N**

*Sensitive Interviewing Skills for Asylum-Seeker Clients*, Lawyers for Human Rights, Pretoria, South Africa, 12 October 2000

**Garcia, M & Robertson, M**

*Interviewing Skills for Refugee Applicants*, Lawyers for Human Rights, Pretoria, South Africa, 25 August 2000

**Hamber, B**

*Problems Facing Victim Groups in Time of Transition: Lessons from South Africa*, Presentation and participation at the Peacebuilding Workshops run by Northern Ireland Voluntary Trust, Enniskillen, Belfast, Antrim and Craigavon, Northern Ireland, 23 - 27 June 2000

**Hamber, B & Stott, N**

Comparative Experiences of Policy Making and Implementation in Countries in Transition, Johannesburg, South Africa, 30 November - 1 December 2000

**Hlope, G**

*Service Providers Workshop for Teachers*, Emndeni, Soweto, Johannesburg, South Africa, 19 September 2000

**Hlope, G & Garcia, M**

*Trauma Management and Trauma Counselling Training for Social Workers*, KwaThema, Johannesburg, South Africa, 28 - 29 February and 1 March 2000

*Trauma Management and Trauma Counselling Training for Social Workers*, Kathlehong, Johannesburg, South Africa, 10-14 July 2000

*Trauma Awareness Workshop*, Langlaagte Police Station CPF, Johannesburg, South Africa, 22 July 2000

*Victim Empowerment and Victim Support Training*, Hillbrow CPF, Johannesburg, South Africa, 25 - 26 November 2000

**Hlope, G & Zwane, W**

*Trauma Awareness and Trauma Management for Teachers*, Emndeni, Soweto, Johannesburg, South Africa, 1, 8, and 22 August 2000

**Kekana, B & Spencer, F**

*Trauma Management Training with Community Health Nurses at Community Paediatrics*, Chris Hani Baragwanath Hospital, Johannesburg, South Africa, 23 - 25 August 2000

**Kgotleng, A**

*Safe Schools*, Presentation to the Baptist Convention College Ministers in Training, Orlando, Soweto, South Africa, 14 June 2000

**Lebeloane, M**

*Safe Schools*, Training for the Safety Team at Mxolisi Higher Primary School. Jabulani, Soweto, Johannesburg, South Africa, 18 March 2000

*Trauma Management*, Workshop with Educators and School Governing Body Members, Tlhologelo Primary School, Moletsane, Soweto, Johannesburg, South Africa, 21 August 2000

*Trauma Management*, Workshop with staff from Siyavuma Lower Primary School, Jabulani, Soweto, Johannesburg, South Africa, 19 September 2000

*Trauma Management*, Workshop with Staff from Kholwani Lower Primary School Jabulani, Soweto, Johannesburg, South Africa, 21 September 2000

*Trauma Management*, Workshop with staff from Ekuphumeleleni Higher Primary School, Jabulani, Soweto, Johannesburg, South Africa, 4 October 2000

*Trauma Management*, Workshop with staff from Phakamani Combined School, Mofolo, Soweto, Johannesburg, South Africa, 9 October 2000

**Lebeloane, M & Mdhlulu, D**

*Trauma Management*, Training for the Staff of Street Wise, Berea. Johannesburg. South Africa, 21 - 24 February 2000

*Suicide*, Workshop for Educators from Aurora Girls High School. Zola, Soweto, Johannesburg, South Africa, February 2000

*Suicide*, Workshop with "40 Schools Committee" Zola, Soweto, Johannesburg, South Africa, 27 March 2000

*Safe Schools*, Workshop with Youth from the South African Association of Youth Clubs, Phefeni, Soweto, Johannesburg, South Africa, 3 April 2000

*Trauma Management*, Workshop with Educators, Klerksdorp, North West, South Africa, 23 - 24 May 2000

*Trauma Management*, Workshop with Educators, Klerksdorp, North West, South Africa, 5 - 7 September 2000

*Safe Schools*, Workshop with Parents, Tigane, Haartebeesfontein, North West, South Africa, 10 October 2000

*Safe Schools*, Workshop with Educators, Tigane, Haartebeesfontein, North West, South Africa, 11 October 2000

### **Maepa, T**

*Community Discussion Workshop on the Developments of the TRC with Specific Reference to Reparations and Strengthening Khulumani*, Pietersburg, South Africa, 15 February 2000.

*Community Discussion Workshop on the Developments of the TRC with Specific Reference to Reparations and Strengthening Khulumani*, Klerksdorp Tigane, South Africa, 24 February 2000

Consultation Workshop with Various Stakeholders on Practical and Sustainable Community Reconciliation Programme, Ermelo, South Africa, 27 February 2000

*Critical Video Viewing Workshop for Diarist*, Alexandra, South Africa, 10 March 2000

*Consultation Workshop with Members of SAPS on Community Reconciliation*, Ermelo. South Africa, 4 April 2000

*Reconciliation Workshop*, Ermelo, South Africa, 13 June 2000

*Reconciliation Workshop*, Ermelo, South Africa, 14 June 2000

*Reconciliation Workshop*, Ermelo, South Africa, 15 June 2000

*Reconciliation Workshop*, Ermelo, South Africa, 16 June 2000

*Reconciliation Workshop*, Ermelo, South Africa, 9 July 2000

*Reconciliation Workshop*, Ermelo, South Africa, 15 November 2000

*Reconciliation Workshop*, Ermelo, South Africa, 16 November 2000

*Report Writing Skills Workshop for Local Community Facilitators of the Khulumani Support Group*, Braamfontein, Johannesburg, South Africa, 11 November 2000

### **Maepa, T & Khumalo D**

Community Workshop on Setting Up and Sustaining Victim/Survivor Support Groups, Parys, South Africa, 9 February 2000

### **Mofokeng, T**

*Reparations and South African TRC*, Soweto, South Africa, 8 April 2000

*Reparations and South African TRC*, East Rand, South Africa, 15 April 2000

*Reparations and South African TRC*, KwaZulu-Natal, South Africa, 22 April 2000

### **Newham G**

*Lessons from Witness Protection in South Africa*, for "Komnas Perempuan" - Indonesian Commission on Violence Against Women, Indonesia, May 2000

Ngwenya, M & Zulu, B

*Depression*, Workshop with Peer Counsellors, Saronde Valley, Krugersdorp, South Africa, August - October 2000

Pelo, J; Ngubeni, K; Hlope, G; Davidson, M, & Dissel, A  
*Voice of Young Offenders*, Workshops with Young Offenders in Leeuwkop Prison, South Africa,  
March - July 2000

**Rauch, J**

*Developing an Anti-Corruption Strategy for Mpumalanga Province*, the Mpumalanga Government,  
Nelspruit, March 2000

*Developing a By-Law Enforcement Strategy for Inner City Johannesburg*, Greater Johannesburg  
Metropolitan Council, Johannesburg, August 2000

*Identifying Safety Priorities and Strategies in Secunda*, Institute for Security Studies and the  
Highveld Ridge Transitional Local Council, Secunda, September 2000

**Rauch, J; Memeza, M, & Palmary, I**

*Best Practice and Lessons Sharing - a First National Workshop on City Safety*, Braamfontein,  
Johannesburg, 23 - 24 November 2000

**Robertson, M**

*Managing Trauma in Children and Adolescents*, Rockingham Forest Trust, Northampton, United  
Kingdom, June 2000

Sacoer, S; Robertson, M; Spencer, F; Garcia, M; Kekana, B; Hlope, G; Masilo, N, & Davidson, M  
*Victim Empowerment and Trauma Support Work, Eight Training Workshops in the Northern  
Province and North West Province*, Department of National Health Tender, May 2000 - May 2001

**Spencer, F & Garcia, M**

*Working with Refugee Communities in South Africa*, Workshop on war-related trauma and healing  
in children: Understanding the African Context, Maputo, Mozambique, 28 - 31 October 2000

**Van der Merwe, H**

*The Lessons Learned during South Africa's Truth and Reconciliation Commission*, Institute for  
Conflict Analysis and Resolution, George Mason University Rwanda, October 2000,

*Lessons from the South African TRC*, On behalf of the Institute for Conflict Analysis and  
Resolution Programme on Strengthening the Role of NGOs in Rwandan Reconciliation, Kigali,  
Rwanda, 23 - 24 October 2000

**Vetten, L**

*Challenging the Secondary Victimisation of Survivors of Sexual Offences*, SAPS Workshops, July  
2000

*Challenging the Secondary Victimisation Of Survivors Of Sexual Offences*, Workshops presented to  
four Eastern Cape and two KwaZulu-Natal NGOs, August 2000

**Vienings, T**

*Early Warning and Conflict Prevention*, United Nations Staff College Training, Canada, 5 - 15  
April 2000

*Early Warning and Conflict Prevention*, United Nations Staff College Training, Nepal, 28 June - 8  
July 2000

*Early Warning and Conflict Prevention*, United Nations Staff College Training, Cyprus, 18 - 28  
October 2000

**Zwane, W**

*Developing a Safe Schools Strategy*, Gauteng Department of Safety and Liaison, Tembisa, 5  
February 2000

*Developing a Safe Schools Strategy*, Gauteng Department of Safety and Liaison, KwaThema, 11  
March 2000

## Appendix Three

### Publications

#### *Chapters in Books*

##### **Dissel, A & Du Plessis, M**

*Prisons*, in *The Law of South Africa*, Volume 21, P 109 - 179. Butterworths, Durban

##### **Hamber, B**

Does the Truth Heal: A Psychological Perspective on Political Strategies for Dealing with the Legacy of Political Violence, In N. Biggar (ed.), **Burying the Past: Making Peace and Doing Justice after Civil Conflict**, Georgetown University Press, Washington DC

##### **Van der Merwe, H**

*National Narrative versus Local Truths: The TRC's engagement with Duduza*, In D. Posel and G. Simpson (eds.), **The TRC: Commissioning the Past**, Wits University Press, Johannesburg

*National and Community Reconciliation: Competing Agendas in the South African TRC*, In N. Biggar (ed.), **Burying the Past: Making Peace and Doing Justice after Civil Conflict**, Georgetown University Press, Washington DC

*Reconciliation and Justice: Challenges to the TRC's Local Intervention*, In Mohammed Abu Nimer (ed.) **Reconciliation, Justice and Coexistence**, Roman & Littlefield

##### **Vetten, L**

*Race, Gender and Power in the Face of Social Change* in Yoon Park, J. Fedler and Z. Dangor (eds), **Reclaiming Women's Spaces**, Johannesburg: Nisaa Institute for Women's Development

*Paper Promises, Protests and Petitions* in Yoon Park, J. Fedler and Z. Dangor (eds), **Reclaiming Women's Spaces**, Johannesburg: Nisaa Institute for Women's Development

#### *Journal Articles*

##### **Bruce, D**

[\*Reasonable Force, Use of Force Review as A Learning Process\*](#), **Crime and Conflict**, 2000, No 20

##### **Bruce, D ; Savage, K, & de Waal, J**

*A Duty to Answer Questions? The Police*, The Independent Complaints Directorate and the Right to Remain Silent, **South African Journal on Human Rights**, 2000, Volume 16, Part 1

##### **Centre for the Study of Violence and Reconciliation**

[\*A New Day? Controlling Police Violence and Corruption\*](#), **Crime and Conflict**, 2000, No 18

##### **Dissel, A**

*Neue Gesetze, alte Praxis, der Überblick*, 1/2000, 58 - 60

*Correctional Services: Challenges for the Future*, **Critical Choices for South African Society**, Political Studies Department, University of Cape Town, 2000

*The Role of NGOs in Correctional Services*, **NGO Matters** 5(7), 2000, page 4

**Dissel, A, & Ngubeni, K**

*The Conditions of Custody: Police Holding Cells*, **Crime and Conflict**, 2000, No 19

**Hamber, B**

*Repairing the Irreparable: Dealing with the Double-Binds of Making Reparations for Crimes of the Past*, **Ethnicity and Health**, 5(3/4), 2000, pp 215-226

*The Balance of Truth: South Africa's Truth Commission - Lessons for the World*, **Orbit**, Autumn 2000, Number 78, 2000, pp 9 -10

**Hamber, B & Maepa, T**

*Education for Reconciliation in South Africa*, **The Development Education Journal**, Volume 6 (2), 2000, pp 15 -17

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## Appendix Four

### CSV Public Seminars

Date	Title	Presenters
20 January 2000	The Role of Magistrates: Reflections of the Past and Challenges of the Future	Dr Paul Gready & Lazarus Kgalema
30 May 2000	Can Reparations and Restitution Contribute in Reconciliation and Nation Building in Africa?	Zakes Hlatswayo, Trevor Ngwane & Brandon Hamber
22 June 2000	The New Sentencing Framework: Proposals for Dealing with Disparities in Sentencing	Prof Dirk Van Zyl Smit & Prof David Unterhalter
9-14 July 2000	"Urban Features" - Lekgotla (Urban Safety Policy And Practice)	Dr Ted Legget, Snr Sup Danie Louw, Lindi Malinga, Anastasia Lungu-Mulenga, Nancy Gist, Prof Sophie Body-Gendrot & Mzi Memeza
28 August 2000	Refugee Access to Health and Social Services: Right or Privilege?	Bruno Gebbo, Tarik Mustik, Abbas Yusuf & Zonke Madjodina
5 September 2000	Effective Criminal Justice: Witnesses and Victims in the Criminal Justice Process	Jenny Irish, David Bruce, Lisa Vetten, Director Kuyler, Pete Richer & Hardie Fourie
11 September 2000	Research into Violent Young Offenders in the UK and South Africa	Gwyneth Boswell, Peter Wedge & Amanda Dissel
27 October 2000	Politics and Promises: Evaluating the Implementation of the TRC's Recommendations	Dr Wendy Orr, Gregory Williams, Hugh Lewin, Bulelani Nqcuca, Yasmin Sookha & Lybon Mabasa

27 October 2000	Film Launch: Women and War	Yasmin Sookha
30 October	Challenging the Secondary Victimization of Survivors of Sexual Offences	Kailash Bhana, Lisa Vetten, Snr Sup Annika Pienaar & Chana Majake
15 November 2000	The Failure of Transformation? Examining the Implications of the Special Assignment Screening	Mary Robertson, Bronwyn Harris & David Bruce
22 November 2000	Police Integrity and Discipline: Internal Systems of Control in the SAPS	Gareth Newham, Duxita Mistry & Jabu Dhlamini
29 November 2000	Youth, Identity and Risk in Post Apartheid South Africa	Clayton Peters, Ankie Motswage, George Chauke & Aubrey Masuku
1 December	A Comparative Analysis of Experiences of Policy Making and Implementation in Countries in Transition	Brandon Hamber & Noel Stott

## Appendix Five

### CSVR Internal Seminars

Date	Topic	Seminar by
27 January 2000	The Burundian Conflict: Civil War, Peace Process and the Challenges of Reconciliation	Aime Ndayisaba
11 February 2000	East Timor	Piers Pigou
25 February 2000	Policing in Hillbrow	Gareth Newham
17 March 2000	Northern Ireland, Current Situation and Building Peace	Brandon Hamber
24 March 2000	Examining the Nature and Extent of Police Custody and Action Deaths	David Bruce

7 April 2000	Refugees, Xenophobia and Operation Crackdown	Bronwyn Harris
14 April 2000	Alexandra - Reconstruction and Reconciliation	Traggy Maepa
20 April 2000	Urban Safety	Mzi Memeza
5 May 2000	Moçambique and Reconciliation	Kamilla Rasmussen
19 May 2000	Children Pathways to Violent Offending- the South African Case based on Wandile's Award Winning Thesis	Wandile Zwane
May 2000	International Assistance to the TRC	Duncan McPherson
24 May 2000	Research Ethics	Hugo van der Merwe & Eddie Webster
23 June 2000	Murder of White Farmers	Jonny Steinberg
7 July 2000	Vicarious Traumatization: Healing the Healers	Sherbanu Sacoor
21 July 2000	Multi-media Presentation on Frantz Fanon; Noam Chomsky; Art Therapy; My Favorite Terrorists; Leonard Pelletier; Disappearances; Women, Victims and Support Groups	Polly Dewhirst
4 August 2000	<a href="#">GreenNet</a> . Who are they? What can we learn from them?	Andie Miller
18 August 2000	Voices of Young Offenders: Preliminary Results from a PAR Project	Amanda Dissel
18 August 2000	Zimbabwe and the Land Issue	William Johnson
1 September 2000	Trauma in South Africa	Mary Robertson
11 September 2000	Social Crime Prevention: Strategy and Approaches	Lisa Vetten & Janine Rauch
13	Victim Empowerment: Strategy and Approaches	Graeme Simpson

September 2000		& Mary Robertson
10 October 2000	Mainstreaming Gender at the CSVR	Penny Plowman
1 November 2000	Self Care workshop: Working with Survivors of Trauma	Bandon Hamber & Mary Robertson
2 November 2000	Report Back: Working with Women and Adolescents in Tanzania's Refugee Camps	Jonny Steinberg
23 November 2000	Racism and Police Brutality: an Evaluation Workshop on CSVR's Response to Racist Violence by the SAPS Dog Unit	

## Contact Addresses and Correspondence

The CSVR contact addresses and numbers are as follows

- Postal Address:  
*P O Box 30778, Braamfontein, Johannesburg, 2017, South Africa*
- Physical Address:  
*4th Floor, Braamfontein Centre, 23 Jorissen Street, Braamfontein, Johannesburg, South Africa*
- Centre Telephone:  
*+27 (11) 403-5650*
- Centre Fax:  
*+27 (11) 339-6785*
- Trauma Clinic Telephone:  
*+27 (11) 403-5102/3*
- Trauma Clinic Fax:  
*+27 (11) 403-7532*
- E-mail:  
 CSVR Centre: [info@csvr.org.za](mailto:info@csvr.org.za)  
 Transition & Reconciliation Unit: [tru@csvr.org.za](mailto:tru@csvr.org.za)  
 Trauma Clinic: [trau@csvr.org.za](mailto:trau@csvr.org.za)  
 Criminal Justice Policy Unit: [cjpu@csvr.org.za](mailto:cjpu@csvr.org.za)  
 Gender Unit: [gender@csvr.org.za](mailto:gender@csvr.org.za)  
 Education and Media Unit: [edut@csvr.org.za](mailto:edut@csvr.org.za)  
 Youth Department: [youth@csvr.org.za](mailto:youth@csvr.org.za)