CSVR 20

The Centre for the Study of Violence and Reconciliation

20th Anniversary 1989 - 2009



ANNUAL REPORT

JAN 2008

JUNE 2009

VISION

CSVR is an innovator in preventing violence and building peaceful societies

MISSION

CSVR adopts a multi-disciplinary approach to understand and prevent violence, heal its effects and build sustainable peace locally, continentally and globally

PROGRAMMES

Criminal justice
Gender-based violence
Peacebuilding
Transitional justice
Trauma and transition
Youth violence prevention

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MESSAGE FROM THE

PATRON

PATRON

It is a great pleasure for me, as Patron of the CSVR, to be one of the first to congratulate this remarkable organisation on its achievements over the past 20 years.

> Its tireless pursuit of strengthening the voices of victims and survivors of violence.

The CSVR has been a beacon of light during a few of the dark and turbulent years in our country's history. The innovative research done by a small team of dedicated and committed staff has helped us to make sense of the nature and prevalence of violence that erodes our society and threatens our sacred democracy that we have fought so hard to achieve.

More importantly, the CSVR's research has given us hope that violence can be prevented, and that we do not and will not accept it as an inevitable part of transformation in South Africa. The CSVR's increasing focus on violence prevention strategies is positive encouragement that the road ahead, although uneven, can indeed be traversed and that the final destination is one filled with promise and peace for all of God's children.

The CSVR has broadened its scope of reference regionally and continentally and has made considerable impact in initiatives that extend beyond the borders of our country. The organisation has generously shared its lessons and expertise with others and has been humbled and gracious in accepting the lessons learnt from other experiences which has enriched its work.

What has impressed me especially about this organisation over the years is its tireless pursuit of strengthening the voices of those victims and survivors of violence who, through marginalisation from society by poverty or prejudice, have not had access or the recourse to make their voices heard. The CSVR has ensured their stories are told and heard and that justice prevails to all who live in our beautiful country.

I would like to commend each and every staff and board member, past and present, and all our supporters and partners who have contributed generously towards the achievements of this outstanding organisation. Its role today is as important as it was when it first opened. May it grow in strength and continue to contribute towards the creation of peace in our blessed land.



Archbishop Emeritus Desmond Mpilo Tutu



MESSAGE FROM THE EXECUTIVE DIRECTOR

It is a great privilege to be at the helm of the Centre for the Study of Violence and Reconciliation as it celebrates this milestone of its 20th anniversary and to reflect on a history that has been inextricably linked to the process of transition in South Africa. CSVR's continued existence is an indication of its robust and resilient nature, and its relentless pursuit of a society free from violence. It is also, sadly, testimony to the ongoing prevalence of violence in our society.

While we acknowledge the achievements made by this organisation in the fight against violence, we also reflect on the new manifestations of violence around us and the need to remain innovative, responsive and adaptable to meet the continuously shifting external environment. Never before has our work been as relevant or as crucial as it is today as we respond to the multitudinous faces of violence that threaten to undermine our democracy.

THE FIRST DECADE

The first ten years of the CSVR were fundamentally characterised by a country in a process of democratic transition accompanied by heightened levels of political violence. The history of the CSVR is rooted in the experience of violence associated with this transition, and the deeply troubling legacy it has left for our society. The need to address the way that violence has become embedded in our culture remains a key concern in our work at the CSVR. A central question is whether violence has become normalised in the sense that it is socially sanctioned and an accepted part of life in contemporary South Africa. The explanatory power of the widespread notion of a 'culture of violence' needs to be investigated, including an understanding of the origin and reproduction of repertoires of violence. An important aspect of our understanding has been the ability to draw links between our society's violent history and continued legacy of social injustice on the one hand, and the ongoing struggle to constructively manage social conflict on the other. These insights also provide the basis for some of our international partnerships and learning exchanges.

THE SECOND DECADE

The second decade of the CSVR has seen the rapid expansion of the organisation in response to the growing demand for research and policy advocacy. While South Africa revels in the opportunities created by a constitutional democracy that enshrines human rights and is increasingly accepted by the world through international agreements and treaties, it struggles to give concrete expression to these rights and build lasting peace and tolerance. Reflecting on the history of the CSVR in the context of the evolution of violence and injustice in South Africa affords us the opportunity to continuously review our role and relevance in South Africa. This has ensured that the CSVR remains at the forefront of examining patterns of violence, dealing with its consequences and developing preventative strategies. The project on Collective Violence is a good example of this. The project focuses on understanding the social dynamics of collective violence and investigates the material conditions, understandings and expressions of two different forms of community based collective violence (xenophobia and service delivery protests). These two diverse manifestations of collective violence are rooted in deep social trauma that our society has failed to address..

Collective violence is often a response to moral panic, combined with the perception that the state is unable to establish and maintain social order and/or unwilling to address crucial social needs. Different forms of collective violence need to be contextualised at both the local level (in particular histories of conflict, deprivation and experiences of trauma) and at the national level in the legacy of South Africa's militarised past. Through this research project the CSVR will devise intervention strategies to strengthen local capacity to prevent future outbreaks of violence by promoting citizen participation and non-violent mobilisation at the local level.

The CSVR has seen a number of changes in the past 18 months. A change in organisational leadership typically heralds a different style and approach and mine has emphasised strong accountability and delivery, and will continue to do so as the organisation moves forward. Thematic focal areas have been revised in response to the altered external landscape within the sub-region and in South Africa. There has been a strong drive to create opportunities for programmes to work collaboratively on joint projects particularly when there is commonality across themes. The role of youth as peace makers is an example of a project that intersects all four themes of gender, criminal justice, youth and violence prevention and peace building.

CSVR APPROACH

The CSVR has shown its receptiveness and adaptability by its immediate response to new crises and outbursts of violence such as the xenophobic attacks of May 2008 and in the many expressions of social service delivery protests. These values are intrinsic to the way in which the CSVR approaches its work. There is also a conscious intent to integrate the research, intervention and advocacy components of the organisation and this has resulted in more effective interplay and cross-disciplinary exchange which has added value in depth and perspective to individual projects and programmes alike.

> CSVR remains at the forefront of understanding patterns of violence,
> **developing preventative strategies**
> and dealing with its consequences.

As a research based organisation, our analysis is informed directly by work with communities affected by violence. It is further shaped by the practical application of our models within communities with collaborative partners, understanding the importance of locally based initiatives. Research and interventions range from work in gender-based violence, to the reintegration of military veterans of liberation armies, and transitional justice beyond the parameters of the legal process. We continually examine the different ways in which violence takes shape during periods of rapid social and political change.

CSVR has engaged increasingly in collaborative projects with external partners on the Continent and will continue to source other opportunities to work in this way in the future. The benefit of a collective approach has also been recognised at a regional level with relevant civil society partners and there have been important developments in our work, both in the scope and the extent of our reach, through this collaborative approach.

CSVR has long been recognised and valued as a source of expertise on the global stage, both for its organisational history and for its wealth of knowledge in the field of social justice and violence. Expert input is continuously sought from the CSVR and its staff by a range of regional and international bodies including the AU, UNODC, UNHCHR, UNICEF, UNIFEM and OECD-DAC. This involvement brings international exposure and stature for the CSVR and provides new insights and a rich body of knowledge and learning from all corners of the world for the organisation. The role of international bodies in our local intervention and advocacy

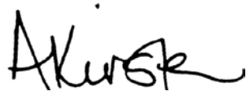
work also provides access to valuable material resources (e.g. in our domestic xenophobia work). These interactions provide the CSVR with opportunities to strengthen our local interventions and have an impact on international developments in the field.

Much of our crime and violence data confirms international trends that show young men are most often both the perpetrators and victims of violent crime and are most often implicated in incidents of rape and sexual assault. These insights and new opportunities for intervention have also resulted in a re-organisation of certain projects in relation to programmes (e.g. Gender Violence Programme engaging more with projects dealing with issues of masculinity) and a stronger cross-departmental focus on community-based violence prevention, with a more comprehensive engagement with young men as a key constituency with whom to engage.

THE JOURNEY CONTINUES

As the CSVR continues its journey of building peaceful societies, it is important for us, as an organisation, to catch our breath, to reflect and indeed to celebrate the unique role that the CSVR has occupied over the past 20 years. It is important to acknowledge that the CSVR has helped South Africans make sense of and grapple with the meaning and manifestations of violence in our society, and has explored ways to both reduce and prevent violence in the future.

As we continue our quest towards building a more peaceful and just society, together with grass roots and civil society organisations as well as government, we are hopeful that partners and donors who have supported us so generously in the past and with such dedication, continue to believe in the value that the CSVR brings in creating violence-free societies.



Adèle Kirsten

The work of the Criminal Justice Programme focuses on transforming institutions of the criminal justice system to safeguard citizen's rights. This is achieved through research, advocacy and pilot interventions to strengthen state institutions to become more effective in their ability to prevent and address violence. The Programme's focus has broadened to include a wider understanding of the nature of violent crime.

1 CRIMINAL JUSTICE PROGRAMME

WHAT WE DO

CJP has historically focused on transforming the organs of the criminal justice system in South Africa post democracy, working in particular with prisons and police. The past three years has seen, however, a broadening of this perspective to include a deepened understanding of the nature of violent crime in our society. CJP is critically poised at a strategic crossroad as it repositions its future direction very clearly within the human rights domain but inclusive of this broadened focus.

HOW WE WORK

CJP undertakes research to deepen the understanding of the nature of violence - particularly sexual violence- in South Africa's correctional centres, and to explore ways in which to prevent it. Promoting and protecting inmates' sexual health (particularly in relation to HIV & AIDS) is also a central theme in our research. CJP works with the national Department of Correctional Services to heighten awareness of violence in correctional centres and to provide support in the development and implementation of violence prevention and management strategies. This is achieved through various engagements and training workshops with different levels of Correctional Services staff as well as with inmates and other stakeholders.

The role of advocacy forms part of this work through contributions to national policy development and other strategic activities including participation in events like the Seminar on Offender Rape in Correctional Centres convened by Commissioner Petersen in June 2008, and participation on Correctional Services task teams such as the Gang Management Task Team and the Task Team for the Management and Treatment of Sexual Offenders'.

The CJP also publishes and presents in a variety of non-prison contexts to raise awareness in broader society about issues of male rape and prison violence.

Due to the work on violent crime which CJP has become involved in during 2008, work on policing has taken, to some extent, a back-seat during this period, although CJP continued with a project on HIV & AIDS and policing.

STATUS QUO

The change in political leadership in the ministries of Correctional Services and Safety and Security (now Ministry of Police) has meant that CJP has had to invest efforts in building new relationships with newly appointed officials in the various departments. Given that these officials, in some instances, do not share the same priorities for their departments as their predecessors, this has delayed the Programme's ability to move forward on some of its initiatives.

The legal definition of rape changed at the end of 2007 through the Criminal Law [Sexual Offences and Related Matters] Amendment Act, 2007 and at last recognises that men, as well as women, can

be raped. There is some emerging evidence of a slow shift in the number of men prepared to come forward about rape, but much work still needs to be done to get male rape recognised by society generally as well as by institutions like the Department of Correctional Services, where the issue is particularly pertinent.

Through our work on issues such as the nature of violent crime and male rape, we are deepening our understanding of the role of manhood in men's experiences as both perpetrators and victims of violence. This has enabled us to contribute significantly to discussions on the issue of masculinity (how men understand, experience and enact their manhood) in the violence-prevention sector, which is increasingly acknowledging and investigating the close relationships between masculinity and men's experiences of violence.

NEW LESSONS

The CJP is currently its strategic priority areas moving forward, specifically in response to Section 49 of the Criminal Procedure Act and the use of lethal force by the police.

Deliberations have gone even further as CJP considers the benefits of targeting its work through civil society as an alternative to the state. These critical questions need resolution as the CJP moves forward.

RECENT CHALLENGES

Challenges that have emerged over the 18 months under review are summarised below:

- To build relationships with new officials, gaining their trust and confidence, as part of the work to accelerate the necessary authorisations and engagement required to proceed on work initiatives.
- To broaden the scope of work through further targeting different levels of government.
- To uncover new opportunities for impact and transformation in the broader community.
- To work in closer collaboration within the different focal areas within the Criminal Justice Programme as well as across sectors and programmes in the broader organisation.



Project Snapshots

SEXUAL VIOLENCE IN CORRECTIONAL CENTRES

This project undertakes a series of interventions from research, to understand the day to day pattern, occurrence and response to sexual violence in prisons; to capacity-building aimed at correctional centre staff in supporting them to address and prevent sexual violence; to publications and presentations in relevant forums building understanding of the issues around sexual violence.

One recent initiative was a 5 day intensive workshop with selected staff from Modderbee, Devon and Nigel Correctional Centres to address sexual violence and support sexual health behind bars. Our work in men's prisons has highlighted how the way in which staff deal with sexual violence (or don't deal with it) is interwoven with a number of other issues. Some of these issues, like the need for disciplinary and victim-support procedures, are perhaps more obvious than others. Less explicit is the importance of engaging with personal responses and myths on gender and sexuality. Failure to tackle these issues is likely to undermine initiatives aiming to address sexual violence and promote sexual health.

Our approach was deliberately multi-pronged and cognisant of the need to include a number of components. Informative sessions and participative skills-building workshops were conducted together with sessions where participants engaged directly with their attitudes towards the "taboo" areas, such as sex, male rape, and homosexuality, bisexuality and transgenderism.

"We were able to get into the mind of someone who has been raped and understand how they feel"

"We learnt of the damage that silence brings. It challenged our usual approach."

"It [talking about sex] was a challenging topic to discuss .... I have never felt so tired in my life as I did last night."





CJP invited other organisations with experience and expertise in these areas to conduct these particular sessions. Participants found being confronted with these taboo subjects enormously challenging and were required to think in new and often very personal ways which appeared to further strengthen the learning.

HIV & AIDS AND POLICING

The CSVR has been involved in research on HIV & AIDS in the South African Police Service since 2005. This work has been done as part of CSVR's vision of strengthening democratic criminal justice institutions.

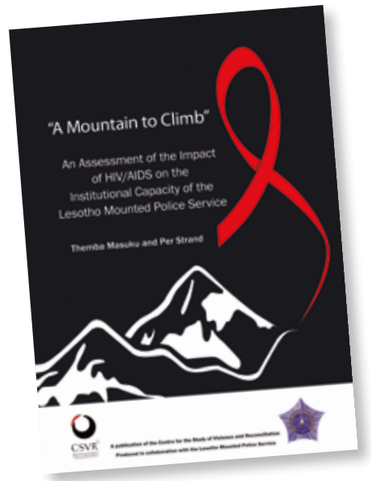
An assessment of the impact of HIV & AIDS on the institutional capacity of the Lesotho Mounted Police Service (LMPS), *"A Mountain to Climb",* has recently been completed with full collaboration and support from the Lesotho government and the Commissioner of Police. Approximately 23% of LMPS officers are believed to be HIV positive.

The study is intended to support engagement with the problem presented by prevalence of HIV & AIDS within the LMPS. The research assessed the nature and degree of the impact of HIV & AIDS on the institutional capacity of the LMPS and analysed the perceptions of police officers in relation to HIV and AIDS.

The conclusion of the report confirmed that HIV & AIDS is indeed undermining the institutional capacity of the LMPS, but that the risk of infection to police on duty is minimal. The widespread behaviour of multiple concurrent partners, often accompanied by little or no ondom use, is overwhelmingly the main cause of HIV infection amongst the LMPS.

The report made a number of recommendations:

- Developing a customised HIV & AIDS policy for the LMPS.
- Strengthening systems of support to police when deployed away from their base.





- Publishing of information of staff-turnover due to death by AIDS to break down misperceptions
- Providing of quality information from police officers living with HIV and AIDS in order to understand their challenges and to improve care and support programmes
- Developing regional cooperation with police forces in countries with similar problems to share insights
- Examining the quality of condoms issued by government

PROJECT CLOSE UP ON THE STUDY OF THE VIOLENT NATURE OF CRIME

This is a unique project of the CSVR in that it is cross-thematic. It is also an example of the effectiveness of cross-cutting and multi-disciplinary collaboration.

The project was undertaken in response to a direct request from the Minister of Safety and Security to the CSVR in 2006 to research the violent nature of crime in South Africa. The request followed shortly after a spate of violent incidents culminating with the 'Jeppestown Massacre' in which four police officers and eight other people were killed. Government was facing increasing pressure to engage with the problem of violent crime.

The purpose of the project was to assist government efforts at tackling violent crime by presenting an overall picture of the nature of violence in South Africa, looking in particular to answer questions as to why levels of violence are so high; why such a high proportion of violence is 'social' violence, (acquaintance violence) i.e. between people who are known to each other and finally, why there is gratuitous violence.

Seven different research papers were generated and covered a diverse range of topics from a study of murder in high crime areas, to sexual violence, to the socio-economic factors that contribute to violence, and finally to a study of the perpetrators of violence. Most of the project was conducted internally by CSVR but specific components were outsourced to the Human Sciences Research Council and others involved in violence research.

The CSVR aimed to integrate available information on violent crime as well as to supplement the available data. Three forms of violent crime in South Africa were identified as being most important:

- Assaults, related to domestic violence, arguments and other circumstances.
- Rape and sexual violence, and
- Robbery.

The project focused on understanding how these forms of violence manifest in South Africa and who they impact on and addressed questions relating to the causes of crime in South Africa building on the explanatory framework put forward in the National Crime Prevention Strategy.

Some of the insights emerging from preliminary components of the study are:

ACQUAINTANCE VIOLENCE

- Most cases of assault and sexual assault involve people who are known to each other; other forms of violence, such as violent or sexual child abuse, are also generally committed by family members or people known to each other. Murder perpetrators were also usually known to the victim.
- Social or acquaintance violence is not only a product of, but reinforces, the normalisation of violence.
- Acquaintance violence can therefore be seen as a key generator of broader violence in society

DEGREE OF VIOLENCE

- The degree of violence used in incidents can be distinguished by "instrumental" "expressive" or "gratuitous" motives. These tend to be linked to certain types of psychological dispositions or pathologies.
- In robberies most often, people threatened with violence will only be harmed if they resist or obstruct the perpetrators in some way
- Gun or other weapon use, alcohol or other substance abuse, vindictiveness or anger, group dynamics, lack of confidence, low self esteem or the desire for notoriety may also contribute to the risk of the use of excessive violence.

The socio-economic legacy of apartheid continues to be important in explaining violence in South Africa but it is also necessary to understand how characteristics of post-apartheid South Africa, most notably high levels of inequality, interact with and reinforce the apartheid legacy.

A number of specific recommendations emerged out of the research reports, and include initiatives to:

- Support positive and healthy child and youth development to ensure that young people grow up living healthy and constructive lives and are able to make the most out of the education system
- Promote a non-violent and law-abiding society with respect for justice and the rule of law
- Promote role players in the media and advertising industry that demonstrate non-violent and law-abiding values, and create the perception of self-worth
- Create safe public spaces, recreational facilities, schools, etc
- Prevent or limit ownership of guns and other weapons
- Strengthen interpersonal awareness and development in peer group relationships at school, within families, in prisons and the police

At the time of going to press on this annual report CSVR did not have permission to release the final reports completed in the study. As a result the final recommendations cannot be discussed here.





The socio-economic legacy of apartheid continues to be important in explaining violence in South Africa

The Gender-based Violence Programme seeks to understand the root causes of gender-based violence in all its forms in society and to develop strategies of violence prevention for use by civil society and government.

2
GENDER-BASED VIOLENCE PROGRAMME

WHAT WE DO

The Gender-based Violence Programme (GBVP) seeks to understand the root causes of gender-based violence in all its forms in society and to develop strategies of violence prevention for use by civil society and government.

HOW WE WORK

- By undertaking, promoting and publicising research;
- By implementing community-based interventions based on the research;
- By designing and conducting education and training programmes to strengthen the capacity of organisations working in this field, as well as groups of marginalised or vulnerable women;
- By working in strategic partnerships with non-governmental organisations and state departments at the local, regional and national level; and
- By advocating around policy and laws to prevent gender-based violence and to protect the rights of victims of gender-based violence.

THE STATUS QUO

Gender issues – particularly violence against women - are receiving attention at both a national and international level. In February 2008, the United Nations launched a worldwide campaign to end violence against women and the Africa-Wide Campaign to Eliminate Violence against Women and Girls will run from 2009 to 2012. At a national level, the decision to review the closure of the specialised Family Violence Child Abuse and Sexual Offences Units has been welcomed by gender activists. The creation of the new Ministry of Women, Youth, Children and People with Disabilities has been received with mixed feelings and the rationale for clustering women together with youth, children and people with disabilities is not understood. There is scepticism within the sector of the genuineness of government's commitment to gender-based issues.

There is great concern at the mixed messages that abound in the public domain and the "deep gulf between the call for women's equality in South Africa's model Constitution and society's predominantly archaic public attitudes towards women." *(William-Mervin Gumede. The Sowetan, 5 August, 2009.)*

RECENT LESSONS

Legislation "without teeth" - without effective implementation - and without committed financial resources undermines its impact. This is a lesson that is being seen over and over again in all sectors. Legislation, in these instances, ultimately fails to protect the very victims it sought to protect in the first place.

The Domestic Violence Act (106 of 1998) is an example of sound legislation without adequate follow through.



WHERE PROTECTION ORDERS HAVE FAILED TO PROTECT:

July 15, 2007:

Hairdresser Msizi Mkhize (25) was allegedly shot by her jilted ex-boyfriend a week after she had obtained an order against him.

June 22, 2007:

Nershendran "Nico" Vather, convicted of strangling his 2-year old son, went on trail for murdering his 38-year-old wife Valencia. She had obtained a protection order against him.

January 2, 2007:

Margaret Mchake (32) was killed and buried in someone else's grave, allegedly by her husband Godfrey. She had obtained a protection order against him.

Courtesy Karyn Maughan The Star 10/09/07e1









Patriarchal attitudes in South Africa remain entrenched. Nowhere was this more clearly evidenced than by the Noord Street taxi rank incident in Johannesburg in February 2008 when a young woman was publicly humiliated and sexually assaulted by taxi drivers for wearing a mini-skirt.

Drivers and hawkers allegedly tore off her clothing because she was being "taught a lesson about wearing a miniskirt". They allegedly sexually assaulted her while others poured alcohol over her head and called her names.

This incident, although it created much media attention and resulted in hundreds of South African women demonstrating at the commuter taxi rank calling for an end to harassment for wearing miniskirts and other allegedly revealing clothes, and being blamed for causing men to rape, questions the effectiveness of public campaigns on gender awareness. Certainly it seems that they have had minimal impact on shifting patriarchal attitudes.

Radio 702 Personality Redi Direko led the march, wearing a mini skirt and high heels.

She was speaking to taxi association bosses once the mass of people reached the taxi rank.

"Drivers need to be taught how to behave,
this doesn't end here, there is no dress code for women who frequent the taxi rank
and we say to the drivers
'mind your job'"

(Taken from Mail & Guardian Online "Hundreds of Women in miniskirt protest")

"COPS LEFT ME TO BE RAPED"



Police refused to enforce a protection order when a woman tearfully begged the police to rescue her from her child-sex abuser and mental patient ex-husband. Police accused her of being drunk.

"Talk nicely to this man" they said, "because he is talking nicely to you."

After the three officers refused to arrest the HIV-positive former husband, despite the protection order she had obtained against him, the man, in a drunken rage, raped her.

The woman sued the SAPS and won the case where the judge, Leon Kemp, was scathing in his condemnation of the police describing their evidence as "deliberately deceitful" and "ridden with improbabilities and lies"

RECENT CHALLENGES

Despite the progress in legislation, levels of gender-based violence remain alarmingly high. The experience to date has shown that focus on legislation alone is short sighted and needs to be broadened to include a diversity of prevention strategies that result in cultural change and practice. This is a significant lesson for the GBVP, for the CSVR and the sector in general.

'The conference has been very relevant for my work. It has motivated me to continue with my research on the impact of services of NGOs in the society. A job well done to organizers! Thanks, you really don't know how many doors you have opened, especially for small organisations'.

'The conference showed me that the majority of NGOs are experiencing similar problems and that we are not alone. We can take the recommendations to our organizations and provinces. The conference was excellent, please keep all informed of updates and future conference'



Project Snapshots











CREATING SAFE COMMUNITIES

This project strengthens primary interventions to address gender-based violence. Strong partnerships with the Nisaa Institute for Women's Development in Lenasia and the Thohoyandou Victim Empowerment Programme in Limpopo have been established to conduct joint research. The relationship between alcohol abuse and gender-based violence, as well as HIV and AIDS and gender-based violence is the project's primary focus. The results will inform a pilot primary prevention programme in one rural community and one urban community.

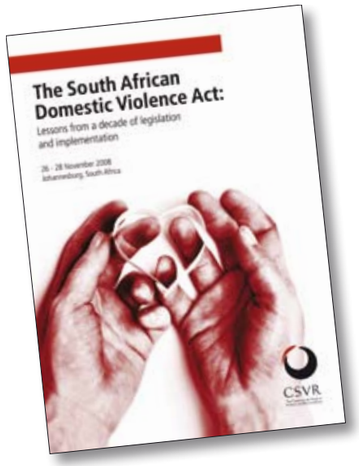
The project also incorporates building networks with similar organisations working in the field, both locally and internationally to learn and share experiences.

NATIONAL CONFERENCE

The South African Domestic Violence Act
Lessons from a Decade of Legislation and Implementation
26th – 28th November 2008, Johannesburg.

Arranged and facilitated by the CSVR and attended by 120 delegates, the conference focused broadly on the thematic areas of legislation and policy available for women experiencing domestic violence, the socio-cultural changes needed to prevent domestic violence, working with perpetrators and restorative justice in domestic violence cases.

The Conference was a great success and provided a critical opportunity for the sector to collectively reflect on lessons learnt from the past decade, and to define strategic priority areas for the future. It also facilitated a platform for effective networking amongst like-minded organisations committed to similar objectives and collaborative opportunities and partnerships in the future.



"The Conference is significant as it allows us to look at what can be done differently in the next 10 years.....(We need) more prevention and intervention strategies....."

Adèle Kirsten, Executive Director of CSVR

TRACKING JUSTICE

The Attrition of Rape Cases through the Criminal Justice System in Gauteng

A research project conducted in partnership with the Medical Research Council and Tshwaranang Legal Advocacy Centre, described the characteristics of reported rape in Gauteng province and the processing of rape cases by the police and courts at selected courts and police stations. In terms of attrition, the study found that half the cases resulted in arrests; trials commenced in 17.3% of cases; a conviction for any crime resulted in just over 1 in 20 cases; and a conviction for rape was secured in just 4.1% of cases.



NEEDS ASSESSMENT OF LAW ENFORCEMENT AGENTS REPONSES TO VIOLENCE AGAINST WOMEN

The GBVP was selected by the United Nations Office on Drugs and Crime (UNODC) Regional Office for Southern Africa to conduct a situational analysis of violence against women in South Africa, Mozambique, Lesotho, Zimbabwe, Botswana and Namibia, as well as an assessment of the training needs of law enforcement agents within these countries.

The report provided an overview of the current forms, nature and extent of violence against women in each selected country, and the current legislative and policy framework, with an emphasis on the role of the police. The report provided an achievable model in relation to the policing of violence against women in each country, complete with a list of recommendations for achieving this, particularly in terms of police training needs.

STANDARD INDICATORS AND METHODOLOGIES FOR MEASURING VIOLENCE AGAINST WOMEN IN AFRICA

The United Nations Economic Commission for Africa (UNECA), through its African Centre for Gender and Social Development (ACGS), has recognised the scarcity of specific and contextual indicators and methodologies around gender-based violence at continental as well as national levels. The GBVP was commissioned to provide a situational analysis of gender-based violence across the continent, and the methodologies for data and information gathering

in African countries, as well as to develop a standard set of indicators on violence against women. The project relied on the work initiated by Gender Links on gender-based violence indicators in Southern Africa. In a meeting in September 2009 of experts on gender-based violence, as well as statisticians from the continent, a standard set of indicators was agreed upon. ACGS/UNECA will encourage African states to institutionalise the developed indicators into their national systems. In addition to this, the indicators will hopefully be incorporated into the African Gender and Development Index (AGDI) of ACGS/UNECA.

PROJECT CLOSE-UP ON XENOPHOBIA AND MIGRANT WOMEN IN SOUTH AFRICA

ORIGINS

The research project on xenophobia and migrant women began at the end of 2007, seven months preceding the May 2008 xenophobic incidents and documented and analysed the experiences of xenophobia by migrant and refugee women in South Africa. Quantitative and qualitative research was conducted in Cape Town, Durban and Johannesburg amongst refugee and migrant women.

All interviewees agreed that xenophobia had been festering just below the surface for a long time or as one woman put it "burning the hearts of South Africans from all spheres of life".

The results of the research concurred with research already done on the causes of the xenophobic outbursts, citing the fierce competition for resources between migrants and poor South Africans as being the primary trigger.

In relation to the gendered nature of the attacks, the research noted that migrant women are often made more visible, and therefore more vulnerable to exploitation and xenophobia, through various 'markers of difference'. Dress, as an identification of foreignness, is a particularly gendered problem.

Women were threatened on all forms of public transport (buses, trains and taxis) and while walking on the streets, as well as being exposed to sexual harassment by both taxi drivers and men on the street. Mothers often feel unable to protect their children from the fear and trauma of these xenophobic attacks, which makes them feel derelict in their duties as a mother and powerless to save their children from harm.

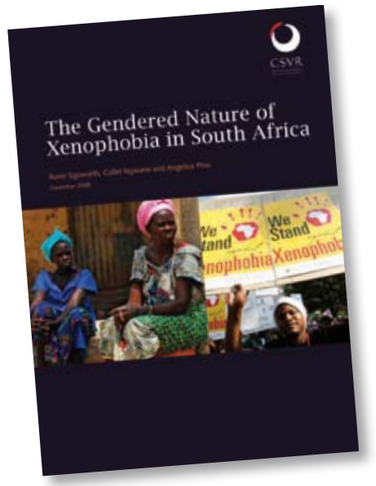
With regards to public services, women migrants felt that they could not report violence against themselves by South African citizens as well as by nationals from their country of origin because of a lack of access to the police.
The research concluded with the provision of a number of concrete and specific actions to be taken to reduce xenophobia in the future.

It identified specific roles and responsibilities to be managed by government and civil society. Many of these recommendations have been incorporated into the Gender-based Violence Programme planning for the next year.

RAISING AWARENESS OF GENDER-BASED VIOLENCE

After the May 2008 xenophobic incidents, the GBVP conducted training workshops to raise awareness of violence against migrant and refugee women. These were held in Gauteng in various "Centres of Safe Shelter".

One such place, which received much media coverage during the outbreaks, was the Central Methodist Church in the centre of Johannesburg, where thousands of migrants and refugees took shelter, after fleeing the attacks. The Central Methodist Church has long been a popular destination for thousands of Zimbabweans and other refugees fleeing their country's political and economic woes. During a training session at the Church it became clear that women's

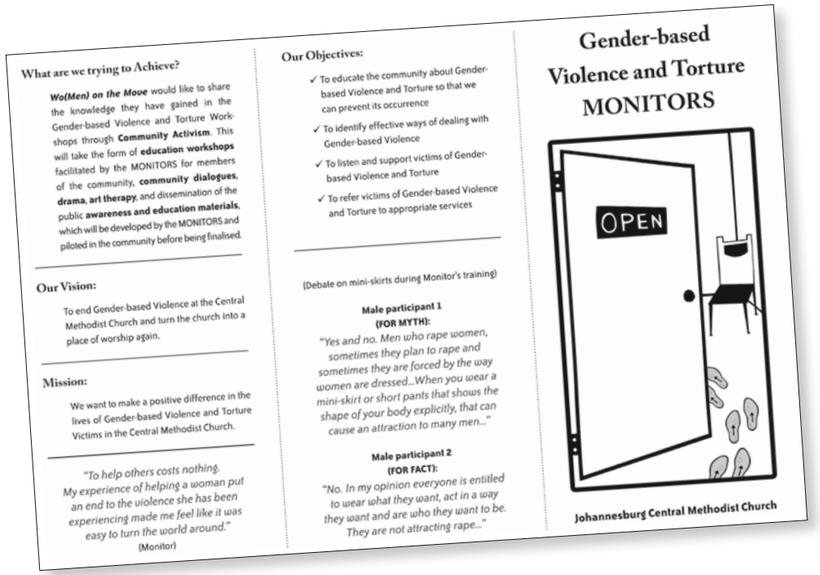




experiences of violence extended considerably beyond xenophobia-related violence, with many instances of domestic and sexual violence in the setting of the Church itself.

In May 2009, 12 members of the Church community took it upon themselves to act as monitors - the 'eyes and ears' - at the Church in relation to violence against women. The group of 12, known as Wo(Men) on the Move underwent comprehensive training on Gender-based Violence as well as Torture, which was facilitated as a collaborative partnership between the CSVR GBVP and the Trauma and Transition Programme.

The monitors have subsequently established a Help Desk at the Church for women who wish to seek help, and also for survivors of torture. The Help Desk will serve to contain the victims and to refer them to the relevant service providers.



What are we trying to Achieve?

Wo(Men) on the Move would like to share the knowledge they have gained in the Gender-based Violence and Torture Workshops through **Community Activism**. This will take the form of **education workshops** facilitated by the MONITORS for members of the community, **community dialogues**, **drama**, **art therapy**, and dissemination of the public **awareness and education materials**, which will be developed by the MONITORS and piloted in the community before being finalised.

Our Vision:

To end Gender-based Violence at the Central Methodist Church and turn the church into a place of worship again.

Mission:

We want to make a positive difference in the lives of Gender-based Violence and Torture Victims in the Central Methodist Church.

"To help others costs nothing. My experience of helping a woman put an end to the violence she has been experiencing made me feel like it was easy to turn the world around."
(Monitor)

Our Objectives:

- ✓ To educate the community about Gender-based Violence and Torture so that we can prevent its occurrence
- ✓ To identify effective ways of dealing with Gender-based Violence
- ✓ To listen and support victims of Gender-based Violence and Torture
- ✓ To refer victims of Gender-based Violence and Torture to appropriate services

(Debate on mini-skirts during Monitor's training)

Male participant 1
(FOR MYTH):
"Yes and no. Men who rape women, sometimes they plan to rape and sometimes they are forced by the way women are dressed...When you wear a mini-skirt or short pants that shows the shape of your body explicitly, that can cause an attraction to many men..."

Male participant 2
(FOR FACT):
"No. In my opinion everyone is entitled to wear what they want, act in a way they want and are who they want to be. They are not attracting rape..."

Gender-based Violence and Torture MONITORS

OPEN

Johannesburg Central Methodist Church

"IF LIFE THROWS LEMONS AT YOU, MAKE LEMONADE"

"Exiting our taxi in front of the Central Methodist Church, I felt like I was back in a transitory space, like a Cameroonian bus station. A group of men lined the wall, teasing each other and several kids played a game that looked like tag, running around their mothers who were selling pap and meat. As we walked through the rooms, the group members declared, "this is my corner, this is my daughter, this is my mattress, this is my television, this is my oil for frying fried dough."

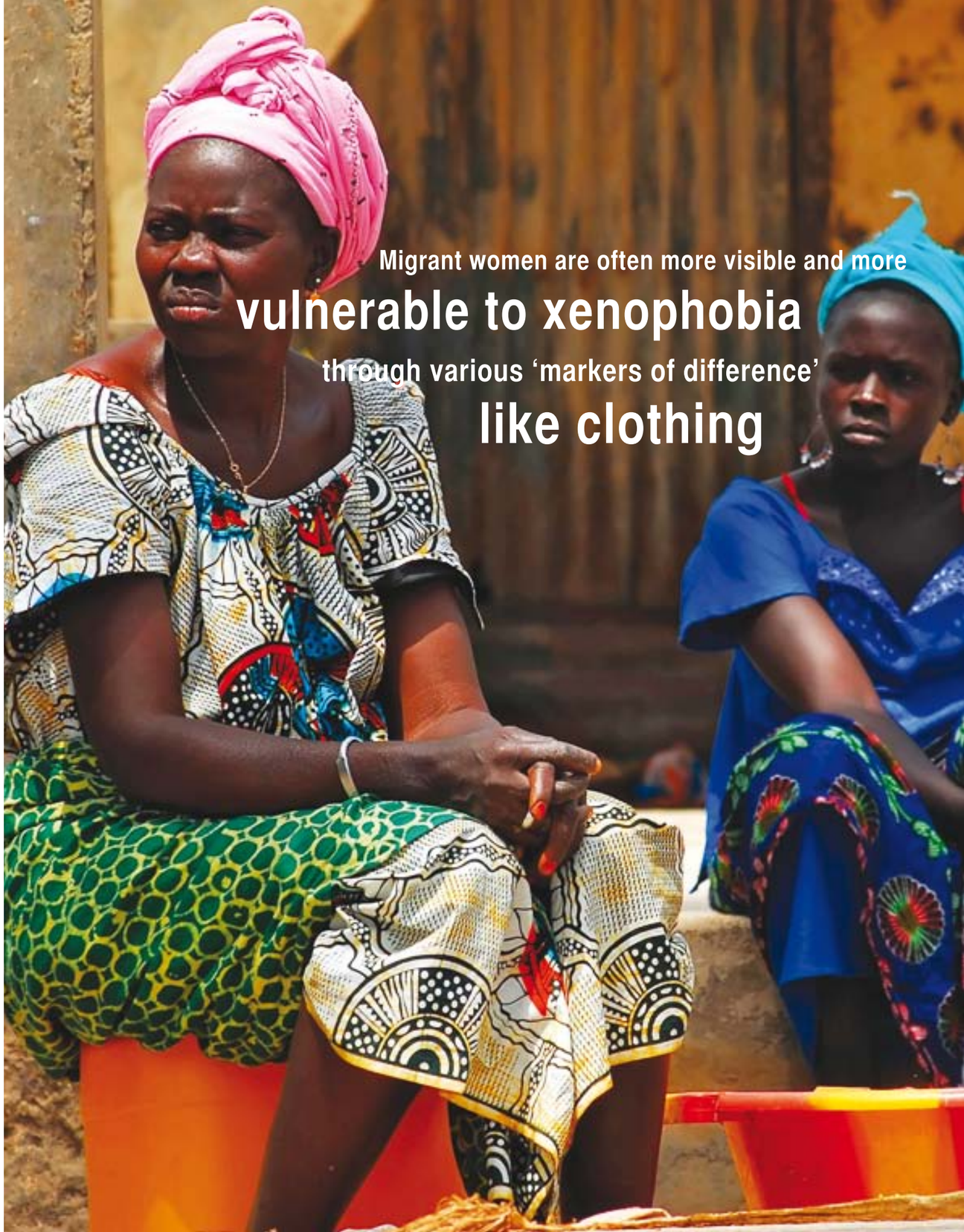
An elderly woman with charcoal hair, slept in the middle of the room, her knees slightly curled up to her chest. People here sleep anywhere, everywhere. Six women were frying dough in pots of boiling oil and behind them musty luggage, and overflowing bags filled with oranges, tomatoes, loaves of bread and leafy greens lay in a huge pile, almost touched the ceiling. Every inch of space was filled.

Opening a set of double wooden doors, we arrived at the weekly refugee meeting, the room was filled. Presenters wore their best, creased dress pants, ties, stilettos and skirts. A sense of pride and meaning seemed to fill the room, a chance to regain lost selves.

Several hours later I left with a sense of awe and hope. This visit forced me to rethink how I look at those who suffer. If we are not careful, we jump in, assuming we know, debilitating and victimizing powerful, capable people. We cannot assume we know. We can never assume we know.

This is not the first time I have seen people make home in the rubble of nothingness and every time I am deeply humbled. One group member had told us "if life throws lemons at you, make lemonade".

Reflections of Serena Thomas - a CSVR intern - after a visit to the Central Methodist Church.



The eruptions of violence and social unrest in the past 18 months have raised danger signals, highlighting the potential threat to our democracy.

3

PEACE BUILDING

PEACEBUILDING PROGRAMME

WHAT WE DO

The Peacebuilding Programme seeks to strengthen the capacity of civil society organisations at a local and regional level to develop initiatives aimed at sustaining peace.

HOW WE WORK

Action-based research is undertaken to assess the potential and capacity of existing local and regional structures to play a role in conflict resolution in the community.

Using the information sourced through research, the Programme engages in dialogues with identified community leaders, and strengthens their conflict management and advocacy skills so that they are better equipped to articulate their issues and less likely to resort to violence as a means of being heard.

STATUS QUO

The eruptions of violence and social unrest in the past 18 months have raised danger signals, highlighting the potential threat to our democracy.

Although peaceful protests are an indicator of a working democracy, the quick transition of some of the social protests recently seen which resorted into incidents of violence is alarming and indicative of a democracy that is not fully matured. The outbursts have tested the boundaries of democracy in South Africa, have challenged and threatened sustained peace, and raised unresolved issues from the past.

NEW LESSONS

The past 18 months have highlighted many new lessons:

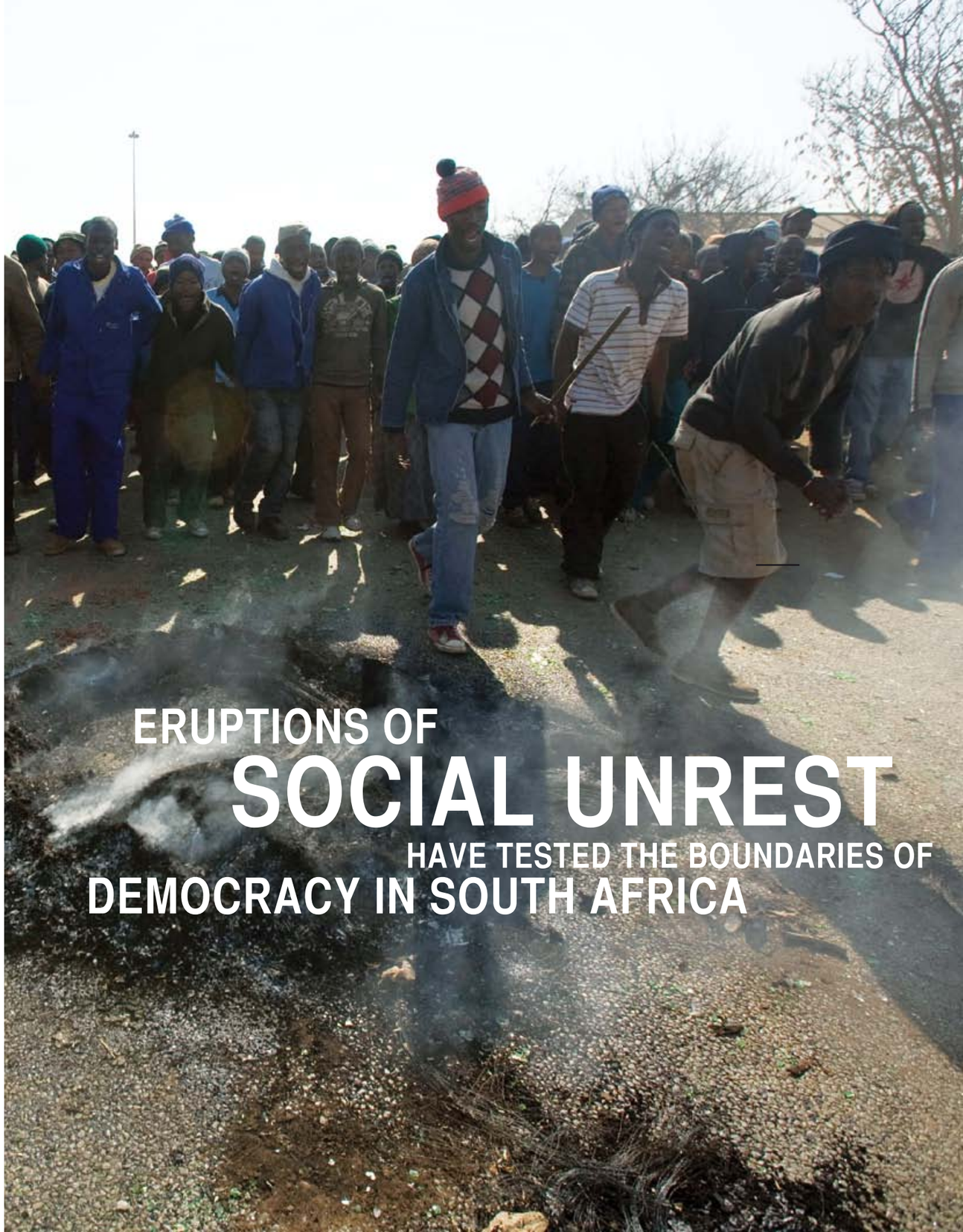
- Though South Africa is regarded as a model human rights example, our democracy remains vulnerable. Attention has been focused on sharing lessons and experiences and strengthening democracies in other African states, to the detriment of consolidating and strengthening our own.
- The important role of local structures in peace building initiatives is recognised and the need to build the capacity and accountability of these structures into instruments of peace making, where respect for the rule of law is enforced and valued.

NEW CHALLENGES

The programme is aware of the continually changing trends in violence in South Africa and the need to be able to respond to, or better still, pre-empt and adapt to these changes will be one of the programmes' key challenges.

The 2011 local government elections may bring further challenges.

Establishing new sets of relationships between government, political opponents and civil society will also present a challenge ahead.





Project Snapshots

RACE, IDENTITY AND CITIZENSHIP

This research project examined three communities responses to issues of transformation in relation to:

- The relationship between prejudice and violence and the extent to which residents in the those areas appreciated the concepts of race, identity and citizenship
- Whether incidents of violence that took place in the two towns previously had any racial cum ethnic connotation
- Whether there were any initiatives put in place to check ethnically motivated violence.

The second phase of the research examined and evaluated the ways in which equality courts provide justice to victims of prejudice. It also promoted and strengthened the use of and access to equality courts by the community as a conflict resolution tool. Finally, the project strengthened the CSVR's internal processes to ensure its standing as a flagship project within the organisation shaping public discourse on race and racism.

COMMUNITY DIALOGUE

This project looks at new manifestations of identity politics and how we understand ourselves. A series of dialogues were initiated with communities in Katlehong, Klipspruit and Alexandra with both South Africans and non-Nationals. The dialogues focused on the xenophobic attacks and established the views on the attacks, and how they could be prevented in the future.

EX-COMBATANTS EMPOWERMENT THROUGH PEACE-BUILDING

This project works with ex-military veterans and addresses their problems in relation to re-integration into "normal" society. The project aims to support and capacitate veterans by addressing their trauma, and by providing them with peace-building skills and tools. This project is in the second phase and has extended beyond promoting individual change to creating broader social change through community interventions focused on reintegration of ex-combatants into communities.

The project is a collaborative effort between the Peace building Programme, the Trauma and Transition Programme and the Transitional Justice Programme.

STRENGTHENING PEACE POTENTIAL IN SOUTHERN AFRICA

This project was aimed at crafting a model of south-south partnership that challenges traditional development models of power and authority, and gives genuine expression to the notions of reciprocal learning, mutual valuing and cooperative relationships.

This is seen in providing foundations on which durable peace, driven by grassroots communities, can be built across the region.

Organisations involved in this second and final phase of the project were Centre for Conflict Management and Transformation in Zimbabwe, Angola 2000 in Angola and Justapaz in Mozambique.



PROJECT CLOSE-UP ON THE FK EXCHANGE PROGRAMME

ORIGINS

This exchange programme began in 2005 when HURINET-U entered a partnership with Fredskorpset (FK), a development organisation supported by the Ministry of Foreign Affairs in Norway. FK supports a number of programmes around the world, but in Africa it supports the South-South Exchange (exchange of human resources in developing countries)and focuses on human rights, good governance, finance, women and children's rights. The primary aim of the Exchange Programme is to enhance the capacities of both participants and participating organisations in the promotion and protection of human rights

HURINET-U is a primary partner in the FK Human Rights and Good Governance programme and is involved in the selection of participants from its membership to take part in the FK International exchange programme. In turn, HURINET-U receives participants from secondary partners in the South. The CSVR is one of the secondary partners along with Legal Resource Foundation Zambia (LRF) and Zimbabwe Lawyers for Human Rights (ZHLR).

As both LRF in Zambia and ZHLR in Zimbabwe are human-rights legal organisations that employ lawyers, it has been difficult to exchange staff with these organisations given that the CSVR is not a legal-based NGO. As a result, the CSVR exchanges have taken place with NGOs in Uganda, who employ staff with skills more comparable to those within the CSVR.

The CSVR has been part of the Exchange Programme since its inception in 2005. To date three CSVR staff have participated in the scheme, and six Ugandan staff have been hosted by the CSVR.



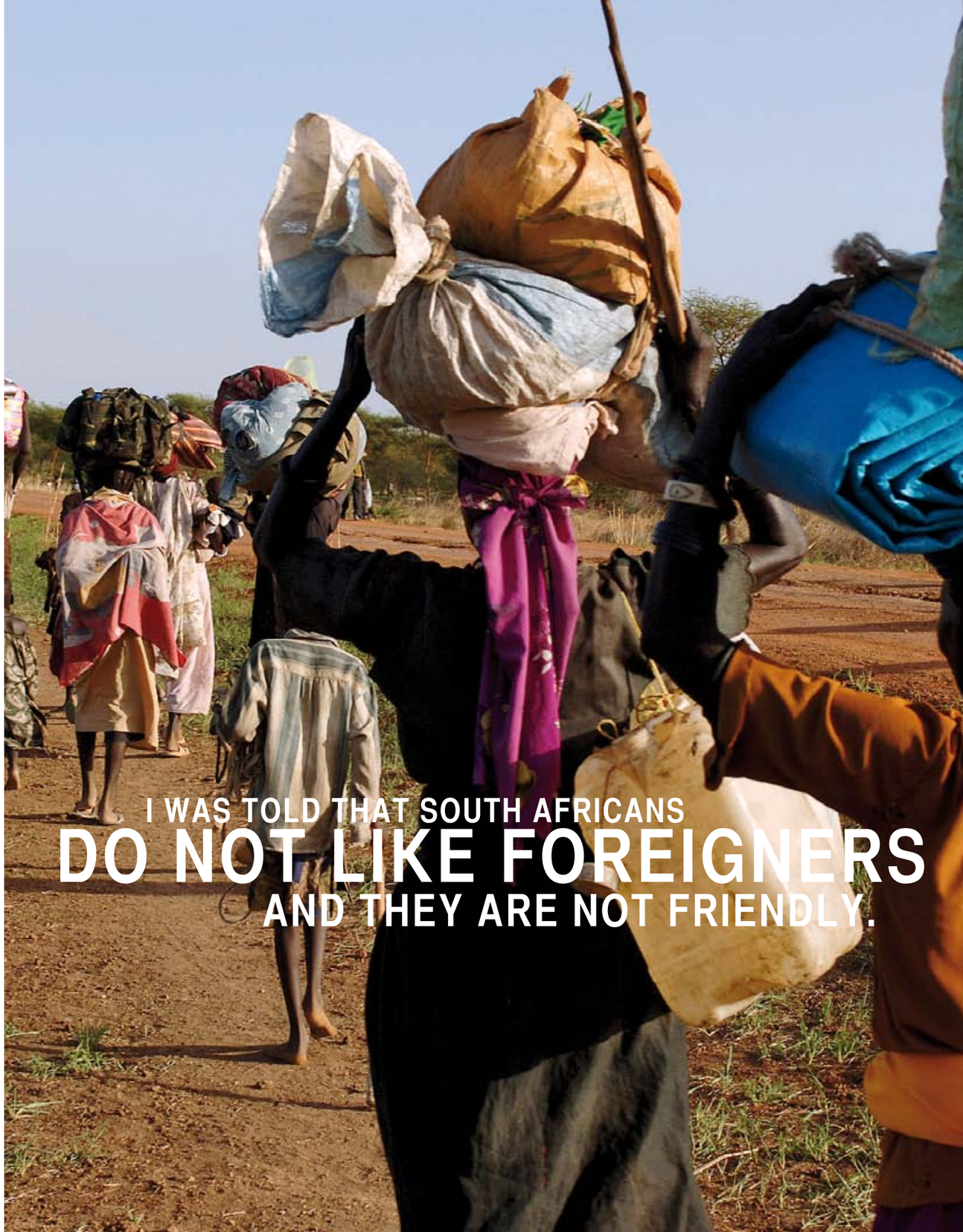
TSHOLOFELO SESANGA

EXCHANGE PARTICIPANT:
SOUTH AFRICA TO UGANDA

The CSVR project is currently coordinated by Tsholofelo Sesanga, who was herself an exchange beneficiary in 2007 prior to assuming her current position in the Peacebuilding Team, where she works on the ex-combatants' peacebuilding project. Tsholo's first exposure to the development sector came when she worked at an HIV testing station in Kagiso on the West Rand. "It happened by chance" she said, "but it felt really good to be contributing to my community in some way".

> "I have never been in a place before where there is war.
> The children had never lived without war. They had never been to school.
> And the worst part was that the people helping them, giving them food, were also the ones abusing them.
> It was a real eye-opener."

She joined the CSVR in March 2006 as an intern, and worked on the Race, Identity and Citizenship Project, collecting primary data for the project by interviewing community leaders in the North West and Northern Cape. At the end of 2006 she applied for the exchange programme and succeeded as the CSVR's selected candidate. "I knew about the programme because of Moses Matovu", Tsholo said.



"He was an intern from Uganda, based at the CSVR, and told me stories about Uganda, and his experience, and I knew I would like to have that opportunity."

Tsholo was sent to the Centre for Conflict Resolution in Kampala and worked as a training facilitator, travelling to northern Uganda where she came across sights that she had never seen before.

Her direct experience as an exchange student made her an ideal candidate to coordinate the project for the CSVR on her return. She plays the pivotal link between the host organisation in Uganda, where the current exchange student, Rita Namuswa, comes from. She also acts as the link between the CSVR staff member, Mpho Mmathlakola, who is currently on exchange in Uganda. Originally based at the Sudanese Women's Network, Mpho has moved between organisations during her time in Uganda. She returns to South Africa and the CSVR in November of this year.

EXCHANGE PARTICIPANT: UGANDA TO SOUTH AFRICA

Rita Namuswa has been with the CSVR since January 2009. She comes from Uganda and has recently completed a Degree in Development Economics at Makerere University in Kampala.

She has found the experience of living in South Africa and working at the CSVR challenging and inspiring. Prior to coming to South Africa, Rita worked as a volunteer at Human Rights Focus, monitoring the human rights situation in the internally displaced people's (IDP) camp in Acholi sub region in Northern Uganda. "Conditions were bad" she said, "People had been living in these camps for about 10 years. There is no work in the camps and the men wake up in the morning and go and drink and then come home and take it out on their wives and children."

As bad as conditions were, Rita was shocked by the conditions of refugees and migrants living in South Africa at the Central Methodist church in Johannesburg. Rita joined the Gender-based Violence team working on the project with migrant women from the Central Methodist Church, training migrant women monitors of Gender Based violence.

The most inspirational experience that Rita has had since working at the CSVR has been witnessing the resilience of the migrant women and their determinedness, against all odds, to not only survive but fight for a better quality of life. "I have been profoundly moved by this" she said.

Rita feels that the exchange programme has provided her with the opportunity to grow emotionally and intellectually and she has a clear sense of what she wants to do with her life.

> "The church is so crowded
> that some sleep in the corridors.
> At least in the IDP Camps
> families have the privacy
> of their own mud hut.
> Here there is nothing."



RITA NAMUSWA

The South African transition remains a reference point for international transitional justice processes, even though many of the key local challenges for lasting peace and a human rights culture still remain unresolved fifteen years into our democracy.

4 TRANSITIONAL JUSTICE PROGRAMME

WHAT WE DO

The Transitional Justice Programme (TJP) promotes transitional justice (TJ) processes that contribute to sustainable peace and a human rights culture after periods of repression and conflict.

HOW WE WORK

- We strive to root transitional justice debates in local experiences by engaging local stakeholders in policy development, advocacy and interventions
- We work through partnerships with civil society organisations and prioritise capacity building in South Africa and on the African continent
- We pursue critical engagement with the international field of TJ, developing and testing models, concepts and theories based on our commitment to gender equality, peace building, social justice and an engagement with issues of race and identity

THE STATUS QUO

The South African government has shown renewed interest in addressing some of the unresolved issues of the transition to democracy. Two notable examples are the pardons process and renewed interest in ex-combatant reintegration.

In 2008 a special pardons process was established to accommodate those who had not applied for amnesty through the TRC. Applications for a presidential pardon could be processed through a committee consisting of political party representatives. This followed hot on the heels of a new prosecution policy that allowed prosecutions for apartheid era abuses to be quietly settled 'behind closed doors'. Civil society protested vehemently against 'back door amnesties' that had been developed without public consultation and which would deny survivors and the public any say in the process or information about the abuses that might be revealed to the committee.

After many years of political marginalization, ex-combatants have become more prominent political role players, particularly during the ANC internal elections, where they campaigned vigorously and received strong support from President Zuma for their demands. Since then reintegration policies and services have received renewed state priority.

At an international level, further growth in the establishment of transitional justice mechanisms has increased the involvement of a range of UN bodies in the field. The focus on accountability for those most responsible for massive human rights abuses has however also given rise to increased tensions between international and local bodies in respect of appropriate forms of transitional justice. These tensions have been particularly evident on the African continent where the increasing prominence of the







International Criminal Court and mounting pressure from civil society organisations have challenged the commitment of the African Union and individual African governments to principles and processes of accountability. The transitional justice agenda has however also been pursued through much broader approaches which bring together accountability, truth-seeking, memorialisation, healing and peace building. Locally rooted civil society organisations in Africa have played a critical role in promoting such approaches that are rooted in local needs and priorities.

RECENT LESSONS

- Court action remains an essential tool for the protection of survivors' rights and the promotion of state accountability, but is not in itself sufficient to address survivors' needs.
- Civil society needs to carefully monitor deals struck between political parties and political elites as the rights of survivors are sometimes conveniently traded for other more immediate political gains.
- Networks and collaborative action among civil society organisations remains critical in promoting accountability and influencing government policy because it highlights unanimity around key democratic, human rights and social justice principles.
- Investment in partnership relationships is key to ensuring long term impact in relation to building a human rights culture.
- Partnership relationships need to focus on building capacity, respecting local agendas for change, and ensuring clear and transparent communication.

NEW CHALLENGES

The shifts in South African policies and personalities in state institutions create new opportunities for civil society influence in transitional justice policy issues. There is thus a need to constantly re-negotiate relationships and create awareness of the potential role of civil society in strengthening government initiatives, such as ex-combatant reintegration, and facilitating survivor inputs into accountability and memorialisation processes.

- Deal making between political parties which sideline the needs of survivors and public accountability have created new challenges where civil society needs to regroup to present a unified front to challenge government.
- In a context where the state has taken both constructive and highly problematic stances on key policy challenges, civil society needs to diversify its strategies to engage with these, extending from constitutional litigation, to broad public awareness and lobbying and to close collaboration with state in policy development.
- International tension between bodies such as the EU and ICC on the one hand, and African states and AU on the other, put pressure on local civil society organisations to support particular positions. This tension also contains the potential for civil society to provide creative inputs to resolve these dilemmas or introduce more integrated approaches that push local agendas and longer term peacebuilding goals.
- The internationalisation of TJ debates highlights the importance of international networking amongst CSOs involved in transitional justice advocacy. International CSO lobbying is gaining significance both within countries as well as in relation to the role of regional instruments such as the AU. With this internationalisation, the central role of local, south based organisations remains key both at the regional and UN level.

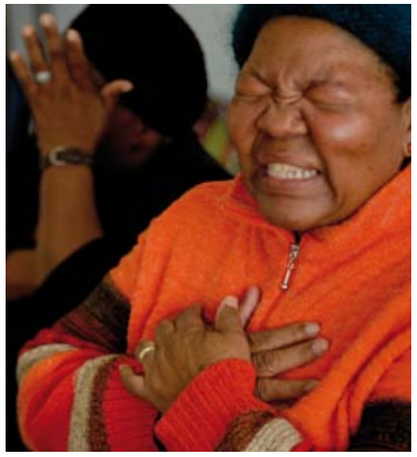


Project Snapshots

1. PARDONS, PROSECUTIONS AND ACCOUNTABILITY

The revised Prosecutions Policy that advocated back door amnesty for those not yet convicted of apartheid era crimes was challenged by the CSVR in collaboration with Khulumani, ICTJ and families of victims. The court ruled that the policy amounted to an unconstitutional rerun of the TRC's amnesty process.

In response to a special presidential pardons process providing political control of secretive pardon proceedings, CSVR coordinated a network of seven CSOs to lobby for the process to be opened up for survivor participation and public accountability. The network obtained a court interdict to prevent the President from going ahead with these secret pardons, and assisting survivors in publicly voicing their objections.









2. TRANSITIONAL JUSTICE AND ACCOUNTABILITY IN AFRICA

CSVR initiated a project in collaboration with prominent local CSOs in Uganda, Kenya and Zimbabwe to build local civil society capacity to engage in policy advocacy around TJ issues. It does this through sharing TJ experience and expertise among CSVR, the Refugee Law Project (Uganda), the International Centre for Policy and Conflict and the TJ Working Group (Kenya) and the Zimbabwe Lawyers for Human Rights, and working together to advance a transitional justice agenda within the African Union mechanisms. The project seeks to strengthen the role of civil society in shaping transitional justice policy on the continent.

The project also hosts the Justice in Perspective Website which provides regularly updated information about transitional justice initiatives around the world. The website has become a prominent and reliable source of information cited by various international studies on transitional justice.

3. MEMORY AND MEMORIALISATION

TJP's memory projects seek to promote local input and ownership of memorialisation initiatives, and highlight the relevance of our history of oppression.

A cross generational women's memory project, conducted in partnership with the Human Rights Media Centre, recorded the life stories of women who played significant and divergent roles in the struggle against apartheid. This culminated in the book "*Knocking on ... mothers and daughters in struggle in South Africa"* launched in Cape Town in December 2008 and Johannesburg in March 2009. It tells the stories from the perspectives of the women and their daughters, and covers different racial, geographical and class backgrounds.

TJP works in collaboration with local memorial sites including Mannenberg People's Centre, the Hector Peterson Memorial, the East London Museum and the Nelson Mandela Museum to assess the impact of their work and develop effective strategies and materials to engage and educate local communities.

PROJECT CLOSE-UP ON INTERNATIONAL JOURNAL OF TRANSITIONAL JUSTICE

The CSVR-based International Journal of Transitional Justice (IJTJ) was launched in 2007. The journal is edited by CSVR and the Human Rights Center at the University of California, Berkeley and is published by Oxford University Press.

Published three times a year, the journal has achieved a prominent status in the field in a short space of time. Since its launch, publication numbers, subscription numbers, and online access of articles have all grown at a rapid and steady pace. Today the Journal has over 2000 institutional subscribers – giving tens of thousands of individual researchers, policy makers and practitioners' access to the journal. Submissions to the journal have grown exponentially and the quality of the publication as well as its reach can be demonstrated by the high number of citations of its articles – not just by academics but by key international policy makers. In 2008, articles from IJTJ were downloaded more than any other Oxford Law journal. These indicators point to the critical role that the journal is playing in providing a space for knowledge production, dialogue and policy influence.

In 2008 the journal published a special issue on TJ and Development which attracted contributions from both well established and exciting emerging voices in the field, in addition to making a valuable contribution to the thinking on the relationship and linkages between these fields in a post-conflict context.

The first Board Conference of the journal was hosted in Stellenbosch in May 2008 and was well attended by some of the leading scholars and practitioners in the field. The focus of discussions was on the role of the journal in driving the transitional justice agenda globally. This gathering was also used as an opportunity to formally launch IJTJ at an event held in Cape Town. Jaime Malamud Goti, former Attorney General for Argentina's first democratic government, and Roy Gutman, Pulitzer Prize winning journalist were key note speakers at the launch.

Alongside the board conference, IJTJ hosted its first Fellowship Programme, aimed at encouraging south based practitioners to write and publish their work in this field. The six fellows (from Sri Lanka, Uganda, Peru, East Timor, Liberia, and Cambodia) were invited to attend the Board Conference and deliberations and then remained on for a workshop facilitated by Gutman and Board Members David Backer and Susan Dwyer



The horror of the xenophobic attacks precipitated a collaborative and cross-sectoral response from government, international and local NGOs and churches and demonstrated the value of collective initiatives and the potential for similar application in other contexts.

5
TRAUMA AND TRANSITION

TRAUMA AND TRANSITION

WHAT WE DO

The Trauma and Transition Programme (TTP) works in the trauma field and focuses on clinical, research and advocacy interventions that address the challenges faced by societies in transition. Focal areas within the TTP currently include torture prevention, violent crime, forced migrants unresolved trauma and trauma management education. Interventions, whether at the individual level through clinical work, or through community engagement and capacity building, aim to facilitate social change and healing in society.

HOW WE WORK

- Work with individuals, groups and communities and provides psycho-social support to victims of violence.
- Facilitate trauma education and capacity building to develop local-level competence in trauma services.
- Work in strategic partnerships to build civil society capacity to address the needs of marginalised communities.
- Undertake research to deepen the understanding and impact of trauma and torture.
- Engage in advocacy to improve service provision for survivors of violence and human rights abuses.

STATUS QUO

State health services are overburdened by high volume of patients, with HIV and AIDS related illnesses as well as drug resistant TB. Their capacity to support victims of trauma and violence is severely limited. As private health care is beyond the financial capability of most of these patients, civil society organisations remain the primary providers in this field.

There has been limited progress on the road to criminalisation of torture, and the ratification of OPCAT (UN Optional Protocol against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment).

NEW LESSONS

The ability to measure the impact of psychosocial intervention has been a focus of attention and a need in the sector for some time. The UNODC (The United Nations Office on Drugs and Crime) and Department of Social Development in partnership with the National Victim Empowerment Programme is currently developing a manageable set of shared indicators against which all departments with victim empowerment responsibilities can jointly monitor their contribution to victim empowerment in South Africa.

NEW CHALLENGES

- Insufficient state and other health care facilities to meet the needs of victims.
- Coordination with other service providers to establish a cross-disciplinary, integrated referral network of services to survivors.
- Limited documentation, research and testing of good practice models.



Project Snapshots

1. SUPPORT TO XENOPHOBIC VIOLENCE SURVIVORS

- Provide psychosocial support to victims at Alexandra and Bramley Police Stations
- Monitored Centres of Safe Shelter
- Coordinated provision of services by NGOs
- Presented to Parliament on the xenophobic attacks
- Continues long-term support through partner organisations (Art Therapy Centre, Sophiatown Community Psychological Services and Life Line)

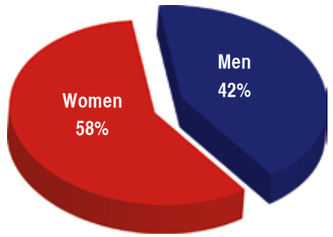
"I felt abandoned by the world and for the first time since my arrival in South Africa I felt welcome. People here welcomed me warmly, told me to sit down and asked me how I was. I asked myself why are these people so nice"

"Because of that support, I found again, interest to see the future in another way and get strength to fight (work hard and strive) for my children."

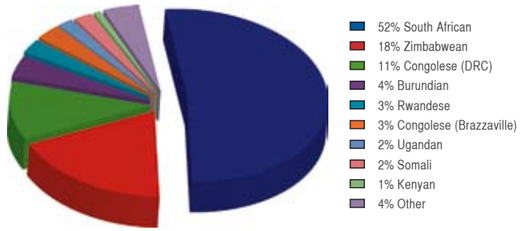
2. INDIVIDUAL COUNSELLING

Client Information: January 2008 - June 2009
Total number of clients: 261
Total number of sessions: 1 767
Total number of traumatic events: 454

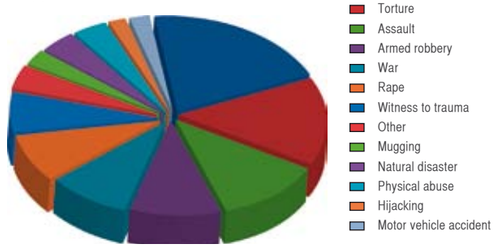
Demographics: Gender



Demographics: Nationality (%)



Type of traumatic event





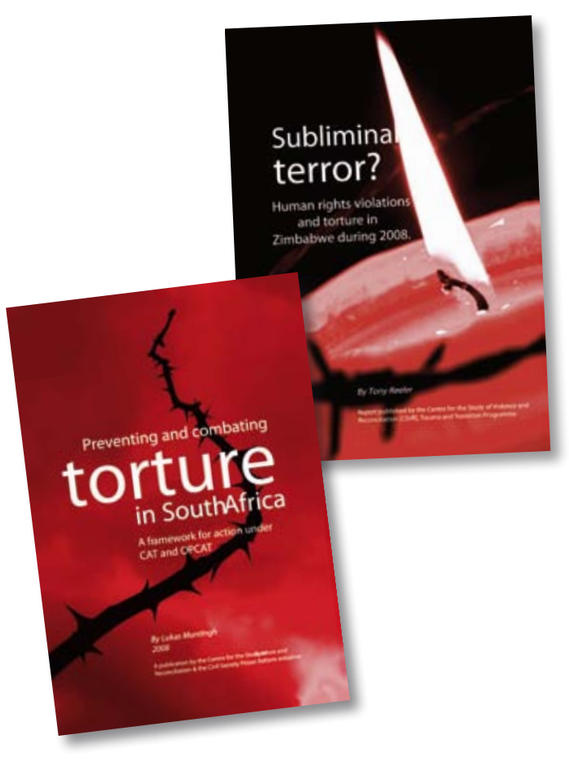
PROJECT CLOSE-UP ON PROFILING TORTURE

ORIGINS

The CSVR's work with victims of torture had its origins in the late 1980's, when the organisation first began. At that time, the Trauma Clinic provided psychosocial support to victims of political violence under the Aparheid regime.

20 years later, and post the democratisation of South Africa, the CSVR continues it's work in the rehabilitation of torture survivors, and prevention of torture, and has undertaken a number of specific projects in this arena.

The second project of Profiling Torture began in response to the increase in number of torture survivors seen from other African countries for counselling. This prompted further research into torture and human rights violations, but with a focus beyond South Africa's borders. The publication of the research called, *"Subliminal Terror? Human Rights Violations and torture in Zimbabwe during 2008"* served to increase awareness of the torture taking place in Zimbabwe.



TORTURE AND THE MEDIA

"Why talk about torture in post-Apartheid South Africa? Is torture not something that we have left in the past?"

The need to profile the realities of torture remain as critical today as they did in the late 1980s. Refugees, migrants and alleged criminals who seek support through the TTP increasingly portray a picture of torture perpetrated by South African state officials.

Despite this, there continues to be public ignorance about the existence of torture in South Africa. The recent influx of migrants and refugees, particularly from Zimbabwe and the xenophobic attacks of May 2008 with the help of extensive media coverage went some way to dispel this. However, there remains very little public discourse around torture, and talking about torture is still "taboo" in many communities.

The role that the media plays in profiling torture in the public domain is essential. The media also provides a useful indicator of the extent to which torture has been rendered invisible in contemporary South Africa. A research project which resulted in the publication, *"Torture in South Africa – Exploring torture and cruel, inhuman and degrading treatment or punishment through the media"* in July 2009 came to the following key conclusions:

- Torture occurs frequently in South Africa and usually within the framework of law enforcement responses.
- While torture previously was associated with political repression and discrimination, it now most often occurs in crime investigation processes and in the handling, treatment and punishment of suspected offenders.
- The public view towards torture is lenient in relation to the use of quite excessive violence in relation to criminal suspects.
- The use and abuse of force has permeated the culture of the law and filters through to relationships with family members and friends.
- News reports often lack detail, and focus on sensational aspects of the case, rather than looking at the problem of torture or ill-treatment.
- High profile cases are the ones usually reported.

The publication provides a range of legal, policy, media and advocacy recommendations.





INTERNATIONAL ANTI-TORTURE PROTOCOLS

International protocols against torture such as the Convention Against Torture (CAT) and the Optional Protocol to the Convention Against Torture (OPCAT) have been developed and adopted by the UN General Assembly. In 1998 South Africa ratified the CAT and in 2006 became signatories to the OPCAT. As a signatory, South Africa expresses in principle its intention to become party to the protocol but is not obligated to take any further action.

Ratification of OPCAT involves the legal obligation for the state to apply the convention. Once ratification takes place, South Africa becomes obligated to comply with the Protocols. It is also subject to review and monitoring by independent national and international bodies

South Africa has not yet ratified OPCAT. Ratification would be a critical milestone and commitment to the eradication of torture. The TTP's advocacy initiatives are therefore prioritised in efforts to pressurise government to ratify and legislate OPCAT, and these include the provision of guidelines for government on how to implement OPCAT. These initiatives have been done in partnership with other organisations such as the Civil Society Prison Reform Initiative (CSPRI) and the South African No Torture Consortium (SANToC).

OPCAT

The UN General Assembly adopted the Optional Protocol to the UN Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment on 18 December 2002. The OPCAT came into force on 22 June 2006

The OPCAT establishes a monitoring mechanism in order to prevent torture and other cruel, inhuman and degrading treatment or punishment at places where a person is denied his or her liberty

CAT

The Committee Against Torture is the body of independent experts that monitors implementation of the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment by its State parties.

All States parties are obliged to submit regular reports to the Committee on how the rights are being implemented. States must report initially one year after acceding to the Convention and then every four years. The Committee examines each report and addresses its concerns and recommendations to the State party in the form of "concluding observations"

MONITORING AND EVALUATION

The Monitoring and Evaluation (M&E) of the clinical work done at TTP began in 2007. The project began with one consultant and has grown to two full time staff members who comprise the research team.

The purpose of M&E within TTP is to:

- Measure the impact of clinical interventions with survivors of torture.
- Use the information gathered to inform and improve interventions.
- Document activities in order to look at contextually based model development.

This has allowed CSVR to generate knowledge regarding the psychosocial states of torture survivors accessing our services as well as the impact our interventions have had on their recovery. It has enabled us to improve clinical systems and procedures.

Violence as a phenomenon in our schools is now evidenced across the full socio-economic spectrum, and this marks a significant shift in the former trends of violence in schools from the past.

6

YOUTH VIOLENCE PREVENTION PROGRAMME

WHAT WE DO

This programme targets youth in relation to violence and currently focuses on violence in schools. As attention is usually more focused on violence in the context of male youths, the CSVR programme also has a specific interest in violence between or against female youths. Youths assume many and varied roles in the broad spectrum of violence in our society, and in our schools, ranging from the role of victim to that of perpetrator, and many other variants in between. This programme takes cognisance of all of the roles played by young people, male and female, in the spiral of violence and develops and supports strategies and interventions that address youth-related violence in all its forms in our society.

HOW WE WORK

This programme is shaped by initiatives that focus on prevention and those that support improved management of incidences of violence when these occur, including managing the potential longer term impact.

Research is undertaken to deepen the understanding of the causes, nature and occurrence of violence amongst youth in schools.

Work is done with local communities and other civil society organisations to build their capacity to address the needs of youth in relation to violence and violence prevention. Training workshops are conducted with educators, learners and school safety committees to support the development of safety preventative strategies in schools; to assist schools in managing risks in the environment and in managing incidents of violence when these occur.

THE STATUS QUO

The dramatic increase in incidences of school violence has heightened public awareness and anxiety of the prevalence of violence in our schools. The nature of violence has varied from brutal murder to abuse, humiliation and bullying. This has raised the urgency of effective implementation and monitoring of violence and safety preventative measures in South African schools.

Section 8 of the South African Schools Act, 1996 compels school governing bodies to adopt a code of conduct for learners. The Department of Education has subsequently introduced safety policy guidelines and a number of initiatives have followed aimed at highlighting and promoting school safety.

The Hlayiseka “Be Safe” project is one such initiative launched by Gauteng Department of Education in 2007, and more recently the “Torch of Peace” effort calls for learners, parents, community leaders, teachers and police to play a proactive role and take responsibility in making our schools safe places.

However, the experience to date is that safety guidelines and legislative requirements have been poorly implemented and there is inadequate monitoring of the implementation or the effectiveness of these measures.



NEW LESSONS

Policy guidelines on safety measures for schools are a good first step in preventing or reducing levels of violence in our schools. However, these need urgent and effective implementation in all schools. Implementation needs to be monitored and the effectiveness of the safety measures introduced needs continual evaluation. Without these critical follow-on steps from the policy guidelines, it is unlikely that a significant shift in the levels of violence in schools will be seen.

The comparative base-line assessment report completed in 2009 highlighted that violence triggers across all schools, irrespective of their location, demographic or socio-economic composition, are consistent. Violence is triggered by issues of learner identity and the need to belong within the school community, and exacerbated by the abuse of drugs and alcohol.

RECENT CHALLENGES

Bridging the gap between policy and practice through effective implementation of safety strategies and measures is the major challenge ahead.

Ensuring national, provincial and local government education departments share a common understanding and interpretation of policy, and that practices are applied in a consistent manner is also critical.

Promoting and fostering closer working relationships across government departments is a key challenge to respond to issues holistically and where solutions involve other departments such as Social Development, Health and SAPS. Recently, the Department of Health Kwazulu-Natal launched “Health Promotion Schools” which is illustrative of an integrated and coordinated approach between Education and Health.





PROJECT CLOSE-UP ON SCHOOL SAFETY

ORIGINS

The CSVR's School Safety project began in response to the increasing levels of violence in schools in townships in the 1990's where many teachers and learners feared for their safety.

The CSVR responded in 1994 with the launch of The Safe Schools Programme aimed at providing support for teachers and learners in Soweto to cope with the aftermath of years of political violence. The project initially focused on training teachers to deal with trauma, and later shifted emphasis away from trauma management to broader coping skills within the wider school community. The Safe Schools Project culminated in the 40 Safe Schools project targeted at high schools in Soweto.

VIOLENCE SPREADS BEYOND TOWNSHIPS

The escalation of violence in South African schools has shifted from the pattern seen in the 90's in that violence is now being seen in schools beyond the townships, and in the former Model C schools. Violence as a phenomenon in our schools is now evidenced across the full socio-economic spectrum, and this marks a significant shift in the former trends of violence in schools from the past. The recent incidents of murder at the Nic Diederichs Technical High School in Krugersdorp, the violent initiation of boys at Parktown Boys High School in the northern suburbs of Johannesburg, and the severe bullying that was exposed at St Benedict's College in Bedfordview are well publicised examples of recent violent outbreaks in suburban schools.

RESEARCH

This pattern of violence raised questions as to the triggers of violence in schools, and whether these have changed from the 1990s. The Youth Violence Prevention programme recently undertook research to answer these questions and to develop relevant strategies to support violence prevention in schools.

The assessment was conducted in three schools selected in partnership with the Gauteng Department of Education, based on high incidents of violence, different education districts, representation of three different types of school. The schools were Hoerskool Staatspresident C R Swart in Moregeld, Pretoria, M HBaloyi High School in Winterveldt, and Florida Primary School in Florida.

The report, which was produced in 2009 as the initial phase of a three-year intervention project, aims at preventing violence in schools, looking at the causes of violence, the methods used to monitor the early warning signs of violence, school disciplinary methods in use, and finally the levels of democratic and human rights functioning in schools.



KEY FINDINGS

The key findings are summarised below:

- Incidents of violence occurred frequently at the three schools used in the research sample regardless of age, class or race.
- Most incidents of violence were perpetrated by learners against learners, indicating an overlap in the roles of victim and perpetrator
- Age and physical size appeared to be the greatest determinant of power amongst learners and educators.
- The most common form of violence was bullying. At high school level, bullying escalates into assault.
- Most common triggers of violence across all schools were attributed to criminal activities on the school premises, usually theft and gambling, together with the abuse of drugs and alcohol.
- Criminal activities were prohibited by all schools in their Code of Conduct; with articulated policies and procedures in place; but schools lacked the will, means or systems to implement their own policies and disciplinary action.
- Incidents of crime and violence were infrequently reported by learners because there was a lack of belief that any action would be taken by the education authorities. Educators felt disempowered to act because of changes in legislation such as the abolition of corporal punishment.
- Schools operated with some degree of democratic functioning, but the absence of parent and other community structures in school safety committees undermined its optimal performance.
- Absence of parents involvement in the disciplinary process made the impact of the discipline less successful and a repeat of violence more likely.
- Other than easier access to alcohol and drugs in township schools and that schools were further away from learners' homes, there was very little difference in the violence triggers across schools.

KEY RECOMMENDATIONS

The gap between policy and practice must be bridged in schools. This needs to happen by strengthening the capacity of educators and all stakeholders, including parents, police, school safety committees and learners to implement, manage and sustain codes of conduct in schools. This includes all tiers of departments of education, including the National Department of Education. School cohesiveness must be strengthened with a focus on supporting the democratic functioning of the school. The voices of all stakeholders, including learners, must be heard and there must be an appropriate channel for this to occur.

The level of parental involvement in school processes must be increased and parents must be encouraged to play a partnership role with educators in learner-disciplinary issues.

MOVING FORWARD

The Comparative Baseline Assessment Report on School Violence prevention was produced in 2009. The School Safety project is currently working on implementation of the second phase, using the findings and recommendations contained within the Assessment to inform their further interventions. The second phase will focus on direct capacity building interventions with all stakeholders and will work towards strengthening their ability for effective social cohesion to contain and prevent violence.



"This study began with an investigation of the causes of violence in schools and tested the theory of whether some of this was based on racism. There is indeed much prejudice but it was established that such prejudice is not always based on racial or economic differences. Sometimes it involves a kind of individualism, a prejudice toward caring only for oneself with no regard or recognition for anyone else."

There is no doubt that the CSVR provides a stimulating environment with exposure to cutting edge research and multi-disciplinary interventions. It is an environment where people feel that they can make a meaningful contribution to democracy and sustainable peace in South Africa. In the words of one member of staff at the recent annual strategic planning session, “I am struck by how passionate we all are about what we do”

7

OUR PEOPLE

The CSVR employs 44 people over 2 offices in Johannesburg and in Cape Town.

Our people are central to the delivery of the CSVR's mission. CSVR's human resources strategy continuously looks at ways in which to advance its staff. Over the past 18 months focus has been on recruitment, developing skills and improving staff performance.

Not many NGO's in South Africa have a human resources capacity. That the CSVR does so is evidence of its people-centred approach to organisational strategy and its commitment and acknowledgement of its most valued resource.

KEY PRIORITIES

- Meeting the immediate and future resourcing needs of the organisation
- Deepening professional capability through competence development
- Improving individual and organisational development
- Supporting the delivery of change necessary in a climate of flux
- Increasing the efficiency and effectiveness of HR systems and processes

CSVR AS AN EMPLOYER OF CHOICE

The skill pool available for highly specialised positions is small and even in the current economic climate it is hard to find staff with the right blend of skills, experience and values. There is fierce competition for these staff from the public and private sector as well as other civil society organisations.

This reality calls for an innovative recruitment and retention strategy that promotes the CSVR as an employer of choice. This demands continual efforts to ensure that the CSVR works towards creating an enabling, enriching and stimulating work environment with customised human resources policies and benefits that attract staff to the CSVR over and above their competitors.

There is no doubt that the CSVR provides a stimulating environment with exposure to cutting edge research and multi-disciplinary interventions. It is an environment where people feel that they can make a meaningful contribution to democracy and sustained peace in South Africa. In the words of one member of staff at the recent annual staff strategic planning session, “I am struck by how passionate we all are about what we do”

The integrated approach to work, which still needs further emphasis in the coming year, and the many collaborative partnerships with other agencies offer an enriching platform to broaden skills, expertise and exposure. The level of regional and international exchanges and attendance at conferences, locally, regionally and internationally, provide access to current trends, best practices and an opportunity to network with other key players in the field.

“The integration of diversity and inclusion into our operations and culture is essential to our success.”

REMUNERATION

While the CSVR is realistic about its financial capabilities, it remains committed to remuneration levels that are consistent with market practices. Market refers to the wider market sector, which includes the NGO, state and private sectors. It aims to position its remuneration level at the 50th percentile of this market. To ensure that this position remains up to date, the CSVR participates in independent, external remuneration and benchmarking surveys and reviews its position relative to the outcomes of these on an annual basis.
CSVR awards annual increases in line with inflation. The performance management system has been enhanced during the past year and is operating effectively. Bonus awards are commensurate with performance delivery.

DEVELOPING OUR PEOPLE

During 2008 we continued to invest in the development of our staff. Our learning approach focused on deepening professional skills to ensure the CSVR remains at the cutting edge of research, advocacy and collaborative interventions. Through our partnership with HWSETA (Health and Welfare Sector Education and Training Authority), the CSVR supports three staff in working towards the attainment of a Community Development Degree at UNISA; and three staff in obtaining a qualification in HIV & AIDS management at UNISA.



HLENGIWE MKWANYANA
Intern Sociology



PRAVILLA NAIKER
Intern Psychology



JABU MASITHA
Intern Psychology

Many staff have participated in and attended local, regional and international conferences during the past 18 months. This vehicle provides a valuable opportunity for the CSVR to profile its work and maintain its reputation as an innovator in the field. Lessons learnt have been shared with colleagues and have influenced future strategic direction and focus, and enhanced organisational practices and efficiencies.

RESOURCING FOR THE FUTURE

Limited availability of skilled resources requires the CSVR to place emphasis on developing skills internally and accelerating recent graduates, with an eye on the future of the organisation. To this end, CSVR has an internship programme where it offers placements of between 6 to 12 months for young students seeking experiential learning in the workplace.

Seven interns have been secured for 2009 and the CSVR has secured R165 000 for these placements from HWSETA. In total, HWSETA has approved R181 911.00 development funding for 2009. The cumulative funding for all initiatives during the period March 2008 to February 2009 is R436 773.

DIVERSITY

Our success and reputation in South Africa, and beyond our borders in the 'sub' region, the continent and internationally, is in part due to our ability to attract and retain highly competent, diverse specialists that reflect not only our country's demographics which is our primary focus; but also the experience and exposure obtained from other African countries and beyond. The integration of diversity and inclusion into our operations and culture is therefore essential to our success.

We have an Employment Equity Forum which further promotes our commitment to equity and ensures compliance with organisational policies and practices.

1. CRIMINAL JUSTICE TEAM



DAVID BRUCE
Specialist Researcher

"I was involved in anti-apartheid work during the 1980s when I was a student at Wits and am invested in working for social change in SA".



SASHA GEAR
Senior Researcher

"My keen interest is in how violence plays out in the socio-cultural world of prisons and in how different understandings of manhood feed into and shape experiences of violence".

2. GENDER BASED VIOLENCE TEAM



ANGELICA PINO
Programme Manager

"Violence against women cuts across class, race and continents. I have continued in South Africa the work I started in Chile when I began working in the human rights field in the 80's".



ROMI SIGSWORTH
Senior Researcher

"Becoming a researcher at CSVR gave me the opportunity to channel my passion for women's rights, in the hopes of making a difference to at least one woman's life".



COLLET NGWANE
Researcher

"Growing up in Apartheid, being Black and female and studying social sciences just when SA became a democratic country made it inevitable for me to start questioning identity politics".



SUFIYA BRAY
Senior Administrator

"There is so much work to be done. I believe that I have positioned myself within the RIGHT organisation to start making that difference that I want to see in our society".

3. YOUTH VIOLENCE PREVENTION TEAM



EMILY MABUSELA
Acting Programme Manager
(Acting Programme Manager Peacebuilding).

"Surviving a violent attack on my family in the early 80s had such an impact on my life. I am able to use my experience to heal others".



MUZIKAYISE TSHABALALA
Community Facilitator

"I enjoy the interactive nature of my work which allows me to know people more. The work we do in schools is very personal and relevant to the conditions in my life and my neighbourhood".



TSAME MFUNDISI
Project Administrator

"As a mother, I now understand that every day is a challenge for young people and, we have to keep up with the times".

4. PEACEBUILDING TEAM



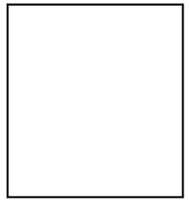
KINDIZA NGUBENI
Senior Community Facilitator

" I am seen as a peace builder in the family. At the CSVR I build police community relations which I saw as an opportunity to extend my role to the community".

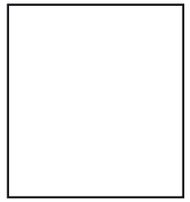


PULENG MONTSHO
Project Administrator.

"My passion has always been to be a social worker and while this dream was not fulfilled, I am still able to engage and interact with people in my job".



TSHOLOPHELO SESANGA



MPHO MMATHLAKOLA0

5. TRANSITIONAL JUSTICE TEAM



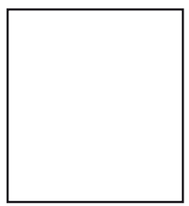
HUGO VAN DER MERWE
Programme Manager

"I draw deep satisfaction from working on issues that deal very directly with fundamental rights while also engaging in questions of how to build a peaceful society".



CYRIL ADONIS
Project Manager

"I do this work because of the sense of purpose it provides. I try to make a difference in the lives of those less fortunate than I am".



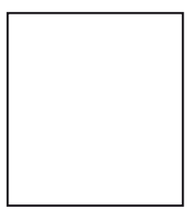
GEORGE MUKUNDI WACHIRA
Regional Coordinator

"The challenge of upholding human rights was not confined to my country, Kenya, but cuts across the entire continent".



CARNITA ERNEST
Project Manager

"My job at the CSVR enables me to combine my interests in human rights and peacebuilding, in a space that allows critical thinking, while undertaking practical interventions"



NAHLA VALJI
Project Manager



RICHARD RECORDS
Senior Administrator



NTOMBIFUTHI ZONDO
Administrator

“Working at Trauma clinic made me realize that I have the skills and the passion for working with people who have lost hope”.



THEMBAKAZI MANTSHULE
Researcher

“My love for social research is motivated by the society in which we live. I see my work at CSVR as a medium through which people’s voices can be heard”.

NOKUKHANYA MNCWABE
Senior Administrator

JASMINA BRANKOVIC
Assistant Editor

5. TRAUMA & TRANSITION TEAM



NOMFUNDO MOGAPI
Programme Manager

“My wish is to contribute to a thriving Africa through psychological healing and awareness. My work helps me to do this”.



MEGAN BANTJES
Project Coordinator & Trauma Professional

“My passion lies in working with forced migrants and with community work. I am busy writing a paper with a colleague on using translators in counseling”.



GAUDENCE UWIZEYE
Clinical Assistant Interpreter

“My goal is to utilise my knowledge in order to help alleviate some of the disadvantages facing rural communities”.



DOMINIQUE DIX-PEEK
Researcher

“Research is a fundamental step to improving the services that we give to trauma and torture survivors, and can help to stop human rights violations”.



MODIEGI MERAFE
Clinical Assistant

“I am a former member of APLA, the armed wing of the PAC. I joined the PAC in 1982 after my release from detention and then went into exile".



BOITUMELO KEKANA
Clinical Coordinator

“My biggest interest is training frontline workers and other interested groups on trauma awareness and management”.



MARIVIC GARCIA
Senior Trauma Professional

“I have been working with refugees since 1983, in Southeast Asia, Tanzania, and now South Africa. This is my passion and where I will always work”.



MONICA BANDEIRA
Senior Researcher

"I am currently developing an M & E system for services provided to victims of crime and torture so we can learn from our experiences and enhance the way in which we work".



MOSIMA SEMELA
Receptionist

“I love the work I do and the opportunity it gives me to serve people”.



SONTO MBATA
Cleaner

6. SHARED SERVICES TEAM



SHAMILA SINGH
Shared Services Manager

“I enjoy working in a progressive sector where there is a people-focused approach to human resources that goes well beyond the legal requirements in supporting and nurturing staff”.



KENNETH COLLIS
IT Manager

"I enjoy providing CSVR computer users with a better user experience on our network".



STACEY MCDONALD
Human Resources Officer

"I enjoy meeting new staff and informing them of HR policy, benefits and how salaries are structured".



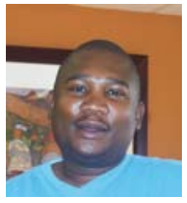
NOMVULA MAHLANGA
Receptionist

“I love my work and am proud to be of service to others.”



NOMGQIBELO MOGALE
Office Assistant

"I really like to do my job because that is the best way I can show my contribution to the community at large".



Pule Mbata
Administrator

"I like working here because it is a human rights organisation. This is my way to give back to other people."

7. EXECUTIVE ADMINISTRATION TEAM



ADÈLE KIRSTEN

Executive Director

"Working at CSVR reminds me that ordinary people working together can bring about meaningful social change."



TRUDY MUSONDA AJIBOGAN

PA to Executive Director

“CSVR is full of passionate people who endeavour to make a change in society. I want to be part of that change”.

8. FINANCE DEPARTMENT TEAM

MAIMUNA SULIMAN

Cashbook Officer

“Development and socio economic justice is something I am very passionate about. I have been in the NGO sector for the past twenty years and see my employment at CSVR as a continuation of my commitment.”

NAEEMULLAH MOHAMMAD

Finance Officer

“It’s challenging working in a financially complex environment.”

9. INTERNS

RITA NAMUSWA
SERENA THOMAS
JABU MASITHA
HLENGIWE MKWANYANA
CINDY KREE
PRAVILLA NAIKER

10. STAFF WHO LEFT DURING 2009

KATRINA MSEME
AMANDA DISSEL
ADANE GEBREMESKEL
SIVIWE KHABA
ROSEY SESINYI
BUKEKA MKHOSI
WESTEN SHILAHO
OUPA MAKELEMELA
GLEN MPANI

The CSVR’s Board of Directors brings to the organisation a rich and textured set of specialist skills, business and legal acumen and vast experience drawn from the human rights field.

9 BOARD OF DIRECTORS

CSVR BOARD OF DIRECTORS

TEFO RADITAPOLE

Board Chairperson
Director
Cheadle Thompson & Haysom

JODY KOLLAPEN

Past Chairperson
South African Human Rights Commission

PROF MARY METCALFE

Head
College of Education
University of the Witwatersrand

PROF JACKLYN COCK

Professor Emeritus
Department of Sociology
University of the Witwatersrand

PROF HUSSEIN SOLOMON

Director
Centre for International Political Studies
University of Pretoria

GODFREY LETLAPE

Director
Bluedot Finance

S’MANGELE MAYISELA

Educational Psychologist

DIANE FINE

Consultant Private Practice
University of the Witwatersrand

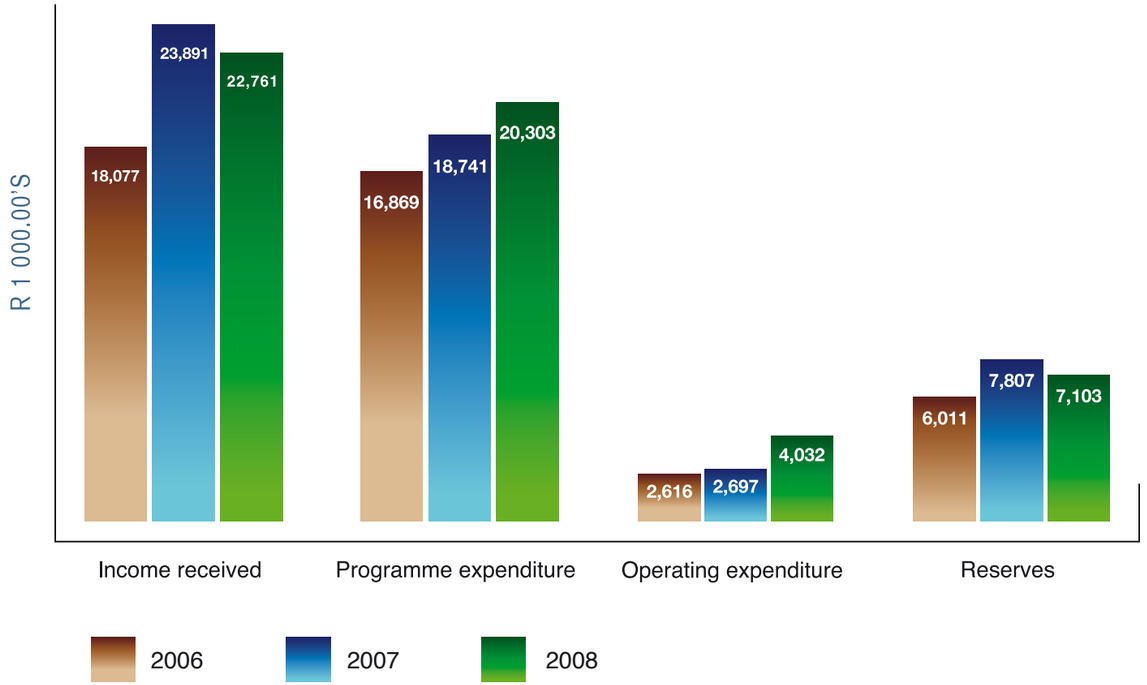
ADÈLE KIRSTEN

Executive Director
CSVR

The financial information has been extracted from the annual statements and show the steady growth over the past three years in both funding received and programme expenditure. Reserves have grown from six to seven million rands over the last three years.

8
ANNUAL FINANCIAL RESULTS

FINANCIAL HIGHLIGHTS



BALANCE SHEET AT 31 DECEMBER

YEAR	2008	2007
CURRENCY	ZAR	ZAR
ASSETS	**15,421,846**	**16,347,257**
Non-current assets	**1,508,615**	**523,225**
Investment	1,112,114	100,000
Equipment	396,501	423,225
Current assets	**13,913,231**	**15,824,032**
Accounts receivable	422,541	694,905
Accrued grant and consulting income	3,217,683	2,046,610
Cash and cash equivalents	10,273,008	13,082,517
TOTAL ASSETS	**15,421,846**	**16,347,257**
RESERVES AND LIABILITIES	**15,421,861**	**16,347,257**
Reserves	**8,480,090**	**9,233,236**
General reserve	7,103,342	3,411,294
Project funds	-	4,395,866
Retrenchment fund	980,247	1,002,851
Equipment fund	396,501	423,225
Current liabilities	**6,941,771**	**7,114,021**
Accounts payable	824,440	721,609
Amount due to ZTVP trust fund	114,620	114,620
Provisions	666,050	787,673
Deferred grant income	5,336,661	5,490,119
TOTAL RESERVES AND LIABILITIES	**15,421,861**	**16,347,257**

INCOME STATEMENT BY SOURCE FOR THE YEAR ENDED 31 DECEMBER 2008

DONOR	Other	British High Commission	Bread for the World	Diakonia	Department of Safety & Security	Ford Foundation	Fredskorpset	Multi Grants Agency Initiative	International Rehabilitation Council for Torture	Irish Aid	CS Mott Foundation	Open Society Foundation
COUNTRY												
INCOME	**176,191**	**961,833**	**360,332**	**387,511**	**1,224,197**	**737,215**	**233,005**	**-**	**71,300**	**182,439**	**871,512**	**141,380**
Grants & Other Income	228,569	198,177	400,000	-	764,948	767,160	451,206	75,000	71,300	1,586,395	575,033	250,000
Fair value increase in investment	-	-	-	-	-	-	-	-	-	-	-	-
Add: Prior year deferred income	-	-	-	-	-	-	-	-	-	-	190,763	37,617
Add: Accrued income	-	784,958	-	387,511	459,249	-	-	-	-	-	128,708	-
Less: Current year deferred income	-52,378	-21,302	-39,668	-	-	-29,945	-218,201	-75,000	-	-1,403,956	-22,992	-146,237
EXPENDITURE	**176,191**	**961,833**	**360,332**	**387,511**	**1,636,367**	**737,215**	**261,916**	**-**	**71,300**	**182,439**	**657,403**	**141,380**
EQUIPMENT	-	-	-	-	-	-	-	-	-	-	-	-
FUND TRANSFERS	-	-	-	-	-	-	-	-	-	-	-	-
SURPLUS/DEFICIT(-)												
End of period	-	-	-	-	-	-	-	-	-	-	-	-
For the period	-	-	-	-	-412,169	-	-28,911	-	-	-	214,109	-
At the beginning of the year	-	-	-	-	412,169	-	28,911	-	-	-	-214,109	-

INCOME STATEMENT BY SOURCE FOR THE YEAR ENDED 31 DECEMBER 2008 (CONTINUED)

DONOR	OXFAM	Rehabilitation and Research Centre for Torture Victims	Swiss Ministry	United Nations agencies	Weltfriedens -dienst	Rockefeller Brothers Fund	Atlantic Philanthropies	International Development Research Center	Heinrich Boell Foundation	Working Capital	Totals
COUNTRY											
INCOME	**592,010**	**2,977,399**	**727,907**	**394,885**	**1,115,464**	**527,035**	**1,239,192**	**2,206,489**	**670,410**	**7,945,242**	**23,742,949**
Grants & Other Income	592,010	2,361,786	655,015	629,785	708,488	1,266,083	3,000,000	626,771	576,840	3,604,863	**19,389,429**
Fair value increase in investment	-	-	-	-	-	-	-	-	-	982,383	**982,383**
Add: Prior year deferred income	-	632,109	-	-	181,848	-	-	943,848	-	3,503,934	**5,490,119**
Add: Accrued income	-	-	72,892	-	225,128	-	-	1,005,662	93,570	60,000	**3,217,678**
Less: Current year deferred income	-	-16,496	-	-234,900	-	-739,048	-1,760,808	-369,792	-	-205,938	**-5,336,660**
					-						
EXPENDITURE	**592,010**	**2,977,399**	**727,907**	**394,885**	**1,115,464**	**527,035**	**2,992,964**	**1,847,972**	**670,410**	**6,915,143**	**24,335,078**
EQUIPMENT	-	-	-	-		-	**19,386**	**24,982**	-	**67,321**	**111,689**
FUND TRANSFERS	-	-	-	-		-	**19,386**	-	-	**-19,386**	-
SURPLUS/DEFICIT(-)											
End of period	-	-	-	-		-	-	-	-	**7,103,342**	**7,103,342**
For the period	-	-	-	-		-	-1,753,773	333,535	-	**943,392**	**-703,818**
At the beginning of the year	-	-	-	-		-	1,753,773	-333,535	-	**6,159,950**	**7,807,160**

The CSVR would not be where it is today without the invaluable support and loyalty of the following group of donors and supporters who have contributed so generously and ensured the on-going sustainability of this organisation and their commitment to development in the South.

10
DONORS AND SUPPORT

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Open Society Initiative for Southern Africa
Oxfam Novib
Rehabilitation and Research Centre for Torture Victims
Rockefeller Brothers Fund
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Swiss Federal Department of Foreign Affairs
United Nations Voluntary Fund for Victims of Torture
Weltfriedensdienst e.V.
Woman's Programme, Open Society Institute

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Mosaic
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Nelson Mandela Foundation
Nelson Mandela Museum
Nisaa Institute for Women's Development
OUT Lesbian Gay Bisexual Transgender Wellbeing
Outward Bound
People Opposing Women Abuse (POWA)
Psych Action
Psychology and Social Work Departments, University of the Witwatersrand
SANToC
Society, Work & Development Institute, University of the Witwatersrand
Sonke Gender Justice
Sophiatown Community Psychological Services
South African History Archives
South African Human Rights Commission
South African Institute for Traumatic Stress
Southern African Centre for Torture Survivors
Southern African Women's Institute for Migration Affairs (SAWIMA)
Themba HIV & AIDS Organisation
Thohoyandou Victim Empowerment Programme
Trauma Centre for Victims of Violence and Torture
Tshwaranang Legal Advocacy Centre
Union of Refugee Women
Western Cape Network on Violence Against Women
Women's Net
Zimbabwe Exiles Forum

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Research Advocacy Unit (Zimbabwe)
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United Nations Children's Fund
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Zimbabwe Lawyers for Human Rights (Zimbabwe)

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