



Network South Africa



TOOLKIT FOR **BUSINESS AND HUMAN RIGHTS IN SOUTH AFRICA**

Supported by



INTRODUCTION

Human rights and labour are a constant risk for business in South Africa. To understand the extent of the business and human rights landscape, the Global Compact Network (GCN-SA) and the National Business Initiative (NBI) began a concerted process of engagement in 2013. The process brings together United Nations Global Compact signatories (UNGC) in South Africa for regular learning and sharing with a view to develop good practice.

In developing good practice on human rights, companies in South Africa have to understand and respond to a range of regulatory and voluntary requirements. These include both domestic frameworks and global conventions and guidelines on human rights. Human rights intersect and are embedded in various other spheres, i.e. environmental and governance issues.

It is due to such complexities that the GCN-SA responded by developing this toolkit for business and human rights to guide integration and alignment in implementation. The toolkit is intended to demonstrate the extent of the requirements on the landscape and how human rights are benchmarked in environmental policies and frameworks, as well as on ethics and governance issues. The toolkit also maps the available codes and conventions, tools and indices, key stakeholders and human rights organisations in context. Where possible, we have provided live links to these frameworks.

As the Human Rights Working Group of the Global Compact Network South Africa, we view this toolkit as generic for all sectors, adaptable and a work in progress given the frequency with which new issues arise. The toolkit is available on our website, and we will update it frequently. Signatories and other stakeholders interested in this work should send us input and feedback, which we will integrate on a regular basis.

As the GCN-SA, we would like to acknowledge the contribution and support of Nedbank, Synergy Global Consulting and all signatories that engaged with us in developing the toolkit. We hope you will find it useful.

The Human Rights Working Group
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HUMAN RIGHTS TOOLS FOR BUSINESS

A Guide for Integrating Human Rights into Business Management

An online tool produced by the Business Leaders Initiative on Human Rights (BLIHR), the UN Global Compact and the Office of the UN High Commissioner for Human Rights (OHCHR).

A Resource Guide to Corporate Human Rights Reporting

This collaborative publication offers a practical guide on steps that companies can take to improve their coverage of human rights as part of their sustainability reports and was developed through extensive expert consultation.

Business & Human Rights Resource Centre (BHRRC)

The BHRRC works with everyone to advance human rights in business. They track the human rights abuse and advances of companies around the world, and help the vulnerable eradicate abuse.

Children's Rights in Impact Assessment - A Guide for Integrating Children's Rights into Impact Assessments and Taking Action for Children

This tool is designed to guide companies in assessing their policies and processes as they relate to their responsibility to respect children's rights and their commitment to support children's rights.

Community Based Human Right Impact Assessment Initiative

The tool provides communities, practitioners, and advocates the confidence and knowledge that will enable them to identify human rights impacts, propose responses, and engage government and corporate actors to take action to respect human rights.

Conducting an Effective Human Rights Impact Assessment - Guidelines, Steps, and Examples

This report captures lessons from BSR's efforts to overcome these challenges in the course of conducting HRIAs in various industries, including information and communications technology, energy and extractives, health care, agriculture, and media.

Conflict-sensitive business practice: Guidance for Extractive Industries

This report consists of guidance on doing business in societies at risk of conflict for field managers working across a range of business activities, as well as headquarters staff in political risk, security, external relations and social performance departments. It provides information on understanding conflict risk through a series of practical documents.

Danish Institute for Human Rights

Through research, tools and partnerships with key stakeholders, DIHR aims to contribute to building a global environment in which adverse business impacts are minimised, and opportunities for business' potential for positive contribution to human rights are realised.

Frequently Asked Questions on the Guiding Principles on Business and Human Rights

This publication with frequently asked questions aims to explain the background and the contents of the Guiding Principles on Business and Human Rights and how they relate to the broader human rights system and other frameworks. It aims to help both practitioners and newcomers navigate the principles and improve their understanding.

Getting It Right

This tool is a dynamic participatory approach for analysing the human rights impacts of private and public foreign investments. It enables communities and the organisations that support them to identify human rights impacts, propose responses, and engage government and corporate actors to take action to respect human rights.

Guide to Human Rights Impact Assessment and Management

This tool is the result of collaboration between the International Business Leaders Forum (IBLF) and International Finance Corporation (IFC), in association with the United Nations Global Compact. It is designed to be a practical tool that enables companies to identify, understand, and evaluate actual or potential human rights impacts of a project at each stage of development and operations. This approach links human rights assessment to existing management processes.

How to Do Business with Respect for Human Rights – A Guidance Tool for Companies

The descriptions, learnings and guidance points collected in this guidance tool build on the experience gained during the course of the Business & Human Rights Initiative. They are intended to help companies implement a commitment to respect human rights in line with the framework of the Special Representative.

Human Rights and Business Country Guide: South Africa

This guide contains information regarding the potential and actual human rights impacts of businesses operating in South Africa.

Human Rights and Business Dilemmas Forum

A web page that collates a range of materials that provide further insight, context and guidance to business integrity and the corruption dilemma. It includes general human rights resources and links to international standards, dilemma-specific materials and the background working papers of the project.

Human Rights Compliance Assessment

A comprehensive tool designed to detect human rights risks in company operations. It covers all internationally recognised human rights and their impact on all stakeholders, including employees, local communities, customers and host governments.

Human Rights Compliance Assessment Tool – Version 2.0

A diagnostic tool designed to promote corporate social responsibility by providing companies with information about how to avoid human rights violations in all aspects of their operations.

Human Rights Impact Resource Centre

A collection of tools that ensure the implementation of human rights throughout corporate practices and management systems.

Human Rights in Business: A Best Practice Guide to the Human Rights Compliance Assessment

This guide provides insight into best practices developed by some of the companies which have used The Human Rights Compliance Assessment tool (see above). It illustrates how the Human Rights Compliance Assessment has been applied within the management systems of these companies.

Human Rights Training Toolkit for the Oil and Gas Industry

This toolkit has been developed at IPIECA's request with the assistance of a third party. It is a useful resource document rather than a document representing standards or the views of IPIECA or its individual members. The toolkit is descriptive rather than prescriptive and is not meant to represent consensus among the widely held views of member companies.

International Human Rights Fact-Finding Guidelines (the Lund-London Guidelines)

Created by the Raoul Wallenberg Institute of Human Rights and Humanitarian Law, these guidelines, written for NGOs, offer assistance in fact-finding and report writing "with a view to improving accuracy, objectivity, transparency and credibility in human rights fact finding."

Masizibheke – Human Rights Compliance Assessment South Africa

"Masizibheke" ("Let's look at ourselves"), the South African version of the Human Rights Compliance Assessment, is a voluntary self-assessment tool, specifically tailored to the South African legislative, social, economic and political context. It assists companies with translating human rights into business practice in South Africa by determining the impact of company operations on the human rights of its employees, local residents and all other stakeholders.

Respecting Human Rights – Tools and Guidance for Business

The main objective of this report is to assist the business sector in human rights due diligence by providing an overview of current tools and guidance materials.

SHIFT

Shift is the leading centre of expertise on the UN Guiding Principles on Business and Human Rights. Founded in 2011, Shift's team of experts works globally with businesses, governments, civil society and international organisations to embed the Guiding Principles into practice.

The Good Corporation Framework on Human Rights

This is a set of management practices that demonstrate a responsible approach to respecting human rights. Organisations can use this framework as a tool to measure and improve the robustness of their policies and systems.

United Nations Environment Programme Finance Initiative (UNEP FI) Human Rights Guidance Tool

UNEP FI is committed to exploring the intricacies between social issues, human rights and financial sector practices. UNEP FI aims to demystify the language and jargon surrounding the social agenda, and clarify how social issues relate to the activities of finance institutions.

University of Minnesota Human Rights Library

This online library includes a large collection of international human rights treaties, instruments, general comments, recommendations, decisions, and views of treaty bodies in a well ordered layout.

Voluntary Principles on Security and Human Rights – Implementation Guidance Tool

This is a set of tools designed to help companies, their employees, and their contractors implement the Voluntary Principles.

HUMAN RIGHTS BENCHMARKS: ENVIRONMENT

LEGISLATION	CODES/CONVENTIONS	TOOLS	INDICES	STAKEHOLDERS
<ul style="list-style-type: none"> Animals Protection Act 71 of 1962 Conservation of Agricultural Resources Act 43 of 1983 Environmental Regulations for Workplaces 1987 (Government Notice No. R. 2281) Fertilizers, Farm Feeds and Stock Remedies Act 36 of 1947 Hazardous Substances Act 15 of 1973 Marine Living Resources Act 18 of 1998 Marine Pollution (Control and Civil Liability) Act 6 of 1981 Marine Pollution (Prevention of Pollution from Ships) Act 2 of 1986 	<ul style="list-style-type: none"> Agreement for the implementation of the Provisions of the United Nations Convention on the Law of the Sea of 10 December 1982 relating to the Conservation and Management of Straddling Fish Stocks and Highly Migratory Fisk Stocks Antarctic Treaty – Scientific Committee on Antarctic Research (SCAR) – Council of managers of national Antarctic Programmes (COMNAP) Basel Convention – Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal Bonn Convention – (CMC) Convention on the Conservation of Migratory Species of Wild Animals CBD – United nations Framework Convention on Climate Change CCAMLR – Convention on the Conservation of Antarctic Marine Living Resources CITES – Convention on International Trade in Endangered Species of Wild Fauna and Flora 	<ul style="list-style-type: none"> Carbon Disclosure Project CEO Water Mandate Equator Principles GRI Human Rights and Business Country Guide: South Africa IFC EHS Guidelines International Finance Corporation Performance Standards on Social and Environmental Sustainability ISO14001 Sustainable Finance Code of Conduct – BASA UNGC Water CDP WBCSD Water Tool 	<ul style="list-style-type: none"> Africa Sustainability Barometer Dow Jones SI JSE SRI UNGC Communication of Progress 	<ul style="list-style-type: none"> Activists BASA BUSA Clients, suppliers and intermediaries Communities Competitors Employees ESKOM Global System for Mobile (GSMA) Government Human Rights Commission International Integrated Reporting Council International Telecommunications Union Investors Municipalities NBI

LEGISLATION	CODES/CONVENTIONS	TOOLS	INDICES	STAKEHOLDERS
<ul style="list-style-type: none"> • Mountain Catchment Areas Act 63 of 1970 • National Environmental Management: Air Quality Act 39 of 2004 • National Environmental Management: Biodiversity Act 10 of 2004 • National Environmental Management: Integrated Coastal Management Act 24 of 2008 • National Environmental Management: Protected Areas Act 57 of 2003 • National Environmental Management: Waste Act 59 of 2008 • National Forests Act 84 of 1998 • National Heritage Resources Act 25 of 1999 • National Water Act 36 of 1998 	<ul style="list-style-type: none"> • Environment • Ethical Trading Initiative • Extractive Industries Transparency Initiative • International Cocoa Initiative • Montreal Protocol – Protocol for the Protection of the Ozone Layer • POPs Persistent Organic Pollutants • Ramsar Convention – Convention of Wetlands of International Importance especially as Waterfowl Habitat • Rotterdam (PIC) Convention on prior Informed Consent • UNCCD – Convention on Desertification • UNCLOS – United Nations Law of the Sea Convention • UNGC • World heritage Convention – Convention concerning the Protection of the world culture and natural heritage 			<ul style="list-style-type: none"> • Provincial Departments • Public Protector • Regulators • SAHRA • Shareholders • Special Interest Groups • UN GRI • UNEP FI • UNGC • WWF

STRATEGIES, POLICIES, PROCESSES AND PROCEDURES THAT COMPANIES SHOULD HAVE IN PLACE

- Environmental policy
- Social and environmental management system
- Framework for recycling
- Social and environmental impact assessment
- Transformation, social and ethics board committee

HUMAN RIGHTS BENCHMARKS: GOVERNANCE, ETHICS, EMPLOYEES, CLIENTS, THE VALUE CHAIN & ANTI-CORRUPTION

LEGISLATION	CODES/CONVENTIONS	TOOLS	INDICES	STAKEHOLDERS
<ul style="list-style-type: none"> • Basic Conditions of Employment Act • BBBEE* • BCEA Regulations on Hazardous Work by Children (No. R 7) • Bill of Rights • Companies Act of 2008 and Regulations* • Constitution • Employment Equity Act • FATCA* • Labour Relations Act • Occupational Health and Safety Act • Protected Disclosures Act* • Protection of Personal Information (PoPI) 2013 (still to be enacted) • Sarbanes Oxley 	<ul style="list-style-type: none"> • Electronics Industry Code of Conduct • FAIR Labor Association • ILO Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy • International Bill of Human Rights • International Finance Corporation Performance Standards on Social and Environmental Sustainability • International Labour Organisation – 8 core conventions • Kimberley Process Certification Scheme* • King III • OECD Guidelines for Multinational Enterprises* • OECD Principles of Corporate Governance • Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment (RoHS) • Treating Customers Fairly* 	<ul style="list-style-type: none"> • Equator Principles GRI • Human Rights and Business Country Guide: South Africa • IFC EHS Guidelines • IFC Performance Standards • Sustainable Finance Code of Conduct – BASA • UNGC 	<ul style="list-style-type: none"> • Dow Jones SI • JSE SRI • Transparency International Corruption Perceptions Index • UNGC Communication of Progress 	<ul style="list-style-type: none"> • Activists • BASA • BUSA • Clients, suppliers and intermediaries • Communities • Competitors • Employees • Global System for Mobile (GSMA) • Government • Human Rights Commission • International Integrated Reporting Council • International Telecommunications Union • Investors • NBI • Public Protector

LEGISLATION	CODES/CONVENTIONS	TOOLS	INDICES	STAKEHOLDERS
<ul style="list-style-type: none"> • Skills Development Act • South African Prevention and Combating of Corrupt Activities Act of 2004* • UK Bribery Act* • 	<ul style="list-style-type: none"> • UK Combined Code • UNGC <ul style="list-style-type: none"> ○ Anti-corruption* ○ Human Rights ○ Labour ○ John Ruggie Guiding Principles* • Universal Declaration of Human Rights • Voluntary Principles on Security and Human Rights • Waste Electronics and Electrical Equipment convention • 		<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • Regulators • SAHRA • Shareholders • Special Interest Groups • UN GRI • UNEP FI • UNGC
<p>*In addition to the listed tools, indices and stakeholders, items marked with an asterisk indicate a helpful focus on anti-corruption benchmarks.</p>				

STRATEGIES, POLICIES, PROCESSES AND PROCEDURES THAT COMPANIES SHOULD HAVE IN PLACE

Governance and Ethics

- Antitrust/anticompetitive practices policy
- Board ethics statement
- Business continuity policy
- Code of conduct
- Code of ethics
 - Child labour
 - Anti-bribery
- Compliance policy
- Corporate social investment policy
- Corporate social responsibility policy
- Credit policies
- Employee pledge
- Enterprise governance policy and principles
- Enterprise-wide risk management policy
- Ethics framework
- Facilities use policy
- Financial inclusion
- Group EXCO ethics statement
- Human rights in business strategy
 - Complicity
 - Grievance mechanisms
 - Human rights due diligence

Employees and Clients

- Branch security policy
- Career management
- Diversity and inclusion policy
- Employee relations
- Employee wellbeing
- Fair employment policy
- Firearms policy
- Gender equality strategy
- Group physical security policy
- HIV/Aids programme
- Human resources policies
- Migrating labour strategy
- Occupational health and safety
- People development policy
- People transformation policy
- Performance management policy
- Personal account trading
- Procurement policy
- Remuneration policy
- Rewards and recognition policy
- Social media guidelines and policy

Governance and Ethics

- Human rights impact assessment
- Policy
- Sphere of influence
- Stakeholders
- Human rights statement
- Information security policy
- Integrated reporting
- Legal and insurance risk management
- New product approval policy
- Outsourcing policy
- Privacy policy
- Procurement policy
- Reputational risk policy
- Risk appetite policy
- Rumour policy
- Sanctions compliance policy
- Smoking policy
- Social and ethics board committee
- Strategic risk principles
- Taxation policy
- Technology management
- Whistleblowing policy

Employees and Clients

- Staffing policy
- Travel policy
- Union interaction

Anti-Corruption

- Anti-money laundering and the combating of financing and terrorist-related activities policy
- Business integrity policy
- Code of ethics on:
 - Political donations
 - Bribes and facilitation payments
 - Gifts
 - Conflicts of interest
- Code of conduct on:
 - Fraud and corrupt activities policy

HUMAN RIGHTS BENCHMARKS: COMMUNITY

LEGISLATION	CODES/CONVENTIONS	TOOLS	INDICES	STAKEHOLDERS
<ul style="list-style-type: none"> Asbestos Regulations 1987. Department of Manpower Notice No. R. 773 BBBEE Chapter 2 of South African Constitution – Bill of Rights Access to Information Act (Section 32(1)(a) of the Constitution of the Republic of South Africa Act, No. 108 of 1996) Children’s Act 38 of 2005 Community Welfare Act (House of Representatives) 1987. No. 104 Domestic Violence Act 116 of 1998 The National Environmental Management Act 107 of 1998 	<ul style="list-style-type: none"> Codes of Good Practice for South African Non-profit Organisations (NPOs) Convention against Discrimination in Education Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) Convention on the Rights of a Child Convention on the Rights of People with Disabilities Declaration on the Elimination of All Forms of Intolerance and of Discrimination Based on Religion or Belief Declaration on Social Progress and Development Declaration on the Elimination of Violence against Women Declaration on the Protection of Women and Children in Emergency and Armed Conflict Declaration on the Right to Development Declaration on the Right of Peoples to Peace Declaration on the Use of Scientific and Technological Progress in the Interests 	<ul style="list-style-type: none"> Amnesty International Guidelines for Companies Children’s Rights in Impact Assessment Community Based Human Right Impact Assessment Initiative Conflict-sensitive business practice: Guidance for Extractive Industries Equator Principles Ethical and Effective Grantmaking GRI Getting It Right Human Rights and Business Country Guide: South Africa IFC EHS Guidelines IFC Performance Standards 	<ul style="list-style-type: none"> Dow Jones SI JSE SRI Transparency International Corruption Perceptions Index UNGC Communication of Progress 	<ul style="list-style-type: none"> Activists BASA BUSA Clients, suppliers and intermediaries Communities Competitors Employees Global System for Mobile (GSMA) Government Human Rights Commission International Integrated Reporting Council International Telecommunications Union Investors NBI Public Protector Regulators SAHRA

LEGISLATION	CODES/CONVENTIONS	TOOLS	INDICES	STAKEHOLDERS
<ul style="list-style-type: none"> • National Health Act No. 61 of 2003 • National Heritage Resources Act 25 of 1999 • National Policy on Testing for HIV (No. 1479) • Non-Profit Organisations Act 71 of 1997 • Prevention and Combating of Torture of Persons Act, 2013 (Act 13 of 2013) • Prevention and Combating of Trafficking in Persons Act, 2013 (Act 7 of 2013) • Promotion of Access to Information Act No. 2 of 2000 • Promotion of National Unity and Reconciliation Act, 1995 (Act 34 of 1995) • The South African Human Rights Commission Act 2013 • South African Code of 	<ul style="list-style-type: none"> • Discrimination (Employment and Occupation) Convention, 1958 (No. 111) • Equal Remuneration Convention, 1951 (No. 100) • International Covenant on Economic, Social and Cultural Rights (ICESCR) • International Covenant on Civil and Political Rights • International Convention on the Elimination of all Forms of Racial Discrimination (ICERD) • International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families • Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime • Recommendation concerning HIV and AIDS and the World of WORK, 2010 (No 200) • Universal Declaration of Human Rights • United Nations Declaration on the Rights of Indigenous People • Universal Declaration on Cultural Diversity • Universal Declaration on the Eradication of Hunger and Malnutrition • Universal Declaration on the Human Genome and Human Rights of Peace 	<ul style="list-style-type: none"> • Investment-Related Standards Toolbox • Masizibheke – Human Rights Compliance Assessment South Africa • Sustainable Finance Code of Conduct – BASA • UNGC • The Global Sullivan Principles • Social Accountability 8000 Standards • Voluntary Principles for Security and Human Rights • 		<ul style="list-style-type: none"> • Shareholders • Special Interest Groups • UN GRI/UNEP FI • UNGC

Good Practice on HIV
and AIDS and the World
of Work, June 2012

and for the Benefit of Mankind.

STRATEGIES, POLICIES, PROCESSES AND PROCEDURES THAT COMPANIES SHOULD HAVE IN PLACE

- Communications plan
- Community agreements guidance
- Community complaints, disputes and grievances mechanism
- Community relations policy
- Environmental policy
- Social and environmental management system
- Social and environmental assessment
- Transformation, social and ethics board committee
- Social investment procedure
- Stakeholder engagement plan
- Sustainable development policy

NETWORK OF ORGANISATIONS ENGAGED IN HUMAN RIGHTS

Action Support Centre (ASC)

www.actionsupportcentre.co.za/

The ACTION Support Centre (ASC) is the Africa regional hub of a global network of organisations and individuals committed to conflict transformation.

Africa Unite

www.africaunite.org.za/

Africa Unite (AU) is a human rights and youth empowerment organisation that works with citizens, refugees and migrants to prevent conflicts, enhance social cohesion and promote socio-economic development.

African Diaspora Forum (ADF)

<http://adf.org.za/>

The African Diaspora Forum is a federation of African migrants associations in South Africa. It seeks to facilitate relationships between all Africans living in South Africa.

AIDS Foundation of South Africa (AFSA)

www.aids.org.za/

This development organisation exists to mitigate the impacts of HIV and AIDS and poverty through the implementation of health and community development projects in vulnerable communities.

AIDS Law Project

www.aidslawproject.org

This non-governmental organization works exclusively to promote equal rights and justice for people living with HIV and AIDS.

Amnesty International South Africa

www.amnesty.org.za

A worldwide movement of people who campaign for internationally recognised human rights.

Anti-Xenophobia Action South Africa

www.axasa.org.za/

AXA is a coordinating body that works on a national scale by providing a shared, technologically-based infrastructure to help its member organisations work more effectively both individually and collectively. Its aim is to meet and address the basic needs of the victims of refugee situations.

Apartheid Survivors Khulumani Group

www.khulumani.net

A membership-based organisation of roughly 85,000 victims and survivors of Apartheid-related gross human rights violations in South Africa that has become a globally recognised movement spear-heading healing and memory, the struggle for reparations, and active citizenship in countries transitioning out of conflict.

Art for Humanity

www.afh.org.za

An organisation that engages with cultural production, specifically in the visual arts, to promote human rights awareness regionally and globally.

Association for Rural Advancement

www.afra.co.za/

AFRA is an independent non-governmental organisation working on land rights and agrarian reform in KwaZulu-Natal, South Africa. AFRA's work focuses on African rural people whose rights to land have been undermined, whose tenure is insecure, and who do not have access to sufficient land to fulfil their development aspirations, or even their basic needs.

Benchmarks Foundation

<http://www.bench-marks.org.za/>

Bench Marks Foundation is a non-profit, faith-based organisation owned by the churches in South Africa. It is a unique organisation in the area of corporate social responsibility (CSR) and monitors corporate performance against an international measuring instrument, the Principles for Global Corporate Responsibility; Bench Marks for Measuring Business Performance.

Black Sash

www.blacksash.org.za

This organisation works to advance equality, social justice and human rights in South Africa, in part by providing a paralegal service.

Centre for Environmental Rights

<http://cer.org.za/>

The Centre was established in October 2009 by eight civil society organisations (CSOs) in South Africa's environmental and environmental justice sector to provide legal and related support to environmental CSOs and communities.

Centre for Human Rights, University of Pretoria

www.chr.up.ac.za

Both an academic department and a non-governmental organisation, the Centre works towards human rights education in Africa, a greater awareness of human rights, the wide dissemination of publications on human rights in Africa, and the improvement of the rights of women, people living with HIV, indigenous peoples, sexual minorities and other disadvantaged or marginalised persons or groups across the continent.

Centre for the Study of Violence and Reconciliation (CSVr)

www.csvr.org.za

The CSVr adopts a multi-disciplinary approach to understand and prevent violence, heal its effects and build sustainable peace locally, continentally and globally.

CIVICUS

<http://civicus.org>

CIVICUS is an international alliance of members and partners, which constitutes an influential network of organisations at the local, national, regional and international levels, and spans the spectrum of civil society.

Commission for Conciliation, Mediation and Arbitration

www.ccma.org.za

The CCMA is a dispute resolution body established in terms of the Labour Relations Act (Act 66 of 1995). It is an independent body and is not controlled by any political party, trade union or business. It works to conciliate and arbitrate workplace disputes, as well as facilitate the establishment of workplace forums and statutory councils.

Commission for Promotion and Protection of Rights of Cultural, Religious and Linguistic Communities

<http://crlcommission.org.za>

This commission was established in terms of the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities Act, 2002. Its purpose is to promote and protect the rights of different cultural, religious and language communities. It must promote and develop peace, tolerance and national unity amongst these communities, on the basis of equality, non-discrimination and freedom of association.

Commission of Gender Equality

<http://cge.org.za/>

Established in terms of Section 187 of the Constitution of the Republic of South Africa in order to promote respect for gender equality and the protection, development and attainment of gender equality. The CGE advances, promotes and protects gender equality in South Africa through undertaking research, public education, policy development, legislative initiatives, effective monitoring and litigation.

Community Law Centre

www.communitylawcentre.org.za

The Community Law Centre, part of the Law Faculty at the University of the Western Cape, works to realise the democratic values and human rights enshrined in South Africa's Constitution.

Consortium for Refugees and Migrants in SA

www.cormsa.org.za

The Consortium for Refugees and Migrants in South Africa (CoRMSA), formerly known as the National Consortium for Refugee Affairs, is a registered NPO whose main objectives are the promotion and protection of the rights of asylum seekers, refugees and international migrants.

The Council for the Advancement of the South African Constitution (CASAC)

www.casac.org.za/

This council is an initiative led by progressive people who want to advance the South African Constitution as a platform for democratic politics and the transformation of society and who believe in the advancement of a society whose values are based on the core principles of the Constitution – the promotion of socio-economic rights, judicial independence & the rule of law, public accountability and open governance.

Desmond Tutu HIV Foundation

<http://desmondtutihivfoundation.org.za/>

The Desmond Tutu HIV Foundation, housed within the Desmond Tutu HIV Centre (DTHC) at the University of Cape Town, is committed to the pursuit of excellence in research, treatment, training and prevention of HIV and related infections in Southern Africa.

Diakonia Council of Churches

www.diakonia.org.za

The Diakonia Council of Churches is an ecumenical, inter-church agency, working with churches and church organisations in the pursuit of a more just society, including an improved quality of life for the poor, as well as changes in attitudes and structures which perpetuate injustice.

FoodBank South Africa

www.foodbank.org.za/

FoodBank South Africa (FoodBank SA) sources donated food items and then arranges for these products to reach its Beneficiary Organisations, which are registered non-profit organisations in the community that provide food to the needy. Beneficiary organisations include orphanages, crèches, senior citizen homes, shelters, community kitchens and HIV/AIDS clinics.

Foundation for Human Rights

www.fhr.org.za

This grant-making institution supports civil society organisations in South Africa and the region that implement programmes which promote and protect human rights.

Freedom of Expression Institute

<http://fxi.org.za/home/>

The Freedom of Expression Institute is a non-profit, non-governmental organisation which was established in 1994 to protect and foster the right to freedom of expression. The Institute was formed from a merger of three organisations: The Campaign for Open Media, the Anti-Censorship Action Group and the Media Defence Trust.

Greenpeace Africa

www.greenpeace.org/africa/

Greenpeace Africa works to expose crimes against the environment wherever they might occur and irrespective who they are committed by.

Helen Suzman Foundation (HSF)

<http://hsf.org.za/>

This foundation promotes liberal constitutional democracy and upholds the principles of the South African Constitution. The HSF is committed to reasoned discourse, fairness and equity, the protection of human rights, and the promotion of the rule of law.

Human Rights Development Initiative

www.hrdi.org.za

This initiative works with university-based law clinics at leading universities and human rights NGOs in Southern and East Africa to build a cadre of young lawyers dedicated to social and economic justice.

Human Rights Institute of South Africa (Hurisa)

www.hurisa.org.za

This is an NGO that provides professional services towards the promotion of a human rights culture, peace and democracy.

Human Sciences Research Council

www.hsrc.ac.za

The HSRC is committed to creating cutting-edge research which supports national development.

Land Claims Commission (LCC)

The Commission on Restitution of Land Rights (the Land Claims Commission) was set up under Section 25 (7) and (8) of the Bill of Rights (the property rights section) to mediate and decide on claims to land made by people who had been forcibly removed under the laws of apartheid. The Land Claims Commission is an independent body that is only accountable to the Constitution and to Parliament. It must send a report of its activities and findings to Parliament at least once a year.

Lawyers for Human Rights (LHR)

www.lhr.org.za

LHR provides free legal services to vulnerable, marginalised and indigent individuals and communities, both non-national and South African, who are victims of unlawful infringements of their constitutional rights.

Legal Resources Centre

www.lrc.org.za

This public interest, human rights law clinic uses the law as an instrument of justice for the vulnerable and marginalised, including poor, homeless and landless people.

Masimanyane Women's Support Centre

www.masimanyane.org.za

This NGO focuses on violence against women, sexual and reproductive health and rights and the gendered nature of HIV and Aids. It aims to build the capacity of women and human rights advocates to claim and realise women's human rights.

Media Monitoring Africa

www.mediamonitoringafrica.org

Media Monitoring Africa (formerly Media Monitoring Project) is a non-profit organisation that promotes democracy and a culture where the media and the powerful respect human rights and encourage a just and fair society. MMA acts in a watchdog role to promote ethical and fair journalism that supports human rights.

National Anti-Corruption Forum

www.nacf.org.za/

The NACF is comprised of three sectors, namely business, civil society and government. It contributes towards the establishment of a national consensus through the co-ordination of sectoral strategies against corruption, advises government on national initiatives on the implementation of strategies to combat corruption, shares information and best practice on sectoral anti-corruption work, and advise sectors on the improvement of sectoral anti-corruption strategies.

National Consumer Forum

www.consumerfair.co.za

An umbrella body for consumer organisations, the forum is dedicated to the promotion and protection of consumer rights. Members include the National Credit Regulator, the nine Provincial Consumer Affairs Directorates, the Council for Medical Schemes, the Financial Services Board and the Independent Communications Authority of South Africa.

NISAA – Institute for Women's Development

www.nisaa.org.za/

NISAA is an organisation opposed to all forms of oppression, exploitation and violence against women. NISAA focuses on the prevention of gender violence and the empowerment of women who have been abused by their partners.

People Against Suffering Oppression and Poverty (PASSOP)

www.passop.co.za

PASSOP is a not-for-profit human rights organisation devoted to fighting for the rights of asylum-seekers, refugees and immigrants in South Africa.

Right2Know (R2K)

www.r2k.org.za/

While the Right2Know Campaign launched in August 2010 as a coalition of organisations and people responding to the Protection of State Information Bill (the Secrecy Bill), the campaign broadened its scope to tackle related issues of secrecy in law and practice, access to existing information that is critical to broader struggles for social justice, media freedom, and linking whistle-blowers to appropriate partner organisations for legal support and advocacy.

Section27

<http://section27.org.za/>

SECTION27 is a public interest law centre that seeks to influence, develop and use the law to protect, promote and advance human rights.

Socio-Economic Rights Institute of South Africa (SERI)

www.seri-sa.org

SERI is a section 21 non-profit organisation providing professional and dedicated socio-economic rights assistance to individuals, communities and social movements.

Sonke Gender Justice

www.genderjustice.org.za

Sonke Gender Justice works across Africa to strengthen government, civil society and citizen capacity to promote gender equality, prevent domestic and sexual violence, and reduce the spread and impact of HIV and AIDS.

South African Human Rights Commission (SAHRC)

www.sahrc.org.za/home/

SAHRC promotes, protects and monitors human rights in South Africa.

South African Prisoners' Organization for Human Rights (SAPOHR)

www.sapohr.org.za/

SAPOHR is a politically and religiously non-aligned organisation concerned with the creation of a non-racial, non-sexist human rights culture in South Africa. Its area of work is reform of the apartheid criminal justice system.

Street Law

www.streetlaw.org.za

Street Law South Africa is a non-profit company that specialises in presenting participatory legal, human rights and democracy education. It also provides opportunities for training in democracy, participatory development and policy development.

The Human Rights Media Centre

www.hrmc.org.za/

The Human Rights Media Centre advances an awareness and activism about human rights through the documentation and dissemination of oral histories through a variety of media forms and social interventions.

The South African Institute for Advanced Constitutional, Public, Human Rights and International Law (SAIFAC)

www.uj.ac.za/EN/Faculties/law/research/SAIFAC/Pages/default.aspx

SAIFAC is part of the University of Johannesburg and is a leading research centre in South Africa producing advanced research in its focus areas. SAIFAC's vision is to be an internationally recognised centre of research excellence in its key focus areas of constitutional, human rights, public and international law.

The South African Institute of Management

<http://saim.co.za/>

The purpose of the SAIM is to develop competent managers through self-discovery, self-management, accountability to others, respect for human rights, good corporate governance and responsibility to those less fortunate.

World Wildlife Fund (WWF)

<https://www.worldwildlife.org/>

WWF's mission is to conserve nature and reduce the most pressing threats to the diversity of life on Earth. The vision is to build a future in which people live in harmony with nature.

