

Celebrating International
Day for Elder Persons



Fanelo

"It's Your Right"

Transforming Society. Securing Rights. Restoring Dignity
The South African Human Rights Commission Newsletter



Volume 13

01 - 31 October 2013

Hard at work: Managers Brainstorm on the Operations and Planning Retreat



Deconstructing PAIA Bureaucracy:
Implementing PAIA



SAHRC Hosts
Zambian Human Rights Commission

**Breast Cancer Awareness,
04th Monday October**

Every October it is breast cancer awareness month. The Breast Cancer awareness day is every 4th Monday in October.

This is to help raise awareness and to keep every one in the world informed that breast cancer is diagnosed in many women in the world.

The death rate because of this has dropped due to the information that is distributed about how to screen to catch this in its earliest stages.

Source: www.breastcancerandtreatment.com

In this issue:

Editor’s Note: “ CEO Reflects on the UN workshop in Iraq, p 03

SAHRC continues putting pressure on Farlam Commission of Inquiry, p 04

Bringing the past into the present, International Human Rights Exchange Programme Communications Intern, Sebakhele Tshuma, p 05

Rights Abroad: Rights to Nationality a Fundamental Right, p06

Chairperson Mushwana talks to South Koreans , p 07

SAHRC welcomes the President’s decision to send information Bill back to Parliament , p 08

Expert Lawyer Pierre De Vos on why referral may not be good news , p8 & 9

SAHRC hosts Zambian Human Rights Commission, p 10

Operations and Planning Strategic Retreat p 11

Deconstructing PAIA Bureaucracy: Implementing PAIA, p 12

Culture is a way of life for South African women, p 13




Kebotlhale Mosteothata goes Beyond race, colour and gender, Visiting Student, p 14

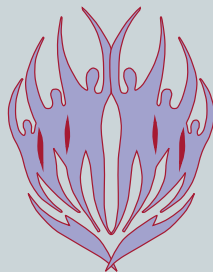
Guess who is in the hot seat?, p 15

Limpopo University Students Visit SAHRC, p 17

Welcome to Research Unit, p 18

Pfanelo is a publication of the South African Human Rights Commission Private Bag X2700, Houghton Johannesburg 2041
Tel: (011) 877 3600 • Fax: (011) 643 6472
www.sahrc.org.za / info@sahrc.org.za

 : @SAHRCommission
 : SAhumanrightscommission
 : SAHRC1



Editor in Chief: Kayum Ahmed, CEO

Editorial Team:

Siyasanga Giyose, Head of Strategic Support and Governance
Isaac Mangena, Head of Communications
Lindelwa Nonjaduka, Strategy & Performance Specialist
Wisani Baloyi, Communications Officer (Internal)
Alucia Sekgathume, Communications Officer (External)
Thandeka Ngalo, Communications Officer (External)
Zamile Mbanjwa, Admin Assistant
Kebotlhale Motseothata, Student

CONTRIBUTORS:

- Kayum Ahmed, CEO
- Fola Adeleke, PAIA Specialist
- Lesedi Sojane, Librarian
- Toerien van wyk, Research Associate, CEO/ COO Office
- Tshegofatso Makete, Research Associate, Deputy Chair
- Thandeka Ngalo, Communications Officer
- Sebakhele Tshuma, International Human Rights Exchange Intern
- Kebotlhale Motseothata, Visiting Student

‘Victory can only be found in the ordinary hearts of man and woman, if it cannot be found, there is nothing that the courts and the constitution can do’.
Judge Hand

Editor's Note



Kayum Ahmed
CEO, Editor in Chief

I am a participant in a United Nations (UN) workshop in Erbil, Iraq as I write this note. There are a few things that I noticed since arriving in Iraq. For instance, no one claps after a speech or presentation has been delivered. There's just silence. And before you assume that it was just my presentation that drew no applause, all the other trainers experienced the same response.

When you order the lamb shish kebab, you can't ask for your meat to be cooked medium-rare. All meat is prepared well-done.

There is general peace and safety in the Kurdish region of Iraq. There are no suicide bombers or explosions as we have come to expect when any reference is made to Iraq.

Most of the older men have moustaches. Big, thick moustaches like Magnum PI.

The UN workshop in Iraq is part of an effort to establish a national human rights institution in Iraq and a human rights board in Kurdistan. My Iraq experience reminded me of a few things: firstly, that the South African Human Rights Commission is highly regarded by the UN and other national human rights institutions.

The Acting Chief Commissioner of the Canadian Human Rights Commission spoke highly of the role our Chairperson is currently playing at the International Coordinating Committee. National human rights institutions across the world look to our Commission to provide advice and guidance and regard us as a best practice institution.

Secondly, we have come a long

way as a country in terms of our

development of human rights norms and standards. While South Africa continues to experience unacceptably high levels of gender violence, the rights afforded to women in Iraq and the Middle East generally, remain limited.

Third, while the Human Rights Board in Kurdistan has more than 300 staff and a budget three times the size of our budget, they are struggling with some basic issues that we have already managed to overcome. This reminded me that we can do so much with so little if we have the basics in place.

We therefore have a lot to be proud of as a Commission despite our challenges and it is important that we reflect on our achievements from time to time.

“This reminded me that we can do so much with so little if we have the basics in place”.

Pf



National Information Officers' Forum: 04 October 2013

In celebrating International Right to Know Day which happened on 28 September 2013, the South African Human Rights Commission (SAHRC) is hosting the National Information Officers Forum on 04 October 2013 aimed at increasing the capacity of various stakeholders in utilizing and enforcing the right to information under the Promotion of Access to Information Act (PAIA). This will examine the requirements of PAIA in terms of proactive disclosure of information and recent initiatives in South Africa to promote transparency across all sectors of society.

For more information: Fadeleke@sahrc.org.za, Ext: 3810

Pf

SAHRC CONTINUES TO PUT PRESSURE ON MARIKANA INQUIRY



Marikana mine workers at the Koppie in August 2012

By: Wisani Baloyi

The Centre for the Applied Legal Studies (CALs) who are the South African Human Rights Commission (SAHRC) lawyers at the Farlam Commission (Commission) of Inquiry provided the much needed insight into the Marikana shooting incident during an internal Seminar held to commemorate one year of the Marikana shooting. The seminar was arranged to provide SAHRC staff with first hand update of the inquiry proceedings, considering the role that the SAHRC is playing at the Inquiry.

The seminar which was opened by Deputy Chair, Pregs Govender, in her capacity as the Acting Chair, left staff saddened by some of the information provided by CALs regarding the shooting.

CALs, through Kathleen Hardy, elaborated the difference between scene one and two which is often reported in the media. "What people do not know is that another shooting took place at an area adjacent to Koppie one which is referred as scene two. The area was used as a toi-

let as most people in Enkaneng do not have access to basic sanitation. In addition to wages, people wanted basic sanitation," said Hardy.

The Commission will also look at the actions of the SAPS, Lonmin, AMCU and NUM, Government entities such as Mineral Resources, the miners etc.

Because the Terms of Reference are broad, the Commission is divided into two phases:

- Phase one (where we are at the moment) is looking into the conduct of the SAPS; what happened, conduct of the miners etc.
- Phase two will look into the broader underlying aspects such as the Economic and Social Rights, role of the Corporate micro lenders, role of the union etc.

CALs is of the view that there is



a need to give more attention to phase two in order to prevent the second Marikana in the country. "The second phase needs to receive more attention as it deals with the broader underlying aspects."

The SAHRC participates in the Farlam Commission because of the Constitutional Mandate to protect the rights of people. The SAHRC's role is that of a watch and brief to make sure that the process is fair, just and transparent. In addition, the SAHRC can bring evidence should it feel a need to do so.

Some of the positive contribution that came as a result of the SAHRC includes:

Bringing in Mr Gary White, a Northern Ireland Police Commander with 20 years experience in crowd maintenance, who questioned some of the evidence brought by the SAPS, including the duration of the shooting. "The Independent Forensic Analysis found that the automatic gun took about a minute which is contrary to Police's statement which stated that the gun took 8 seconds," she said.

Some of the questions raised during the seminar include:

Is delaying the finalisation of the Inquiry not delaying justice?

SAHRC is doing a number of things to add pressure on the Commission to continue. There is a concern that justice delayed is justice denied but there is still more to be done at the Commission to make sure that underlying issues of phase two are dealt with adequately.

Commission's view regarding lack of funding?



SAHRC participates in the principle that the injured should be represented. If everyone withdraws, the SAHRC will remain to be watch and brief to make sure that the interested of the injured continue to be represented. "We are continuing fighting the battle"

A man in the street watching developments is asking, what is the expectation regarding tangible outcomes. Widows and children of the deceased are asking questions.

The work of the Commission is important. Should the Commission not conclude the work according to the terms of reference; the SAHRC will do their report on the process. Criminal cases can only start after recommendations by the Commission.

"The SAHRC participates in the Farlam Commission because of the Constitutional Mandate to protect the rights of people. The SAHRC's role is that of watching brief to make sure that the process is fair, just and transparent. In addition, the SAHRC can bring evidence should it feel a need to do so".

Role of multinational corporations. Why are we not hearing much on Lonmin?

Lonmin falls into phase two and they have a role to play. We see the Commission of Inquiry as a platform but not a mechanism to answer everything. It should also highlight the role of all stakeholders.

She concluded by referring to an analysis by John Brand, Senior Attorney at Bowman who wrote that most miners believed that by getting R 12500 00, their challenges

would be solved. Most people including teachers have sanitation, electricity etc. People in Marikana wait for services which are not provided.

SAHRC hopes that not only justice could be done, but other underlying elements that are to be addressed in phase two are given the necessary attention to address social challenges that people in areas such as Marikana receives their basic services as enshrined in the Constitution. **Pf**

'BRINGING THE PAST INTO THE PRESENT'

By Sebakhele Tshuma

Intern

It is indeed realistic that the past determines the future, that it is a translucent window into the future and that it is a subway to a broader and wider future. Who would have known that the end the apartheid system would result in the amalgamation of all South African tribes in their diversity? - A regime where division, discrimination and segregation were rife and a system where one culture dominated over others. September 24 marks the day when South Africans celebrate the diverse cultural heritage that make up a 'rainbow nation', it is the day where the nation in its entirety celebrate the contribution of all South Africans in the building of the present South Africa.

Historically, 24 September was

a day known as the Shaka Day in honor of the then Zulu King Shaka. However, upon the dawn of democracy and independence in 1994, a compromise was reached by creating a holiday that would forge a new identity for all South Africans, and it became the Heritage Day embracing the diversified cultures of South Africa as a nation hence the realization of it being a rainbow nation. On this day, South Africans celebrate their varied cultures and heritage while acknowledging the differences that they share. It's a day where each citizen embraces their great sense of pride and love for their roots, a day that gives them an opportunity for reflecting as well as respecting what their ancestors did to bring the harmony in South Africa.

It is a day that creates unity through the promotion of diversity hence signifying the spirit of 'ubuntu' attribute that keeps the nation glued together. It highlights the histories of all South Africans and recognizes all men and women who contributed to the heritage and culture of South Africa.

Various events are staged throughout the country to commemorate this day, a day that knows no young and old, no rich and poor, no black and white, no leader follower and tribal differences. It is a day where South Africans across the spectrum observe their culture and diversity of their beliefs and traditions in the wider context of a nation that belongs to the people.

Pf

Rights**Abroad**

African Commission on Human and Peoples' Rights 234: Resolution on the Right to Nationality



The African Commission on Human and Peoples' Rights, meeting at its 53rd Ordinary Session held from 9 to 23 April 2013 in Banjul, The Gambia;

This article reflects on the resolution of the African Commission on Human and Peoples' Rights (ACHPR) meeting held on the Right to Nationality, from 9 to 23 April 2013 in Banjul. The meeting reflected on:

Recalling the provisions of Article 45(1) (b) of the African Charter on Human and Peoples' Rights which provides that the Commission shall "formulate and lay down, principles and rules aimed at solving legal problems relating to human and peoples' rights and fundamental freedoms upon which African governments may base their legislation";

Recalling Article 6 of the African Charter on the Rights and Welfare of the Child which provides that every child shall have the right

from birth to a name, to be registered immediately after birth and to acquire a nationality, and that State Parties to the Charter shall "undertake to ensure that their Constitutional legislation recognize the principles according to which a child shall acquire the nationality of the State in the territory of which he/she has been born if, at the time of the child's birth, he is not granted nationality by any other State in accordance with its laws";

Noting that the provisions of Article 2 of the African Charter and Article 6 (g) and (h) of the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa establish the equal right of men and women to acquire their partner's nationality;

Further recalling Article 15 of the Universal Declaration of Human Rights which stipulates that everyone has the right to a nationality and that no one shall be arbitrarily deprived of his/ her nationality nor denied the right to change his/ her nationality;

Noting the provisions of other international human rights treaties relating to nationality, including Article 5 (d)(iii) of the International Convention on the Elimination of All Forms of Racial Discrimination, Article 24(3) of the International Covenant on Civil and Political Rights, Articles 7 and 8 of the UN Convention on the Rights of the Child, Articles 1 to 3 of the UN Convention on the Nationality

of the Convention on the Elimination of All Forms of Discrimination against Women, and the UN Convention on the Reduction of Statelessness;

Recalling that persons arbitrarily deprived of nationality are protected by the Convention Governing the Specific Aspects of Refugee Problems in Africa, the UN Convention relating to the Status of Stateless Persons, the UN Convention relating to the Status of Refugees and the Protocol thereto;

Expressing its deep concern at the arbitrary denial or deprivation of the nationality of persons or groups of persons by African states, especially as a result of discrimination on grounds of race, ethnic group, colour, sex, language, religion, political or any other opinion, national and social origin, fortune, birth or other status;

Regretting the failure of African states to ensure that all children are registered at birth;

Convinced that it is in the general interest of the people of Africa for all African States to recognise, guarantee and facilitate the right to nationality of every person on the continent and to ensure that no one is exposed to statelessness;

Reaffirms that the right to nationality of every human person is a fundamental human right implied within the provisions of Article 5

>>>>>>>>>>

of the African Charter on Human and Peoples' Rights and essential to the enjoyment of other fundamental rights and freedoms under the Charter;

Calls upon African States to refrain from taking discriminatory nationality measures and to repeal laws which deny or deprive persons of their nationality on grounds of race, ethnic group, colour, sex, language, religion, political or any other opinion, national and social origin, fortune, birth or other status, especially if such measures and laws render a person stateless;

Calls upon African States to observe minimum procedural standards so that decisions concerning the recognition, acquisition, deprivation or change of nationality do not contain any elements of arbitrariness, and are subject to review by an impartial tribunal in accordance with their obligations under Article 7 of the African Charter;

Also calls upon African States to adopt and implement provision in their constitutional and other legislation with a view to preventing and reducing statelessness, consistent with fundamental principles of international law and Article 6 of the African Charter on the Rights and Welfare of the Child, article 6 (g)(h) in particular by:

a. Recognising that all children have the right to the nationality of the State where they were born if they would otherwise be stateless;

b. Prohibiting arbitrary denial or deprivation of nationality;

c. Reaffirming the equal rights of men and women and persons of any race or ethnic group in respect of nationality; and

Calls upon African States to ratify all relevant international and African human rights treaties, including the Convention relating to the

Status of Stateless Persons and the Convention on the Reduction of Statelessness;

Requests African States to take the necessary measures to strengthen civil registration services to ensure the prompt registration of the births of all children on their territory, without discrimination; Requests African States to include information on the recognition, respect and implementation of the right to nationality in their periodic reports presented to the Commission under Article 62 of the African Charter and Article 26

of the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa; Considering the necessity to carry out an in-depth research on issues relating to the right to nationality:

- Decides to assign the task to the Special Rapporteur on Refugees, Asylum seekers; Displaced and Migrants in Africa;

- Calls upon civil society and other stakeholders to give full support to the mandate of the Special Rapporteur.

Chairperson Mushwana talks to South Koreans

The Chairperson, ML Mushwana attended a workshop on 13 September in Seoul, South Korea, commemorating the 20th Anniversary of the Principles relating to the Status of National Institutions for the Promotion and Protection of Human Rights (also known as the Paris Principles).

The Paris Principles provide the minimum standards for the establishment of national human rights institutions. The Chairperson gave one of the keynote addresses in which he spoke about the evolution of the role of NHRIs. "After twenty years of the adoption of the Paris Principles only just over half of UN Member State has NHRIs and of those 104 NHRIs, only 69 are Paris Principles compliant", said Chairperson Mushwana.

"It is important that all existing NHRIs urge states to ensure that they establish national human rights institutions that are in conformity with the Paris Principles.

Through the processes such as the



Universal Periodic Review, NHRIs must monitor the implementation of particular human rights norms and standards and indeed the implementation of resolutions of UN bodies and structures including the implementation of previous UPR recommendations. We must also avoid becoming victims of our own successes". he added.

"By asking for more opportunities to be allowed speaking and participatory rights within UN bodies and structures when we do not have adequate capacity to participate on such structures can be counterproductive. We therefore must make sure that NHRIs have the capacity to live up to the raised expectations."

SAHRC welcomes the Presidents decision to send Information Bill back to Parliament



The South African Human Rights Commission (SAHRC) welcomes the decision by the President to refer the Protection of State Information Bill (the Bill) back to Parliament after concluding that the current draft of the Bill appears

unconstitutional. The SAHRC wrote to the President when the Bill was tabled for his assent expressing ongoing concerns regarding the limiting effect the Bill would have on a number of human rights if he signed it into law.

While the SAHRC welcomes the President's decision on the specific issues around criminalization of improper classification of information for an ulterior purpose and the criminalization of the failure to report and return classified information in one's possession, the SAHRC believes that Parliament has the opportunity to

consider other threats to constitutionality posed by the bill in its current form.

These include the effect of the Bill on the constitutional mandate of chapter 9 institutions such as the SAHRC and the Public Protector, its limitations on the rights to access information, as well as the unfettered discretion given to administrative officials to classify information among others.

The SAHRC trusts that Parliament will take this second opportunity to ensure that the Bill passes constitutional muster and promotes safeguards needed for an open democracy and the rule of law.

Why referral may not be good news



By: Pierre De Vos

For a constitutional law nerd like myself, bad legal advice provided to members of the Executive at national and provincial level (as well as the bad faith shenanigans of politicians more generally) provide exciting opportunities to discuss complicated constitutional law questions with fellow nerds. That is why I have spent the weekend engaged in several email discussions with my fellow constitutional law nerds about the president's referral of the Secrecy Bill back to Parliament. What all agree on is that President Jacob Zuma is indeed empowered by section 79(1) of the Constitution to refer the Secrecy Bill

back to Parliament when he has genuine reservations about the constitutionality of the Bill. We also agree that it is clear from the referral letter that the president has not given Parliament a blank cheque to fix the unconstitutional sections of the Bill and that – as I pointed out before – celebrations about the referral were premature.

In a letter to the Speaker, Max Sisulu, President Zuma stated that the referral was for "reconsideration insofar as sections of the Bill, in particular sections 42 and 45, lack meaning and coherence, consequently are irrational and accordingly are unconstitutional." This can mean one of two things. It can mean only section 42 and 45 lack meaning and coherence and that the perceived lack of meaning and coherence is of such a nature that it renders the Bill unconstitutional. Or it can mean that these sections, along with other unnamed sections, lack meaning and coherence in such a way that

these unnamed sections are, or the Bill as a whole is, unconstitutional. If we go with the second, more generous option, it would mean that apart from sections 42 and 45, Parliament could only reconsider those sections of the Bill that actually lack meaning and coherence to the extent that they are unconstitutional. The many other perfectly rational and coherent sections (which might well be unconstitutional on grounds unrelated to their meaning and coherence) cannot be touched. Parliament therefore does not have the power to fix the Secrecy Bill to ensure its constitutionality.

But in the absence of more detailed and comprehensive reasons from the president on why the named (and, possibly, the unnamed) sections of the Bill lack meaning and coherence to the extent that they are perceived by the president to render the Bill unconstitutional, it is difficult – if not impossible – for Parliament to fulfil its constitutional duty to consider the concerns of

➤➤➤➤➤➤➤➤➤➤

from page 8

the president. The president has a constitutional duty to provide clear and detailed reasons for his referral to Parliament to ensure that Parliament can do its job. The fact that he has not provided such reasons is worrying.

Our system of separation of powers is often described as establishing a structured dialogue between the three branches of government. Each branch has the power to check up on the exercise of power by the other two branches. Where the president sends back legislation because of its perceived unconstitutionality, he engages in such a structured dialogue with the legislature. But for a dialogue to be meaningful, the president needs to provide detailed reasons for his referral (in the same way that the Constitutional Court needs to provide detailed reasons for a decision to declare provisions of an Act unconstitutional).

In the absence of such reasons, Parliament may not be capable of attending to the reservations the president has formed about the constitutionality of the Bill because members of Parliament would not know exactly what these reservations are. Cryptic letters like the one sent by President Zuma to the Speaker therefore have implications for the proper functioning of the separation of powers doctrine. And as I will explain later, it also has potential implications for the constitutionality of the amended Bill.

This is so particularly because badly drafted legislation – even legislation that lacks meaning and coherence – is not automatically unconstitutional. A badly drafted Bill, one riddled with grammar and spelling mistakes, or one that

fails to give effect to the actual intention of the legislature, will not necessarily be unconstitutional. There would only be a basis for the president to form reservations about the constitutionality of a Bill (a legal prerequisite for a referral back to Parliament) where the lack of meaning and coherence of sections of a Bill could conceivably lead to the Bill infringing on the constitutional rights of people or where a properly constructed provision could conceivably have rendered an otherwise unconstitutional Bill constitutionally valid. If the Bill were referred back to Parliament only because of a “litany of spelling errors and bad grammar” (as a source in government told the Sunday Times) the referral would be improper and invalid as it would have been based on a misreading of the president’s powers. The president has no power to refer a Bill back to Parliament merely because he dislikes sections of the Bill, because Parliament drafted it badly, or because Parliament failed to criminalise actions the president thinks need to be criminalised.

I am told the president referred section 42 back because Parliament “accidentally” linked it to a breach of section 15 (and thus rendered a failure to comply with the requirements of section 15 as a criminal offence) instead of section 13 of the Bill. Section 13 requires anyone in possession of classified documents knowing that they were unlawfully communicated to hand such records back. At the moment failure to do so is not criminalised (but it will be criminalised if section 42 is amended to refer to section 13 instead of section 15). Such an amendment will amplify the infringement on freedom of expression as it will criminalise those

who fail to hand back classified documents. It would make it more difficult to hold on to information leaked to you by other sources with the aim of exposing corruption or maladministration.

It may be that Parliament intended to refer to section 13 and not section 15 when it drafted section 42 of the Bill, but it is unclear how this failure of Parliament to create a criminal offence in cases where people are in possession of classified documents could have led the president to form reservations about the constitutionality of the Bill. Quite the opposite is true: the failure of Parliament to ensure section 42 referred to section 13 (instead of section 15) renders the Bill less constitutionally problematic because it is less invasive of the right to freedom of expression. I am therefore not so sure the referral of section 42 could rationally be said to fall within the powers afforded to President Zuma by section 79(1).

I have also been told that section 45 was referred back to Parliament because it is thought to have failed to create criminal offenses in cases where an official or Minister wrongly classified documents to hide corruption or to try and protect the government from embarrassment. If the section had indeed failed to criminalise the corrupt classification of documents it would have made the Bill even more unconstitutional than it currently is. A referral by the president would then have been more than competent.

This article first appeared in a blog *Constitutionally Speaking*. The author has agreed to SAHRC using his words. The views are therefore those of the author and not the Commission

Zambian Human Rights Commission visits SAHRC for a study tour

By: Thandeka Ngalo

The SAHRC granted the delegation from the Zambian Human Rights Commission (ZHRC) an opportunity to facilitate a study tour within the Commission from 02 -07 August 2013. The visit comprised of four delegates, namely:

Commissioner, Arnold Kapelembi; Director: Florence Chibwasha; Programme staff, Mwimba Mwenda and a Representative from the Management Development Division, Owen Kyata.

The crux of the study tour was to guide, provide and share experiences with the ZHRC in line with the SAHRC's strategic plan.

More specifically, the study tour strived to:

1. Provide an opportunity to have the delegation of ZHRC to learn from the Commission's organogram, structure, history, stakeholders, success and challenges the Commission has had to face along the years and the direction the Commission is heading towards.

2. Get an opportunity to meet with stakeholders in order to have a clear understanding of the services they provide and the impact they make to the Commission.

Some of the other Chapter 9 institutions which the ZHRC visited:

- **The Public Protector-**


The ZHRC engaged with the Public Protector staff and also had an opportunity to learn about the processes used to probe major cases. The delegation had the prospect of hearing about some of the compa-

nies and individuals that are being investigated.

- **Independent Electoral Commission (IEC)**

CEO, Mosotho Moepya and Chairperson Pansy Tlakula explained briefly the importance and processes that take place before polling.

The SAHRC management staff including Siyasanga Giyose (Head

The study tour was a success and we would like to thank the SAHRC, together with some of the Chapter 9 institutions we engaged with, not only for granting us with tremendous homage and hospitality but also for equipping us with imperative information which we will take home, contrast and combine it with what we currently have. We are going home equipped. The knowledge we have gathered will help us bridge the gaps we are facing in ZHRC, said Florence. 



Interacting: ZHRC together with IEC Management, Front row, from the left: Chairperson Pansy Tlakula, Commissioner Arnold Kapelembi, Director Ms Florence Chibwasha.

Back:from left, Mlungisi Kelembe Electoral Officer, CEO, Mosotho Moepya, Programme staff, Mr. Mwimba Mwenda, Management Development Division Representative, Mr. Owen Kyata

of Strategic Support and Governance), Joyce Tlou (Head of Human Rights Advocacy), Thandiwe Matthews (Senior Legal Officer), Chantal Kisoon (Manager in GP office) respectively took the delegation through the Commissions processes of developing a strategic plan, reflections on water and sanitation, Complaint Handling Procedures and how SAHRC deal with compains .

The delegation visited the Constitutional Hill, where they got a grasp of the history of South Africa and lastly they attended the SAHRC's internal seminar on Marikana.



Commissioner Arnold Kapelembi with Ms Ponatshego Mogaladi, Public Protector Strategic Support Manager

Hard at work: Managers on a Retreat to end the future of the Commission

By: Toerien van wyk

On Monday 16 September 2013 Senior Operations Managers came together with the Chief Operations Officer and the Strategic Support and Governance team at Misty Hills Country Hotel in Muldersdrift. The next three days were spent planning, debating, reviewing and eating good food.

Attendees took the opportunity to formulate their contributions to the Mid-Term Review of annual and operational targets as well as to the development of a new Strategic Plan for 2014 to 2017.

While there was a lot of serious debate there was also a little time to

catch-up with those known and get to know the new faces, usually over a cup of coffee or for the very energetic: in the gym.



SAHRC management during review of the new Strategic Plan for 2014 to 2017

Pf

Did you know?

Stephen Bantu Biko was born on December 18, 1946 in King Williams Town in the Eastern Cape. Biko was born to parents Mzingayi Mathew and Alice 'Mamcethe Biko. His father was a government clerk and his mother did domestic work in surrounding white homes.

He was a third of four children. Biko grew up with his older sister Bukelwa; his older brother Khaya; and his younger sister Nobandile.

As a child, he attended school at Brownlee Primary School and Charles Morgan Higher Primary School. He studied to be a doctor

at the University of Natal Medical School.

He was married to Ntsiki Mashalaba, and then they had two children, namely; Nkosinathi and Samora. He also had two children with Dr Mamphela Ramphele, a daughter, Lerato, born in 1974, who died of pneumonia when she was only two months old, and a son, Hlumelo, who was born in 1978. He also had a daughter with Lorraine Tabane, named Motlatsi.

He wrote a book entitled "I write what I like". He was assassinated in September 12, 1977 in Pretoria.



Source: www.wikipedia.org

Pf

Deconstructing PAIA Bureaucracy: Implementing PAIA



By: Fola Adeleke
PAIA Specialist

Since 2003, the SAHRC has hosted the National Information Officers Forum (NIOF). The NIOF is primarily convened to celebrate the international “Right to Know Day”, which is accepted as the 28th September of each year. It is also geared to bring together various stakeholders of the Promotion of Access to Information Act (PAIA) to engage on issues of access to information, challenges in implementation and the crafting of strategies to respond to identified challenges.

The establishment of the NIOF was informed by the low levels of awareness on PAIA. Noting that PAIA came into operation in March 2002 and that PAIA placed obligations on the public and private sector, the Commission and the Open Democracy Advice Centre (ODAC) identified the need to raise awareness on PAIA and to assist public bodies understand PAIA.

The primary objectives of the NIOF is to raise awareness on PAIA, provide capacity building

tools to Information Officers (IO) and Deputy Information Officers (DIOs) by showcasing best practices in the implementation of PAIA, and to facilitate networking with experts in the information community.

The NIOF has gained momentum since its inception and it has become an important day in the information community. The NIOF plays a significant role in reaching DIOs nationally and has widened the scope of awareness raising and promotion of the right to information and PAIA respectively. Over the past years, the NIOF has been attended and addressed by high profile key note speakers in the field of information, which adds to the allure of the NIOF, providing real practical input from these honourable speakers such as members of parliament and high court judges.

This year, the Commission will be hosting the NIOF on the 4th of October at the Southern Sun Hotel, Pretoria. The theme of the forum is ‘Deconstructing the Bureaucracy in PAIA: Proactive Disclosure of Information’.

The Deputy Minister of Justice, Mr. Jeffrey and the Deputy Minister of Cooperative Governance, Mr. Andries Nel will be the key note speakers. Other experts from the Presidency, Department of Justice, and Cooperative Governance will be in attendance. Experts from civil society will also form part of a discussion panel.

In addition, the Golden Key Awards Ceremony (GKA) is also

hosted on the same day as the NIOF, to reward good practices of PAIA implementation by various departments and individuals who have made significant contributions within their respective institutions in promoting and implementing PAIA.

The ceremony also rewards non government institutions and the media who make use of PAIA to further social justice and transparency. Both the NIOF and GKA make a significant contribution to awareness raising and increasing compliance. Through these events the Commission is able to fulfil its promotional and educational mandate on PAIA.

‘The NIOF has gained momentum since its inception and it has become an important day in the information community’

Did you know?

The SAHRC’s mandate in terms of PAIA is set to be transferred to the information regulator, a new institution to be established in terms of the Protection of Personal Information Bill recently passed by Parliament.

Culture is a way of life for South African women



By: Tshegofatso Makete

Conceptualisation of Culture:

For young South African women, culture means a way of life that contributes to one's life experiences. The kind of dress style, food, art and crafts are influenced by culture. Culture can also be custom made and developed by individuals from time to time in the respect of one's tradition. The social structure that one is born in is usually influenced by culture, tradition and religion. Culture therefore influences one's belief system, principles and values. Therefore culture can be simply defined as an individual or collective manifestation of one's traditions, beliefs and lived experiences. The development of culture in South Africa has seen many memories and heritage sites today. As much as culture can influence our lives positively, it also can be in conflict with other spheres of one's life.

This article aims to discuss what culture means to young South African women and their challenges in practising culture. The focus of the discussion is thus not limited to only young women, but it can also be extended to all women in general. The concept of human rights and all matters within its context is extensively expressed as women's rights are human rights. The aim is to explore factors that promote women's rights such as; democracy, gender equality and

legislation that protects women from all forms of discrimination.

Conflicts surrounding culture and women:

Some of the conflicts that culture presents itself as young women today are issues of religion, gender inequality, exclusion in society and particular cultural aspects which in turn suppress women in society. A number of cultural practices are harmful to the physical integrity of the individual and especially women and girl children. Furthermore women are also discriminated in their own homes and marriages due to culture. For one to practice culture one has to belong to a particular group either in a community, social surrounding or family in which there are particular laws and practices that one must abide by. Cultural and traditional practices such as polygamy, payment of bride price (lobola) and child marriages are all synonymous with gender violence as they reduce women to sub-human assets belonging to men. Even though particular religions are partly modified by cultural customs such as worship and thanks giving at times they seem to be in conflict.

Culture as a barrier to women's rights:

Culture can also act as a barrier in terms of women realising their rights. In certain cultures women are not allowed to obtain higher education or find employment. The role of women is therefore to clean, cook and perform particular house chores rather than to be empowered. Therefore women become illiterate, less active in decision making, in the global economy and are much prone to be poor than men.

Culture within the Domestic Framework:

The South African Constitution is well known for its progressive nature of promoting human rights at a domestic level. Section 15 states; "Everyone has the right to freedom of conscience, religion, thought, belief and opinion." The Section also seeks to define how the right to freedom of religion, belief and opinion is balanced against tradition and custom. In this regard section 15 also makes the provision of equal enjoyment for both men and women and therefore discards any form of discrimination or conflict that might violate women's rights. Section 31 states further states that "Persons belonging to a cultural, religious or linguistic community may not be deny their right, with other members of that community to enjoy their culture, practise their religion and use their language; and to form, join and maintain cultural, religious and linguistic associations and other organs of civil society."

Conclusion:

The South African Constitution promotes and recognises women's rights as human rights and women as rights holders in society. as human rights. It is for this reason that the Constitution provides remedies that discard any form of discrimination and violation of women's rights. In celebrating heritage day as a country we need to start understanding, promoting women's rights in recognition of culture and in order to promote women's voices towards their understanding of culture. The vicious circle of women abuse and violation of women's rights needs to come to an end in order to develop strong women leaders of tomorrow.

Beyond race, colour and gender



By: Kebothale Motseothata,
Visiting student

Growing up, I used to wonder how the existence of human beings came about. I used to wonder how we all got different skin colours and I used to ask myself why that was so. I still find myself asking these questions because I believe that race wouldn't be such an issue if we all understood how we acquired our different skin colours. It bothers me greatly that South Africa is still divided.

Nineteen years into democracy and our country is still affected by racism.

It disappoints me that we are only truly united on paper and that in reality we are such a broken nation. An angry nation that grins at each other, only to turn around and perpetuate hatred against each other behind closed doors.

A nation that is only multicultural on television adverts and not in our daily lives. In most schools, different cultural groups rarely sit together and eat together. The pupils usually separate and everyone associates themselves with their racial groups. I matriculated from a "hoerskool" in 2008, and in my school, you could either learn your subjects in English or

Afrikaans only. It bothered me that those were the only choices I had. Post 1994 and my heritage is still not entirely an option and I either had to go to a disadvantaged school or some private school that I couldn't afford in order to choose it.

Why were our African languages not being taught to us? Moreover why were they not being taught to my white, Indian and coloured school mates? How can we be united if we don't understand each other? This kind of division worsens the racial predicament faced by our country.

We have eleven official languages and we don't know most of them besides our own. When we celebrate heritage day, what exactly are we teaching each other about our cultures? Or is it just a day to relax, wear our cultural attires and braai meat?

It is disappointing to know that this is the South Africa my father gave his life up, and went to exile for.

A country that has pastors who refuse to marry interracial couples because their hearts cannot stand

"We have eleven official languages and we don't know most of them besides our own".

the idea of such unity. A country that has people who believe that black people will kill white people when Nelson Mandela passes on. How can there still be teachers who encourage the exhibition of posters that depict black people as baboons in their classrooms? I am appalled by the existence of the right-wing Afrikaner minority and their warped mentality of maintaining and sustaining supremacy over others.

There is a big elephant in the room and all South Africans seem to be ignoring it. The issue of race will not suddenly disappear, we need to act on it and talk about it. There is too much pretence and it sickens me, I can no longer stand it. Until I find myself in a taxi with a white, Indian or coloured person, speaking either Setswana or any of our indigenous official languages fluently, freely and comfortably, then I will remain dismayed. I am saddened by the fact that, that picture doesn't even seem normal.

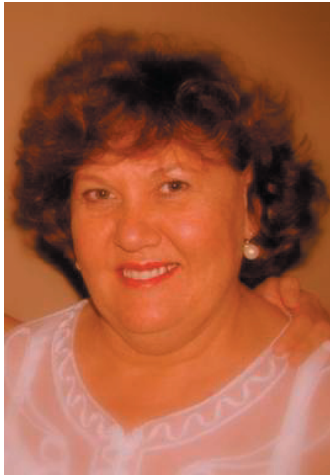
I am sad because the colour of my skin has a role in how my entire future will turn out and I cannot help but think of Haile Selassie I's words: "until the color of a man's skin is of no more significance than the color of his eyes. And until the basic human rights are equally guaranteed to all without regard to race, there is war." And I want this war to end, I demand for us to be true to ourselves and eradicate the existence of this form of inhumanity.

Pf

In the seat with



Maritie Muntingh from the Northern Cape Office in Upington,
Administrative Officer



Tell us about Maritie in a nutshell?

My full name is Martha Maria but to everyone I am just Martie. I am a divorcee and I have one daughter, Nadia and she is sixteen years old. She is currently a grade 10 pupil at the Duineveld High School here in Upington.

Where were you born and how was it for you growing up?

I was born in 1963 in Postmasburg, Northern Cape. My father worked as a train machinist for the Railway and my mother has always been a house wife. My dad passed away a couple of years ago. I have two brothers and one sister and I am the eldest. We lived in a community close to where my father worked and at school we were referred to as the "Railway children". It was a poor community with lots of social problems of which I only became aware of when I was a bit older. Growing was wonderful and we (my brothers and sister) were very fortunate because we never lacked for anything.

We used to run free and explore the Koppies and veldt that surrounded our neighbourhood and no one ever felt that he or she was in any danger. My brother and sister used to help me develop sympathy and empathy towards others at a young age and not judge people by their belongings or what they lack.

Educational background?

I started school at the Primary school in Postmasburg. After I matriculated I started working for the Department of Justice. I studied through UNISA and later at the Vaal University of Technology. Currently I am studying again through UNISA and I am in my second year studying BINF (Bachelor of Information Science). As you all know studying part time is quite a challenge but I really enjoy it (most of it anyway) and it is a very interesting course. The ability to study is a great privilege and when people ask me how long I plan to study I tell them that one day they will have to take me in the Old Age Home's Kombi to the exam venue. They will tell me to leave my stroller outside so that no one will fall over it.

Describe your position at the Commission and explain what it means to you holding that position?

I started working for the Com-

mission in 2004. I remember my first day at the Commission quite well. We stayed at the Sunnyside Park Hotel and Buli (the Education Officer) came very early to get me so that we can walk to the office. I was quite nervous and could not help wondering what was awaiting us. When we came to the lifts an elderly gentleman was standing there - greeting, hugging and kissing all the girls as we came in, wishing us all a happy 2004. The elderly gentleman turned out to be Commissioner Mantata and needless to say we all felt very welcome and at home. Commissioner Mokate, then the CEO, even gave us cake and coffee later that day!

My almost 20 years of experience working at the Dept. of Justice came in very handy. It was only the Education Officer and me for most of that year and when I walked into the NC office for the first time there were just empty spaces. Luckily some service provider took pity on us and brought us each a chair and table until all our furniture arrived. The first three months of that year we spent most of our time at the Head Office and I really learnt a lot in that time and made a couple of good friends while walking from office to office getting to know each and every one and what they do. It was quite a challenge to start the office from scratch. The education officer and I took to the streets and introduced ourselves and the Commission to everyone who had time for us and were willing to listen. We were welcomed by eve-

>>>>>>>>>>>>



with *Maritie Muntingh*

ryone and all the government departments went out of their way to include us in their programmes and introduce us to other stakeholders. To this day we still value and use these connections and after almost 10 years it is nice to look back and see that we come quite a long way and I believe we are improving every year. To me it is still a privilege to be the Administrative Officer in the Northern Cape Province and I am proud to be part of this office and the Commission and know that we made a difference in the lives of individuals and communities of the Northern Cape the past decade and will continue to do so for a long long time.

In a summary can you take us through your day at the Commission?

Being an admin. officer in a province is a bit like being a Jack of all trades as I am sure all the other Provincial A.O.s will agree. Every day is different and I usually start my day with a cup of coffee reading my emails. I then have a short meeting with the PM where we discuss her diary and other issues that need attention. Apart from the usual admin, typing etc. I also have to make sure all our equipment is in good working order. Asset management, fleet management, Flow Centric, telephone systems, the library, Petty Cash, monthly reports, payments to service providers are all aspects that I have to take care of. I suppose one can say it is my job to make sure the office runs smoothly and if there are any glitches they need to be fixed as

soon as possible. It helps to be able to think on one's feet and to be able to make a plan and be resourceful if all else fails.

What motivates you and what inspires you?

Other women are an inspiration to me. Ordinary women who in spite of poverty, little education, illiteracy, personal challenges etc., women who get up in the early hours of the morning, feed their children, see them off to school and then go to work themselves or do whatever they need to do for that day to survive another day just to repeat the same drill the next mornin. They don't complain, they don't get big bonuses, they don't get any acknowledgment but they just keep going. I even want to even go so far as to say they are the people who keep the wheels of our country going.

You have been with the Commission for a number of years, what keeps you going?

Everyday life keeps me going. If you don't work you don't eat. But I really like going to work, to have a purpose for the day, to be useful, to be part of great team that actually makes a difference in peoples' lives. My colleagues are also the ones who keep me going. My family live far from me but to me my colleagues are like another set of brothers and sisters. We have a really good relationship and make a good team. We deeply care about each other and share in each others' sorrows and happiness. My daughter Nadia is also one of the main reasons that keep me going. I always say I think one of the reasons God put me on this earth is to be Nadia's mom. No one on earth can perform that job except me. I am really proud of her and it is a privilege to be her

mama. Having God on my side, taking care of me (us), loving me is for me the sum total of my existence.

Favourite activities?

My favourite activity is reading. I also like watching movies, but it must be action movies. I hate romantic comedies and horror movies. I am also a big fan of foreign movies. Cinema Paradiso is my favourite movie. It is a story about lost love and no it is not a romantic comedy! I always say never judge the book by its cover. I also like to garden and I am trying very hard to get a herb garden going. I also like eating macaroni cheese and braaivleis with roosterkoek. I am not a great cook and cooking for a couple of people makes me very nervous. I am not a very sociable person but our favourite outing is to go to the movies. On special occasions Nadia and I go to the Augrabies Waterfall, a couple of kilometers away from Upington. When we are there we take walks along the many trails and end the day with lunch at a restaurant. We once went to Springbok and travelled all the way up and down the West Coast to enjoy the flowers. It was a very memorable trip and I can recommend it to everyone.

Any interesting thing that people don't know about you?

I am a book fanatic. When I am in a bookstore or library I start shivering and my mouth starts watering. "I can't help myself". If they lock me up in a big bookstore or library over the weekend I would be the luckiest person alive. I always drink water and eat everytime I read. One of my biggest dreams is to visit all the great libraries of the world one

>>>>>>>>>>

Pf

FIELDTRIP FOR THIRD YEAR LEVEL INFORMATION STUDIES STUDENTS FROM LIMPOPO

By: Lesedi Sojane

As part of their Information Studies Practicum, the Postgraduate Diploma in Information Studies students have to undertake a fieldtrip to various types of the library and information service centres such as: academic libraries, public libraries, special libraries and research organization's libraries. The fieldtrip contributes to the end of year (summative) assessment for their module. It is meant to bridge the gap between theory and practice.

It was in this context that the SAHRC library- which is a special library- hosted 24 University of Limpopo students and their lecturer on Thursday the 19th from 10H00 to 13H00. It is for the second year that we host them.

The library takes this seriously as it adds to experiential learning for the students. The library staff prepares a presentation and highlights the following:

- The Commission's business-vi-

sion, mandate and operations. Libraries operate within the context of the organizations they serve therefore it is important that students understand this. The South African Human Rights Commission library operates within the human rights context.

- The material and subjects the library acquires
- The tools of the trade- software and classification codes
- How the information and knowledge is organized, retrieved and made available for business operations.
- Practical examples of accessing the online catalogue, online databases, books, law reports and journals in the library.

The Communications Unit came to the party by giving out much appreciated gifts- mugs for students, business card holders and T shirts for lecturers. Publicity material was also distributed. We thank Communications very much.



Striking a pose: Librarian staff Lesedi Sojane, Tawana Malapane together with University of Limpopo students.



with *Maritie Muntingh*

day. My other big dream is that every boy and girl, every person for that matter should be literate and have easy access to the best books and reading material in the world. The ability to read gives one wings.

Tell us more:

I am very interested in archaeology especially Biblical archaeology and reads everything I can find on the topic. I am also fascinated by evolution and how human kind evolved and adapted over thousands of years surviving ice ages, other climate changes, predators, hunger, diseases etc. And no, I don't believe for one second we, especially me, descend from any kind of ape.

Did you know that Martie:

- Was born in 1963 in Postmasburg
- Currently she is studying Bachelor of Information Science at UNISA
- She started working at the Commission in 2004
- Her favorite activity is reading
- She has a 16 year old daughter

Welcome to the Research Programme

Pfanelo profiles the Research Programme



Research staff: Back (from the left): Busiso Moyo: Research Associate, Allan Tumbo: Intern, Karam Singh: Head of Programme, Faraaz Mahomed: Researcher Equality Front row, (from left): Tawana Malapane: Assistant Librarian, Querida Saal: Researcher Economic Social & Rights, Lesedi Sojane: Librarian, Yuri Ramkissoo: Senior Researcher Economic & Social Rights, Neo Nhlapo: Administrative Assistant

responding to international legal obligations. The International Reports in future will focus more specifically on human rights concerns and issues within the international community that affect South Africa.

This year Research also drafted the Report on the Right to Access Water and Sanitation Based on Provincial Hearings which documents the Commission's national water and sanitation special focus area for 2012. This report provides a broad set of recommendations on how government and inter-governmental systems can be reformed to ensure a rights based approach to the access of safe water and dignified sanitation. Research supported the Commission's various water and sanitation engagements including a hearing and a roundtable with government departments.

Lastly, Research is responsible for the development of submissions to Parliament and comments to Departments on various human rights concerns in proposed new legislation and policies. Notably, this year Research provided recommendations on the Legal Practices Bill and the Criminal Law (Forensic Procedures) Amendment Bill. Research contributes to the various activities of the Commission and provides support, where necessary, to Commissioners in the various engagements and activities.

Assisting Research ensure that it contributes to delivery on the Commission's broad mandate are 5 sub-units: 1) Economic and Social Rights; 2) Parliamentary and International; 3) Equality; 4) Civil and Political Rights and 5) the Library.

Here is how the Research Unit operates

The Research Programme (Research) is a programmatic component of the Secretariat, that helps the Commission to realise its vast Constitutional mandate to promote, protect and monitor human rights. Research does in large part by developing and drafting annual research reports such as the Section 184(3) Report – which reviews and analyses government's progressive measures towards attaining economic and social rights. Section 184(3) refers to the relevant provision in the Constitution which states that:

Each year, the Human Rights Commission must require relevant organs of state to provide the Commission with information on the measures that they have taken towards the realization of the rights in the Bill of Rights concerning housing, health care, food, water, social security, education and environment.

In addition to monitoring economic and social rights, Research produces the Equality Report, in line with the Commission's functions under the Promotion of Equality

and Prevention of Unfair Discrimination Act (PEPUDA), to assess the state of Equality in the country. The 2012-2013 Equality Report engaged on issues related to racism in social media, whether the Traditional Courts Bill promoted equality for rural women, and the right to education and employment for disabled persons. It is envisioned that future Equality Reports, while dealing square with race, gender and disability can engage more broadly on issues relating to older persons, as well as sexual orientation and gender identity as it affects the lesbian, gay, bi-sexual, transgender and intersex (LGBTI) communities.

Besides drafting reports on domestic human rights concerns, Research has an international focus and as part of its international work produces an Annual International Report. The 2012 International Report reviewed government's compliance with various international human rights treaties, covenants and conventions to assess progress and developments with South Africa's domestic law and society in

>>>>>>>>>>

At present, Research has no staff residing in Civil and Political Rights, as these posts are currently frozen, but this is certainly an area for needed coverage in the years to come particularly given South Africa’s enduring challenges around civil and political rights.

The Research team is headed by Karam Singh with Yuri Ramkisson, Senior Researcher and Que-

rida Saal, Researcher, Economic and Social Rights; Fadlah Adams, Senior Researcher, Parliamentary and International Affairs; Faraaz Mohamed, Researcher, Equality; 4) Librarian Lesedi Sojane and Assistant Tawana Malapane, Library 5) Rachel Ward and Busiso Moyo are Research Associates and the team is supported by Neo Nhlapo as the Programme’s Administrator.



Sub-unit of research staff based in the Cape Town offices. At the top: Rachel Ward Adams, bottom: Fadlah Adams

Happy Birthdays

Bonno Motseothata – 01 October (HO)

Zukiswa Louw – 09 October (HO)

Eileen Carter – 17 October (GP)

Thandiwe Matthews – 20 October (HO)

Tshepo Sehloho – 31 October (GP)

Pfanelo **BABY**

Pfanelo Congratulates Victor and Hlalefi for their bundle of joy, welcome to parenthood.



Name: Mpho Makhadzi Mavhidula
 Born: 11 September 2013
 Time: 01:05am.
 Weight: 4kg



Proposed Internal Seminars Schedule

- * 25 October 2013, Fola Adeleke: PAIA
- * 29 November 2013, Dr Karam Singh: Research
- * 6 December 2013, Chairperson, Adv Mushwana: HIV and AIDS and Human Rights
- * 31 January 2014, Eastern Cape: Staff awareness on the provincial work (Complaints and education, etc.)
- * 28 February 2014, Pandelis Gregorious: Legal cases
- * 28 March 2014, Joyce Tlou: Advocacy Strategy of the Commission

Human Rights Calendar Days

- 01 October – International Day for the Elderly
- 21 October – Africa Human Rights Day

Human Rights Advocacy Events

Province:	Date	Event	Venue	Topic
Limpopo	02 October	Hearing	Sekhukhune	Impact of mining on communities
Western Cape	09 October	Community information session	West Coast	The right to health
Head Office	18 to 20 November	Strat Plan Revue		

Pfanelo welcomes the following employees

1. Ms. Gabriella Coutinho - Research Associate (Commissioner Titus)
2. Ms. Nonandi Diko - Legal Officer Western Cape