

A close-up, artistic photograph of a human hand, palm facing the viewer. The hand is light-skinned and has the words "NO IS NO" written in thick, black, hand-painted letters across the palm. The background is a mottled, textured blue-grey. The title "ANNUAL REPORT 2019" is overlaid in white and black text across the upper portion of the image.

ANNUAL REPORT²⁰¹⁹



IJR

THE INSTITUTE
FOR JUSTICE AND
RECONCILIATION



VISION

Building fair, democratic and inclusive societies in Africa

MISSION

The Institute for Justice and Reconciliation enables Africa and global communities to promote reconciliation and to apply human-centred approaches to socio-economic justice

CELEBRATING
expression.

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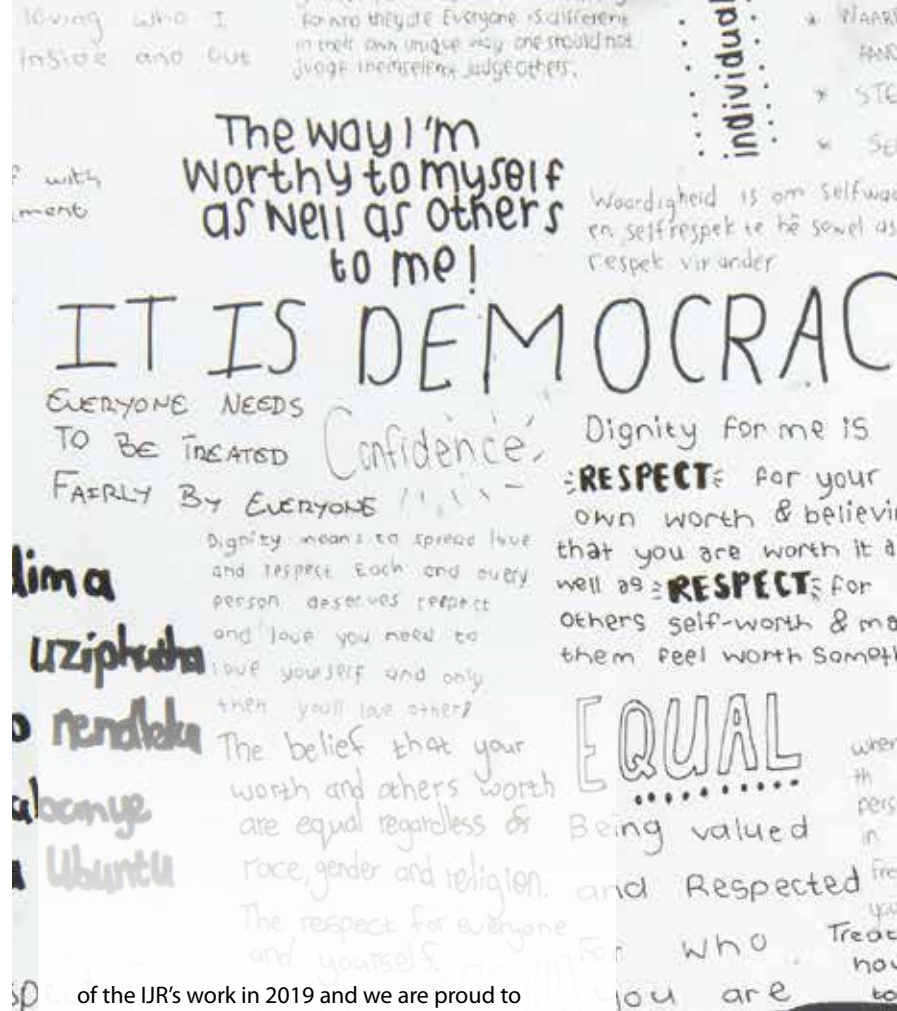
MESSAGE FROM THE IJR ANNUAL REPORT TEAM

The year 2019 was an active year for the Institute for Justice and Reconciliation (IJR) team, with a mandate to press ahead with the plans and goals set out in our multi-year strategy (2017–2019). It was, however, a challenging year for South Africa, with the country experiencing an increase in retrenchments and an ailing economy. There was also an increase in violent crimes – gender-based violence, in particular, saw women mobilising and marching to Parliament to demand action from President Cyril Ramaphosa.

The IJR team has been hard at work transforming the lives of communities around South Africa and in some parts of the continent. As an organisation, we are proud to share our work with all stakeholders.

A number of non-governmental organisations (NGOs) faced challenges, with some unfortunately having to close down. Our organisation has been fortunate to navigate the storms as a result of the support of all our stakeholders, who continue to trust and make the IJR one of the leading NGOs in the reconciliation and justice field.

This Annual Report offers a summary of our work during 2019. While much has been done, a lot still needs to be done to realise fair, democratic and inclusive societies. This report provides an overview



of the IJR's work in 2019 and we are proud to show a snapshot of the seeds planted from our strategy and the results thereof in the places we work in.

From all of us at the IJR, thank you for making our work possible and for partnering with us to enhance the course of transitional justice in South Africa and in the region.

We hope you will take the time to read through our Annual Report to learn more about the lives you have empowered. / **END**

Enjoy the read!

Your IJR Annual Report team

IJR 2017–2020 STRATEGY



- Regional reconciliation
- Transitional and victim-centred justice and reconciliation
- Restoring human dignity and bottom-up reconciliation
- Racism, social cohesion and inclusion
- Socio-economic justice (inclusive development)



The Institute for Justice and Reconciliation enables African and global communities to promote reconciliation and to apply human-centred approaches to socio-economic justice

RESEARCH AND ANALYSIS

To provide quantitative and qualitative evidence to inform the positions the IJR takes

DEEP AND SUSTAINED DIALOGUE

To facilitate deep and sustained conversations on critical issues that are transformative, problem-solving and inclusive

PEACEBUILDING AND INTERVENTIONS

To facilitate skills development and the exchange of knowledge and insight in order to empower and mobilise communities to drive justice and reconciliation processes

COMMUNICATION AND ADVOCACY

To engage in a relevant way that informs, advocates and sets the agenda for justice and reconciliation

OPERATIONS

To continuously improve fair and transparent practices that guide processes, policies and operations

To ensure internal efficiency and financial sustainability

IJR's GEOGRAPHICAL FOOTPRINT



- | | |
|--|--|
|  Botswana |  Mozambique |
|  Burundi |  Rwanda |
|  Central African Republic (CAR) |  South Africa |
|  Democratic Republic of Congo (DRC) |  South Sudan |
|  Ethiopia |  Uganda |
|  Kenya |  Zimbabwe |

MESSAGE FROM OUR CHAIRPERSON

Work without Hope

All Nature seems at work.
Slugs leave their lair—
The bees are stirring—birds are on the wing—
And Winter slumbering in the open air,
Wears on its smiling face a dream of Spring!
And I the while, the sole unbusy thing,
Nor honey make, nor pair, nor build, nor sing.

Yet well I ken the banks
where amaranths blow,
Have traced the fount whence
streams of nectar flow.
Bloom, O ye amaranths!
bloom for whom ye may,
For me ye bloom not!
Glide, rich streams, away!
With lips unbrightened,
wreathless brow, I stroll:
And would you learn the spells that
drowse my soul?
Work without Hope draws nectar in a sieve,
And Hope without an object cannot live.

*Samuel Taylor Coleridge
1825*

In this beautiful but thought-provoking poem by Samuel Taylor Coleridge, he describes the ways that Nature works, delighting in the purpose and direction of all things. However, he laments his lack of direction: he has no hope, nor object to give his work meaning. As I reviewed the multi-year strategy of the Institute for Justice and Reconciliation (IJR) and its achievements in 2019, I thought about the importance of hope in our country, and, in the face of our enormous challenges, about the need for objects around which to galvanise, to draw strength. I thought about the incredible role that the IJR plays as it pursues its objectives, offering us hope that a brighter future is possible.

I recall, on my first day as Chairperson, I felt deeply optimistic. Meeting the exceptional staff, I could sense positive energy and, from all corners, a deep sense of purpose. This purpose has not changed; indeed, it



has expanded over the years. The IJR has grown and developed, working with nations across Africa and further abroad. While we as South Africans strive to overcome the legacy of apartheid, our nation and its people are also contending with unprecedented challenges that the 21st century has ushered in. In the context of the current global state, fraught with so much uncertainty, I find solace in what the IJR stands for and the work that it does. It gives me hope!

**I thought about the importance of
hope in our country, about the need
for objects around which to galvanise,
to draw strength.**

I was proud to serve as Chairperson of the IJR in 2019. Once again, it excelled in its contribution to supporting reconciliation and socio-economic justice in South Africa. I want to commend the Board for driving the vision of building fair, inclusive and democratic societies. I applaud the staff and leadership for their work for the benefit of all us, for offering us strength and hope. You have all made the IJR's significant contribution possible, and I thank you. / **END**

Prof. Brian O'Connell
Chairperson of the IJR Board

EXECUTIVE DIRECTOR'S REPORT

In 2007, the Executive Director of the Institute for Justice and Reconciliation (IJR), Prof. Charles Villa Vicencio, made an impassioned plea in the Transformation Audit to the ruling party to heal itself, for the education system to deliver the basics of literacy and numeracy, and for decisive action in reversing the tide of poverty, unemployment and inequality. Twelve years later, these challenges still haunt us, but with the addition of high levels of anger, resentment, damage to property, and acts of violence perpetrated against people. We are experiencing a crisis of trust and confidence, coupled with rampant corruption. After 25 years of democracy, the government, led by the foremost liberation movement, had failed to work for the advancement of the impoverished masses. It is in this context that the IJR makes its contribution to the building of fair, democratic and inclusive societies.

The IJR's mission is as relevant – and needed – now as it has ever been. As an organisation that works on the ground with people, many of them young, black and unemployed, we are constantly reminded of the tenuous nature of the South African democracy. The failure of institutions of governance, especially in respect of delivery, is disastrous for many ordinary South Africans. The unacceptably high levels of crime, disrespect, gender-based violence, and disregard for the rule of law have catapulted us into a realm similar to some of the most dangerous conflict zones such as Yemen, Syria, Somalia, Iraq and Afghanistan. The good news is that we are involved in serious introspection as a country and we are encouraged by the genuine efforts of the government to address the challenges. Because the IJR cannot divorce itself from the country in which it operates, we, too, need to find ways to navigate the complexities facing the society we serve. The management and staff of the IJR have committed themselves to practise what we preach through our values, work ethic and commitment to stakeholders.

We continue to look for effective ways to address the challenges facing the societies we are involved with. This we do through: our projects involving gender justice, racism, social cohesion and inclusion, social dialogue in agriculture, the restoration of human dignity, the social-change model, mental health and peacebuilding, the documentation of human rights violations in Burundi, and sustaining peace in Zimbabwe; engaging in processes of the Southern African Development Community (SADC) and African Union (AU); and countering violent extremism. Our research component, represented by the South



As an organisation that works on the ground with people, many of them young, black and unemployed, we are constantly reminded of the tenuous nature of the South African democracy.

African Reconciliation Barometer (SARB) and Afrobarometer, continues to reflect the voices of ordinary people on issues that affect their lives and well-being. We also had positive engagements with key government departments such as Planning, Monitoring and Evaluation (located in the Presidency), Basic Education, International Relations and Cooperation, and Arts and Culture, to which we offered assistance, technical support and cooperation. Our relevance was further boosted by the inclusion of the SARB findings in the 25-year review of the South African democracy. In addition, our staff continue to make critical contributions at conferences, seminars and workshops both locally and abroad. Moreover, our involvement in assisting with the establishment of a reconciliation barometer in Sri Lanka has been supported by the South African High Commissioner to that country.

Our media footprint continues to be strong through constant appearances on radio and television and through the use of print and electronic media. Partnerships remain a priority, and some collaborations such as a joint international conference with the Institute for the Healing of Memories, a parliamentary engagement with the legislature, and collaborations with the Human Sciences Research Council and the National Foundations Dialogue Initiative on 'assertiveness and accountability under the Constitution' serve as indications of the respect we enjoy as an organisation.

The IJR's Executive Director was awarded the 'Carrier of the Flag' award for community service at the Impumelelo Social Innovations Awards, and, in addition, was appointed by the Minister of Arts and Culture as a Social Cohesion Advocate for the period 2019 to 2024. Further, our Board of Directors was enriched by the addition of Ms Salona Lutchman and Mr Kwadwo Owusu, who will add much value and diversity as well as a younger voice to the IJR governance mandate.

Finally, we wish to place on record our gratitude to the Board for its support and guidance. We further express our sincere appreciation to the IJR staff, whose commitment to, and passion in respect of, the IJR vision, mission, values and strategic focus have been herculean. We also acknowledge the generous support of our donors and partners who make it possible for the IJR to carry out its work. /END

Stanley Henkeman
Cape Town

AFRICAN UNION TRANSITIONAL JUSTICE POLICY: THE PROMISE OF REGIONAL RECONCILIATION

In February 2019, the African Union Transitional Justice Policy (AUTJP) was formally adopted by the Assembly of Heads of State and Government and is now available for all citizens across the continent to engage with and utilise (see: https://au.int/sites/default/files/documents/36541-doc-au_tj_policy_eng_web.pdf). The AUTJP outlines a broad range of guidelines and practices relating to the field of transitional justice, which seeks to address the violations and injustices of the past as a way of building more inclusive and peaceful societies. Consequently, the AUTJP is an important guidance document which all African citizens, as well as governmental and intergovernmental actors, need to engage with in order to address the lingering effects of authoritarian rule and violent conflict on the continent.

The AUTJP outlines an array of processes and interventions relating to the recovery of the truth and the administration of restorative and retributive justice, including the use of indigenous African approaches to redress and accountability. Furthermore, the AUTJP provides essential suggestions on how to balance the need for criminal prosecution with the demand for restorative processes, including reparations and psychosocial trauma interventions, so as to more effectively restore the human dignity of survivors as a pathway to healing and reconciliation.

One phenomenon that continues to persist on the African continent is the incidence of intra-state wars, which have largely been replaced by intra-state conflicts. However, more often than not, these intra-state conflicts have regional dimensions in the way that they are resourced and occur. In the Great Lakes Region of Africa, for example, there is an intimate link between the crises in Burundi, the eastern Democratic Republic of Congo (DRC), and Rwanda that have their historical origins in the Belgian colonisation of all three countries. More specifically, instability in the DRC has had a direct impact on neighbouring countries, including Rwanda, Burundi and the Central African Republic (CAR). Currently, the residual refugee population that fled the 1994 genocide in Rwanda continues to reside within the territory of the DRC. A failure to address the historical violations that these countries endured will continue to postpone the genuine consolidation of peace in the region. Similarly, the crisis in South Sudan has regional dimensions that implicate both Uganda and Sudan. Likewise, instability in Somalia, and the continuing cross-border violence perpetrated by al-Shabaab, which has affected Kenya, Ethiopia and Uganda, has a regional dimension. The reality is that governmental and intergovernmental actors are still attempting to address the crisis in one country in isolation of the dynamics of neighbouring countries, which only delivers incomplete outcomes. Consequently, it is necessary to adopt the notion of 'regional reconciliation' as an overarching strategy and approach in order to address the conflict dynamics across borders and provide the foundation for a more stable and sustainable peace.

The AUTJP serves as a framework for governmental and intergovernmental actors to begin to explore the notion of regional reconciliation as a pathway to more stable societies and countries. Innovative community-based interventions, such as the peacebuilding efforts among the Karamoja Cluster which straddles Uganda and Kenya, are already working through cross-border, people-to-people processes. These are a form of regional reconciliation. Drawing on this communal

example, it is equally necessary to establish and also engage leader-to-leader and government-to-government actors within the framework of a deliberately designed regional reconciliation intervention. Through a regional reconciliation process which widens the net to include key state actors in the region, the propensity for 'spoilers' who are based in neighbouring countries is substantially diminished and the prospects for more sustainable solutions increase.

The Institute for Justice and Reconciliation (IJR) has established the Pan-African Reconciliation Network (PAREN) as a continental platform to promote awareness-raising, capacity development, and knowledge generation relating to the AUTJP. In addition, the IJR's PAREN initiative has created a 'community of practitioners' who will be able to support regional, national and communal reconciliation interventions across the continent. The persistence of conflict and extremism on the continent requires that all governmental, intergovernmental and non-governmental actors work more closely in the spirit of solidarity. The PAREN initiative is the IJR's vehicle for contributing to forging this solidarity, and it will continue to engage partners on adopting a regional reconciliation approach as well as supporting the implementation of the AUTJP. /END



In a world that is going through a turbulent period with the ongoing incidents of femicide, xenophobia, violent extremism and hate-

speech, the harms that are being perpetrated are troubling and reveal the inhumane side of humanity.

These injustices victimise the innocent and vulnerable, and the question then becomes: *In what form can redress and accountability for the harm done be pursued?*

The debate around the category of 'victim' and 'victimhood' has begun to take on a new dimension based on the need to restore agency to those who have suffered harm. The IJR has accordingly established the International and Survivor-Centred Justice (ISCJ) Project, whose focus is to contribute to broadening the category of 'victim' towards a more encompassing notion of 'survivor', which will provide the basis for exploring opportunities for more meaningful forms of redress and accountability.

On 29 and 30 August 2019, the IJR, in partnership with the Pan-African Lawyers Union (PALU), co-hosted a Policy Roundtable, 'Survivor-Centred Justice: Towards the Operationalisation of the African Union Transitional Justice Policy', in Arusha, Tanzania. Arusha is the regional political capital of the East African Community (EAC) and East African Legislative Assembly (EALA), whose membership includes Burundi, Kenya, Rwanda, South Sudan, Tanzania and Uganda. The IJR has convened interventions in all six countries, working with governmental, intergovernmental and non-governmental partners.

Consequently, there was a strategic reason for convening the Policy Roundtable at this venue, as the issues relating to survivor-centred justice are relevant to all six countries, as well as other countries across the continent. Arusha is also the judicial capital for the African continent, with the African Court on Human and Peoples' Rights (AfCHPR) having its seat there. The AfCHPR will eventually merge with the African Court of Justice and

SURVIVOR-CENTRED JUSTICE: MOVING BEYOND THE CATEGORY OF 'VICTIM'



Human Rights (ACJHR). The IJR took the opportunity to meet with the Registrar of the AfCHPR and the Head of the Legal Department during the period of the Policy Roundtable.

The IJR-PALU Policy Roundtable engaged with national, regional and continental actors and institutions on the importance of integrating notions of survivor-centred justice into regional post-conflict peace and justice interventions. Specifically, the meeting discussed how to assess the practical modalities for its operationalisation on the African continent, with reference to the framework provided by the recently adopted AUTJP.

The purpose of pursuing a form of survivor-centred justice is to enhance efforts to confront impunity and ensure accountability, while also contributing to the restoration of human dignity, by addressing the social, economic and cultural violations of oppressive regimes. The over-reliance on international justice with its narrow emphasis on criminal prosecutions, and a similar overemphasis at a national level on truth commissions, has led to incomplete forms of justice for the survivors of atrocities. Consequently, a survivor-centred approach problematises and interrogates the victim-perpetrator dichotomy, and investigates how victims, perpetrators and beneficiaries can actively be incorporated into a process and framework for pursuing accountability, redress and reconciliation that will more effectively promote political, social and economic justice and thus create the conditions for more cohesive societies.

A key finding from this initial analysis is that it is essential to move beyond the dominant emphasis on criminal-judicial interventions, based on a constricting notion of 'victimhood', as the method of choice to address past violations. An



additional key finding from the IJR's policy deliberations is that adopting a survivor-centred justice approach can contribute to addressing the systemic and structural causes of political violence. Furthermore, a survivor-centred approach creates the opportunities to utilise a broader range of approaches to justice at different times, which can then be deployed to intervene to break the recurring cycles of violence and contribute to entrenching positive peace and reconciliation.

In terms of the way forward, the IJR's ISJ Project will continue to elaborate on, and refine, our understanding of this concept of survivor-centred justice. In addition, the Project will also identify key entry points for engaging with a survivor-centred justice approach, including collaboration with governmental, intergovernmental, non-governmental, academic and communal actors.

Great Lakes Region

Between 2018 and 2019, the IJR conducted research which generated new knowledge on, and insights into, a forgotten historical era in which a culture of imposed silence had left a wide range of societal issues unaddressed. The IJR Research Report, 'Wounded Memories: Perceptions of Past Violence in Burundi and Perspectives for Reconciliation', demonstrated that suppressed memory and historical accounts pertaining to violent conflicts is a widespread phenomenon across Burundian society.

The Report has brought to light the fact that, according to the respondents, more than 90% of Burundians possess information about the violence in the country in the post-independence period from 1965 to 2008, but have not yet had the opportunity to share it. In addition, the Report shows that 97% of the respondents personally witnessed the violence that they talked about. This explains why many people in the country have been psychologically affected by violence. The research work of the IJR has revived interest in understanding what role a violent past plays with respect to people's behaviour and attitude, including the transmission of a negative narrative from one generation to another.

In 2019, the IJR conducted a series of documentary interviews with witnesses who had experienced the atrocities. The series will serve as the basis for a video that will be utilised to convene intergenerational dialogues on the legacy of atrocities across the Great Lakes Region.

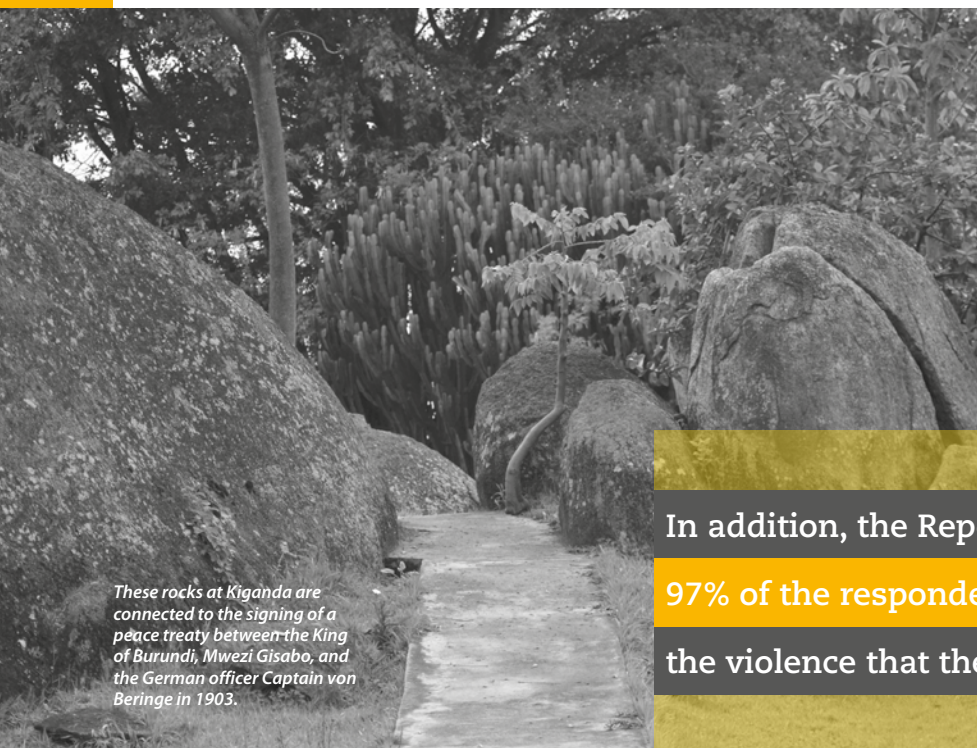
The Central African Republic

Activating national and communal reconciliation in the Central African Republic

The CAR has, for decades, suffered from chronic instability and periodic surges of violence – the most recent, which pitted the predominantly Muslim ex-Séléka against the predominantly Christian anti-Balaka armed groups, led to the deaths of thousands and the displacement of millions, and had a profound impact on the country's social fabric. Following the democratic election of President Faustin-Archange Touadéra in 2017, the IJR began to work with the CAR government to provide technical assistance and training in order to support ongoing mediation efforts between the government and armed groups and promote policies to activate much-needed national and communal-level reconciliation.

In the lead-up to the signing, on 6 February 2019, of the 'Political Agreement for Peace and Reconciliation in the Central African Republic' (Political Agreement), the IJR provided capacity-building for officials who would go on to represent the CAR government at the AU-led peace talks with the country's 14 armed rebel groups. This included training workshops with the Ministry of Humanitarian Action and National Reconciliation and Ministry of Disarmament, Demobilisation, Reintegration, and Repatriation (DDRR).

Since the signing of the Political Agreement, the IJR has sought to build on the Memorandum of Understanding (MoU) it has with



These rocks at Kiganda are connected to the signing of a peace treaty between the King of Burundi, Mwezi Gisabo, and the German officer Captain von Beringe in 1903.

In addition, the Report shows that

97% of the respondents personally witnessed

the violence that they talked about.

the Ministry of Humanitarian Action and National Reconciliation in order to develop and support the Ministry's national transitional justice strategy. This began with the co-convening of a consultative workshop with the Ministry on the implementation of the Political Agreement, the publication of *Reconciliation in the Central African Republic: A Handbook for Practitioners*, and, in June, accompanying government officials in the CAR on national consultations on a future Truth, Justice, Reparations and Reconciliation Committee.

The IJR's engagements in the country have continued to emphasise: the importance of an inclusive, bottom-up approach to building reconciliation; the role of women within local and national reconciliation initiatives; and the potential of traditional justice practices in reconciling communities. This emphasis has paid dividends not just in the provisions included in the Political Agreement, but is also evidenced in a marked increase in the government's willingness to engage with local civil society, as well as in the positive feedback from many of the 110 Central Africans drawn from civil society, religious institutions and government who have participated in IJR training programmes to date.

The network of local peacebuilding practitioners that the Project has established and trained, the educational materials developed, and the close partnership the IJR has built with the government will help the IJR to effectively support reconciliation in the CAR in 2020.

Southern Africa

Since 2016, the IJR has partnered with the United Nations Development Programme (UNDP) in Zimbabwe to build the capacity of the fledgling National Peace and Reconciliation Commission (NPRC) to fulfil its constitutional mandate. Under the UNDP framework, the IJR has played a leading role in crafting the NPRC Regulatory Framework that was pronounced as a Statutory Instrument (SI 90/2018) by the government of Zimbabwe in March 2018. Subsequently, the IJR provided technical support and expertise in crafting the NPRC's five-year strategy document (2018–2022) that was launched in October 2018 under the theme, 'Transitioning Zimbabwe from a Conflictual Past to a Sustainable, Harmonious and Peaceful Society through Generations'. To fulfil Outcome 3 of its five-year strategy that seeks to create *improved architecture for conflict prevention at national and subnational levels*, the Commission had, by June 2019, established Provincial Peace Committees in all ten provinces of Zimbabwe (see: www.nprc.org.zw). Using the IJR's knowledge and skills gained over the years, the Commission is, on its own, now developing the capacity of the provincial committees into infrastructures of peace that will facilitate bottom-up processes

Goal 16: 'promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels'

designed to resolve conflict and promote reconciliation and social cohesion.

The IJR has existing MoUs with the Southern African Development Community Council of Non-Governmental Organisations (SADC-CNGO) and the Centre for the Study of Violence and Reconciliation (CSV). While we have collaborated in the past and prevailed in setting civil society agendas in the SADC region, in 2019 the focus shifted to taking collective leadership with a view to popularising, and raising awareness of, the recently adopted AUTJP. In August 2019, over 200 civil society activists from all SADC Member States were introduced to this new policy during the 15th Civil Society Forum that ran under the theme, 'Towards a Prosperous and Integrated Africa – Equity and Justice for All', ahead of the 39th SADC Summit of Heads of State and Government in Dar es Salaam, Tanzania. Furthermore, under its Project, 'Sustaining Peace in Southern Africa', the IJR produced two policy briefs to deepen influence and prioritisation of the policy and practice of transitional justice in the region using the AUTJP, and in pursuit of the universal Sustainable Development Goals (SDGs), particularly Goal 16 that seeks to 'promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels'.



Psychosocial and mental health

In 2019, IJR research illustrated that psychosocial support is a necessity and needs to be integrated into the everyday provision given to people who have endured or emerged from violent situations. In simple terms like these, it seems self-evident that peacebuilders and mental health and psychosocial support providers should be working together to restore, in a holistic way, people and communities affected by violent conflict. However, the IJR's research shows that this is not the case.

The IJR convened three co-creative workshops in 2019, working with practitioners in both fields in Zimbabwe, Kenya and South Africa. These workshops revealed that, while there is widespread enthusiasm for bringing the two fields closer together from the outset, multiple constraints hinder this collaboration. As one participant in Zimbabwe commented after a three-day 'co-creation' workshop:

The workshop managed to bring together two sets of professionals serving the same clients in the same communities from different angles and yet not being very cognisant of the fact that together our services can complement and produce more results than working independently.

The IJR's co-creation workshops bring together practitioners from both fields to build relationships and to jointly identify the barriers to, and opportunities for, collaboration, while being very clear as to what each field needs to learn about the other in order to generate more sustainable results. This Project is aiming to lay the foundation for a collaborative approach based on a tried-and-tested model that can contribute to re-weaving the social fabric of conflict-affected communities.

It seems self-evident that peacebuilders and mental health and psychosocial support providers should be working together to restore, in a holistic way, people and communities affected by violent conflict.



This would be based on the inclusion of alternative forms of justice as a pathway to contributing to confronting impunity and ensuring accountability.

International and survivor-centred justice

On 29 and 30 August 2019, the IJR, in partnership with the PALU, jointly convened a two-day Policy Roundtable on 'Survivor-Centred Justice: Towards the Operationalisation of the African Union Transitional Justice Policy', which engaged continental actors and institutions on the integration of notions of survivor-centred justice into regional, post-conflict peace and justice interventions. In particular, the Roundtable interrogated the notion of survivor-centred justice and assessed the practical modalities for its operationalisation on the African continent, with reference to the framework provided by the recently adopted AUTJP. Specifically, the Roundtable critically engaged with the over-reliance of international justice on criminal prosecutions, and a similar overemphasis at a national level on truth commissions, as the key pillars of transitional justice. In particular, the Roundtable examined how an approach predicated on survivor-centred justice can contribute to addressing the systemic and structural causes of political violence. The Roundtable analysed whether a broader range of approaches to justice can be deployed to intervene in order to break the recurring cycles of violence and contribute to entrenching positive peace and reconciliation through a policy of survivor-centred justice. The meeting concluded that, in terms of policy interventions and capacity-building processes going forward, it was necessary to adopt a survivor-centred justice approach. This would be based on the inclusion of alternative forms of justice as a pathway to

contributing to confronting impunity and ensuring accountability. It would also contribute to the restoration of human dignity by addressing the social, economic and cultural violations of oppressive regimes.

As a contribution to advancing knowledge on the politics of international criminal justice, the IJR, in 2019, published the book, *Judicial Imperialism: the Politicisation of International Criminal Justice*, authored by Tim Murithi, the IJR Head of the IJR Peacebuilding Interventions Programme. The book, which is available on the IJR's website, was formally launched at the IJR offices in June 2019 and was disseminated to policymakers, wider society and the media.

Pan-African Reconciliation Network

Since 2011, the IJR has been actively involved in providing technical inputs to the development of the AUTJP. In February 2019, the AU formally adopted the AUTJP, and it is now necessary to engage organisations across Africa on strategies to utilise the Policy as a guideline to implementing their national and regional transitional-justice processes. In 2019, the IJR's PAREN initiative undertook key interventions with partners to plan strategies on how to implement the AUTJP. Specifically, the IJR met with partners in Addis Ababa, Arusha and Nairobi to identify areas of collaboration and to consolidate a network of like-minded organisations to promote the implementation of the AUTJP. In September 2019, the IJR participated in the 3rd Annual Continental State of Transitional Justice Conference which was convened in Addis Ababa, Ethiopia, by the AU and a network of civil society actors, and delivered a presentation on the IJR's insights into reparations and memorialisation. In addition, on 8 November 2019, PAREN collaborated with the Kenya Transitional Justice Network (KTJN) to convene a civil society



The PAREN Trainee Facilitators Mentorship Programme provides graduates with a much-needed stepping stone towards more mindful and informed engagement in the field.

forum to deliberate on and discuss strategies for scaling up awareness of, and engagement with, the AUTJP.

As part of its capacity-building mandate, the IJR established a PAREN Trainee Facilitators Mentorship Programme based on the recognition that there are numerous graduates seeking to scale up their skills in the social-justice sector but who are often unable to access the entry-level positions in this sector. Such a programme would therefore help to overcome this barrier. The PAREN Trainee Facilitators Mentorship Programme provides graduates with a much-needed stepping stone towards more mindful and informed engagement in the field. In particular, in 2019, the IJR convened two PAREN trainee workshops in order to develop the facilitation skills of postgraduate students through training and workshop involvement. PAREN trainees were able to engage in emergent learning processes that would provide them with insights into approaches to facilitation, including engaging with senior IJR facilitators to draw insights from their experience. In addition, the trainees were able to participate actively in the IJR Gender Indaba, gain insights from a practical situation, and learn from the facilitators who were convening the different sessions.

In 2019, PAREN established a growing database of experienced practitioners in the field of transitional justice. Specifically, an online platform was further developed in order to enable this community of practitioners to exchange their views on best practices and to exchange insights into how to support the implementation of peacebuilding efforts across the African continent. /END



RESTORING HUMAN DIGNITY AND BOTTOM-UP RECONCILIATION

Here, we consider *the creation of opportunities for communities to have a voice in policy and community processes that affect their lives.*

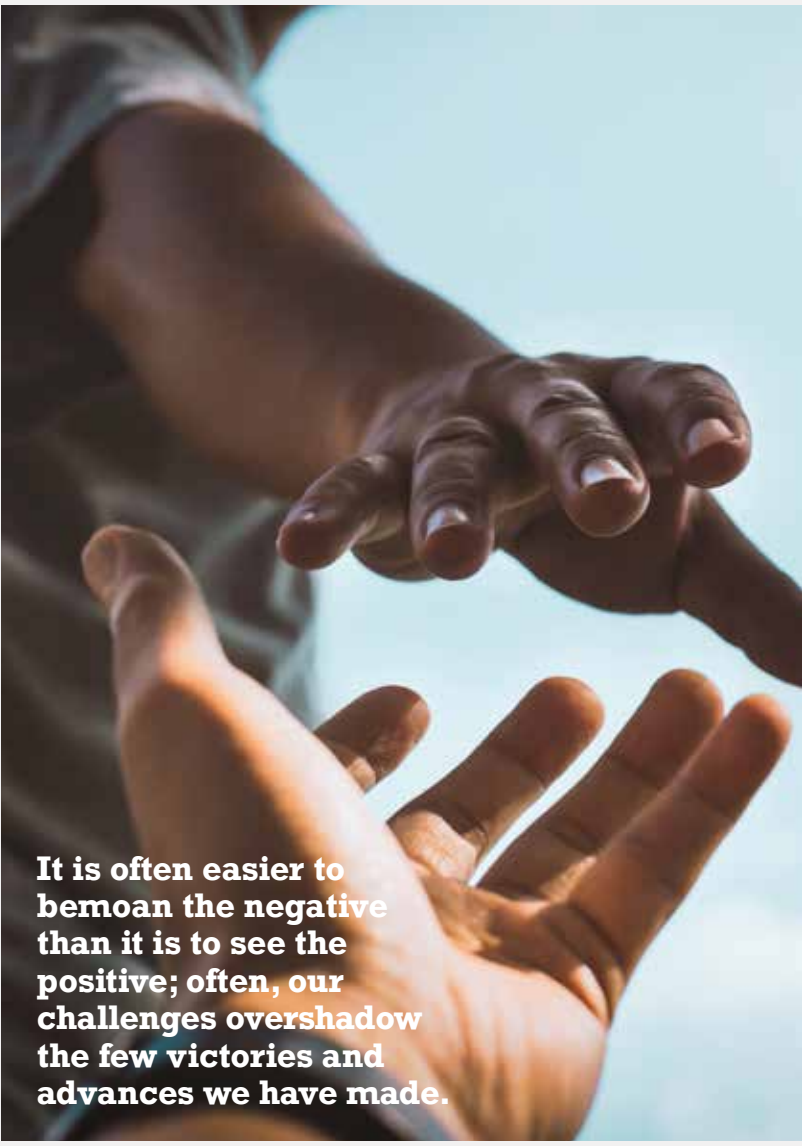
The Decolonisation Project aims to restore the dignity denied to so many under colonialism and apartheid. The lived reality of many in South Africa is that, despite the Constitution and 25 years of democracy, dignity and reconciliation remain elusive. We would do well to remember that, in the past, indignity was consciously and actively propagated through deliberate actions that were systematised and institutionalised. We need deliberate and conscious efforts to reverse the situation and to tackle indignity at all levels.

Past experience has shown that, in countries in transition, bottom-up reconciliation is key to sustainable peace. According to the 2017 South African Reconciliation Barometer, 69.8% of respondents stated that we still need reconciliation. The same research shows that, while there is a recognition that reconciliation is necessary, South Africans tend not to make the leap across the racial divide and that there is still fear and suspicion of foreigners in our midst. Reconciliation requires trust, solidarity and integration.

With this in mind, the Project has been able to create a platform for people's voices to be heard. One of the aspects of colonialism and apartheid was the systematic way in which people of colour were denied rights and dignity, and giving people a voice to be heard is an important part of re-dignifying participants. Those attending our interventions have reported that their dignity has been affirmed and that their self-worth has increased. In addition to this, the feeling of solidarity that results contributes to restoring hope for themselves and their communities.

Social Change Model roll-out

In Warrenton, in the Northern Cape, the Social Change Model Project hosted a workshop with a diverse group of people from the area and asked them: 'What affirms you? And what affirms your dignity as a human being?' Those



It is often easier to bemoan the negative than it is to see the positive; often, our challenges overshadow the few victories and advances we have made.

present were hard-pressed to give a positive answer. Instead, many lamented the myriad of challenges and struggles that chipped away at their dignity. It is often easier to bemoan the negative than it is to see the positive; often, our challenges overshadow the few victories and advances we have made.

Participants in this workshop were vocal about the mountainous heap of litter and rubbish they were confronted with each time they ventured outside their homes. They said that the ghastly sight and smell of trash affronted their dignity and threatened their physical health and well-being.

One participant said that trash was strewn on the corner on which he lived, and that the smells invaded his home. Upon hearing the lamentations of those present, one of our ambassadors, Tisetso, was moved to action. An employee of the local municipality, Tisetso walked around the community of Warrenton and what he saw was repellent.

He photographed each dumping site in the communities of Ikutseng and Warrenvale and returned to the group to present the images. He then held a session at which he unpacked the environmental challenges Warrenton faced.



ABOVE: A Facebook post from one of our ambassadors in Warrenton on the work they are doing

He said to those present: 'These are the dumping sites, and we each have a responsibility to discard ... our waste in a way that respects the environment.' Confronted with this very graphic imagery and spurred on by the conversations held in the dialogue space, participants were called to action. They organised a community clean-up as a way to reclaim their space and all those involved turned those dumping sites – some of which were unofficial and haphazard – into play parks for children! Another IJR ambassador, Oom Theys, joined Tisetso in his clean-up initiative and today the two ambassadors, in collaboration with the communities they form part of, continue to keep the town of Warrenton clean and dignified for all.

Decolonising concepts and terms

Human dignity is the founding principle of human rights. International human rights laws and policy documents refer to dignity as one of the most basic and important values. In the words of the Universal Declaration of Human Rights, Article 1: 'All human beings are born free and equal in dignity and rights.'

This research project was initiated in three areas to gain an understanding, in order to contribute to language- and community-building, of how participants make sense of selected terms/concepts in their mother tongue. Building on this, the second year of the project explored the way in which different attitudes within and outside communities contribute to how people in the towns of Vryheid, Warrenton and Calitzdorp feel valued and seen.

The promotion of social cohesion by means of this project in particular, continued to allow participants to be subjects in the co-creating processes of constructing a desirable society.

For the majority in South Africa, English is not their mother tongue. Consequently, in the promotion of social cohesion, South Africans can literally talk past one another because one of the official languages, English, is elevated above the others. Often, people in positions of power and authority speak at, or down to, people without power, and institutions that hold authority make people wait for acknowledgement and respect. This undermines various efforts to promote dignity, collective understanding, social cohesion and South Africanness against the backdrop of centuries of colonisation and apartheid.

Research sites and methodology

The platforms created in KwaZulu-Natal (Vryheid), the Northern Cape (Warrenton), and the Western Cape (Calitzdorp) offered a cross section of participants rare opportunities, through the changing World Café methodology, to explore the meanings of a selection of terms and concepts which are pertinent to the discourse on building a post-conflict society. These opportunities are tentative forays intended to awaken awareness of playing a meaningful part in co-constructing post-conflict society.

Initial benefits and impact

Common to these areas has been the realisation/awareness of the dearth of spaces in these communities in which to engage in truthful and candid conversation multigenerationally and across gender identities. These engagements also revealed that little thought has been given to post-apartheid institutions which have been established in South Africa, apart from the right to vote periodically. Re-humanising people will take more than just giving them a vote. Furthermore, in the light of the official multilingualism policy of the government, nobody should be excluded on the grounds of their mother tongue. The lived experience is that people are often denied this right and are forced to communicate in what is their second or third language.

These engagements provided an impetus to commit to new ways of doing things. In Calitzdorp, for example, the community came together and realised that their 'individual feelings of powerlessness' could be transformed into a 'collective' social challenge and that they shared similar, and even the same, struggles. This realisation stirred them into action. People realised that they have agency, that they have skills to share and transfer. There are assets within the community which contribute to the community. Assistance with after-care for young learners, including supervision of their homework, and starting vegetable gardens were some of the initiatives that emerged. Other initiatives, such as dance, social and soccer clubs are in full swing. Generally, we learn of economic entrepreneurship through starting and growing businesses. In Calitzdorp, social entrepreneurs are 'growing hope' in the form of social and human capital, thereby strengthening their community.





The impact made by the Grabouw panel in its community led to the business community inviting it to improve the effectiveness of such community's social-investment initiatives.

Social dialogue in agriculture

Outcomes of this Project have varied across four themes of the IJR's work and encompass the impact made by panels in the province as well as the unearthing of growth areas at the provincial level. These include: Racism, Social Cohesion and Inclusion; Socio-economic Justice; Restoring Human Dignity; and Bottom-up Reconciliation.

Beginning with the Racism and Inclusion theme, a major impact made by the Project has been managing to secure the participation of white farmers in the panels that have been established in order to foster social dialogue, especially in the racially charged context of the debate on land expropriation without compensation in the country. This is a major social-cohesion and race relations challenge for the country.

A symposium involving all panels, which was held in April, helped unearth existing capacity so that an interim panel could be formed at the provincial level to advise government and industry on community perspectives (a key element of bottom-up reconciliation) during times of conflict in the sector. Preparations were made accordingly to roll this out from November 2019.

The Eden panel helped to restore the dignity of disadvantaged community farmers, who had been marginalised historically and economically, when it assisted in negotiating better terms for their eviction from land they occupied in Thembaletu Township in George. The panel also mediated in a process that led to better terms for the alternative provision of school accommodation for the children of farm workers when their mission school was affected by the sale of the farm on which the school was situated. The Grabouw panel, for its part, helped lessen tensions during protest action involving farm workers living in accommodation described as inhumane by human rights practitioners. Through this contribution, the panel also helped lessen racial tensions between Coloured and black African sections of the community who had been on opposing sides of the grievance about inhumane accommodation. The South African Human

Rights Commission (SAHRC) interfaced with the work of the panel in this regard as well as in another violent protest action involving a local hospital serving a predominantly farm-worker community in Grabouw. In the latter case, the panel helped infuse community-level solutions in respect of a process involving a Chapter 9 Institution as well as the leadership of the local South African Police Service. Panel members themselves led some stages of the process.

The impact made by the Grabouw panel in its community led to the business community inviting it to improve the effectiveness of such community social-investment initiatives, thus helping to deepen socio-economic justice opportunities of the marginalised communities in the area. The panel has also, most recently, helped birth the first investment by the local business community in establishing a dialogue project in the community, a process that has drawn experts, including a former national deputy minister of finance, into the community. / **END**

ANTI-RACISM, SOCIAL COHESION AND INCLUSION

Objective: To combat racism and contribute to the measuring of social cohesion and inclusion

There have been numerous important changes in our society since the first democratic elections in 1994. While it is important to celebrate the victories, it is just as important to confront the challenges before us. According to the 2017 South African Reconciliation Barometer (SARB), 20% of respondents frequently experience racism in the workplace; 18.9% in malls and shops; 14.1% on public transport; 16.5% in public spaces; and 15.1% at social gatherings. This shows how much work needs to be done.

The SARB also shows that 31.7% of respondents frequently talk to other races at work and that 73.9% would like more interaction at work, on public transport (64.6%), and in shops and malls (76.4%). This indicates a willingness to cross the divide. The problem for many people is how to do this.

Through the intra- and inter-race dialogues, people have been given the opportunity to bridge the divides that exist. By bringing people together in this way, participants have been able to break down racial stereotypes and have been given the opportunity to interrogate the challenges that exist. The programme has also provided an important space for people to tell their stories as well as a safe space in which to be listened to. Importantly, the programme provides a platform for creating a more understanding, trusting and socially cohesive society.

Anti-racism Project

It is the twenty-fifth anniversary of our democracy but the legacies of apartheid are still very evident in our black and Coloured townships and suburbs. The communities are desperate for service delivery, quality education, employment, housing, and safety in order to improve their overall quality of life. Participants in our anti-racism dialogues constantly echo that there cannot be reconciliation without economic redress or social justice.

Conversations about these very sobering realities have been taking place in our intra-race (within a particular race) dialogues. Communities from Mitchells Plain, Wesbank, Delft and Bonteheuwel met in Elsies River, and community members from Khayelitsha, Langa and Phillippi met in Khayelitsha to discuss what tensions exist within the respective races. One participant commented that 'life is complicated in black townships; not as easy as in the white community'. This refers to the inequalities that still exist and affect communities' quality of life. Other issues raised in these conversations related to identity, belonging, ethnicity, and prejudice within the races.

Similarly, in the dialogues with the white community, participants discussed the tensions between English and Afrikaans South Africans and the issue of conscription during the apartheid era. Other issues that arose included whether black people can be racist and what some of the micro-aggressions are that white South Africans are oblivious to. What was fascinating was the fact that all races expressed the need to understand racism, what it is, and how it manifests itself.

These conversations started in 2018 and were born out of a suggestion from different dialogue participants who expressed the need for the

Participants have been able to break down racial stereotypes.

intra-race conversation. The IJR acknowledges that, through the methodology of emergent learning, we enable participants to have the conversations that they deem necessary. We do, however, realise that these conversations cannot happen in isolation and that inter-race (multiracial) conversations are crucial to the healing of our nation. We have thus had two very successful inter-race dialogues, known as Meals for Change. In the first dialogue, participants shared their life stories over a meal, while the second dealt with internalised racism. These conversations were welcomed and applauded by participants as a place of healing and acknowledgement. Meals for Change will continue in 2020 and we will delve even further into this thing called racism.

While addressing racism in our country, the IJR also deems it necessary to promote dignity as part of our country's healing and to bring awareness to inequality and socio-economic injustices. The IJR and its national partner, ARNSA (Anti-Racism Network South Africa), piloted the first Global Dignity Campaign in Gauteng, Port Elizabeth and the Western Cape from July to October 2019. This is a global initiative of 70 countries that encourages learners to understand the deep meaning of dignity and to promote dignity-centred initiatives in their schools and communities. Diverse learners from various schools in the provinces were asked to express their understanding of dignity in different art forms and to present it at their schools. Ten learners from each province were then asked to present their art pieces at the provincial level, and six learners were asked to do so at the national level.

This culminated in 22 learners and 13 adults, from two provinces,

'I always wondered why somebody didn't do something; then I realised that I am somebody.'

coming together on Robben Island to engage with the topic of dignity. Learners showcased their artwork and participated in an inter-generational conversation with the adults on what dignity is, what the barriers to a dignified life are, and how they would promote dignity in and around their schools.

Learners were excited and also so encouraging as they committed to promoting dignity at their schools by having dignity programmes for other learners and by being Global Dignity Ambassadors, promoting dignity for all South Africans irrespective of gender, religion, race or identity. One learner commented, 'I always wondered why somebody didn't do something; then I realised that I am somebody.'

Educators committed to supporting their learners' dignity programmes and to educating learners and promoting dignity by incorporating it into their pedagogy.

The Robben Island experience was one that learners, teachers, the IJR and partners will not forget for many years. Moreover, learners maintained that the experience in itself was dignifying.

The year ended with a lecture and a dialogue by Robin DiAngelo, the renowned academic and author of the New York bestseller, *White Fragility*, DiAngelo has been a consultant and trainer for over 20 years on issues of racial and social justice. She was appointed to co-design the City of Seattle's Race and Social Justice Initiative and anti-racism training (with Darlene Flynn). Her lecture in Cape Town focused on *why it's difficult for white people to talk about racism*, which was followed by an interview with the IJR's Executive Director, Stan Henkeman, and then a Q&A session. /END



SOCIO-ECONOMIC JUSTICE (INCLUSIVE DEVELOPMENT)

In 2019, the socio-economic justice theme was largely integrated into the reports and presentations of the SARB Project. Over consecutive surveys, respondents have highlighted economic inequality as the most divisive dimension of South African society. Given the survey's findings that class is a strong determinant of interaction between people of the country's historically defined racial groups, it also follows that inclusive economic development is crucial to break down the historical barriers that have, over generations, reinforced settlement patterns and the unequal distribution of income and access to resources.

For survey respondents, progress in addressing the inherited material legacies of apartheid will also contribute to the broader process of national reconciliation. In this regard, more than two-thirds of respondents in the most recent survey indicated that true reconciliation would be impossible for as long as the victims of apartheid remain poor.

Against this background, it becomes clear that the country's triple challenge of racialised poverty, inequality and unemployment cannot be divorced from broader processes of nation-building. Whereas apartheid laws prevented the emergence of a unified society under the previous dispensation, class distinction is doing so under the new one. In the IJR's presentations of the SARB findings, and their implications for reconciliation, to government departments, civil society organisations, business chambers and academic institutions, the Project has sought to make these linkages explicit and has argued for more in-depth qualitative research to inform comprehensive policy interventions. In the 2019 round of the SARB survey, the Project has further refined questions that probe various dimensions of socio-economic justice, which can also feed back in terms of the programmatic work of other units within the IJR.

South African Reconciliation Barometer 2019

The SARB Project is implemented within a two-year cycle. The survey is fielded every second year, with the alternate year focused on the dissemination of data amongst its stakeholders. The year 2019 was one of implementation, with the survey having been fielded in the months of July and August. In addition to the fixed set of questions that have been fielded since the survey's inception in 2003, every round of the survey contains several ad hoc questions concentrating on topical issues that are relevant to the national reconciliation project.

In 2019, these additional topics included the use of social media and its implications for social cohesion; the extent to which populist politics may (or may not) have found a foothold in South African politics; and public sentiment towards gender-based violence. Although these issues are mentioned in several long-running questions, their prominence on the public agenda in 2019 demanded a more nuanced understanding in terms of the IJR's gender-justice programming. ➡

As in previous years, the launch of the 2019 Survey Report in Cape Town elicited substantial national media attention, with the 2019 survey report receiving 35% more coverage than the 2017 report. The extent of the coverage can be attributed to the targeted social media and public relations campaign.

Despite the Project's implementation focus in 2019, its dissemination activities continued. In the course of the year, a number of presentations were made to government departments, which included the Department of Performance Monitoring and Evaluation (DPME); a strategic planning workshop session was held on social cohesion; there were several demonstrations of the Project's online data-analysis tool which were intended to make the survey data more accessible; presentations at workshops and conferences were made; and presentations on demand were given to business chambers. The SARB data also featured prominently in the final version of the National Action Plan against Racism that was launched in March 2019. For Reconciliation Day, a public holiday on 16 December, President Cyril Ramaphosa quoted several findings directly from the SARB Report in his weekly newsletter.

Following a 2017 presentation on the SARB in Colombo, Sri Lanka, the Project was approached by the Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH (GIZ) to support its Strengthening Reconciliation Processes in Sri Lanka Project through the development of a survey measurement instrument, similar to the SARB, to track and measure public opinion around reconciliation in Sri Lanka. In the course of 2019, the Project participated in two workshops in Colombo aimed at the development of the survey, which is likely to be fielded in 2020. This collaboration is in line with similar, previous international engagements in countries like Rwanda, Kenya and Cyprus where the Project has shared its expertise in the development of tracking tools in post-conflict contexts. /END



CELEBRATING
expression.

GENDER JUSTICE AND RECONCILIATION

Telling gender stories – transcending histories by walking the city

In an effort to create safer spaces in which to talk openly and bravely about the issues that affect us as gendered persons, the IJR's Gender Justice and Reconciliation Project hosted a three-day Gender Indaba from 15 to 17 October 2019. The Indaba tapped into the creativity that is inherent and alive within us all. The spaces used and the format of the various conversations endeavoured to reconfigure the dialogue space in ways that challenge hierarchies, encourage active participation, and dissolve cultural and linguistic barriers.

Over the three days, we incorporated the use of space and place in interesting ways in order to allow for a different way of telling our gender stories. On the first day, stakeholders, community activists and other actors within the gender space walked the city together. Engaging with sites of memory in the city, the walking tour invited reflection on how the history of Cape Town has informed current gender relations in the city and the country. The tour and dialogue aimed to deepen spatial awareness, explore the her-stories of enslaved people in the city, and reflect on the ways this informs political analysis of current social conditions. A participant commented that 'the link between indigenous history and slave memory was well explored, especially within the context of gender identities'.

The second day of the IJR's Gender Indaba was one filled with music and poetry as we created an intimate space in which we could tell our gender stories, laugh and cry, and stand in solidarity with one another. Some of the feedback from those in the room include the following:

The beauty of sharing inner thoughts – it made me feel stronger as a man to hear. Yes, alternative forms of dialogue could allow for the challenging of cultural and linguistic barriers. This is a very creative approach to storytelling.

The evening allowed for a different way of sharing. Someone commented, saying:

It unblocked me and triggered me to share a memory from my distant past. The TRC's work is not done, and storytelling in schools and communities could be a source of healing. Thank you for this experience; the conversation is not over!

A need for the creation of healing spaces for men was expressed, and someone asked whether space could be created in which to have deeper reflections around the experience of the wounded male.

The Indaba culminated in the IJR's 16th annual Ashley Kriel Memorial Lecture under the theme, 'Dying to be Men: A New Generation of Manhood'. Our interventions purposely go beyond this paradigm of women's empowerment to include men in our dialogical interventions so that we can talk about masculinity and patriarchy, and how society harms or helps men in framing their identity as it relates to the other – women, girls and LGBTQIA+. The Indaba brought together

'The link between indigenous history and slave memory was well explored, especially within the context of gender identities'.

Nicola T
25/08/2019

They kicked down doors and trashed parts of her home in a fit of rage before they were forcibly sent to a rehabilitation centre by the South African Police Service.

academics, activists, and members of civil society who engaged various forms of knowledge centred on the lives, struggles and celebrations of women and men across the range of social, political and cultural divides.

Advancing gender justice and reconciliation in South Africa

Twenty-five years after the end of apartheid, the lived experiences for the majority of South Africans remain defined by the persistence of particular sets of human relationships, most of which are detrimental to our dignity and livelihood. Women and children remain vulnerable to violent trespasses against our dignity as a consequence of gender inequalities and the violent persistence of patriarchy. This is exacerbated for the LGBTQIA+ community, and particularly trans and gender-nonconforming individuals, who still face violent stigmas and systemic discrimination that further worsen barriers and entrench marginalisation.

In 2019, the Gender Change Agents Project operated in Calitzdorp, Western Cape. Much of the Project's focus has centred on building and restoring fragmented relationships. An integral part of this long and often painful process of community healing is the deliberate focus on reconciling with oneself and the rebuilding of relationships. For many of the younger people, the question 'Who am I?' is a recurring one. Allowing for delving into this more deeply, and in a safer space, is invaluable and forms an important part of the methodology of the IJR's Gender Justice and Reconciliation (GJR) Project. When people are given a space in which to step away from the humdrum of everyday life, a space where they can reflect on who they are and on their dreams for themselves and for their community, and where they can laugh and cry together, they show up in incredibly powerful ways. The act of telling their own gender stories and listening to those of others becomes a little easier, and perceptions start shifting. In collaboration with community members, the project team workshoped how we could create a Calitzdorp that was safer for all – a Calitzdorp where neighbours could better understand and support one another, and where every person could flourish. Recently, a participant, Devan*, from the workshop contacted one of the project team members to inform us of a tragic event that had happened in the home of Rona*, an IJR ambassador. Rona had taken into her home and care a trans person

who was battling substance abuse, mental illness, and feelings of alienation and rejection by the community. One day, this person grew angry and frustrated with Rona for not indulging their drug addiction and violently lashed out. They kicked down doors and trashed parts of her home in a fit of rage before they were forcibly sent to a rehabilitation centre by the South African Police Service. But, out of this tragedy, something positive sprouted.

Devan, a queer person himself and one familiar with the pain of rejection, took it upon himself to build something good out of this tragedy. Together with friends, they arranged a meeting with Rona to debrief with her what had happened and to unpack what might have triggered this violent episode. What they came up with was remarkable: they started a queer collective in Rona's garage. This collective of queer young people was determined to create a safe space for other queer youth to come together and talk about issues that affect them specifically as a vulnerable identity/community. In this space, they speak openly about 'coming out of the closet', belonging, and their general lived experiences as queer young people living in Calitzdorp. Today, they are planning the first Pride March in Calitzdorp for 2020, and their group grows in numbers by the day.

The hard work to create a safer community where everyone can better understand and support one another has just begun, and Calitzdorp needs our support and assistance more than ever. It is encouraging to hear these stories emerge, as it is testament to the good, necessary and impactful work that we do. /END

** Names changed in order to protect the individuals' identities.*

YOUTH SPEAKS

The Youth Identity Project (YIP) aimed to create opportunities for the strengthening of youth voices within policy and community processes.

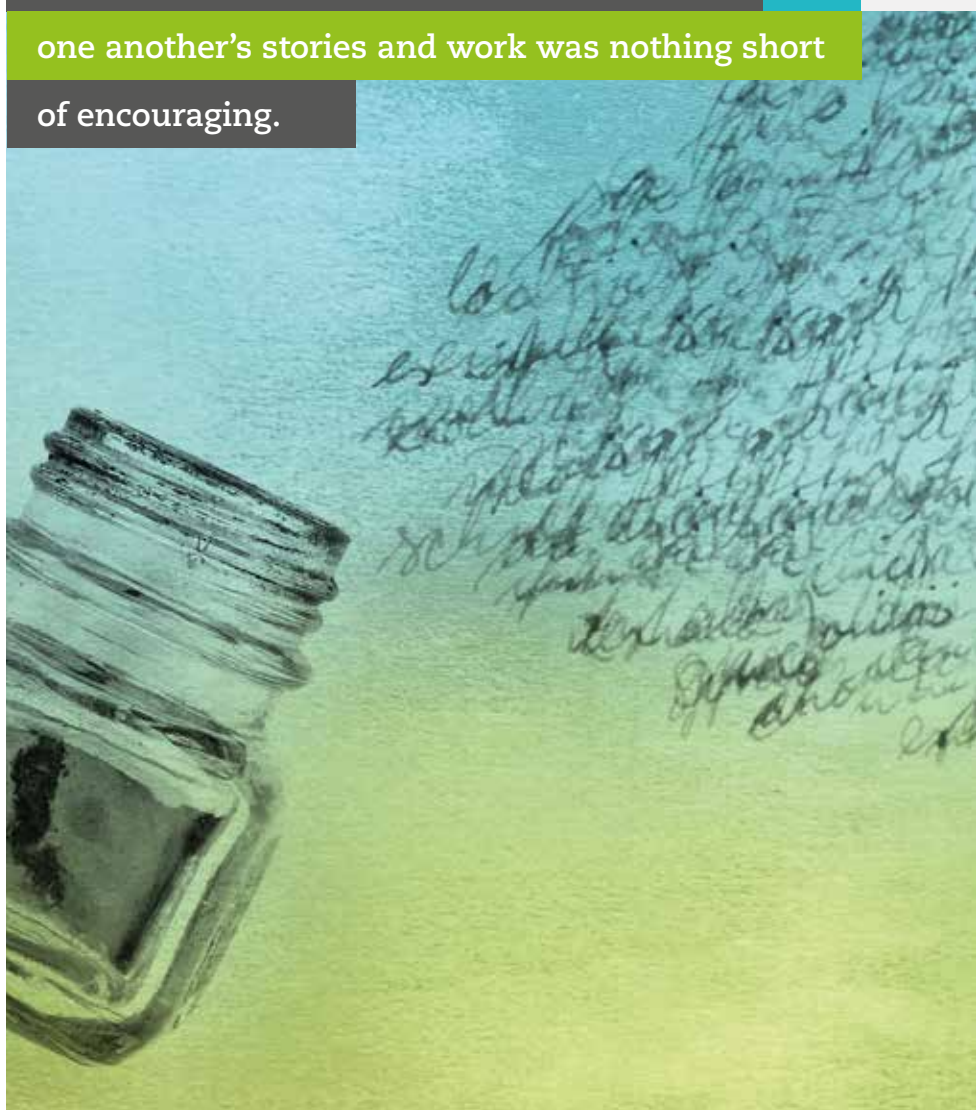
The Project used dialogue, the visual arts, and other creative expressions as tools to open spaces and deepen conversations about human dignity. These conversations included the multifaceted manifestations and interpretations of how human dignity is conceptualised in the South African psyche, and examined the ways in which it differed from young people's lived realities. Furthermore, YIP explored how post-apartheid South African youth could work toward the rebuilding and restoration of their personal and collective human dignity by creating spaces aimed at reimagining what a dignified life could look like.

Between 2018 and 2019, YIP worked with approximately 25 young people from Bloemfontein (Free State) and Vryburg (North West), respectively. The Project helped develop the skills and talents of participating young people through photography, creative writing and digital media with a view to opening and facilitating spaces for dialogues, relationship-building, and skills development according to the themes for which YIP was conceived. One particular recurring theme in the spaces we worked in was socio-economic justice. The project team recognised the desperate need of young people for skills development training and other material outcomes, and so set out to sharpen the writing and multimedia competencies of our participants. This allowed YIP to be impact-driven and yielded tangible results while equipping young people with skills conducive to, and aligned with, the Fourth Industrial Revolution. As the Information Age swells and permeates our daily lives, the YIP team understands that technology is playing an increasingly integral role in how we navigate and construct society. Furthermore, technical competencies are an asset and a marketable skill, as

well as an effective tool to agitate for social justice and transformation. Thus, in 2019, YIP, in collaboration with the Social Change Model Project, acquired 15 digital tablets to expand participants' digital-media prowess (including website creation through WordPress and other social-media platforms, such as Facebook and Twitter) and assist them in the endeavours for social-justice work.

In addition to the above-mentioned, the project team led and facilitated creative-writing workshops with young people and asked them to activate and tap into the innate creativity that lived within them. In these workshops, young people wrote stories that captured on paper their different lived experiences: they wrote technical pieces that criticised the high levels of unemployment in their respective towns; they wrote about substance abuse and femicide in South Africa, and they wrote poetry and other fictional pieces. For example, a 15-year-old from Vryburg added an article to her blog site about the historical significance of suffrage and the importance of exercising the right to vote today in democratic South Africa. She also shared this political piece with her high school English teacher. These young people shared their stories with the public and with one another on their blog sites and social-media pages. The immense support for, and interest in, one another's stories and work was nothing short of encouraging. The project team later took the work produced by our participants and compiled a publication entitled, *Youth Speaks*. Today, we have approximately 50 published authors from Bloemfontein and Vryburg. /END

The immense support for, and interest in,
one another's stories and work was nothing short
of encouraging.



YOUTH INTERCONNECTEDNESS



The Building Greater Interconnectedness and Inclusivity Youth Project, aimed at the youth in South Africa, creates spaces for conversation where young people are activated to drive change in their own environments and, at the same time, contribute to systemic change by engaging and addressing issues on intersectionality, racism, and bridging the inter-generational divides. Over a period of three years, the IJR, in partnership with ACTIVATE!, conducted a Hackathon Series across South Africa, combining different methods to surface the depth and nuances of issues, illustrate and depict the problems at hand through infographics, and share them with those widely using them as tools to activate change on various societal levels.

The aim is to create spaces for conversations where young people can share their views in uninhibited ways and so contribute to attitudinal shifts that could enable them to act as change-makers.

These hackathons and face-to-face engagements included women and men, non-binary people, and people as they choose to identify themselves across the

gender spectrum. This allowed for a sharing of diverse views and opinions and challenged the youth to unpack their own bias and prejudice in order to gain a greater understanding of the lived experiences of others. Having government representatives and local leadership be part of these conversations added an important element to the impact of the Project, as it highlighted, for key actors, what the challenges are, but also offered a space for face-to-face engagement, a sense of empowerment, and feelings of being heard.

The direct reach of this Project for the first semester of 2019, excluding social media and secondary reach, was 261, including 127 activators and 30 other stakeholders comprising civil society actors, government representatives, academics, and community activists.

Ashley Kriel Memorial Lecture

On Thursday, 17 October 2019, the 16th annual Ashley Kriel Memorial Lecture was brought home to Bonteheuwel. The newly built school hall at Bonteheuwel Secondary School was packed to the brim, with close to 300 people in attendance. The room was filled with old and young. Anti-apartheid activists and cultural, social entrepreneurs rubbed shoulders with one another. The evening also marked what would have been the slain hero's 53rd birthday. Appropriately, a birthday cake with candles marked the occasion as we were led in song by Ashley's sister, Michel, singing the all-too-familiar Senzenina?/What Have We Done?

This years' theme, 'Dying to be Men: A New Generation of Manhood', aimed to explore how ideas of masculinity and manhood inform gender relations. We reflected on the context that gave rise to the young lions of the 70s and 80s and the struggles facing young men and women today.

The Ashley Kriel Skills Centre at the school shared the honour of co-hosting this illustrious event. The Memorial Lecture commemorated the struggle and sacrifice of Ashley Kriel – a young man from Bonteheuwel and the quintessential representation of youth resistance – who fought in the struggle for freedom for all South Africans. This years' theme, 'Dying to be Men: A New Generation of Manhood', aimed to explore how ideas of masculinity and manhood inform gender relations. We reflected on the context that gave rise to the young lions of the 70s and 80s and the struggles facing young men and women today.

For too many communities, violence and sexual and gender-based violence (SGBV) are pervasive and severely limit the social freedoms of particularly the most vulnerable in society. This year, the Memorial Lecture celebrated the positive examples of manhood in South African communities – particularly on the Cape Flats – and explored the link between how we raise boys, violence and SGBV.



Youth Identity Project

In 2019, the Youth Identity Project (YIP) team refined its project focus based on the outcomes of, and issues that were raised by project participants in, the previous year's dialogue series. With each return to the spatial communities we worked in, and following a needs analysis with the young people we worked with, two recurring issues were raised: skills development and training, and youth unemployment.

The IJR understands that socio-economic justice is linked to the realisation of dignity and reconciliation in South Africa. This view, in conjunction with community interests, prompted the project team to examine our unique skill sets and capacity closely. The team also considered our resources for establishing spaces for impact-driven mobilisation that would support young people in creating opportunities for themselves within their communities, and would support and ensure that their voices were included and heard in those institutions and processes that could affect their lives.

Throughout the series of dialogues, the project team harnessed the existing creativity of young people by hosting sessions aimed at developing their writing and multimedia skills. Participants were asked to tap into their imagination and surface their innate creativity during the creative- and technical-writing sessions. In addition, they refined their digital-media skills and explored how the various digital-media platforms could be used as vehicles for social change. The workshop space surfaced several issues reminiscent of the previous year's themes of identity, belonging, and individual and collective histories and struggles. Throughout the dialogue workshops, and even after, the project team offered support to young people in their various social-justice causes.

In South Africa, (un)employment is directly tied to issues of human dignity, with the country having one of the highest rates of unemployment in the world. In a context of worsening inequality and increasing poverty, interpretations of dignity are

frequently attached to paid work, job security, safety, and available resources to meet material needs. Since human dignity is so intimately linked to socio-economic justice, the project team prioritised the formation of safer spaces for young people to share, and talk to one another about, the issues that erode or chip away at their dignity. In this way, young people are able to identify and/or create opportunities for change and justice within their communities, ensure that their opinions and insights are included in community processes, and ultimately contribute to a just, safe and democratic South Africa.

In September 2019, after a week-long workshop, we asked participants to reflect on the two-year process that they had undergone. We asked them: *'What has changed inside you since working with YIP?'; 'How have you seen others change?'; and 'How has your relationship with others changed/grown?'* One young person, Teboho, speaking on behalf of everyone else, said that he had seen a real transformation in himself and others since being part of YIP; he and others had acquired skills and competencies that they had not previously had or known of. Furthermore, he said that the space was made safe for all, and that facilitators, in allowing all present to speak in their language of choice, contributed significantly to feelings of belonging and of being seen and heard. Lastly, said Teboho, incorporating digital-media training in the workshops had ensured that they could communicate and share, and support and assist one another across provinces. This action, he said, was now being sustained outside of YIP and young people were voluntarily and independently keeping in contact with one another.

In the two years of working with young people from Vryburg and Bloemfontein, YIP has been committed to collaborating with, and supporting the ambitions and initiatives impelled by, young people within their respective communities (both locational and personal) in order to drive forward processes of impactful change and transformation.

What follows is an example of the work that the two groups have produced in collaboration:

OUTPUTS:

Publication; blog sites; artwork for social change; reports and photographs; radio interviews; and features in community newspapers.

GEOGRAPHY:

Vryburg (North West) and Bloemfontein (Free State) / **END**

Youth should help shape future of SA

15:31 Thu, 26 Sep 2019



Giving young people an opportunity to take part in shaping the future of South Africa is called for as the Youth Identity Project Conference is underway in Vryburg, North West.

The project is closing off with a book launch on Friday 27 September and members of the public are invited to attend.

A group of 45 young people came together to culminate a book titled *Youth Speaks*, which is a collection of poems, short stories, and non-fictional pieces. The book will be handed out free of charge to attendees.

Nosindiso Mtimkulu, Senior Project Leader at the Institute for Justice and Reconciliation, says activities such as skills development, creative writing workshops, musicals, mural painting, as well as previews of 'photovoice' pictures which tell a story, will be showcased. The participants will be reflecting on their two-year journey through the project.

'Some have made positive personal changes in their attitude towards life. They have been organising sports competitions, community clean-ups, and keeping people occupied with positive thoughts and actions at their communities,' says Mtimkulu.

The participants were chosen by community leaders, ward councillors, universities, and churches as some are unemployed, while others are university graduates and students.

She further said she encourages South Africans to give the youth a chance, to listen to their voices. The world is constantly changing. Youths know all sorts of things the elderly do not as the century has shifted towards the fourth industrial revolution.

OFM News/Marvin Ntsane

RECONCILIATION AND DEVELOPMENT



P. Perceptions of safety order our daily interactions. They dictate our movements, determine who we choose to engage with, and inform our actions. Perceptions of safety are also intimately linked to feelings of freedom. The challenge of safety, therefore, is not merely a nominal issue but rather an existential one. This is because the need for safety is a basic human need. Personal and community safety is directly linked to our common humanity. In the lead-up to South Africa's national elections in 2019, it was important to reflect on safety and perceptions of safety, and what we needed to think about in this regard in the months prior to the elections. The Institute for Justice and Reconciliation (IJR) hosted an event on 4 February, bringing together various stakeholders to a discussion on safety and safety perceptions in the lead-up to the elections. The IJR presented perception data related to the topic from both the South African Reconciliation Barometer (SARB) and Afrobarometer (AB). We also included insights from our Sustained Dialogue Programme. A robust conversation followed the initial, brief presentations. This section captures some of the themes that were touched on during the conversation. / **END**

For a detailed description of the results of the study, and to read respondents' comments, read or download the full report at:

[https://www.ijr.org.za/portfolio-items/safety-and-perceptions-of-safety/?portfolioCats=106.](https://www.ijr.org.za/portfolio-items/safety-and-perceptions-of-safety/?portfolioCats=106)



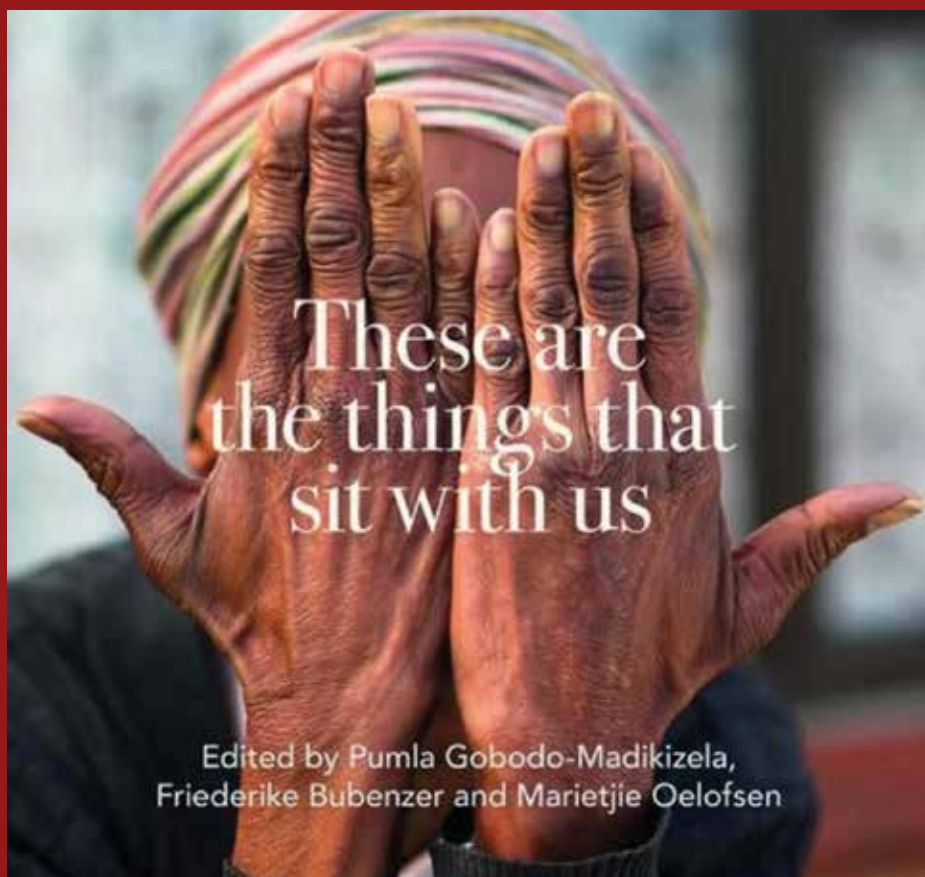
THESE ARE THE THINGS THAT SIT WITH US: VOICES FROM BONTEHEUWEL, LANGA AND WORCESTER

'That ball should not have rolled there', by Abeda Stofberg

I was born in Brian Street, in Cape Town, in District Six in 1946. In 1957 my mother and father received a letter that said we had to move out. Either we move our own stuff or they will remove it for us with the big council trucks. We moved to Bonteheuwel when I was 11.

I remember one day, when we were already staying in Bonteheuwel, my father took us to the beach. We had to take the train from Langa and then to town. My two sisters and I wore shorts, sweaters and sun hats. My mum and dad were also carrying things. I had a beach ball in my hand that was blown up already. The train was divided into Non-Whites and Whites Only sections. As I got up to get out of the train, the ball fell out of my hand and rolled under the seat of a chair in the Whites Only carriage. The police were watching us. My daddy could see that one of them was getting his baton ready. I wanted to run and fetch the ball but my daddy stopped me. He knew they would hit me.

You know how they beat up my daddy? That ball should not have rolled there. That's a coloured ball; what was it doing there? He beat up my father so badly. We cried. My father was taken to Caledon Square police station at the Parade. He was full of blood. And while he was being beaten up he had to see us crying too. My mother was crying. My sisters were crying. And I was crying because I felt I was at fault. I should not have let the ball go. But I didn't know the ball would hop and roll underneath that bench.



I felt strange that I hadn't gotten the hiding. I thought they beat up the wrong person. My mother almost fainted. We didn't bother to go to the beach as planned. We turned around and we went home.

'I grew up in that kind of Langa', by Sylvia Mdunyelwa

Langa was home for me. There were two family houses. The last house belonged to Granny Macekwane who was selling sheep's heads. Both corners of that block had musicians and you could go and listen to guitar music. The whole of Washington Street from here to the post office; we knew each other very well. Those were good homes. Yes, it is still nice. It is just that things have changed, you know. The time I am talking about is apartheid. It was bad. The soldiers were standing in front of our homes. If you wanted to go to a doctor, you would go to a soldier and the soldier would take you there. If there was someone in labour at home, you would take a soldier who would accompany the man or woman to fetch the midwife. We couldn't just go out.

At the time the price of sugar was itiki.¹ There were shops opposite, Father Gqiba's shop and Father Nabe's shop. We used to buy from those shops. The shops would give us something to eat even if we didn't have money. I grew up in that kind of Langa where people did not laugh at each other. We knew that you can ask for sugar from your next door neighbour. If your neighbour didn't finish their bread they would take it to your house.

At home we were sitting on the drums. There was no furniture. The very first time I saw furniture at home it was like Father Christmas had arrived. My older brother did matric and was employed at the office in Langa as a clerk. He became big. As he was working he wanted to improve his

¹ A South African coin worth two-and-a-half cents that is no longer in circulation.



Worcester was not ready to accept people who thought differently. Nobody said to us, 'go for it'.



home and he bought a dining room suite, sideboard and a spacegram² at home. The excitement we had because we didn't know furniture. When I start talking about this my eyes become wet with tears that say 'shame, it was so sad. Things were not right.' At that time, I didn't see that this thing was not right.

'In their minds our love was an abomination', by Russell Cupido

In Worcester I met this particular girl; a boeremeisie³ from here. We met at the church we attended. We attended the same cell group and over time we realised there was an attraction between us. We eventually made the decision to go out together. For a while, we kept it under

² Equipment used for the reproduction of sound.

³ A 'boeremeisie' is a young Afrikaner woman. In earlier stories in this section, the term 'Boer', or 'Boere', is used in the struggle tradition as a derogatory term for the police, the apartheid government, or supporters of the apartheid government. In this instance, the term 'boer' refers to its meaning in Afrikaans as a person who is a farmer by profession or someone of white Afrikaner descent.



wraps but we knew we had to come out at some point.

Then all hell broke loose.

Although we were in a fellowship where it was accepted that race does not matter, they could not get their heads around the fact that there is a white girl and a person of colour mixed up. I was about 32 years old. We were very serious about taking the next step and getting married and settling down.

The first resistance came from people that you thought you were closest to. Family. The first time she took me home to introduce me to her parents, they nearly had a heart attack. But we decided to stay together for a period. Even from my family and friends, there was resistance. How can you do this? Somebody in my cell group even asked me what I was trying to prove.

Eventually, it came to a head; it was too hard; she decided that this was not going to work and she broke it off. I feel that it was never really resolved properly. It was hard to break up. The experience taught me a lot about Worcester at the time. That Worcester was not ready to accept people who thought differently. Nobody said to us, 'go for it'.

It was tough. I actually don't think even today that I have truly worked through this. Not just that I was in love and lost that love but that society was against something that in my mind was so beautiful but in their minds was an abomination. /END

AFROBAROMETER: MOVING FROM A PIONEERING PROJECT TO A REGISTERED PAN- AFRICAN INSTITUTION



D Driven by the vision that 'African societies thrive when African voices count in public policy and development', Afrobarometer has approved a new structure designed to strengthen governance, management oversight, strategic adaptability, resource mobilisation, and African capacity-building programmes. Afrobarometer is now formally registered as a non-profit corporation head-quartered in Accra, Ghana, with its regional offices in Accra (Centre for Democratic Development (CDD), Ghana), Cape Town (IJR) and Nairobi (Institute for Development Studies), University of Nairobi). A new Board of Directors has been inaugurated, with Prof. E Gyimah-Boadi as Board Chair and Robert Mattes as a Board member. The process of recruiting additional Board members and the Executive Team is also ongoing, with broad objectives of gender balance and availability of critical skills at Board level a priority. Prof. Gyimah-Boadi has also been appointed to the role of Acting Chief Executive Officer pending the appointment of a new CEO.

New-partner recruitment

Following the recommendation by the Swedish International Development Cooperation Agency (SIDA) that Afrobarometer rebid for national partners in all countries where it has a presence, Namibia, Zambia and eSwatini were listed for the first tier of the assessment process. Angola was added to this list, as the Project Management Unit decided to expand Afrobarometer's reach into Angola. The IJR managed to retain its partners in eSwatini (activQuest) and Namibia (Survey Warehouse), with new recruitments in Zambia (Institute of Economic and Social Research, University of Zambia) and Angola (Ovilongwa). Future assessments will commence in 2020.

Round 7: Pan-Africa Profiles

Afrobarometer launched its Pan-Africa Profiles series of Round 7 cross-country analyses with releases on the most important problems, namely democracy and migration. The migration release featured a panel discussion, in partnership with the International Organization for Migration (IOM) and the European Union (EU), in Nairobi, followed by releases on public service delivery, closing political space, media freedom, and elections. The release on closing political space featured a panel discussion in Johannesburg in collaboration with CIVICUS, Freedom House, and the Mail and Guardian (Africa), while the data on media freedom was launched in partnership with the Center for International Media Assistance (CIMA) ahead of World Press Freedom Day events in Addis Ababa. Afrobarometer also released the Corruption Barometer in partnership with Transparency International. Releases on gender and other topics will follow AB's latest release on climate change.

Release of survey results in South Africa

During 2019, we continued with the staggered release for the Round 7 South Africa results. Events were held in Durban and Bloemfontein. Attendance was significant and reflected a diverse range of stakeholders (media, academics, civil society). The events sparked considerable interest, and also heightened awareness of the project among new audiences.

Impact

Afrobarometer's ultimate goal is that its data and findings should be part of political and policy processes and debates across the continent, giving voice to ordinary Africans in conversations that were once the sole preserve of African elites. Key policymakers across the continent use Afrobarometer's data. For instance, South Africa's Minister of Environment, Forestry and Fisheries cited Afrobarometer's findings on 'climate change literacy' in her widely reported keynote address at the 10th Oppenheimer Research Conference in Cape Town. Afrobarometer data also featured extensively at the conference, which focused on the state of democracy in Central and Southern Africa, and in Graça Machel's keynote address. It also featured in a related op-ed, 'Defending Democracy', by Kofi Annan Foundation President, Alan Doss, and Nelson Mandela School of Public Governance Director Faizel Ismail.

New Afrobarometer data

Afrobarometer's 20-year journey hit some bumps in Round 7 when funding was uncertain. However, everyone stuck together, tightened their belts, worked harder than ever, and, instead, made Round 7 into one of our best ever. A successful transition to electronic data capture, better data, and more publications and media attention than ever were among the achievements making for a stronger and more sustainable organisation for the future.

Afrobarometer developed exciting new modules, including modules on media misinformation, populism, traditional leaders, taxation, globalism and social cohesion, for its Round 8 questionnaire that was unveiled in May 2019 in Johannesburg. After a successful pre-testing of the Round 8 questionnaire in Ghana, Round 8 survey disseminations have commenced in Botswana and Namibia. For the Southern Africa arm, Afrobarometer has also extended its reach into Angola, one of Africa's countries with the richest mineral resources. Data collection in Angola was expected to commence before the end of 2019. /END



IJR MEDIA AND SOCIAL MEDIA

Communication is at the very core of our society. That's what makes us human.
– Jan Koum, American businessman

The work of the Institute for Justice and Reconciliation (IJR) locally and on the continent, combined with the understanding that transformation requires effective communication, continues to be vital for building fair, democratic and inclusive societies. Key to our work as the Communications Programme team is ensuring that we purposefully communicate the work of the IJR, which is informed by our vision, to all our stakeholders. Over the last few years, society has seen increasingly high demand for social-media communication globally. This meant that, as a non-governmental organisation (NGO), the IJR's communications strategy required us to be agile and receptive to these changes, particularly as the shift to digital communications indicates that more and more people consume information online.

In the wake of digital transformation, the communications strategy for the period strengthened the organisation's social-media presence and use of digital channels such as Facebook, Twitter, LinkedIn, YouTube as well as SoundCloud in order to communicate and advocate for issues of social justice.

The IJR's social-media platforms experienced sustained growth as a result of an increased number of followers. At the beginning of 2019, our Facebook page had 6 029 followers and gained 648 new followers, which translates to an 11% increase, with Twitter increasing by 13% from 4 130 to 4 668 followers. In 2019, the LinkedIn profile gradually increased from about 500 to 1 295 followers. The SoundCloud account continues to preserve podcasts of all radio discussions that IJR staff members participate in, on wide-ranging matters of social justice. In 2019, the audio-streaming account for the organisation received 324 plays, with a total of 47 published radio engagements. The YouTube page had 11 099 views and gained 99 600 impressions. All these digital platforms continue to offer our stakeholders ease of access in consuming our content, at their convenience, in all places.

With 2019 being an election year in South Africa, the Communications Programme secured media space for IJR staff to add their voice on matters relating to governance and democracy, and to advocate for transformation while also encouraging

citizens to engage in dialogue around these issues in their social spaces. Topics covered in these opinion pieces included, but were not limited to, the following issues: creating LGBTQIA+ work spaces; investigating what media sources people trust and use to obtain political information; and considering women's representation in the elections, including why South African elections are a litmus test of democracy in Africa. Most of the pieces are published by more than one media house nationally, while others are republished in some countries on the continent such as Zimbabwe and Sierra Leone. Furthermore, London-based Radio Resonance extended an invitation to staff members to join an in-depth discussion on the views expressed in these op-eds.

The organisational website is not only an additional communication channel for the IJR, but also continues to be a window into the work of the IJR as well as a platform where the organisation can advocate and maintain its legitimacy. One of the objectives this year was to have an up-to-date and vibrant website. For the period, the IJR website attracted 36 712 new visitors and had 90 777 page views. The analytics point to the fact that most visitors to the website engage with opinion pieces written by IJR staff on topics of gender-based violence, mental health, xenophobia, and political matters.

The words above of Jan Koum echo the reason why the IJR needs to continue sharpening its communication sword. Our ambition includes ensuring that the communications team receives the necessary training to operate in the ever-changing communications climate globally, thus ensuring the organisation's ability to adapt to this environment.

/END

MONITORING AND EVALUATION: KEEPING TO OUR COMMITMENT TO ACCOUNTABILITY

W.

We continue to commit to improving the way in which we monitor and evaluate the work that we undertake and to hold all stakeholders, including ourselves, to the highest levels of accountability. Monitoring, evaluation and learning are crucial components

for ensuring accountability both internally and externally. Monitoring and evaluation (M&E) are crucial because not only do they provide a consolidated source of information on projects and interventions, but they also allow stakeholders to learn from one another's experiences. M&E thus serve as an important basis from which to test assumptions, and it adds to the retention and further development of institutional memory.

Since our commitment in 2017 to improve the way in which we monitor and evaluate the work of the Institute for Justice and Reconciliation (IJR), the monitoring, evaluation and learning journey has allowed us to reflect on and learn how to integrate planning, monitoring and evaluation in ways that will allow us to deepen our impact. Much of this year was spent reviewing and developing M&E institutional architecture. The IJR has learnt much from the process and this will help retain our core mission and purpose, as well as our integrity with regard to our stakeholders.

While we are still in pursuit of enhancing our M&E practices, this year has seen a noticeable shift in our approach to strategic planning and greater commitments were made to enhance the M&E discipline throughout our work.

Going forward, we believe that investing in effective monitoring, evaluation and learning (MEL) practice will shape, in more meaningful ways, how we do our work. It will also allow us to reflect as an organisation on how an enhanced MEL discipline can assist us in being more responsive to the needs of our stakeholders and to sharpen our contribution to building fair, inclusive and democratic societies. /END

We believe that investing in effective monitoring, evaluation and learning practice, will shape, in more meaningful ways, how we do our work.



SELECTED KEY EVENTS AND INTERVENTIONS



Regional reconciliation

- Published book containing testimonies of Burundian women on the role they played in the peacebuilding process; documentary filming and editing of a video on witnesses' testimonies.
- Policy and legislative influence; workshop; civil society forum and capacity development.
- Three co-creation workshops with practitioners in both fields in Zimbabwe, Kenya and South Africa.

Survivor-centred justice

- Policy roundtable in Arusha, Tanzania; policy brief; book launch: *Judicial Imperialism: The Politicisation of International Criminal Justice*, authored by Tim Murithi.
- Hosting of two PAREN workshops to develop the facilitation skills of postgraduate students through training and workshop involvement in the social-justice sector.

Restoring human dignity and bottom-up reconciliation

- Hosting by the Social Change Model Project of workshops, based on the theme, 'What Affirms You?', in Warrenton, Northern Cape, with a diverse group of people from the area.



- Six support visits to six panels.
- All-Panels Symposium held with all six panels.
- Six capacitation workshops held in Ceres, Robertson and George.
- Twelve dialogue processes undertaken in Grabouw, Robertson, George and Witzenberg.
- Progress update meetings held with the Department of Agriculture.
- Two close-out report meetings held with the Department of Agriculture.
- Three shared-learning seminars held with project implementation service providers.

Anti-racism, social cohesion and inclusion

- *White Fragility* book launch in Cape Town.
- ARNSA stakeholder meeting.
- Peace Meals stakeholder meeting.

Socio-economic justice (inclusive development)

- 2019 SARB launch.

Gender justice and reconciliation

- Gender Indaba event.
- Reviewing of gender literature.
- Opinion piece on the scourge of GBV published in the *Mail and Guardian* and *Voices 360*.
- Women's storytelling event during Women's Month.

Youth

- Hosting of the 16th annual Ashley Kriel Memorial Lecture.
- Hosting by YIP of a week-long workshop.
- Book launch: *Youth Speaks*, showcasing poems and short stories by the youth in Vryburg, North West.

PUBLICATIONS AND RESOURCES

SA Reconciliation Barometer 2019

<https://www.ijr.org.za/portfolio-items/sa-reconciliation-barometer-2019/?portfolioCats=106>

These Are the Things that Sit with Us

<https://www.ijr.org.za/portfolio-items/these-are-the-things-that-sit-with-us>

Safety and Perceptions of Safety

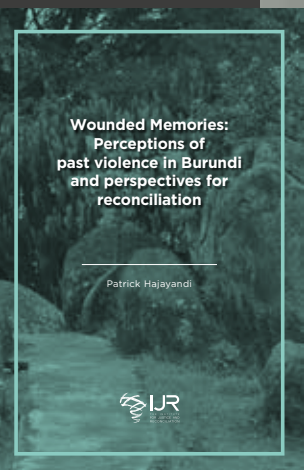
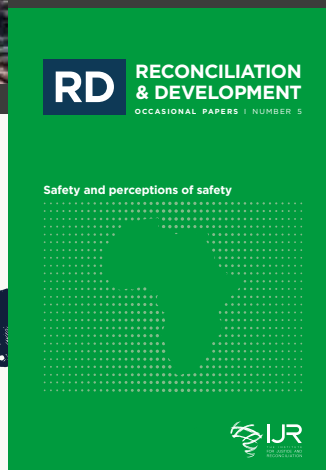
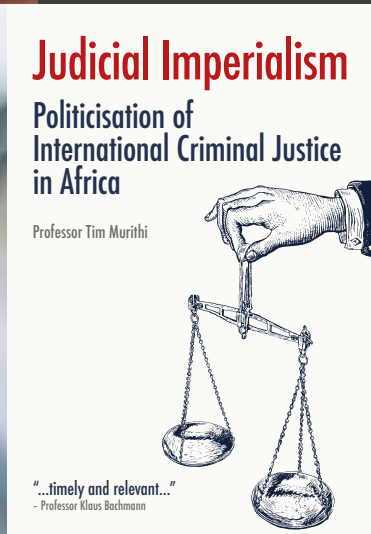
<https://www.ijr.org.za/portfolio-items/safety-and-perceptions-of-safety>

Judicial Imperialism: Politicisation of the International Criminal Justice in Africa

<https://www.ijr.org.za/portfolio-items/judicial-imperialism-politicisation-of-the-international-criminal-justice-in-africa>

Wounded Memories: Perceptions of Past Violence in Burundi and Perspectives for Reconciliation

<https://www.ijr.org.za/portfolio-items/wounded-memories-perceptions-of-past-violence-in-burundi-and-perspectives-for-reconciliation>





Afrobarometer publications

With elections a year away, Mauritians are increasingly critical of government performance (AD267)
Sadhiska Bhoojedor and Thomas Isbell

Basotho see progress in fight against corruption but fear retaliation if they report incidents (AD270)
Libuseng Malephane and Thomas Isbell

Zambians see progress on education despite persistent inequalities (AD272)
Thomas Isbell and Dominique Dryding

Most Mauritians want free news media, private communications free of monitoring (AD277)
Sadhiska Bhoojedor

Tanzanians express strong support for elections, multiparty competition, presidential term limits (AD278)
Thomas Isbell

Lived poverty on the rise, economic assessments on a slide in South Africa (AD280)
Anyway Chingwete

Limits of gender equality: Poor, uneducated Mozambicans less likely to see improvement (AD291)
Sadhiska Bhoojedor and Thomas Isbell

Namibians look to social movement to prompt government action on land reform (AD289)
Thomas Isbell, Ndapwa Alweendo, and Mikhail Moosa

Are South Africans prepared to confront climate change? (AD295)
Gugu Nonjenge

Small improvements, not yet a 'new dawn': South Africans still see high levels of corruption (AD292)
Mikhail Moosa

Police in Zimbabwe: Helping hand or iron fist? (AD296)
Nicholas Simpson, Matthias Krönke

Cyclones add to Mozambique's public health challenges (AD297)
Thomas Isbell and Sadhiska Bhoojedor

Election fatigue? Half of Basotho want a different way to choose leaders (AD309)
Libuseng Malephane

Bounded autonomy: What limits Zimbabweans' trust in their courts and electoral commission? (PP52)
Matthias Krönke



Despite progressive laws, barriers to full gender equality persist in South Africa (AD324)
Dominique Dryding

In eSwatini, citizens doubt benefits of legalising marijuana, but few would report violations (AD323)
Dominique Dryding and Thomas Isbell

Batswana report improving gender equality and approve of government efforts (AD318)
David Jacobs and Thomas Isbell

STAFF AND PROGRAMMES 2019

OFFICE OF THE EXECUTIVE DIRECTOR

1. Stanley Henkeman
Executive Director
2. Simone Brink
Executive Assistant



OPERATIONS

1. Elisha Kotze, *Head of Operations and Human Resources*
2. Reggie Khanzi, *Administrator*
3. Renee Choto, *Head: Finance*
4. Felicia Thomas, *Office Manager*
5. Pamella Vutula, *Administrator*
6. Lameez Klein, *Senior Bookkeeper*
7. Shireen Stafford, *Receptionist*
8. Phumeza Peter, *Office Assistant*
9. Nawaal Essop Moses, *Finance Administrator*
10. Laverne Jacobs, *Administrator*
11. Veronique Adonis, *Administrator*

COMMUNICATIONS AND ADVOCACY PROGRAMME

1. Dr Ric Amansure, *Head: Communications, Fund and Business Development*
2. Juzaida Swain, *Fundraising Manager*
3. Samantha Kambule, *Project Leader: Communications and Advocacy*
4. Mathuto Mashego, *Fundraising Assistant*
5. Zusipe Batyi, *Communications Assistant*
6. Karabo Masedi, *Fundraising Assistant*
7. Phindile Sibanyoni, *Intern*

SUSTAINED DIALOGUE PROGRAMME

1. Felicity Harrison, *Head: Sustained Dialogue Programme*
2. Lucretia Arendse, *Project Leader*
3. Danielle Hoffmeester, *Project Officer: Gender Justice and Reconciliation*
4. Jodi Williams, *Project Officer*
5. Nosindiso Mtimkulu, *Senior Project Leader*
6. Mikhail Petersen, *Intern*
7. Cecyl Esau, *Senior Project Leader*
8. Eleanor du Plooy, *Senior Project Leader*



1. Jan Hofmeyr, *Head: Programme Research and Policy*
2. Anyway Chingwete, *Senior Project Leader: Afrobarometer*
3. Sibusiso Nkomo, *Senior Project Leader: Afrobarometer Communications*
4. Gugu Nonjenge, *Project Officer: Afrobarometer*
5. Elnari Potgieter, *Project Leader: South African Reconciliation Barometer [resigned 09/2019]*
6. Michael Ndzipha, *Intern*
7. Dominique Dryding, *Project Leader: Afrobarometer*



1. Prof. Tim Murithi, *Head: Programme: Peacebuilding Interventions*
2. Friederike Bubenzer, *Senior Project Leader*
3. Webster Zambara, *Senior Project Leader*
4. Patrick Hajayandi, *Senior Project Leader*
5. Kenneth Lukuko, *Senior Project Leader*
6. Nivrata Bachu, *Project Officer*
7. Anthea Flink, *Project Officer*

IJR BOARD OF DIRECTORS

Prof. Brian O'Connell (Chairperson)
 Prof. Don Foster (Deputy Chairperson)
 Stanley Henkeman (Executive Director)
 Prof. Hugh Corder
 Prof. Lovell Fernandez
 Prof. Pumla Gobodo-Madikizela
 Prof. Gerhard Kemp
 Adv. Dumisa Ntsebeza
 Prof. Jeremy Sarkin
 Glenda Wildschut
 Nozizwe Madlala-Routledge
 Prof. Deborah Posel
 Lorenzo Davids
 Salona Lutchman
 Kwadwo Owusu



FINANCIAL STATEMENTS

Income Statement

for the year ended 31 December 2019

	2019 R	2018 R
Grants and donations	27,678,928	34,712,124
Earned income	2,532,122	4,741,644
	30,211,050	39,453,768
Management and administrative costs	(8,383,801)	(8,097,051)
Programme and project costs	(27,609,549)	(29,001,835)
Net operating (deficit)/surplus	(5,782,299)	2,354,882
Net investment income	681,158	707,257
Net (loss)/gain on investments	963,910	(171,708)
Gain/(loss) on exchange	(200,378)	454,957
Net surplus/(deficit) for the year	(4,337,609)	3,345,387



Statement of Financial Position

as at 31 December 2019

	2019 R	2018 R
Assets		
Non-current assets	10,380,513	12,330,611
Property, plant and equipment	318,860	289,669
Investments	10,061,653	12,040,942
Current assets	4,956,237	7,539,856
Cash and cash equivalents	4,494,447	6,452,456
Accounts receivable	461,790	1,085,400
Total assets	15,336,751	19,868,467
Funds and liabilities		
Funds	11,107,215	15,444,824
Current liabilities	4,229,537	4,423,643
Accounts payable liability	498,973	1,019,416
Operating lease liability	146,068	12,142
Grants received in advance	3,584,496	3,392,085
Total funds and liabilities	15,336,751	19,868,467



FINANCIAL STATEMENTS

Detailed Statement of Comprehensive Income

for the year ended 31 December 2019

	2019 R	2018 R
INCOME		
Donations and grants	27,678,928	36,478,855
Australian High Commission, Pretoria	391,332	-
Brot für die Welt	2,006,814	1,838,935
High Commission of Canada, South Africa	122,442	65,226
Ghana Center for Democratic Development (CDD-Ghana)	8,114,204	6,753,835
Evangelical Lutheran Church of Finland (ELF)	318,770	-
Embassy of Finland, Pretoria	1,115,707	944,996
The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)	281,507	-
Embassy of the Kingdom of the Netherlands in South Africa - CVE project	-	146,544
Private Family Fund	-	2,216,411
Private Family Fund - Youth Project	699,610	-
Private Family Fund - Mental Health & PSS Project	690,985	-
Robert Bosch Stiftung	697,815	993,708
Embassy of the Kingdom of the Netherlands in South Africa	136,572	-
Royal Norwegian Embassy, Pretoria	1,902,384	5,787,056
Swedish International Development Cooperation Agency (SIDA)	10,919,190	9,899,192
European Union (EU)	200,483	4,295,538
United States Institute of Peace (USIP)	-	1,469,228
University of Cape Town	-	276,316
General donations	81,113	79,624
Earned income	2,532,122	4,741,644
Department of Agriculture service contract	2,131,594	2,749,595
H&M	-	327,345
South Sudan Catholic Relief Services	-	1,547,102
Waldorf School	61,110	47,826
Fees received	339,418	69,776
Net investment income	1,645,068	535,549
Net interest earned on earmarked funds	6,762	9,628
Gain/(loss) on investments	963,910	(171,708)
Dividend income	111,536	118,152
Interest earned	562,861	579,477
Other income	-	454,957
Gain on exchange	-	454,957
TOTAL INCOME	31,856,118	40,444,274



Detailed Statement of Comprehensive Expenditure

for the year ended 31 December 2019

	2019 R	2018 R
Income	31,856,118	40,444,273
EXPENDITURE	36,193,727	37,098,886
Management and administration costs	8,383,801	8,097,051
Staff costs	5,126,367	5,255,379
Office and operating costs	3,051,117	2,702,926
Board and AGM	34,817	21,877
Audit fees	171,500	116,869
Programme and project costs	27,809,927	29,001,835
Core programme costs	1,476,114	1,496,276
Staff costs	12,998,724	11,810,918
Less: staff costs relating to projects	(12,411,013)	(11,267,119)
Staff training and strategic planning	118,654	197,949
Monitoring and evaluation	100,154	112,965
Capacity building	111,546	107,635
Network partnership building	221,148	163,268
Dialogues and interventions	34,894	47,264
Publications	65,645	-
Other costs	236,362	323,396
Other losses	200,378	-
Loss on exchange	200,378	-
Specific projects	26,133,435	27,505,559
Knowledge sharing to advocate	1,385,414	1,762,166
Fundraising	1,077,452	864,691
Business development	363,541	-
H&M	-	42,937
CRS	-	861,324
Deep and sustained dialogues		
Interconnectedness Youth Project	886,537	1,513,306
IJR Social Change Model	2,204,473	1,367,587
Identity project	194,373	181,434
Gender Civil Society Network	878,339	241,503
Gender change agents	286,520	129,890
Combating racism	653,652	875,345
Decolonised concepts and terms	723,313	539,337
Peacebuilding interventions	5,856,497	5,422,594
Research and analysis		
SA Reconciliation Barometer Research Project	3,563,641	2,158,526
Afrobarometer	7,706,224	6,255,993
Transitional Justice and Economic Crime	-	-
Social Dialogues – Agriculture	1,229,769	1,128,260
Extremism	441,902	1,730,237
Zimbabwe Election Poll	622,598	4,295,538
Global Dignity	63,291	-
GIZ-CSVR	136,838	-
Fees for management and administration costs	(2,140,940)	(1,865,108)
Net surplus/(deficit) for the year	(4,337,609)	3,345,387

FUNDRAISING AND BUSINESS DEVELOPMENT

The Institute for Justice and Reconciliation (IJR) undertook a number of activities to generate income through its core activities. In 2019, the IJR successfully secured 12 opportunities, involving training, events and partnerships, by way of business development activities. In order to make business development activities a regular income stream, the IJR implemented a number of processes. It registered on a number of supplier databases and improved internal processes. It also developed a system of regular prospect research and identification of consulting opportunities.

A key area of intervention was in the education sector in the Western Cape. Over the past months, regular news headlines reported on issues of racism and exclusion at schools across the country. The IJR was invited to assist a few schools to deal with processes and worked with senior government officials in the Western Cape Education Department to find ways to address these endemic issues in schools. The interventions focused on addressing biases, exclusion and discrimination.

The IJR also continued to engage businesses in the private sector in order to assist them with internal work on diversity and transformation. In addition, the IJR for the first time officially submitted tenders to local and provincial governments with regard to training and development processes. The IJR has found that the greatest opportunities for income generation are to be found in the areas of peacebuilding and reconciliation work on the African continent. The IJR is still awaiting feedback on a number of calls it responded to, but it is clear that this is the area in which the IJR will in future be able to generate the largest amount of income and at the same time grow its capacity and expertise.



Multimedia for fundraising campaigns

Staff members have been assigned to each aspect of the process so as to ensure that, once the project is identified, all departments involved are aware of what will be expected of them and what the deadlines are for the submission of content for the concept notes and proposals. This has been done in order to minimise the loss of projects due to missed deadlines and capacity issues.

The templates also address the issue of risks to the IJR and its staff, especially those who will be working in the field. The idea is to prepare fully in terms of mitigating the risks, where possible. As a result, there is now a more uniform and strategic approach to soliciting funds, and staff better understand their roles and what is expected of them. Currently, electronic versions of these templates are being explored so as to improve efficiency and reduce the need for printing.

We extend our deepest gratitude to the following institutions and individuals:

- Australian High Commission, Pretoria
- Brot für die Welt
- Embassy of Finland, Pretoria
- Swedish International Development Cooperation Agency (SIDA)
- Embassy of the Kingdom of the Netherlands in South Africa
- Royal Norwegian Embassy, Pretoria
- Ghana Center for Democratic Development (CDD-Ghana)
- Robert Bosch Stiftung
- High Commission of Canada in South Africa
- European Union (EU)

To make a donation, visit us online or see our banking details below. The IJR is a Section 18A registered organisation and proof can be sent to you after your kind donation to include in your income tax return. / **END**

Processes and templates for fundraising

In order to streamline and facilitate the identification, due-diligence and risk-assessment processes, a number of flow processes and templates have been developed and introduced with regard to fundraising and business development. These include:

- The manner in which new and existing funders are vetted;
- The departments that will be involved in the potential project;
- Potential risks and those that will be addressed/mitigated; and
- The sign-off process and who will be responsible for leading the project.

Account name: Institute for Justice and Reconciliation
Account number: 071524355
Account type: Cheque
Bank: Standard Bank of South Africa
Branch: Rondebosch
Branch code: 02-50-09-00
Swift code: sbzazajj

RECONCILIATION AWARD — 'THE ART OF RECONCILIATION'

O. On 19 November 2019, the Institute for Justice and Reconciliation (IJR) and the A4 Arts Foundation co-hosted the 19th annual Reconciliation Award ceremony under the theme, 'The Art of Reconciliation'. The ceremony recognised, showcased and celebrated the arts and people who pursue justice and reconciliation through imagination and creativity at a community and local level. The IJR and the A4 Arts Foundation created a space that celebrated art and artists in the visual arts, music and the spoken word. The space was interactive, with many opportunities to engage and reflect on our histories, identities, and the agency to initiate change.

The Reconciliation Award 2019 recipients were the Lalela Project and Neliswa Dlodla, Founder and Director of Early Birds Lifestyle Academy, for their work in using the arts to pursue social cohesion and community-building.

About the awardees

Early Birds Lifestyle Academy

Early Birds Lifestyle Academy (EBLA) is a learning-support programme that uses an integrated approach to a holistic education in order to fill the learning gaps brought about by the education crisis in South Africa. EBLA's approach uses the arts as a tool for

reinforcing critical thinking among learners. The visual arts are used to foster mindfulness and for early development at Grade R level and progressively through the primary school grades in the aftercare space.

Lalela: Life-changing art

Lalela provides educational arts for at-risk youth in order to spark creative thinking and awaken the entrepreneurial spirit. Its curriculum develops imagination and creativity, which, in turn, lead to innovation and solution-thinking. By activating whole-brain and creative thinking, Lalela aims to encourage children to dream about a different future and provides them with the tools to map and manifest their dreams and goals as well as launch this possibility for themselves and their communities. /END



Our thanks and gratitude go
to the following institutions



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Norway in South Africa
Royal Norwegian Embassy in Pretoria



Robert Bosch
Stiftung



Kingdom of the Netherlands



Sida



Brot
für die Welt
Brot für die Welt –
Evangelischer
Entwicklungsdienst



Embassy of Finland
Pretoria

ACRONYMS AND ABBREVIATIONS

AB	Afrobarometer
ACJHR	African Court of Justice and Human Rights
AfCHPR	African Court on Human and Peoples' Rights
ARNSA	Anti-Racism Network South Africa
AU	African Union
AUTJP	African Union Transitional Justice Policy
CAR	Central African Republic
CEO	chief executive officer
CDD-Ghana	Ghana Center for Democratic Development
CIMA	Center for International Media Assistance
CSVR	Centre for the Study of Violence and Reconciliation
DDRR	Ministry of Disarmament, Demobilisation, Reintegration, and Repatriation (Central African Republic)
DPME	Department of Performance Monitoring and Evaluation
DRC	Democratic Republic of Congo
EAC	East African Community
EALA	East African Legislative Assembly
EBLA	Early Birds Lifestyle Academy
EU	European Union
GBV	gender-based violence
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH
GJR	Gender Justice and Reconciliation
IJR	Institute for Justice and Reconciliation
IOM	International Organization for Migration
ISCJ	International and Survivor-Centred Justice (Project)
KTJN	Kenya Transitional Justice Network
LGBTQIA+	A common abbreviation for Lesbian, Gay, Bisexual, Pansexual, Transgender, Genderqueer, Queer, Intersexed, Agender, Asexual, and Ally community
M&E	monitoring and evaluation
MEL	monitoring, evaluation and learning
MoU	Memorandum of Understanding
NGO	non-governmental organisation
NPRC	National Peace and Reconciliation Commission (Zimbabwe)
PALU	Pan-African Lawyers Union
PAREN	Pan-African Reconciliation Network
SADC	Southern African Development Community
SADC-CNGO	Southern African Development Community – Council of Non-Governmental Organisations
SAHRC	South African Human Rights Commission
SARB	South African Reconciliation Barometer
SDGs	Sustainable Development Goals
SIDA	Swedish International Development Cooperation Agency
SGBV	sexual and gender-based violence
UNDP	United Nations Development Programme
USIP	United States Institute of Peace
YIP	Youth Identity Project



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