



2016 ANNUAL REPORT



IJR

THE INSTITUTE
FOR JUSTICE AND
RECONCILIATION





VISION

Building fair, democratic and inclusive societies in Africa

MISSION

Shaping national approaches to transitional justice and reconciliation in Africa by drawing on community intelligences, as well as macro-trend research and comparative analysis

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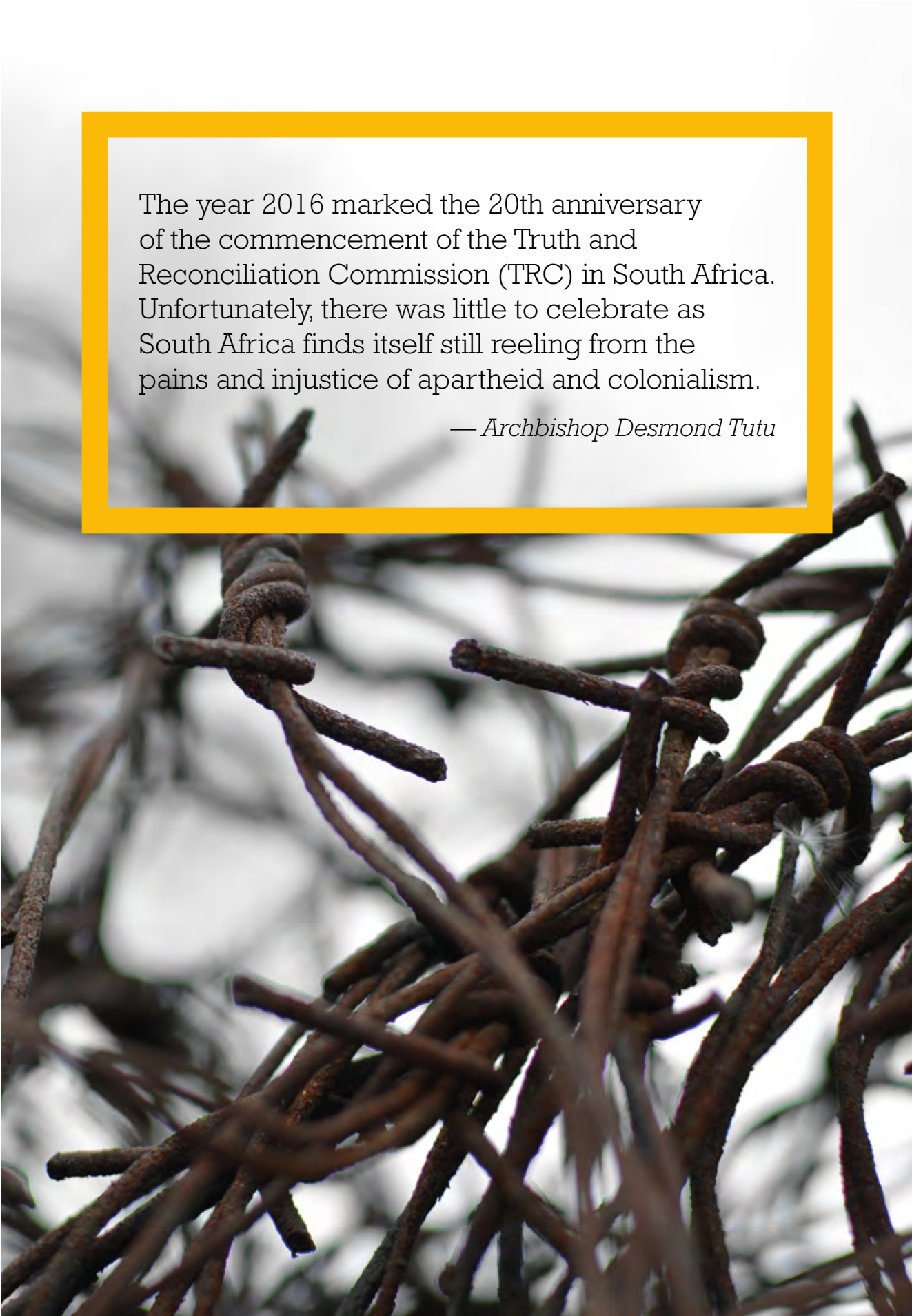


IJR blogs

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The year 2016 marked the 20th anniversary of the commencement of the Truth and Reconciliation Commission (TRC) in South Africa. Unfortunately, there was little to celebrate as South Africa finds itself still reeling from the pains and injustice of apartheid and colonialism.

— *Archbishop Desmond Tutu*

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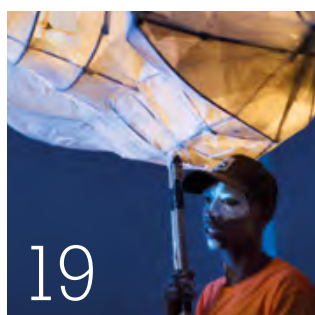
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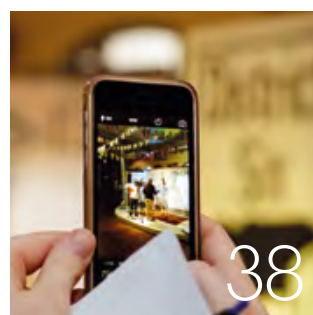
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Overview

Africa stands on the cusp of a new era. It is poised to take control of its future in ways previously impossible, even unimaginable. The question is what this new future will look like. Will societies overcome colonial and post-colonial legacies? Will they become more inclusive, more transparent and manifestly fairer – or will violence remain, oppression return and inequality worsen? At the Institute for Justice and Reconciliation (IJR), we believe that a positive future for Africa is not only desirable, but is also indeed achievable. Key to realising this is how we manage the numerous political transitions on the continent following oppression or violent conflict. It is on these processes concerned with the building of fair, transparent and inclusive societies that the IJR focuses. This requires a careful balancing act between justice and reconciliation, as well as between negotiating a shared future and dealing with a difficult past. The IJR, as a think tank with roots in academia as well as grass-roots communities, makes a unique contribution to issues of political and economic transition, a contribution that is derived from several sources and methodologies.

In what follows, we report on selected processes and interventions showing the depth of the IJR's work. Instead of reporting in terms of institutional programmes or projects, the report will provide an analysis of the IJR's work located in various geographies which is undertaken by using a variety of methodologies. A list of outputs and publications can be found at the end of the report.

Strategic objectives

In 2012, the IJR commenced the implementation of its five-year strategy based on five medium-term outcomes (MTOs). Naturally, these goals are not exclusively influenced by the Institute's interventions, but are also dependent on external factors.

MTO 1

Policy processes are influenced by research, analysis and diverse community perspectives.

MTO 2

Stakeholders gain and use knowledge about justice and reconciliation.

MTO 3

Platforms are created where personal and historical perspectives are acknowledged, prejudices challenged and inclusive narratives explored.

MTO 4

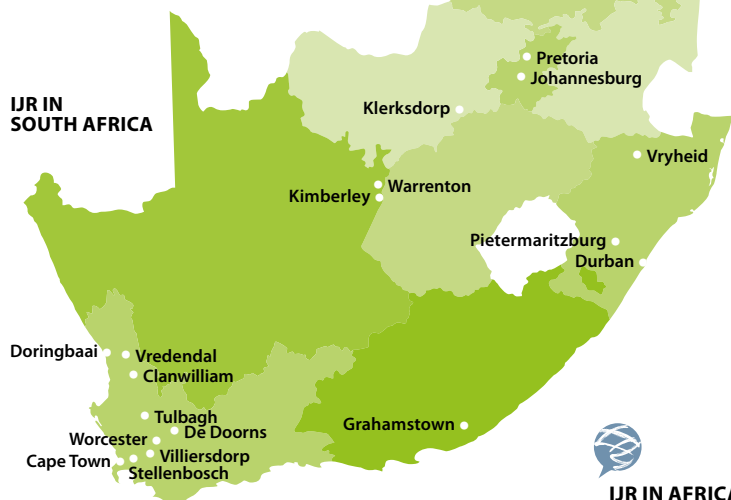
Divided communities are engaged in dialogue to overcome sources of conflict.

MTO 5

Democratic, fair and inclusive practices guide the Institute's processes, policies and operations.

IJR's geographic footprint

IJR IN SOUTH AFRICA



IJR IN AFRICA

Botswana
Burundi
DRC
Ethiopia
Kenya
Rwanda
South Africa
South Sudan
Tanzania
Uganda
Zimbabwe



AFROBAROMETER IN AFRICA

Botswana
Lesotho
Malawi
Mauritius
Mozambique
Namibia
South Africa
Swaziland
Zambia
Zimbabwe



We need
STRONG advocacy,
BRAVE LEADERSHIP
and **SMART** thinking



The IJR helps us not to lose sight of the fact that other countries and regions are faced with similar problems. Going forward, justice and reconciliation will be put to the test and I have no doubt that the IJR will take up the challenge to continue striving towards its vision for fair, inclusive and democratic societies.

The year 2016 marked the 20th anniversary of the commencement of the Truth and Reconciliation Commission (TRC) in South Africa. Unfortunately, there was little to celebrate as South Africa finds itself still reeling from the pains and injustice of apartheid and colonialism. Of course, two decades aren't enough to overcome the injustices of the past 350 years, but I am concerned that South Africa is moving backwards. The TRC was a key institution and period in the lifetime of post-apartheid South Africa. But it was only one piece in a puzzle towards creating a sustainable and peaceful country.

However, organisations such as the IJR are reason for hope. Civil society remains a key section of society to ensure that issues of justice and reconciliation do not fall by the way side. The IJR's role might become even more central in ensuring that we constantly put the finger on the pulse of fighting for justice and reconciliation not only in South Africa, but also across the continent. The IJR's work in South Africa and across the continent during the year past bears testimony to the importance

of the IJR's work. The IJR helps us not to lose sight of the fact that other countries and regions are faced with similar problems. Going forward, justice and reconciliation will be put to the test and I have no doubt that the IJR will take up the challenge to continue striving towards its vision for fair, inclusive and democratic societies.

Stanley Henkeman became the new Executive Director of the IJR in 2016 and I commend him for taking up this role. I am confident that the organisation will go from strength to strength and will continue to set a mark in South Africa and in the world on issues of justice and reconciliation under his leadership. Thank you to the wonderful board and staff of the IJR for their ongoing commitment to justice and reconciliation in South Africa and on the continent. I wish you strength and courage for the years to come.

God Bless You.

*Archbishop Emeritus Desmond Tutu
Hermanus, South Africa*



In his book, *France: A Nation of Patriots*, Carlton JH Hayes argued that the French were the most patriotic people on earth. Thirty years later, Eugen Weber, responding to Hayes's claim, asked, if they were indeed so, how they became that. How did they move from what he called a 'païs mentality' (local, insular and rigid), each speaking its own dialect and where the enemy was the stranger from the village across the hill, to being the proud, fiercely patriotic citizens that Hayes claimed they were?

Weber's sociological study reveals a deliberate and systematic process through which the French state inserted itself into the consciousness – and even the subconsciousness – of its citizens. The state used every structure over which it had authority, and it also wrestled authority from many other structures in order to advance its vision, its agenda: unity. In its contest with the Catholic Church, for instance, it forced the registration of all births to the city hall and burials to the municipal graveyards. It created state schools to wrestle the power of education from the Catholic Church and also declared a single national language: French.

The point is that the French state's conversion of 'peasants into Frenchman' was not an accident, neither was the separation of the people of South Africa into distinct race groups and tribal



homelands. Both these cases represented deliberate attempts to create a sense of identity, of belonging: the French for a single state with a single national language and South Africa for differentiation, separation and exclusivity. The French vision was for unity and inclusivity, while colonial South Africa and the apartheid regime adopted a vision of 'divide and rule'.

Our democratic South Africa is now located within a continent of 54 countries, with a vast number of them once occupied by colonialists. While South Africa broke ties with Britain in 1961, the mass of South Africans only achieved freedom from what has been termed 'colonialism of a special kind' in 1994, making it the second-last African country to be freed from colonial fetters. The achievement of freedom in 1994 brought South Africa into the limelight as we proceeded to shape our future.

The generosity of our oppressed citizens towards those who had held them in bondage, combined with possibly the most democratic constitution in the world, has secured the place of our nation in the history of Homo sapiens forever.

But the damage done by the colonialists and the apartheid regime and the dramatic natural and social changes in the world today have smashed our belief in a rapid recovery. Our government has not been able to come to terms with the ways to respond to this catastrophic legacy and the future challenges, and our people are becoming restive. We need to engage with every community in the country so that they all have hope. But, to have hope, you must trust in the leaders to articulate a vision and what will be required from all our citizens. We have a Bill of Rights but do not have the wherewithal to fund it: this all citizens of South Africa must know. They must be educated about the challenges facing our nation and have all of us, like true citizens, do everything possible to ameliorate the difficulties. We must build levels of competence that will enable us to enter the fray with confidence and vigour. But, most of all, our government must trust us and we must trust it.

In the pages following, you will be given an insight into how the Institute for Justice and Reconciliation is responding to those challenges that we know we have great competencies in, not only in engagements with our communities, our municipalities and our state departments, but also in many places in Africa as well as internationally. We have a world-class staff with hearts committed to Africa but particularly to our nation. We have good leaders in all our programmes, and we have an outstanding Executive Director, Stanley Henkeman. We have wonderful Board members, none of them remunerated, with each member believing strongly that our nation and Africa can flourish. We wish only for the right partners and, of course, for the government of South Africa to provide us with hope (the Vision) and knowledge (everything that we need to know), and we shall work shoulder to shoulder (the Action) with all who embrace this. /END

Prof. Brian O'Connell
Chairperson of the IJR Board



Africa continues to be challenged by governance DIFFICULTIES

It is in the context of global uncertainty and unpredictability as demonstrated by the protracted conflicts in Syria and Iraq, continued instability in different parts of the world, the referendum in the United Kingdom (UK) in favour of exiting the European Union (EU), and the surprise United States (US) election results, to name but a few, that this message is composed. Africa continues to be challenged by governance difficulties, and South Africa has experienced its fair share of these on a range of issues from governance to corruption, to economic stagnation and civil discontent.

In the midst of these challenges, the IJR makes its modest, yet significant contribution. In 2016, we engaged a

number of foreign delegations from various parts of the world on critical issues relating to conflict and post-conflict situations. As the oldest barometer on reconciliation in the world, the IJR made a valuable contribution at a comparative workshop on global barometers in Washington. Our staff members have presented papers, given briefings and provided technical input on international platforms in the US, Sri Lanka, Sweden, Germany, Suriname, the Netherlands, Senegal, Ethiopia, Rwanda, Burundi, the Democratic Republic of the Congo (DRC), Uganda, Mozambique, Zimbabwe, Lesotho and Botswana on topics such as transitional justice, the International Criminal Court, truth commissions, trauma, gender reconciliation, and social cohesion,

to name a few. This is indicative of the esteem IJR enjoys and the value that is placed on its scholarship and work.

Our involvement on the continent continues to be informed by the realities faced by our partners in the different countries we work with. South Sudan and Burundi remain difficult areas to work in and the IJR is both monitoring the situation and supporting local actors to remain relevant and effective. The ripple effects of conflicts on neighbouring countries underscore the value of the IJR's focus on regional reconciliation. The hosting of a successful conference on evaluating truth commissions on the continent, represented by 15 truth commissions, is further proof of the leadership provided by the IJR. During this conference, the Pan-African Reconciliation Network (PAREN), another IJR initiative, was launched. Further critical engagements on the >

ABOVE

The IJR joined the plea for an anti-racist citizenry in 2016 responding to the threat to integration and nationhood in South Africa.

EXECUTIVE DIRECTOR'S REPORT

continent are highlighted in the rest of the annual report.

The IJR's footprint and influence in South Africa are on the increase. All our programmes have been involved at policy level on an unprecedented scale. The South African Reconciliation Barometer (SARB) has been cited in the South African National Action Plan (NAP) to Combat Racism, Racial Discrimination, Xenophobia and Related Intolerance. The IJR served on the Steering Committee of the NAP Working Group. Through our membership of the South African Coalition for Transitional Justice, we have engaged the Minister of Justice on outstanding issues in connection with TRC-related reparations. The Department of Arts and Culture has requested three briefings on the 2015 SARB outcomes with a view to informing the process and policy of social cohesion. The IJR is presently the implementing partner for the Department of Basic Education's 'Teaching Respect for All' roll-out to teachers across the country. We are implementing a pilot programme for the Western Cape Department of Agriculture on social dialogue in the

The second significant change relates to the new strategic plan for the period 2017 to 2020, a plan which is informed by our commitment to be relevant, responsive and resilient as we reimagine our contribution to a better society.

agricultural sector. The South African Local Government Association (SALGA) invited the IJR to make a presentation on community engagement and ethical leadership at its annual conference attended by all municipalities in the country. The IJR has also hosted a number of critical dialogues on topical and burning issues facing South Africa, the continent and the world.

The year 2016 has seen the IJR making significant changes. At the level of leadership, I succeeded Dr Fanie du Toit as Executive Director. The IJR Board, in its wisdom, ensured a smooth transition by agreeing on a six-month transition period to ensure continuity and stability. We want to place on record our appreciation for the sterling leadership of Dr Du Toit. It is our intention to keep close contact with him, and we wish him well for the next leg of his professional journey. The second significant change relates to the new

strategic plan for the period 2017 to 2020, a plan which is informed by our commitment to be relevant, responsive and resilient as we reimagine our contribution to a better society. Our commitment and resolve to build fair, inclusive societies premised on justice are stronger than ever, and this is strongly reflected in our new strategy for the next four years. We continue to manage our finances in a responsible and efficient manner, which is confirmed by another clean audit.

The IJR is grateful for the support of our donors, whose generous assistance enables us to remain a leading and learning organisation. We owe a debt of gratitude to our Board, led by Professor Brian O'Connell, for its support, guidance, and interest in the work of the IJR. /END

Stanley Henkeman
Cape Town, January 2017

Our commitment and resolve to build fair, inclusive societies, premised on justice, is stronger than ever and this is strongly reflected in our new strategy for the next four years.



IMAGE

A dancer from the UCT School of Dance at the IJR Reconciliation Award using improvisational dance to tell stories about society and politics.





INFLUENCING policy processes through research and analysis

The SARB, Afrobarometer (AB) and the Inclusive Economies Project (IEP) are aimed at providing a researched, empirical knowledge base for the IJR and like-minded organisations that work towards the promotion of the IJR's broader vision to build fair, democratic and inclusive societies in Africa.

As far as the gathering of monitoring and evaluation (M&E) data is concerned, operating in the policy space has its own complications. 'Influencing policy processes', as envisaged in the IJR's medium-term outcomes, is difficult to verify, because policy documents do not always reference sources; hence most of our measurement data is derived from evidence showing that our stakeholders have gained knowledge from the outputs that we produce and that they have made use of these in their work. An overview of our activities for 2016 provides concrete evidence in terms of the latter – in the course of 2016, we once again captured numerous examples of instances where our intended beneficiaries indicated that they had not only gained new knowledge, but that they had also

employed our outputs in the course of their work. Importantly, we have also been able to obtain direct examples of influence.

This increase in positive, verifiable evidence is the result of an incremental approach. Whereas 2015 had been an implementation year for the AB and SARB Project as far as the fieldwork for these two survey projects was concerned, 2016 saw the emphasis shift to the dissemination of findings in terms of public launches, high-level briefings, the writing of briefing papers, and the production of op-eds. In the case of the

Against this background, survey instruments, such as the SARB and AB, will become increasingly important yardsticks for policymakers to ascertain societal sentiments and needs, as well as the extent to which existing policies are having their intended effect.

AB, this implied the dissemination of results for ten countries, including South Africa, and for the SARB the findings of its revamped South African survey that was conducted toward the end of 2015.

In the light of the above, both projects saw a significant expansion in terms of their coverage, compared with 2015. Equally important, there has been some important uptake of the results of both surveys in key government policy documents in South Africa, such as the NAP to Combat Racism, Racial Discrimination, Xenophobia and Related Intolerance, and within the planning of key government stakeholders, such as the Department of Arts and Culture.

The Unit has also continued to expand its footprint further abroad. In addition to successive survey briefings, such expansion included, among others: AB representations at two events hosted by the African Peer Review Mechanism (APRM) Secretariat, a continental workshop with members of the Pan-African Parliament on Regional Integration; two conferences hosted by International IDEA on themes related to continental democracy; SARB presentations to an international comparative workshop on global reconciliation surveys in Washington DC; and a strategic consultation on the development of a reconciliation barometer for Liberia. Towards the end of 2016, the SARB project was also approached by the United Nations Development Programme (UNDP) offices in Juba, South Sudan, to assist it in thinking through the potential for the implementation of a reconciliation measurement instrument for this young country.

In the course of 2016, we witnessed numerous examples of citizen disillusionment with representative politics. In some instances, this disenchantment led voting publics to punish established political elites by electing populist leaders. In others, there were signs that ordinary people might be withdrawing from representative party politics to pursue other forms of participation. As such, the utility of election outcomes as a barometer of public sentiment on particular issues may be in decline. Against this background, survey instruments, such as the SARB and >



AB, will become increasingly important yardsticks for policymakers to ascertain societal sentiments and needs, as well as the extent to which existing policies are having their intended effect. These considerations will feature foremost in our minds in 2017 as we design and roll out the next rounds of the SARB Survey in South Africa, and the AB Survey in the region.

Much of the public disillusionment with representative politics that has been referred to above has its roots in a sense of economic marginalisation that is being felt by many around the world. South Africa is no exception and offers one of the most extreme examples of economic inequity anywhere in the world. The IJR's IEP monitors developments in this sphere, but also aims to stimulate policy debate in search of sustainable solutions to deep structural roots of racialised economic exclusion. As far as this project is concerned, the year kicked off with the official launch of the 2015 Transformation Audit, the project's premier publication. This latest edition of the Audit interrogated the question of reconciliation through a socio-economic lens and was guided by one of the SARB Survey's key findings which suggests that South Africans regard reconciliation as unachievable for as long as apartheid-era resource distribution patterns persist. As the question of economic justice increasingly took centre stage in South Africa's policy discourse, several presentations on the audit's content were made to audiences across the country. /END

IMAGE ABOVE

The IJR's project leader for Inclusive Economies, Ayanda Nyoka, at the SARB launch.



Keeping reconciliation and justice FRONT OF MIND

In 2016, and 22 years into its democratic dispensation, South Africa celebrated numerous significant events. These included Youth Day in June marking the 40th anniversary of the Soweto Uprising, as well as the 60th Women's Day in August as a tribute to the thousands of women who marched to the Union Buildings to demonstrate against the 'pass laws'. The month of December also marked the 20th anniversary of the Constitution. For the Institute, the year 2016 was no different, as this period marked the 20th anniversary of South Africa's TRC. Revered and modelled in African countries, yet often harshly criticised back home, the TRC anniversary came

at a time when the country's political state was somewhat rocky and social-division controversies were widespread. Influenced by research, analysis and diverse community perspectives, and as an organisation with a link to the TRC, the IJR undertook a critical commemoration for this milestone – sans celebrations – to ask pertinent questions and to engage the topic of reconciliation and the role of the TRC in South Africa's transition. This step allowed the topic of reconciliation to be brought back into the narrative of South Africans by offering deeper engagement with ordinary citizens, academia and other organisations.



agenda, thereby ensuring that the central facet of ‘a rainbow nation’ for South Africa remains at the fore.

The public dialogues provided a platform to debate the TRC and to critically engage a variety of stakeholders about the TRC and its effects. Over the past years, critical voices emerged calling the TRC a sell-out and a fraud; others celebrated the success and importance of the Commission but attributed the negative perceptions to a lack of follow-through of the TRC recommendations. In ensuring that this narrative was not limited to stakeholders attending the events, the IJR collaborated with the broadcast media house Cape Town TV (CTV), also found on DSTv Channel 263, to carry the debate post the event. The partnership with CTV broadened the debate and audience reach to an additional 300 000 viewers extending outside Cape Town. The dialogue series afforded both internal and external stakeholders an opportunity to gain, and use, knowledge about justice and reconciliation through event attendance, social-media interactions and digital communication. Before and after the events, the Communications Desk secured media coverage for all dialogue events through op-eds, feature-article

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to controversies arising as a result of social divisions, for instance the Penny Sparrow incident where a retired Durban realtor took to Facebook to describe black beachgoers as ‘monkeys’ in an apparent reaction to litter left behind after New Year celebrations. A High Court judge, Mabel Jansen, also made headlines following her comments about black people and rape. Matthew Theunissen’s incident where he used the k-word subsequent to the Minister of Sport and Recreation punishing some sports that had not reached their race quotas, was another socially divisive controversy. While these and other incidents which played out on social media are appalling, it was through these incidents that the reconciliation debate and the IJR’s work were afforded airtime on national media platforms, as the IJR was invited to provide analysis on the topic of reconciliation. /END

Revered and modelled in African countries, yet often harshly criticised back home, the TRC anniversary came at a time when the country’s political state was somewhat rocky and social-division controversies were widespread.

Under the theme #TRC@20, the IJR set out to host a series of dialogues throughout the year, with the objective being to engage the role of the TRC and its meaning for contemporary South Africa by offering insights on the TRC and reconciliation. The series of dialogues engaged the topic of the TRC and reconciliation from various perspectives, successfully hosting five public dialogues titled: Reconciliation and Betrayal; What about the Youth?; Economic and Social Inequalities; Transitional Justice in the Making; The Case of Colombia and Lessons from South Africa; and The Disappeared Are Appearing: The Art of Memory. The five discussions presented an opportunity to bring the topic of reconciliation back into the national

write-ups (online and print) as well as broadcast (TV & radio) interviews. The media coverage facilitated great traction for the topic of reconciliation nationally and regionally, thus helping to keep reconciliation front of mind for citizens.

In addition to the media coverage obtained through media relations and marketing for the #TRC@20 public events at times when national public concerns about social divisions were high – as evidenced by the racially charged incidents which occurred throughout the year – the IJR seemed to be seen as the voice of reconciliation. Programme heads and project staff within the Institute were continuously invited by media houses to bring the reconciliation perspective as a solution



IMAGE ABOVE
Lucy Campbell taking the IJR’s ambassadors on a tour titled ‘Transcending Histories’.

IMAGE BELOW
Youth from Vryheid, Warrenton and Grahamstown communities explore social issues using art to narrate and bridge social divisions.

The year 2016 marked two important milestones in the development of a new South African nation after apartheid: the 20th anniversary of the first hearing of the TRC and the adoption of the new Constitution. The debates that ensued around the significance of these events, especially in the context of various BIS projects with a multiplicity of identity groups, enabled the IJR to contribute valuable insights in at least 20 print- and electronic-media interviews with local and global audiences on the relevance of reconciliation and dialogue 22 years after the negotiated settlement of 1994.

The commemoration of two other events, which, in contrast, took place during the apartheid years, the 1976 student uprisings and the 1956 Women's March on the Union Buildings, seemed to bring back to the fore the era of violent protest, as the university fees protests and the political culture around the 2016 local-government elections displayed more than the usual levels of violence and intolerance.

In our view, were the IJR dialogue approach to be replicated at the national level, it would place South Africa's divided society in a better position to make progress with reconciliation and nation-building toward greater social cohesion.

It is in this context that the use of dialogue resulted in a number of social-change shifts in the IJR's interventions, shifts that we have observed over the years. In our view, were the IJR dialogue approach to be replicated at the national level, it would place South Africa's divided society in a better position to make progress with reconciliation and nation-building toward greater social cohesion. On previous pages, we explored how conversations with and by the youth shape positive perceptions, with the Ashley Kriel Youth Leadership Development Project providing a helpful lens. What follows is a snapshot account of notable impacts made in South African society by the IJR's remaining inclusive-society building interventions over the past year, resulting in some of the noted shifts towards a more reconciled society. In a year in which social division in



DIALOGUES as a tool for social change

primary and secondary schools reached new lows through frequent reports and incidents of racial tensions, the Education for Reconciliation Project revealed that 85% of educators in the project around the country said that their 'relationships with learners, colleagues and amongst learners' had improved as a result of the dialogue spaces they had implemented in their schools. Upon invitation, the project used its accumulated dialogue experience to the benefit of teachers in a number of schools, including Springfield Convent, attempting to find solutions to race-related tensions in Cape Town. Continuing to use identity dialogues, the **Memory, Arts and Culture Project** provided a space where participants from its interventions in the communities of Warrenton, Vryheid and Grahamstown collaborated and produced a concert, hosted in Vryheid. Through a 'Stories

of Change' initiative, the lives of people who had faced and overcome stark adversity were explored, prompting them to interrogate the life-changing moments or strategies and paving the way for others in their communities. They effectively shared music and cultural traditions from their respective communities hundreds of kilometres apart and across gender, race and generation, and, through the concert, established avenues for a re-imagining of the barriers that separate them and which they could once more break down in the future.

In the **Schools Oral History Project**, the use of dialogue has resulted in the unearthing, publishing and launching of historically suppressed musical traditions from some of the most marginalised identity groups in the Northern Cape

Panel at the launch of the Western Cape chapter of the Anti-Racism Network South Africa.



province's Pampierstad and the Western Cape's Worcester. By acknowledging and publishing these marginalised community livelihoods to audiences beyond their immediate geographic spaces, the dialogue approach has continued to bring balance and social justice to the narrative of the South African transition from a divided past.

The **Gender Justice and Reconciliation Project** used dialogue in ways that make it possible to give equal voice to, and challenge assumptions about, very diverse experiences of gender in some of the more socially vulnerable communities in South African society. Participants in the Warrenton community established their dialogue group, in which they reflect on support systems of justice and safety in their community. A short youth documentary on gender was also produced and is now accessible to a global audience of Internet users at the following link on YouTube: https://www.youtube.com/watch?v=BXUSE6OS_Ck.

After the South African Coalition for Transitional Justice, in which the **Community Healing Project** represents the IJR, advocated for a more dialogue-

The Education for Reconciliation Project revealed that 85% of educators in the project around the country said that their 'relationships with learners, colleagues and amongst learners' had improved as a result of the dialogue spaces they had implemented in their schools.

centred community rehabilitation policy by government over the years since 2010, the Ministry of Justice and Constitutional Development, in January 2016, requested and received researched material to help in its review of the current Community Rehabilitations Policy. Dialogue methodology in this project evolved to incorporate participatory action research with participants in Warrenton, Vryheid, Grahamstown, and over 20 communities across the Western Cape. They identified over 65 social-behaviour indicators for healing and managed to draw in a sample of over 2 500 fellow residents on how best their communities could become more reconciled.

The modest yet deeply significant impact made by IJR interventions offers an example of what is possible for South Africa's divided society – even in a political culture that is seen

as becoming more violent (according to the Institute's annual Reconciliation Barometer briefing paper in 2017) – if careful and patient dialogue approaches are given space for social groups to reconcile across historical, political or material boundaries. This argument has been distilled into a social-change publication documenting and interrogating lessons from this work for the benefit of the broader field of practice. It is due for release at the beginning of 2017. /END

IMAGE ABOVE

The IJR continues to host public dialogues nationally to help build a fair, democratic and inclusive South Africa.

IMAGE BELOW

Dr June Bam-Hutchison: Archive & Public Culture's Research Fellow at UCT alongside former TRC Commissioner and IJR Board Member Prof. Pumla Gobodo-Madikizela joined youth leader Ziyanda Stuurman and Eleanor du Plooy on Cape Town TV to discuss the topic: 'What about the Youth?' during the IJR's #TRC@20 dialogue series.

Influencing TRANSITIONAL- JUSTICE PROCESSES on the African continent



Burundi and the Great Lakes region of Africa

The controversial and contested 2015 election in Burundi triggered a number of developments that threatened to engulf the region in a debilitating crisis. Currently, a stalemate persists between the incumbent government and opposition forces. The government has described opposition actors as ‘coup plotters’ following an unsuccessful attempt by elements in the security forces in late 2015 to depose the Pierre Nkurunziza regime while he was attending a meeting of the East African Community (EAC) in Arusha, Tanzania. In addition, there have been reports that armed militia elements with origins and links to the warring groups in the eastern DRC managed to penetrate and execute attacks on the outskirts of Bujumbura, Burundi’s capital city.

In terms of external intervention, in 2015 the African Union (AU) threatened to intervene with a 5 000-strong peace-enforcement force. The Burundian government rejected this initiative and stated that it would consider such an intervention as an invasion of its sovereign territory. The AU relented with regard to its initiative and, instead, sent a face-saving heads-of-state delegation that managed to convince the Burundian government to allow 200 military and civilian ‘advisors’ to enter Burundi and monitor the situation. Currently, the EAC is leading the Inter-Burundian Dialogue process in Arusha, which is attempting to bring the political actors together, but efforts are currently stagnating due to the intransigence of the incumbent government and opposition actors.

In this volatile context, the future for the country remains unpredictable and uncertain, and the threat of a wider

Given the political paralysis that has afflicted Burundi, the inability of the international community to mount an effective intervention, and the limited prospects for political actors to find an inclusive accommodation in the short term, there is an urgent need for other actors to explore the range of entry points to intervene, as well as understand how to take advantage of these openings when they arise with a view to providing momentum that moves the country towards inclusive processes.



escalation of the crisis remains a clear and present danger to the Great Lakes region.

Given the political paralysis that has afflicted Burundi, the inability of the international community to mount an effective intervention, and the limited prospects for political actors to find an inclusive accommodation in the short term, there is an urgent need for other actors to explore the range of entry points to intervene, as well as understand how to take advantage of these openings when they arise with a view to providing momentum that moves the country towards inclusive processes.

The IJR identified two entry levels to guide its intervention, including both a high-level engagement and grass-roots mobilisation. On policy engagement, the IJR published a policy brief entitled 'The Burundi Political Crisis: Strategies for Resisting War Entrepreneurs'. Through this document, the IJR advocated an inclusive approach to addressing the current crisis in Burundi as well as a victim-centred approach to dealing with Burundi's traumatic past.

The IJR presented the key elements of this policy brief to the former Tanzanian President Benjamin Mkapa-led Inter-Burundian Dialogue in Arusha. The IJR was part of a civil society coalition that briefed the facilitators of this Inter-Burundian Dialogue.

In addition, the IJR convened a High-Level Policy Advocacy Meeting in Bujumbura between the IJR's Executive Director and the President of Burundi's National Assembly and the President of the Truth and Reconciliation



The core group of youth and civic actors that the IJR is working with took the initiative to compile self-reflective chapters on their aspirations for peace in the region in an edited book entitled, *Dreams of the Youth for Peace and Cohesion in the Great Lakes Region*, which was published by the IJR in 2016.

Commission. On capacity development and knowledge transfer, the IJR, in partnership with the Burundi Truth and Reconciliation Commission, convened a three-day training session for media professionals. The objective of the training was to equip national media professionals with knowledge and skills.

The IJR, in partnership with the Rwandan non-governmental organisation (NGO), Shalom Educating for Peace, convened an international conference that brought together representatives of 15 truth commissions from across the African continent in Kigali. Participants were able to interrogate the key insights and experiences gained from across the continent and validated a draft version of the Pan-African Principles for Truth Commissions. During the conference, the Pan-African Reconciliation Network (PAREN), an IJR initiative, was established. This network has created an important framework of support for ongoing transitional-justice and reconciliation work across the continent.

In terms of the entry point of utilising grass-roots mobilisation to generate momentum to advocate for an inclusive peace-building process going forward for Burundi, as well as for the DRC and Rwanda, the IJR convened a youth and civic-leaders workshop in Bujumbura,

Burundi, and brought together participants from 18 universities in Burundi and from two universities in Rwanda and the DRC in the Great Lakes region. Through this intervention, the IJR enhanced the capacity of youth and civic leaders to promote an exchange of strategies and approaches among actors who are actively working to promote regional peace and reconciliation.

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The IJR generated policy insights on transitional-justice and reconciliation processes which were utilised to provide technical input to the efforts of the Mkapa-led Inter-Burundian Dialogue in Arusha. >

IMAGE LEFT

Mamello Mosiana speaks at the dialogue 'Transitional Justice in the Making: The case of Colombia and Lessons from South Africa'.

IMAGE RIGHT

Prof. Timothy Murithi joined Dr Nicola Clark and Dr Phil Clark for the public seminar and book launch: *The Politics of Transitional Justice in the Great Lakes Region*.



The leadership of the Burundi Truth and Reconciliation Commission is now empowered with insights on reconciliation processes in order to influence the political actors in the country and support the efforts of community actors in regaining momentum for an inclusive resolution to the crisis afflicting the country. In addition, the ability of the Burundi Truth and Reconciliation Commission to more effectively utilise the media to communicate with national audiences on the specific topic of justice and reconciliation was enhanced through capacity development and the knowledge gained.

Commissioners of Africa's current and previous truth commissions gained knowledge from the conference that the IJR convened, and they will be able to utilise these insights to influence matters. The production of the Pan-African Principles for Truth Commissions document will provide an important repository and source of information for future and prospective truth commissions on the continent and elsewhere around the world.

Youth and civic actors were mobilised and empowered to provide the pressure from below in driving for an inclusive approach to resolving the crisis in Burundi, as well as the interlinked crisis in the eastern DRC and in Rwanda.

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In terms of impact, the establishment of the SADC-CNGO Regional Mediation Task Team created a mediation-support facility – which previously did not exist – to support efforts to prevent crises and resolve conflicts through track-two engagements and to support track-one processes across the southern African region.



Mediation support and knowledge transfer on governance in the Southern African Development Community region

The Southern African Development Community (SADC) is the designated, lead regional economic community (REC) for 15 member states. The SADC region is witnessing recurring crisis, notably: the governance and military stand-off in Lesotho; the political and economic crisis in Zimbabwe; as well as the continuing conflict in the eastern DRC and a church-brokered political agreement ahead of the forthcoming elections. In addition, the region is witnessing: the resurgence of armed militia with links to RENAMO (Mozambican National Resistance) in Mozambique; the unstable post-conflict situation in Madagascar; the targeting of political actors and the media in the pre-election period in Zambia; and sporadic social unrest in Malawi. In addition, in the lead-up to the 2016 municipal elections in South Africa, it was estimated that there were more than 20 politically motivated assassinations of candidates and their associates at

council and ward levels. Racial tension remains high in South Africa and is also escalating in Namibia, fuelled by demands for redress for the 1904 Herero genocide by the German colonial administration.

This situation points to a region that is not yet stable, with a number of flashpoints that could trigger a broader crisis and further destabilise countries. Consequently, there is an urgent need to improve on efforts to prevent crises and to subsequently stabilise in-country situations across the SADC region.

The SADC organisation remains constrained by the political calculations of its member states and is, therefore, unable to always act in a timely manner to prevent or resolve conflicts. Further-more, SADC has not carefully elaborated a strategy for long-term sustainable peace through reconciliation initiatives. The IJR collaborated with

the SADC Council of NGOs (SADC-CNGO, based in Gaborone, Botswana, to establish the SADC-CNGO Regional Mediation Task Team. This Regional Mediation Task Team is comprised of senior civil-society actors who will initiate community-level interventions to advance crisis prevention and reconciliation. The IJR contributed to providing skills and capacity development for this Regional Mediation Task Team in order to initiate civil-society-led, bottom-up mediation processes in the region so as to complement the official SADC interventions in targeted countries.

As regards knowledge transfer and capacity development, the IJR travelled to Gaborone, Botswana, to engage directly with officials of the SADC Mediation Support Unit and to assess the entry points for providing technical support for the work of the organisation. The IJR has also engaged with individual members of the SADC Mediation Reference Group in different forums and has provided technical inputs in connection with their work. In December 2016, the SADC Secretariat invited the IJR to join a Reference Group that would brief the SADC Electoral Advisory Council (SEAC), which has the mandate to prevent the emergence and escalation of crises relating to elections and broader governance issues.

In terms of impact, the establishment of the SADC-CNGO Regional Mediation Task Team created a mediation-support facility – which previously did not exist – to support efforts to prevent crises and resolve conflicts through track-two engagements and to support track-one processes across the southern African region.

The IJR was able to transmit the policy and intervention insights on transitional-justice and reconciliation processes to the SADC Electoral Advisory Council, which will contribute to enhancing its capacity to intervene and address governance-related crises in the region. /END

IMAGE ABOVE

Audience engages during a Q&A at an IJR public dialogue.

IMAGE BELOW

Speakers at the African Truth and Reconciliation Commissions Conference in Kigali, Rwanda.

Multiple trends. Multiple platforms.

Media trends

BOOST IJR reach

In 2016, over 20 000 users interacted with the IJR website, with 87 368 page views, 64.2% new visitors and 35.8% returning visitors recorded. The average period spent by visitors on the IJR website was over two minutes.

In reviewing the IJR's social-media platforms, the yearly metrics indicate that the IJR Twitter following for the year 2016 grew by 30%. This was due to the increase in engagements: this included retweets, replies to tweets, quotes and likes. Total clicks on all the shortened website links posted on the IJR Twitter page increased to 185 clicks. The IJR's Facebook community grew by 27.1% in comparison with the year 2015. This was achieved by increasing the total number of posts published on the page. An additional contributing factor to the increase in the number of likes was due to the totality of reactions, comments and shares received as a result of the content on the page.

The IJR YouTube channel watch time for 2016 increased by 4.21% compared with 2015, with views also showing an improvement of 8.66%. This can be credited to external stakeholders who visited the channel to watch uploaded recordings of the events.

With the IJR being a non-profit organisation, the Communications Programme set out a strategy to carve media relations with key media houses in order to explore ways to help raise the IJR media profile, similarly taking full advantage of available public relations at minimal cost. This involved meetings with editors and news editors of print media such as the *Daily Sun*, the *Sunday Sun*, *City Press*, the *Mail and Guardian*, *The Star* and *Pretoria News*, the *Cape Times* and the *Sunday Times*. Radio stations, including Kaya FM, SA FM, Cape Talk and Eye Witness News,

were also engaged. Linking to the media relations, the IJR enjoyed vast coverage by South African print media, particularly *Business Day*, *The Star*, the *Daily Maverick* and *The Daily Vox*, totalling 280 articles for print and online news. Much of the coverage highlighted content from the AB and SARB Programme. A total of 50 op-eds were published, with 70% on *Business Day*'s online platform and the remaining in publications such as the *Cape Times*, *The New Age*, the *Daily Maverick*, *The Star* and *Pretoria News*, as well as *The Mercury*. The Washington Post also covered articles from the IJR's leaders.

Broadcast coverage included coverage by South African Broadcasting Corporation (SABC) channels such as Channel Africa and RSG, SABC 3, and the SABC News Channel, as well as by South Africa's news and information leader, SAFM, which featured the IJR seven times. In addition, Voice of the Cape and Valley FM also gave the IJR coverage. Internationally, the Great Lakes Desk was featured in London by Resonance FM, Rwanda TV and Rwanda Print. A partnership with CTV, a community-based television station committed to engaging a wide range of community perspectives, especially those of groups that have been marginalised historically, was pursued. The partnership offered the IJR an opportunity to reach a large audience both within the Western Cape and outside, as the station is on DStv.

The IJR aims to increase awareness about reconciliation locally and internationally. This means that the IJR's key messages and concepts of transitional justice and reconciliation need in many instances to be popularised. This process is aimed at ensuring broader conversation and thinking, instead of being 'owned' in specialised fields. The IJR's newsletter is one tool designed to

SOCIAL MEDIA

Facebook
4 000 likes

Twitter
2 700 followers

Website
87 368 page views

YouTube
176 subscribers



keep its stakeholders informed about its work and reach. Event highlights in this regard were the IJR's #TRC@20 series and its Reconciliation Award.

All the IJR's media features can be accessed through the IJR's website at www.ijr.org.za. /END

PRINT AND ONLINE
280
FEATURES



RADIO
80
FEATURES



Crafting social change for VIBRANT, THRIVING COMMUNITIES

Toward an emerging IJR Social Change Model that bridges divided communities and creates platforms to co-create inclusive narratives

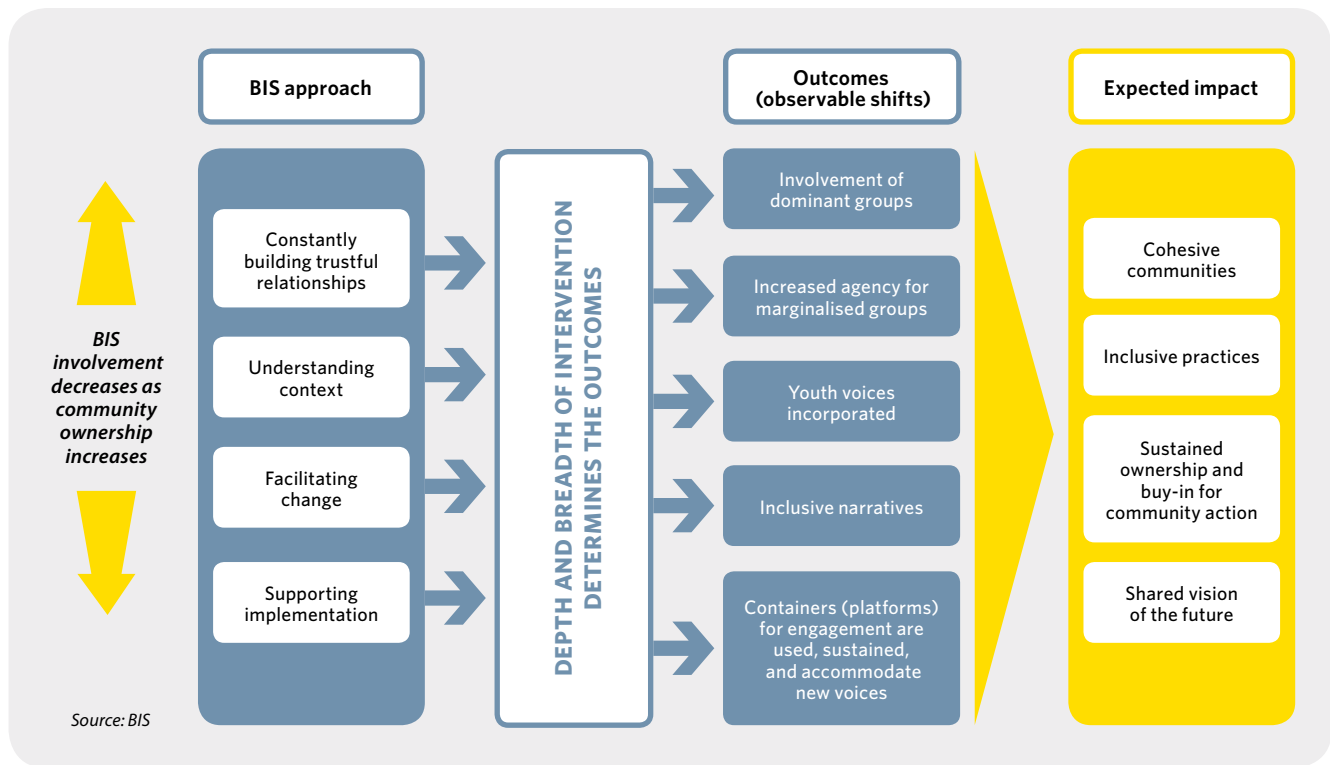
How do you change the world? Actually, let's rephrase that in order to be more specific: How do you change the world for the better, *for everyone*? How do you change societies that have suffered conflict and division, and that remain marginalised? How do you change communities that have very little in the way of hope – that see very little success in their future – for themselves and each other?

These are complex and critical questions with no pat answers, especially for South Africa 23 years after our transition. They are even more pronounced in a

society defined by diverse identities and orientations – sexual, racial, religious and class, among others – in one of the most wealth-unequal places in the world. Overlaying that is an understanding which is gaining ground that, as identities are intersectional, oppression, too, is intersectional. Building unity through diversity in this ecosystem is a daunting, complex task. And changing the world is a complex endeavour.

But, at the IJR, we have rolled up our sleeves and we may have an answer: by steadfastly working with communities, interest groups and institutions over the last five years in order to drive positive >

At the IJR, we have rolled up our sleeves and we may have an answer: by steadfastly working with communities, interest groups and institutions over the last five years in order to drive positive social change — *change for the better, for everyone* — we have developed a model for change.



social change – *change for the better, for everyone* – we have developed a model for change. We have achieved this through deep, transformative and innovative interventions designed to bridge persistent structural and social divides and their negative effects. And this has placed the IJR at a unique vantage point to observe the myriad but thematically consistent ways in which communities become more inclusive as a result of greater access to justice. We have distilled key shifts resulting from our efforts to build social cohesion. The five shifts observed focus on intergroup and intragroup contact, based on a set of conditions for success:

- Historically dominant, self-sufficient groups get involved and stay engaged in social change.
- The historically marginalised increase their sense of agency.
- Exclusive historical and current narratives are changed to inclusive ones.
- Community members emerge as leaders and act independently in order to continue with social-cohesion goals.
- Practitioners increase awareness of their own positionality and generate a spillover effect in their operating environment.¹

These shifts help catalyse positive effects through their contribution to the IJR's

The engine driving the Model is trust-building and guiding – not leading – change through humility in approaching people, contexts and places in which communities have significant expertise.

Social Change Model. The Model is emergent in nature. It is derived from, and intended to work in, South African contexts. It is 'proudly South African' and is not bounded (only) to models that were developed beyond the textural nuances of the South African landscape.

The shifts informing the Model have resulted in key outcomes generally, thereby enabling the IJR to develop building blocks for an overarching theory of change (shown in the figure on page 13). The engine driving the Model is trust-building and guiding – not leading – change through humility in approaching people, contexts and places in which communities have significant expertise. A critical aspect of the Model is an intentional approach by the IJR to decrease its involvement so as to create spaces for communities to take up and continue the work themselves.

The Social Change Model presents an exciting inflexion point for the IJR.

Based on longitudinal data, experience and reflection, it sets up the IJR to more strongly influence civil society and government policymakers. We have developed a practitioner handbook, *Pathways for Connections*, to help drive social change. But more than that one output, the Social Change Model enables the IJR to return to our partner communities to sustain the results achieved. Our next step as part of the IJR Strategy 2017–2020 is to roll out – via dissemination, lobbying and advocacy with regard to key civil society, government, academic, and practitioner partners and stakeholders – and make the IJR case for social change, building a coalition for change, and leading and shaping the conversation with like-minded and partner organisations. This will also be done with the perspective to scale this model, potentially beyond South Africa's borders.² /END

¹ *Pathways for Connections: An Emerging Model for Long-Term Reconciliation in Post-Conflict South Africa* is an in-depth Building an Inclusive Society (BIS) publication that speaks in depth to the assumptions, conditions for success, and levers for action informing the IJR Social Change Model.

² For more information on analysis and impact, refer to *Pathways for Connections: An Emerging Model for Long-Term Reconciliation in Post-Conflict South Africa*.



Youth conversations shaping POSITIVE PERCEPTIONS

From a life-cycle perspective, being young constitutes an important developmental phase in socialisation and transition. It is a period during which we learn how to function in society and determine which behaviours, values, norms and attitudes we want to adopt and adapt. This process of socialisation takes place in the family, at school, through religious institutions and the media, at community level, and in peer groups. In South Africa, legacies of apartheid remain salient within society and continue to inform the mental framework of many South Africans.

The South African youth, and particularly those labelled as 'Born Free', find themselves in an interesting time in the country's history, in that they are the first generation which has really had to

grapple with the fruits of liberation and freedom in a context of still-overwhelming poverty, unemployment and inequality. They have to contend with the persistent legacies of the past while at the same time figuring out how to access and make the most of the opportunities that the new democratic dispensation has to offer – opportunities which were largely inaccessible to their parents' generation. Perhaps one of the most damaging legacies of apartheid is that intergroup contact in South Africa remains limited.

Schools and residential areas have remained largely racially homogenous, and the limited contact that does happen is often characterised by feelings of mistrust, unease, and even anxiety. Another detrimental legacy of both apartheid and colonialism is economic inequality. Levels of inequality are high and have been on the rise, and, increasingly, class differences have become a barrier to fostering positive social relations. It is important to note that income inequality is a critical issue

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to be resolved, for young people from poor backgrounds will increasingly be marginalised by asset inequality. It is therefore important for the IJR to create platforms where these challenges can be surfaced and solutions explored.

Despite the proliferation of social media and the access that some South African youths have to social-media platforms like Facebook or Twitter, intergroup contact remains limited. As a result, perceptions of the other remain tainted by prejudice and bias. There are also large sections of the youth population which are rural and which have even less intergroup contact and access to opportunities.

How then are we to expect South African youth not to perpetuate patterns of behaviour and attitudes reminiscent of the past when, structurally, little has changed? How do we enable South African youths to forge new ways of being and of working together toward realising an imagined future that is better than our past? Bringing together young people who, owing to the apartheid policies of segregation and its structural and psychological legacies, have not traditionally interacted in meaningful ways is one way in which the IJR, through its work, contributes to building inclusive societies.

By creating safer spaces – in the form of dialogues and youth workshops – where the youth can acknowledge personal and historical perspectives and engage with how these have shaped their interactions, where their prejudices can be challenged and where they can challenge the prejudices of others, and where they can start exploring more inclusive narratives both of the past and the present, the youth become better equipped to make sense of their experiences and are motivated to build partnerships for reconciliation. Intergroup contact affects how we see people and ourselves. Through social closeness, it becomes hard to classify people through a single story, and stereotypes and perceptions of the other are challenged in a meaningful way.

In 2016, the IJR worked with the youth across South Africa – both in rural and urban areas – as well as on the rest of the continent. Interventions took the form of workshops, dialogues, focus-



A willingness to engage with difference is the first step to enhancing understanding.

group discussions, and public lectures. In Burundi, our work with university students explored the role of the youth in peace-building, with an emphasis on regional reconciliation. At the end of the process, a book was published documenting the experiences and stories of change of the students involved. The IJR's Ashley Kriel Youth Leadership Development Project brought together a cohort of young people – consisting of university students, out-of-school youths and employed youths – who had been part of various IJR interventions since 2013 for a three-day session where they explored what justice and reconciliation mean in practical terms and how they could contribute collectively to promoting social cohesion within their communities. These young people are actively involved in community work ranging from mentorship programmes to the establishment of youth movements. Youths from Grahamstown in the Eastern Cape, Warrenton in the Northern Cape, and Vryheid in KwaZulu-Natal explored how the arts can be used to support efforts toward dialogue, understanding and community-led reconciliation. This culminated in a

production written and performed by project participants. In Warrenton in the Northern Cape, young women participated in various intergenerational dialogues and workshops which engaged them on issues of gender, particularly gender-based violence, the role that women can play in promoting peace and reconciliation within communities, the importance of self-care and healing, and how best to support one another in achieving both individual and collective goals.

A willingness to engage with difference is the first step to enhancing understanding. This awareness encourages the youth to develop empathy for the lived experience of others, which, in turn, enables them to become motivated and empowered to build partnerships for reconciliation. By being aware of the need for collective action, participants who have been part of longitudinal inter-group work for reconciliation can work together in achieving common goals. /END

IMAGES ABOVE

Youth from diverse communities engaging in conversation at the 'Youth Political Participation in the Era of the SDGs' in Johannesburg.

IMPROVING TRANSPARENCY through Monitoring and Evaluation

Previously, monitoring and evaluation (M&E) was managed at programme level, with support from the administrators and project leaders and oversight of the programme managers, as well as ad hoc support from an M&E consultancy. In 2014, one of the key recommendations of the external evaluation was that the IJR appoint an M&E specialist to provide expert analysis at a senior level and to build the capacity of project leaders so as to develop their M&E skills. The size of the organisation did not warrant a permanent full-time appointment. Thus an M&E consultant was appointed to assist the IJR team with M&E once a week.

In 2015, the consultant assisted in designing various data-collection tools as well as enhancing and simplifying a few of the IJR's data-collection methods. The further integration of the AB project in terms of data collection also took place in that year. In 2016, the IJR continued to collect data and information as set out in the M&E plan. Going forward, the IJR will design a new M&E system that will enhance data collection and, at the same time, enable easier ways of reporting.



All publications and resources can be found on the IJR's website:
<http://www.ijr.org.za/publications.php>.

Books

Dreaming of Peace and Cohesion in the Great Lakes Region, edited by Patrick Hajayandi

Pathways for Connections: An Emerging Model for Long-Term Reconciliation in Post-Conflict South Africa – a collection of BIS data, fieldwork distillation, methodologies, and insights into driving social change

The Politics of Transitional Justice in the Great Lakes Region of Africa, edited by Tim Murithi

Newsletters

Political Trust and Voting: Findings from SARB 2015, Volume 7, Issue 4

Physical Mobility and Social Mobility: Selected Findings from the 2015 SARB Survey, Volume 7, Issue 5

SARB 2015 – Selected Findings: The Constitution and Respect for Mother-Tongue Language and Cultural Practices, Volume 7, Issue 6

Consultation Report

IJR Regional Women's Consultation: Resilience, Advocacy and Reconciliation – South Sudan, Uganda and Kenya

Policy Briefs

The African Court of Justice and Human Rights and the International Criminal Court – Unpacking the Political Dimensions of Concurrent Jurisdiction, Policy Brief 20

The Prospective African Union Transitional Justice Policy Framework: The Case for Incorporating Regional Reconciliation, Policy Brief 21

2015 SARB Policy Briefing Paper 1 – National Reconciliation, Race Relations and Social Inclusion

2015 SARB Policy Briefing Paper 2 – Perceptions of Economic Security and Wellbeing

2015 SARB Policy Briefing Paper 3 – Political Participation

2015 SARB Policy Briefing Paper 4 – Social Mobility in an Unequal Society: Exploring Access and Advantage in South Africa

SARB Special Briefing Paper – 20 Years of the Constitution: People, Institutions and Rights

Occasional Papers

Gender and the Politics of Reconciliation by Dr Helen Scanlon

Mapping Community Perceptions of Violent Extremism

Manuals

Teaching Respect for All: train-the-trainer manual

Reconciliation Dialogue Processes in Kenya

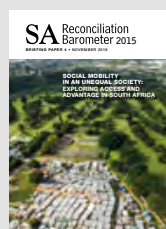
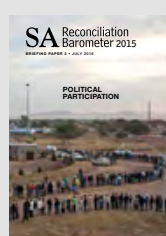
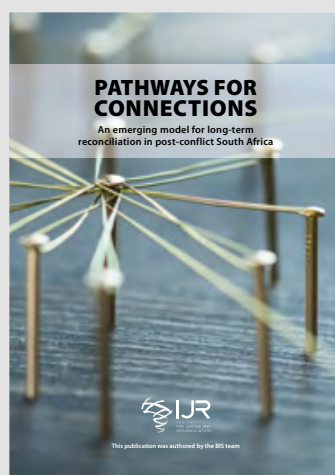
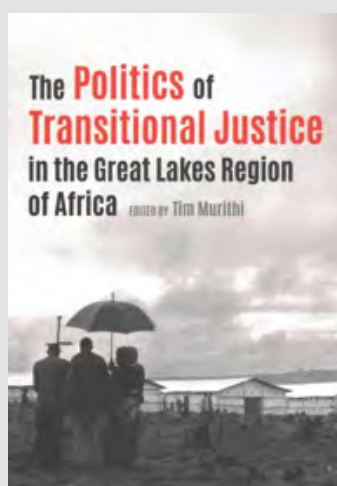
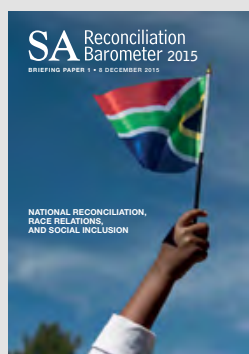
Posters

The Musical Traditions of Worcester since 1950: A Preliminary Contribution
 Warrenton Community Histories: A Contribution to the Historical Narrative
 Pathways for Connections: An Emerging Model for Long-Term

Reconciliation in Post-Conflict South Africa

Pampierstad Community Histories: A Contribution to the Historical Narrative

Shades of Belonging: Follow the Beat – showcasing MAC work in Vryheid from 2012 to 2014





<http://www.ijr.org.za/publications.php>.

Short film

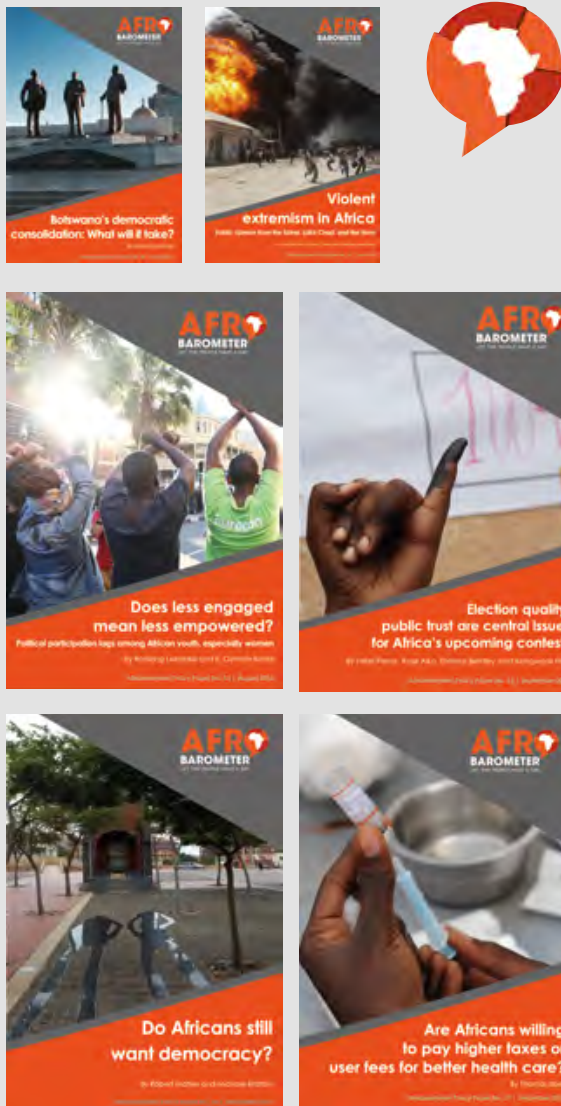
What's Your Gender? AKYLDP youth film: https://www.youtube.com/watch?v=BXUSE6OS_Ck

DVDs

Shades of Belonging (Season 2): African Identities – 'Who am I and what makes me African' is a collection of short films by young African Film makers tackling the topic of multiple identities and what it means to be black.

Concerts/plays

MAC production: A production telling the stories of change of the participants involved in the MAC project since 2012 from the three provinces where the project has been undertaken. The theme was: 'Connecting for Change'



The IJR is the implementing core partner for southern Africa of the Afrobarometer (AB). The AB published a variety of dispatches, working papers and policy papers in 2016 analysing, and offering findings on, the countries in which it conducts surveys. All AB publications can be found on <http://www.afrobarometer.org/>.

Botswana's Democratic Consolidation: What Will It Take? Afrobarometer Policy Paper No. 30
Violent Extremism in Africa: Public Opinion from the Sahel, Lake Chad, and the Horn, Afrobarometer Policy Paper No. 32
Support for Democracy in South Africa Declines amid Rising Discontent with Implementation, Afrobarometer Dispatch No. 71
Immigration Remains a Challenge for South Africa's Government and Citizens, Afrobarometer Dispatch No. 72
Majority of South Africans Want a Workers' Party as Alternative to ANC, Afrobarometer Dispatch No. 73
Post-1994 South Africa Better than Apartheid, but Few Gains in Socioeconomic Conditions, Afrobarometer Dispatch No. 82
Despite Decline in Lived Poverty, South Africans Increasingly Pessimistic about the Economy, Afrobarometer Dispatch No. 83
South Africans Generally Tolerant but Report Racial Discrimination by Employers and Courts, Afrobarometer Dispatch No. 84
South Africa's Opposition Narrows Trust Gap but Still Faces Mixed Perceptions of Vision and Role, Afrobarometer Dispatch No. 88
As South Africa's Local Elections Approach, Public Confidence Underpins System in Turmoil, Afrobarometer Dispatch No. 89
In South Africa, Citizens' Trust in President, Political Institutions Drops Sharply, Afrobarometer Dispatch No. 90
Youth Political Engagement in South Africa: Beyond Student Protests, Afrobarometer Dispatch No. 101
South Africans Demand Government Accountability amid Perceptions of Growing Corruption, Afrobarometer Dispatch No. 126
Six editions of 'IJR Connect' newsletter

IJR AT WORK

BELOW

The South African Reconciliation Barometer launched its SARB briefing paper entitled: 'Perceptions of Economic Security and Wellbeing'.



In an effort to realise the ideals of reconciliation in South Africa and the development of the continent, the IJR's focus in 2016 was fixed on taking the work of the Institute to the people. The following hosted events were key in leading to the organisation's harvests.



ABOVE

The IJR's Policy and Analysis programme released the Transformation Audit in March 2016 titled *Radical Reconciliation: Critical Choices For Economic Justice*, building on the IJR's reconciliation work in recent years.

January

Joint Presentation on National Reparations Policy

Johannesburg

January

South African Coalition for Transitional Justice – Joint Presentation and Meeting with Minister of Justice and Constitutional Development

Pretoria

January

National Steering Committee Meeting for the National Action Plan to Combat Racism, Racial Discrimination, Xenophobia and Related Intolerance

Pretoria

February

Afrobarometer Second Round 6 media release on democracy, immigration, and trade unions

Cape Town

February

Department of Arts and Culture Briefing

Cape Town



February

IJR book launch event for the book, *Mugabeism? History, Politics, and Power in Zimbabwe*

IJR, Cape Town

March

IJR capacity-development seminar entitled, 'The Role of Government Institutions in Promoting Mediation, Justice, and Reconciliation'

Gaborone, Botswana

March

'My Gender Story' — a collaborative youth workshop

Warrenton

March

Hate Crimes Working Group Annual General Meeting with Deputy Minister of Justice and Constitutional Development

Cape Town

February

'Disrupting Racism' — public event

IJR offices, Cape Town



February/March

Afrobarometer Round 6 global release on tolerance in African countries

Maputo, Mozambique



March

IJR training workshop for local Burundian journalists on transitional justice and to provide technical support on how to cover the upcoming Truth and Reconciliation Commission proceedings

Bujumbura, Burundi

March/April

'Understanding Gender and Sexuality' — as part of a collaborative IJR youth workshop

Grahamstown

March

IJR Anti-Racism
Network of South Africa,
Western Cape launch

IJR, Cape Town



May

IJR Workshop series for
youth and civic leaders,
with representatives from
universities in Burundi,
Rwanda and the DRC

Bukavu, DRC

May

The IJR participated in the
African Union-mandated
Extraordinary Chambers of
Senegal court ruling on the
Habré case in Dakar

Dakar, Senegal

May

Freedom House/FXI/IAJ/
Afrobarometer/Gender Links
World Press Freedom Day event

Johannesburg

May

Student Activism in Higher
Education 2016 conference

Johannesburg

May

Afrobarometer Fourth Round 6
media release on elections,
opposition parties and trust
in institutions

Johannesburg

June

Department of Arts and
Culture Executive Briefing

Pretoria

April

Three-day regional women's
consultation entitled,
'Resilience, Advocacy and
Reconciliation — South
Sudan, Uganda and Kenya'

Kampala, Uganda

April

'Reconciliation and Betrayal'
public dialogue part of the
#TRC@20 dialogue series

IJR office, Cape Town

April

Third Afrobarometer Round 6
media release on the economy,
socio-economic changes
since 1994, and discrimination

Durban

June

'What about the Youth?'
Cape Town TV live studio
broadcast as part of the
#TRC@20 dialogue series

*In-studio broadcast recorded
at the Cape Town TV studios*

June

**Afrobarometer round table
on violent extremism in the
Lake Chad, Horn of Africa,
North Africa and Mali regions**

Nairobi, Kenya

June

**SOTU Youth Forum on
Regional Integration
and Youth**

Kigali, Rwanda

June

**Department of Arts and
Culture Briefing to Social
Cohesion Workshop**

Cape Town

June

**IJR policy seminar entitled,
'The Hissénè Habré
Conviction: Prospects for
Continental Accountability'**

IJR office, Cape Town

June

**Pan-African Parliament
Round Table**

Lilongwe, Malawi

July

**Strategic meetings with the
SADC Secretariat and the
SADC Council of NGOs**

Gaborone, Botswana

July

**The IJR participated in the
African Union-mandated
Extraordinary Chambers of
Senegal court ruling on the
Habrè case in Dakar**

Dakar, Senegal

July

**Briefing to former Tanzanian
President Benjamin Mkapa,
mediator for the Burundi
crisis in Arusha, Tanzania,
on strategies for dealing
with the past**

Bujumbura, Burundi

August

**'Gender Justice in the
Workplace: Multi-
stakeholder Dialogue'**

Gauteng

August

**The IJR, in partnership
with Shalom Educating
for Peace – Rwanda,
held a conference
entitled, 'African Truth
and Reconciliation
Commissions:
Lessons from the Field'**

Kigali, Rwanda

August

**'Youth Political Participation
in the Era of the SDGs',
public event**

Johannesburg

August

**'Economic and Social Inequalities'
– a #TRC@20 community
dialogue event. The IJR partnered
with the Social Justice Coalition
(SJC), Equal Education (EE)
and Cape Town TV to host this
event in the informal township
of Khayelitsha**

Khayelitsha

August

**'Jobs for Cash', Education
Public Dialogue**

Gauteng

September

**Stellenbosch University's
'Annual Student Leadership
Conference'**

Stellenbosch



Celebrating RECONCILIATION



In November 2016, the IJR bestowed the Women on Farms Project with the 2015 Reconciliation Award for 20 years of shaping reconciliation by strengthening the capacity of women who live and work on farms. A new category, 'Rising Shapers', was introduced to the Reconciliation Award, honouring three youths, Nonkuleleko Xulu, Leonard McKay and Maletuba Motsebe for their strides in helping forge reconciliation. In this period, the IJR made significant progress in keeping reconciliation front of mind, with over 300 features in print, broadcast and digital media. However, more work can be done and the IJR will continue to work with media houses and key journalists to ensure that the topic of reconciliation and the IJR's work remains on the public agenda in an effort to build a fair, democratic and inclusive South Africa. /END

WALKING THE TALK

IJR STAFF BRING THEIR BEST TO WORK

At the IJR, we are passionate about our employees and believe in our employees living a balanced lifestyle. This means that the IJR's human resources (HR) policies and procedures go beyond that which is required by statutory labour law in South Africa. The organisation's HR policies and procedures do this by including benefits such as paid sabbatical leave, optional six-months maternity leave benefits, a work-from-home benefit one day a week, and flexible working hours.

To help keep IJR staff members abreast of current affairs, 23 internal press club meetings were held with staff members on Mondays to review weekend headlines and also offer commentary by the IJR on issues relating to the Institute's work. Six learning seminars were hosted internally within the organisation to allow IJR staff members a platform to share knowledge on their work with colleagues across the different programmes and thus help build knowledge.

Internal systems and communications

As part of a functioning organisation, effective internal communication and platforms are necessary. The team responsible for this has consistently worked on three key aspects in this regard: the IJR's contact database; an electronic cloud-based intranet; and

the IJR's library. In view of technical challenges linked to the IJR's server and information technology (IT) hardware, a few of the outputs have not gone live. There has, however, been consistent engagement with, and training of, IJR staff concerning these platforms. We are hoping that the technical challenges can be resolved for 2017 in order to ensure a rapid implementation of the new systems.



IMAGE

IJR staff members form a dance chain while belting out African tunes, bidding farewell to Dr Fanie du Toit, the former Executive Director for the Institute.

Staff and Programmes 2016

Executive management



Stanley Henkeman
Executive Director



Dr Fanie du Toit
Executive Director
(Resigned 05/2016)

Core programme



Felicia Thomas
Office Manager



Renee Choto
Head: Finance



Lameez Klein
Bookkeeper



Nawaal Essop Moses
Finance Administrator



Elisha Kotze
Head: Human Resources



Laverne Jacobs
Receptionist



Shireen Stafford
Office Assistant



Nomathemba Ndlela
Receptionist
(Resigned 02/2016)

Communications and Strategy Programme



Carolin Gomulia
Head: Communications & Strategy



Juzaida Swain
Project Leader: Strategy & Fundraising



Margo Newman
Administrator: Communications, Strategy & Systems



Sabine Matsheka
Communications Assistant
(Contract ended 05/2016)



Mathieu Dasnois
Communications Assistant
(Contract ended 05/2016)



Samantha Kambule
Project Leader: Communications & Strategy



Edgar Mashao
Communications & Strategy Intern
(Contract ended 12/2016)



Gugu Nonjinge
Communications Assistant

Building an Inclusive Society Programme



Ayesha Fakie
Head of Programme: Building an Inclusive Society



Stanley Henkeman
Head of Programme: Building an Inclusive Society (ED since 06/2016)



Kenneth Lukuko
Senior Project Leader: Community Healing



Nosindiso Mtinkulu
Senior Project Leader: Memory, Arts & Culture



Cecyl Esau
Senior Project Leader: Schools' Oral History



Leila Emdon
Project Leader: Gender Justice and Reconciliation



Lucretia Arendse
Project Officer: Education for Reconciliation



Simone Brink
Administrator: Building an Inclusive Society Programme



Eleanor du Plooy
Project Leader: Ashley Kriel Youth Leadership Development Project



Megan Robertson
Project Leader for Social Dialogue in the Agricultural Sector (Resigned 02/2017)



Faranaaz Vraagom
Intern: Building an Inclusive Society Programme (Resigned 02/2017)

Policy and Analysis Programme



Jan Hofmeyr
Head of Programme: Policy and Analysis



Anyway Chingwete
Senior Project Leader: Afrobarometer



Ayanda Nyoka
Project Leader: Inclusive Economies (Resigned 12/2016)



Sibusiso Nkomo
Project Leader: Afrobarometer Communications



Rorisang Lekalake
Project Leader: Afrobarometer

Policy and Analysis Programme



Elnari Potgieter
Project Leader: South African Reconciliation Barometer



Pamela Vutula
Administrator: Policy and Analysis Programme



Wendy Mpatsi
Administrator: Policy and Analysis Programme (Resigned 04/2016)



Tiaan Meiring
Intern: Policy and Analysis Programme



Amarone Christzelda Nomdo
Intern: Policy and Analysis Programme (Resigned 03/2016)

Justice and Reconciliation in Africa Programme



Prof. Timothy Murithi
Head of Programme: Justice and Reconciliation in Africa



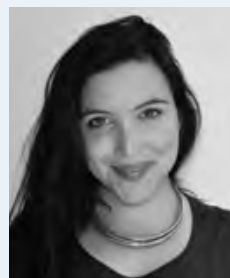
Friederike Bubenzer
Senior Project Leader: Greater Horn and Fellowship Programme



Webster Zambara (PhD)
Senior Project Leader: Southern Africa



Patrick Hajayandi
Senior Project Leader: Great Lakes



Kelly-Jo Bluen
Project Leader: International Justice and Kenya



Anthea Flink
Administrator: Justice and Reconciliation in Africa Programme



Parusha Naidoo
Intern: Justice and Reconciliation Programme (Contract ended 12/2016)



Stephen Buchanan-Clarke
Programme Consultant



Tshegofatso Senne
Programme Consultant

IJR Board of Directors 2016

Prof. Brian O'Connell
Chairperson

Prof. Don Foster
Deputy Chairperson

Dr Fanie du Toit
Executive Director

Ms Louise Asmal
Prof. Jaco Barnard-Naudé
Prof. Hugh Corder
Prof. Lovell Fernandez
Prof. Pumla Gobodo-Madikizela
Prof. Gerhard Kemp
Adv. Dumisa Ntsebeza
Prof. Jeremy Sarkin
Ms Glenda Wildschut
Ms Nozizwe Madlala-Routledge
Prof. Deborah Posel



FINANCIAL STATEMENTS

Income statement

for the year ended 31 December 2016

	2016 R	2015 R
Grants and donations	28,293,577	29,376,385
Earned income	678,928	1,039,304
	28,972,505	30,415,688
Management and administrative costs	(6,169,650)	(5,021,447)
Programme and project costs	(25,371,625)	(26,317,646)
Net operating (deficit)/surplus	(2,568,771)	(923,405)
Net investment income	790,890	605,360
Net (loss)/gain on investments	(159,218)	1,034,623
(Loss)/gain on exchange	(227,138)	903,020
Net (deficit)/surplus for the year	(2,164,236)	1,619,597



Statement of Financial Position
as at 31 December 2016

	2016 R	2015 R
Assets		
Non Current Assets	12,428,774	12,198,249
Property, plant and equipment	364,053	465,485
Investments	12,064,722	11,732,765
Current Assets	6,261,067	13,076,163
Cash and cash equivalents	5,829,515	11,496,058
Accounts receivable	431,552	1,580,107
Total assets	18,689,841	25,274,413
Funds and liabilities		
Funds	13,739,989	15,904,224
Current liabilities	4,949,853	9,370,189
Accounts payable liability	1,261,804	407,504
Operating lease liability	236,079	262,363
Grants received in advance	3,424,969	8,700,322
Total funds and liabilities	18,689,841	25,274,413

Net investment income, income from fees, sales of resources, and other income is set aside to build the sustainability funds for the future. The sustainability fund is invested to generate income which in future can be utilised to fund project shortfalls and future core costs as required. Any earmarked funds for ongoing projects are included as deferred income.



FINANCIAL STATEMENTS

Detailed Statement of Comprehensive Income for the year ended 31 December 2016

	2016 R	2015 R
INCOME		
Donations and grants	28,293,577	29,376,385
CDD Ghana	3,659,556	7,031,858
SIDA	9,947,456	6,975,446
Bread for the World	1,476,295	1,847,753
DFID	1,909,518	2,234,837
Open Society Foundation SA	1,105,377	1,366,018
Private Funder - Netherlands	1,293,364	2,405,664
Royal Norwegian Embassy	4,246,442	5,515,962
Finnish Embassy	1,157,319	410,686
Australian High Commission	–	580,000
Royal Netherlands Embassy	293,750	151,400
Bertha Foundation	229,000	300,000
Konrad Adenauer Foundation	28,037	70,000
Claude Leon Foundation	165,385	144,615
University of the Freestate	621,427	251,077
UNDP	324,646	86,426
Royal Danish Embassy	–	–
Heinrich Boll Foundation	204,000	(7,765)
Robert Bosch	546,233	–
MINDS	356,500	–
George Mason University	367,183	–
George Town University	299,206	–
HURISA	50,000	–
General donations	12,883	12,407
Earned income	678,928	1,039,304
Sales of resources	–	318
Department of Agriculture service contract	643,498	686,000
Fees received	35,430	352,986
Net investment income	631,672	1,639,983
Net interest earned on earmarked funds	3,021	30,613
(Loss)/gain on investments	(159,218)	1,034,623
Dividend income	127,457	94,895
Interest earned	660,412	479,852
Other income	(227,138)	903,020
(Loss)/gain on foreign exchange	(227,138)	903,020
Total Income	29,377,039	32,958,691



Detailed Statement of Comprehensive Expenditure for the year ended 31 December 2016

	2016 R	2015 R
Income (refer page 36)	29,377,039	32,958,691
EXPENDITURE	31,541,275	31,339,093
Management and administration costs	6,169,650	5,021,447
Staff costs	3,462,533	2,299,117
Office and operating costs	2,557,424	2,580,520
Board and AGM	79,943	93,855
Audit fees	69,750	47,956
Programme and project costs	25,371,625	26,317,646
Core programme costs	1,221,635	737,039
Staff costs	12,203,823	10,835,440
Less: staff costs relating to projects	(11,349,284)	(10,282,258)
Staff training and strategic planning	228,134	81,407
Travel	114,449	92,452
Other costs	24,512	9,998
Specific projects	24,149,990	25,580,607
Communications & Strategy	2,823,721	2,270,154
Advocacy and Communications Workstream	19,006	–
Building an Inclusive Society		
Ashley Kriel Youth Project	787,554	940,158
Memory, Arts and Culture	1,166,150	1,643,424
Schools Oral History Project	616,883	763,566
Community Healing	1,295,645	1,082,760
Gender	796,905	338,317
Educating for Reconciliation	997,993	1,302,313
Deep and Sustained Dialogues Workstream	24,073	–
Transitional Justice and Reconciliation in Africa		
African Dialogues and Interventions	9,011,627	7,711,803
Policy and Analysis		
SA Reconciliation Barometer Research Project	1,363,144	2,007,827
Inclusive Economies	1,551,817	1,704,044
Afrobarometer	3,735,113	6,485,024
Transitional Justice and Economic Crime	1,528,088	1,064,868
Social Dialogue Plan	169,940	252,041
Extremism	299,206	–
MINDS	356,500	–
Fees for management and administration costs	(2,393,375)	(1,985,689)
Net surplus/(deficit) for the year	(2,164,236)	1,619,597

Fundraising and the IJR's financial sustainability

In an effort to realise the full budget, the Fundraising Desk submitted several concept notes and full proposals, and arranged meetings with potential donors. A total of 17 proposals and concepts were submitted from the end of 2015 through to October 2016. All proposals were developed in consultation with IJR staff, the Finance Manager and, where necessary, the Executive Director.

Building on 2015, there was consistent collaboration and input on the part of project staff in terms of taking ownership for fundraising and proposal-writing, which is very encouraging. In addition, to ensure quality-assurance, all but two proposals were approved by the Communications and Strategy Head of Programme before submission. Concerted efforts to further improve the quality of the IJR's proposals included consultation with the IJR's M&E consultant in order to ensure that the IJR's impact was better articulated and to design a framework for evaluating the IJR's proposals.

New donors include the Human Rights Institute of South Africa (HURISA) through Oxfam's SOTU Project, the Robert Bosch Stiftung, and the Australian High Commission in Pretoria. The IJR ensured that regular meetings with donors were held and that regular exchanges and communication with donors and funders (past, present and potential) took place.

Donor relations formed an integral part of the IJR's fundraising strategy and ensured that the IJR was visible in the diplomatic and donor community, specifically in Pretoria. This included several meetings with various diplomatic and donor agencies which culminated in partnerships and continued discussions around funding opportunities for the IJR to pursue.



FUNDRAISING and donor relations 2016

Thank you

The IJR would like to thank the following donor agencies, individuals and UN online volunteers for their continued support:

Australian High Commission, Pretoria
Bertha Foundation
Brot für die Welt
Ghana Centre for Democratic Development
Claude Leon Foundation
Embassy of the Kingdom of the Netherlands, Pretoria
HURISA
Embassy of Finland, Pretoria
George Mason University
Konrad-Adenauer-Stiftung
Open Society Foundation - South Africa (OSF-SA)
Robert Bosch Stiftung
Swedish Development Cooperation Agency (SIDA)
The Royal Norwegian Embassy, Pretoria
UK Aid - Department for International Development (DFID)
UNDP
University of the Free State (UFS)
Western Cape Department of Agriculture
Heinrich Böll Stiftung

Donor relations formed an integral part of the IJR's fundraising strategy and ensured that the IJR was visible in the diplomatic and donor community.

The IJR would also like to thank:

Mandela Institute for Development Studies
Georgetown University
Professor Michael McDermott
Ms Cara Meintjes
MetaBooks
Wabash Pastoral Leadership Program

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Account number: 071524355
Account type: Cheque
Bank: The Standard Bank of South Africa
Branch: Rondebosch
Branch code: 02-50-09-00
Swift code: sbzazajj



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FREE STATE
UNIVERSITEIT VAN DIE
VRYSTAAT
YUNIVESITHI YA
FREISTATA



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Stiftung



NORWEGIAN EMBASSY



Western Cape
Government
Agriculture



EMBASSY OF FINLAND



OPEN SOCIETY FOUNDATION
FOR SOUTH AFRICA



HEINRICH BÖLL STIFTUNG
SOUTHERN AFRICA

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IJR blogs

www.reconciliationbarometer.org
www.transformationaudit.org
www.ashleykrielyouth.org



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