



A HUMAN RIGHTS, SURVIVOR-FOCUSED AND VICTIM-CENTRIC APPROACH IN COUNTERING

DISCRIMINATION, HATE CRIMES, GENDER-BASED VIOLENCE AND FEMICIDE THAT IS PERPETRATED AGAINST PEOPLE ON THE BASIS OF THEIR SEXUAL ORIENTATION, GENDER IDENTITY, GENDER EXPRESSION AND SEX CHARACTERISTICS



**NATIONAL INTERVENTION STRATEGY REVIEW 2019 – 2021
NATIONAL INTERVENTION STRATEGY 2021 - 2025**



the doj & cd

Department:
Justice and Constitutional Development
REPUBLIC OF SOUTH AFRICA



TABLE OF CONTENT

TABLES	4
FIGURES	4
MEANING OF ACRONYMS	5
FOREWORD BY DEPUTY MINISTER OF DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT, MR JOHN JEFFERY (MP)	6
1. INTRODUCTION	7
2. OBJECTIVES OF THE NIS REVIEW 2019 - 2021	8
3. BACKGROUND AND CONTEXT OF THE NATIONAL TASK TEAM AND DEEPENING VIOLENCE AND DISCRIMINATION ON THE GROUNDS OF SOGIESC IN SOUTH AFRICA	9
4 THE NATIONAL INTERVENTION STRATEGY [NIS] 2019 – 2021	13
5 THE NATIONAL TASK TEAM [NTT] 2019 – 2021	13
5.1 THE NATIONAL TASK TEAM PRIMARY OBJECTIVES	13
5.1.1 NATIONAL TASK TEAM REVIEW (2019–2021)	14
5.2 THE NTT WORKING GROUP 2019 – 2021	14
5.3.THE RAPID RESPONSE TEAMS 2019 – 2021	14
6 PROVINCIAL TASK TEAM REVIEWS - 2019 – 2021 BY THE FOUNDATION FOR HUMAN RIGHTS	16
6.1 EASTERN CAPE PTT	16
6.2 NORTH WEST PROVINCE PTT	17
6.3 KWAZULU-NATAL PTT	18
7 OVERALL CHALLENGES AND RECOMMENDATIONS	19
7.1 PUBLIC AWARENESS OF THE NTT, RRT, PTT AND NIS	19
7.2 DONORS, BUDGETS AND FUNDING	19
7.2.1 DONOR RELATED CHALLENGES: FOUNDATION FOR HUMAN RIGHTS CASE STUDY	20
7.3 STAFF CAPACITY	21
7.4 REPORTING	22
7.5 ATTENDANCE AND INVOLVEMENT	23
7.6 RAPID RESPONSE TEAMS	24

8. EMERGING OPPORTUNITIES FOR COLLABORATION	26
8.1. NATIONAL STRATEGIC PLAN ON GENDER BASED VIOLENCE AND FEMICIDE [NSP-GBVF]	26
9 THE NATIONAL TASK TEAM 2021 – 2025	27
9.1. ORGANIZATIONAL STRUCTURE	27
9.2. OBJECTIVES	27
9.3. NATIONAL TASK TEAM SECRETARIAT	28
10 PROVINCIAL TASK TEAMS 2021 – 2025	29
10.1. ORGANIZATIONAL STRUCTURE	29
10.2. OBJECTIVES	29
10.3. PROVINCIAL TASK TEAMS SECRETARIAT)	30
11 SUBCOMMITTEES 2021 – 2025	31
11.1. RAPID RESPONSE TEAMS (RRT)	31
11.2. OBJECTIVES OF THE RRT, AS FOUND IN THE UPDATED TORS, ARE:	31
11.3. RESEARCH, MONITORING, EVALUATION AND LEARNING (RMEL)	32
11.4. PUBLIC EDUCATION AND TRAINING (PET)	32
11.5. LEGAL, ADVOCACY AND LOBBYING (LAL)	33
11.6. BUILDING COMMUNITIES AND SOCIAL COHESION (BCSC)	33
12 NATIONAL TASK TEAM AND PROVINCIAL TASK TEAMS FORUMS 2021 – 2025	34
12.1. INTERGOVERNMENTAL FORUM (IGF)	34
12.2. CIVIL SOCIETY FORUM (CSF)	34
12.3. CHAPTER 9 INSTITUTIONS FORUM (C9IF)	35
12.4. DEVELOPMENT AGENCIES AND DONORS FORUM (DADF)	35
12.5. HATE AND BIAS CRIMES MONITORING FORUM (HBCMF)	35
13 THE ECOLOGICAL FRAMEWORK FOR ORGANIZING	35
14 INTERVENTION STRATEGY 2021 – 2025	36

TABLES

TABLE 1: PROPOSED ORGANIZATIONAL STRUCTURE FOR NTT AND PTTS FOR 2021 - 2025 FISCAL PERIOD	10
---	----

FIGURES

FIGURE 1: NATIONAL TASK TEAM ORGANIZATIONAL STRUCTURE 2019 - 2021	9
FIGURE 2: NATIONAL STRATEGIC PLAN ON GENDER BASED VIOLENCE AND FEMICIDE PILLAR 1-6: 20202 - 2030	24
FIGURE 3: NATIONAL TASK TEAM ORGANIZATIONAL STRUCTURE: 2021 - 2025	25
FIGURE 4: NATIONAL TASK TEAM SECRETARIAT 2021 - 2025	26
FIGURE 5: PROVINCIAL TASK TEAMS ORGANIZATIONAL STRUCTURE 2021 - 2025	27
FIGURE 6: PROVINCIAL TASK TEAMS SECRETARIAT - 2021 - 2025	28
FIGURE 7: NATIONAL TASK TEAM SUBCOMMITTEES 2021 - 2025	29
FIGURE 8: PROVINCIAL TASK TEAMS SUBCOMMITTEES 2021 - 2025	29
FIGURE 9: NATIONAL TASK TEAMS FORUMS 2021 - 2025	31
FIGURE 10: PROVINCIAL TASK TEAM'S FORUMS 2021 - 2025	31

MEANING OF ACRONYMS

BCSC	Building Communities and Social Cohesion
CoGTA	Cooperative Governance and Traditional Affairs
CSF	Civil Society Forum
C9IF	Chapter 9 Institutions Forum
DADF	Development Agencies and Donors' Forum
DBE	Department of Basic Education
DG	Director General
DHA	Department of Home Affairs
DHET	Department of Higher Education and Training
DM	Deputy Minister
DOH	Department of Health
DOJCD	Department of Justice and Constitutional Development
DSD	Department of Social Development
FHR	Foundation for Human Rights
GAHC	Gender-Affirming Healthcare
GBVF	Gender Based Violence and Femicide
HBCMF	Hate and Bias Crime Monitoring Forum.
IGF	Intergovernmental Forum
LGBTI+	Lesbian, Gay, Bisexual, Transgender and Intersex Plus
NAP	National Action Plan
NHI	National Health Insurance
LAL	Legal, Advocacy and Lobbying
NIS	National Intervention Strategy
NSP	National Strategic Plan
NSPGBVF	National Strategic Plan on Gender Based Violence and Femicide
NTT	National Task Team
PATHSA	Professional Association for Transgender Health South Africa
PET	Public Education and Training
PSYSSA	Psychological Society of South Africa
PTT	Provincial Task Team
RMEL	Research, Monitoring, Evaluation and Learning
RRT	Rapid Response Team
SANAC	South African National Aids Council
SAHCS	Southern African HIV Clinicians Society
SOGIESC	Sexual Orientation Gender Identity Expression and Sex Characteristics
ToR	Terms of Reference



Ms Steve Letsike:
Director Access Chapter 2



Mr John Jeffery:
Deputy Minister of DOJCD

JOINT FOREWORD BY THE CO-CHAIRS OF THE NTT

The work of the National Task Team has proven to be extremely important in the protection and promotion of the rights of LGBTIQ+ people. And therefore the NIS has to adapt so as to best meet LGBTIQ+ needs in a changing world.

The NIS for the LGBTI Sector was launched in 2014 and focused on prevention, response, capacity building of officials in public institutions, the effective coordination of established national and provincial structures (provincial task teams, national and rapid response teams) and monitoring and evaluation. To date, enormous progress has been made by government, in partnership with civil society organisations, in ensuring that proper structures are put in place to address this violence and to monitor hate crimes cases against LGBTIQ+ individuals.

The NTT was established to focus specifically on violence against LGBTIQ+ people, but there is clearly a pressing need to widen the scope of the work of the NTT to focus more broadly on all aspects around the human rights of LGBTIQ+ people – in other words, not only on incidents of violence perpetrated against them.

The NTT must also elevate the challenges faced by Transgender and Intersex people, as well as gender non-conforming people. We need to ensure that we undertake holistic interventions and conform to international standards and best practice.

“ challenges still remain in changing peoples’ attitudes and personal prejudices as they relate to race, racial discrimination, issues of nationality, sexual orientation and other related intolerances. ”

The review of the NIS was necessitated by the ongoing need to ensure that the activities in the NIS continue to meet the needs of LGBTIQ+ people within communities. While the NTT was initially created to respond to hate crimes against LGBTIQ+ people, the adoption of the Gender-Based Violence and Femicide National Strategic Plan (NSP GBVF), requires that the NTT reconsiders its NIS in order to also integrate its responses to GBVF-related crimes against LGBTIQ+ people.

As a result, the reviewed NIS (2021 – 2025) is an opportunity to use the NTT to also respond to GBVF in ways that expand access to broader human, socio-economic, civil and political rights to LGBTIQ+ people in South Africa.

Whilst South Africa has made enormous strides, particularly in eradicating formal inequalities and establishing flourishing democratic institutions, challenges still remain in changing peoples’ attitudes and personal prejudices as they relate to race, racial discrimination, issues of nationality, sexual orientation and other related intolerances.



JUSTICE & EQUALITY FOR ALL

1 INTRODUCTION

The National Intervention Strategy (NIS) provides the framework that informs the functioning of the National Task Team (NTT) to counter violence and discrimination that is grounded on sexual orientation, gender identity, gender expression and sex characteristics (SOGIESC) in South Africa. The NIS emphasizes the need to create awareness of lesbian, gay, bisexual, transgender, intersex, plus persons (LGBTI+) rights and to create a society which recognises the needs and challenges experienced by LGBTI+ people, and works together to resolve them. The NIS is written with input from government and civil society and is periodically reviewed and updated since it was adopted in 2014 as well as 2019. LGBTI+ communities, through the NTT, have requested a workshop in December 2020 to review the NIS to ensure that the activities in the NIS continue to meet the needs of LGBTI+ people within communities. While the NTT was initially created to respond to hate crimes against LGBTI+ people, the adoption of the Gender-Based Violence and Femicide National Strategic Plan (NSP GBVF), requires that the NTT reconsiders its NIS in order to also integrate its responses to GBVF-related crimes against LGBTI+ people. As a result, the reviewed NIS (2021 – 2025) is an opportunity to use the NTT to also respond to GBVF in ways that expand access to broader human, socio-economic, civil and political rights to LGBTI+ people in South Africa amongst others.

The Department of Justice and Constitutional Development remains the primary accountable agency for LGBTI+ rights, but will work closely with other government departments, chapter 9 institutions and mechanisms/structures of the recently adopted NSP GBVF by the Presidency in 2020 in order to fulfil the mandate of the NTT. This is a commitment to ensure that there is an intersectional, collaborated response to end discrimination, violence, hate and bias crimes on the grounds of sexual orientation, gender identity,

gender expression and sex characteristics. The NIS provides the framework for the NTT and specifies activities that should take place to reinforce LGBTI+ rights. Over time, the objectives of the NTT and the activities necessary to meet these objectives change and the NIS is periodically reviewed and updated. The NIS must also consider available funding resources and be adjusted accordingly. In this regard, a two-day seminar was convened on the 2nd to the 3rd of December 2020 to review the National Intervention Strategy (2019-2021). The seminar included a discussion of the successes and challenges facing the NTT, PTTs and RRTs, which were then used to inform the revision of the NIS.

It was acknowledged that the NIS must expand the scope of human rights violations monitored and addressed beyond hate crimes to also include discrimination and hate speech on the basis of SOGIESC. Furthermore, the NIS requires a clear understanding of and stronger focus on all SOGIESC rights to ensure full inclusion of all LGBTI+ people, particularly, transgender, non-binary, gender diverse and intersex people, whose human rights concerns often continue to be made invisible, misunderstood and excluded. To this end, it was recognised that government and human rights institutions must ensure that state obligations are met as outlined in the *Yogyakarta Principles* (2007)¹ and its recent supplement, the *Yogyakarta Principles Plus 10* (2017)², which guide States in the application and implementation of international human rights law in relation to sexual orientation, gender identity,

1 *Yogyakarta Principles: Principles on the Application of International Human Rights Law in Relation to Sexual Orientation and Gender Identity*. 2007. http://yogyakartaprinciples.org/wp-content/uploads/2016/08/principles_en.pdf

2 *Yogyakarta Principles Plus 10: Additional Principles and State Obligations on the Application of International Human Rights Law in Relation to Sexual Orientation, Gender Identity, Gender Expression and Sex Characteristics to Complement the Yogyakarta Principles*. 2017. http://yogyakartaprinciples.org/wp-content/uploads/2017/11/A5_yogyakartaWEB-2.pdf

gender expression and sex characteristics in their national laws, policies and practices. The applicability of the *Yogyakarta Principles* to the South African context have been recognised by our courts.³

Since LGBTI+ people often experience rejection by their families, communities and countries on the basis of their SOGIESC, they frequently also belong to other vulnerable, oppressed and marginalised groups, among others, sex workers, unhoused people, people who use drugs, key and vulnerable populations for HIV, STIs and TB, and groups affected by xenophobia, such as migrants, asylum seekers and refugees. Apart from homophobia, transphobia and intersexphobia, LGBTI+ people therefore tend to suffer compounded intersectional forms of victimisation and unjust criminalisation. Intersectional justice for LGBTI+ people requires addressing these forms of systemic violence and human rights violations as well. It requires the full decriminalisation of sex work and drug use to comply with human rights frameworks, best practices and harm reduction approaches, including South Africa's

3 *September v Subramoney NO and Others* (EC10/2016) [2019] ZAEQC 4; [2019] 4 All SA 927 (WCC) (23 September 2019). Available at: <http://www.saflii.org/za/cases/ZAEQC/2019/4.html>

National Sex Worker HIV, TB and STIs Plan 2019-2022⁴, National Strategic Plan (NSP) for HIV, TB and STIs 2017-2022⁵, South African National LGBTI HIV Plan 2017-2022⁶ and Gender-Based Violence and Femicide National Strategic Plan (GBVF NSP 2020). It also includes ending the unjust criminalisation of unhoused people through bylaws.

The revised NIS takes into consideration the recent GBVF NSP 2020, and how to ensure that the protection and the advancement of the rights of LGBTI+ people are adequately and intersectionally funded by government.

4 SANAC. (2019) National Sex Worker HIV, TB and STIs Plan 2019-2022. <https://sanac.org.za/wp-content/uploads/2021/07/NATIONAL-SEX-WORKER-PLAN-WEB-FINAL.pdf>

5 SANAC. (2017). South Africa's National Strategic Plan for HIV, TB and STIs 2017-2022. https://sanac.org.za/wp-content/uploads/2017/06/NSP_FullDocument_FINAL.pdf

6 SANAC. (2017). South African National LGBTI HIV Plan 2017-2022. <https://sanac.org.za/wp-content/uploads/2017/06/LGBTI-HIV-Plan-Final.pdf>

2 OBJECTIVES OF THE NIS REVIEW 2019 - 2021

The key objectives of the review were to:

- i. Engage with the NIS to gain a greater understanding of the NIS as it is currently formed.
- ii. Allow CSOs and government to engage together to create a joint way forward that includes meaningful commitment and ongoing engagement, as well as clearly defined areas of responsibility and output
- iii. Allow NTT members to discuss challenges and solutions to inform NIS 2021 - 2025.
- iv. Revitalize the NTT with an updated NIS that integrates objectives of the NSP-GBVF 2020.
- v. Ensure that the NIS has an adequate budget and funding sources for resource mobilization
- vi. Ensure that sufficient human, technical and financial resources are allocated for the successful functioning of the NIS and NIS related activities.
- vii. Review and obtain inputs from NTT members present at the seminar on the broad Human Rights focus for the NIS.

3 BACKGROUND AND CONTEXT OF THE NATIONAL TASK TEAM AND DEEPENING VIOLENCE AND DISCRIMINATION ON THE GROUNDS OF SOGIESC IN SOUTH AFRICA.

The South African Constitution and the Bill of Rights, as well as legislative provisions such as the Promotion of Equality and Prevention of Unfair Discrimination Act (PEPUDA), provide explicit protections against violence and discrimination. However, the reality is that many members of LGBTI+ communities experience severe forms of violence and discrimination despite legislative protections, and in some cases because of an absence of explicit protections, as well as continued existence of discriminatory laws, policies and practices in urgent need of reform. LGBTI+ communities experience high levels of discrimination and violence on the basis of their sexual orientation, gender identity and expression, as well as sex characteristics. The discrimination and violence can result in serious harm, assault, rape, intersex genital mutilation (IGM)⁷ and murder where the level of violence committed is greater than that experienced by people who are not members of LGBTI+ communities.⁸ So-called 'conversion therapy' or sexual orientation, gender identity and gender expression change efforts (SOGIECE) also continue to have a detrimental impact on the mental health, wellbeing and social acceptance of LGBTI+ people in South Africa. LGBTI+ learners are especially vulnerable to bullying and victimisation at schools and rejection by their families.

The violence and discrimination faced by LGBTI+ communities are rooted in historical and systemic discrimination linked to intolerance in some religious, cultural and traditional beliefs and South Africa's colonial and apartheid past. This is compounded by a relative lack of social, cultural and traditional acceptance, as well as a lack of

wider community support from non-LGBTI+ people. LGBTI+ communities also face significant challenges in accessing services from government and service providers. Secondary victimisation is also high when reporting incidences and violations to authorities, and investigations into violence or discrimination against LGBTI+ people has a low conviction rate. Integrated responses are needed from all relevant government departments to address not only immediate trauma response needs, but also the longer recovery period and ongoing health issues of LGBTI+ survivors, ensuring that all services are sensitive to their needs and do not retraumatise them.

To address the above serious challenges, the Department of Justice and Constitutional Development (DOJCD) created the National Task Team (NTT) on Gender and Sexual Orientation-Based Violence Perpetrated Against LGBTI+ persons in 2011. The NTT developed the National Intervention Strategy for the LGBTI+ Sector (NIS), which was launched by the Minister of Justice in April 2014 and reviewed and adopted again in 2019. Figure 1 is a pictorial representation of the relationship of the NTT, the NIS, the PTT and the DOJCD as was for 2019 - 2021 fiscal period.

7 Intersex genital mutilation (IGM) are surgical, hormonal and other medical interventions that are medically unnecessary and undertaken to modify diverse or atypical genitalia and other sex characteristics, primarily for the purposes of making a person's appearance suit social classifications of male or female. These interventions are often coerced, harmful and/or uninformed, and are typically undertaken without the full, free and informed consent of the person concerned.

8 Müller, A., Daskilewicz, K. & the Southern and East African Research Collective on Health (2019). *Are we doing alright? Realities of violence, mental health, and access to healthcare related to sexual orientation and gender identity and expression in South Africa: Research report based on a community-led study in nine countries.* Amsterdam: COC Netherlands. http://www.ghjru.uct.ac.za/sites/default/files/image_tool/images/242/PDFs/Dynamic_feature/SOGIE%20and%20wellbeing_07_South%20Africa.pdf

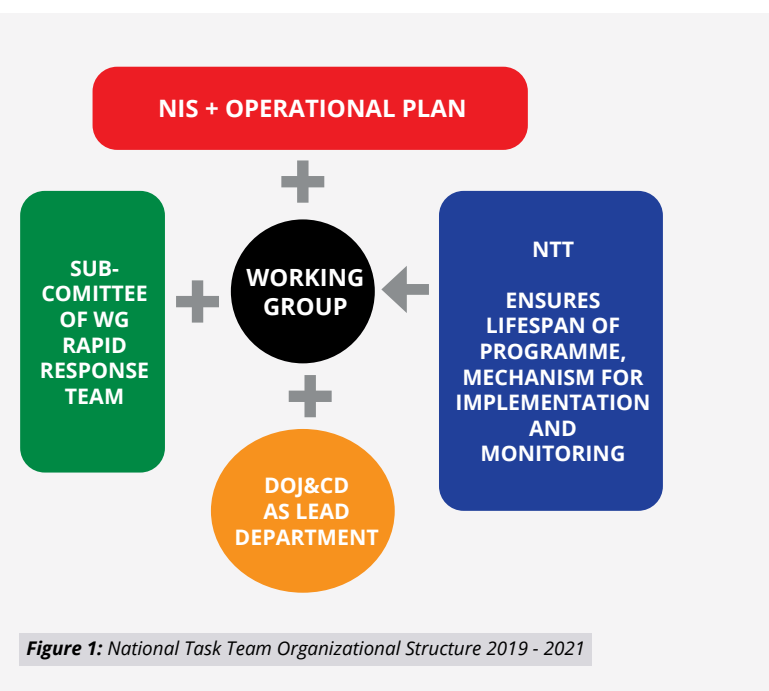


Figure 1: National Task Team Organizational Structure 2019 - 2021

In addition, extensive research and documentation show how the absence of legal gender recognition (LGR) based on gender self-determination harm transgender, non-binary and intersex persons in South Africa⁹ ¹⁰ and elsewhere¹¹ ¹², effectively barring them from accessing all services and facilities and subjecting them to pervasive social violence because the gender markers in their official identity documents do not reflect their gender identities. In March 2021, submissions¹³ ¹⁴ were filed with the Department of Home Affairs on the Draft Official Identity Management Policy¹⁵, affirming that the current system is highly discriminatory, exclusionary and causes serious human rights violations: It does not allow gender self-determination or the removal of gender on identity documents, does not offer a gender-neutral option beyond female and male, violates individuals' bodily and psychological autonomy and integrity through invasive medical and psychosocial requirements, does not accommodate the majority of applicants who do not have access to healthcare

practitioners able to write reports, poses lengthy delays and administrative obstacles, causes forced divorces, fails to provide a quick, efficient and accessible procedure for legal gender and name changes, and fails to provide incarcerated persons, as well as asylum seekers, refugees and migrants with legal gender recognition, among other issues. These and other issues must be addressed in order to ensure that LGBTI+ people are able to properly access their rights.

Misgendering, barriers to services and related forms of discrimination continue in government, educational, health, criminal justice, social, religious and other institutions despite the *September v Subramoney* Equality Court judgment, which found that the state has Constitutional obligations to respect a person's gender identity and gender expression, including in cases where the legal gender in their identity documents has not been changed to reflect their gender identity.¹⁶

Exclusion from access to gender-affirming healthcare in South Africa, particularly at primary healthcare level, also continues to have an extremely detrimental impact on the health and wellbeing of trans and gender diverse people. Healthcare provider training and implementation of the Southern African HIV Clinicians Society's (SAHCS) *Southern African HIV Clinicians Society Gender-Affirming Healthcare Guideline for South Africa*¹⁷ and the Psychological Society of South Africa's (PsySSA) *Practice Guidelines for Psychology Professionals Working with Sexually and Gender-Diverse People*¹⁸ are urgently needed in the public and private health sectors, including familiarity with the work and resources of the Professional Association for Transgender Health South Africa (PATHSA).

-
- 9 Deyi, B., Kheswa, S., Theron, L., Mudarikwa, M., May, C. & Rubin, M. (2015). *Briefing Paper: Alteration of Sex Description and Sex Status Act, No. 49 of 2003*. Cape Town: Gender DynamiX & Legal Resources Centre. https://drive.google.com/file/d/1xvXcmoa5OZ1gsrzMk-z7JbCvd_T0zz5W/view
- 10 Matthyse, L., Payne, A-L, Mudarikwa, M., Smit, E., Camminga, B. & Rossouw, R. (2020). *Keeping the Promise of Dignity and Freedom for All: A Position Paper on Legal Gender Recognition in South Africa*. Gender DynamiX & Legal Resources Centre. <https://drive.google.com/file/d/1Wx7d9o06qec0ka2aj32G47Jst1BR2DI0/view>
- 11 Goshal, Neela. (2020a). Transgender, Third Gender, No Gender: Rights Perspectives on Laws Assigning Gender, Part I. *OpinioJuris*, 4 September 2020. <http://opiniojuris.org/2020/09/04/transgender-third-gender-no-gender-rights-perspectives-on-laws-assigning-gender-part-i/>
- 12 Goshal, Neela. (2020b). Transgender, Third Gender, No Gender: Rights Perspectives on Laws Assigning Gender, Part II. *OpinioJuris*, 4 September 2020. <https://opiniojuris.org/2020/09/04/transgender-third-gender-no-gender-rights-perspectives-on-laws-assigning-gender-part-ii/>
- 13 Women's Legal Centre, Triangle Project & Intersex South Africa. (2021). Submission to the Department of Home Affairs on the Draft Official Identity Management Policy, 15 March 2021. <http://triangle.org.za/wp-content/uploads/2021/04/WLC-TP-ISSA-2021-March-Submission-to-Department-of-Home-Affairs-on-Draft-Official-Identity-Management-Policy-OIMP.pdf>
- 14 Human Rights Watch. (2021). Human Rights Watch Submission to the South Africa Department of Home Affairs: Draft Official Identity Management Policy, 18 March 2021. <https://www.hrw.org/news/2021/03/18/human-rights-watch-submission-south-africa-department-home-affairs>
- 15 Draft Official Identity Management Policy, Government Notice No. 1425, *Government Gazette* No. 44048, 31 December 2020. https://www.gov.za/sites/default/files/gcis_document/202101/44048gon1425.pdf

-
- 16 *September v Subramoney NO and Others* (EC10/2016) [2019] ZAEQC 4; [2019] 4 All SA 927 (WCC) (23 September 2019). <http://www.saflii.org/za/cases/ZAEQC/2019/4.html>
- 17 Tomson A, McLachlan C, Wattus C, et al.; for the Southern African HIV Clinicians Society. (2021). Southern African HIV Clinicians Society Gender-Affirming Healthcare Guideline for South Africa – Expanded Version. October 2021. https://sahivsoc.org/Files/SAHCS%20GAHC%20guidelines-expanded%20version_Oct%202021.pdf
- 18 Psychological Society of South Africa. (2017). Practice Guidelines for Psychology Professionals Working with Sexually and Gender-Diverse People. Johannesburg: Psychological Society of South Africa. <https://www.psyssa.com/wp-content/uploads/2018/04/PsySSA-Diversity-Competence-Practice-Guidelines-PRINT-singlesided.pdf>

There is extensive documentation on how intersex persons – persons born with variations in sex characteristics (sometimes called intersex variations) – are often subjected, particularly during infancy and childhood, but also later in life, to intersex genital mutilation (IGM). These are non-consensual surgeries and medical treatments that are harmful, irreversible and medically unnecessary¹⁹, and have been found to constitute cruel, inhuman and degrading treatment. In December 2017, the South African National Dialogue on the Protection and Promotion of the Human Rights of Intersex People²⁰, resulted in several recommendations on legislative and other interventions that are required to eradicate continued human rights violations against intersex children and adults in South Africa. These recommendations included, among others, the banning of IGM in medical settings, transformation of medical curricula, training of healthcare workers and midwives, instituting an investigation into human rights violations against intersex people, prosecution of alleged perpetrators and effective remedy for victims, including redress and compensation. In November 2020, Intersex South Africa made a submission²¹ to the Portfolio Committee on Social Development, again calling, among others, for the urgent, explicit prohibition of IGM; prosecution of those guilty of committing IGM under all applicable criminal law and civil laws; ensuring conditions of full, free and informed consent in the case of medical interventions; access for intersex persons to their medical records and truthful and reliable information on their sex characteristics; complete, precise and adequate information on any procedure or treatment recommended; comprehensive sex education that

includes content on bodily diversity, particularly the existence of different sex characteristics and the human rights of intersex people; best practices in legal gender recognition and gender classification for intersex persons from childhood to adulthood; and training of professionals who offer different services to intersex children in a manner that is consistent with these rights, prohibitions and mechanisms.

In November 2021, during the SA-EU Dialogue on Policy Improvements for Trans and Intersex Persons, participating government departments (DOJCD, DHA and DOH) made strong commitments to address, as a matter of urgency, the need for legal gender recognition (LGR) based on gender self-determination, access to gender-affirming healthcare (GAHC), prohibition of intersex genital mutilation, and other human rights matters affecting transgender, nonbinary, gender diverse and intersex persons. It was recognised that collaboration and joint efforts will be needed from these departments, as well as other government departments (e.g. DBE, DSD) to ensure that all concerns are effectively addressed.

In September 2020, there was documentation of large scale and individual experiences of xenophobia, discrimination, and barriers experienced by non-South African nationals in the year following the launch of the National Action Plan to Combat Racism, Racial Discrimination, Xenophobia and Related Intolerance (NAP).

In view of the above, it is critical to incorporate the NAP adopted in March 2019 into the NIS to address challenges faced by African LGBTI+ asylum seekers, refugees, and undocumented migrants. South Africa is a common destination for African LGBTI+ people fleeing their countries of origin due to persecution on the basis of their sexual orientation, gender identity, gender expression and/or sex characteristics. Across the continent, discriminatory laws and hostile social attitudes lead many LGBTI+ people to flee their countries of origin and travel to South Africa to seek asylum and to pursue a better, more secure life. In addition to the challenges LGBTI+ African asylum seekers experience in the context of refugee status determination and refugee appeals board processes, they have to deal with

19 Human Rights Watch & interACT. (2017). "I Want to Be Like Nature Made Me". Medically Unnecessary Surgeries on Intersex Children in the US. https://www.hrw.org/sites/default/files/report_pdf/lgbtintersex0717_web_0.pdf

20 DOJCD, ISSA & Iranti. (2018) National Dialogue on the Protection and Promotion of the Human Rights of Intersex People, 11 December 2017. National Intersex Meeting Report. <https://www.iranti.org.za/wp-content/uploads/2019/04/National-Intersex-Dialogue.pdf>

21 Intersex South Africa, Women's Legal Centre, Triangle Project & Joshua Sehoole. (2020). Submission to the Portfolio Committee on Social Development on the Children's Amendment Bill [B18-2020], 27 November 2020. <http://triangle.org.za/wp-content/uploads/2020/11/ISSA-WLC-TP-Sehoole-2020-Nov-Intersex-South-Africa-Submission-on-Childrens-Amendment-Bill-regarding-Intersex-Genital-Mutilation.pdf>

racist, xenophobic, homophobic, transphobic and intersexphobic attitudes prevalent in South African society and experience the same kinds of social and economic marginalization they had hoped to escape in their home countries. South Africa's Refugees Amendment Act, 2008 expressly includes persecution on the basis of sexual orientation as a ground for seeking asylum and regulates the filing and processing of asylum applications.

Among the actions the NAP identifies to be taken to combat xenophobia, are creating mechanisms to ensure foreign nationals receive services they are entitled to, facilitating their integration, and embracing a humane and dignified approach to managing migrants, refugees, and asylum seekers. South Africa has ratified several treaties on issues of international refugee and human rights law, most notably the 1951 United Nations Refugee Convention and the Convention Governing the Specific Aspects of Refugee Problems in Africa.

The latter expands the 1951 Refugee Convention's narrow "well-founded fear of being persecuted" standard by including other grounds for refugee status, including flight across borders caused by "external aggression, occupation, foreign domination, or events seriously disturbing public order in either part or the whole of his country of origin or nationality." The African Charter on Human and Peoples' Rights (Banjul Charter), to which South Africa is also a party, guarantees the rights of every individual, "when persecuted, to seek and obtain asylum in other countries in accordance with laws of those countries and international conventions."

Underlying the various international refugee and human rights conventions are the principles of non-discrimination and dignity, core tenets of South Africa's constitutional democracy. South Africa's 1996 Constitution guarantees fundamental rights to all individuals, including refugees and asylum seekers and it is in this respect that it is critical for the NTT to ensure inclusion and protection of African LGBTI+ asylum seekers in the NIS.

This work is congruent to the inclusion of Gender-Based Violence and Femicide National Strategic Plan (GBVF NSP) in the NIS as it sets out to provide a cohesive strategic framework to guide the national response to the GBVF crisis in South Africa.



4 THE NATIONAL INTERVENTION STRATEGY [NIS] 2019 – 2021

The National Intervention Strategy 2019 – 2021 was led and implemented by a working group comprised of government, CSOs and chapter 9 institutions as indicated in figure 1. It operated primarily through the structure of the National Task Team [NTT],

Provincial Task Teams [PTTs], the Rapid Response Teams [RRTs] and a secretariat at national and provincial levels led by the Department of Justice and Constitutional Development [DOJCD].

5 THE NATIONAL TASK TEAM [NTT] 2019 – 2021

5.1 The National Task Team primary objectives

- a. Develop the National Intervention Strategy to respond to and prevent sex- and gender-based violent crimes perpetrated against LGBTI+ persons on the basis of their SOGIESC..
 - b. Develop the Intersectoral Implementation Plan for the Strategy which would link parallel and complementary initiatives, internal and external to the DOJCD such as the concurrent development of a Hate Crimes and Hate Speech Legislative and Policy Framework, and the Hate and Bias Crime Monitoring Forum.
 - c. Strengthen government's ability to respond to the needs and specific vulnerability of LGBTI+ persons and strengthen the capacity of civil society organisations (CSOs) to deliver related services.
 - d. Improve linkages with other government departments, programmes within the DOJCD such as the Access to Justice and the Promotion of Constitutional Rights programme, the National Action Plan (NAP) to Combat Racism, Racial Discrimination, Xenophobia and Related Intolerance, the National Strategic Plan to end Gender-Based Violence and Femicide, as well as relevant Chapter 9 institutions such as the South African Human Rights Commission, the Commission for Gender Equality and the Commission for the Promotion of the Rights of Cultural, Religious and Linguistic Communities, in order to address the impact of multiple and intersecting forms of discrimination targeting LGBTI+ persons.
 - e. Improve the management of cases by relevant role players in the criminal justice system including South African Police Services, National Prosecuting Authority, Department of Social Development, Department of Health and Correctional Services.
 - f. Implement, coordinate, monitor and evaluate the National Intervention Strategy and related objectives.
 - g. Through the NIS, the NTT had three long term strategic outputs:
 - (i) Develop Prevention Programmes to address violence and discrimination on the grounds of gender, sexual orientation gender identity, gender expression and sex characteristics.
 - (ii) Develop an Improved response by Criminal Justice System to crimes affecting LGBTI+ sector.
 - (iii) Strengthening Public Service Institutions to deal with LGBTI+ issues including discrimination and Hate Crimes.
 - h. To assist the NTT in fulfilling its responsibilities, the NTT developed Terms of References (ToRs). The ToRs clearly defined the function of the NTT Committee. The Committee must:
 - (iv) Provide guidance and support to all structures of the NTT, including necessary and essential operational planning;
 - (v) Appointing sub-committees to address specific priorities as and when required;
 - (vi) Ensure that quarterly progress reports are submitted to the Minister;
 - (vii) Receive monthly reports from the DOJ&CD and all appointed stakeholders;
- Monitor the performance of the DOJ&CD, stakeholders, and the NTT; and meet every second month, unless otherwise agreed upon.

5.1.1 National Task Team Review (2019–2021)

NTT members were requested to complete the questionnaire via email, however response rates were extremely low, and therefore NTT members were requested to complete the questionnaire during an NTT meeting. The NTT believes that training, sensitisation, creating awareness and protecting victims of hate crimes are the most important actions of the NIS. The NTT feels that intervention, monitoring and closing of cases are the most successful actions of the NTT, however more must be done to improve the distribution of funds, and to strengthen the links between government departments and non-government stakeholders. Engagement and involvement of faith-based groups, traditional leaders and healers also need to be improved. NTT members record that the DOJCD, the NPA and SAPS are amongst the most important government departments to ensure the success of the NTT and PTT. Although NTT members think that these departments work well with the LGBTI+ community, there is still a need for sensitisation of government departments on LGBTI+ rights and needs. Some NTT members also called for additional capacity to be focused on LGBTI+ rights. Some NTT members felt that FHR was the most important non-governmental member of the NTT and PTT, some felt that all CSOs are equally important.

The NTT believes that PTTs have been successful in co-ordinating meetings and dialogues as well as raising awareness in schools. However, challenges for PTTs include lack of funds and lack of human resources at the DOJCD and the NTT/PTT secretariat. Lack of resources (human and financial), as well as non-attendance by government departments, lack of information and lack of institutional support at high management levels are all additional challenges. Many NTT members suggested that the DBE and the Department of Education and Training be included in the NTT and PTT, other members also suggested the inclusion of traditional leaders and the Department of Home Affairs. Most of the NTT members believe that some people are aware of the NTT, that some people are aware and some

people are not aware of the PTTs, that some people do not know about the RRT and that most people do not know about the NIS.

NTT members highlighted the non-reporting of cases (including not knowing where to report incidents), secondary victimisation, violence and discrimination and a lack of family and religious acceptance as challenges facing the LGBTI+ community. The NTT suggests awareness and sensitisation, as well as public education and engagement with communities as means of resolving these challenges. The need to ensure visible, high level support for LGBTI+ rights was also raised. The NTT suggested that there was a need for more capacity in the NTT and in the PTTs, and that PTTs should submit monthly reports. Budgets must be submitted and approved funds sent in good time.

5.2 The NTT Working Group 2019 – 2021

The NTT was led by a working group whose task was to provide leadership for the coordination of the work of the NTT through the secretariat. The Working Group was not really functional in the period 2019 – 2021 and was therefore dissolved. A team of volunteers therefore constituted a working committee that ensured the continued functioning of the NTT during this period.

5.3 The Rapid Response Teams 2019 – 2021

The NTT established Rapid Response Teams (RRTs) in all nine provinces to urgently attend to pending and reported cases involving hate crimes against the LGBTI+ community. The RRT is mandated to:

- i. Attend to the pending cases in the criminal justice system where hate crimes, hate speech and discrimination have been committed against LGBTI+ persons.
- ii. Ensure efficient monitoring of reported hate crimes cases and provide support to the survivor and follow the required procedures from the reporting stage to avoid pending cases from becoming backlogged.
- iii. Develop an electronic data system to assist criminal justice role-players in collecting data on hate crimes related data.

- iv. Develop an electronic tool which will (amongst other functions) outline all cases of hate crime cases, promote accurate tracking of cases, promote early identification of delays.
- v. Promote the reporting of incidents of hate crimes incidents targeting LGBTI+ people.
- vi. Identify support systems for survivors and promote same among victims of hate crimes.
- vii. Collect and publish local examples of best practices in preventing and addressing hate crimes.
 - a) Implement a multi-disciplinary integrated response in addressing LGBTI+ hate crimes where:
 - b) Local partners make information available on known offences and the possible support services available to assist victims.
 - c) The police take reports of LGBTI+ offences seriously, by working with other local partners to bring offenders before the court.
 - d) The National Prosecuting Authority (NPA) prosecutes LGBTI+ offences and draws the courts' attention to such aggravating features for the purposes of sentencing.
 - e) The Judiciary considers the aggravating factors and apply appropriate sentencing accordingly.

Correctional Services integrate a programme on LGBTI+ into their rehabilitation initiatives and ensure that the rights of LGBTI+ offenders are protected.

The RRTs were created to specifically monitor criminal incidents against the LGBTI+ community, with an emphasis on addressing high levels of violence against LGBTI+ people. Each PTT must have an RRT which allows for PTT members (civil society and government) to assist LGBTI+ people in accessing justice. RRTs allow the PTT to have direct and immediate access to high-level government officials, including senior SAPS and NPA officials. The RRT may also approach government officials from other departments to request their assistance. The provincial RRTs usually send reports on incidents against LGBTI+ people to the national RRT and can request that the national RRT intervene to ensure

high-level cooperation. The national RRT oversees all of the provincial RRTs and creates an overall strategy to increase reporting and conviction rates.

Although the national RRT meets regularly, not all PTTs have successfully established provincial RRTs. Whilst there were few successes regarding tracking of cases by RRTs in provinces, there were equally a number of challenges that were outlined by various provinces regarding active implementation through tracking of cases, and in some instances even the establishment of RRTs themselves. A detailed review of RRTs is included under PTTs reviews is presented under section 4 below.

6 PROVINCIAL TASK TEAM REVIEWS - 2019 – 2021 BY THE FOUNDATION FOR HUMAN RIGHTS

In order to gain an insight into the challenges and issues facing the LGBTI+ community in each province, a brief survey was sent to the NTT and the PTTs were asked to complete and return the surveys. However, despite numerous requests, the return rate of the survey was very low. The NTT made time during one of its meetings for NTT members to complete the surveys and FHR visited several provinces and requested that the surveys be completed during the meeting so that FHR could take the completed surveys after the meetings concluded. Despite multiple requests, the *surveys were only completed by the NTT, the Eastern Cape PTT, the KZN PTT and the North Western PTT.*

A summary of the answers made by PTT members are presented below. It should be noted that most NTT and PTT members highlighted a low level of awareness of the NTT, RRT, PTT and NIS and a lack of resources (human and financial). Most members also highlighted discrimination (including secondary discrimination) and violence, as well as a lack of community acceptance and also hostility from religious and traditional leaders as being serious challenges.

It was recommended that these challenges be overcome with increased funding and commitment from senior management in government departments, as well as increased sensitisation and awareness. The need to include LGBTI+ rights sensitisation in schools was mentioned as well as a need for greater engagement with traditional and religious leaders and the community at large.

6.1 EASTERN CAPE PTT

- PTT members believed that they had been most successful in **conducting sensitisations workshops at schools**, but that the DOJCD needed to **report back** to the PTT more often, and that PTT activities were not being implemented **due to lack of a budget.**
- There were a number of challenges limiting CSO effectiveness and participation at the NTT, PTT and RRT; the **long distance of travelling** to meetings and the **lack of popular awareness** of the PTT and NTT were highlighted as concerns.

Eastern Cape PTT, 2020

The survey was completed by PTT members (government, chapter 9 and CSOs) during a PTT meeting attended by FHR. The survey indicated that the EC PTT felt that the most important function of the NIS was to provide sensitisation to government and the community, as well as to address hate crimes. The majority of PTT members felt that the DOJCD was the most important government department to the success of the NTT and PTT and that the DOJCD does work well with the LGBTI+ community by ensuring that meetings are held. However, PTT members felt that the DOJCD should ensure that their officials are properly sensitised to the rights and needs of the LGBTI+ community. The PTT members felt that the NTT was successful in following up on some LGBTI+ cases and in community interventions, but that the NTT should engage the house of traditional leaders more as previous engagements had not been successful. PTT members believed that they had been most successful in conducting sensitisations workshops at schools, but that the DOJCD needed to report back to the PTT more often, and that PTT activities were not being implemented due to lack of a budget.

There were a number of challenges limiting CSO effectiveness and participation at the NTT, PTT and RRT; the long distance of travelling to meetings

and the lack of popular awareness of the PTT and NTT were highlighted as concerns. The LGBTI+ community in the Eastern Cape reportedly faces issues with regards to hate crimes, hate speech and discrimination, as well as a lack of acceptance of LGBTI+ rights by the community (including lack of land allocation in rural areas).

The PTT recommended awareness and public education to address these challenges. PTT members requested that the Department of Health attend the PTTs, and also that the House of Traditional Leaders and organisations for people with disabilities also be involved with the PTT. The PTT felt strongly that most people do not know about the NTT, PTT, RRT and the NIS. The PTT hopes that communication between members will be improved in the future, that there will be greater participation by all stakeholders and that additional resources will be made available to the PTT and also to LGBTI+ organisations in the EC.

6.2 NORTH WEST PROVINCE PTT

PTT members (CSOs and government) from the North West completed the survey during a PTT meeting attended by FHR. The NW PTT explained that the most important functions of the NIS is to address gaps in the Criminal Justice System (CJS), monitoring hate crimes and hate speech and to assist the LGBTI+ community in the North West with funding. One member also indicated that the NIS should focus on assisting with the proper organisation of LGBTI+ CSOs. The PTT explained that financial support is important and that SAPS needs to be sensitised in order to properly protect the LGBTI+ community.

There is also a need for **long-term programmes** and for **government departments** to be properly **sensitised** so that they can support the LGBTI+ community more enthusiastically. The PTT believes that the most successful action of the NTT has been the **Hate Crimes / Hate Speech Bill** and the assistance of the NTT in the creation of the PTT. However, the NTT needs to include all stakeholders where possible – and that this should include members of the medical and educational sectors. The most successful action of the PTT has been the creation of the PTT and the holding of PTT meetings as well as the creation of the RRT. However, some members do not attend PTT meetings and there

are challenges with regards to accessing funding. Attendance by the SAHRC and the CGE at the PTT appears to be lacking. The PTT members believe that there are low levels of awareness, with some people not knowing about the NTT or the PTT, most people not knowing about the NIS, and most people not knowing about the RRT. The LGBTI+ community faces **stigma, discrimination, hate speech** and **assault** as well as **discrimination** from traditional and religious leaders. This has resulted in **unemployment, alcohol abuse and emotional stress** amongst the LGBTI+ community in the North West. The PTT recommends that sensitisation and consultation with the DBE and traditional leaders are necessary, and that **SAPS** take violence and discrimination against the LGBTI+ community more seriously.

Most members say that the most significant challenge that they face as CSOs is a lack of funding.

Most of the PTT members felt that the DOJCD was the most important government department in ensuring the success of the NTT and PTT, but that the DOJCD should assist the community more and also that there needed to be more commitment from senior DOJCD officials to energise DOJCD staff. Members also requested that the DOJCD ensure participation and inclusion of representatives from rural areas (including Traditional Leaders).

Northwest PTT, 2020

6.3 KWAZULU-NATAL PTT

The KZN PTT felt that the most successful action of the NTT was to follow up on incidents of violence and discrimination against the LGBTI+ community and to ensure the existence of the PTT, however some PTT members felt that the NTT could do more to ensure that the DBE attended PTT meetings.

KZN PTT, 2020

The members of the KZN PTT completed the questionnaire during a meeting of the PTT, FHR collected the questionnaires after the meeting. The KZN PTT described the most important actions of the NIS as being awareness, monitoring and the involvement of all stakeholders to address the challenges facing the LGBTI+ community. The DOJCD, SAPS, the DSD and the DBE were the government departments that were the most crucial for the success of the NTT and the PTT, the KZN PTT believed. However, some PTT members felt that the DBE should be more proactive in preventing homophobic bullying and that the Department of Higher Education and Training should also attend PTT meetings. The KZN PTT felt that the most successful action of the NTT was to follow up on incidents of violence and discrimination against the LGBTI+ community and to ensure the existence of the PTT, however some PTT members felt that the NTT could do more to ensure that the DBE attended PTT meetings.

Some PTT members feel that the PTT co-ordination is good and that there is good stakeholder representation at the PTT. However, the PTT needs to make sure that meetings are not **postponed** and that the **DBE attends meetings**. The PTT also requested that DBE be included in the PTT and NTT, and that traditional leaders, the Office of the Premier and SAPS General Detectives should also be invited to attend. The PTT explained that most people are not aware of the NTT or the NIS and, although some people are aware of the PTT, most people are not aware of the RRT.

The CSOs who are PTT members believed that **resource constraints and a lack of support** for work done by **CSOs** were the greatest challenges that they faced, but that **conflicting schedules and priorities** were also problematic. The LGBTI+ community also faces **discrimination** and **poor service delivery** and **homophobia**. Non-acceptance by **religious** and **traditional leaders** are also problems that the LGBTI+ community faces. The best strategies for dealing with these challenges was **awareness, engagement** and **sensitisation** as well as **multi-departmental involvement** and active engagement with traditional leaders.

The PTT members highlighted the need for more resources and financial support.

7 Overall Challenges and Recommendations

7.1 Public Awareness of the NTT, RRT, PTT and NIS

The NTT and PTTs are vital for the successful implementation of the NIS and performs an important oversight role to facilitate coordination between government and civil society. The ability of the NTT and PTTs to ensure that civil society has access to high-level government officials and the input that this allows civil society in LGBTI+ related policies and government activities is extremely valuable. However, public awareness of the NTT and PTTs are low and this has resulted in a lack of public investment and engagement with the NTT and the PTTs. Lack of awareness of the existence of the NTT, the PTTs and the NIS decreases its effectiveness. The NTT and the PTT should therefore make use of social media as well as local community radio stations. Where possible, the NTT should work with the GCIS to increase exposure of NTT and PTT activities and events.

NTT and PTT members with suitable experience should also regularly make themselves available for interviews with the press. Where an NTT or PTT member is a member of the LGBTI+ CSO and they are interviewed, they should mention the NTT and the PTT wherever possible.

The NTT and PTTs include passionate and involved members of the LGBTI+ community in the form of LGBTI+ CSOs. There have been instances of LGBTI+ CSOs who are members of the NTT and / or PTT speaking publicly against the NTT and / or their PTTs. It is important that all NTT and PTT members

support the work of the NTT and PTT publicly. NTT and PTT members are strongly encouraged to raise challenges that they are facing at PTT and NTT meetings. PTT CSO members are further encouraged to speak to the NTT secretariat where they feel that local DOJCD or other government officials are not fulfilling their responsibilities. It is vital that pressing issues and challenges are addressed through the NTT and PTT structures – but it is equally vital that these structures are not used to smother criticism. As such, quarterly NTT and NTT WG meetings must provide a space in the agenda reserved for addressing challenges within PTT and NTT structures. Members must be provided a means to express challenges anonymously to ensure that there is no fear of retaliation and a disciplinary sub-committee should be created with the power to investigate and act against any NTT, RRT or PTT member who is not acting in the interests of the NTT, RRT, PTT or LGBTI+ community. This sub-committee should have the power to recommend that individuals or organisations be removed from the NTT or PTT in extreme cases. Where individuals are government officials, the sub-committee should be empowered to engage directly with government line-managers to ensure that appropriate action is taken. The NTT WG should vote on the recommendations of the disciplinary sub-committee to ensure that action is seen to be taken. Any potential disciplinary action must be approved by 2/3rds of the NTT WG to avoid accusations of bias.

7.2 Donors, Budgets and Funding

The NTT works with the PTTs to ensure that funding is available for PTT activities. The NTT does this by providing support and advice to PTTs to ensure that their budgets are submitted in good time, are reasonable and will allow for the implementation of the NIS. However, some PTTs have indicated that they are unable to access agreed funds, or that they encounter issues in creating or submitting their budgets. This has created a situation where funding for budgets for PTTs have been delayed, requiring

PTTs to use funds from other areas to cover PTT activities (where possible) or to postpone activities until funding becomes available. Where funds are used from other areas for PTT activities, those funds are reimbursed when the regional DOJCD offices receive their funding for the PTT. Using funds from other areas for PTT activities carries the risk of potential delays in other important regional DOJCD work and may also result in hostility to the PTT from government officials who may find

that funds for their own projects are used for PTT activities instead.

Although some PTTs are able to use funds from other areas for PTT work, other PTTs are not able to do so, and therefore must delay their implementation plans, which prevents them from meeting their NIS related commitments. To resolve this challenge, the NTT and the PTT must work closely together to ensure that budgets are created and approved in good time and are properly linked to the objectives of the NIS. In addition, training on the creation of budgets should also be provided to PTT members. To ensure that there is clear communication between NTT and PTT, the PTT must designate a specific PTT member who is responsible for the creation of budgets. Annual budgets must be submitted to all PTT members for their approval at the first PTT meeting of the financial year and the first PTT meeting should prioritise finalisation and agreement of the implementation plan and budget as a matter of priority. The first PTT meeting of the financial year should take place before the first NTT meeting to ensure that all budgets and implementation plans are discussed by the NTT as soon as possible.

Once the PTT has created a budget and implementation plan, that budget and plan must be immediately submitted to the NTT who will ensure

that the implementation plan and budget reflect objectives of the NIS. The first NTT meeting of the financial year must prioritise the approval of each PTT's budget and implementation plan.

The NTT must also establish a sub-committee with the responsibility of ensuring that PTTs are given assistance in the creation of their budgets. This budgetary sub-committee will be responsible for monitoring the progress of budgets and funding to ensure that blockages are resolved rapidly. As the sub-committee is focused on budgets and funding, the sub-committee should be comprised of national DOJCD officials who are member of the NTT, or are members of the relevant government departments or units responsible for the approval and payment of budgets. The sub-committee will communicate directly with each individual PTT to provide them with necessary support and advice.

There is also a serious need to secure long-term funding for both the NIS through the NTT. Currently, the NIS includes many activities that are not possible to properly complete due to lack of funding. In addition, the NTT has been forced to pause its activities in the past due to a lack of funding for even basic organisational and administrative funding. As the primary government department, the DOJCD must commit to providing adequate multi-year funding for the NTT to ensure that the NIS can be properly implemented.

7.2.1 Donor related challenges: Foundation for Human Rights case study

As per an agreement between the Foundation for Human Rights (FHR) and the DOJCD, PTT and RRT meetings were called by the regional DOJCD (as the PTT secretariat). Once the meeting has been scheduled, CSO members submitted travel claims to the regional DOJCD office who then checked claims and forwarded them to FHR within a minimum of two weeks before the meeting. FHR would recheck claims to ensure that they were reasonable and then provided a travel reimbursement of the amount on the travel claim form approved by the DOJCD. DOJCD would also recommend accommodation to FHR, which made appropriate bookings and payments for accommodation, dinner and breakfast for CSOs. Regional DOJCD hosted PTT and RRT meetings (generally at the regional DOJCD offices)

and provided lunch for attendees. CSO PTT and RRT members indicated that the above procedure had a number of challenges outlined as follows:

- (i) The travel claim form was difficult to complete and required an unreasonable amount of detail and documentation (invoices, addresses amongst others).
- (ii) FHR only processes travel claims into bank accounts which is problematic for some CSOs who cannot afford to maintain a bank account, or that withdrawing funds from bank accounts is overly difficult (requiring multiple signatures, travel to the bank).
- (iii) FHR does not make payments in good time.

- (iv) The DOJCD does not provide lunch or catering for meetings.
- (v) There is no financial assistance available for non-transport related costs (e.g.: data / airtime used to organise attendance).
- (vi) Meetings take place at inconvenient locations (especially where CSOs must travel for several hours).

A number of recommendations were made to address the above challenges:

- (i) Donors should work with CSOs to **redesign a travel claim form** template that is more accessible but which still allows for financial accountability.
- (ii) Donors should work with CSOs to consider **alternative methods of payment**. Due to some donors' policies they are not able to make payment in cash on the day of the meeting, however some provinces have an agreement with donors to transfer funds into one CSO's account. The designated CSO then withdraws the funds and reimburses CSO PTT members on the day of the meeting. This method and other methods should be discussed with the DOJCD, donors and CSOs to find the best possible means of reimbursement that preserves accountability, while also not overburdening claimants.
- (iii) The DOJCD must ensure that all **payments are processed in good time**. The agreement between DOJCD and FHR for instance required

that FHR processes and makes payment two weeks after receiving the travel claim forms.

- (iv) The PTTs in this instance would need to plan at least four weeks before the meeting day, and the travel claims completed by CSOs, reviewed by the DOJCD and then sent to FHR a maximum of two weeks before the travel claims reimbursement.
- (v) The DOJCD must ensure that **adequate food is available** at PTT and RRT meetings, within the guidelines of **DOJCD catering policy**. However, the DOJCD must consider providing catering to CSOs even when a meeting is short, if the CSO must travel after the meeting for an extended period (greater than 45 minutes).
- (vi) The DOJCD should approach **external funders or partners** to discuss the possibility of increased funding for the needs of PTT CSO representatives directly related to PTT activities and needs.
- (vii) The DOJCD must consider the **distance and travelling needs of CSOs** when scheduling meetings. In provinces where CSOs must travel large distances, the DOJCD should consider rotating the venue so that the burden of travel is equally distributed. This could also include using venues of PTT members, where appropriate rather than relying on regional DOJCD offices which may not be conveniently located. The DOJCD should ensure consultation with PTT members as to the most convenient and appropriate venue.

7.3 Staff Capacity

Currently, staffing for the secretariat is primarily DOJCD employees who have additional non-PTT and non-NTT related work commitments. Some PTT and NTT members have noted that the DOJCD is unable to assist at times due to lack of staff capacity, and that some government officials who are members of the PTTs are not reliable, do not attend meetings and do not take required action. It is important that government departments, and the DOJCD in particular, allocate sufficient staffing to the NTT and PTT secretariats. In addition, NTT and PTT activities should be linked to government

employees KPIs to ensure that accountability is maintained, and that senior government officials give government officials who are NTT and PTT members adequate support. Wherever possible, government departments must ensure that their NTT and PTT members do not discriminate against LGBTI+ rights (including for religious, cultural or other reasons) even in their own personal capacity. NTT and PTT members must either be members of the LGBTI+ community, or have shown an interest in protecting and advancing LGBTI+ rights. It is important that government representatives

be capable and interested in LGBTI+ rights and willing and able to champion LGBTI+ rights within their respective departments. For this reason, government representatives should be sufficiently senior to ensure that decisions taken at NTT and PTT level are given the importance and consideration they require at higher levels of government.

Government representatives who do not attend NTT, RRT or PTT meetings must submit reasons in writing for their non-attendance and should be subject to internal disciplinary action for failing to fulfil their employment obligations. Any person who attends on behalf of a government department must be properly briefed so as to provide substantive comment on the actions of their department and to provide report where necessary. Government departments who are members of the NTT and PTT, but that do not reliably send representatives or make reports should be referred to the NTT WG and the disciplinary sub-committee. The NTT WG should request intervention from senior government

7.4 Reporting

As the primary responsibility of the NTT is to ensure that the actions of the NIS is being effectively implemented, the NTT should ensure that it receives regular reports from the PTTs, and the national and provincial RRTs. A reporting template has been developed and submitted to the NTT and the PTTs (*see annexure A for report template*). This reporting template allows for simplified and rapid reporting and the PTTs and RRTs should make brief monthly reports to the NTT reports subcommittee using the template. PTTs and RRTs should also include a brief summary of challenges that they have encountered during the month. The NTT should create a small sub-committee to review these reports. The reports sub-committee should briefly meet each month to review the reports received, and to provide support to overcome challenges. This sub-committee is necessary to provide oversight of the PTTs and to give the necessary rapid feedback and assistance not currently possible with quarterly NTT and NTT WG meetings. The sub-committee will ensure that the quarterly reports include all necessary information and that the relevant parties are present at the NTT or PTT to present their quarterly reports.

officials to ensure that government departments take LGBTI+ rights seriously.

The NTT and the PTT should also seriously consider a stipend for CSO PTT members to assist them in attending NTT and PTT meetings and events. Although donors may provide for transport and accommodation of CSO members, some CSO representatives must commit substantial amounts of time and effort to be active NTT or PTT members. This time and effort come at a financial cost to either the representative directly, or to the representative's organisation.

The current lack of remuneration makes it more difficult for smaller CSOs to be active members and inadvertently increases the influence of large CSOs who are better resourced to attend meeting and events. Remuneration for CSO members who are selected as NTT or PTT representatives, chairs, or co-chairs must be carefully considered.

This is very important because at the moment issues are only heard at NTT meetings and it is usually too late by then to address some of them. The report subcommittee can meet on a set day every month – perhaps before / after the RRT meeting to look at the progress each PTT / provincial RRT is making and see how the NTT can organise to facilitate greater governmental assistance amongst other things where necessary by contacting the relevant department at a national level to make it clear that this should be a priority for regional / local government offices to act on including DOJCD, DBE, DOH amongst others.

PTTs will still be required to present their reports at quarterly NTT meetings. Quarterly reports must be comprehensive and must include activities completed, challenges encountered, funds spent and any funds still outstanding. As the secretariat, regional DOJCD offices are responsible for making the presentations and writing the reports. Monthly reports are to be submitted in the second week of the month, the subcommittee to meet in the final week of each month. These reports are to be

very brief, not more than a page and must include updates on previous issues, timetables, areas of responsibility. Presentations to be done virtually from the regional DOJCD offices by the DOJCD official. National DOJCD to send a compilation of the reports to the relevant CSO rep for the province to make sure the issues were accurately captured and addressed to the satisfaction of the CSO rep.

It is also a good idea for the NTT to provide the CSO rep with a stipend for data so that the rep is able to attend the virtual meeting, even if they are not able to be physically present in the regional DOJCD office. Each virtual meeting should also be recorded for future reference. To ensure that the quarterly reports are accurate, PTT CSO representative must sign off on the reports. Where a regional DOJCD PTT member is not available to make the presentation, the PTT CSO representative may make the report. However, regional DOJCD PTT members'

absence from NTT must be recorded and a written explanation signed by their DOJCD line managers must be presented at the meeting. Where such written explanation is not provided in good time or is seen to be unreasonable, the DOJCD should consider taking appropriate disciplinary action.

There is a need to make sure that report subcommittees are following up and supporting local DOJCD / government officials on this, but also that the NTT can ensure effective disciplinary action where it is visible that government officials are not fulfilling their duties. This will require national DOJCD to have regular and good communication with local offices. This should also include national DOJCD providing positive feedback as well –must not be seen as only being involved when something goes wrong. Commendations when an official does good work to boost morale are also encouraged.

7.5 Attendance and Involvement

Some PTTs have indicated that they experience challenges in securing the attendance of representatives of government departments. In some instances, government officials do not attend regularly, or send other officials who are not properly briefed. Non-attendance of government officials creates a strong negative impact and indicates disinterest by government in the needs of the LGBTI+ community. Where government departments are not present, they are not able to adequately respond to the needs of the people and are therefore unable to fulfil their constitutional requirements and mandates. It is important that PTTs include the names of officials and departments who do not regularly attend PTT meetings or events in their monthly reports to the reports sub-committee. NTT and NTT WG meetings must also create a space on the agenda where PTT representatives can highlight the names of officials and government departments who are not active in the PTT. It is vital that the NTT and the NTT WG act immediately and officially upon this information, including the involvement of the disciplinary sub-committee where appropriate. The NTT must inform (in writing) senior members of relevant government departments whose officials do not attend PTT meetings, using PTT attendance

registers and minutes as proof. Where necessary, the NTT should request the direct intervention of the Office of the Deputy Minister or the Minister of the DOJCD to ensure attendance from DOJCD officials and other government departments.

It is suggested that the DG and DM are copied on these messages so that people understand that the DOJCD is taking this seriously. Non-attendance by government officials is not acceptable unless there is a VERY good reason. This is a space that provides vital accountability and can build trust between LGBTI+ people and government, but at the moment some departments are wasting this opportunity and this is leading to significant frustration.

7.6 Rapid Response Teams

Some PTTs have indicated that they do not yet have RRTs, or that their RRTs are not effective. This is not acceptable, the NTT and PTTs need to address this as a priority, it cannot be so hard to get relevant government officials in a room / virtual space and hold a meeting to discuss serious issues facing LGBTI+ people in the provinces. If it isn't happening then it can only indicate a lack of willpower from government. If government does not take these meetings seriously, CSOs are not going to either. One of the primary purposes of PTTs is to be able to react quickly to incidents against LGBTI+ people. A PTT that does not have a functioning RRT is therefore not fulfilling one of their primary functions. The templates used in PTT monthly reporting to the reports sub-committee should specifically include a section related to RRT functionality and activities. A key question to address is whether these templates being completed properly, if not why not - is there an issue with the template or a lack of political will / prioritization in the department? PTTs must include in their monthly and quarterly reports information on their RRTs (number of RRT meetings and activities, number of new cases, number of cases resolved, challenges faced). Where PTTs are experiencing difficulties in creating or maintaining RRTs, these challenges must be immediately conveyed to the reports sub-committee. When reporting at the NTT and the NTT WG, specific space must be made for reports on RRTs that should include membership information, number of cases, challenges and areas where the NTT can help the provincial RRT.

As in the Attendance and Involvement section on the previous page, the NTT must take immediate action where government departments or officials are not attending RRTs, or where departments are not providing adequate support to the PTTs and RRTs. It is also important that RRT members maintain the confidentiality of the information that they have access to. RRT members have direct access to large amounts of confidential information that can severely negatively impact on the outcome of court cases and police investigations. SAPS and NPA involvement in the RRT are vital, but relies on the assurance that information at the RRT will not become publicly available. For this reason, RRT membership and information is tightly controlled. PPT members who are not RRT members must

therefore not contact SAPS, the NPA or any court official about confidential case or investigation information. Instead, PTT members must contact their CSO representatives who are members of the RRT and request information. The RRT member then communicates with the relevant party to ascertain what information (if any) can be made publicly available.

The RRT is also an important means by which SAPS and the NPA can request assistance from the LGBTI+ community. PTT and RRT members in particular, must assist SAPS and NPA wherever possible. Valuable assistance can be in the form of access to witnesses or statements. SAPS and NPA should also contact RRT members immediately if they become aware of serious incidents involving LGBTI+ people to ensure that the PTT and the RRT can work together to ensure that LGBTI+ people have access to justice. Likewise, CSO PTT members must encourage community members to report incidents to the relevant authorities and must raise incidents with the PTT and the RRT to ensure that an appropriate and timely response takes place. PTTs need to do a much better job of creating public awareness of each RRT and what they do. There is a need for regular engaging with the local media through interviews amongst other things where cases and incidents are discussed (*general information only*) e.g. an LGBTI+ person was assaulted in Johannesburg, this matter is currently being investigated by X official, public appeal for information on this incidence. There is also a need for increased update by DOJCD on a number of cases concluded with emphasis on how the RRT allows government and civil society to work together to resolve these cases. The RRT needs to regularly publish statistics and information on an easily accessible public platform on the monitoring, progress and outcomes with respect to cases of hate crime, hate speech and discrimination against LGBTI+ people. It needs to be a flagship initiative and receive public support from senior government officials.

7.7 PTT and RRT Meetings and Activities

PTT and RRT meetings and activities are important part of the implementation of the NIS. PTTs should meet regularly – ideally every two months. This is in addition to the monthly updates given to the NTT reports subcommittee. The RRT should meet in the morning before the PTT starts wherever possible so that a report of RRT activities and challenges can be presented to the PTT. PTT and RRT meetings require that CSOs who are PTT members are present at the meeting and are given an opportunity to engage directly with their government PTT colleagues. Since FHR is no longer providing funding, there is a need to consider a new way of funding CSO's involvement in meetings. Add a section on relationship with donor organizations and role clarification in terms of costing. DOJCD plays a role of costing the NIS and fundraising for work of the NTT. Some costs to consider i.e. data and communication costs, a stipend for CSO participation that can be paid directly to organizations on behalf of CSO reps. Cost of activities by PTTs must be taken into consideration i.e. dialogues, trainings etc. Current funding arrangements did not really work well, so maybe there needs to be a model of cooperation between government and CSOs at implementation level to ensure that allocated budgets are being spent as intended. Branch and national operational plan together with NIS sent to provinces for costing and planning were shared for use as a model, but some provinces did not utilise that model very well. This collaboration needs to be strengthened to ensure effective spending. DOJCD needs to also provide financial support to CSOs since most of them are slowly dying and those who exist are struggling to raise and account for funds due to insufficient mechanisms due diligence. Fiscal sponsorship funding by DSD must be encouraged to build capacity, support and strength for CSOs.

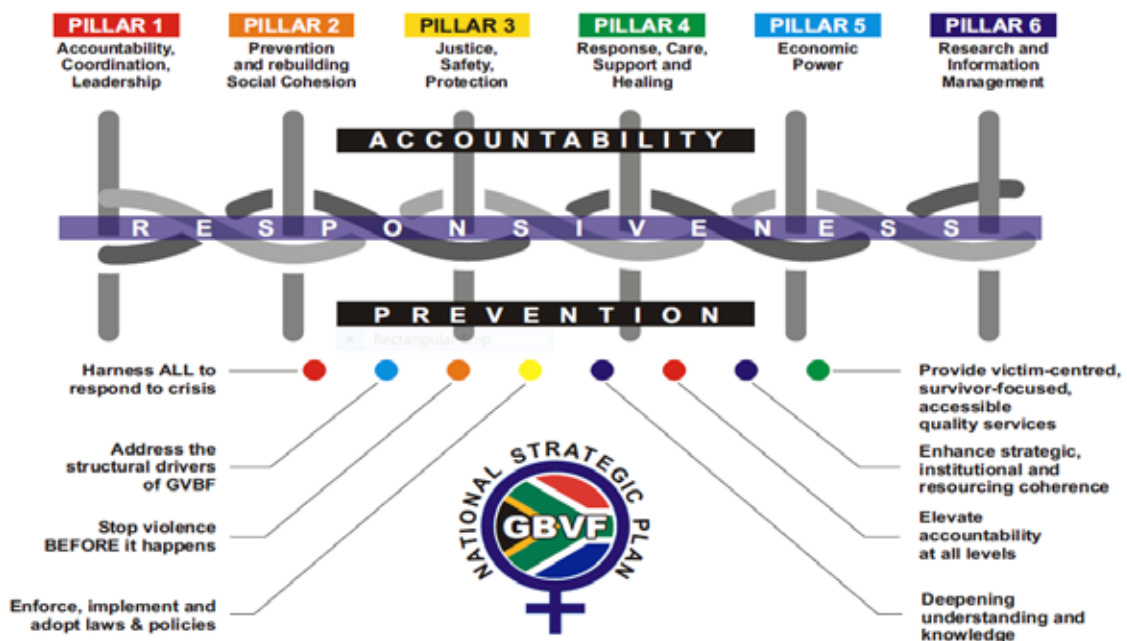
8. EMERGING OPPORTUNITIES FOR COLLABORATION

8.1. National Strategic Plan on Gender Based Violence and Femicide [NSP-GBVF]

In 2020, the President launched a National Strategic Plan to end gender-based violence and femicide in South Africa following the first ever national summit on gender-based violence and femicide which was held in 2019. The NSP GBVF presents an opportunity for collaboration with the work of NTT and PTTs mainly because it centers the eradication of violence that is perpetrated on the grounds of gender. The NSP GBVF is also very vocal and articulate about the inclusion of LGBTI+ persons in gender-based violence mainly because LGBTI+ violations are first and foremost gender crimes amongst others. The vision of the NSP GBVF is 'A South Africa free from gender-based violence directed at women, children and LGBTQIA+ persons'²². Strategic areas of collaboration between NTT and NSP-GBVF lies in its pillars of operation. *Figure 2* presents NSP-GBVF pillars of operation.

Pillars of NSP GBVF link very well with the objectives of various subcommittees of NTT and PTTs. A strategic link is visible where for instance the RMEL subcommittee can participate directly in solidarity with NSP GBVF pillar 6 (Research and Information Management). Similarly, the BCSC subcommittee can engage in pillars 2 (Prevention and Building Social Cohesion & 4 (Response, Care, Support and Healing) and the RRT and LAL subcommittees can participate, collaborate and engage with pillar 3 (Justice, Safety and Protection). There are clear synergies for solidarity building in these areas of work. This will also facilitate sharing of resources (human, technical and financial) amongst others in implementing objectives of both the NIS and NSP-GBVF. This will also strengthen intersections in the work done by various departments i.e. Women, Youth and People with Disabilities and Justice and Constitutional Development in this particular context. In addition, this will further strengthen relationships, solidarity and intersectionality within and amongst CSOs who are engaged in cross cutting work that relates to GBVF, hate crimes, SOGIESC, human rights, civil and political rights and non-discrimination amongst others.

Figure 2: National Strategic Plan on Gender Based Violence and Femicide Pillar 1-6: 20202 - 2030



²² National Strategic Plan on Gender Based Violence and Femicide 2020 – 2030, South Africa

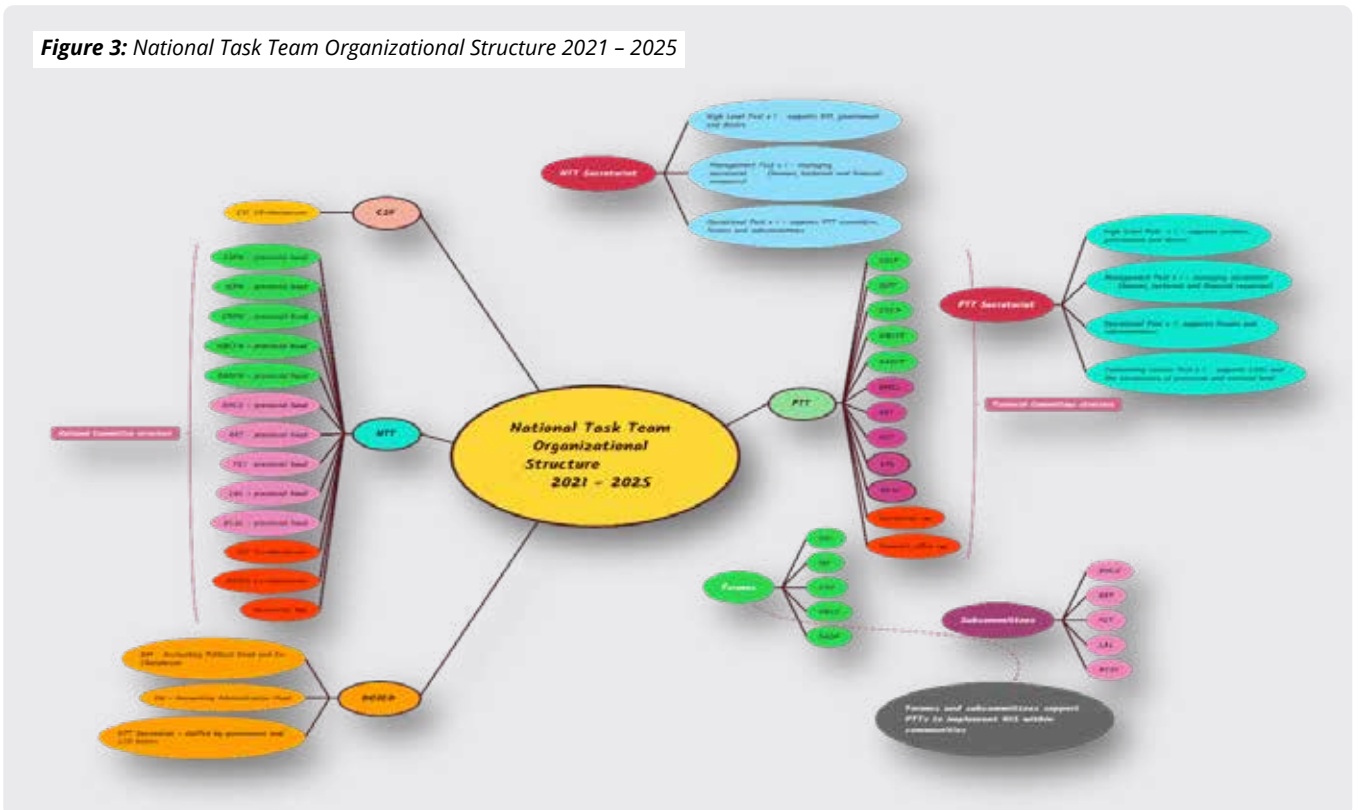
9 THE NATIONAL TASK TEAM 2021 – 2025

9.1. Organizational Structure

In view of the review, a revised structure for the work of the NTT for 2021 – 2025 was adopted as shown in *figure 2*. The structure provides for an NTT committee that is comprised of the (1) Deputy Minister, (2) CSF chairperson, (3) IGF chairperson, (4) C9IF, (5) HBCF, (6) DADF, (7) RRT chairperson, (8) RMEL chairperson,

(9) PET chairperson, (10) LAL chairperson, (11) BCSC, (12) Reporting and (13) the secretariat director. This means that the NTT is led by a committee of 13 individuals who are nominated and deployed by their own departments, subcommittees and forums of the NTT.

Figure 3: National Task Team Organizational Structure 2021 – 2025



9.2. Objectives

Objectives of the NTT remain the same as in previous years, which are to:

- Develop the National Intervention Strategy to respond to and prevent discrimination and violence perpetrated against LGBTI+ persons on the basis of their SOGIESC.
- Develop the Inter-sectoral Implementation Plan for the Strategy which would link parallel and complementary initiatives, internal and external to the DOJCD such as the concurrent development of a Hate Crimes and Hate Speech Legislative and Policy Framework, and the Hate and Bias Crime Monitoring Forum.
- Strengthen government's ability to respond to the needs and specific vulnerability of LGBTI+ persons and strengthen the capacity of civil society organisations (CSOs) to deliver related services.
- Improve linkages with other government departments, programmes within the DOJCD such as the Access to Justice and the Promotion of Constitutional Rights programme, the National Action Plan (NAP) to Combat Racism, Racial Discrimination, Xenophobia and Related Intolerance, the National Strategic Plan to end

Gender Based Violence and Femicide, as well as relevant Chapter 9 institutions such as the South African Human Rights Commission, the Commission for Gender Equality and the Commission for the Promotion of the Rights of Cultural, Religious and Linguistic Communities, in order to address the impact of multiple and intersecting forms of discrimination targeting LGBTI+ persons.

- e. Improve the management of cases by relevant role players in the criminal justice system including South African Police Services, National Prosecuting Authority, Department of Social Development, Department of Health and Correctional Services.
- f. Implement, coordinate, monitor and evaluate the National Intervention Strategy and related objectives.
- g. Through the NIS, the NTT had three long term strategic outputs:
 - (i) Develop Prevention Programmes to address violence on the grounds of gender, sexual orientation gender identity, gender expression and sex characteristics.
 - (ii) Develop an Improved response by Criminal Justice System to crimes affecting LGBTI+ sector.
 - (iii) Strengthening Public Service Institutions to deal with LGBTI+ issues including discrimination and Hate Crimes.
- h. To assist the NTT in fulfilling its responsibilities, the NTT developed Terms of References (ToRs). The ToRs clearly defined the function of the NTT Committee. The Committee must:
 - (i) Providing guidance and support to all structures of the NTT, including necessary and essential operational planning;
 - (ii) Appointing sub-committees to address specific priorities as and when required;
 - (iii) Ensure that quarterly progress reports are submitted to the Minister;

- (iv) Receive monthly reports from the DOJ&CD and all appointed stakeholders;
- (v) Monitor the performance of the DOJ&CD, stakeholders, and the NTT; and meet every second month, unless otherwise agreed upon.

One key addition for the new financial period 2021 – 2025 was the inclusion of CoGTA under objective (d) above as one of the key stakeholders given rising levels of SOGIESC violence and killings in rural areas.

9.3. National Task Team Secretariat

Another change for the new NIS is the strengthening of the capacity of the secretariat by directly employing x3 bodies of people who will directly work at the NTT secretariat. The x3 bodies are proposed to be as follows: (1) high level post – to link with and support the office of the Deputy Minister, the Director General and liaison with donors, (2) management post – to provide managerial and administrative oversight for the work of the NTT and to support the high-level post and (3) operational post – to liaise and support regional secretariats in fulfilling their implementation mandate. *Figure 4* above demonstrates the chart flow.

Figure 4: National Task Teams Secretariat - 2021 - 2025



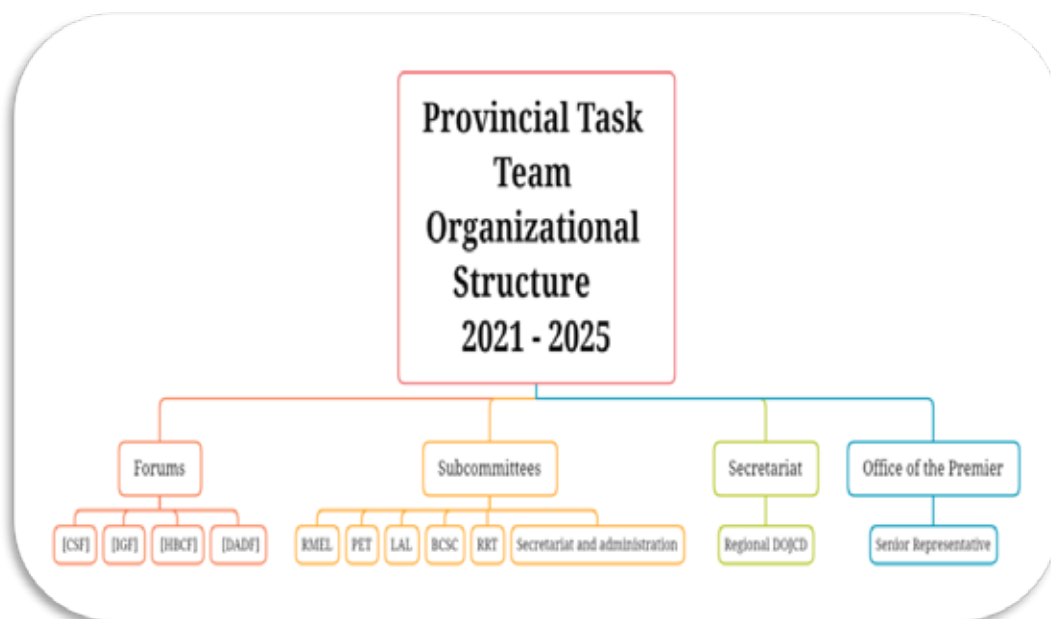
10 PROVINCIAL TASK TEAMS 2021 – 2025

10.1. Organizational Structure

Similarly post review, a revised structure for the work of PTTs for 2021 – 2025 was adopted as shown in *figure 4*. The structure provides for a PTT committee that is comprised of the (1) DOJCD high level provincial rep, (2) CSF chairperson, (3) IGF chairperson, (4) C9IF, (5) HBCF, (6) DADF, (7) RRT chairperson, (8) RMEL chairperson, (9) PET

chairperson, (10) LAL chairperson, (11) BCSC, (12) Reporting and (13) the secretariat director. This means that the PTT is led by a committee of 13 individuals who are nominated and deployed by their own departments, subcommittees and forums of the NTT.

Figure 5: Provincial Task Teams Organizational Structure 2021 - 2025



10.2. Objectives

The PTT has six primary objectives similar to those of the NTT, except that they implement what was developed by NTT. As a result, PTT objectives are to:

- i. Implement the National Intervention Strategy to respond to and prevent sex- and gender-based violent crimes perpetrated against LGBTI+ persons.
- ii. Implement an Intersectoral Plan for the Strategy which would link parallel and complementary initiatives, internal and external to the DOJCD such as the concurrent development of a Hate Crimes and Hate Speech Legislative and Policy Framework, and the Hate and Bias Crime Monitoring Forum amongst others.
- iii. Strengthen government's ability to respond to the needs and specific vulnerabilities of LGBTI+ persons and strengthen the capacity of civil society organisations (CSOs) to deliver related services.
- iv. Improve linkages with other government departments, programmes within the DOJCD such as the Access to Justice and the Promotion of Constitutional Rights programme, Cooperative Governance and Traditional Affairs (CoGTA), the National Action Plan (NAP) to Combat Racism, Racial Discrimination, Xenophobia and Related Intolerance, the National Strategic Plan to end Gender Based Violence and Femicide, as well as relevant Chapter 9 institutions such as the South African Human Rights Commission,

the Commission for Gender Equality and the Commission for the Promotion of the Rights of Cultural, Religious and Linguistic Communities, in order to address the impact of multiple and intersecting forms of discrimination targeting LGBTI+ persons.

- v. Improve the management of cases by relevant role players in the criminal justice system including South African Police Services, National Prosecuting Authority, Department of Social Development, Department of Health and Correctional Services.
- vi. Implement, coordinate, monitor and evaluate the National Intervention Strategy and related objectives.

Through the NIS and the NTT, PTTs have three long term strategic outputs:

- i. Implement Prevention Programmes to address violence on the grounds of gender, sexual orientation gender identity, gender expression and sex characteristics.
- ii. Implement an Improved response by Criminal Justice System to crimes affecting LGBTI+ sector.
- iii. Strengthen Public Service Institutions to deal with LGBTI+ issues including discrimination, GBVF and Hate Speech and Hate Crimes.

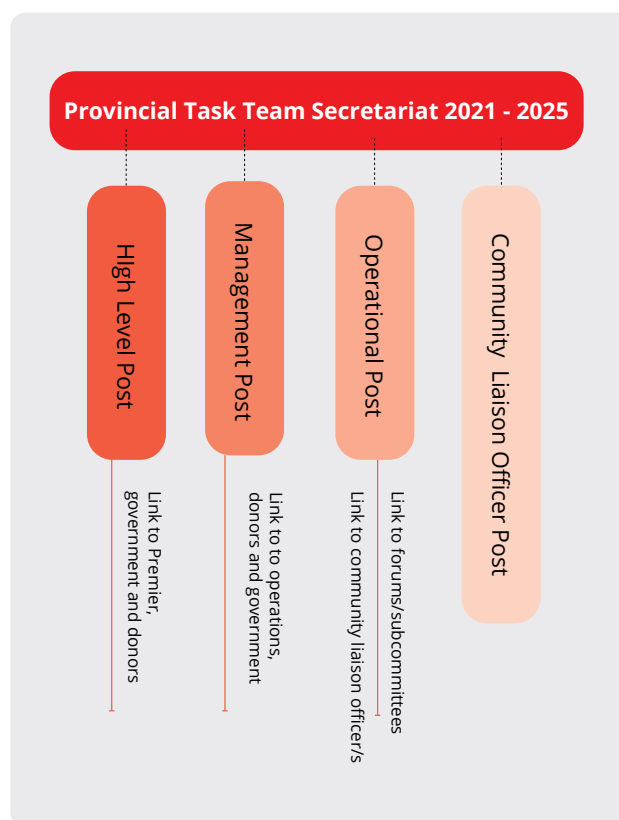
To assist the NTT in fulfilling its responsibilities by:

- i. Providing financial and technical support to all functions of the PTT, RRTs and related subcommittees and fora.
- ii. Appointing sub-committees to address specific priorities as and when required;
- iii. Ensuring that quarterly progress reports are submitted to the secretariat;
- iv. Receiving bi-weekly status reports from the DOJ&CD and all appointed stakeholders;
- v. Monitoring the performance of the DOJ&CD, stakeholders, and the PTT; and
- vi. Meeting every month, unless otherwise agreed upon.

10.3. Provincial Task Teams Secretariat

Similarly, another change for the new NIS is the strengthening of the capacity of provincial secretariats by directly employing x9 people who will directly work as community liaison officers for regional secretariats and x3 additional bodies at the regional secretariat. The x3 bodies are proposed to be as follows: (1) high level post – to link with and support the office of the Premier, the DOJCD high level accounting bodies and liaise with donors, (2) management post – to provide managerial and administrative oversight for the work of the PTT and to support the high-level post and (3) operational post – to liaise and support community liaison officers, regional subcommittees and forums in fulfilling their implementation mandate at provincial level.

Figure 6: Provincial Task Teams Secretariat - 2021 - 2025



11 SUBCOMMITTEES 2021 – 2025

Figure 7: National Task Team Subcommittees 2021 - 2025

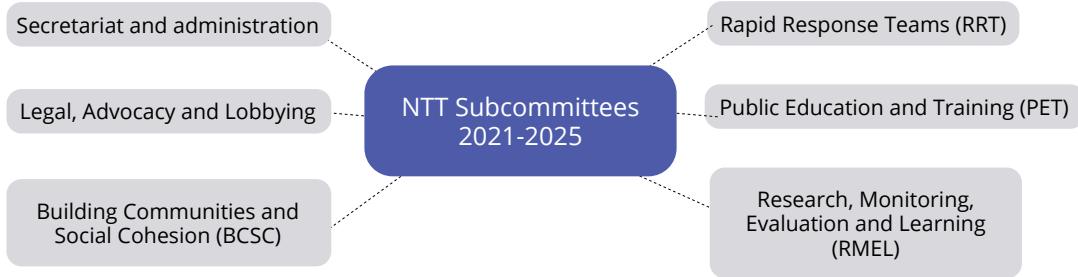


Figure 8: Provincial Task Teams Subcommittees 2021 - 2025



In addition, subcommittees were developed to provide direct support systems to the implementation capacity of regional secretariats in view of all implementation challenges that were highlighted during the review of 2019-2021 financial years. *Figures 7 and 8* show the chart flow of subcommittees that were developed. Subcommittees will also operate at national level to provide direct support to the national secretariat of the NTT.

At regional level, each subcommittee is comprised of deployed members of all forums and other stakeholders who may not necessarily be members of forums but are active members of the local/provincial LGBTI+ community, government, traditional leadership and chapter 9 institutions as nominated by their various subcommittees as indicated in *figure 8*. At national level subcommittees are comprised of chairpersons of regional subcommittees as indicated in *figure 7*.

11.1. Rapid Response Teams (RRT)

The Rapid Response Teams’ key function is to monitor, report and act of incidents and cases of hate crimes, hate speech, GBVF and broader human rights discrimination on the grounds of sexual orientation, gender identity, gender expression and sex characteristics. The NTT will agree on who should serve on the RRTs. The RRT must regularly publish statistics and information on an easily accessible public platform on the monitoring, progress and outcomes with respect to cases of hate crime, hate speech and discrimination against LGBTI+ people.

11.2 Objectives of the RRT, as found in the updated TORs, are:

- a. Attend to the pending cases in the criminal justice system where hate crimes have been committed against LGBTI+ persons.

- b. Ensure efficient monitoring of reported hate crimes cases and provide support to the victim and follow the required procedures from the reporting stage to avoid pending cases from becoming backlogged.
- c. Develop an electronic data system to assist criminal justice role-players in collecting hate crimes related data.
- d. Develop an electronic tool which will:
 - Outline reported hate crimes with full details of the names of the victim, full details of the perpetrator/s, date of offence, date matter reported, police station where the case was reported, incident reported, court and case number, brief facts of the offence, status of the case, outcome of the case, information on sentencing in cases of convictions.
 - Promote accurate tracking of cases from arrest to prosecution to conviction;
 - Promote early identification of delays and other obstacles to the serving of justice; and
 - Inform prevention and intervention strategies and build and publish best practice.
- e. Promote the reporting of hate crime incidents targeting the LGBTI+ persons.
- f. Identify support systems for victims and promote same among victims of hate crimes.
- g. Ensure increased awareness of the LifeLine SA's Stop Gender Violence Helpline (0800 150 150) reporting mechanism which will be the main point of reporting. The Stop Gender Violence Helpline provides anonymous, confidential and toll-free telephone lay counselling, support and referral services, 24 hours a day, 365 days a year to victims of gender-based violence throughout the country in the eleven official South African languages. Collaborate with CSOs in the development of information packs on the nature of hate crimes and how to report it.
- h. Collect and publish local examples of best practices in preventing and addressing hate crimes.
- i. Implement a multi-disciplinary integrated response in addressing LGBTI+ hate crimes where:
 - Local partners make information available on known offences and the possible support services available to assist victims.
 - The police take reports of LGBTI+ offences seriously, by working with other local partners to bring offenders before the court.
 - The National Prosecuting Authority (NPA) prosecutes LGBTI+ offences and draws the courts' attention to such aggravating features for the purposes of sentencing.
 - The Judiciary takes into account the aggravating factors and apply appropriate sentencing accordingly.
 - Correctional Services integrate a programme on LGBTI+ into their rehabilitation initiatives and ensure that the rights of LGBTI+ offenders are protected.

11.3. Research, Monitoring, Evaluation and Learning (RMEL)

The Research, Monitoring, Evaluation and Learning subcommittee's key function is to track ongoing successes, challenges, threats and opportunities in actions against incidents and cases of hate crimes, GBVF and broader human rights discrimination on the grounds of sexual orientation, gender identity, gender expression and sex characteristics. Key members of the subcommittee are from all forums of NTT and PTT which include all stakeholders (government, CSOs, chapter 9 institutions, traditional leaders and development agencies).

11.4. Public Education and Training (PET)

The Public Education and Training subcommittee's key function is to organise public education and training programmes and actions against incidents

and cases of hate crimes, GBVF and broader human rights discrimination on the grounds of sexual orientation, gender identity, gender expression and sex characteristics. Key members of the subcommittee are from all forums of NTT and PTT which include all stakeholders (government, CSOs, chapter 9 institutions, traditional leaders and development agencies). The aim of this subcommittee is to strengthen sensitization functions of NTT and PTTs within government and communities.

11.5. Legal, Advocacy and Lobbying (LAL)

The Legal, Advocacy and Lobbying subcommittee's key function is to track ongoing successes, challenges, threats and opportunities in actions against incidents and cases of hate crimes, GBVF and broader human, socio-economic, civil and political rights discrimination on the grounds of sexual orientation, gender identity, gender expression and sex characteristics. Key members of the subcommittee are from all forums of NTT and PTT which include all stakeholders (government, CSOs, chapter 9 institutions, traditional leaders and development agencies).

11.6. Building Communities and Social Cohesion (BCSC)

The Building Communities and Social Cohesion subcommittee's key function is to engage and mobilise key stakeholders and communities in actions against incidents and cases of hate crimes, GBVF and broader human rights discrimination on the grounds of sexual orientation, gender identity, gender expression and sex characteristics. Key members of the subcommittee are from all forums of NTT and PTT which include all stakeholders (government, CSOs, chapter 9 institutions, traditional leaders and development agencies). The main aim of this subcommittee is to strengthen the work of love and healing for both survivors and perpetrators of hate and bias crimes that are committed on the grounds of sexual orientation, gender identity, gender expression and sex characteristics.

Some PTTs and NTT members have highlighted the need to expand the numbers of organisations who are involved in the PTT. In particular, there is a need for greater engagement with traditional leaders

and religious organisations. The NTT and PTTs are encouraged to reach out through this subcommittee to prominent religious and traditional organisations to engage them on the NIS and contributions that they could make to the NTT and PTT. This is especially important for provinces that have large numbers of people living in rural areas where the influence of traditional and religious leaders has a large impact on the lives and acceptance of LGBTI+ people.

The NTT should also engage the Department of Basic Education (DBE) directly to ensure the inclusion of LGBTI+ rights into the school curriculum to emphasise the dignity and equality of all people in South Africa at a basic educational level.

In addition, the NTT has committed to deploy representatives to the GBVF NSP pillars to ensure active involvement of the NTT, PTTs and RRTs in the work of the NSP GBVF pillars as a way to strengthen collaboration, building communities and social cohesion. This also applies to the work of HIV/AIDS NSP.

All subcommittees operate in an advisory, strategic, operational, monitoring, support and accountability mechanisms with NTT and PTTs secretariats. They are primary support systems to NTT and PTTs with sole financial support from NTT and PTTs.

12 NATIONAL TASK TEAM AND PROVINCIAL TASK TEAMS FORUMS 2021 – 2025

Figure 9: National Task Teams Forums 2021 - 2025

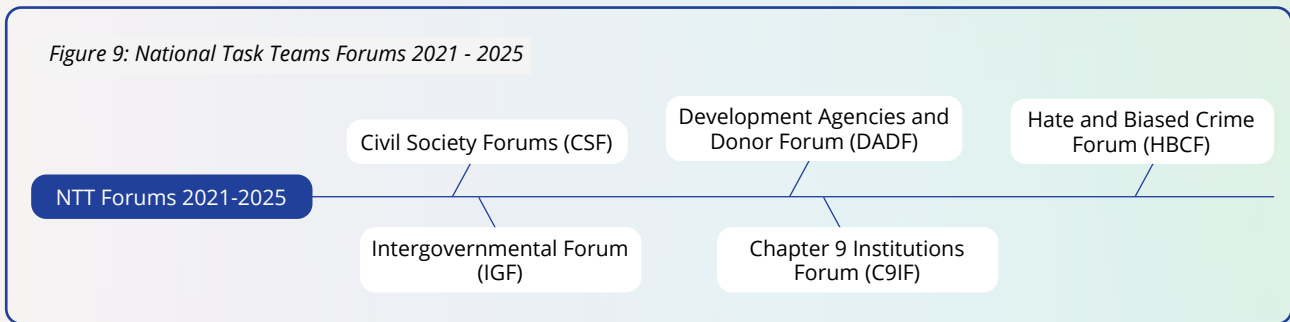
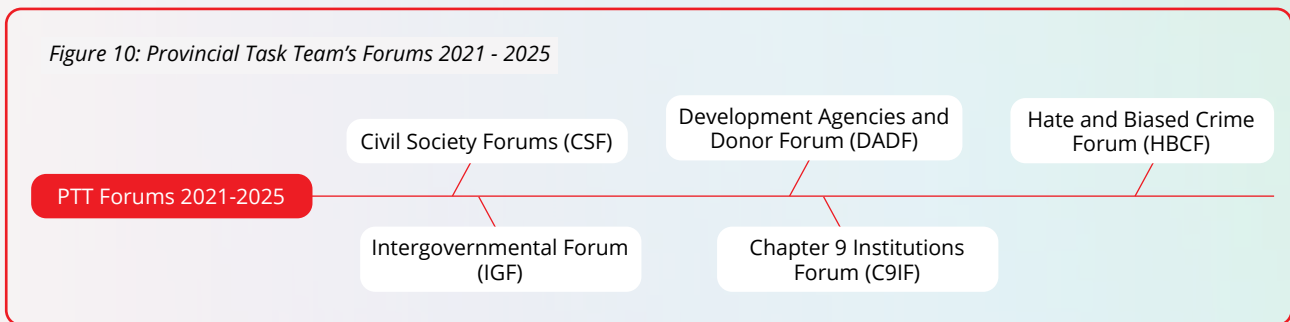


Figure 10: Provincial Task Team's Forums 2021 - 2025



Furthermore, forums were also developed to provide direct support systems to the implementation capacity of regional secretariats in view of all implementation challenges that were highlighted during the review of 2019-2021 financial years. *Figures 9 and 10* show the chart flow of forums that were developed. Forums operate at national and regional level to provide direct support to the national secretariat of the NTT and PTTs. At regional level, each forum is comprised of deployed members of all subcommittees and other stakeholders who may not necessarily be members of subcommittees but are active members of the local/provincial LGBTI+ communities, government, traditional leadership and chapter 9 institutions as nominated by their various subcommittees as indicated *in figure 10 above*. At national level forums are comprised of chairpersons of regional forums as indicated *in figure 9 above*.

12.1. Intergovernmental Forum (IGF)

The Intergovernmental Forum is comprised of various government departments who are working together to fight against hate and biased crimes within their mandate as government departments. The aim of this forum is to forge collaboration and intersectionality in responding and engaging with hate and biased crimes as government in support of the objectives of NTT and PTTs.

12.2. Civil Society Forum (CSF)

The Civil Society Forum is comprised of various CSOs who are working together to fight against hate and biased crimes within their mandate as civil society. The aim of this forum is to forge collaboration and intersectionality in responding and engaging with hate and biased crimes within communities in support of the objectives of NTT and PTTs. The CSF is open to members of the public who have a desire to contribute towards and act as agents of change for the eradication of hate and biased crimes within communities.

12.3. Chapter 9 Institutions Forum (C9IF)

Chapter 9 Institutions' Forum is comprised of various chapter 9 institutions who are working together to fight against hate and biased crimes within their mandate as chapter 9 institutions. The aim of this forum is to forge collaboration and intersectionality in responding and engaging with hate and biased crimes as chapter 9 institutions in support of the objectives of NTT and PTTs.

12.4. Development Agencies and Donors Forum (DADF)

Development Agencies and Donor's Forum is comprised of various donors and development agencies who are working together to fight against hate and biased crimes within their mandate as donors. The aim of this forum is to forge collaboration and intersectionality in responding

and engaging with hate and biased crimes as development partners in support of the objectives of NTT and PTTs. The key function of this forum is to assist with resource mobilization for the successful implementation of the NIS.

12.5. Hate and Bias Crimes Monitoring Forum (HBCMF)

The Hate and Bias Crimes Monitoring Forum is comprised of various stakeholders who are working together to fight against hate and biased crimes within their mandate as CSOs, government, donors, chapter 9 institutions, academics, activists, traditional leaders, faith-based communities. The aim of this forum is to forge collaboration and intersectionality in responding and engaging with hate and biased crimes as government in support of the objectives of NTT and PTTs.

13 THE ECOLOGICAL FRAMEWORK FOR ORGANIZING

The organising framework that informs the work of the NTT and implementation of the NIS resides in an ecological model. Figure illustrates the ecological model.

The ecological model operates from a place of a community, the social and relationality which recognises that we can speak both as LGBTI+ persons at the same time as we can speak as LGBTI+ communities. This is because the model recognises that we are individuals that are always a part of a community and we form relationships with each other in ways that foster relationality and are therefore never alone as individuals but are always a part of relationality through a sense of community.

Figure 11: An ecological model of organising



14 INTERVENTION STRATEGY 2021 – 2025

Draft 1

For discussion with NTT members

14.1.Operational Capacity



14.2. Results Framework

Focus Area 1 Strengthen the human, technical and financial capacity of the secretariat, CSOs, chapter 9 institutions and government officials to effectively implement objectives of the National Intervention Strategy					
<p>Project Intermediate Outcomes (by component):</p> <p>Adequately resourced secretariat and CSOs that are effectively and efficiently performing functions and duties of the National Intervention Strategy</p>	<p>Project Outputs (by component):</p> <p>a. Increased budget for CSOs at provincial level to attend meetings, write reports and report incidents and monitor cases</p>	<p>Activities:</p> <p>a. Allocate budget for attendance of 54 meetings of PTTs by CSOs per year (bi-monthly PTT and RRT meetings x 9 provinces x 5 years) and attend provincial NSP GBVF meetings as required.</p> <ul style="list-style-type: none"> • PTTs: R 5 120 per CSO participant physically attending the meeting, per PTT meeting (approx. R 1000 ancillary cost for attending the meeting, R 3000 for accommodation (2 nights' accommodation, night before and night of the meeting to avoid people leaving meeting early and resolve issues with safety of traveling at night), R 1000 for transport) + lunch at PTT meeting (R 120 per person). Alternative cost of data for participating in the meetings @ R200 pp (approximate value) if the meeting is being conducted virtually, or if the PTT member is unable to attend physically – to be provided at least 2 days before the meeting, to the CSO participant upon written request. • It is expected that the RRT will take place on the same day at the PTT (in the morning), or the day before as 2 nights' accommodation is being made available for CSO participants. If this is not possible, or is there is an urgent reason for a RRT to be called, the RRT should be held virtually. If the RRT takes place virtually, each CSO RRT participant will be provided with 2 gb data to attend (estimated at R 200). 	<p>Inputs:</p> <ul style="list-style-type: none"> • Annual budgets for transport, communication and emergency for CSOs at provincial level • Job advertisements and contracts for x3 additional staff members at the secretariat • Job advertisements and contracts for x9 CSO liaison officers • Existing KPAs for NTT and NIS related functions for deployed government employees and chapter nine institutions 	<p>Outcome Indicators (by component):</p> <p>Increased human, technical and financial resources at the secretariat and for CSO representatives of the NTT and NIS</p> <p>Increased commitment, consistency and accountability by government officials and chapter nine institutions</p>	<p>Output Indicators (by component):</p> <p>X12 attended meetings by CSOs and x12 cases at provincial level</p> <p>X3 additional staff visibly working at the secretariat</p> <p>X9 NTT CSOs liaison officers implementing NIS in all provinces</p> <p>Revised KPAs that include NIS/NTT related work for government employees and chapter 9 institutions</p>

<p>Focus Area 1</p>			
----------------------------	--	--	--

<p>Project Intermediate Outcomes (by component):</p> <p>Adequately resourced secretariat and CSOs that are effectively and efficiently performing functions and duties of the National Intervention Strategy</p>	<p>Project Outputs (by component):</p> <p>a. Increased budget for CSO's at provincial level to attend meetings, write reports and report incidents and monitor cases</p>	<p>Activities:</p> <ul style="list-style-type: none"> Note: the ancillary cost for attending the meeting is only payable if the CSO participant physically attends the meeting. If the CSO participant attends virtually, they will only receive a reimbursement of the cost of the data, calculated at the cost of the 2gb of data for each PTT meeting (the cost will be calculated based on the pre-paid cost of the data for the CSO participant's mobile network – for budgetary purposes this is estimated at R 200). The data payment will be made before the PTT meeting to the CSO. If the CSO fails to attend the meeting virtually after having requested the data, they will need to provide an explanation in writing, signed by the head of their organisation. Any CSO that requests data to attend a PTT meeting and then does not attend the virtual meeting, more than twice per financial year may be referred to the NTT secretariat for appropriate action. Estimate of 10 CSO participants per PTT x 6 PTT meetings x 9 provinces = R 2 764 800 per year CSO liaison officer / CSO Rep x9 / PTT co-chair – this is one role, with one CSO participant per province. This person has additional responsibilities, which they will be provided as outlined below. 	
---	---	---	--

Focus Area 1 Strengthen the human, technical and financial capacity of the secretariat, CSOs, chapter 9 institutions and government officials to effectively implement objectives of the National Intervention Strategy

<p>Project Intermediate Outcomes (by component):</p> <p>Adequately resourced secretariat and CSOs that are effectively and efficiently performing functions and duties of the National Intervention Strategy</p>	<p>Project Outputs (by component):</p> <p>a. Increased budget for CSOs at provincial level to attend meetings, write reports and report incidents and monitor cases</p>	<p>Activities:</p> <p>Communication budget:</p> <ul style="list-style-type: none"> • R 350 per month (2gb per month data (approx. R 200, different people will use different networks and cost different) + R 150 airtime for calls); R 4 200 per CSO rep x 9 provinces = R 37 800 per year • Ancillary cost of R1000 per month + R 350 communications budget x 12 months x 9 liaison officers = R 145 800 per year • Note: the above amount will be paid to the CSO liaison officer / Rep / co-chair in addition to the R 1 000 ancillary cost for attending scheduled PTT meetings. <p>Example:</p> <ul style="list-style-type: none"> • Normal CSO participant at a PTT meeting will receive R 1 000 for ancillary costs per PTT meeting physically attended (maximum of 6 PTT meetings per year). • CSO liaison officer / CSO Rep / PTT co-chair will receive R 1000 a month for assisting the secretariat + R 350 per month for communications, and an additional R 1 000 per month for ancillary costs linked to organising and physically attending the PTT meeting (maximum of 6 PTT meetings per year). <p>Per year: R 2 764 800 + R 145 800 = R 2 910 600</p> <p>For 5 years: R 2 910 600 x 5 years = R 14 553 000</p>	
---	--	--	--

Focus Area 1 Strengthen the human, technical and financial capacity of the secretariat, CSOs, chapter 9 institutions and government officials to effectively implement objectives of the National Intervention Strategy

<p>Project Intermediate Outcomes (by component):</p> <p>Adequately resourced secretariat and CSOs that are effectively and efficiently performing functions and duties of the National Intervention Strategy</p>	<p>Project Outputs (by component):</p> <p>b. Employ x3 more staff members to increase human resource capacity at the secretariat (both national and regional) and x 9 CSO liaison officers (regional)</p> <p>c. Insert NIS related KPA/s to job descriptions of government officials and chapter nine institutions who are deployed to oversight and/or implement NIS related objectives.</p>	<p>Activities:</p> <p>b. (i) Advertise, recruit and/or deploy x 3 additional staff members at the secretariat to strengthen the human resource capacity of the secretariat. One of these must be a senior level position that has capacity to fundraise, manage and perform high level strategic functions.</p> <p>c. Revise job descriptions of current government and chapter nine institutions representatives to the NTT and PTTs and insert KPAs that are specific to the implementation of the National Intervention Strategy to ensure increased commitment, effective accountability and fair reward for work outputs that are linked to the work of the NTT, NSP GBVF and PTTs for government employees.</p>		
---	--	--	--	--

Focus Area 2		Develop and implement Prevention Programmes to address violence on the grounds of sexual orientation, gender expression and sex characteristics, stakeholders serving on the NIT. the CSOs (Civil Society Organisations). CSOs will include Faith Based Organizations (FBOs), Traditional Leadership, human rights Civil Society Organizations, Public Officials, Perpetrators and Survivors of discrimination and hate crimes and GBVF. Intended total approximate number of people reached will be 6 million people.			
<p>Project Intermediate Outcomes (by component):</p> <p>Informed and sensitized communities and less incidences of hate crimes, GBVF, hate speech and discrimination.</p>	<p>Project Outputs (by component):</p> <p>a. 138 community radio interviews conducted.</p> <p>b. A total of 36 provincial community engagements (4 per province x 9 provinces) and 2 national dialogues to raise awareness conducted.</p> <p>c. National launch of the I Serve Equally and the Prevention Campaigns held.</p> <p>d. Healing Together Prevention Campaign -</p> <p>e. Debates in 3 local television shows conducted.</p> <p>f. Social media platform utilised to share information on discrimination and SOGIESC and information on how to report incidents.</p> <p>g. Different hate crimes and GBVF reporting platforms linked.</p> <p>h. Awareness material developed.</p> <p>i. User-friendly books on SOGIESC diversity of families, understanding employees and SOGIESC diversity developed.</p> <p>j. Comprehensive sexuality and SOGIESC diversity education sessions to address the problem of bullying of LGBTI+ learners conducted.</p> <p>k. Comprehensive sexuality and SOGIESC diversity education mainstreamed into the curriculum.</p>	<p>Activities:</p> <p>a. Conduct 138 community radio interviews per year, to raise awareness and encourage reporting of incidents through interviews in languages spoken in each region and province. Interviews to include information on incident reporting. Community radio interviews must cover the entire SO/GIE/SC spectrum equally:</p> <p>(1) Intersex awareness (e.g. the right to protection and affirmation of diverse sex characteristics, and the eradication of IGM) – 46 interviews.</p> <p>(2) Trans, nonbinary and gender diverse awareness (e.g. the right to gender recognition in public and private institutions and by the general public) – 46 interviews.</p> <p>(3) Lesbian, gay, bisexual, asexual and pansexual awareness (e.g. the right to sexual/romantic relations with persons of any gender) – 46 interviews.</p> <p>b. Conduct a total of 36 provincial community engagements (4 per province x 9 provinces) and 2 national community engagements to raise awareness. Traditional and religious leaders to participate in dialogues to become sensitised to LGBTI+ rights. Community engagement to include initiatives to increase incident report rates. Total of 36 engagements and 2 national engagements. Community engagements must cover the entire SO/GIE/SC spectrum equally:</p> <p>36 engagements, facilitated by a CSO linked to the PTT - 1 facilitator per 30 people.</p> <p>R 5 000 for facilitation of 1-day engagement (includes preparation costs, costs of writing report, etc.)</p>	<p>Inputs:</p> <ul style="list-style-type: none"> Media (local TV, community radio, social media, press releases) Technical Assistants Travelling Accommodation Catering Venue hire Sensitisation material on diverse SOGIESC (includes user friendly book for foundation phase learners and ECD) IT support Stationary Evaluation form to be completed by participants 	<p>Outcome Indicators (by component):</p> <p>Increased reporting of hate crimes, GBVF, hate speech and discrimination.</p> <p>Decreased incidents of hate crimes, GBVF, hate speech and discrimination.</p> <p>Increased acceptance of LGBTI+ persons.</p> <p>Baseline: According to the 2018 FHR Baseline Survey, 68% of people living in South Africa believe that people should be free to choose and express their SOGIESC without fear of judgement.</p> <p>Target: By the end of the project life, at least 75% of people living in South Africa should agree or strongly agree that people should be free to choose and express their SOGIESC without fear of judgement.</p>	<p>Output Indicators (by component):</p> <p>Number of awareness campaigns conducted.</p> <p>Number of community radio interviews conducted.</p> <p>Number of community dialogues held.</p> <p>Reports, attendance registers, data of numbers of viewers and listeners (local TV and community radio), press releases, awareness materials, completed evaluation form.</p> <p>Baseline: Raise awareness of LGBTI+ rights and diverse SOGIESC.</p> <p>Target: 2 million additional people reached per year through the activities of this project specifically. 2 million per year over 3 years = 6 million people in total.</p>

Focus Area 2

Develop and implement Prevention Programmes to address violence on the grounds of sexual orientation, sexual orientation, gender expression and sex characteristics, stakeholders serving on the NTT. the CSOs (Civil Society Organisations). CSOs will include Faith Based Organizations (FBOs), Traditional Leadership, human rights Civil Society Organizations, Public Officials, Perpetrators and Survivors of discrimination and hate crimes and GBVF. Intended total approximate number of people reached will be 6 million people.

Project Intermediate Outcomes (by component):

Informed and sensitized communities and less incidences of hate crimes, GBVF, hate speech and discrimination.

Activities:

Transport: R 1 000 for facilitator + R 15 000 for 30 participants (R 500 per participant - 30 people).

Note this assumes the facilitator is based in the same province where the training takes place.

Accommodation: R 1 500 x 2 (assume 2 nights' accommodation) for facilitator (night before for preparation, night of the day of the training to ensure the training does not end early due to transport issues)

Catering costs: R 3 840; R 120 per participant (assume average of 32 participants – 30 people + 1 facilitator + 1 DOJCD / M & E representative)

Conferencing costs: R 45 000 for venue + recording, presentations, tea, etc.

Cost per engagement:

R 72 840 x 36 community engagements = R 2 622 240

2 National engagements, to be facilitated by CSOs linked to the NTT. Includes government departments and Chapter 9 institutions, religious and traditional leaders, representatives of the private sector and trade unions. 2 facilitators for maximum of 60 participants.

R 5 000 for facilitation of 1-day dialogue (includes preparation costs, costs of writing report, facilitation etc.) x 2 facilitators

Transport: R 12 000 for facilitator (including flights) + R 240 000 for 40 non-government participants (R 6000 per participant for flights - 40 people; note cost of transport and accommodation for government officials including traditional leaders is not included).

<p>Focus Area 2</p>	<p>Develop and implement Prevention Programmes to address violence on the grounds of sexual orientation, sexual orientation, gender expression and sex characteristics, stakeholders serving on the NTT, the CSOs (Civil Society Organisations). CSOs will include Faith Based Organizations (FBOs), Traditional Leadership, human rights Civil Society Organizations, Public Officials, Perpetrators and Survivors of discrimination and hate crimes and GBVF. Intended total approximate number of people reached will be 6 million people.</p>			
<p>Project Intermediate Outcomes (by component):</p> <p>Informed and sensitized communities and less incidences of hate crimes, GBVF, hate speech and discrimination.</p>	<p>Activities:</p> <p>Accommodation R 6000 (assume 2-night accommodation at R 1 500 per night x 2 facilitators) for facilitator + R 120 000 (40 non-government participants x 2 nights x R 1500)</p> <p>Catering costs: R 7 560; R 120 per participant (maximum of 63 participants – 40 non-governmental participants, 20 government participants, 2 facilitators + 1 DOJCD representative)</p> <p>Conferencing costs: R 70 000 for venue + recording, presentations, tea, etc.</p> <p>Cost per dialogue:</p> <p>R 465 560 x 2 national community engagements = R 931 120</p> <p>Total of R 3 553 360 per year</p> <p>Total for all engagements: R 17 766 800 (180 community engagements and 10 national engagements over 5 years)</p> <p>c. National launch of the I Serve Equally Campaign and the National Prevention Campaigns. These launch campaigns will include initiatives to increase incidents report rates.</p> <p>d. Participate in 3 local television shows (Soweto TV, Tshwane TV, Siyakudumisa DSTV Channe) in debates on issues of discrimination on the basis of sexual orientation (SO), gender identity and gender expression (GIE), and sex characteristics (SC).</p>			

Focus Area 2

Develop and implement Prevention Programmes to address violence on the grounds of sexual orientation, sexual orientation, gender expression and sex characteristics, stakeholders serving on the NTT, the CSOs (Civil Society Organisations). CSOs will include Faith Based Organizations (FBOs), Traditional Leadership, human rights Civil Society Organizations, Public Officials, Perpetrators and Survivors of discrimination and hate crimes and GBVF. Intended total approximate number of people reached will be 6 million people.

Project Intermediate Outcomes (by component):

Informed and sensitized communities and less incidences of hate crimes, GBVF, hate speech and discrimination.

Activities:

- e. Utilise existing social media platforms to share information on discrimination, hate speech and hate crime on the basis of SOGIESC and information on how to report incidents.
 - f. Link existing reporting platform (report.lovenothate.org.za) for reporting hate crimes and GBVF with SAPS incident reporting (10111) and the Gender Command Centre Helpline to ensure that incidents are captured and attended to.
 - g. Create content on LGBTI+ rights awareness with the Department of Justice and Constitutional Development's Public Education Campaign (PEC) and Government Communication and Information Systems (GCIS).
 - h. Develop user-friendly books on diversity of families, understanding gender, bodies and sexuality for foundation phase learners and Early Childhood Development (ECD). Books to include information on reporting incidents.
 - i. Conduct comprehensive sexuality and SOGIESC diversity education sessions to address the problem of bullying of LGBTI+ learners. Total of 360 schools (40 per province x 9 provinces) stakeholders serving on the NTT. CSOs. Sessions to include information on how to report incidents.
- 360 schools total (40 schools per province x 9 provinces), maximum of 60 participants per school (learners and staff) - note every 30 people will require an additional facilitator. Participants to be selected by the schools, likely senior educational admin staff (principal, HODs, School Board members, counsellors, medical staff), applicable educators, learner members of student administration bodies (e.g.: prefects, class leaders, etc.), normal learners (grades to be selected by the school).

<p>Focus Area 2</p>	<p>Develop and implement Prevention Programmes to address violence on the grounds of sexual orientation, sexual orientation, gender expression and sex characteristics, stakeholders serving on the NTT, the CSOs (Civil Society Organisations). CSOs will include Faith Based Organizations (FBOs), Traditional Leadership, human rights Civil Society Organizations, Public Officials, Perpetrators and Survivors of discrimination and hate crimes and GBVF. Intended total approximate number of people reached will be 6 million people.</p>			
<p>Project Intermediate Outcomes (by component):</p> <p>Informed and sensitized communities and less incidences of hate crimes, GBVF, hate speech and discrimination.</p>		<p>Activities:</p> <p>Education sessions to take place at the school itself to reduce costs and to ensure the safety of the learners attending.</p> <p>360 sessions, likely 2 facilitators per session.</p> <p>2x R 5 000 for facilitation of 1-day dialogue (this to include preparation costs, costs of writing report, etc.)</p> <p>Transport: 2 x R 1 000 for facilitator</p> <p>Accommodation 2 x R 3000 (assume 2-night accommodation) for facilitator (night before for preparation, night of the event to ensure the event does not end early).</p> <p>Catering costs: R 7 560 - R 120 per participant (assume average of 63 participants – 60 people + 2 facilitators + 1 DOJCD representative)</p> <p>Conferencing costs: None as this will be held at the school</p> <p>Cost per dialogue school (2 facilitators)</p> <p>R 25 560</p> <p>Total cost of sexuality education programme for 360 schools:</p> <p>R 25 560 x 360 schools</p> <p>Total for 360 schools over 5 years: R 9 201 600</p>		

<p>Focus Area 2</p>	<p>Develop and implement Prevention Programmes to address violence on the grounds of sexual orientation, sexual orientation, gender expression and sex characteristics, stakeholders serving on the NTT, the CSOs (Civil Society Organisations). CSOs will include Faith Based Organizations (FBOs), Traditional Leadership, human rights Civil Society Organizations, Public Officials, Perpetrators and Survivors of discrimination and hate crimes and GBVF. Intended total approximate number of people reached will be 6 million people.</p>			
<p>Project Intermediate Outcomes (by component):</p> <p>Informed and sensitized communities and less incidences of hate crimes, GBVF, hate speech and discrimination.</p>	<p>Activities:</p> <p>j. Mainstream sexuality and SOGIESC diversity education in the curriculum under Life Orientation at Basic and Tertiary (Universities and TVETs) and with Teachers Trade Unions. Information on reporting incidents to also be included.</p> <p>Assuming basic costs similar to the sexuality education at schools, will need to determine number of universities (approximately 26 public universities in SA) / TVET (approx. 364 campuses) / trade unions (approx. 4 unions) to be reached over 5 years.</p> <p>Universities, TVET, and unions to select participants. Participants should include senior management as well as educators and students.</p> <p>390 public universities, TVET and 4 Teachers unions nationally. Students + staff (note every 30 people will require an additional facilitator), maximum of 60 participants.</p> <p>Education sessions to take place at the schools themselves to reduce costs, this will mean 390 sessions and no cost for transport of participants.</p> <p>390 sessions and 4 Teachers unions nationally, likely 2 facilitators per session.</p> <p>2x R 5 000 for facilitation of 1-day dialogue (this to include preparation costs, costs of writing report, etc.)</p> <p>Transport: 2 x R 1 000 for facilitator</p> <p>Accommodation 2 x R 3 000 (assume 2-night accommodation) for facilitator (night before for preparation, night of the event to ensure the event does not end early).</p>			

<p>Focus Area 2</p>	<p>Develop and implement Prevention Programmes to address violence on the grounds of sexual orientation, sexual orientation, gender expression and sex characteristics, stakeholders serving on the NTT, the CSOs (Civil Society Organisations). CSOs will include Faith Based Organizations (FBOs), Traditional Leadership, human rights Civil Society Organizations, Public Officials, Perpetrators and Survivors of discrimination and hate crimes and GBVF. Intended total approximate number of people reached will be 6 million people.</p>		
<p>Project Intermediate Outcomes (by component):</p> <p>Informed and sensitized communities and less incidences of hate crimes, GBVF, hate speech and discrimination.</p>		<p>Activities:</p> <p>Catering costs: R 7 560 - R 120 per participant (assume average of 63 participants - 60 people + 2 facilitators + 1 DOJCD representative)</p> <p>Conferencing costs: None as this will be held at the school</p> <p>Cost per dialogue school (2 facilitators), R 25 560</p> <p>Total cost of sexuality and SOGIESC diversity education programme for 390 schools and 4 teachers unions:</p> <p>R 25 560 x 394 institutions and teachers unions: R 10 070 640.</p>	

Output Milestones		FY5																
		FY4			FY3			FY2			FY1							
Milestone Number	Milestone Description	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
1.	Develop and implement Prevention Programmes to address violence on the grounds of sexual orientation, sexual orientation, gender expression and sex characteristics, led by stakeholders serving on the NTT. Stakeholders will include key government departments, CSO working in the sector, Faith Based Organizations (FBOs), Traditional Leadership, human rights Civil Society Organizations, Public Officials, Perpetrators and Survivors of discrimination, hate speech, hate crimes and GBVF. Intended total approximate number of people reached will be 6 million people.																	
2.	Listeners of 138 community radio interviews are sensitised to LGBTI+ rights and are informed as to how to report incidents per year. Check the level of listenership per radio station (RAMS) to tell us exactly how many listeners are being reached per interview				X												X	
	Conduct a total of 36 provincial community engagements (4 per province x 9 provinces) and 2 national engagements to raise awareness. Traditional and religious leaders to participate in dialogues to become sensitised to LGBTI+ rights. Dialogues to include initiatives to increase incident report rates. Total of 38 dialogues.	3	3	3	4	3	3	3	4	3	3	3	3	3	3	3	4	3

Output Milestones		FY5																
		FY4				FY3				FY2				FY1				
Milestone Number	Milestone Description	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
3.	National launch of the I Serve Equally Campaign and the National Prevention Campaigns (Healing Together Campaign). These launch campaigns will include initiatives to increase incident report rates.			X														
4.	Link with 3 local television shows (Soweto TV, Tshwane TV, Siyakudumisa DSTV, SABC Channel) to engage in debates on issues of discrimination and SOGIESC. This will be an ongoing engagement.				X													
5.	Enhance existing social media platforms to share information on discrimination and SOGIESC and information on how to report incidents. This is an ongoing process.	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
6.	Link existing reporting platform (report.lovenothate.org.za) for reporting hate crimes and GBVF with SAPS incident reporting (10111) and the Gender Command Centre Helpline to ensure that incidents are captured and attended to.				X													
7.	Create content on LGBTI+ rights awareness with the Department of Justice and Constitutional Development's Public Education Campaign (PEC) and Government Communication and Information Systems (GCIS).			X														

Focus Area 3		Develop an Improved Response by the Criminal Justice System (CJS) to support survivors of hate crimes and GBVF and families of victims of hate crimes and GBVF; and timeous finalisation of pending hate crime and GBVF cases that will lead to an increase in report of incidents of discrimination and hate crimes and GBVF against LGBTI+ persons.			
Project Intermediate Outcomes (by component):	Project Outputs (by component):	Activities:	Inputs:	Outcome Indicators (by component):	Output Indicators (by component):
<p>a. Increased number of finalised, reported, and pending hate crime, GBVF, hate speech and discrimination cases.</p> <p>b. Empowered survivors and families of victims of hate crimes, GBVF, hate speech and discrimination against LGBTI+ persons.</p>	<p>a. An Integrated and up to date data capturing and monitoring of hate crime, GBVF, hate speech and discrimination cases system (case management system) are developed.</p> <p>b. Norms and Guidelines for frontline CJS officials to accurately document new cases on database are developed.</p> <p>c. Follow-ups regarding pending discrimination, hate speech, hate crimes and GBVF cases, within the CJS, to ensure timeous finalisation of cases completed.</p> <p>d. An effective response care approach - psychosocial support and resource programme for survivors of discrimination, hate speech, hate crimes and GBVF and families of victims of hate crimes, GBVF, hate speech and discrimination directed against LGBTI+ persons is provided with other departments..</p> <p>e. Temporary shelters meet the needs of LGBTI+ survivors of discrimination, hate speech, hate crimes and GBVF and families (where necessary to avoid persecution) of victims of hate crimes and GBVF.</p>	<p>a. Develop an Integrated Data capturing and monitoring of hate crime, GBVF, hate speech and discrimination cases system (case management system).</p> <p>b. Develop Norms and Guidelines for frontline CJS officials to accurately document new cases on database</p> <p>c. Follow-ups regarding pending hate crimes and GBVF cases, within the CJS, to ensure timeous finalisation of cases.</p> <p>d. Work with relevant government departments to provide effective response care approach - psychosocial support for survivors of discrimination, hate speech, hate crimes and GBVF and families of victims of hate crimes and GBVF directed against LGBTI+ persons.</p> <p>e. Work with DSD to ensure existing temporary shelters meet the needs of LGBTI+ survivors of discrimination, hate speech, hate crimes and GBVF and families (where necessary to avoid persecution) of victims of hate crimes and GBVF.</p>	<ul style="list-style-type: none"> • Technical Assistant to assist with creating and implementing Data • Capturing and monitoring of hate crime cases system (case management system) linked to the DOJCD's National Operation Centre (NOC). • Technical Assistant to develop Norms and Guidelines for frontline CJS officials to accurately document new cases on database. • IT Support • Travel and accommodation for National Rapid Response Team members. • Travel and accommodation for Provincial Rapid Response Team members. • Data and airtime 	<p>More pending hate crime, GBVF, hate speech and discrimination cases finalised</p> <p>Successful convictions of perpetrators.</p> <p>Baseline: 51% of cases pending are finalised.</p> <p>Target: 75% of cases pending are finalised.</p>	<p>Integrated Data capturing and monitoring of hate crime, GBVF, hate speech and discrimination cases system (case management system) in place.</p> <p>Attendance Registers of RRT meetings.</p> <p>Norms and Guidelines finalised.</p> <p>Regular Reports.</p> <p>Baseline: A 2016 study by the Love Not Hate Campaign found that 88% of LGBTI+ persons do not report incidents to police. This means that the report rate for incidents is currently approximately 12%.</p> <p>Target: Report rate for incidents at 30%.</p>

Activity milestones																							
Milestone Number	Milestone Description	FY1				FY2				FY3				FY4				FY5					
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
Component Name:	Develop an Improved Response by the Criminal Justice System (CJS) to support survivors of hate crimes and GBVF and families of victims of hate crimes and GBVF, and timeous finalisation of pending hate crime cases that will lead to an increase in report of incidents of discrimination, hate speech, hate crimes and GBVF against LGBTI+ persons.																						
	Break down activity milestones, for example, the appointment of staff, purchasing of equipment, obtaining permissions, tendering work																						
1.	Develop an Integrated Data capturing and monitoring of hate crime, GBVF, hate speech and discrimination cases system (case management system).				X																		
2.	Develop Norms and Guidelines for frontline CJS officials to accurately document new cases on database				X																		
3.	Follow-ups regarding pending hate crimes, GBVF, hate speech and discrimination cases, within the CJS, to ensure timeous finalisation of cases. Ongoing.	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
4.	Work with relevant government departments to provide effective response care approach - psychosocial support for survivors/victims of hate crimes, GBVF, hate speech and discrimination and families of victims of hate crimes, GBVF, hate speech and discrimination directed against LGBTI+ persons. Ongoing.	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
5.	Work with DSD to ensure existing temporary shelters to meet the needs of LGBTI+ survivors of hate crimes and GBVF, LGBTI+ people rejected by their families and unhoused LGBTI+ people, and families (where necessary to avoid persecution) of victims of hate crimes and GBVF. Ongoing.	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

Focus Area 4					
Capacity Building, through sensitisation, awareness and training of officials of key Public Service Institutions to assist in concluding incidents and complaints of discrimination and Hate crimes and GBVF, and also to address the problem of secondary victimisation.					
Project Intermediate Outcomes (by component):	Project Outputs (by component):	Activities:	Inputs:	Outcome Indicators (by component):	Output Indicators (by component):
<p>An empowered public service to deal and manage reported hate crime, GBVF, hate speech and discrimination cases by victims.</p> <p>Decreased incidences of secondary victimisation.</p>	<p>a. Additional copies of the Guide for Service Providers and rolled out the training reprinted.</p> <p>b. Training of officials rolled out.</p> <p>c. Specialised training on SOGIESC diversity education per province with NPA officials and healthcare officials working in the Witness Protection Unit conducted.</p> <p>d. Support and mentorship to public officials who have been trained on LGBTI+ rights provided.</p> <p>e. Training with senior government officials on LGBTI+ rights conducted.</p>	<p>a. Reprint additional copies of the Guide for Service Providers.</p> <p>b. Training of trainers especially in targeting DoH, NPA, SAPS, DSD (CJS), DHA, CoGTA, DBE and DHET, DCS, Chapter 9 Institutions officials and community Advice Offices – total of 21 training workshops (9 provinces x 3 trainings over 5-year period).</p> <p>Training costs 2 x R 5 000 for facilitation of 1-day training (includes preparation costs, costs of writing report, etc.)</p> <p>Transport: R 2 000 for facilitator (R 1000 x 2 facilitators) + R 1 000 transport costs for 2 Community advice offices (CAOs) (R 500 transport per CAO); other participants are from government departments and do not need transport to be budgeted for.</p> <p>Accommodation R 6000: R 1500 (assume 2-night accommodation, night before and night of) for facilitators x2</p> <p>Catering costs: R 2640; R 120 per participant (assume average of 22 participants – 20 people + 1 facilitator + 1 DOJCD representative)</p> <p>Total cost per training: R 21 640</p> <p>Total cost for 27 trainings over 5 years: R 21 640 x 27 = R 584 280.</p>	<ul style="list-style-type: none"> • Technical Assistants to conduct the training and mentorship. • Training material (Guide for Service Providers). • IT support • Venue • Catering • Transport • Accommodation • Evaluation form to be completed by participants • Data and airtime 	<p>More reporting by victims of hate crimes, GBVF, hate speech and discrimination.</p> <p>Decreased reports of incidences of secondary victimisation.</p> <p>Baseline: A 2004 study in Gauteng by Polders & Wells showed 73% of survivors of discrimination and hate crimes and GBVF against LGBTI+ persons had not reported to police out of fear of abuse by police. This means that 27% reported.</p> <p>Target: To increase report rates from 27% to 40%.</p>	<p>Training Reports</p> <p>Copies of the Guide for Service Providers</p> <p>Evaluation Forms</p> <p>Attendance registers</p> <p>Baseline: 108 training of trainer public officials received training and sensitisation on LGBTI+ rights during the piloting of the Guide in 6 provinces and also tracking how many other officials have been trained by trainers and the impact of the training provided.</p> <p>Target: An additional 378 officials from DoH, NPA, SAPS, DSD (CJS), DHA, DBE and DHET, DCS, Chapter 9 Institutions officials and Community Advice Offices will receive training and sensitisation on LGBTI+ rights.</p>

Focus Area 4	Capacity Building, through sensitisation, awareness and training of officials of key Public Service Institutions to assist in concluding incidents and complaints of discrimination and Hate crimes and GBVF, and also to address the problem of secondary victimisation.			
<p>Project Intermediate Outcomes (by component):</p> <p>An empowered public service to deal and manage reported hate crime, GBVF, hate speech and discrimination cases by victims</p> <p>Decreased incidences of secondary victimisation.</p>	<p>Activities:</p> <p>c. Conduct specialised training on sexual orientation and diversity per province with NPA officials working in the Witness Protection Unit so as to be able to deal with potential witnesses of discrimination and hate crime court cases.</p> <p>d. Provide support and mentorship to public officials who have been trained on LGBTI+ rights. Support to be provided by trainers, NTT members and secretariat via email response to written queries.</p> <p>e. Conduct training with senior government officials on LGBTI+ rights, 1 per year for 5 years.</p> <p>Training costs</p> <p>R 5 000 for facilitation of 1-day training (includes preparation costs, costs of writing report, etc.)</p> <p>Transport: R 1000 for facilitator</p> <p>Accommodation R 1500 (assume 1-night accommodation) for facilitator. Note – only 1-night accommodation necessary as these trainings will not take up a significant amount of time, maximum time of 2 hours per event.</p> <p>Catering costs: R 3 840; R 120 per participant (assume average of 32 participants – 20 people + 1 facilitator + 1 DOJCD representative).</p> <p>Total cost per training: R 11 340 x 5 years</p> <p>Total for 5 years = R 56 700</p> <p>Note: Train government departments, and the number of senior officials per department and training institutions of government and DIRCO Diplomatic school.</p>	<p>Inputs:</p> <ul style="list-style-type: none"> • Technical Assistants to conduct the training and mentorship. • Training material (Guide for Service Providers). • IT support • Venue • Catering • Transport • Accommodation • Evaluation form to be completed by participants • Data and airtime 	<p>Outcome Indicators (by component):</p> <p>More reporting by victims of hate crimes and GBVF</p> <p>Decreased reports of incidences of secondary victimisation.</p> <p>Baseline: A 2004 study in Gauteng by Polders & Wells showed 73% of survivors of discrimination and hate crimes and GBVF against LGBTI+ persons had not reported to police out of fear of abuse by police. This means that 27% reported.</p> <p>Target: To increase report rates from 27% to 40%.</p>	<p>Output Indicators (by component):</p> <p>Training Reports</p> <p>Copies of the Guide for Service Providers</p> <p>Evaluation Forms</p> <p>Attendance registers</p> <p>Baseline: 108 training of trainer public officials received training and sensitisation on LGBTI+ rights during the piloting of the Guide in 6 provinces and also tracking how many other officials have been trained by trainers and the impact of the training provided.</p> <p>Target: An additional 378 officials from DoH, NPA, SAPS, DSD (CJS), DHA, DBE and DHET, DCS, Chapter 9 Institutions officials and Community Advice Offices will receive training and sensitisation on LGBTI+ rights.</p>

Activity milestones																						
Milestone Number	Milestone Description	FY1				FY2				FY3				FY4				FY5				
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
Component Name:	Capacity Building, through sensitisation, awareness and training of officials of key Public Service Institutions to assist in concluding incidents and complaints of discrimination, hate speech, hate crimes and GBVF, and also to address the problem of secondary victimisation.																					
	Break down activity milestones, for example, the appointment of staff, purchasing of equipment, obtaining permissions, tendering work																					
1.	Reprint additional copies of the Guide for Service Providers, roll out the training - especially in key hotspot provinces targeting DoH, NPA, SAPS, DSD (CJS), DHA, DBE, CoGTA and DHET officials (2 trainings x 6 provinces previously piloted; and 3 trainings x 3 provinces not piloted) – total of 21 training workshops.																					
2.	Conduct specialised training on SOGIESC diversity per province with NPA officials working in the Witness Protection Unit so as to be able to deal with potential witnesses of hate crime court cases.																					
3.	Provide support and mentorship to public officials who have been trained on LGBTI+ rights. Ongoing.	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
4.	Conduct training with senior government officials on LGBTI+ rights. Ongoing as new officials enter into government service.																					

Effective, working and well-coordinated National and Provincial Task Team, Subcommittees, Forums.					
Focus Area 5	Project Intermediate Outcomes (by component):	Project Outputs (by component):	Activities:	Inputs:	Outcome Indicators (by component):
Effective national and provincial structures. Effective implementation of the project activities.	<p>a. Quarterly NTT meetings to provide strategic guidance and support to the NTT committee and its subcommittees i.e Rapid Response Task Teams [RRTs], Research Monitoring, Evaluation and Learning [RMELE], Legal, Advocacy and Lobbying [LAL], Public Education and Training [PET], Building Communities and Social Cohesion [BCSC] and all its forums namely, the Civil Society Forum [CSF], the Intergovernmental Forum [IGF], the Chapter 9 Institutions [C9IF], Developing Agencies and Donor's Forum [DADF], Hate and Bias Crimes Monitoring Forum [HBCMF].</p> <p>b. Bi-monthly NTT Committee Meetings to develop strategies, documents and material for approval by the NTT held.</p> <p>c. Monthly National Rapid Response Team meetings held including other newly developed subcommittees of the NTT namely; Research Monitoring, Evaluation and Learning [RMELE], Legal, Advocacy and Lobbying [LAL], Public Education and Training [PET], Building Communities and Social Cohesion [BCSC], and Report Subcommittee</p> <p>d. Bi-monthly PTT meetings, monthly PTT committee meetings and weekly PTT subcommittee meetings to support the work of the Provincial DOJCD secretariats</p> <p>e. Support to assist with the hosting of bi-monthly Provincial Task Team and Rapid Response Team meetings provided.</p> <p>f. Oversight through site visits to monitor the implementation of the NIS provided.</p>	<p>a. Hold quarterly NTT meetings to provide strategic guidance and support to the Working Group, Provincial develop and Rapid Response Task Teams.</p> <p>b. Hold Bi-monthly Working Group Meetings to develop strategies, documents and material for approval by the NTT.</p> <p>c. Hold Monthly National Rapid Response Team meetings to monitor the status of pending cases and progress made in providing support to survivors and families of victims of hate crime and discrimination. Including meetings of all other newly established subcommittees.</p> <p>d. Provide support to assist with the hosting of bi-monthly Provincial Task Team and Rapid Response Team meetings and all PTT subcommittees to ensure their effective co-ordination and implementation of the Project activities.</p> <p>e. Provide oversight through site visits to monitor the implementation of the NIS and the effectiveness and challenges faced by the provincial structures.</p>	<ul style="list-style-type: none"> Venues Transport Accommodation Catering IT support Reporting Template Data and airtime 	<p>Regular meetings held.</p> <p>Regular Reports on progress made and challenges faced in implementing project activities</p> <p>Baseline: All scheduled meetings.</p> <p>Target:</p> <p>Per Year:</p> <p>4 x NTT meetings</p> <p>6 x NTT committee meetings</p> <p>12x National RRT meeting</p> <p>6 x Provincial Task Team and Provincial RRT meetings per province x 9 provinces = 54 PTT and RRT meetings</p> <p>6 x subcommittee's meetings x 4 subcommittees x 9 provinces = 216</p> <p>Total of 290 meetings per year held.</p>	<p>Attendance Registers</p> <p>Minutes of the Meetings</p> <p>Quarterly Progress Reports</p> <p>Baseline: Minutes, Attendance Registers and Reports of all meetings.</p> <p>Target:</p> <p>Minutes, Attendance Registers and Reports of all meetings submitted to DOJCD.</p>

Effective, working and well-coordinated National and Provincial Task Team, Subcommittees, Forums.				
Focus Area 5	Project Intermediate Outcomes (by component):	Effective national and provincial structures.	Effective implementation of the project activities.	Output Indicators (by component): Attendance Registers Minutes of the Meetings Quarterly Progress Reports Baseline: Minutes, Attendance Registers and Reports of all meetings. Target: Minutes, Attendance Registers and Reports of all meetings submitted to DOJCD.
Project Outputs (by component):	a. Quarterly NTT meetings to provide strategic guidance and support to the Provincial Task Teams and Rapid Response Teams held. b. Monthly National Rapid Response Team meetings held. c. Support to assist with the hosting of bi-monthly Provincial Task Team and Rapid Response Team meetings provided. d. Oversight through site visits to monitor the implementation of the NIS provided.	Activities: a. Hold quarterly NTT meetings to provide strategic guidance and support to the Working Group, Provincial develop and Rapid Response Task Teams. Cost for NTT meetings: Travel: R 48 500; R 6 000 x 8 + R 500 (8 CSO reps flying to the meeting, 1x CSO rep from the same province needing a shuttle) Accommodation: R 24 000; R 1500 per CSO x 2 nights x 8 CSOs Catering: R 7 200: R 120 per participant x 60 participants Venue: R 75 000 conferencing (tea, lunch, presentation, microphones, etc.) Note, as this is part of the responsibilities of the CSO rep for each province, there is no stipend for attending the NTT meetings as the CSO rep is already compensated for ancillary expenses every month. R 154 700 x 4 meetings per year = R 618 800 Total for NTT meetings over 5 years: R 3 094 000	Inputs: <ul style="list-style-type: none"> • Venues • Transport • Accommodation • Catering • IT support • Reporting • Template • Data and airtime 	Outcome Indicators (by component): Regular meetings held. Regular Reports on progress made and challenges faced in implementing project activities Baseline: All scheduled meetings. Target: Per Year: 4 x NTT meetings 6 x NTT committee meetings 12x National RRT meeting 6 x Provincial Task Team and Provincial RRT meetings per province x 9 provinces = 54 PTT and RRT meetings 6 x subcommittee's meetings x 4 subcommittees x 9 provinces = 216 Total of 290 meetings per year held.

Effective, working and well-coordinated National and Provincial Task Team, Subcommittees, Forums.					
Focus Area 5	Project Intermediate Outcomes (by component):	Project Outputs (by component):	Activities:	Inputs:	Outcome Indicators (by component):
Focus Area 5 Project Intermediate Outcomes (by component): Effective national and provincial structures. Effective implementation of the project activities.	Project Outputs (by component): a. Quarterly NTT meetings to provide strategic guidance and support to the NTT committee and its subcommittees i.e Rapid Response Task Teams [RRTs], Research Monitoring, Evaluation and Learning [RMELE], Legal, Advocacy and Lobbying [LAL], Public Education and Training [PET], Building Communities and Social Cohesion [BCSC] and all its forums namely, the Civil Society Forum [CSF], the Intergovernmental Forum [IGF], the Chapter 9 Institutions [C9I], Developing Agencies and Donor's Forum [DADF], Hate and Bias Crimes Monitoring Forum [HBCMF]. b. Bi-monthly NTT Committee Meetings to develop strategies, documents and material for approval by the NTT held. c. Monthly National Rapid Response Team meetings held including other newly developed subcommittees of the NTT namely: Research Monitoring, Evaluation and Learning [RMELE], Legal, Advocacy and Lobbying [LAL], Public Education and Training [PET], Building Communities and Social Cohesion [BCSC], and Report Subcommittee d. Bi-monthly PTT meetings, monthly PTT committee meetings and weekly PTT subcommittee meetings to support the work of the Provincial DOJCD secretariats e. Support to assist with the hosting of bi-monthly Provincial Task Team and Rapid Response Team meetings provided. f. Oversight through site visits to monitor the implementation of the NIS provided.	Activities: b. Hold Monthly National Rapid Response Team meetings to monitor the status of pending cases and progress made in providing support to survivors and families of victims of hate crime and discrimination. Including meetings of all other newly established subcommittees. Transport: R 1 500; 6x CSOs x R 250 Catering: R 1 200; 10 participants R 120 per person Total per NRRT: R 2700 Per year: R 32 400 Over 5 years: R 162 000 c. Provide support to assist with the hosting of bi-monthly Provincial Task Team and Rapid Response Team meetings to ensure their effective co-ordination and implementation of the Project activities. d. Provide oversight through site visits to monitor the implementation of the NIS and the effectiveness and challenges faced by the provincial structures.	Inputs: <ul style="list-style-type: none"> • Venues • Transport • Accommodation • Catering • IT support • Reporting • Template • Data and airtime 	Outcome Indicators (by component): Regular meetings held. Regular Reports on progress made and challenges faced in implementing project activities Baseline: All scheduled meetings. Target: Per Year: 4 x NTT meetings 6 x NTT committee meetings 12x National RRT meeting 6 x Provincial Task Team and Provincial RRT meetings per province x 9 provinces = 54 PTT and RRT meetings 6 x subcommittees meetings x 4 subcommittees x 9 provinces = 216 Total of 290 meetings per year held.	Output Indicators (by component): Attendance Registers Minutes of the Meetings Quarterly Progress Reports Baseline: Minutes, Attendance Registers and Reports of all meetings. Target: Minutes, Attendance Registers and Reports of all meetings submitted to DOJCD.

Research, Monitoring and Evaluation of the progress, outcomes, impact and challenges regarding the implementation of the Project.						
Focus Area 6	Project Intermediate Outcomes (by component):	Project Outputs (by component):	Activities:	Inputs:	Outcome Indicators (by component):	Output Indicators (by component):
Progress and challenges regarding the implementation of activities ascertained and addressed. Impact and effectiveness of the project ascertained. Evidence of incidences and trends built and sustained	<p>a. Monitoring and evaluation strategy to identify challenges and assess the impact and effectiveness of all project activities designed and developed.</p> <p>b. Regular monitoring of progress made in implementing project activities conducted.</p> <p>c. Mid-term evaluation of the programme conducted.</p> <p>d. End-of-project evaluation of the entire programme conducted.</p> <p>e. Ongoing research that is relevant to building evidence to inform activities of the NTT/NIS</p> <p>f. Monitor localization of sub-regional, regional and international instruments and mechanisms at national level.²³</p>	<p>a. Design and develop a monitoring and evaluation strategy to identify challenges and assess the impact and effectiveness of all project activities.</p> <p>b. Conduct regular monitoring of activities implemented by PTTs, through quarterly progress reports presented at quarterly NTT meetings.</p> <p>c. Conduct mid-term evaluation of the programme.</p> <p>d. Conduct end-of-project evaluation of the entire programme.</p> <p>e. Conduct research that is relevant to building evidence to inform activities of the NTT/NIS</p> <p>f. Conduct x 6 regular/periodic seminars/workshops/think tanks to solidify monitoring and tracking strategies/implementation of global commitments.</p> <p>M & E calculated at 10% of the total budget</p>	<ul style="list-style-type: none"> External Technical Assistant to develop the M & E tool, conduct the evaluation. Printed Mid and end Term evaluation reports. IT support Travel Accommodation Publications of research findings through reports, policy briefs and papers 4x submissions to relevant bodies Data and airtime 	<p>Successful implementation of project activities outlined on progress reports.</p> <p>Findings of Evaluation reports.</p> <p>Baseline: Progress Reports and Evaluation Reports</p> <p>Target: Progress Reports and Evaluation Reports</p> <p>Active involvement in the research pillars of the NSP-GBVF and NSP-HIV/AIDS</p>	<p>M&E Tool.</p> <p>Mid-term and end-of-project evaluation reports.</p> <p>Progress Reports</p> <p>Baseline: Progress, mid and end term reports.</p> <p>Target: All reports received as planned.</p> <p>Localization of regional instruments through change in policy</p>	

²³ Including Resolution 275 of the African Commission on Human and People's Rights, Resolution 1325 of the United National Human Rights Council, UNHRC SOGI Resolution 17/19, Resolution 40/5 Elimination of Discrimination Against Women and Girls in Sports and Intersex Genital Mutilation (IGM) - Intersex South Africa (ISSA), Women's Legal Centre, Triangle Project & Joshua Sehoole. (2020, 27 November). Submission to the Portfolio Committee on Social Development on the Children's Amendment Bill [B18-2020], amongst others including the John Qwelane case and its implications for delayed passing of the Combating of Hate Crimes and Hate Speech Bill.

