Annual Report: 2001/2002

CSVR aims to build sustainable reconciliation and consolidate embryonic democracy in societies in transition, through violence prevention interventions, the empowerment of victims and other vulnerable groups, relationship building and institutional transformation programmes, which contribute to redressing the injustices and damage to the social fabric (both material and psychological) rooted in a divided past.

Report from the Executive Director

"There are some challenges that presented themselves in the course of the past year that endangered the moral integrity of the very transition to democracy itself in South Africa."

Graeme Simpson, Executive Director

Reflecting on developments over the past year, it is true to say that democracy remains fragile in South Africa. Furthermore, reconciliation remains a noble but contested aspiration, embedded in the remarkable negotiated transition to democracy, rather than a lived experience rooted in everyday South African practice.

There are several factors which have plagued and endangered this aspirant democracy, all of which continued to present themselves during the year under review: The immense challenges of the HIV/AIDS pandemic, sustained problems of pervasive violent crime, limited economic growth accompanied by net job losses and a depreciating currency, sustained racial and gender inequalities, an inadequate education system desperately trying to play catch-up and pervasive xenophobia and racial tensions which belie the rhetoric of African Renaissance. However, there are some challenges that presented themselves in the course of the past year that endangered the moral integrity of the very transition to democracy itself in South Africa.

The apparent limitations of the new democratic government in moving beyond the rhetoric of reconciliation by translating its visionary policy-making into effective redress of racial and gender-based inequalities and residual traumas, is one such concern. This concern is ironically exacerbated rather than alleviated by the Constitutional Court's bold finding on the State's responsibility to deliver on socio-economic rights - which can be read in the Court's judgement in the groundbreaking Witbooi case. Similarly, in challenging government to provide anti-retroviral treatment in its hospitals, the same Court has thrown down the gauntlet to government on the HIV/AIDs issue. With help from the CSVR through our appearance as an amicus curiae before the Court, the Constitutional Court has also recently asserted the rights of accused persons through amending the Criminal Procedure Act to limit the police's use of lethal force in respect of fleeing criminal suspects- a bold yet appropriate move considering resistant public opinion and prevailing governmental inclinations in a climate of high levels of criminal violence.

These robust interventions of the Constitutional Court speak powerfully of a seemingly vibrant democracy in South Africa. Combined with the leadership role of the Mbeki government on behalf of Africa within the international community, this frames much hope for the region and indeed the continent, as a beacon of commitment to the principles of African democracy. Yet, along with the

international diplomatic forays on behalf of the African continent, this legal activism through the highest court in the land, in many respects flatters to deceive if it results in formal equality before the law, but not substantive change in the lives of ordinary people on the ground in South Africa. It suggests a dynamic in South Africa's democracy that may even be misleading. For unless government can translate the obligations imposed by the Constitutional Court into meaningful redress in society, then non-delivery on socio-economic rights, failure to grapple with the HIV/AIDS pandemic and sustained violent practice or pervasive corruption within the policing culture, all ring out as signals of danger and threat, rather than icons of constitutional achievement in this new democracy or within the region. Rather than empowering victims of Apartheid's past, all these Court decisions may in fact contribute to greater frustration and a more enduring sense of marginalisation, which has clearly survived the transition from Apartheid to formal democracy.

An even more striking threat to sustainable reconciliation in South Africa is presented by government's responses to the Truth and Reconciliation Commission (TRC), despite all the foibles and flaws in the TRC's own practice (and particularly that of its Amnesty Committees) of which we must remain critical. Here, once again, the Constitutional Court had gone out on a limb in finding that amnesty for human rights abusers may be constitutionally defended because of its vital role in South Africa's negotiated transition to democracy (in the AZAPO Case, in which prominent survivors such as the Biko, Mxenge and Ribeiro families, challenged the amnesty provisions of the National Unity and Reconciliation Act). Most importantly, in a much quoted and vaunted judgement, the Constitutional Court held that such an amnesty was only constitutionally defensible because it was not unconditional, but rather was premised on amnesty being an exchange for full disclosure by the perpetrators on one hand, and the delivery of some meaningful form of reparation to the victims by the state on the other. In making this controversial finding, the Court clearly relied on an assumption that South Africa's new democratic government is committed to victims of past human rights violations, and has the political will and the actual capacity to deliver on these high expectations.

Yet government's comprehensive failure to act on its obligation to provide reparation, coupled with the dramatic and unconditional Presidential pardons of twenty two men who had previously been refused amnesty by the TRC as a consequence of their failure to disclose any political motive for their violent actions, suggest that government has reneged on this vital social contract. This is even more worrying considering the consistent rumblings about government's intentions to extend further amnesties or pardons to those who shunned the excessively generous opportunities offered by the TRC process. Government's positioning on these issues represents not only a challenge to the TRC (which, it must be remembered, was initiated by the government itself), but also a failure to honour the findings of the Constitutional Court, thus compromising the morality and conditionality that underpinned the very negotiated settlement for which this country's embryonic democracy has become famous. For the CSVR this was most symbolically demonstrated in October 2001, when the Minister of Justice at the last minute cancelled a commitment to meet with victims' groups seeking a discussion on the reparations issue, in favour of a high level meeting with the leader of the National Party, aimed at forging an unholy alliance designed to gain control of the government of the Western Cape.

In the face of (admittedly limited) public criticisms on these issues, both from within organised civil society and from within the ANC itself (not to mention the frequently expedient, self-promoting and occasionally hypocritical rumblings of opposition parties within parliament), government has appeared defensive and has sought to assert ever tighter control over the key organs of governance in an increasingly centralised fashion. This has been very evident in the manner in which government handled critical responses to its multi-billion Rand arms deal. But the point about the arms deal is not just that critical voices were marginalised (even within the oversight mechanisms in parliament), but that South Africa's new democratic government appeared willing to relinquish its

moral authority through prioritising guns over socio-economic upliftment of its people. This is exacerbated by the increasingly controversial shape of black economic empowerment initiatives in which - premised on illusory notions of trickle-down benefits for the black majority - many black entrepreneurs more than match the white captains of industry in the disrespect they show for the principles of corporate governance, their propensity for extreme self-enrichment and their lack of commitment to corporate social spending.

If meaningful notions of sustainable reconciliation are to die on the sword of party political expediency, the exclusive enrichment of the new elite, or the xenophobic exclusion of "the other" from the rest of Africa, then the Mbeki government will have failed to realise its own important promises for addressing the fears and expectations associated with the reality of two nations in South Africa - and the huge disparities of wealth and power that still exist in this society that were referred to in this section of the CSVR's last Annual Report.

It is even arguable that all the promise of NEPAD and South Africa's powerful potential role in profiling and attending to Africa's dilemmas might lose its shine if the moral authority of its South African promoters is further tarnished at home or in the region. At a time when organisations such as the CSVR finally enjoy the potential for sharing our experiences and expertise through strategic civil society partnerships and reciprocal learning about peace and reconciliation building across the continent, we cannot afford to be silent on these issues, especially when the South African government is ineffective in protecting the human rights of our civil society partners in the region. Nor can we but identify with the important new voice of social movements in the form of the anti-gun lobby, the Treatment Action Campaign and the local communities demanding housing, electricity and water. Our failure to do so will make us seem complicit in translating the one-time promise of a South African rainbow nation into a much more exclusive kind of rainbow nationalism.

In the past year CSVR has broken new ground in our research into shifting patterns of violence in societies in transition. We have developed exciting new models for capacity building and training which integrate our experiences of working with trauma, youth violence-prevention strategies, the gendered character of social conflict, criminal justice transformation and reconciliation building. We have developed a capacity to work at the local level with local government institutions through our City Safety Project and we have begun to realise our dreams for expanding our work and our partnerships into Africa and other parts of the world. In all these respects, we have grasped the nettle, treating these challenges in our embryonic democracy as opportunities to grow, learn and share with both governmental and non-governmental partners.

From an organisational perspective, CSVR has also confronted the challenges of the past year with great commitment and enthusiasm, recognising that our commitment to transformation must apply to our own organisation as much as it does to the wider society. In part, this has been a year of cementing our commitment to critical partnership with government, rather than merely criticising from a distance. By the same token, it has meant sustaining our community level pilot interventions to ensure that we add to service delivery where we have the resources, whilst also guaranteeing that we act as a conduit for the voices of marginalised communities, rather than merely speaking on their behalf.

From a management and human resources perspective, the year under review has witnessed the restructuring of the CSVR's management team and the reshaping of our various programmes. By the end of the year, as a result of CSVR embarking on a number of new innovative projects, our staff complement has expanded from 58 to 64 full time staff members, as well as a number of sessional workers, volunteers and interns. At every level, one of our goals has been to ensure that the organisation is demographically representative in a manner that reaches beyond even the formal

requirements of the Employment Equity Act. As a result, our management team is 64% black and 70% female and overall the organisation is 73% black and 70% female. Equally importantly, despite losing some of our longest serving management team members during the past year (Mary Robertson - Victim Empowerment; Brandon Hamber - Transition and Reconciliation; and Amber Mashiane - Finance) we have recruited extraordinary talent both internally and externally to fill these gaps (Naomi Hill - Victim Empowerment; Tlhoki Mofokeng - Transition and Reconciliation; Kholwane Mbambo - Finance; and Sherbanu Saccoor - Education and Training).

From a financial point of view, the past year has been successful in that we matched our previous year's income, raising over R18, 5-million from various sources. We spent according to budget and limited the increase in our spending to R15, 9-million when compared to the expenditure total of the previous year (R14, 7-million) across all our programmes. If there is still a danger that is unresolved for the CSVR, it is the enduring problem of securing Core funding. This is the one area of CSVR's work where spending significantly outstripped income, particularly because of the absence of adequate dedicated donor support to the internal systems vital to keeping this organisation well managed, fully accountable and at the cutting edge of NGO practice internationally. If CSVR does not make further progress in raising more sustainable Core funding through an endowment or alternative dedicated donor investment within the next two years, this will become a serious problem for the organisation. We simply cannot afford to further deplete our limited reserves through such non-project-specific expenditure.

For CSVR some of the dangers of the past year have been very literal. Several members of our staff have been direct victims of motor vehicle hi-jackings, muggings and assaults, including my own three year-old son and my wife, who was shot and injured during an armed assault at our home. These experiences are illustrative of the fact that we are not merely observers of our society, but actors in it. They are also symbolic reminders of the fact that our dedicated staff remains our most invaluable asset- their commitment un-shifted, their dedication unparalleled and their passion for what they do on behalf of marginalised groupings in our society un-compromised.

This has indeed been a year of living dangerously. But with the sustained support from our dedicated donor partners, we once again remain ready for whatever is thrown at us in the year ahead.

Transition and Reconciliation Programme

> ***"The main challenge for the Programme is post-TRC work in the areas of truth, justice and reconciliation. With both government and public interest in these issues waning, the Programme faces the challenge of broadening its scope beyond the Truth and Reconciliation Commission. This would imply beginning to research and create intervention models that deal with issues of a society in transition"***
>
> **Tlhoki Mofokeng,** Programme Manager

The Transition and Reconciliation Programme seeks to research the shifting patters of conflict and violence in societies making the transition to democracy. The assumption of an end to conflict as part of the South African miracle has given way to the reality of violence in transition. In this context the CSVR occupies a unique terrain in seeking to build sustainable reconciliation.

Goals

The overarching goal of the Transition and Reconciliation Programme (TRP) is to understand the relationship between historical conflicts, reconciliation, the prevention of violence, and the realisation of justice. It aims to contribute to reconciliation in South Africa and the prevention of recurring intolerance, conflict and violence. The Programme further seeks to promote alternative and integrated approaches (restorative and punitive) to justice in transition and to engage issues of redress in relation to transitional justice.

Strategies

The Programme accomplishes these goals through research, policy and intervention projects.

- The focus of research in 2001 was the ongoing evaluation of the South African Truth and Reconciliation Commission's (TRC) amnesty and public hearings. This extensive research project represents the most comprehensive and scientifically rigorous research conducted on the TRC. It included an in-depth analysis of victims' opinions regarding issues of truth, justice, pardon and reconciliation. The research findings will be published internationally. In addition, the Programme undertook an international comparative research project to gain from the knowledge and experience of other societies in transition.
- Intervention work in 2001 continued to focus on the core issues of advocacy, victim empowerment and reconciliation.
- The Programme continued its campaign of advocacy for reparation for victims of human rights violations and gave a voice to issues of xenophobia, vigilantism and racial violence in the media.
- Psychosocial support and outcomes-based investigative research was provided for families of the disappeared.

Highlights

Violence and Transition Project

The objective of the Violence and Transition Project (VTP) in 2001 was to describe and analyse various forms of violence and their changing nature in South Africa over the past two decades. Focal areas included revenge violence and vigilantism, state security forces, xenophobia, ex-combatants, and hostel-related violence. The following two projects formed part of this objective.

- Piers Pigou pioneered the production of the project's five comprehensive research reports. The reports were released through the VTP's public seminar series, which generated significant media attention, opening the door for public debate and stimulating further interest in the issues under study.
- Bronwyn Harris' timely report on xenophobia in South Africa led to similar media interest and fostered work with refugees and foreigners in other CSVR programmes.

Victim and Community Responses to the Truth and Reconciliation Commission

- Hugo van der Merwe and Carnita Ernest supervised an extensive research project on victim and community responses to the TRC, which involved the completion of over fifteen papers. These papers are due for publication in a variety of media in 2002.
- The analysis of victim testimonies at the TRC hearings produced a number of reports. These will be available on the CSVR website or as chapters in an edited volume in 2002.
- In order to assess the benefits and shortcomings of giving public testimony, the CSVR (in collaboration with Khulumani-Cape Town and the KwaZulu Natal Programme for Survivors of Violence) conducted seven focus groups with victims who testified at the TRC hearings. This resulted in a series of moving community reconciliation case studies being produced and distributed.
- The work-intensive enumeration of amnesty transcripts provided the basis for a comprehensive evaluation of the TRC's amnesty process.

The Project on Reparation

In 2001, the Project on Reparation continued with research and advocacy work to pressurise the government to provide reparation to victims of apartheid-era human rights violations. Although the government allocated more than seven hundred million rand for the payment of reparation, no clear policy or action plan was introduced. As public interest in the Truth and Reconciliation Commission flagged, the Project struggled to keep the reparation issue in the public's eye.

Researcher Simon Kimani, in collaboration with Khulumani Support Group, revived the Non-Governmental Organisation (NGO) Working Group on Reparation. The issue regained momentum and a national strategy workshop was convened in October 2001. The workshop formed a basis from which to explore mechanisms of mobilisation to engage the government and the business sector in a more substantive manner. Two main themes emerged from the workshop. The importance of civil society organisations and NGO's working collaboratively to design collective strategies for lobbying government regarding the issue of reparation was highlighted. Secondly, NGO's and support groups for victims should make a formal proposal regarding the prosecution of perpetrators who did not apply for amnesty or whose applications were unsuccessful. A comprehensive workshop report and an international paper on approaches to reparation was produced and distributed.

South African Disappearance Project

The South African Disappearance Project completed its preliminary phase in 2001. The CSVR researcher on disappearances, Polly Dewhirst, documented an additional one hundred cases of disappearances onto the central database held at the CSVR. The Project continued to work with Ekupholeni Mental Health Centre, the CSVR Trauma Clinic and Khulumani Support Group, to co-ordinate support groups for families of the disappeared. Oupa Tsoabisi joined the project as an investigator in June and made remarkable progress in uncovering leads in four unsolved cases. In order to solve these cases, attempts were made to build relationships with the police and international forensic specialists. The Project is completing a preliminary research report on its current findings.

Reconciliation Interventions

- In 2001, the Transition and Reconciliation Programme conducted over forty-five community workshops about reconciliation. Traggy Maepa and Hector Ramoleta piloted a seven-module Reconciliation Package in Ermelo, in Mpumalanga. Stakeholders involved in the workshops included members of political parties, police and victim groups. From these workshops an innovative Reconciliation Manual was compiled and widely distributed.
- In October 2001, Hugo van der Merwe inaugurated the CSVR's Cape Town office. To mark the launch, a workshop was held in Cape Town for a broad range of human rights organisations working in the field of community reconciliation. Forty participants from twenty nation-wide organisations attended the workshop. Following the workshop, the CSVR produced the first-ever directory of organisations involved in reconciliatory work in South Africa.

Educational Video on the Truth and Reconciliation Commission (TRC) and Civil Society

Tlhoki Mofokeng assisted in the production of an educational video highlighting the role of civil society in the Truth and Reconciliation Commission process. It will be used as an educational tool by local and international organisations in countries in transition, particularly countries considering the route of a truth commission.

Southern Africa Reconciliation Project (SARP)

The South African Reconciliation Project is a research project managed by the CSVR, which seeks to understand national transitions and their impact on civil society's reconciliation initiatives in the Southern Africa region. It is a partnership project between the CSVR and other organisations in the region namely:

- JustaPaz - Centre for Conflict Transformation (Mozambique),
- Amani Trust Matabeleland (Zimbabwe),
- Centre for Human Rights and Rehabilitation (Malawi), and
- the National Society for Human Rights (Namibia).

In 2001, research was conducted in the Southern African region on reparation, reintegration of ex-combatants, mourning and memorialisation, victim support services and counselling services. The outcome of the partnership project was the initiation of the process of research conceptualisation and instrument development. As this research has proved highly relevant it will be furthered and extended in 2002.

Challenges

The main challenge for the Programme is post-TRC work in the areas of truth, justice and reconciliation. With both government and public interest in these issues waning, it has become a greater challenge for the Programme to capture media opportunities to advocate and generate public debate regarding these core issues. The Programme, therefore, faces the challenge of broadening its scope beyond the Truth and Reconciliation Commission. This would imply beginning to research and create intervention models that deal with issues of a society in transition.

The Programme has been inundated with and honoured by international requests to share its invaluable TRC experience. The Programme must, therefore, face the challenge of translating its expertise into dynamic and accessible educational and training materials that can be shared with other countries in transition, particularly other African countries.

Future Directions

The Transition and Reconciliation Programme will begin to consolidate its work into six areas that reflect major themes and challenges for the post-TRC South Africa, namely, institutional transformation, restorative justice, truth recovery, violence in transition, reparation and international comparative work. It will continue to explore new forms of conflict and the persistence of old patterns of violence.

Youth Programme

> ***"South Africa's youth are a key constituency in the development of a democratic society. Understanding the factors beyond poverty and umemployment that render them vulnerable to the experience of and perpetuation of violence are crucial issues facing the youth sector."***
>
> **Dorothy Mdhluli,** Programme Manager

The impact of safety work in schools has been to reduce the pervasiveness of violence and to sustain the support structures currently addressing crime and violence in schools. A priority for 2002 will be consultation with the different Provinces on Safe Schools' strategies, as well as the implementation and improvement of the model.

Goals

The restructuring of the CSVR in 2001 shifted the focus of the Youth Programme to violence prevention and the creation of opportunities for youth to manage their vulnerability to violence by building their resilience.

The rationale behind youth work undertaken by CSVR is:

- Given the high levels of violence in South Africa, the majority of youth are vulnerable to violence, as either victims or perpetrators.
- Youth are a marginalised group in society and, therefore, require special support.
- Youth are a significant force in creating a future of non-violence and reconciliation.

Strategies

The development of best practice models facilitates the integration of research, education and intervention to create a safe society for youth. Schools are a key access point to youth and provide institutional support that ensures the sustainability of potential interventions. Other avenues used to access youth are prisons, churches and informal groups such as youth clubs. The Programme also attempts to target individuals not attached to any social grouping.

Highlights

Forty Safe Schools

In thirty-eight of the forty Sowetan schools participating in the CSVR's Safe Schools project, the following were achieved:

- A support service comprised of trained educators who are able to respond effectively to issues of trauma, violence, abuse and conflict in a professional manner was established. The success of this programme was brought to the attention of the MEC for Education in Gauteng who suggested that a number of the educators in this project be seconded to shape the provincial policy for safety in schools.
- Trained learners, with peer counselling, conflict mediation and leadership skills, were

involved in driving the safety campaigns in their respective schools. This was implemented through the involvement of other learners and by challenging the apathy of the educators.
- Safety teams of educators, learners, parents and police were formed. Their brief was to drive programmes aimed at ensuring safety on school premises.

Strong relationships with other schools and the neighbouring community facilitated the sharing of experience, resources and information regarding possible threats to the schools. An incident at Busisiwe Primary School, in Zola, exemplifies the strong relationship between the various stakeholders. An armed robbery occurred at the school, resulting in the unnecessary death of the school caretaker. Members of the community, the school governing body and the police joined forces in attempting to solve the crime. This joint effort resulted in the recovery of all the school's equipment.

Encouraging incidents such as these enabled the development of an intervention model and policy formulation that is now widely used by schools. A manual, "PHEPHA", meaning "be safe", delineates how to initiate and maintain safety programmes in partnership with neighbouring schools. Through the Programme's endeavours most schools in Gauteng have been exposed to the model, with the exception of schools in the Far East Rand. Education Departments in other provinces, such as the Eastern Cape and Limpopo Provinces, have consulted the CSVR regarding the possible implementation of the model.

Sexual Violence in Schools

Research conducted in ZOJAZEM (Zola, Emdeni, Jabulani and Zondi in Soweto) High Schools in March 2001, supports the highly publicised findings of the "Scared at School" report tabled in Parliament by Human Rights Watch. As indicated in the report, the majority of learners lack supportive relationships with their parents (or caregivers) or the school personnel. This deficit coupled with learners' lack of understanding of existing police protocol regarding the reporting of sexual offences exacerbates the situation in schools as described in Human Rights Watch's report.

Learners and educators strongly recommend ongoing work to equip existing school structures with appropriate skills to effectively and sensitively manage sexual violence. The Education Department is expected to play a principal role in the formulation and implementation of policies to curb sexual violence in South African schools. Despite this, there is a need to create strong working relationships with the police who will be requested to educate the school community about the protocols of the Criminal Justice System and crime prevention strategies.

'Safe Start' for Marginalised Youth

Matriculants who do not qualify for entry into tertiary institutions find it extremely difficult to gain access into the job market and, therefore, resort to criminal activities in order to survive. These "marginalised youth" (unemployed, out of school youth) and their supposed role in increasing crime have dominated popular thinking. The 'Safe Start' pilot project equipped thirty such marginalised youth to offer at-risk learners life skills and teach them to respond constructively to violent situations. The impact of the project was to reduce the pervasiveness of violence and to sustain the established support structures currently addressing crime and violence in schools. This project, additionally, provided clear evidence that youth are equipped to initiate and run violence prevention programmes in their communities with minimal or no support from the CSVR.

Challenges

The stakeholders (educators, learners and parents and other community members) involved in youth programmes face the following challenges:

- There is seldom official recognition for educators, who are expected to coordinate support structures in addition to their extensive teaching responsibilities. The work involved in these programmes is highly stressful and may cause secondary trauma. This is exacerbated by difficulties encountered by educators in their ability to ensure that they receive adequate emotional support for themselves or 'self-care'.
- As the priority of parents is finding employment, parents regularly withdraw from a programme before its completion. This makes careful planning of goals a cumbersome exercise for the coordinators of the programme.
- The unsettled nature of youth hinders the provision of consistent services to schools. This fails to fulfil the needs of at-risk learners who depend on consistent support to enable growth and to rebuild their trust in others.
- In poor communities, financial compensation is often expected for voluntary services, but cannot be provided.
- Strategies for withdrawal of programmes from communities are difficult to negotiate as people become dependent on the programme and often lack the confidence to drive programmes independently. Additionally, there may be few other available resources in the particular community.

Future Directions

- The Programme, to maximise impact, rationalise resources and improve efficiency, will coordinate the various CSVR programmes targeting youth.
- The Programme will consolidate the CSVR's work on racism in schools, formerly initiated by the Education and Media Unit.
- A pilot programme, exploring the impact of HIV/AIDS and its relationship to violence, as well as ways of building social support networks for affected communities, will commence in 2002.
- Another important feature of 2002 will be consultation with the different Provinces on Safe Schools' strategies, as well as the employment and improvement of the model.
- The findings of the Sexual Violence Research in schools will be translated into a programme aimed at helping schools develop appropriate mechanisms to deal with the disturbing problem.

Gender Programme

> ***"Drawing on a social and gender justice framework, the Programme works with marginalised women to develop ways of ensuring that policy and legislation pertaining to gender violence is relevent to these women. In this process it also explores the intersections of poverty and economic dependency with relation to gender violence."***
>
> **Lisa Vetten,** Programme Manager

Gender based violence remains a key limitation to women's full participation in society. Until the level of violence drops, South Africa cannot claim to have realised its democratic vision. Concerted monitoring of policy and legislation to protect women's rights is critical.

Goals and Strategies

2001 was a year of significant growth for the Gender Programme. In recognition of the centrality of gender to the CSVR's work, the Unit developed into a fully-fledged Programme in its own right. The staff complement increased from four to seven and a number of projects were successfully completed in the course of the year.

One of the Gender Programme's main aims is to develop, promote and publicise research that aids public understanding regarding the causes of gender-based violence and its effects. The Programme also:

- Develops and runs educational and training programmes aimed at increasing people's understanding of gender-based violence.
- Works in partnership with non-governmental organisations and state departments concerning gender-based violence. This is done on a local, regional and national level.
- Makes recommendations and advocates around policy and laws, particularly those that aim to improve the treatment of victims and survivors of gender-based violence.
- Focuses on ways to prevent gender-based violence.
- Contributes to state institutions' transformation by entering into an influential partnership with them.

Additionally, through a focus on gender, the Programme builds awareness in the CSVR as a whole, regarding the inclusion of gender questions and issues in all its projects. As part of the process of mainstreaming gender within CSVR, Penny Plowman is currently conducting research regarding the impact of gender on organisational change, and investigating its role in CSVR's daily activities.

Another key aim of the Gender Programme is to emphasise the rights of marginalised women. In most instances policy, programmes and legislation are drafted assuming all women are the same and have similar access to society's resources. As women are differently advantaged or disadvantaged, this approach excludes women who are disabled, young or elderly, in conflict with the law, poor or lesbian, amongst others, from access to social justice. By focusing specifically on some of these groups of women, the Programme hopes to broaden all women's access to the rights and resources available in South African society. The primary groups of women who were targeted in 2001 included women with disabilities, women in prison, adolescent girls, homeless women and women infected and affected by HIV/AIDS.

Highlights

Understanding the Links between HIV/AIDS and Violence against Women

The Programme reviewed the relationship between HIV/AIDS and violence against women. A national scan of organisational activities was conducted in order to link the two issues. The resulting report, Violence, Vengeance and Gender: A preliminary investigation into the links between violence against women and HIV/AIDS in South Africa, received wide coverage in local and national newspapers. The report received acclaim as one of the first to attempt to link the issue of gender based violence with HIV/AIDS. Media articles highlighting the report appeared in The Sowetan, The Daily Dispatch and The Sunday Independent. Impilo Enhle, the official publication of the National Union of Mineworkers, similarly published an article on the far-reaching research findings. At the special request of the AlertNet website, a Reuters Foundation Project for humanitarian organisations, the Programme submitted an opinion column on this highly topical subject. Copies of the influential report have been requested from a variety of sources, including university libraries, women's organisations, donor agencies, and assorted AIDS organisations and researchers. The groundbreaking research also informed the Programme's submission to the parliamentary hearings on HIV/AIDS convened by the Committee on the Improvement of the Status and Quality of Life of Women.

Following the report, the Centre for Scientific and Industrial Research (CSIR) invited the Gender Programme to be a partner in the facilitation of a national workshop for stakeholders in both the gender violence and HIV/AIDS sectors. Its aim is to initiate the process of charting research, advocacy and a policy development agenda. It is hoped that this process may result in the implementation of the report's recommendations. The Programme also partnered with the AIDS Law Project to run a national workshop regarding the provision of HIV post-exposure prophylaxis to rape survivors. The recommendations emerging from the latter workshop will be implemented in 2002.

The Justice for Women Campaign

On April 23, in conjunction with the National Network on Violence against Women and the Commission on Gender Equality, an application for presidential pardon on behalf of Maria Scholtz was submitted. Maria Scholtz's application spearheads the Justice for Women Campaign, which seeks the early release of five women serving lengthy prison terms for killing abusive male partners. Research supporting the Campaign includes an analysis of convictions and sentences for spousal homicide in three Gauteng courts for the period 1994 - 1998, and the report "Now we have nothing: Exploring the impact of maternal imprisonment on children whose mothers killed an abusive partner". The research and the Campaign were presented at a CSVR seminar and to a number of other audiences. These have included the Parliamentary Committee on the Improvement of the Status and Quality of Life of Women, the ANC Women's Caucus and the Government Communication and Information Service. As part of the Sixteen Days of Activism to End Violence Against Women, a national meeting was convened on Robben Island to increase awareness of the Campaign. Members of the women's families (including their children) spoke at this event, providing powerful and moving subjective insight into the impact of domestic violence and long-term imprisonment upon families. In recognition of this groundbreaking work, NICRO awarded the Campaign its prize for the best national offender reintegration programme.

Finally, as part of the ongoing work to change the application of law relevant to women who kill abusive partners, the Programme provided expert testimony in two cases in 2001. This resulted in the acquittal of one case. Unfortunately, however, in the second case a sentence of life

imprisonment was handed down. The Programme is committed to its ongoing involvement in the appeal of this particular case.

Challenging Domestic Violence towards Women with Disabilities

At the request of the Disabled Women's Development Programme of Disabled People South Africa (DPSA), the Programme conducted one workshop in each of the nine provinces. The focus of the workshops was access to justice for women with disabilities who are experiencing domestic violence. To make the workshop material accessible to all participants, the manual was translated into Braille. A decision was taken to compile a report in 2002, advocating access to justice for women with disabilities.

Addressing Violence against Adolescent Girls

Adolescent girls are at high risk for gender-related violence. Programmes targeting either adult women or children frequently overlook the particular needs of adolescent girls. As a preliminary step in a bigger project, focusing on increasing access to justice for this group of girls, the Programme conducted a workshop for the South African Council of Educators (SACE). The workshop was aimed at equipping SACE investigators to handle cases of educators' sexual involvement with learners. After the successful workshop, the Programme continued to support SACE investigators by accompanying them to interviews or, where this was not feasible, referring them to other agencies that could provide a similar back-up service. A set of interviewing guidelines for investigators was drafted to aid this process.

Challenges

Women and girls in marginalised circumstances have far less access to services than women in better social circumstances. Many organisations are not equipped to deal with the scope of these women's many and varied needs. Many shelters, for instance, do not have facilities for HIV-positive women, nor are they always able to assist homeless women who are experiencing domestic violence.

Additionally, it is almost impossible to find lawyers and psychologists willing to provide free services to women in prison. As a result, the Programme has often had to provide this assistance by drafting summonses and affidavits. The women's children are particularly neglected. Neither the Department of Correctional Services nor the Department of Social Development are seemingly able to provide the support and care the children require.

Advocacy is time-consuming and unpredictable. The considerable time and effort required carries no guarantee of success, however. Despite the setbacks and delays inherent in advocacy work, the process remains challenging.

A further challenge in 2001 was gaining access to information contained in police dockets. Two studies, one investigating rape in inner-city Johannesburg and the other a ten year retrospective analysis of intimate femicide in Gauteng, suffered considerably and their completion has been extensively delayed, due to the unavailability of police dockets. It is hoped that as a result of the Promulgation of Access to Information Act and the Programme's ongoing attempts to build relationships of mutual trust with the SAPS, this process will be more fruitful in future.

Future Directions

Drawing on a social and gender justice framework, the Programme will extend its work with marginalised women to develop ways of ensuring that policy and legislation pertaining to gender violence is relevant to these women. Continuing the work begun with the Women's Budget Initiative at the end of 2001, the Programme will explore the intersections of poverty and economic dependency with relation to gender violence. As an outcome of this work, it is hoped that interventions will be developed to address this intersection.

Criminal Justice Programme

> ***"The Programme is faced with the challenge of maintaining and increasing its impact on government policy development as well as translating the theoretical knowledge acquired into practical, workable and effective interventions with law enforcement agencies and communities."***
>
> **Amanda Dissel,** Programme Manager

The Criminal Justice Programme works primarily with institutions within the criminal justice system. Apart from a number of research, policy development and training projects, the programme also runs a direct service delivery component focussed on preventative workshops with juvenile offenders in prisons.

Goals

The Criminal Justice Policy Unit was restructured to form the new Criminal Justice Programme, which now includes the City Safety Project. This has broadened the scope of the Programme's criminal justice and crime prevention work to include a focus at the level of city and national government. The overall objectives for the new Programme are:

- To contribute to building the capacity of criminal justice institutions to enable them to deliver effective services within the framework of the Constitution.
- To assist civil society to engage actively with the criminal justice system.
- To contribute to the development of knowledge about crime prevention and law enforcement in South Africa.

Strategies

The Criminal Justice Programme works in the areas of policing (the South African Police Service, municipal police and city bylaw enforcement agencies), justice, crime prevention and correctional services. The Programme's strategy is to conduct research on a local level that can be translated into practical interventions at the local or national level. International comparative research is a resource for this process.

Highlights

Section 49 of the Criminal Procedure Act

Over the past few years, the CSVR has conducted research and made policy recommendations concerning abuse of power by the police and the use of lethal force. Section 49 of the Criminal Procedure Act permitting the police and others to use lethal force, for purposes of arrest, was amended in 1998 in order to bring the legislation in line with the tenets of the new Constitution. The implementation of the controversial amendment was delayed at the request of the Department of Safety and Security. The matter was later referred to the Constitutional Court in the recent case of S v Walters for a ruling on the use of lethal force for purposes of arrest. The CSVR was admitted as amicus curiae to the case, and was represented by the Legal Resource Centre (LRC). David Bruce

coordinated the CSVR's position, and submitted a number of affidavits, in response to affidavits submitted by the police; and assisted the LRC to draft legal arguments. Opposing the South African Police Service's argument, the CSVR provided evidence that the proposed amendment was unlikely to impact negatively on police safety. Judgment on this case is still pending.

Prevention and Control of Police Corruption

The South African Police Services (SAPS) have identified tackling police corruption as a national priority; yet have failed to develop a clear strategy or policy framework to address this issue. The Programme conducted a participative research project on police integrity at Hillbrow Police Station. Its aim was to develop an understanding of the contributing factors to the divide between national SAPS policy and station level implementation in eliminating police corruption. A second aim was the development of a framework for integrity and professionalism in the management of police at the station level.

During 2001, therefore, the Programme conducted participative action research with the management of the Hillbrow Police Station to investigate the organisational factors that promote or undermine police integrity. Its primary aim was to assist in the development of a management framework that promotes police integrity. A broader process that focused on supporting the management component also occurred. As part of an international study on police integrity, the Programme conducted research on attitudes and perceptions of police discipline and procedures at the police station.

The qualitative research at Hillbrow covered attitudes, perceptions and management strategies adopted at the station. Researcher Gareth Newham worked closely with Hillbrow managers to enhance their management approach and to improve interpersonal style and enhance teamwork. The Programme facilitated a highly successful Strategic Management Workshop focusing on discipline and corruption issues.

The research found that commanders and ordinary police members at the station considered police corruption in the Hillbrow precinct to be a serious problem, but that the procedures for and practice of dealing with the problem was ineffective. This was exacerbated by frequent manager turnover and lack of teamwork.

The Programme conducted another quantitative climate survey among staff of the Hillbrow Police Station. The results were used to determine the internal priorities for station management and will form the basis for the development of an anti-corruption strategy at the station level.

The project has provided the Programme with the knowledge and credibility to extend the work on police corruption. An anti-police corruption summit will be held in 2002 to afford a wider range of stakeholders the opportunity to engage with the research findings and begin to develop a strategic management framework for managing police integrity at the station level. As a result of this summit, it is hoped that a number of pilot projects will be initiated at different police stations to determine the applicability of aspects of the framework. National level advocacy will be undertaken at this point to increase awareness of integrity at police station-level and the practicalities involved in this task.

Working with Offenders

Public pressure for harsh sentences for offenders has hindered the promotion of public interest in the humane treatment of offenders. Similarly, the delay in the implementation of legislation,

amended according to the Constitutional imperatives, has impeded work with this group. The CSVR has continued, however, to conduct research on South African prison culture in order to promote the development of policies and interventions that will contribute to the improved treatment of offenders.

Research with prisoners and ex-prisoners was conducted by Sasha Gear to develop an understanding of the context in which sex and sexual violence occur inside male prisons, and their relationships to gang activity. This research has promoted an understanding of the cyclical nature of sexual violence in prison, its impact on prisoners and its continued effects on civil society post-release. This contributed invaluable insight into the spread of HIV in prisons. It is hoped that the findings will assist in developing a strategic response to prevention of the spread of HIV/AIDS in prisons.

The Programme's intervention with young male and female prisoners through a series of twenty to thirty workshops continued in 2001. The workshops were aimed at developing resilience and coping-skills to promote survival in prison and resist the 'pull factors' back into a life of crime upon release. Facilitated by Lindiwe Mkhondo in conjunction with Kindisa Ngubeni, the project received optimistic responses from the young participants and correctional officials, who have remarked on the positive changes in the prisoners' behaviour and attitudes since their involvement.

In partnership with Penal Reform International (PRI), and together with Jody Kollapen (CSVR Board Member and the Deputy Chairperson of the Human Rights Commission), a study was conducted on racism and discrimination in South African prisons. This study coincided with the World Conference on Racism and Discrimination (WCAR), and formed part of a broader PRI campaign against discrimination in the criminal justice system. The study indicated that, although the prison population approximates racial demographics of the country, there are a number of ongoing issues of discrimination affecting both staff and inmates. It recommended, therefore, the need for specific strategies to address these issues directly.

City Safety Project

The City Safety Project continued for a second year. This involved work with six metropolitan municipalities to improve safety and security in their respective jurisdictions.

- Ingrid Palmary's research on social crime prevention, Mzi Memeza's work on bylaw enforcement, and Janine Rauch's work on Metro Policing represent the most current assessment of implementation of the 1998 White Paper on Safety and Security.
- The City Safety Team, in collaboration with the Victim Empowerment Program, delivered dynamic training packages and facilitated educational workshops with officials from the Johannesburg and Nelson Mandela metropoles.
- Training was conducted with car guards, in inner city Johannesburg, on their role in crime prevention.
- The City Safety Project hosted two National Workshops for public safety officials, including senior police officials, from six metropolitan cities. The City Safety National Workshops were rated highly by participants and demonstrated again that NGO's such as the CSVR can play a relevant role in facilitating dialogue and learning with government agencies.

Challenges

The Programme is faced with the following ongoing challenges:

- To maintain and increase the Programme's impact on government policy development.
- To translate the theoretical knowledge acquired into practical, workable and effective interventions with law enforcement agencies and communities.
- To evaluate the impact and replicability of the Programme's interventions.

Future Directions

The programme's work on police integrity will be expanded into more police stations. A pilot model will be developed and implemented to manage and build police integrity at the station level. There will be collaboration with a prison support group in order to develop a framework to support victims of sexual abuse in prison, and for the prevention of this abuse. The work with young offenders is ongoing and the interventions will be expanded upon to include correctional officers.

A national survey to determine common problems experienced by police and prosecutors in the handling of victims and witnesses will be undertaken. The data obtained will assist researcher Sibusiso Ntuli to draft a strategy and 'best practice' handbook for police and court officials to better manage witnesses of violent crime.

The local government crime prevention work will be diversified into all CSVR programmes. A particular focus will be safety issues in the rural parts of larger metropolitan areas. In 2002, the City Safety educational program will be expanded to target elected councillors and city officials.

Additionally, plans are in place to host a national conference in 2004. This conference will offer a retrospective analysis of the last ten years for civil society working with the criminal justice system. This will enable the work of the CSVR since the advent of democracy to be integrated with other NGO's in this sector.

Victim Empowerment Programme

> ***"The high levels of interpersonal, group and community violence in South Africa demand a shift from policy to practice. Balancing the needs of victims, communities and offenders within a restorative justice framework remains a priority for the Programme."***
>
> **Naomi Hill,** Programme Manager

All South Africans are vulnerable to victimisation. Many people traumatised during the Apartheid era have not received support to help them deal with their experiences. Awareness of the effects of trauma and the availability of support services are essential for the nation's collective mental health.

Goals

The Victim Empowerment Programme has two primary aims. The first is to contribute towards victim empowerment initiatives through training and capacity building, research and advocacy. The other is to alleviate the effects of violence through the provision of trauma counselling and management to adult and child survivors.

Strategy

During 2001, the Trauma Clinic repositioned itself as the Victim Empowerment Programme. During its ten-year lifespan, the Trauma Clinic developed considerable expertise in trauma work and has become a national leader in clinical interventions and trauma management education. The emergence of the Victim Empowerment Programme consolidates this work. It encompasses a broader perspective to ensure that victims in South Africa are treated with respect and dignity and explores the nature of victimisation in a transitional society. The strategies employed by the Programme are varied.

- Direct services are provided to trauma survivors, including individual, group and family counselling, debriefing and crisis intervention.
- Through training and capacity development in the awareness of and containment of trauma at different levels of sophistication, the Programme aims to ensure that individuals, groups and communities are supported to deal with the consequences of trauma, and to break the cycle of violence. Thus training and education is targeted towards frontline workers as well as specialists and professionals working in the field.
- Research in the programme includes the tracking of trauma cases to assess trends in victimisation, developing appropriate therapeutic approaches and exploring specific aspects of trauma and victimisation.
- The insight into the experiences of trauma clients informs the writing of effective policy and practice.

Major highlights

A high point of the year was the launch of Themba Lesizwe, (formerly the South African Network of Trauma Service Providers). It is a European Union-sponsored initiative established to consolidate the trauma sector in South Africa. The launch was the culmination of two years active involvement

by CSVR, as a founder member, in the launch of this initiative. The Trauma Clinic Manager, Mary Robertson, served as Interim Chairperson, and the Programme is now represented on the board, thus retaining an active role in the body's development.

The goals of Themba Lesizwe are to:

- Promote accessible mental health care services for survivors of violence
- Develop standardised training programmes for frontline workers
- Conduct research and advocacy
- Develop a reliable client information database

The launch of Themba Lesizwe coincided with the Healing through Creative Arts Conference, organised by Sherbanu Sacoor and colleagues in collaboration with the Protestant Development Services (EED) of Germany. Held at Museum Africa in Johannesburg, one hundred and eighty delegates from Africa, Europe, the United States and Australia met for three days to learn, share and challenge creative and artistic methodologies for dealing with individual, communal and societal trauma. As part of the conference an impressive art exhibition bore witness to the powerful impact that art and art therapy can have in transforming pain and suffering into creative healing. The Healing through Creative Arts Conference represented one of the first endeavours in Africa to bring together practitioners from different disciplines- artists, traditional healers, social workers, psychologists and community workers.

Highlights

World Conference Against Racism

The CSVR trauma counsellors played a vital role in the Voices Programme presented at the Third World Conference against Racism, 2001. The South African Human Rights Commission and the International Human Rights Law Group invited the CSVR staff to attend this programme. Counsellors assisted twenty-two victims from various countries to document and recount their experiences through the provision of support and debriefing. Ntsiki Masilo and Smangele Mayisela represented the Trauma Clinic at the conference.

Therapeutic and Counselling services

A range of counselling interventions including individual therapy, play therapy, group therapy, debriefing, court preparation, psychiatric management, psychometric assessment and both family and parental counselling were provided. Counselling was offered to one thousand and two hundred clients presenting a range of trauma-associated problems. Frances Spencer, psychiatric nurse, facilitated psychiatric assessments by the Clinic's part time psychiatrist, Ugesh Subramaney.

Marivic Garcia explored models of intervention with refugee women living in a shelter. Boitumelo Kekana complemented this by rendering services to refugee children through art and drama therapy. Counselling was closely linked to advocacy to uphold the rights of refugees and to build referral networks with relevant service providers. The exclusion of refugee clients from state service provision remains a thorny issue, as does the culture of xenophobia, which impacted particularly on school-going children attempting to integrate into a learning environment.

Nomfundo Mogapi, Lindiwe Mkhondo and Gloria Hlophe, supported by researcher Helen Hajiyiannis, undertook pioneering work with a group of ex-combatants. The development of

appropriate interventions for these marginalised clients, once community heroes and now frequently social outcasts, has presented significant challenges, as has sourcing appropriate responses to the ex-combatants' wide range of socio- economic needs

Training and capacity building

A second tender for the Training of Primary Health Care practitioners in Mpumalanga, Northern and North West provinces was awarded to Themba Lesizwe with the CSVR fulfilling a coordinating role. The Programme's network partner, the Kwazulu Natal Programme for Survivors of Violence, conducted the training in Mpumalanga. This contract was in recognition of the success of the pilot training programme that was conducted between 1999 and 2000 when one hundred and eighty primary health care practitioners were trained in the three provinces.

A training programme was developed and implemented for professionals seeking knowledge on trauma counselling and management. This allows for standard setting using the model for trauma counselling developed by the University of the Witwatersrand, Psychology Department and adopted by the Trauma Clinic.

As in previous years, the Programme provided an internship and student placement programme for a counselling psychology intern and three social work students. This provides a dynamic link between theoretical knowledge and practical experience. The CSVR worked in collaboration with tertiary institutions to develop future service providers who are well equipped to respond to the mental health challenges of South African society. Katharina Ley from Switzerland joined the Programme for a two year local consultancy.

Challenges

- An ongoing challenge for the Programme is to engage constructively yet critically with government programmes to help ensure improved service delivery on the ground. Roles and responsibilities need clarification, both between and within the state sectors as well as between the state and civil society. Only then can notions of partnership, which form the basic premise of victim empowerment, be realised.
- An additional challenge is finding ways to include the volunteer staff more meaningfully in every aspect of the Programme's extensive work, and to develop them as ambassadors of victim empowerment in their own communities.
- The secondary victimisation that occurs within the Criminal Justice System needs to be carefully monitored and challenged at every stage from reporting a case throughout the court process and associated support systems.
- There is a need to shift from policy to practice. This is apparent from the high levels of interpersonal, group and community violence in South Africa. Balancing the needs of victims, communities and offenders within a restorative justice framework remains a priority for the Programme.

Future Directions

The Trauma Clinic will be incorporated into the Victim Empowerment Programme in 2002. This will require strategic planning and internal flexibility to ensure that new goals complement the existing projects.

During 2002, the CSVR will further define its strategic role in Victim Empowerment, at a local,

provincial and national level. Independently and as a partner of Themba Lesizwe, the commitment to accessible, integrated victim empowerment service delivery will continue through training programmes directed at both the community and professional service providers.

The wealth of experience and data collected in the Programme will be transformed into research products that offer further insight into the nature of trauma, and the empathic responses required to bring about healing. The increasingly complex nature of the trauma experienced by clients calls for an evaluation and review of the intervention models.

As a Themba Lesizwe partner, the Programme will promote the development of accessible trauma service provision, particularly in under-serviced rural areas and poverty pockets. The challenge remains to give recognition to the voices of victims in South Africa and to support their quest for the development of adequate and effective responses to victimisation.

Education and Media Unit

> ***"Through its experience and research over the past ten years, the CSVR has developed a unique multi-disciplinary approach to combating violence and building reconciliation. The Education and Media Unit has played a key role in disseminating and popularising the organisation's work"***
>
> **Tracy Vienings,** Programme Manager

The primary goal of the CSVR is to utilise its expertise in preventing violence and in building reconciliation, democracy and a human rights culture within Southern African governance and society. The Education and Media Unit has provided educational and media material towards this aim, both within the educational sphere and general society.

Goals and strategies

The original goal of the Education and Media Unit, when it was established in 1993, was to support and service the education and training needs of the other programmes in the CSVR. Due to difficulties in raising this type of core funding, the Unit developed and sustained its own educational projects that aimed to produce multi-media educational packages to combat violence and build reconciliation. In the re-structuring process, these projects have now been located in other CSVR Programmes.

Highlights

Constitution Hill - the History of our Future

Constitution Hill's history of injustice and brutality remains largely untold. It is the site of Johannesburg's first fort and a number of gaols where political and criminal prisoners have been incarcerated over the last one hundred and twenty years. This national heritage site will be a testimony to learning about the past in order to build a better future. Tracy Vienings and Graeme Simpson spent 2001 meeting with various government and non-government stakeholders to assess the feasibility of CSVR's participation in such a project. Funded by Atlantic Philanthropies, this process ended with an exciting vision of CSVR engaging with the site to develop the concept and content of a journey through time, a journey through the history of our future.

This site is the home of the Constitutional Court, a place where human rights for every South African citizen will be guaranteed. The site will create an experience of the relationship between past and present and the layers of memory and dilemmas that continue to exist beneath the surface of the Constitutional Court and South Africa's new democracy.

The Peace Building Project

Through its experience and research over the past ten years, the CSVR has developed a unique multi-disciplinary approach to combating violence and building reconciliation. At the request of other countries, and through the Centre's participation in the United Nation's Project on Early Warning and Conflict Prevention, the CSVR has begun to share its experience and approach to

rebuilding post-war societies. Tracy Vienings will develop an integrated Peace Building training course that will be offered to trainers in South Africa and in the rest of Africa.

The CSVR identified five themes that comprise an integrated peace-building frame:

- Trauma healing facilitation
- Violent conflict prevention application
- Reconstruction and reconciliation
- Restorative justice practice
- Strategic non-violent action

Carl Stauffer produced a series of three Resource Packs, based on an integrated approach to Peace Building.
Volume I: Peace Ecosystems, supplies facilitators with background information and exercises that explain peace building as an integrated framework.
Volume II: Participant's Manual for Peace Activists, describes the roles and competencies necessary for effective conflict intervention practice.
Volume III is a compilation of exercises, role-plays, and simulations, a Handbook of Training Tools that can be used in a learning experience about peace building. The manuals were piloted during workshops with fieldworkers from the National Land Committee. Enthusiastic feedback was received about the manuals from a number of members practising peace building in Africa. The CSVR was also elected to sit on the Executive Committee of the Network of African Peace Builders (NAPS) - a new network of African Practitioners involved in Peace Building.

Anti-racism and Xenophobia Work within a Culture of Human Rights

In 2001, Yvette Geyer conducted eleven focus groups in schools in Gauteng in order to inform the development of a skills workbook and video for educators to use in Gauteng schools in 2002. The experiences from the focus groups of Grade 9 to 11 learners in secondary schools illustrated that the issue of racism, xenophobia and ethnicity run deep and in some instances the transition has itself led to situations that expose learners to racism. Due to the rapid integration of the learning space, learners and their educators were unprepared for the resultant dynamics and interactions.

Current learner trends

- White learners are colluding with white educators in terms of discipline and racist perceptions by defending the racist behaviour of educators and exhibiting prejudices similar to those of the educators. This highlights the need for educators to be conscious of how they are forming hidden alliances that can be seen to promote monoculturalism. To promote change, a video and educational materials will be developed to embrace multiculturalism.
- Generally, learners find it easier and prefer to mix with others of the same culture. However, in 'progressive' schools learners who mixed 'successfully' across colour and other lines were respected.
- Most white learners continue to fail to acknowledge the issue of racism and other forms of discrimination; and are impatient when people do highlight these problems in the school environment. This requires careful and strategic planning of educator training in order to address these subtle forms of denial. It is imperative that educators first engage with their own racism prior to attending to its prevalence in learners.
- Black learners experience problems of racism in terms of knowledge acquisition, treatment within the classroom and in the extra curricula environment. Black learners are raising the same issues that were raised five years ago. This implies educators need urgent assistance

with lesson planning and classroom management strategies that will alleviate these problems
- Issues of religious discrimination have increased since the Palestinian/Israeli issue gained media prominence. After September 11 serious problems arose with educators discriminating against and isolating Moslem learners
- Black learners are not proud of talking about their ethnicity.

Current Educator Trends

In terms of the educator information gained from three focus groups in three different schools, the following trends have been identified:

- Although denial persists and racism is believed to be a learner perception rather than educator practice, educators are slowly beginning to admit to past racist tendencies.
- Educators resent having to deal with social issues, when they feel overwhelmed by the additional work entailed in the new curriculum.
- There is a lack of cultural understanding and older educators are resistant to new classroom management techniques.
- Although blatant racism continues, new strategies of discrimination have been devised which result in black learners feeling excluded and marginalised.
- Assumptions of standards continue to plague the transformation project of the school system.
- School management appears to believe that their schools are in 'good' shape and that their progress has been significant. The Education and Media Unit's work with educators provided evidence to the contrary. There is a significant divide between newly trained enthusiastic educators, educators who are slowly changing and those who cling stubbornly to the 'old' way. This has huge implications for school transformation and management practice.
- Interviews at some of the schools provided evidence that one of the key strategies for dealing with racism in schools is firm disciplinary action, particularly when racism is found in educators. This inspires confidence in learners and a belief that the school does value them.

Future Directions

The restructuring of the CSVR during the course of 2001 directly affected the Education and Media Unit. Despite the resultant closure of the Education and Media Unit, its staff members will carry forward and expand the Unit's ongoing projects in other CSVR programmes. Yvette Geyer will continue the Anti-racism Project within the Youth Programme. Tracy Vienings will manage the Constitutional Hill and Peace Building Projects as part of the Transitional and Reconciliation Programme. Caron Kgomo will provide administrative support for the Criminal Justice Programme.

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as at December 2001

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Katharina Levy	*Intern*
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