



# Pfanelo

Celebrating 20 years of the SAHRC 02 October 1995 - October 2015

Transforming Society. Securing Rights. Restoring Dignity

The South African Human Rights Commission Newsletter



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## SAHRC men join forces for Movember



### Launch of Housing Report



### Launch of Disability Toolkit



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SAHRC condemns police actions in the killing of Krugersdorp suspect

## Universal Children's Day 20 November

By resolution 836(IX) of 14 December 1954, the General Assembly recommended that all countries institute a Universal Children's Day, to be observed as a day of worldwide fraternity and understanding between children. It recommended that the Day was to be observed also as a day of activity devoted to promoting the ideals and objectives of the Charter and the welfare of the children of the world. The Assembly suggested to governments that the Day be observed on the date and in the way which each considers appropriate. The date 20 November, marks the day on which the Assembly adopted the Declaration of the Rights of the Child, in 1959, and the Convention on the Rights of the Child, in 1989.

Nearly 25 years ago, the world made a promise to children: that we would do everything in our power to protect and promote their rights to survive and thrive, to learn and grow, to make their voices heard and to reach their full potential. In spite of the overall gains, there are many children who have fallen even further behind. Old challenges have combined with new problems to deprive many children of their rights and the benefits of development.

To meet these challenges, and to reach those children who are hardest to reach, we need new ways of thinking and new ways of doing - for adults and children.

There is much to celebrate as we mark the 25th anniversary of the Convention, from declining infant mortality to rising school enrolment, but this historic milestone must also serve as an urgent reminder that much remains to be done. Too many children still do not enjoy their full rights on par with their peers. Source UN

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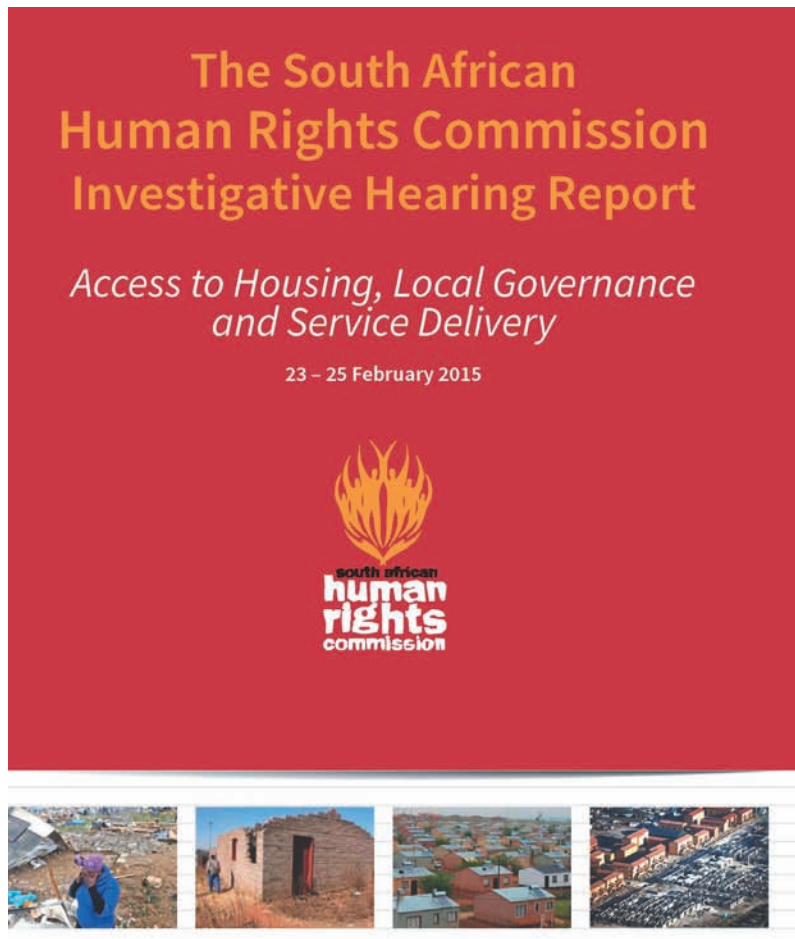
# SAHRC launches a National investigative hearing report on Access to Housing, Local Governance and Service Delivery

19th November 2015

The South African Human Rights Commission (SAHRC) has launched a national investigative hearing report under the title "Access to housing, local governance and service delivery". The report was prepared following a three day national hearing held in February 2015.

Due to the wave of service delivery protests that have taken place predominantly in South Africa's urban townships and informal settlement areas which have also grown increasingly violent, the SAHRC decided to investigate matters around housing and prepare a report accordingly. The aim of the report is to help in finding solutions around the issue of housing especially in light of the constitutional right of access to adequate housing.

According to government estimates, since 1994, 3.7 million housing opportunities have been provided to the poor across the country. Of this, around 2.8 million completed houses and units and over 800,000 serviced sites have been delivered, providing an estimated 12.5 million people with access to accommodation and ownership of a fixed asset. In addition to the delivery of housing there has also been a marked improvement in access to basic services for many people across the country. Despite these positive gains, widespread poverty and inequality persist in South Africa. There has been increasing levels of discontent that is often manifested through protests that are taking place in urban townships and informal settlement which have become commonly known as "service deliv-



ery protests". Research conducted by a number of institutions shows that most of the grievances of protesters centre on access to water, sanitation, housing and electricity. In addition the issues of basic service delivery and inadequate responsiveness and accountability from local governments have also caused discontent that has led to many protests.

This report serves to create a deeper understanding and awareness of the issues currently under debate and proposes the development of appropriate measures necessary to mitigate such challenges in future. A number of government depart-

ments, organisations and stakeholders were invited to the national hearing to contribute to share their concerns and knowledge through answering questions posed by the SAHRC. Besides answering questions, they were also welcome to make additional contributions to the discussion. Based on the information gathered during the hearing the SAHRC made findings and recommendations on the issues and challenges identified with regard to access to housing, local governance and service delivery in South Africa.

In the report, the Commission makes the following findings and



Access to housing remains a dream to some.

recommendations:

Findings:

- There is a disconnect between the legal framework and the ability of local government to deliver access to housing and basic services and the lack of effective and consistent implementation of policies perpetuates rights violations and the cycle of poverty and inequality;
- Urban housing fails to provide for a variety of needs to accommodate residents, including single individuals and families, while assisting the “gap market” (i.e. persons who do not qualify for housing assistance and are unable to receive a bank loan), remains a serious challenge;
- Housing policies and programmes fail to address the needs of many poor and vulnerable people, including those with informal or irregular employment and the inefficient implementation of policies and programmes results in the on-going denial of access to basic

services;

- Allocation of prime urban land to facilitate low income rental accommodation remains a challenge, and appears to be compounded by the growing trend of urbanisation. The lack of affordable low-income rental housing in urban centres has resulted in a growing informal and unregulated rental market, with many people living in deplorable conditions in abandoned and dilapidated buildings, or backyard shacks in informal settlements;
- Resource and capacity constraints that are compounded by the policy disconnect continue to impact on the ability of local government to perform efficiently;
- Notwithstanding the fact that there are mechanisms in place, there is insufficient oversight and accountability exercised to ensure the efficient delivery of services by municipalities and private contractors, which results in wasteful expenditure and a perpetuation of rights violations;

- Despite recognition of the importance of inter-governmental coordination between the spheres of state and departments responsible for the delivery of basic services, these continue to operate in silos;

- There is a lack of transparency and access to adequate information in the housing process in general and local governments fail to conduct meaningful engagements with communities resulting in the implementation of inappropriate policies and plans that do not address the specific needs of communities, while also denying communities the right to participate in decisions that affect their daily lived experiences;
- Evictions are often conducted without due regard to the rights of affected communities, and there is insufficient accountability for damage to property and violation of other rights which occurs during such processes;
- Communities face significant barriers in attempting to voice

their concerns through protest action, in line with their right to demonstrate as contained in section 17 of the Constitution, because government officials place arduous requirements on communities to protest due to a lack of understanding the correct application process that has to be followed;

- There is further a lack of accountability for private contractors for the incomplete provision of services or for the delivery of sub-standard work, leading to wasteful expenditure while communities continue to bear the greatest burden of continual rights violations as a result;

- The private sector is able to play a significant role in contributing towards the achievement of the right of access to adequate housing. However, private property owners appear to be largely unaware that property rights in themselves may be temporarily limited to guard against systemic rights violations, particularly those of vulnerable groups;

- A combination of the aforementioned challenges relating to accessing the right of adequate housing and other basic services has resulted in the legacy of apartheid spatial planning being reinforced; and

- Overall, the approaches to housing programming are not having the desired impact of progressively realising the right to adequate housing, and in some cases, are in fact leading to perpetual rights violations.

#### Recommendations:

- The National Department of Human Settlement must ensure that all housing and service delivery-related policies, including the Emergency Housing Programme and Free Basic Services policies,

amongst others, adequately accommodate both South Africans and non-nationals in conception as well as in implementation. Provincial government and municipalities should likewise ensure that the implementation of all housing and service delivery-related policies adequately provide for non-nationals; and

- Provincial governments must avoid the conflation of policies and the stalling of developmental processes by using budgets allocated for new developments to maintain existing units. In this regard, National and Provincial Treasuries in collaboration with the National Department of Human Settlement and other relevant departments must reconsider the funding allocations, or alternatively, develop appropriate safety nets, to ensure adequate measures are in place to provide for the operational cost of buildings in the event that residents are unable to pay for rent without the need to resort to evictions;

- Municipalities, with the support of the provincial governments, are to create integrated and time-bound plans for the upgrading of all informal settlements, which plans should be developed after conducting meaningful consultations with affected communities and must be made publically available;

- In instances where the upgrading of informal settlements is not anticipated to take place within the next 12 months, municipalities must take interim measures to ensure that communities are provided with access to basic services including adequate water and sanitation as well as refuse removal services.

- Responsible departments at the national, provincial and local spheres of government to develop adequate safety mechanisms to ensure that indigent individuals are not denied access to Free Basic Services.

- Greater monitoring and evaluation must be undertaken by both national and provincial governments to ensure that planning and delivery of housing and basic services is undertaken in an effective, integrated and sustainable manner, and that both budget allocation and expenditure is appropriate. Such monitoring should seek to incorporate gender indicators to ensure that housing and basic service delivery takes account of special needs of different groups.

- Department of Cooperative Governance and Traditional Affairs, together with South African Local Government Association, provincial governments and other relevant departments to ensure that adequate resources and capacity development must be provided to all municipalities prior to the full implementation of Spatial Planning and Land Use Management Act to avoid any deficiencies in delivery.

- National and provincial spheres, through the Department of Cooperative Governance and Traditional Affairs, must ensure that appropriate accountability mechanisms are in place and accessible for municipal leaders that do not adequately deliver on their obligations and responsibilities.

The report is available on the SAHRC website: [www.sahrc.org.za](http://www.sahrc.org.za)

## SAHRC releases preliminary findings following its probe into alleged utterances by King Zwelithini

### MEDIA STATEMENT

27th November 2015

The South African Human Rights Commission (Commission) has completed its preliminary investigation into the alleged utterances by the Zulu King, Goodwill Zwelithini. The utterances are alleged to have been made by the King during a moral regeneration event in Pongola northern KwaZulu-Natal on or about the 15th March 2015.

The Commission received 31 different complaints in the months between April and June 2015

through its provincial offices. The complainants allege that the utterances made by the King amounted to hate speech against foreign nationals. While some linked the utterances to the subsequent violent attacks against foreigners.

The Commission has now completed its investigation, and has prepared its preliminary report in this regard. This preliminary report will be served on the respondent (the King), and the 31 complainants this coming Monday 30th November 2015.

This process is an opportunity for the complainants and the respondent to comment on the preliminary

findings and recommendations of the Commission, before the Commission issues the final report.

The Commission has given the parties an opportunity to provide feedback, or comments, if any, at the latest, by the end of January 2016. The Commission expects to release the final report in to this investigation by the end of February 2016.

The Commission will not be entertaining any requests for comments, interviews, or discussions on this preliminary report. This will be done only when the final report is released.

## SAHRC condemns police actions in the killing of Krugersdorp suspect

It with the greatest concern that the South African Human Rights Commission observe yet another video on police brutality and human rights violations, in this case the death of suspect Khulekani Mpanza in Krugersdorp. This unnecessary death opened again the raw debate on policing and crime, the extreme circumstances in which our police find themselves in exercising their law enforcement mandate and the constitutional requirements of human rights and policing. It appears that we have to work much harder on the law and law enforcement.

The SAHRC does not condone the criminal acts linked to the suspect prior to his killing, and acknowledges

that policing is hazardous occupation which saw several of their members killed in recent months. However we also acknowledge that we are living in a society which prohibits the police from taking the law into their hands.

We emphasize the importance of police respecting the rule of law. Vigilantism and extrajudicial killings are outlawed.

The Constitution protects every person, including criminal suspects, and guarantees for everyone the right to life, and security of the person. It also protects criminal suspects on the right to be presumed

innocent until proven otherwise in a fair trial.

Section 49 of the Criminal Procedure Act also states that police officers also has the right to defend themselves, but only if their life is under immediate threat from a suspect. This will include when a person takes out a gun and starts shooting at the police or other people. What the police cannot do is to shoot and kill a person who no longer poses any immediate threat to themselves or any, member of the public, which, based on the video footage circulating, seemed to have been the case in Mr Mpanza's killing.

## Police brutality is a serious problem in the country

Police brutality is a serious problem in the country, and the actions of these police officers highlight the longterm nature of this scourge. The killing of Mido Macia, Andries Tatane and the execution of some miners in Marikana are well docu-

mented, and cannot be divorced from the killing of Mr Mpanza. What is of concern to the SAHRC is that these cases including Mr Mpanza's killing are highlighted by the use of video and photographic images. We have to ask what is happening where there are no cameras and no shining lights?

The SAHRC started to work with the SAPS on longterm plans to eradicate police brutality and to establish a culture of human rights in policing. The commitment by the SAPS to professionalise the police and to operate as an integral part of the new democratic order is appreciated, and we believe will go a

long way in ensuring police officers act within the law.

We will continue to engage the police management in light of the recent killing.

The SAHRC welcomes the swift action of the Independent Police Investigative Directorate to arrest the police officers implicated in the killing of Mr Mpanza and to subject them to the rule of law. We call on the public to allow the law to take its cause.

## No to violence against women and children

The South African Human Rights Commission marked the 16 days of Activism for No Violence Against Women and Children by dressing in orange.

The UN Secretary-General's UNiTE to End Violence against Women campaign, managed by UN Women, has proclaimed every 25th of the month as "Orange Day" – a day to take action to raise awareness and prevent violence against women and girls.

Initiated and led by the UNiTE campaign Global Youth Network, Orange Day calls upon activists, governments and UN partners to mobilize people and highlight issues relevant to preventing and ending violence against women and girls, not only once a year, on 25 November (International Day for the Elimination of Violence against Women), but every month. Source: UN.org



# Launch of disability report

The SAHRC has launched a toolkit for the private sector to improve the employment of people with disabilities.

The South African Human Rights Commission (SAHRC) has launched: "Promoting the Right to Work of People with Disabilities" – a toolkit for the private sector to improve the employment of people with disabilities.

The toolkit brings together a large body of information, guidelines, legislation and links to best practices and resources relating to disability. The SAHRC said it recognises employers struggle with disability issues in the workplaces, and in many instances do not know where to go to for assistance.

"The toolkit will bridge this gap and will assist employers to not only have access to information, but also to dispel many of the myths preventing the inclusion of people with disabilities in their workplaces," the SAHRC said in a statement,

Employers will be required to track their progress.

As a companion to the toolkit, the SAHRC has also developed a 'monitoring framework' to serve as an easy-to-use and self-implementable instrument for employers to evaluate their own progress.

See also

Expo connects disabled students with employers

Streaming helps people with disabilities earn a living

South African Human Rights Commission



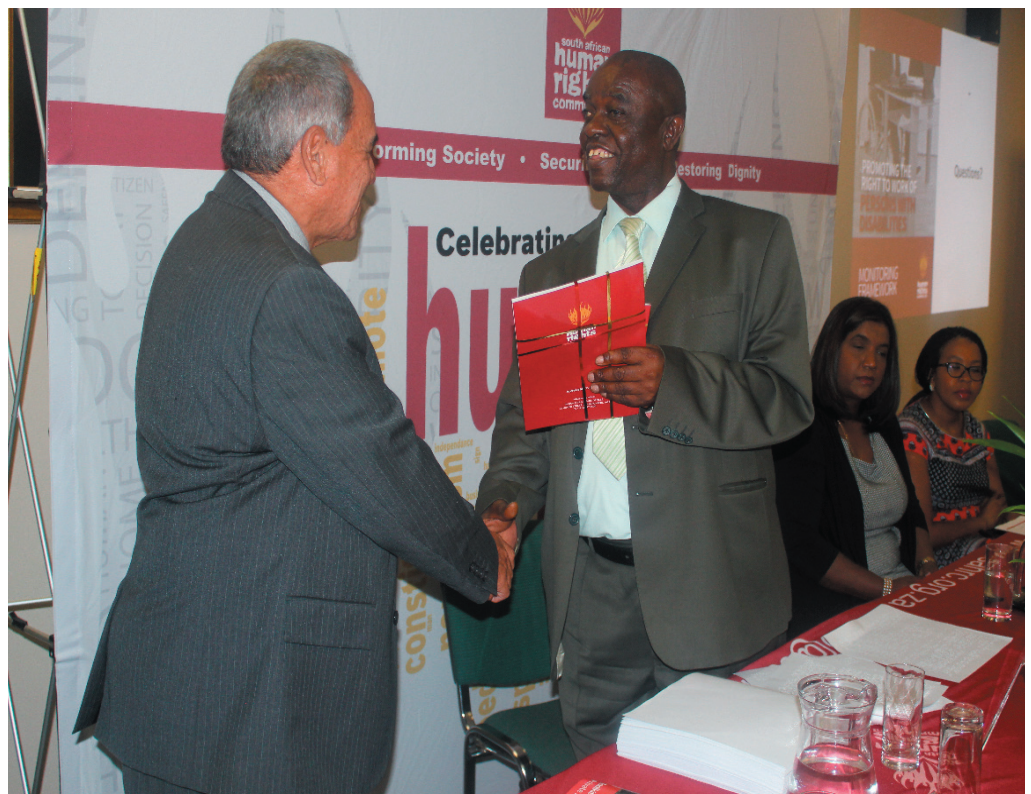
SAHRC

SAHRC's commissioner for disability, advocate Bokankatla Malatji, said at the launch: "Real equality can be achieved in employment if we improve education, remove barriers, introduce effective rea-

sonable accommodation, and if we teach and encourage our people to practise, lead and manage inclusively."

The toolkit and monitoring framework are intended to be used in conjunction with other legislation, such as the Employment Equity Act, The Labour Relations Act and the Bill of Rights in the Constitution of SA.

The SAHRC is calling on all private sector employers to work with them to test these tools and resources. Those interested in participating should contact Trevonica Naidu, [trevonica@transformationafrica.co.za](mailto:trevonica@transformationafrica.co.za) or 082 498 9721082 498 9721. IT Web



Commissioner Bokankatla malatji handing over the disability toolkit and monitoring framework to the Department of Social Development.

# Khoisan: It's our land and we want it back

A group representing the Khoisan has called for reparations from the British and Dutch governments for their roles in dispossessing them of their land

"The colonial powers became rich from our land: our diamonds, our gold," said John van Rooyen, chairman of the Gauteng Khoisan Council.

He was speaking during the SA Human Rights Commission hearings into the alleged marginalisation of the Khoisan community.

The group is demanding better representation for the Khoisan at all levels of government in South Africa, and wants Khoisan languages to be officially recognised.

SA Human Rights Commission Commissioner Danny Titus said the commission was holding hearings in Northern Cape and Western Cape on the rights of indigenous people.

"The general experience in this country is that we have constitutional rights but we don't have implementation of them," Titus said.

"Many people, such as gays and lesbians, and victims of crime, feel excluded. The Khoisan also feel excluded.

"People from the Land Reform Department will attend hearings in Cape Town and we will assess land reform efforts that have already



**Indigenous people came in their numbers to make submissions over human rights violations experienced.**

been made from a human rights perspective."

Van Rooyen said that when the rights of indigenous people were officially recognised it would be easier for them to get reparations.

"We want money from ... the British Crown and the Dutch. The first people Jan van Riebeeck met here were not Bantu or Xhosas. They were the Strandlopers. It is our land.

"The colonialists made money from diamonds, turned us into slaves, then moved to Johannesburg and

found gold. Then they built Europe. They built England. The Dutch and English fought over our minerals."

Elaine Appies, representing the Griqua royal house, said her people were not satisfied with land reform efforts. She said the Griquas were preparing a land claim and had had meetings with the government.

"We want our land in Northern Cape, Griqualand, in Eastern Cape, the area in Free State from Philipolis to Bloemfontein, and Piketberg, in Western Cape."

**Source: Times media**

# Universal Children's Day

November 20, marks an important day for children as key human rights instruments such as the United Nations Convention on the Rights of the Child 1989 and the Declaration on the Rights of the Child 1958 were adopted on this day. To add to the importance of the day, the General Assembly thought it befitting to encourage all countries to set aside this day and celebrate it as Universal Children's Day with a view to, firstly to promote mutual exchange and understanding among children and secondly to initiate action to benefit and promote the welfare of the world's children.

Former president Nelson Mandela's sentiments on children have a bearing on the significance of this day as he said - It is my deepest conviction that the children should be seen and heard as our most treasured assets. They are not ours to be used or abused but to be loved and nurtured and encouraged to engage in life to the full extent of their being free from fear.

This conviction is in keeping with the four core principles, which are the best interests of the child; non-discrimination; participation; and survival and development that embody the essence of how the Convention on the Rights of the Child and the Declaration on the Right of the Child pronounce on the treatment that should be accorded the child.

The importance of the day is two-fold as it places conscientiousness on the respect for children's rights on children themselves and on those entrusted to care for them, these ranging from the government to parents. The South African Human Rights Commission in ful-



**Children have rights too. Pic UNICEF.**

filling its mandate as a protector of children's rights has initiated several interventions that aim to protect children and their rights within a socio-economic context.

It is an unfortunate fact that children suffer and witness violence every day, some more than others. Violence inflicted on children transcends boundaries of culture, education, and religion in diverse settings. Children are exposed to corporal punishment, cruel and humiliating forms of psychological punishment, sexual and gender-based violence, and bullying. Fighting and bullying are fast becoming widespread within the school environment; cyber-bullying, in this internet savvy generation, has also assumed a vindictive role that greatly affects the welfare of the child. A societal norm such as cor-

poral punishment believed by some to be the only effective way to pacify an errant child has resulted in more harm than good. Although corporal punishment was banned, often this ban is not understood nor adequately enforced. The community and home, which should be places of refuge, may also fail the child by imposing harmful cultural traditional practices that violate their rights.

The words of Nelson Mandela bear truth as children are indeed the future; they must be protected and taught self-worth.

Knowledge of one's potential and ability complemented by encouragement amplifies aspirations. The protection and celebration of children should be of central concern in order to pave the way for a more rights-respecting future.

## SAHRC men moved at the Movember team-building exercise

Men said to be synonymous with not being great talkers and as such bottle things until they can not handle it any more. Men are taught to be brave, protectors and men are not supposed to cry. These were sentiments that came up at the Movember team-building exercise held on Friday 20 November 2015. The activity was the medicine meant to provide a platform for SAHRC men to share experiences, challenges regarding life, relationships & marriage, financial management and health.

Head of Human Resources Lucky Zulu indicated that the activity was important as it provides a platform for men to “talk”. “Culture teaches men to be strong. However, we have seen incidents where men resort to violence because they do not have opportunities to share,” Zulu said.



**Grand entrance: SAHRC men on their way to Movember team building**



**The Movember exercise provided an opportunity for SAHRC men to bond**

The South African Men's Action Group (SAMAG) shared on health and relationship issues affecting men. Mokhethi Ranthako stressed “If you spend too much time sharing life and relationship challenges with a female friend and your partner or wife does not know about it its called CHEATING. It does not matter if the person is assisting you to deal with your relationship challenges

Men were also equipped on financial management. Mpho Seemela from Sanlam added that many people do not have a Will because they think that they are going to live for so many years to come. “It is wise to invest, have a Will, nominate beneficiaries,” he said.

## Tribute to Theledi Komana A fallen hero

Colleagues and friends gathered at the Cathedral of the Sacred Heart church in Polokwane on the 12th of November 2015 to pay tribute and celebrate the life of Theledi Komana.

The Commission celebrated the memory of one of its most valuable employees Theledi Komana. Komana served more than 5 years at the Commission. He started working for the Commission in 2010 as an intern and passed on holding his current position of a Legal Officer at SAHRC's Limpopo provincial office.

He was a remarkable young man full of life, who was not just an employee, but a brother, a friend, a son, a husband and a loving father who will be missed and always remembered for his good deeds.

Colleagues described him as someone who loved everybody and a dedicated hard worker who needed no supervision to do his work. Close friends and families also described him as a remarkable young man who always had love for everyone, has always been a helping hand in their lives and always listened attentively to their problems.

"Words can't describe how I feel on the tragic loss of Komane, I've lost a friend and the only brother that I've had in the workplace as we used to talk about everything both work and personal," SAHRC



**Theledi Komana was hailed as a human rights champion**



**Colleagues and friends paying tribute to Theledi Komana**

Limpopo provincial manager Victor Mavhidula said. "I never thought that the time would be now, to gather and

pay tribute to a man who wasn't just working for a salary every month, but a man that always went an extra mile, going beyond the call of duty. Komana will forever be remembered

# Komana was hailed as a dedicated human rights ambassador



**SAHRC Chairperson Adv Mushwana and Limpopo Office team paying tribute to the fallen hero, Theledi Komana**

for his good deeds and Limpopo provincial office will never be the same without him," said Victor Mavhidula.

SAHRC Chief Financial Officer Mr Peter Makaneta also provided a message of support to the Limpopo provincial office, colleagues who were present and the family. He reflected on the journey that Komana took as an employee at the SAHRC.

Head of Legal Services Mr Pandelis Gregoriou said, "I hate losing a member of my team and Komana was a member of my team. It's not only a loss to the Limpopo office but to the entire Commission, he took his job to the heart and he wasn't a just a colleague working for a salary at the end of the month, but a true human rights legal representative," he said.

Senior Legal Officer Ms Eillen Carter described how Komana was a good hearted colleague who touched

each one of us. "I had the privilege to visit him to his home and he was humble as always. His space/position at the Limpopo office will not be an easy one to fill, he will solely be missed and forever remembered," she said.

Commissioner Malatji as the Commissioner responsible for the Limpopo office said, "I have travelled with Theledi on several occasions through my provincial visits, he was a young humble man who was always respectful. To the family I would like to say death is always untimely and just know that Komana is in peace and saver in the

hands of the creator."

SAHRC Chairperson Mushwana in his closing remarks described Komana as a dedicated employee who went beyond the call of duty. "As the South African Human Rights Commission words cannot express this great loss, we must always remember that life is short but how you live it determines who you really are. Komana has left footprints in his work as he has touched so many hearts and so many lives, he was a true human rights foot soldier and long live his spirit, Rest in Peace Komana," said Chairperson Mushwana. **RIP**

## Did you know

Theledi Komana was born on 07 March 1982

He passed on on 06 November 2015

Komana is survived by wife and two children

# Tribute to Theledi Komana

Gauteng Office

Dear colleagues,  
You are all in the thoughts of the GP team.  
Our prayers are with you all and with the  
family of Theledi.  
Sending you strength.

Buang Jones, Free State Office

Tribute to Theledi. I used to call  
him "Pastor" because of his elegant  
style

Thank you for dedicating your life  
to fighting for human rights and  
for the strength of character to rise  
above many challenges that con-  
fronted you in order to serve the  
common good of humanity.

Romans 8:28 – For those who love  
God, all things work unto good, for  
those called according to his pur-  
pose.

From the Super users Team-Flow Centric  
Our condolences to Theledi Komana 's  
family and our Office in Limpopo

Victor Mavhidula,  
Limpopo Office Provincial Manager

I never thought it will happen now,

I started working with "Mr K" when I joined the SAHRC Limpopo of-  
fice in July, 2012. I don't have better words to describe Mr. K as I used  
to call him except to say that he was a "trouble shooter". As an office  
we have many noticeable achievements in the province that can be  
attributed to Mr K's commitment to his work. Beside knowing each  
other as colleagues, my relationship with him developed and became  
strong when I realized that, Mr K is a team player and we are sharing  
the same vision and understanding with regard to human rights viola-  
tion investigations in our Province.

Mr K managed to resolve many cases related to human rights viola-  
tions in our province, with his assistance the Department of Education  
built proper toilets at Lukwarani Primary School in Vhembe District,  
the SAHRC rescued a disabled man who was locked in the house for  
19 years in Sekhukhune District, the Department of Education built  
proper toilets at Chibeng Primary School, Capricorn District after the  
tragedy passing of Michael Komape, many villages are accessing water  
in the province that today because of Mr K

It is clear that to some of us, Mr K was not just a colleague or employee  
of the SAHRC to receive a salary, but somebody who understand and  
share the pain of the majority of the people in this province whose  
rights are violated.

Up until his final days Mr Komana was sharing his personal challenges  
with me as a family man and a colleague.

We will always miss him, may his soul rest in peace.



# In the Seat

with Gabriella Countinho,

Research Associate: Human Rights and Law Enforcement & Prevention of Torture



*Tell us about Gabby in a nutshell?*

I am a passionate, goal orientated, and hardworking person.

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

I was born in Johannesburg to a Madeirense/Portuguese family. In 1995, I started school in Johannesburg, where I joined many other school children who could not speak English. Fortunately, as most young children in South Africa, I learned English quickly. I grew up in a working class Catholic household, where focus was put on family, religion, and hard work. I enjoyed the experiences of my childhood. I lived in a suburb that during apartheid was built for low income white families but then

as democracy started, the demographics changed, and in the last few years has become a popular place for African immigrants to settle because of its proximity to the Johannesburg CBD.

Despite my challenging high school years, I managed to finish Matric at 18, using distance education. It was during this year that I understood that there is a vast array of subjects that can be taken in Matric. This is where I found my passion for criminology. I have continued to pursue this passion in university as well.

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

I am currently the research associate for Commissioner Titus. I focus on human rights in policing, the prevention of torture, and the rights of indigenous people in South Africa. I started at the Commission after working for close two years at the Johannesburg Correctional Center; otherwise known as "Sun City".

My job at the Commission is more than a job, it is a passion of mine. I love research into crime, policing, and human rights. I firmly believe that given the correct tools, all offenders have a chance as rehabilitation. This includes police officers who offend, which is a particular research interest of mine. My other long standing interest is with the conditions of detention for detainees in South Africa, and that is what

led to the job at the Commission.

*Day outside office?*

Most Saturday mornings you can find me volunteering my time at a secure youth care facility. Other than that, I am a homebody, I enjoy spending time at home with my husband and family. I also enjoy trying new restaurants and listening to live music.

*What motivates and inspires you?*

My family and husband inspire me. I am also inspired by strong-independent non-conformist women.

*Favourite activities?*

I am a passionate reader; ask my shocked husband about the time I moved in with him and brought several large boxes of books.

I am also an everlasting student, I love learning new things, and I cannot imagine myself in a situation where I am not studying towards a goal. I also love spending time with my cats; I can spend hours with them. I also enjoy traveling and learning new things about our country, Africa, and the world.

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

I am musically inclined, and took music lessons for many years. I still enjoy playing music instruments



when I have the chance. I also love statistics, especially in criminology and human rights.

### My favourite quotation

I do not have a favourite quote at the moment, but right now I cannot stop reading poems by Eduardo Galeano.

### My favourite Book, music, chill out place etc.

I read way too much to have a favourite book! I also enjoy alternative and rock music. My favorite

### My favorite poem is the Nobodies.

*Fleas dream of buying themselves a dog, and nobodies dream of escaping poverty: that one magical day good luck will suddenly rain down on them---will rain down in buckets. But good luck doesn't rain down yesterday, today, tomorrow, or ever. Good luck doesn't even fall in a fine drizzle, no matter how hard the nobodies summon it, even if their left hand is tickling, or if they begin the new day with their right foot, or start the new year with a change of brooms.*

*The nobodies: nobody's children, owners of nothing. The nobodies: the no ones, the nobodied, running like rabbits, dying through life, screwed every which way.*

*Who are not, but could be.  
Who don't speak languages, but dialects.  
Who don't have religions, but superstitions.  
Who don't create art, but handicrafts.  
Who don't have culture, but folklore.  
Who are not human beings, but human resources.  
Who do not have faces, but arms.  
Who do not have names, but numbers.  
Who do not appear in the history of the world, but in the police blotter of the local paper.  
The nobodies, who are not worth the bullet that kills them."*



## Did you know?

- Got married on her 26th birthday (26 July 2014)

- Gabby has a younger sister

## SNIPPETS

### African leaders urged to respect human rights

The South African government has urged African leaders to respect human rights.

Speaking at the opening of the African Population Conference in Pretoria, Social Development Minister Bathabile Dlamini says it is important that leaders on the continent respect and value the rights of citizens.

Dlamini says it's time to dispel the myth that Africa does not respect human rights.

"Colleagues we do ourselves and our people a disservice when we as African leaders appear to refrain from supporting human rights because there is a view that human rights is a western imposition, this is far from the truth," says the Minister.

Delegates from across the African continent are meeting to discuss strategies to respond to the needs of the growing African population expected to reach two and a half billion by 2050.

It is estimated that by 2050 one in four persons in Africa will be aged between 15 and 29.

### CRL Rights Commission can't find 'snake pastor'

The commission has battled to issue a summons to Penuel Mnguni because his residential address is not known.

Masego Rahlaga | about a month ago

JOHANNESBURG – The Cultural, Religious and Linguistic (CRL) Rights Commission says it has battled to issue a summons to a Soshanguve church leader who is accused of feeding his congregants snakes and rats, because his residential address is not known.

Penuel Mnguni of the End Times Disciples Ministries made headlines earlier this year for his controversial practices.

This prompted the commission to hold hearings to investigate the commercialisation of religion and the abuse of people's faith.

The commission has apologised to church leaders for serving them with a summons, which stated that they have to attend hearings or face jail time.

Commission chair Thoko Mkhwanazi-Xaluva says the main reason for investigations is the video footage of services in the ministries led by Mnguni and Daniel Mosuo.

Mkhwanazi-Xaluva has pleaded with those who know where Mnguni lives to inform authorities.

"We appeal to people out there, if they know where he is. Because we need to summons him."

She has warned the pastor that the commission will find him.

"We really mean business. He will be here. If he's not here after we've

found his address and he's been served then section 41 will kick in."

Hearings will resume on 16 November.

(Edited by Tamsin Wort)

### Tlokwe candidates who claim vote-rigging secure victory in top court

The by-elections must, by law, be held within 90 days of the court's order, the court said.

In a unanimous judgment, Acting Justice Malcolm Wallis said the Electoral Commission of SA (IEC) had failed to live up to the high standards imposed on it by the Constitution and the law.

He said electoral legitimacy and the integrity of the electoral process were of "enormous importance" in SA.

"Many people ... struggled and fought to secure the right to vote for all people in SA. Many devoted their lives to the struggle for democracy".

"It is vital therefore that we are jealous of the privilege so hard won," he said.

Instead, the IEC's own investigation — following the disputed 2013 by-elections — revealed that in the nine affected wards, there were 3,832 new registrations.

Of these, 1040 involved registrations of people who had never lived in the relevant wards.

## Appointments

Mr. Lawrence Makgabo, Security Manager, CDS – Admin & SCM (HO)  
Mr. Similo Njokweni, HURA Fieldworker, Eastern Cape

## Happy Birthday

The following colleagues are celebrating their birthdays in December. Please join us in wishing them well.

Thandeka Magwenyama & Dineo Phushuli – 01st

Pamella Pango – 03rd

Sonto Nxumalo – 05th

Thabang Kheswa – 07th

Penny Carelse – 10th

Charmaine Leso – 20th

Nokuthula Ntatiso – 21st

Hlamalani Ngobeni – 23rd

Ntombentsha Lubelwana – 24th

Joyce Tlou – 24th

Nomvuyiseko Mapasa – 26th

Bahia Sterris – 27th