



# 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



Volume 38

01 - 31 October 2015

## SAHRC participates in casual day activities

Commissioner Ameerma visits Free State on access to housing



Access to Emergency Medical Services in the Eastern Cape Hearing Report



20 years of the SAHRC

## International Day for the Eradication of Poverty , 17 October

2015 Theme: Building a sustainable future: Coming together to end poverty and discrimination

The International Day for the Eradication of Poverty has been observed every year since 1993, when the United Nations General Assembly, by resolution 47/196, designated this day to promote awareness of the need to eradicate poverty and destitution in all countries. Fighting poverty remains at the core of the Millennium Development Goals (MDGs) and the development of the post-2015 development agenda.

This year, the International Day for the Eradication of Poverty holds particular significance because it will be the first observance following the formal adoption of the Sustainable Development Goals by the General Assembly of the United Nations. Within this new development framework, designed to replace and carry forward the aims of the Millennium Development Goals, all countries committed to "ending poverty in all its forms and dimensions." Source: UN

*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](http://www.sahrc.org.za) / [info@sahrc.org.za](mailto:info@sahrc.org.za)

 @SAHRCommission

 SA Human Rights Commission

 SAHRC1

*Editor in Chief: Dieketseng Diale, Head of Advocacy and Communications*

### Editorial Team:

*Isaac Mangena, Head of Communications*

*Wisani Baloyi, Communications Officer (Internal)*

*Alucia Sekgathume, Communications Officer (External)*

*Naomi Webster, Head of Commissioners Programme  
Kebalepile Modise,  
Sizakele Ntoyi, Legal Secretary*

*Pfanelo Editorial team reserves the right to publish, edit, and reject articles or pictures.*

## In this issue....

*SAHRC honours transparent public bodies, pg 03*

*SAHRC investigation uncovers shocking inadequacies of emergency medical services, pg 05 - 09*

*SAHRC launches an investigation into deaths in a fire of three deaf children, pg 10*

*SAHRC participates in casual day activities, pg 11*

*Global Child Forum on Southern Africa, raises challenges affecting children, pg 12-13*

*Commissioner Ameermia assess the state of Housing and Access to Justice in Free State, pg 14*

*Heritage day celebrations, pg 15 - 22*

*Celebrating 20 years of the SAHRC, pg 23*

*In the hot seat with..?, pg 24 - 25*

*Back pages: Snippets, Birthdays, new employees*

## CONTRIBUTORS

- Deputy Chairperson Pregs Govender: Basic Services, Health Care
- Commissioner Danny Titus: Human Rights and Law Enforcement, Prevention of Torture
- Commissioner Mokate: Children's Rights and Basic Education
- Lerick Muthaphuli: Switchboard Operator
- Vincent Morobane: Intern, in Commissioner Malatji's Office

## SAHRC honours transparent public bodies

On Monday, 28th September 2015, the South Africa Human Rights Commission (SAHRC) hosted the 12th annual National Information Officers Forum (NIOF). The event fell on the international “Right to Know” day. The NIOF has become a prominent feature in the calendar of the access to information community and the event has provided a safe space for implementers to have frank conversations about their perceptions, capacities, challenges and best practices in complying with PAIA.

The theme of the NIOF was “Working towards an Open Government - Connecting the Dots”, premised on the principles set out in the Open Government Partnership (OGP), which South Africa is a founding member of. The OGP principles are closely linked with South Africa’s own Constitutional principles, the objectives of the Promotion of Access to Information Act (PAIA) as well as various other existing government initiatives, such as the Management Performance Assessment Tool (MPAT) and the Back to Basics approach.

In her opening address, the Deputy Chairperson of the SAHRC spoke about the wide ranging impact that non-compliance with PAIA (and violation of the right of access to information) has, especially on the most vulnerable in society. Impact ranges across the human rights spectrum, from the right to food, access to water and sanitation, housing, and violations by the private sector. The Deputy Chairperson indicated that continuing poor compliance levels, together with the expectation that the public sector should have by now moved beyond mere techni-



cal compliance, led the SAHRC to select Golden Key awardees on a more substantive basis. The potential for frameworks such as the MPAT and the Back to Basics approach were also highlighted insofar as they presented an opportunity for increased compliance and accountability.

Input from the Deputy Minister in the Presidency responsible for Planning, Monitoring and Evaluation, Honourable Mr Buti Manamela, and the Deputy Minister of Justice and Constitutional Development, Honourable Mr John Jeffery, set the scene for the day’s discussions. Both Deputy Ministers emphasised the need for government to play its part towards increasing transparency. At the same time, continuing poor levels of compliance within the public sphere were lamented.

Presentations by the Depart-

ment of Cooperative Governance and Traditional Affairs, the Auditor General of South Africa and the Department of Performance, Monitoring and Evaluation centred around existing frameworks that could assist with improving levels of compliance. Examples included the Back to Basics approach aimed at improving service delivery at local government level. In this regard, the critical role played by municipalities which are at the coal-face of service delivery was noted. At the provincial and national level, the standards set out in the MPAT were seen as an effective means of monitoring levels of compliance with PAIA as well as increasing government accountability. Discussions during the course of the day brought to the fore the multi-faceted government led project to increase transparency, accountability and openness within government;

**Continues to next page**

## And the winners are



### Most active civil society user

- \* South African History Archive

### Most responsive public bodies

- \* National Archive of South Africa
- \* National Department of Environmental Affairs
- \* Eskom

and the responsibility of public officials to uphold those principles in their own work.

Eleven new members were appointed to the National Coordinating Committee (NCC). They will serve a 2 year term, ending in 2017. The elections were followed by the Golden Key Awards ceremony where the SAHRC sought to recognize substantive compliance of PAIA by public bodies. This constitutes a shift from past years when only technical compliance was awarded. As substantive compliance can only be measured through the actual experience of users of the legislation, award selection was guided by input received from members of the PAIA Civil Society Network (PAIA CSN) as active users of PAIA. Feedback regarding the experience of requesters when using PAIA, the proactive disclosure of records by the public bodies, timely responses and the willingness of public bodies to meaningfully engage with requesters were some of the key elements considered in the nomination and award process.

## The new Coordinating Committee



## SAHRC probe uncovers shocking inadequacies of emergency health services



**Pregs Govender**  
SAHRC Deputy Chairperson

On October 3, the 20th anniversary of the SA Human Rights Commission (SAHRC), we travelled to Xhoxora Mouth in the Eastern Cape to report back to the community that laid a complaint regarding access to emergency medical services, which led to the SAHRC hearing on

emergency medical services in the Eastern Cape earlier this year.

We expanded our investigation and hearing to include Isilatsha, Nier, Lusikisiki and Zithulele.

With great dignity, representatives from these rural communities provided moving testimony on the devastating consequences of the lack of access to emergency medical services.

Elders spoke of the fact that they had never seen an ambulance in their lives.

Old and young spoke of the disrespect they received when they phoned call centres to secure urgent medical treatment to save the life of someone who was desperately ill or had been in an accident or a natural disaster.

They reported being told, disparagingly, that government gave them social grants that they should use to pay for transport. Many shared that a single trip by private transport often cost more than R800.

In the context of widespread un-

employment, the child grant of R330 or the old-age grant of R1 410 a month is often used to support entire extended families.

People spoke of the indignity and pain of being transported in a wheelbarrow. Those who managed to call an ambulance, reported that the ambulance often arrived too late or not at all.

Community health workers spoke in anguish about women dying in childbirth after experiencing complications that they had not been trained to treat. People living with disabilities shared their humiliation when, for example, they were not allowed to take their wheelchairs with them onto ambulances.

The terrible state of most rural roads made it impossible for ordinary ambulances to reach many villages.

The generosity and solidarity that enabled survival in such circumstances was reflected in inspiring stories about local nurses who used their own resources to ensure



**The media came in numbers to hear the Commission report on EMS findings**

**Continues to next page 5**

that patients were transported to hospitals.

A young man shared the anguish he felt when he had to arrange for private transport to take his seriously ill mother to hospital. He had come to the hearing despite his worry about her.

Those who spoke represented not just themselves or even their villages, but the experience of many others from South Africa's former apartheid homelands. Their testimony tragically demonstrated how race, class, gender, disability, age and other factors intersect to reinforce apartheid-era patterns of inequality and discrimination.

Many expressed their disappointment that they continued to suffer because they were poor, 20 years into democracy. Yet human dignity, the inherent worth of human beings, underpins every other human right enshrined in our democratic Constitution.

The SAHRC recognises that South Africa's democratic government, under the leadership of the minister of health, Aaron Motsoaledi, has made significant advances in addressing the right to healthcare across South Africa.

However, the hearing underlined the urgent need for government to work cooperatively across departments to transform the impact of apartheid-era planning that, together with ongoing corruption, capacity challenges and budget constraints, leaves many destitute.

The hearing in the Eastern Cape revealed that people in former homelands such as the Transkei and Ciskei continue to bear the worst impact of apartheid's fragmented and underdeveloped healthcare system.

The SAHRC invited the Eastern Cape departments of health, roads and public works, as well as the fleet management trading entity to the hearing. Senior Government representatives made their presentations, listened to testimony from community members and expert witnesses.

They responded to questions from the SAHRC panel, both at the hearing and later in writing.

Government's budget priorities, for example in relation to roads, came under scrutiny. While government announced a significant budget allocation to infrastructure, this seems to be directed largely at meeting the interests of business rather than the needs of people who are poor.

The result is that millions of people across our country will remain trapped in the medieval conditions that prevent access to the right to emergency medical services and many other human rights.

The departments made important commitments, including increasing the budget for emergency medical services for more ambulances that are designed to navigate rough terrain. They committed to ensuring ambulances are well equipped and that they will employ more staff (at present there is no budget line item for call centre operators).

They will train staff and will ensure that no one will have to wait longer than four hours for an ambulance. If no ambulance is available, the department made a commitment to hiring a private ambulance to ensure the patient is able to receive emergency medical treatment.

The departments also shared contact numbers for the district managers, who can be called if an ambulance is too slow, or does not arrive.

Meaningful engagement and a human rights-based approach is essential to ensure that human rights are adequately addressed. This requires access to information through a transparent decision-making process and the recognition that all human beings are bearers of rights.

Government has a constitutional responsibility to respect, protect and fulfil human rights. The failure to overcome institutional barriers to access will maintain the apartheid spatial legacy.

As the Eastern Cape hearing on emergency medical services demonstrates, such failures reinforce the existing divisions of our society, perpetuating poverty and inequality.

The SAHRC shared its emergency medical services report with the Eastern Cape department of health and other relevant departments prior to the launch of the report in Xhoro Mouth this week. These departments were invited to be present to accept and respond to these recommendations.

By facilitating government's direct listening and accountability to communities in rural areas, the SAHRC focuses attention on the power government has to change these dire circumstances and ensure people enjoy their human rights. It sends a strong message on the urgency of government action.

Two hundred people travelled long distances to attend and contribute to the SAHRC's hearing. They had tried many other avenues and felt exhausted, anguished and despondent. Anso Thom from Health-e commented that the hearing felt like a Truth and Reconciliation Commission to address outstanding issues.

Despite the despair at the humiliation and death, many expressed their trust that the process initiated by the SAHRC would result in access to emergency medical services.

The departments have received our report. Their responses to the recommendations as well as the implementation of their commitments can make the difference between life and death.

The officials who attended the hearing were visibly shocked and moved to hear the testimony of people from Xhoro Mouth, Isilatsha, Nier, Lusikisiki and Zithulele.

May it inspire in them the courage to act now to prevent any further loss of life.

**Govender is SAHRC deputy chair. Lead commissioner on health and emergency medical services hearing chair.** 

# Summary of the Emergency Medical Services report

## Know your rights

Section 10 of the Constitution guarantees all persons the right to have his/her dignity respected and protected.

Section 27 of the Constitution guarantees all persons the right of access to adequate health care services and the right to emergency medical treatment.

This means that all persons the right to access to health care and not to be denied emergency medical treatment, which right is also linked to the right of all persons to have their human dignity respected and protected, and the right to life. The vision of the SAHRC is to transform society, secure rights and restore dignity.



**People came in their numbers to voice concern over lack of Emergency medical services**

## South African Human Rights Commission

The South African Human Rights Commission (“SAHRC”), as an independent national human rights institution, is created to support constitutional democracy through promoting, protecting and monitoring the attainment of everyone’s human rights in South Africa without fear, favour or prejudice. Public Hearing

The SAHRC held a Public Hearing to investigate access to emergency medical services for communities in the Eastern Cape. The Hearing looked at different issues including the number of ambulances, whether ambulances are able to travel through the landscape to reach communities, whether ambulances have proper equipment, whether there are enough employees in the emergency medical service department and whether these employees are properly trained to assist people in emergency situations.

The SAHRC also looked at the time taken for ambulances to respond to emergency calls, how the call centres

work, the roles that nurses, community health care workers and non-governmental organisations play, whether planned patient transport services work adequately, and most importantly, what the overall impact is on the lives of people living in the Eastern Cape, and particularly in rural areas.

The Eastern Cape Department of Health (“the Department”) is responsible to provide Emergency Medical Services in the Eastern Cape Province. This service includes ambulance services, emergency medical treatment and transportation in emergency situations. It also includes transporting patients between hospitals for treatment, and other planned transport services for people with scheduled appointments at hospitals and clinics.

### Outcome of the Public Hearing

The SAHRC made the following findings:

1. The number of ambulances is inadequate to respond to the needs of

the local communities. The number of ambulances needed in the Eastern Cape is 656 according to National Standards and the Department currently has 416 ambulances in its possession, but only 200 ambulances are operational and able to respond to emergency situations. Given the fact that many communities are located at far distances from hospitals, and the fact that ambulances are not able to travel as quickly because of the bad state of the roads, the overall number of ambulances needed (656) should be reconsidered.

2. The bad state of the roads also means that ambulances are often unable to reach many communities, and take longer to travel between communities and hospitals and access to treatment is therefore delayed.

3. Community members, community organisations and health care workers advised the SAHRC that ambulances often do not have the proper equipment to assist people in critical conditions and often get lost travelling to communities. People are asked

to wait at the side of the road for an ambulance to arrive and often wait for many hours which exposes people to health risks and to a risk of crime.

4. Generally, there are not enough people employed by the Department to respond to the need in the community. The Department needs 10 people for every ambulance, and would need 4,160 to use all the ambulances it currently has. There are currently only about 3,000 staff members, which means that not all the ambulances may be used. As a result, there is often only one person to drive the ambulance. There are different levels of training to work in emergency medical services. and many of the staff are trained at a basic level and are often not qualified to assist people in critical conditions. There are not enough qualified paramedics in the Eastern Cape and in the country as a whole, and the Department is trying to recruit more people to become qualified.

5. Patient Transport services are not available at all in certain areas and are not reliable. The far distance to travel to reach hospitals and clinics in order to access treatment is difficult, and many people stop receiving treatment as a result.

6. The lack of transportation, both emergency transportation and planned patient transport, therefore impacts on the ability of people to access health care services.

7. Ambulances may be slow to arrive and sometimes do not arrive at all, and people often need to hire private transport at high costs ranging between R400.00 and R800.00 in order to access treatment.

8. Many families are reliant on small incomes or social grants and the need to hire private transport has a devastating impact. Other daily necessities such as food and clothing are sacrificed, and sometimes people have to take out loans with high interest rates.

9. Vulnerable groups such as the elderly, pregnant women, persons with physical and mental disabilities and

chronically ill persons face even more obstacles in accessing health care services in general.

10. Persons with disabilities in particular face additional challenges in accessing health care and regular treatment as ambulances and private transport are often unwilling or unable to transport people with a mental disability or those in wheelchairs. This means that persons with disabilities often face complete exclusion to accessing treatment.

11. Policies do not address the needs of communities, particularly vulnerable and marginalised groups, which results in the unequal delivery of services to communities.

12. The Department does not consult and engage with communities enough in developing health-related policies and plans.

13. Community Health Care Workers, non-governmental organisations and nurses play an important role and fill the gap by assisting communities in accessing emergency medical treatment or in performing services although they are not trained or properly equipped to deal with.

14. An under-resourced and ineffective emergency medical service impacts on the immediate and long-term health of persons and contributes to continued poverty, and prevents the achievement of equality and human dignity.

### Commitments made

1. The budget for Emergency Medical Services to communities has been increased to allow the Department to improve the delivery of services to communities by purchasing more ambulances, ensuring that all ambulances have proper equipment and by training and employing more staff.

2. More 4x4 ambulances will be purchased.

3. Ambulances have been fitted with tracking devices so that call centres can see where ambulances are and can speed up delivery.

4. The number of vehicles to transport people between health facilities and to appointments will be increased so that this service will be



Continues to next page

“ Transforming Society, Securing Rights, Restoring Dignity ”

## SAHRC calls for the number of ambulances to be increased and well quiped

more reliable and people will be able to be transported more quickly.

5. The ECDoH and the Department of Roads and Public Works are improving the condition of the roads to certain hospitals. Although this will take a long time, it will eventually improve access to health care facilities.

6. New policies have been put in place to improve response times. The Department will aim to ensure that no person waits for an ambulance for longer than 4 hours at the most. If no ambulance is available, the Department will hire a private ambulance to make sure people are able to receive emergency medical treatment.

7. If an ambulance is slow, or does not arrive, you will be able to call the District Managers which will make sure an ambulance responds.

### Recommendations

The SAHRC has made a number of recommendations to State Departments, which include:

1. The need to urgently increase the number of ambulances, especially the number of 4x4 ambulances and that all ambulances should have the proper equipment.

2. The need to urgently train and recruit more staff, particularly in the rural areas.

3. Action to address problems of poor attitudes and service delivery of staff (including call centre staff and paramedics) which should include sensitivity and human rights training.

4. The Department must review its policies and practices in providing transportation services to communities and should ensure that such services are available to groups which are otherwise unable to access private transportation, particularly for per-

sons with mental and physical disabilities.

5. That patient transport should be made available to transport patients back to communities after receiving treatment, especially in the evenings when persons are exposed to particular risk of crime and violence.

6. The Department should develop a formal policy to address the difficulties in locating communities.

7. The Department should ensure that persons are able to travel with their wheelchairs, and must ensure that a friend or family member be allowed to travel with elderly persons; persons with disabilities and other persons with similar needs, to hospital.

8. The Department should ensure that the transfer and delivery of patients to hospitals is done in a way which respects the dignity and human rights of persons, and should ensure that persons are not delivered to hospital and stranded without additional assistance.

9. Emergency Medical Services should be available to all persons requiring immediate or timely care, including terminally ill patients in need of treatment.

10. The Department with Local Districts and Municipalities should consult communities in developing health-related policies, plans and programmes and should ensure that the needs the community, particularly vulnerable or marginalised groups, are considered.

11. The Department should ensure that communities have access to information on health-related matters, including policies, timelines for projects and what options are available for poor service delivery. The Department should specifically make sure that communities are informed on the policy and procedure to be followed in the event that an ambulance does not arrive.

12. After 6 months, the Department has been requested to provide the Commission with a detailed plan

on how it will improve the delivery of emergency medical services, and also report on what steps have already been taken.

### What happens when there is a medical emergency?

When you call the call centre (insert number), the operator will ask you to explain what the emergency is. The operator is then meant to assess the level of emergency and ambulances are first sent to the most serious or critical cases.

In critical cases, the Department tried to ensure that an ambulance arrives within 15 minutes in urban areas, or within 40 minutes in rural areas. All calls should be responded to within 60 minutes.

### What happens if an ambulance does not arrive or is late?

If an ambulance has not arrived, you may call the District Manager who should ensure that an ambulance arrives within 4 hours at the most. The numbers of the District Managers provided by the Department are:

OR Tambo: Mr Mashabane  
063 253 1022

Alfred Nzo: Mr Tolotela  
083 378 0660

Buffalo City: Mr Das  
060 583 5718

Amatole: Mr Buchette  
076 151 3951

### The South African Human Rights Commission

Eastern Cape: Address: 4th Floor  
Oxford house, 86 Oxford street,  
East London, 5200

Tel: 043 722 7828/21/25 | Fax: 043  
722 7830

## SAHRC launches an investigation into deaths in a fire of three deaf children

The South African Human Rights Commission has launched an investigation into the living conditions of pupils at the Northwest School for the Deaf following the tragic death of three pupils there.

The Commission learned with shock that the three pupils got killed in their sleep when the school hostel in Leeudoringstad, in Maquassi Hills Local Municipality, NW Province, was razed down by fire in the early hours of 24 August 2015.

An investigation has been launched, to seek to find out, among others, if the fire warning systems at the school were functional, and if any school official was on duty at the time of the fire. The Commission also sought to investigate whether there were any violation of human rights. As part of the investigation, Commissioner Bokankatla Malatji, SAHRC Commissioner responsible for Older Persons and Disability portfolios visited the school on 15 September 2015 interacting with relevant bodies

The Commission also learnt that the SA Police Service was conducting its own criminal investigation into the cause of the deaths, and the Commission welcomes this investigation.

The Commission called on the North West Department of Education and other government departments involved to ensure urgent placement of the learners from the Northwest School for the Deaf in alternative accommodation and school. The department is further requested to provide necessary support to the learners, teachers and parents.



**Commissioner Bokankatla Malatji being briefed by officials from the Department of Education during his visit to the North West School for the Deaf.**

As the Commission we have received similar concerns from learners and parents of learners at some of the schools across the country, notably in the Limpopo Province where at one school. Children went on strike last year demanding among others, safe living conditions in their hostels. The Commission is also investigating allegations of staff shortages in Meerhof Special School, situated in Brits which falls under the Madibeng Local Municipality, NW Province. The Commission has the mandate to promote and protect the rights of persons with disabilities.

The Commission believes that there is more that needs to be done in guaranteeing that children with disabilities are provided, not only with quality education that is their basic right, but also safety while in schools.

The Commission would like to ex-

press its sincere condolences to the school, the learners and the families of the deceased, and hope that government will do more to ensure that tragedy of this kind is not repeated.

### Did you know?

In South Africa, 7.5 percent of the population (2,870,130 people) live with some form of a disability.

This is according to a Census 2011 report titled, 'Profile of persons with disabilities in South Africa'. The report was released on Tuesday morning by Statistics South Africa.

The figure cited is an increase from the 2% of people living with disability that was reported in 2001. It's been suggested that the increase in numbers was due to a change in evaluation methodology, which now incorporates a process of disabled persons reporting their afflictions in the census. Source: StatsSA

# SAHRC participates in casual day activities

Casual Day is the project of The National Council for Persons with Physical Disabilities of South Africa (NCPDSA), a public benefit organization mandated to improve education, accessibility, and social inclusion for persons with disabilities in South Africa, since its inception in 1995! It is an excellent opportunity for corporate team building, whilst also making a contribution to one of the country's most vulnerable sectors of society; persons with disabilities. The aim thus is to have fun, support, empower, and create an inclusive society. The purpose of this campaign is to raise awareness about persons with disabilities and also to raise funds for organizations working with persons with disabilities. Casual Day is now recognized by government, citizens, schools, and businesses. Approximately 4 500 companies, 100 schools and 400 organizations have rendered their services to persons with disabilities by participating in the Casual Day fund raising event. Casual Day is celebrated annually on the first Friday of September each year – this year it was on Friday 4th of September where all South African are encouraged to dress differently for a day to raise funds and raise awareness of opportunities for full inclusion of persons with disabilities into the community. To earn the right to dress up differently (formal wear down) participants make a donation of R10 for the official casual day sticker or buy any other casual day merchandise (t-shirt, cap, goggles or a paper mask) from any of the participating organizations and schools for Learners with Special Educational Needs (LSEN). A portion of the proceeds go to the organization/school and the rest go to casual day where it shall be shared amongst national beneficiaries. These beneficiaries include among others, The National Council of Persons with Physical Disabilities in SA, Epilepsy SA, SA Federa-



Philadelphia school pupils listening to proceedings at the casual day event

tion for Mental Health, Deaf Federation SA, SA National Council for the Blind and Disabled People SA, each of which participates in raising funds from sales of stickers, caps, and shirts. This year's theme was "spring into action for persons with disabilities" since it coincided with the first week of spring. This is the time of the year when there is a sweet smell of flowers, a time of joy and enjoying the awakening of the new season.



South African Human right Commission in line with its mandate to promote the rights of persons with disability also celebrated this day by visiting Filadelfia Sec School for LSEN (Learners with Special educational Needs) which is based in Soshanguve Block L Pretoria. This school is one of the few in our country where learners with different disabilities are catered

for, complete visual loss, low vision, learners with albinism, hard of hearing, complete hearing loss and physically impaired. The school also offers nine languages including English and Sign language. Teachers and Learners at Filadelfia School celebrated Casual Day. An event was organized where they proudly wore their merchandise and expressed the theme, the day's theme through singing, cultural, and modern dancing, reciting poems, and drama. Despite their disability, the learners showcased their talents brilliantly.

One of the performances that stood out was an emotional poem Faith recited. The poem brought to mind the abuse that children face in our communities. It was about what happened to her as a child that ended her up being a wheelchair user. She was not born with a disability. She was raped by someone in her family; then tried to commit suicide but survived and ended up physically disabled and using a wheelchair.

It is important for everyone to participate in Casual Day because every person's participation benefits persons with disabilities and promotes their rights and full inclusion in society. The magic of Casual Day should not be limited to one day but be kept alive throughout the year.

## Global Child Forum on Southern Africa, raises challenges affecting children

South Africa hosted the Global Child Forum on 08 September 2015 in Pretoria. This marked the first time the Global Child Forum was held on the African continent. The Forum's theme was Children and Business Rights in Southern Africa.

The Global Child Forum, which was initiated by the H.M. King Carl XVI Gustaf and H.M. Queen Silvia of Sweden, is an independent, multi-stakeholder initiative for informed dialogue and thought leadership on how to promote and protect children's rights as envisaged in the Convention on the Rights of the Child.

The event was attended by dignitaries such as the Chairperson of the African Union Commission, Dr

Nkosazana Dlamini-Zuma, Dr Graça Machel, HRH Princess Sofia of Sweden, Mr Bobby Godsell, Chairman of Business Leadership South Africa and Prof Benyam Mezmur, Chair of the United Nations Committee on the Rights of the Child and Vice-Chairperson of the African Committee of Experts on the Rights and Welfare of the Child. The South African Human Rights Commission (Commission), which co-hosted a discussion with UNICEF (South Africa) titled Digging for a Sustainable Future – Children in Mining, was represented by Commissioners Lindiwe Mokate and Janet Love, together with Ms Lindiwe Khumalo, the Chief Executive Officer of the Commission.

Dlamini-Zuma delivered the key-

note address, titled, Our Responsibility to Support and Celebrate the 25th Anniversary of the African Charter on the Rights and Welfare of the Child. In her address, Dlamini-Zuma highlighted progress made in enhancing the life of a child on the African continent. She lauded global efforts towards the achievement of Goal 2 of the Millennium Development Goals (MDGs) on universal primary education enrolment. "Africa is experiencing the biggest falls in child mortality than any other continent, owing to collaborative work done by the United Nations and other role-players" she said. However, the Chairperson cautioned that other MDGs such as health and access to water and sanitation remain a challenge. All these, including child marriages



Commissioner Janet Love talking at the Forum with CEO Lindiwe Khumalo and Research Associate Angela Kariuki looking on

**Continues to next page**

*"Transforming Society, Securing Rights, Restoring Dignity"*



**Commissioner Mokate; Her Royal Highness Princess Sofia of Sweden and Prof Benyam Mezmur, Chair of the United Nations Committee on the Rights of the Child and Vice-Chairperson of the African Committee of Experts on the Rights and Welfare of the Child.**

require a consultative process that would include traditional leaders to confront some of the challenges facing children.

Following the opening session the Forum meeting broke into five parallel sessions. The session hosted by the Commission and UNICEF sought to address challenges and opportunities confronting children relating to mining activities. This session explored opportunities in the mining sector in South Africa, such as providing employment and growing the economy against the negative impact of mining on children, such as abuse, exploitation of children and child labour.

Commissioner Mokate, in her address, said there was an opportunity for the mining sector to champion the development and realisation of socio-economic rights in South Africa. Commissioner Mokate stressed

the important role of the Commission as a national human rights institution in engaging different role players, to identify challenges faced by children. She shared with the session some of the on-going investigations conducted by the Commission where violations against children are reported.

Commissioner Mokate highlighted a case that the Commission is currently investigating in the Limpopo Province, where it is alleged that a mining company was granted a mining licence without giving consideration to the impact the establishment of the mine would have on the school-going children in the area.

Commissioner Mokate concluded her address by stating that a child-centred approach was necessary in how social and environmental impact assessments are conducted. Public participation, including chil-

dren, and transparency should be key considerations in social and environmental impact assessments. Other panellists for this session included: Mr Hervé Ludovic de Lys, UNICEF Country Representative; Mr Paul Kapelus, Director at Synergy Global Consulting; Mr Jackson Sikamo, President of Zambia Chamber of Mines; Mr Wellington Takavarasha, Chief Executive Office of Zimbabwe Miners Federation; and Ms Princess Thwala, Group Executive at African Rainbow Minerals Limited.

Commissioner Love, who subsequently addressed a plenary session on Perspective of the Future, and Lindiwe Khumalo, were amongst those who raised pertinent questions at this session on children and mining.

**Pf**

## Commissioner Ameerma assess the state of Housing and Access to Justice in Free State

The South African Human Rights Commission recently conducted a five day provincial visit in the Free State from the 14 – 17th September 2015.

The overall aim of the provincial visit was to promote the work of the Commission, particularly, work in the area of Housing and Access to Justice in the Province.

The visit comprised of a seminar on access to justice, during the seminar Commissioner Ameerma gave an overview of the access to justice campaign. He highlighted that “human rights are inalienable, interdependent, interrelated and the levels of constitutional awareness is low which hampers access to justice in the country.” He said

“Government officials, particularly in the local government sphere are showing disregard to the findings and recommendations of the Commission, to the detriment of the lives of ordinary people in the country.”

The Commission is willing to use its constitutional platform to pool together numerous role players in actively championing access to justice for the marginalised and vulnerable members in the country.” Said Commissioner Ameerma

The third day was a visit to the office of the MEC for Treasury Hon Elzabe Rockman, a meeting with Free State High Court Judge President Hon Judge Mohube Molemela and the Bloemfontein Chief Magistrate to discuss close working relations to ensure that justice is accessible to all. The Commission later conducted a site visit to the equality court to assess the state to equality in Bloemfontein.



**Reaching out: Commissioner Ameerma interacts with residents in the Free State during provincial visit.**

The fourth day comprised of a site visit to Sibuyile informal settlement where a complaint was lodged with the Commission in 2013 and an investigative report was issued which found that violation of the right of resident’s dignity, a clean environment, access to adequate housing, access to adequate water and sanitation and access to information were violated, recommendations were then made to the Mangaung municipality. The SAHRC thus conducted the site visit due to the Municipality’s failure to comply with SAHRC’s recommendations on this matter.

Residents of Sibuyile informal settlement to date still don’t have sanitation facilities and are forced to rely on facilities in neighbouring townships at a fee of R150.00

per month, or rely on the kindness of neighbours if they are unable to pay.

Currently most residents do not have enough water to meet their basic household needs and only six taps have been installed in the area, with the majority of the residents being forced to walk far distances and stand in long queues to fill water containers.

During the site visit Commissioner Ameerma indicated that, “it is very disappointing to see human beings living under such traumatizing conditions and this matter will be taken further to court to ensure that the dignity of the residents of Sibuyile is restored.” He said



# All have the right to celebrate their heritage – SAHRC



By Commissioner Danny Titus

On 24 September 2015, South Africans celebrated Heritage Day, one of 12 officially-recognised national holidays. This day gives South Africans a chance to pause and take stock of how the rich diversity of our country can build a better nation.

Heritage is the collected range of practices, traditions, objects and artefacts of a particular cultural group. Attached to each of these is a history, and a meaning through which we may celebrate our values. Heritage is both tangible and intangible, seen in oral traditions, knowledge systems, literature, art, music, dance and food.

South Africa is blessed with a multitude of ethnic, cultural, religious and linguistic communities, all of whom have shaped its development. Envisaged as an opportunity for all of these diverse communities to celebrate the varied experiences and traditions that have contributed to our national identity, Heritage Day also serves as an occasion to reflect on what we can learn from the past, what we can do to preserve its meaning and how diverse cultures and traditions can co-exist in harmony.



Previously, this date was traditionally celebrated by the Zulu people as Shaka Day, to honour King Shaka Zulu. After the fall of apartheid, the new democratic government decided to include this day as a national public holiday adapted as an encouragement for all those in South Africa to come together and celebrate the country's rich cultural heritage and diversity. Recognising the multitude of cultural, religious and linguistic communities, the day has become an occasion for a broader celebration of South Africa's diversity.

Often the celebration of heritage brings with it challenges in relation to the manner in which specific communities have been treated in the past. Globally, and in South

Africa, cultural hegemony and patriarchy have seen some traditions, cultures and religious practices favoured over others, enforced through the institutionalisation of discrimination in the form of colonialism and apartheid. For this reason, issues of heritage often bring about negative emotions and debates about the historical suffering of oppressed groups. Indigenous peoples, landless communities and other cultural minorities continue to struggle to have their heritage protected and celebrated equitably. In order for diversity to be fully celebrated, equality in law and in practice is a necessary condition that we, as a nation and as a Commission, continue to work towards.

**Continues to next page**

The country should use heritage day to embrace diversity

On the 24th of September, South Africans will celebrate Heritage Day, one of 12 officially-recognised national holidays. This day gives South Africans a chance to pause and take stock of how the rich diversity of our country can build a better nation.

Heritage is the collected range of practices, traditions, objects and artefacts of a particular cultural group. Attached to each of these is a history, and a meaning through which we may celebrate our values. Heritage is both tangible and intangible, seen in oral traditions, knowledge systems, literature, art, music, dance and food.

South Africa is blessed with a multitude of ethnic, cultural, religious and linguistic communities, all of whom have shaped its development. Envisaged as an opportunity for all of these diverse communities to celebrate the varied experiences and traditions that have contributed to our national identity, Heritage Day also serves as an occasion to reflect on what we can learn from the past, what we can do to preserve its meaning and how diverse cultures and traditions can co-exist in harmony.

Previously, this date was traditionally celebrated by the Zulu people as Shaka Day, to honour King Shaka Zulu. After the fall of apartheid, the new democratic government decided to include this day as a



Ndebele Heritage symbolises rich African colours. Source: Showme.co.za

national public holiday adapted as an encouragement for all those in South Africa to come together and celebrate the country's rich cultural heritage and diversity. Recognising the multitude of cultural, religious and linguistic communities, the day has become an occasion for a broader celebration of South Africa's diversity.

Often the celebration of heritage brings with it challenges in relation to the manner in which specific communities have been treated in the past. Globally, and in South Africa, cultural hegemony and patriarchy have seen some traditions, cultures and religious practices favoured over others, enforced through the institutionalisation of discrimination in the form of colonialism and apartheid. For this reason, issues of heritage often bring about negative emotions and debates about the historical suffering of oppressed groups. Indigenous peoples, landless communities and other cultural minorities continue to struggle to have their heritage protected and celebrated equitably. In order for diversity to

be fully celebrated, equality in law and in practice is a necessary condition that we, as a nation and as a Commission, continue to work towards.

The Preamble to the Constitution states that South Africa 'belongs to all who live in it, united in our diversity', while section 1 notes that the founding provisions of our country are 'human dignity, the achievement of equality and the advancement of human rights and freedoms', reflecting a commitment to ensure that the nation is an inclusive one which places equal value on all customs, traditions and practices. Similarly, section 9 of the Constitution prohibits unfair dis-

### Did you know?

Heritage Day is a South African public holiday celebrated on 24 September. On this day, South Africans across the spectrum are encouraged to celebrate their culture and the diversity of their beliefs and traditions, in the wider context of a nation that belongs to all its people.

Continues to next page

*"Transforming Society, Securing Rights, Restoring Dignity"*

## “As we celebrate our own traditions, practices and customs, we must also celebrate the manner in which they interact with those of other communities”

crimination on the basis of race, religion, culture, language and 12 other grounds.

The celebration of diversity is of particular importance this year. South Africa has witnessed numerous incidents of discrimination and violence in 2015, such as attacks on non-nationals often on the basis of socio-cultural characteristics like race, nationality or religion. These incidents are regrettable. Discrimination and the denial of basic human dignity often occur because of an individual or group's association with a particular culture, religious practice or traditional custom. These are violations of basic human rights, including the right to human dignity and the right to equality.

The South African Human Rights Commission (SAHRC) continues to promote, protect and monitor the attainment of human rights in the country in fulfilling its constitutional and legislative mandate. In that vein, the SAHRC will be consulting with government on instruments and policies aimed at promoting the nation's diversity and social co-

hesion, including the National Action Plan to Combat Racism, Racial Discrimination, Xenophobia and Related Intolerances. Similarly, where rights violations arise, the Commission uses its complaints-handling and investigative mandates to ensure that the Bill of Rights is respected. For this reason, an investigative hearing into the rights of indigenous peoples in South Africa is anticipated, as is an investigative hearing into the resurgence of violence against Non-Nationals in early 2015. The SAHRC also works closely with the Commission for the Protection and Promotion of the Rights of Cultural, Religious and Linguistic Communities (the CRL Commission) to ensure that heritage rights are advanced, and will be collaborating with the CRL Commission in celebrating South Africa's living heritage in September 2015.

The Department of Arts and Culture is the custodian of South Africa's National Social Cohesion Strategy, and serves as the national focal point for advancing this agenda. It, therefore, coordinates national

heritage celebrations each year, and seeks to advance knowledge of, and respect for, diversity and inclusivity. The Department is also the custodian of South Africa's 'National Days', of which Heritage Day is counted as one.

The SAHRC encourages all South Africans to embrace the vibrant multicultural, multilingual and multiracial tapestry that will be celebrated on Heritage Day by engaging not only with their own traditions but, also, with those of their compatriots. As we celebrate our own traditions, practices and customs, we must also celebrate the manner in which they interact with those of other communities to produce a society that is characterised by mutual respect and dignity. The SAHRC wishes all South Africans a very happy and fulfilling Heritage Day.

**By Commissioner Danny Titus:  
SAHRC Commissioner responsible  
for Human Rights and Law Enforcement, Prevention of Torture**

**Pf**



North West Office celebrating heritage day

## SAHRC staff embraces their culture during heritage day celebrations

The South African Human Rights Commission's staff members joined the rest of the country in celebration of Heritage Day. Colleagues attended the Heritage Day celebration at the 2nd floor training centre in their various cultural gear embracing their various cultures.

Mme Lesedi Sojane the Librarian and Tata Hamilton Garishe the Messenger/Driver were programme directors of the day, the duo are one of the eldest colleagues that served for more than 15 years at the Commission. They encouraged colleagues to embrace and appreciate their culture, who they are and where they come from. As part of her Sotho culture Mme Lesedi showed an exhibition of the Sotho culture and explained why Sotho's are always wearing blankets and their cultural hats.

Head of Advocomm Ms Dieket-seng Diale in her opening remarks encouraged colleagues to become Humanzens known to be citizens/members of the Human Rights Commission. "She further indicated

that we need to appreciate who we are as every individual is given a special name when they are born and it remains the identity of that person forever."

"We should never forget that in South Africa we also have people from other countries, which means they also form part of our culture. During the beginning of the year the country was faced with xenophobic attacks which was known to be isolation of foreigners that are in our country."

"We need to appreciate each other's different cultures and backgrounds. It is important for us to be ambassadors of our constitution and also to let our brothers and sisters from outside the country how important it is to appreciate and embrace each other's cultures." She said

"We continue to protect, advocate and monitor the attainment of full human rights appreciating culture and its diversity because we got a mandate to do so, and we should



**Deputy Chairperson Pregs Govender addressing staff on different cultures, special foods and healing herbs**



**Continues to next page**

*"Transforming Society, Securing Rights, Restoring Dignity"*

not only serve ourselves but the public at large.” She said

Deputy Chairperson Pregs Govender as part of the Heritage Day celebrations addressed the staff on South African heritage on different cultures, special foods and healing herbs.

“One of our most powerful heritages that we have is to enshrine our constitution, we need to inherent the dignity that every single one of us represents as it forms part of our culture.” She said

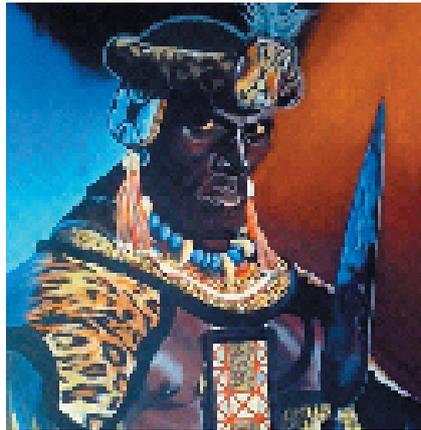
“Culture is embraced in various ways it can be through religion, through languages spoken and various cultural beliefs. Culture is also about our food, our clothes and we can embrace it in different ways that we choose to.” She said

She further gave an overview of how heritage was abused during the apartheid era and how things has since changed for the better in 1994 where everyone was identified according to the culture that they belong to.

“People of this country fought for each and every one of us for our dignity to be represented well, especially equality as women before were not recognized to become leaders of this country.” She said Deputy Chair brought her healing herb called Tumeric spice to share with everyone as part of embracing her culture

External guest presenter Dr Nikolaus Erbel made a presentation on Indigenous knowledge systems focusing on the Shaka Zulu code of building teams.

He innovatively shared with the SAHRC team how Shaka built his regiments. The IZICWE CODE – IziCwe: was the name of the Emperor



## ***The IZICWE CODE – IziCwe: was the name of the Emperor Shaka’s first regiment’***

Shaka’s first regiment, its literal meaning being “The Hunting Bushmen”.

Dr Erbel used seven secrets of the IZICWE code and demonstrated how to successfully build a winning team and played a video of Shaka promoting and embracing how colleagues can strive for change as individuals and always do what they believe would work for them.



**Tawana Malapane rendering a poem at the Heritage Day**



**Continues to next page**

**Lehlohonolo Mefubelu right is congratulated by Dr Dr Erbel and Mme Lesedi Sojane congratulating who won the book**

# “@HeritageFacts of Life: Embracing Multiculturalism”

The SAHRC held an exhibition of cultures organized and spear-headed by its own staff members, in commemoration of the Heritage Day 2015. It was at this august celebration that we learnt key facts about the culture communities of the SAHRC.

The event was oozing with excitement and courage from members of staff who decided to bury their shyness away and went right back to their roots. This event was co-programme directed by our two long-serving members, Mme Lesedi, Librarian, and Tata Garishe, our messenger driver. The two colleagues really humbled the audience by their ability to steer the ship with excellence.

In outlining the purpose of the event, Ms Dieketseng Diale, reminded the audience that, “The Preamble to the Constitution states that South Africa ‘belongs to all who live in it, united in our diversity’. While section 1 notes that the founding provisions of our country are ‘human dignity, the achievement of equality and the advancement of human rights and freedoms’, reflecting a commitment to ensure that the nation is an inclusive one which places equal value on all customs, traditions and practices.” She also said, South Africa is the Rainbow Nation, a title that captures the country’s cultural and ethnic diversity.

The population of South Africa is one of the most complex and diverse in the world. The black population of South Africa is divided into four major ethnic groups; namely:

## SA’s POPULATION: CENSUS 2011

Population group	Number	% of total
African	41 000 938	79.2%
White	4 586 838	8.9%
Coloured	4 615 401	8.9%
Indian/Asian	1 286 930	2.5%
Other	280 454	0.5%
TOTAL	51 770 560	100%

Nguni (Zulu, Xhosa, Ndebele and Swazi), Sotho, Tsonga and Venda. There are numerous subgroups within these, of which the Zulu and Xhosa (two subgroups of the Nguni group) are the largest.

This occasion was also graced by both Commissioner Govendor and Ameermia. Who both had roles to play in the event, the one shared

the Right to Food; whilst the other conducted the vote of thanks. It was indeed a momentous parade of facts of life: embracing multicultural.

We were fed volumes of key factual information. Each culture made a presentation and we learnt a few common and disparate facts of each culture.

## Facts of life

FACT: All men are leading discussions at the kraals or traditional gatherings

FACT: There are no celebrations during the mourning period for 3 months in the Xhosa Culture

FACT: All black groups drink sorghum beer during their celebrations

FACT: All black groups use a grass mat to sit

# Heritage day in pictures



Zulu



Sotho



Tsonga



Tswana

# Heritage day in pictures



**Ndebele**



**Xhosa**



**East Africa**



**Sepedi**



# Celebrating 20 years of the SAHRC

## About the SAHRC

The South African Human Rights Commission is the national institution established to support constitutional democracy. It is committed to promote respect for, observance of and protection of human rights for everyone without fear or favour.

### ESTABLISHMENT

The Commission was inaugurated on 02 October 1995 under the Human Rights Commission Act 54 of 1994 and as provided for by the Constitution of the Republic of South Africa Act 200 of 1993.

The Constitution is the highest law in the country and it was adopted to heal the divisions of the past and establish a society based on democratic values, social justice and fundamental human rights. These rights are listed in the Bill of Rights, in Chapter 2 of the Constitution.

### CONSTITUTIONAL MANDATE

The mandate of the Commission as contained in Section 184 of the Constitution of the Republic of South Africa, Act 108 of 1996 is as follows:

1. The South African Human Rights Commission must –
  - a) promote respect for human rights and a culture of human rights;
  - b) promote the protection, development and attainment of human rights; and
  - c) monitor and assess the observance of human rights in the Republic.



lic.

2. The Commission has the powers, as regulated by the national legislation, necessary to perform its functions, including the power -

- a) investigate and report on the observance of human rights;
- b) take steps and secure appropriate redress where human rights have been violated;
- c) carry out research; and
- d) educate.

3. Each year, the Commission must require relevant organs of state to provide the Commission with information on the measures that they have taken towards the realisation of the rights in the Bill of Rights concerning housing, health

care, food, water, social security, education and the environment.

4. The Commission has the additional powers and functions prescribed by national legislation.

### VISION

Transforming society. Securing rights. Restoring dignity.

### MISSION

The Commission as the independent national human rights institution is created to support constitutional democracy through promoting, protecting and monitoring the attainment of everyone's human rights in South Africa without fear, favour or prejudice.

### VALUES

The values of the Commission are: integrity, honesty, respect, objectivity, Batho Pele Principles, and equality

### ORGANISATIONAL STRUCTURE

The South African Human Rights Commission is made up of Commissioners and a Secretariat. Commissioners provide strategic leadership and direct policy. They are appointed by Parliament on a seven-year term and can be reappointed to an additional term.

# In the Seat



with Leric Muthaphuli  
Switchboard Operator

“At first I joined the Commission because I was seeking employment but with time I got transformed to be a Human Rights Ambassador”

Tell us about Leric in a nutshell?

Sedzani Leric Muthaphuli is an introvert. But those in my cycle can find this surprising as I appear talkative. Those who know me well say that I am humble which it's a good thing to be said about one.

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

I was born in a village called Makonde in Venda homeland, Limpopo (Africa's Eden as it is affectionately known) some many years ago. One unique thing about Venda is that it is 'fruity'; mangoes, bananas, litchis, avocados 'dzowa mpama' they are very very cheap. Had I not said very very cheap I would not be doing justice to the statement. Mangoes that people buy for R20, 00 is R5, 00 back home.

My area, Makonde has a big foot and knees marks on a rock. The elders say the marks are that of Nwali, a Venda god that used to protect them during war. Similar foot steps are found in Mulenzhe (Foot) village near Thohoyandou. As a young boy I used to look after cattles in the nearby bushes. We ate natural fruits, leant to swim, whistle ect.

Initially soccer was the main sport for me. I used to kick the ball idolising Orlando Pirates greats such as Jomo Sono, Shakes Mashaba, Hill

extension Mkhari, Kaizer Mutaung.

Later I developed a keen for athletics. I used to run 100 and 200 metres sprints. Unfortunately due to lack of resources and opportunities I could go further with my favourite sporting codes. There was no proper structures to nurture talent. Maybe the 100 and 200 metres world and Olympic records would have been mine not Usain Bolt's. Look at our own Anaso Jobodwana, he is competing with the best there is.

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



Leric receiving long service award

I am the Switchboard Operator. My duties entails that I respond to calls in a professional matter, transfer calls to the relevant colleagues for assistance and also answer those frequently asked questions like where are offices in a particular province, contact details etc.

I make sure that I am always at my professional level even dealing with rude and irrational stakeholders. It is easier to handle irrational stakeholders now because I have been doing the work for some time. Sometimes I assist with Ad-Hoc duties as and when required by my line manager.

Continues to next page



*According to our investigations, you are one of the longest serving employee, what keeps you going?*

At first I joined the Commission because I was seeking employment but with time I got transformed to be a Human Rights Ambassador. It is no longer about putting bread on the table but more centered around assisting magnitude of stakeholders from all walks of life, be it an elderly from Lusikisiki, Tshimbupfe, Mzumbe to realise their hard fought Human Rights. There is nothing as fulfilling as getting a call from an elderly person saying 'Thank you my son for your assistance, I am now able to access services in my home'. This is better than any material rewards the Commission can give me.

*What are your experiences at the Commission in terms of advocating for the attainment of Human Rights?*

When I started at the Commission we had staff complement of about 50. With little human resource we managed to make so much inroads and impacted on the life of many.

The Commission used to run competitions where pupils would develop posters on human rights thematic areas. The winning poster would be launched during human rights month and used as the main poster for the year. This initiative used to make students learn more

about human rights. Staff members used to be part of main human rights celebrations. Every staff member felt being part of the institution. These days we only see communication indicating that an event would be held at a particular place etc. The exclusivity approach deprive staff members opportunities to capacitate themselves on human rights challenges affecting stakeholders. There is lack of synergy.

On a lighter note, we did not have proper payslips. The late Nobantu Sobekwa used to print salary on an ordinary piece of paper.

*Day outside office?*

I co-own a soccer team called Protea vipers. We give an opportunity to boys between the ages of 15 and 17 to play soccer. Soccer is important because it teaches discipline. They do routine exercises as part of their development to be match fit. The good story to tell is that one of our product has been snapped by soccer legend Harold Legodi Soccer Academy.

*What motivates and inspires you?*

I am inspired by the true spirit of Ubuntu. Togetherness that people show in South Africa keeps me go-

ing.

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

I can speak so many languages. I am comfortable in Tsonga, Pedi, Zulu, Xhosa. Now I am learning to differentiate between Pedi, Sotho and Tswana.

*Tell us about anything that you are passionate about*

I am passionate about soccer. Whenever I hear the name Bha-khaniya, Ezimnyama nge nkani I get excited. For the benefit of everyone I am talking about this African giant team called Orlando Pirates.

*Favourite things*

Music: Reggae and African Rumba. There is this guy called Zozo, what a talent.



**Employee of the year**

## SNIPPETS

### ConCourt to hear EFF application on Nkandla in 2016

Thursday 3 September 2015

The EFF wants President Jacob Zuma to pay back some of the money spent on non-security upgrades(SABC)

Economic Freedom Fighters (EFF) leader Julius Malema says the Nkandla saga will be heard in the Constitutional Court on February 9, 2016.

The EFF turned to the courts to force President Jacob Zuma to pay back money spent on non-security upgrades at his private home.

The EFF wants Zuma to implement remedial action as recommended by the Public Protector Thuli Madonsela.

Malema says the presidency and Parliament must file answering papers by September 22. **Source: SABC**

### Muthambi distances herself from Motsoeneng's call for media regulation

Thursday 3 September 2015 05:46

SABC COO, Hlaudi Motsoeneng, has repeatedly made calls for media to be regulated

Faith Muthambi says her department does not have any media

regulation policies.(SABC)

Communications Minister, Faith Muthambi, has distanced herself from comments made by SABC Chief Operations Officer, Hlaudi Motsoeneng, regarding media regulation.

Muthambi says her department does not have any media regulation policies.

She was replying to a question in the National Assembly about Motsoeneng's repeated statements that the media needed to be controlled.

She says while there are no plans to regulate the media, transformation remains a priority.

Although the minister says her department does not have a media regulation policy, she has however stated that the transformation of the media is one of the objectives of the ministry.

She goes on to say: "In this regard, we will in due course publish a discussion document on media transformation in South Africa with a view to adopt a media transformation policy for the country."

The issue came up for discussion after the Democratic Alliance wanted to know if Muthambi supports recent comments by Motsoeneng on the need for media regulation.

Muthambi could not be drawn on the recommendations in Public

Protector Thuli Madonsela's report on the SABC.

She says the matter will soon be heard in the Supreme Courts of Appeal. Its ruling will give clarity on the need to implement the Public Protector's findings.

Meanwhile, the SABC has in the past said that Motsoeneng was expressing his personal view and not that of the public broadcaster when he said the media must be regulated.

After the DA demanded that Motsoeneng be disciplined over his remarks, the chairperson of the SABC Board said at the time that the board is not in any position to discipline the COO as he was merely expressing his view as a citizen.

**Source: SABC**

### Pupil allegedly told to cover up shaved head

Taking to various social media platforms, friends of the young girl identified as Nicole, shared their anger at the girl being told "to wear a bandanna or not attend (school) until her hair grows back".

There has been widespread outcry from the community on social media after a grade 11 high school pupil in Edenvale was allegedly told to wear a bandanna to school after she shaved her hair in solidarity with her friend's Leukaemia diagnosis. **Source: Bedford News**



## Appointments

Mr. Nkanyiso Mtolo, HURA Fieldworker , KwaZulu Natal  
Mr. Mohammed Johaar, HURA Fieldworker, Western Cape  
Mr. Fulu fhelo Mawela, HURA Fieldworker, Gauteng  
Mr. Charles Selemela, HURA Fieldworker, Limpopo  
Mr. Tiyasi Mhlongo, HURA Fieldworker, Mpumalanga  
Mr. Osmond Mngomezulu, Senior Legal Officer, Legal Service Unit  
Mr. Matthew du Plessis, Senior Legal Officer, Gauteng

## Happy Birthday

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

Lehlohonolo Mofubelu (HO) 01st

Zukiswa Low (NC) 09th

Eileen Carter (LMP) 17th

Poppy Mochadibane (NW) 30th

Masaswivona Nhlungwana (HO) 26th