

HUMAN SCIENCES RESEARCH COUNCIL



Report 2

National Stakeholder Workshop on Gender, Culture and Rights

**Dr Kristina Bentley
Dr Heather Brookes**

11 February 2005

1. Overview

The workshop was held from 1-3 February 2005 at Birchwood Hotel and Conference Centre in Johannesburg. The participants and delegates constituted a dynamic mix of practitioners, activists, academics and researchers, which made for a diverse and rich engagement over a set of issues identified by the reference group.

The programme¹ opened with a plenary paper presented by Dr Marjorie Jobson entitled "5.25 Million Minutes: Gender and Culture after Ten Years of Democracy." This was followed by 5 panel discussions: 1) Gender, Rights, Culture and Law 2) Gender, Rights, Culture and Religion 3) Gender, Rights and Masculinity 4) Gender Based Violence, Culture and Rights and 5) Gender and Health. The workshop concluded with a Round Table Discussion between the Chairpersons of the Commission on Gender Equality (CGE), the South African Human Rights Commission (SAHRC), the Commission for the Promotion and Protection of the Rights of Cultural Religious and Linguistic Communities (CRL), and Mr Rabi Gobind representing South African Men in Partnership against HIV/AIDS.

In all 19 papers and presentations were given. On each panel, there was a mix of academic inputs with voices from the activist and civil society community of practitioners profiling their work and interventions.

2. Details of the Programme, Panels and Presenters

Day 1: 1 February 2005

PLENARY SESSION

The workshop was opened with a few introductory comments from Mr Nathan Sassman, representing the Foundation for Human Rights. Mr Sassman noted that the mix of sectors represented at the workshop laid the basis for constructive debate and he thanked the partners for bringing the participants together.

This was followed by an outline of the objectives of the workshop by the Population Council's Dr Jane Chege. Drawing on anecdotal evidence from her childhood in Kenya, Dr Chege noted that in speaking about gender rights, we are concerned with the differential treatment of men and women, and that the workshop provided an opportunity to think constructively about these issues and assess what is being done. The main objectives of the workshop therefore were to: 1) Engage with some of the latest thinking on Masculinity, Gender, Culture and Rights 2) Highlight some of the latest thinking in collaboration between academics and practitioners in order to identify gaps in the research 3) Influence policy and practice in South Africa and beyond by promoting a climate of human rights in which gender equality is prominent.

Mr Dean Peacock of EngenderHealth then gave a brief account of why the focus on masculinity as an aspect of gender, culture and rights is seen to be so critical. He offered an account of a workshop in Gugulethu as a vignette to illustrate the difficulty in reaching young men and the importance of educating them to engage with issues of sex and gender. He also emphasised the importance of women's equality as being linked to the struggle against apartheid and it thus persists as a contemporary responsibility. It is for this reason that EngenderHealth situates its work within a human rights framework, central to which is gender equality. Dean also commented on the impressive mix of practitioners, academics and theorists participating in the workshop and how this made for a unique opportunity for engagement and debate between the different sectors.

Prof Cheryl Potgieter of the HSRC Gender Unit then introduced the plenary speaker, Dr Marjorie Jobson of All Africa Women for Peace, noting in particular her inter-disciplinary background as a medical professional with experience of rural practice, as well as her current gender and women

¹ A copy of the programme is attached

studies focus. In addition, Dr Jobson is a Commission with the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities.

Dr Jobson's address, entitled "*5.25 million minutes: Gender and Culture after Ten Years of Democracy*" pointed out that while we have come through a year of assessment of the success of South Africa's democracy after 10 years, very few of the voices of ordinary women have been heard on how the past decade has affected their lives. She offered powerful anecdotal accounts of the frequent gaps between law and policy on gender equality in South Africa, and persistent unequal practices; as well as pointing out that high levels of female political representation do not automatically translate into equality for women. The central theme of her paper was to argue that women have to take the future into their own hands and that in the course of doing this, consciousness about rights must be raised. She used Zimbabwe as a comparative illustration of how a struggle for national liberation can be derailed as far as women's rights and equality are concerned. She concluded by pointing out that what is currently regarded as acceptable in terms of gender norms needs to be questioned vigorously in order for it to be challenged and ultimately overcome.

SESSION 1: GENDER, RIGHTS, CULTURE AND LAW.

Chair: Dr Kristina Bentley (HSRC Democracy and Governance Programme)

Discussant: Commissioner Rashida Manjoo (Commission on Gender Equality)

Ms Likhapha Mbatha of the Centre for Applied Legal Studies, University of the Witwatersrand made a presentation on "*Problems in realizing Rights - Monitoring the enforcement of the Recognition of the Customary Marriages Act.*" She focused on the debate preceding the enactment of the RCMA, and noted that there are 2 schools of thought on the Constitutional interpretation of Customary Law. On the one hand there is the view that there is a conflict between cultural rights and inequality, and that Customary Law should be limited accordingly. On the other there is the view that the conflict is within culture itself, and is about the preservation of power. The challenge is the extent to which cultural rights can be interpreted to make Customary Law compatible with human rights and gender equality. She then went on to assess how successful the RCMA has been in achieving this. She gave a detailed account of some of the unforeseen consequences of the Act, especially for the property rights of women and children, and concluded that as a reformatory measure of Customary Law the Act had encountered a number of problems.

Related to Likhapha's paper, Ms Sibongile Ndashe (Women's Legal Centre) presented a paper entitled "*Human Rights, Culture & Gender: Deliberate confusion?*" which argued strongly that the alleged lack of clarity in interpreting the sections of the Constitution that assert gender equality (section 9) and those that establish communal rights to cultural recognition (sections 30 and 31) was actually rooted in resistance to women's equal treatment. She referred to both the Constitutional settlement that had been arrived at in 1994, and recent judgments of the Constitutional Court in asserting the view that there is no confusion about the precedence of gender equality over cultural practices and that prevarication on the matter is political, rather than legally justified.

A contrasting view was however presented by Nkosi Patekile Holomisa, the Chairperson of CONTRALESA who offered a "*Traditional leadership in perspective on Gender, Culture, Rights and Law.*" Mr Holomisa emphasised the importance of cultural life and the preservation of traditions and traditional roles, arguing that these in fact are designed to protect vulnerable women and children. He asserted that the corruption of cultural values in an urban setting should not be confused with the inherent good of those values. He concluded by pointing out that research must be informed by people's lived experience.

The Lesbian and Gay Equality Project's Ms Wendy Isaack then presented a further contrasting view looking at "*LGBTI Mainstreaming: inculcating a Culture of Human Rights in South Africa.*" She argued that while South Africa is the most progressive country in the world in terms of its constitutional assertion of the equal rights of gay people, discrimination against gay people continues alongside the racist myth that Blacks are more homophobic than Whites. She went on to outline how the legal rights of gay people in South Africa had had limited impact in practice, and argued that in South Africa today

we ought to be striving for a human rights culture. Recognising this allows us to appreciate the dynamic potential of culture which can adapt to be progressive, bringing South African society in line with the courts in recognising the equal rights of gay and lesbian people. She also pointed out that we should not only be concerned about the rights of gay and lesbian people, but should consider and campaign equally for the rights of people of other sexualities, eg. transgendered, etc.

SESSION 2: GENDER, RIGHTS, CULTURE AND RELIGION

Chair: Dr Ashraf Dockrat (Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities)

Discussant: Dr Azeem Badroodien (HSRC Human Resources Development Programme)

The session was opened by Dr Cynthia Kros (Departments of History and Education, University of the Witwatersrand) who presented a paper called *"Imprisoned by their origins? A consideration of Gender, Rights and Religion in France and South Africa."* The paper presented an instructive contrast between the interpretation of secularity in France (which tends towards uniformity) and that in South Africa (celebrating diversity) and speculated on the implications this may have for girls in particular with regard to their right to education and equal access to other resources.

Ms Wesahl Agherdien (Wits Law School) then presented a paper that fitted well with Dr Kros's paper, speaking on *"Opportunities and Challenges facing Muslim Women in South Africa with regard to Muslim Personal Law."* Her paper centred around the Draft Muslim Marriages Act (referred to as "the Bill"). This paper also focused on the distinction between the public (secular) and private (religious) realms and demonstrated how the Bill had created various contradictions and difficulties by seeking to use the former to regulate the latter. Ms Agherdien argued strongly that while there is a need for the recognition of Muslim personal law, gender equality should prevail when there is a conflict.

Mr Desmond Lesejane (Moral Regeneration Movement) then presented *"Through Men, By Men, For Men: Some thoughts on why the Christian faith continues to sustain gender inequalities."* He argued that Christianity has traditionally been interpreted by men in favour of men, which created an ironic situation in South Africa where women comprise the majority of members of the Christian church, and yet they largely remain outside of the decision-making structures and high offices. He identified 3 key interventions that are necessary in addressing gender inequality in the contemporary Christian church 1) There is a need to engage in debate about gender equality in the church 2) The urgency of including women in the debate needs to be recognised and 3) The church needs to be engaged more robustly on questions of human rights and gender equality as tenets of belief.

Dr Nokuzola Mndende of the Icamagu Institute the spoke about *"The Problem of definition and analysis within the study of Gender Rights in Religion and Culture: The dilemma of an African Religion Womanist Theologian."* The central tenet of Dr Mndende's paper was that defining religion and culture in South Africa is problematic because of the assumption of colonial powers that African people had no spirituality and that Christianity would fill this gap. This has led to a stifling of African religion and culture, and she made a call for the frames of reference for religion and culture to be redefined to remove stereotypes about these traditions.

In the evening, a film *"The Other Voices: Women Exploring the Sacred Spaces"* was screened. The film examines the experience of women of different faiths in South Africa and how they engage as women with their religious communities. The film gives narrative accounts from representatives of the Muslim, Hindu, Jewish, African Traditional and Christian faiths. It touches on issues of gender based violence and marginalisation as being linked with religious patriarchy.

Day 2: 2 February 2005

SESSION 3: GENDER, RIGHTS, AND MASCULINITY.

Chair: Mr Mbuyiselo Botha (Men's Forum)

Discussant: Dr Nhlanhla Mkhize (University of KwaZulu-Natal)

Prof Robert Morrell (University of KwaZulu-Natal) set the background for the session in *“Fathers, Youth and Masculinity in South Africa Today.”* He began by explaining how masculinity has begun to be foregrounded in academic discourse about gender and pointed out that there is a fear of this eclipsing research on feminine issues. This is linked to an international political agenda that seeks to mainstream attempts to bring about gender equality. He went on to link the importance of understanding masculinity with transformation in South Africa, and linked this in particular to the role that many young men are required to play in caring for younger siblings as a result of the AIDS pandemic. He identified the planning of the education curriculum as an opportunity to involve the youth by raising questions of parenting and reproductive health.

This presentation was followed by Dr Tina Sideris of WISER who spoke on *“Post Apartheid South Africa- Gender rights and the politics of recognition, continuity in gender based violence.”* Dr Sideris highlighted the paradox of the entrenching of women’s formal rights and equality in the face of increasing gender based violence. She linked this to complex issues of agency and identity that centred around the inability to control another. This led to “splitting” of one’s feelings of identity and displacing these onto women, developing into an ideology that violence is justified as a last resort. She compared this with other post-transition societies such as the former Yugoslavia, and argued that we needed to consider how women are asserting themselves and holding men accountable.

Commissioner Bafana Khumalo of the Commission on Gender Equality then concluded the session with *“The Role of men in the struggle for gender equality: exploring possibilities for positive engagements”*. He linked South Africa’s racist and sexist history with prevalent violence against women and children, and a tendency to ignore abuse when the perpetrators are those in positions of power. He also raised the important link of changing gender roles, poverty and globalisation as a contributing factor. He then presented some strategies on how men may be engaged in facilitating gender equality: 1) Mainstreaming of gender in all areas 2) Empowerment through the creation of support systems and networks 3) Greater interventions with the youth 4) The inclusion of women in economic empowerment strategies such as BEE.

Prof Kopano Ratele of the University of the Western Cape was set to present a paper on *“The Rights of Heterosexual African Males.”* He advised the HSRC on Monday 31 January 2005 that he would not be able to attend.

SESSION 4: GENDER BASED VIOLENCE, CULTURE AND RIGHTS

Chair: Mr Dumisani Rebombo (EngenderHealth)

Discussant: Dr Janet Cherry (HSRC Democracy and Governance Programme)

Dr Jane Bennett of the African Gender Institute, University of Cape Town presented an emotive paper called *“An Old Rag’: debates in current South African knowledges about gender-based violence.”* Commenting on the “normalising” of violence in South Africa, in the aftermath of the “madness” of apartheid, she made a call for action to recognise gender based violence as a “state of emergency” and to respond to it accordingly. She further commented on the use of “culture” as a strategy to normalise violence and gender inequality.

This was followed by a reflection on the power of socialisation on gender roles by Ms Lungiswa Memela from the Western Cape Network on Violence Against Women, who gave a presentation called *“The role of society and culture in shaping gender inequalities.”* She noted the wide diversity of cultures within South Africa, but also pointed out that within cultures there is debate about roles and responsibilities. Ms Memela emphasised that the persistence of stereotyping of gender roles was linked to power in relation to sexual rights, which often made it difficult for women to negotiate safe sex.

Ms Delphine Serumaga (People Opposing Women Abuse) gave a presentation on *“Meeting the challenge of the struggle: The status quo of the GBV sector.”* She identified 2 “entrapments” that are retarding the realisation of women’s rights in this sector: 1) Current practices and mindsets are stuck in the past (NGO’s and government bureaucratic activities) and 2) The attempt to adapt cultures and

practices that do not respond to the needs of the target group (because these are set the research or Northern NGO sector). She appealed for a recalibration of the research and activist agenda to meet the needs of the target community by taking their views into account more constructively.

Day 3: 3 February 2005

SESSION 5: GENDER AND HEALTH

Chair: Dr Heather Brookes (Child, Youth and Family Development)

Discussant: Mr Dean Peacock (EngenderHealth)

The Population Council's Dr Jane Chege presented a paper called "*Linking gender relations and violence with reproductive health/HIV: Rationale, Effectiveness of Interventions and gaps.*" She noted how the involvement of men in reproductive health and HIV interventions was increasingly being accepted after decades of exclusion. She further commented on how the negative effects of perpetuating patriarchal images of masculinity did not just affect women's health, but significantly men's too. She raised the problem of how to involve men constructively when gender roles and definitions deeply rooted in cultural norms relegated matters of reproductive health to the "women's domain." She went on to identify some community workshop based interventions in South Africa, the results they have had, and the gaps in knowledge and programming that these raise.

Mr Mokgethi Tshabalala's presentation (Hope Worldwide) "*The Role of Men and Young Boys in Preventing Gender Based Violence and HIV Infection*" profiled the Men as Partners (MAP) programme and methodology for involving men in HIV prevention, which is regarded as critical in light of the frequent marginalisation of men in reproductive health. He outlined the lessons learned from the workshops, as well as how MAP monitored and evaluated their initiatives. He concluded by outlining the challenges they still face, in particular with reaching older men and those who are unemployed.

Dr Saiqa Mullick of the Population Council presented a paper that dovetailed well with the two previous presentations on "*Involving Men in Maternity Care: Experiences From KwaZulu-Natal.*" The paper outlined a project in KwaZulu-Natal which aimed to improve antenatal services and couple counselling by involving the male partner in the preparation and birth. She outlined the challenges that the staff and participants encountered, both in overcoming the cultural obstacles to men's involvement, as well as some of the practical shortcomings. This was then used to identify what opportunities the project presented, and concluded that while this type of intervention had limitations, men's involvement in antenatal care and birth could be feasible, acceptable and effective.

The session was concluded by Mr Reg Mtutu (Padare/Enkudleni Men's Forum on Gender, Zimbabwe), who spoke about "*Redefining Masculinity in the HIV Era.*" This paper was also a profile of a community based organisation (Padare) aimed at involving men in questions of gender and equality, and how this had its genesis in opposition to the Legal Age of Majority Act in post-independence Zimbabwe. He explained that each chapter of the organisation had adopted a theme relevant to their particular community. He commented also on how masculinity in Zimbabwe is deeply rooted in a model passed between the generations, which perpetuates gender stereotypes and inculcates patterns of unequal behaviour. He outlined a number of initiatives and interventions, as well as some of the constraints, concluding that "men of quality are not afraid of equality."

SESSION 6: ROUND TABLE DISCUSSION - GOVERNMENT AND CHAPTER 9 INSTITUTIONS – INTERVENTIONS WITH MEN

Chair: Prof Cheryl Potgieter (HSRC Gender Unit)

The Office on the Status of Women and the Department of Health had agreed to participate in this session, but to date the OSW have not communicated the reason for their absence. The Department of Health has apologised for what appears to have been an internal departmental miscommunication.

However the round table provided a rare opportunity for the chairpersons of the three Chapter 9 Institutions that deal directly with issues of gender, culture and human rights to engage with one another and the workshop participants.

Ms Joyce Piliso-Seroke represented Commission on Gender Equality in her capacity as Chairperson and outlined how their policies have developed since 1997 from focusing on women's rights as their initial area of activism, by expanding to include interventions with men. She outlined some of the current research the Commission is doing, as well as the strategy of reaching out to men who defy patriarchal stereotypes. She also announced that the CGE is planning a National Men's Summit in 2005, based on the provincial inputs of 2004. She threw out a challenge to Patekile Holomisa in his capacity as a traditional leader regarding the KwaZulu-Natal Summit which has requested that only male Commissioners participate.

Mr Jody Kollapen (Chairperson of the South African Human Rights Commission) explained the origin and purpose of the Chapter 9 Institutions and the critical role that they play in relation to government. He commented on the deep faultlines in South African society that persist after 10 years of democracy and linked this to the limitation of the law in addressing social problems. He also spoke about the important distinction between cultural freedom and cultural conservation and used some case examples from the Commission's work to illustrate this.

Dr Mongezi Guma, Chair of the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities, completed the discussion by commenting on how the framers of the Constitution understood culture and cultural identity as creating rights that are asserted alongside other rights, rather than as a subordinate category of rights. However he cautioned against these rights being asserted in a way that is detrimental to the equal rights of others, arguing that assertions of cultural identity should not be used as "traditional weapons with which you beat other people."

A final presentation was made by Councillor Rabi Gobind (South African Men in Partnership Against HIV / AIDS) who outlined the work of MIPA, which aims to promote gender equality by engaging men. The ethos on which this is based is "taking the Freedom Charter to the people" as this seminal document had as one of its core tenets gender equality, and so this must be linked to transformation in South Africa. He also commented that men in leadership positions have a duty to lead the way by setting an example of "practising what you preach" in how they behave in their own private lives.

3. Major Themes that Emerged

A theme that ran through many of the papers was the frequent disjuncture between law and policy on gender equality in South Africa, and its implementation, both on the part of the state in the form of the courts and police, but also by society at large. The problem that was identified was that while there is an official commitment to women's rights and equality, this has not permeated society at large. Rashida Manjoo observed in her discussant's role on session 1 that there is a danger of "romanticising" culture such that it becomes a justification for inequality, thereby setting up culture and rights in a false binary opposition to one another.

Another theme that recurred in all of the panels was to question who does research and how they report on their findings. The point was frequently made that the representation of communities (and the value judgments that this implies) may be at odds with their lived experience, and effort therefore needs to be made to extend the practice of research to people who come from the groups that are "studied" as well as to devise research methodologies that are more inclusive and longer term. This was described as the problem of "who speaks for whom" in terms of both initiating research and in presenting research findings.

The participants also made frequent reference to the ascription of values supposed to be universal by "Western" researchers and practitioners. The inaccuracy of this term notwithstanding, there appears to have been a prevailing idea of "African" as standing in counterpoint to imposed "Western" values

which needs to be explored further and unpacked, as it relates to arguments about conservation of culture and practices.

The urgency of including men as participants in all aspects of health and childcare was also strongly emphasised. This links with the parallel theme of understanding the state of contemporary masculinities and how these perceptions either mitigate or inhibit this involvement.

A further theme that emerged strongly was the connection between ongoing gender inequality, violence against women and HIV. This was made by participants in many of the panels in addition to the ones on violence and health, and it was frequently made in the context of ascribed gender roles and stereotypes that permitted of the treatment of women as human beings of lesser value.

A final theme was the importance of research and the need for evidence based interventions and policy decisions. One of the main aims of the workshop was to demonstrate the importance of evidence based activism and to foster collaboration between

4. Gaps and Limitations

A limitation of the workshop was the capacity to include all relevant voices. For example, the panel on religion did not include representatives from the Jewish or Hindu faiths (as well as other religious communities), although the film screened covered these faiths and the discussion dealt with issues pertinent to all faiths. However the omissions were in some ways unavoidable given the brevity of the workshop, and furthermore the themes discussed were fairly general permitting of broader discussion about issues with reference to specific examples.

It was also observed that the interventions with men were largely focused on “big issues” such as HIV, gender based violence, and childbirth, rather than being directed at a more sustained commitment to gender equality in everyday life. It was felt that a more nuanced approach that takes into account the multiple levels of gender discrimination, including and perhaps especially that arising out of the violation of women’s social and economic rights, would do greater service to the success of these interventions. An opportunity was identified here for the CGE to take this more holistic approach forward at their National Men’s Summit to move the methodology away from “damage control” to a more generalised, day-to-day practice. Another related gap, was the need to investigate the socialization of women and resulting oppression of women by women.

The connection with the debate on gender, culture and rights in South Africa and the global debate on equality, globalisation and multiculturalism needed more attention. As this forms the subject of the 2004 Human Development Report, it is critical that South Africans begin to engage with the debate as a global issue and to develop lessons and strategies from our own experience that can inform the debate at an international level.

The debate on culture seemed somewhat “stuck” in a pattern of sterile assertions about culture being dynamic (sometimes ironically followed by claims defending static practices) and an unreflective binary between “Western” (White) culture and “African” (Black) culture. While there was some superficial discussion about the heterogeneity of both of these perceived groups, the discussion didn’t really move beyond these as being in opposition to one another and the former as being suppressive of the latter.

Mainstreaming of gay, lesbian and other sexualities’ rights, and how these interface with issues of gender and culture across all communities in South Africa needed to go further. While the first session included a speaker addressing issues of gay and lesbian equality, there was a distinct “shying away” from the topic by many of the participants, and the discussion became dominated by those who insisted that homosexuality is “new”, “Western” and “un-African.” An opportunity therefore exists to open this forum to wider debate and challenge, as well as to encourage more research into the sociological aspects of this conflict.

5. Outputs

Agenda Special Edition

On 4 February 2005 there was a meeting of the editorial board for the *Agenda* Special Edition on the workshop (Kristina Bentley, Heather Brookes and Jane Chege with the *Agenda* Editors). It was decided that all the inputs would be included in some form. Kristina and Heather are to write an editorial introduction and Marjorie Jobson's plenary address and Jane Bennetts paper will also be in an introductory section. There will be 8 full length, peer reviewed papers, and 11 shorter pieces consisting of briefings and profiles. Rashida Manjoo and Dean Peacock are to write summary analyses of the two broad themes that the papers have been grouped under. The two main themes are: 1) Gender, Rights, Culture, Law and Religion and 2) Gender, Rights, Men, Violence and Health. The publication schedule that *Agenda* is working on sets the date for completion as the end of May. The full length papers are currently being peer reviewed and the editors are working with the other contributors on shaping their inputs.

Situation Analysis Report

Heather Brookes and Kristina Bentley are to develop an analytical report on the workshop contributions by the end of February 2005.

Media outputs

The HSRC's Corporate Services section ably co-ordinated the publicity for the workshop and facilitated the access of the media both to the event itself and in interviewing various participants and the organisers. The outputs of the facilitation include the following:

Radio and Television Interviews:

- 1) SABC Bloemfontein interviewed Ms Likhapha Mbatha for their Sotho broadcast on the workshop and in particular the panel dealing with Gender, Rights and Law.
- 2) SABC Africa interviewed Dr Jane Chege and Dr Marjorie Jobson for a general overview of the workshop and a more specific comment on Dr Jobson's plenary address
- 3) Dr Kristina Bentley appeared on "Straight Talk with Ncumisa Fandesi" on P4 and explained the purpose of the workshop and some of the debates that were being covered.

Print and Newspaper Items

- 1) "All have right to be protected" by Jameson Maluleke. In *The Citizen*, 4 February 2005
- 2) "Gender equality 'lost in Zim'" by Jameson Maluleke. In *The Citizen*, 4 February 2005

Forthcoming:

1) A panel discussion on the Vuyo Mbuli Show on SAFM with Sibongile Ndashe of the Women's Legal Centre, Wendy Isaack of the Lesbian and Gay Equality Project, Bafana Khumalo of the Commission on Gender Equality, Dean Peacock of EngenderHealth and Kristina Bentley of the HSRC.

6. Details of the Participants²

Total Number of Participants (over the 3 day period): **85**

Organisations represented:

Partners:

Foundation for Human Rights (1)

² A complete list of all participants is attached

Human Sciences Research Council (6)
EngenderHealth (7)
Population Council (2)
Commission on Gender Equality (4)

Government Departments:

Dept of Arts and Culture (1)
Dept of Communications (1)
Dept of Correctional Services (3)
Dept of Health (1)
Dept of Home Affairs (1)
Dept of Social Development (11)
Dept of Science and Technology (1)

Universities / Academic Research:

African Gender Institute, UCT (1)
University of KwaZulu-Natal (3)
University of Cape Town Law Department (1)
University of Ibadan, Nigeria (1)
University of the Witwatersrand (1)
WISER
Wits Law School (1)
CALSA, University of the Witwatersrand (1)

NGO's / Civil Society / Chapter 9's:

AIDS Consortium (1)
All African Women for Peace (1)
Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities (2)
CONTRALESA (2)
Hope World Wide (2)
Icamagu Institute (1)
Lesbian and Gay Equality Project (1)
Men as Partners (4)
Moral Regeneration Movement (1)
National House of Traditional Leaders (2)
Padare Men's Forum on Gender, Zimbabwe (1)
POWA (1)
RADAR (1)
SA Men's Forum (1)
South African Sports Commission (1)
South African Human Rights Commission (1)
Social Services (1)
Social Surveys (2)
Women's Centre (1)
Women's Legal Centre (1)
Womensnet (1)

Other:

Agenda Journal (2)
Channel Africa (1)
USAID (1)

7. Interns

Ms Asnath Kgobe and Ms Mmapaseka Mogale from the Child, Youth and Family Development Programme and Ms Joan Makalela from the Democracy and Governance Programme assisted as interns on the project and were involved in planning the logistics of the workshop, as well as contributing to the content. Many of the participants remarked on their involvement prior to the workshop and throughout the event.

8. Finances

The financial report will be sent to the FHR within a month. We are currently waiting for final expenditure for accommodation and travel.

Appendix – List of participant names

LASTNAME	FIRSTNAME	ORGANISATION
Ademola	Ajuwon	University of Ibadan
Agerdien	Wesahl	Wits Law School
Badroodien	Azeem	HSRC
Bennett	Jane	African Gender Institute
Bentley	Kristina	HSRC
Botha	Mbuyiselo	SA Men's Forum
Brookes	Heather	HSRC
Chenge	Jane	Population Council
Cherry	Janet	HSRC
Clark	Susie	AIDS Consotium
Ditlopo	Prudence	Social Surveys
Dlamini	Nhlanhla	Dept of Correctional Services
Dlepu	Lizeka	Dept of Communications
Dockraf	Ashraf	CRL Commission
Elizabeth	Araujo	Women's net
Everson	Pricilla	
Gobind	Rabi	
Guma	Mongezi	CRL Commission
Harper	Gil	Agenda
Himonga	Chuma	UCT
Hlatshaneni	Dululu	Dept of Health
Holomisa	Patekile	CONTRALESA
Isaack	Wendy	Lesbian and Gay Equality Project
Jane	Makgotho	Social Services
Jobson	Majorie	All Africa Women for Peace
Johnson	Henry	Dept of Home Affairs
Kageruka	Bonaventure	Engender health
Kgosana	Ephraim	Dept of Social Development
Khanyile	N J	Men as Partners
Khumalo	Bafana	CGE
Khwene	Kenosi	Channel Africa
Kim	Julia	RADAR
Kollapen	Jody	SAHRC
Kros	Cynthia	Wits
Kutama	Fhumulani	NHTL
Lesejane	Desmond	Moral Regeneration
Maake	Edward	Men as Partners
Mabizela	Nhlanhla	Engender health
Mabizela	Nhlanhla	Engender health
Mahapa	Kgomotso	Dept of Arts and Culture
Mahlangu	Petrus	Dept of Correctional Services
Maitse	Tebogo	CGE
Makiwane	Monde	HSRC
Maloma	Matshepo	Dept of Social Development
Maloma	M	Dept of Social Development
Manjoo	Rashida	CGE

Matlaila-Ramphuthi	Suzan	Dept of Correctional Services
Mbatha	Likhapha	Wits, Centre for applied legal studies
Memela	Lungiswa	Womens Centre
Mhlanga	Eddie	Nelson R Mandela UKZN
Mkhize	Nhlanhla	UKZN
Mkiva	Z	CONTRALESA
Mndende	Nokuzola	Icamagu Institute
Mngomezulu	Siphiwe	DST
Modiba	Matome	Dept of Social Development
Moodely	Asha	Agenda
Mopeli	Morena	NHTL
Morell	Robert	UKZN
Mosadi	Pogiso	Dept of Social Development
Mtutu	Reg	Padare/Men forum on Gender
Mullick	Saiqa	Population Council
Ndashe	Sibongile	Women's legal Centre
Ndiki	Nonkonkozelo	SA Sports Commission
Ndlangamandla	Gugu	Dept of Social Development
Ngema	M	Dept of Social Development
Nkambule	Modiegi	Dept of Social Development
Nkambule	Mpolokeng	Dept of Social Development
Nkosi	Maureen	Dept of Social Development
Nkosi	Thami	Men as Partners
Peacock	Dean	Engender health
Piliso-Seroke	Joyce	CGE
Potgieter	Cheryl	HSRC (Gender Unit)
Rabbuh	Raletsemo	Engender health
Rebombo	Dumisane	Engender health
Russell	Bev	Social Surveys
Sassman	Nathan	FHR
Serumaga	Delphine	POWA
Sibanda	Mimi	Dept of Social Development
Sibeko	Sgidi	Hope WW
Sideris	Tina	Wits institute for social and economic research
Swart	Raoul Ridwaan	MAP-CPUT
Tshabalala	Mokgethi	Hope WW
Tshuma	Jabulane	Engender health
Van der Westhuizer	Dalene	USAID