

Report Round Table Meeting - 16 October (Day 1)



Welcome and opening 9.30-10.00

Opening by the chairperson of the SAHRC, Mr. Jody Kollapen:

The meeting was opened with an address by the Chairperson of the SAHRC, Mr. Jody Kollapen. In his address the Chairperson stressed the following issues:

- There is a lack of cooperation between companies and civil society (companies tend to be on the side of government, lack of funding by business of civil society). There is also a lack of implementation of human rights by business enterprises.
- In South Africa there is a culture of success: wealth as a role model rather than people who respect and protect human rights
- How does one define business? And shouldn't human rights be leading principles for business? There is a viable basis of human rights principles for companies in policies, national and international law. The South African Constitution is a good example in this respect. The Constitution lays down both horizontal and vertical obligations. In respect of the bill of rights a differentiation is made between the obligations of the State and the obligations of non-State actors. This remarkable legal outset is a good basis for work on human rights in relation to the private sector.
- The challenge is to implement human rights principles and norms in a most unequal society. There is a role for business to advance social justice.
- Are voluntary principles sufficient? A lot of work is done on an international level to develop voluntary codes and principles. The Special Representative on human rights and Business of the UN (John Ruggie) is a supporter of voluntary principles, but shouldn't we go further? Is there a greater scope for litigation and/or other ways to hold companies accountable? There are a number of cases that would give guidance in this respect like the Grootboom case and the US caterpillar case.

In response to the address, a number of issues were raised:

- Litigation on basis of economic, social and cultural rights is wonderful, but only result if in combination with other strategies such as awareness-raising, campaigning.
- A much clearer international framework which includes principle of extraterritoriality should be developed.

Introduction to the work and activities on human rights and business of the organisations present (session 10.00-11.00)

All organisations were asked to prepare a short presentation on the activities of their organisation relating to human rights and business, of which some were done on the spot. The presentations were laid out on tables and each person was handed a set of questions for discussion. The presentations are included in the annex to this report. During this session everyone was asked to speak to at least two other persons. After three rounds of 8 minutes everyone was asked to reflect individually on the following questions and to write them on a post-it card and stick them on the wall:

- What was an eye opener?
- What would you like to know more about?
- What will you take back to your organisation?

The following issues were raised and discussed:

- What was an eye opener?

- Number of organisations focused on litigation
- Diversity of organisations
- Range of AFRA's activities regarding land
- The number of bodies involved in this area of work
- Scope for more entrants in this debate
- In looking at human rights an urban bias; rural communities most affected
- That business should address Human Rights
- The involvement of civil society in mobilizing for human rights in business
- There is still hope for more NGO engagement

What would you like to know more about?

- Ways of ensuring business compliance with the tools
- The role of business in protecting and promoting Human Rights
- Can a tool work in SA?
- What should be the role of business in promoting human rights?
- Role of NBI in Human Rights (is an emerging field for NBI)
- The SA project
- Nature of other organisations involved. Potential for collaboration
- How does one elevate human rights amidst all the other priorities in SA
- How can LRC deal with business?
- Practical strategies to ensure business compliance to human rights standards
- How to tailor the tools to the SA context
- Ways of ensuring that poor people in poor communities benefit from business in SA

What will you take back to your organisation?

- Understanding of different actors in the project
- networking with other NGO's
- Possible networks and partnerships in the area of corporate responsibilities
- need to describe/define business we engage with + analyse as business
- Network awareness (Benchmarks foundation etc)
- Network
- Experience

Introduction to the HRCA-tools (Session 11.15-12.00)

Marina d'Engelbronner, manager human rights and business programme HOM, gave an introductory presentation on the Human Rights Compliance Assessment (HRCA) tools.¹ During the presentation a number of questions were raised:

- *Isn't there the risk of a reporting fatigue?* Tools can assist in fulfilling reporting obligations, like under the UN Global compact, and should be seen as complementary.

¹ NB: The handout of the powerpoint presentation was distributed during the meeting. For those that did not receive the handout please contact HOM in case you did would like to receive a copy.

- *Who within the company would be responsible for the check and implementation?* This really depends on the company and could vary from the CSR (corporate social responsibility) manager, to the human resources manager and the communication/PR person.
- *The tools seem to focus more on process than on substantive issues?* The HRCA is based on the rights laid down in the Universal Declaration on Human Rights, but can also be entered by subject. Each right/ subject corresponds to a number of questions. Each question has a number of indicators. These indicators are always refer to three levels: policy, process and practice.
- *Can tools be used for other purposes?* Tools are primarily developed for companies, but are also used worldwide by civil society organisations to do assessments/research on or with companies.

At the end of the presentation everyone was asked to discuss the following case in relation to one of the issues listed on the basis of the executive summary of the Country Risk Assessment and the Quick Check:

“A company intends to invest in South Africa. On the basis of the tools, what management steps could the company take in relation to the issue of:

1. Discrimination against Black people
2. Gender rights
3. Rights of migrants
4. Remuneration and minimum wage
5. Child labour
6. Land reform
7. HIV/AIDS
8. Poverty”

This exercise was meant to introduce the tools to the persons present at the meeting, and to give a more interactive introduction to the tools. After this exercise all persons were asked to reflect individually and to write their ideas on a post-it card on flip-over charts. The following issues were raised and discussed:

Relevance of the tools?

- How will the HRCA incorporate SA laws and employment expectations
- Indicators useful as guidelines
- Ensures companies compliance with the rules/policies. If not complying tells them what top do in order to comply
- Will the HRCA provide genuine change- not just a box-checker?
- Useful to civil society if collaborating on advocacy

What was an eye opener?

- Emphasis on Stakeholder engagement in fulfilling Human Rights
- Minimum wage for entering employment is 16 years onwards

Remarks/suggestions

- Business won't comply without pressure
- Develop human rights education and training programmes to raise awareness
- Focus on SA companies not only FDI (foreign direct investment)
- Benefits to be clearly indicated

Comparison to other tools (session 12.00-13.00)

Tagbo Agbazue, programme manager African Institute for Corporate Citizenship (AICC), presented a comparative overview of the different human rights norms for companies.² He addressed amongst others the Universal Declaration on Human Rights (UDHR), the UN Global Compact, the Global Reporting Initiative, the OECD guidelines, the SA 8000, the HRCA and touched upon the relevant African and South African human rights treaties and norms. He concluded with the following remarks in relation to the international norms:

Relationships

- These initiatives so far as they relate to Human Rights derive from the framework set by Universal Declaration of Human Rights
- This is in addition to the ILO codes in terms of labour issues

Clearest guidelines on HR for companies

- UDHR: Contains general principles - more targeted at States than companies – although enjoins all organs of society to follow principles
- ILO Codes: encourage interventions from Govts of home countries twds creating enabling environment for the labour sector
- Global Compact: Contains 10 principles that companies are encouraged to commit to – a voluntary initiative convening multi-stakeholder actors with the aim of enabling learning and dialogue
- GRI: Focus on sustainability reporting beyond traditional reporting on return on investments – to cover eco, social and environ performance
- OECD: Specific to MNCs from OECD countries – focus on CSR – concentrate on labour issues as part of HR
- SA 8000: A voluntary, factory based monitoring and certification standard for assessing labour conditions in global manufacturing operations.
- AI: Extensive principles on HR that are non mandatory and non certification process.

Value added by HRCA in SA

- Tools operationalise international human rights principles and norms for companies
- HRCA is a web based tool that enables business to assess the impact of their operations on people that it impacts on
- Broad focus on human rights
- Focused on human rights within the context of companies
- Tailor made to South Africa using the Country Risk Assessment which provides insight in the potential areas of human rights violations
- Links with Global Compact and GRI
- The HRCA is based on UDHR & ILO codes
- Provides a holistic tool/initiative to look at HR issues vis-à-vis companies

In his response Ralph Hamann, Head of research of the UNISA Centre for Corporate Citizenship (CCC), stressed the following:³

While South African companies are emerging market leaders in terms of human rights, there are important gaps:

- Still a predominantly reactive approach by companies
- Increasing emphasis on out-sourcing and casualisation of labour
- The way in which South African companies operate in the rest of Africa
- Improving governance

² NB: The handout of the powerpoint presentation was distributed during the meeting. For those that did not receive the handout please contact HOM in case you did would like to receive a copy.

³ Ibid.

There is a strong case for consolidation:

- There is a certain code fatigue
- Fortune Global 500 firms (survey by John Ruggie on human rights policies and management practices): 1) ILO, 2) UDHR, 3) UNGC, 4) OECD Guidelines
- It is important to recognise the differences and complementarities between the different norms for companies.
- Commitment by business is most important.

Where does pressure on companies come from?

- Civil society ; Government; Market

When translating this to the HRCA, Ralph Hamann advises the following:

- Show how the HRCA fits with / contributes to existing rules and guidelines
- Award attention to legitimacy and local relevance
- To enhance its uptake by business, award attention to the following:
 - Civil society pressure
 - State policy and regulation
 - By building a strong business case, and by updating it regularly
- Involve business organizations
- Conduct and publish research on what companies are already doing (for example BHP-Billiton and Sasol studies under UN Global compact)

In the discussion after the presentations, the following issues were raised:

- Is it a code fatigue or reluctance of companies?
- Each of the tools seem to represent a different “culture” and different “commitments
- The general standards by government and the UN, are really minimum standards from an NGO perspective.
- From a more strategic perspective: what is the intervention that we are looking for?
- If there is no pressure (in South Africa: especially lack of civil society taking up issues), there is no action. A result might be that companies themselves develop tools for accountability.
- Change takes time, we have to keep throwing stones.
- Challenges are:
 - The involvement of different actors in the project
 - To develop strategies for the ways in which the localised tools can be used.
- There is a strong need for engagement by the union movement
- Tendency seems to be to discuss “how to avoid risk”, this should be “how can this initiative help companies to innovate and to do better”.

Presentation of case studies (session 14.00-15.00)

Jason Green, Khulumani Support Group, presented a case study on Sasol that he conducted in the previous months, based on the HRCA Quick Check and the CRA and –in addition- the constitution and national laws.⁴ The research was conducted on the basis of a desk study and some additional field research. The purpose of the study was twofold:

1. To develop a case study/ report for the Khulumani Support Group
2. To gain insight in the use and usefulness of the tools in the context of South Africa

The overall conclusion of the study in relation to the performance of Sasol is that: Sasol is “good on paper, but problematic in practice”, in particular in relation to the following issues:

⁴ NB: The handout of the powerpoint presentation was distributed during the meeting. For those that did not receive the handout please contact HOM in case you did would like to receive a copy.

- The “Sasol mystique” starts with the assumption of legal compliance but responsibility for human rights not comprehensively and fully implemented
- *Moving in the right direction*: on issues like property (land management), work place safety, freedom from forced and child labour Sasol, however, has still lots of challenges.
- *Compliant but not efficient*: In relation to Labour, non-discrimination and favourable work conditions, Sasol is compliant, but not efficient.
- The question remains what can be expected from a company like Sasol: Should more be expected beyond compliance?

In relation to the tools, Jason Green concludes the following:

- The HRCA is a broad tool – has a lot of promise because of its flexibility
 - It has indicators on policy, procedural and performance level. It may be difficult for a company to weigh the indicators against one another. In the end, however, performance should weigh heavier.
 - This also means that it is voluminous
 - If used by a company, the information gathered should be backed up by civil society.
- Access to Information
 - It is hard for civil society to receive information from company on human rights
 - Business and civil society should work together to provide / receive information on relevant human rights issues.
- The online interface is a great asset. Yet, somewhat complicated. Therefore, introductory training sessions would be a good asset.

Regarding follow-up/ the path that lays ahead in the project he stressed the following issues:

- How do we deal with the Sasol mindset? E.g. with companies that assume legal compliance.
- As it is a voluntary tool, the use and success of the HRCA depends largely on the willingness of the company.
- How to ensure that policy is really practiced?
- Should the tool be forward-looking or retrospective (or both)?
- What are the different roles that civil society could play? Different make ups:
 - It will be difficult for some organizations to dedicate the type of sweat equity necessary to conduct a voluminous study, nevertheless this may be an option for some;
 - Others possess the expertise to participate and assist companies in a consultancy base
 - While others must continue to play a grassroots role, as there is a need for watch dog groups: one of the only ways to determine performance compliance.
- Think of how to deal with the marketing aspect, e.g. how to build the business case/ create a market incentive for companies?

Marjorie Jobson, Acting Director of the Khulumani Support Group, added to this that Khulumani is currently engaging in a constructive dialogue with Sasol regarding past human rights violations.

In addition Dr. Godwell Nhamo gave a short presentation on the study he conducted in cooperation with the Centre for Corporate Citizenship on BHP-Billiton within the UN Global Compact framework. The Centre for Corporate Citizenship also developed a similar study on Sasol. The studies will be presented next month (November 2006) during the 4th International Learning Forum meeting of the UN Global Compact in Ghana.

Overall, the case study revealed that BHP Billiton is good on paper, but also in practice. It has adequately integrated human rights into its business management. The company has its own sustainable reporting charter, policies and standards on Corporate Social Responsibility. They have also developed a human rights self-assessment toolkit. In fact, the company has even exceeded some of the requirements of the UN Global Compact. To this end, the case study presents a vital learning tool and example.

In the discussion the following issues were raised:

- How genuine is the commitment to human rights by the companies?
- How can we assure that it is not just a PR exercise (dishonest marketing)?
- There is a need for international pressure
- The PR stories by companies should be countered by civil society research. The tools will help in this respect.
- As NGO cooperates with companies: has to be able to do enough human rights advocacy without buying out.
- Both cases concern South African companies who go global:
 - BHP-Billiton is much more systemised
 - For Sasol, going global is the biggest challenge. The company struggles with what it means to be global, in particular when it comes to issues of corporate social responsibility.

Strategies towards companies (session 15.00-16.00)

Vic van Vuuren, Chief Operations Manager of Business Unity South Africa (BUSA), gave a presentation on the different strategies towards companies.⁵ “How to secure buy-in from companies?” was the central question.

Starting from a macro-environment perspective (international bodies, initiatives and norms), Vic van Vuuren moved to the national framework. Generally speaking, there seems to be a gap between ratification of international standards and implementation, especially in developing countries. South Africa both has national legislation and political stability. From a business management perspective:

- self-regulation should be monitored through government and labour unions
- companies should identify relevant stakeholders which could assist in furthering CSR

Unfortunately, it seems that certain unorganised industries are getting away with human rights violations. This has to do with lack of cooperation between government, companies and civil society in this field. A problem is the informal sector.

When introducing the Human Rights & Business tools in South Africa, it is highly relevant to bring in leaders from government, businesses, unions and NGO's.

In his response, Andre Fourie, CEO of the National Business Initiative (NBI) added a number of other issues. He stressed that there are three main issues:

- Unintended consequences of corporate operations
- It is important to look at the corporate sphere of influence (which is a complexity of relations)
- It is important to identify essential human rights issues (rather than desired)

He also noted that civil society can play different roles in relation to companies:

- Negative reporting
- Rewarding, recognizing what is being done (positive reporting)

⁵ NB: The handout of the powerpoint presentation was distributed during the meeting. For those that did not receive the handout please contact HOM in case you did would like to receive a copy.

- Honest reflection (coaching)

Companies can use human rights to improve marketing strategies.

In the discussion the following issues were raised:

- Strategies for involvement of companies in human rights issues are needed. NNI and BUSA could open the doors to leadership of companies.
- It is important to have commitment from the top
- It is important to develop a process for dealing with companies and develop training on human rights
- The South African business community has so far not really used human rights in its language (rather terms of development). It is important to recognise that language is important.
- Need to demonstrate what the value is of using the tools. If the tool (South African HRCA) can help to implement other commitments, this would really be the added value.
- One should also recognise that when we are speaking of human rights, we are speaking about universal values. This means that these are values for all, also for the corporate citizen.
- Multistakeholder engagement is very important, and to recognise the different roles different sectors can play. There is a need for more involvement by labour.
- From civil society there is an element of distrust: what is the *real* motivation by companies to do good?
- Isn't "compliance" the wrong word? It does not express what the tools are about. They are broader than compliance.

Input on next Round Table Meeting, Conference, and role different stakeholders (Session 16.00-17.00)

In the last session, the persons present were split into groups and each discussed the following 5 issues. The questions were printed on flipover sheets that and laid out on 5 tables. The groups were asked to start at one table, discuss the issue on the table for +- 8 minutes and write down all ideas that come to mind on the flipover sheet. After approximately 8 minutes each group moved to the next table, and so on. After all groups had visited all 5 tables, every person was given 5 green stickers and asked to award 1 sticker to the most important issue on each written sheet. At the end of the meeting the following issues were written on the sheets:

1. Issues for the Round Table meeting: *which issues related to human rights and business should be addressed at the next Round Table meeting?*

Prioritised issues:

- Role of government in managing Human Rights compliance/ buy-in? (2 stickers)
- Link to UN Global compact (1 sticker)
- Create a multi-stakeholder network for advocacy (1 sticker)
- Include representatives from business (both big and small companies) for both at strategic and practical perspective (1 sticker)
- Review industrialisation and LED strategy through a human rights lens (1 sticker)

Other issues:

- Preparations for conference, content and representation
- Lessons from public-private partnerships
- Whether there should be a South African HRCA, and if so will it develop a higher or lower level of compliance, comparatively
- The approach to business in determining whether it should be holistic or not
- Relationship between BEE and HRCA as well as other legislative issues
- Provide practical “proof” of how HRCA can help companies in terms of the business case and other human rights codes/rules

2. Issues for the Conference

- **Corresponding question: *Which issues related to human rights and business should be addressed at the Conference?***

Prioritised issues

- Identifying leverage points for human rights in SA (3 stickers)
- The role of civil society and unions in achieving human rights in the business sector should be addressed (human rights issues are not ahistorical) [2 stickers]
- How to engender the culture of openness from corporates (1 sticker)
- To enable conversation with other players (1 sticker)

Other issues raised:

- How multistakeholder collaboration/dialogue can be promoted to serve everybody’s best interest
- Launch of UN global Compact book on Human rights in business (includes a number of good practices)
- Identify a theme that mobilises key stakeholders
- Promotional role of SAHRC and other institutions
- Competition commission

3. Development of the Localised HRCA

- **Corresponding question: *What issues should be included in the HRCA for South Africa?***

Prioritised issues

- BEE and constitution and other policies and their implementation (2 stickers)
- Redress (1 sticker)
- Labour practices (1 sticker)
- Environmental/ oil/ carbon emissions issues (1 sticker)
- Agriculture (1 sticker)
- Crime (1 sticker)

Other issues:

- Governance
- SME's
- Second economy
- Poverty
- Education
- HIV/Aids
- Gender (women and gays/lesbians)
- Leadership
- Unemployment
- Staff development and education
- Arms dealing/ manufacturers
- Social benefits
- Homelessness/ landlessness
- Trafficking

4. Use of the tools by Civil society

- **Corresponding question: *How can civil society in your view make use of the tools?***

Prioritised issues:

- Use tool for critical collaboration: (5 stickers)
 - Assess companies
 - Criticise companies
 - Commend
 - Coach
- Establish civil society (business) network use tool to mobilise around! (2 stickers)
- Review new tools can be used to promote civil society in the economy (1 sticker)

Other issues:

- Human rights and the economy !
- Identify Key groups and create coalitions for common purpose, key groups to be involved:
 - Cosatu
 - TAC
 - SAHRC and other chapter 9 organisations (NB!)
 - Environmental NGO's, e.g. EMG
 - Etc.
- Encourage companies to use HRCA
- Deepen the scope of what the rights mean by creating platform for affected citizens to express their perspective
- Name and shame
- Research and publish
- Self-assessment of civil society's own human rights practices
- Civil society putting pressure on government
- Use tool to equip itself in the broader debate

5. Use of the tools by business:

- **Corresponding question: *How can the business community be motivated to make use of the tools?***

Prioritised issues:

- Research and publish best practices and bad practices (6 stickers)
- campaigns under UN Global compact: the HRCA operationalises the UN global compact (2 stickers)
- Leadership champions + business case: (1 sticker)
 - Reputation
 - Cost savings
 - New markets
 - Opportunities
 - Risk mitigation
- Activate consumer power "Buy proudly HR!" (1 sticker)
- How do we show/demonstrate value? (1 sticker)

Other issues:

- Also shareholder activism (role PIC funds, BUSA/NBI)
- Set up a joint or separate monitoring and learning system
- Awareness and education by NBI/ BUSA and universities
- Persuade them that they are potentially agents for social change
- Role of banks
- Multi-pronged approach :
 - Civil society action (positive and negative)
 - State policy and regulation including mandatory disclosure
 - Business case
- Critical collaboration:
 - Interest-based negotiation
 - Constructive criticism
- Create Human Rights branding (e.g. Proudly South African)
- Access to water

Other issues and suggestions:

At the beginning of the day everyone was invited to write other issues, suggestions and ideas on other organisations to be involved in the project that were not (sufficiently) addressed

during the meeting on a number of flipover sheets that were displayed on the wall. At the end of the day the following issues appeared.

Suggestions:

- Do not just emphasise risk, but also that the HRCA is a learning tool and how companies can act as a force for good and bring substantial change;
- Have a look at the name of tools!!!! (e.g. "risk" and "compliance")
- Stress added value tool in context SA (local relevance and legitimacy)
- Show what companies are doing with the tools and relate to use by NGO's

Organisations to be involved:	
- COSATU Gauteng office - NALEDI (research section of COSATU- have a project onm business) - SA labour bulletin - JSE - Institute of Directors (KING reports) - Environmental Justice network forum - NEDLAC (govt. + business) - Int. marketing council	- PSAM - IDASA - Consumer organisation - social investment funds - HSRC - CDE - CCS - Charities Aids Foundation

Follow-up:

As expressed in the closure of the meeting, the issues, ideas and suggestions raised during the day will be the basis for further steps in the project and will be incorporated in the project plans as much as possible.

Planning:

- The development of the SA HRCA is scheduled from December 2006-October 2007
- The South African focal point will be operational from early 2007. During the second day of the Round table meeting that was open to the project organisations AICC was appointed as the provisional focal point
- The next round table meeting is scheduled for July 2007
- The multistakeholder conference is scheduled for October 2007

Hansje Plagman (Project Coordinator, HOM) and Marina d'Engelbronner (Programme Manager), November 2006

Contact: For more information about the project, HRCA tools or for copies of the handouts, please contact Hansje Plagman at the following e-mail address: h.plagman@hom.nl

Annex:

Human Rights and Business Project South Africa

- Presentations work and activities on human rights and business of the organisations present (session 10.00-11.00)



PRESENTATIONS:		
<p>UNISA/Centre for Corporate Citizenship</p> <ul style="list-style-type: none"> • Research on: <ul style="list-style-type: none"> - accountability rating tm of SA top 50 companies - Responsible investment - Collaborative governance and partnership - Misc projects, including case studies on human rights in companies, e.g. BHP Billiton study, SASOL • Teaching and Advocacy: <ul style="list-style-type: none"> - 6 month short courses - Various executive (2-3 day) courses - Tailor made programmes - workshops and seminars <p><i>For more information check the following website:</i> http://www.unisa.ac.za/Default.asp?Cmd=ViewContent&ContentID=18145</p>	<p>South African Human Rights Commission (HRCA)</p> <ul style="list-style-type: none"> • Monitoring, promotion, protection of HRs <ul style="list-style-type: none"> - investigation of HRs violations - promotion of human rights through education (public) - Monitoring : report to parliament on the observance of HRs - offer redress in cases of violations of HRs - conduct public hearings in cases where there are systemic complaints - Education/awareness: workshops, seminars, unions • Litigate: <ul style="list-style-type: none"> - as amicus Curiae - on behalf of complainants - on the commission's name • Monitoring: <ul style="list-style-type: none"> - submit reports to parliament on the government's compliance - make inputs and submit to parliament • also mandate to look at vertical human rights obligations <p><i>For more information check the following website:</i> www.sahrc.org.za</p>	<p>Benchmarks Foundation South Africa:</p> <ul style="list-style-type: none"> • Research: Mining- RTB • *Corporations: <ul style="list-style-type: none"> • retail- shoprite • Financial sector • Investment by churches and faith-based institutions • Benchmarking tool • Churchbased advocacy • ART <p><i>For more information check the following website:</i> http://www.benchmarks.org/befsa/</p>
<p>Legal Resources Centre (LRC)</p> <ul style="list-style-type: none"> • Housing/local govt • land • NPO • Women • Children • Social welfare • environment • candidate attorneys • access to justice • refugees/ Africa <p><i>For more information check the following website:</i> http://www.lrc.co.za/home</p>	<p>African Institute of Corporate Citizenship (AICC)</p> <ul style="list-style-type: none"> • Focus areas: <ul style="list-style-type: none"> - Eliminating corruption - improve transparency and disclosure - role of the financial sector in sustainable development • Approach: <ul style="list-style-type: none"> - catalyst for action - research and capacity building - facilitation of multistakeholder processes - promote collaboration • Current activities: <ul style="list-style-type: none"> - agricultural business partnerships with NGO's - corporate reporting and stakeholder <p><i>For more information check the following website:</i> www.aiccafrica.com/</p>	<p>Khumumani Support Group:</p> <ul style="list-style-type: none"> • Membership organisation 54.000 survivors and victims • A movement for justice: <ul style="list-style-type: none"> - for addressing multiple needs of human rights violations survivors - for recognition and integration through sustainable livelihoods activities - for reconciliation • A national contact and support centre provides advocacy support to a network of Provincial Steering Committees <p><i>For more information check the following website:</i> http://www.khulumani.net/</p>
<p>National Business Initiative (NBI)</p> <ul style="list-style-type: none"> - formed in 1994 - coalition of 140 businesses in RSA and multinationals - Advancing business contribution to sustainable growth and development • Areas of work: <ul style="list-style-type: none"> - Sustainable futures-environment - Economic growth and equity - TIPSA-secretariat (joint initiative for priority skills acquisition) - Education- Maths and science education - college industry partnership-further education and training <p><i>For more information check the following website:</i> www.nbi.org.za</p>	<p>Association for Rural Advancement (AFRA)</p> <ul style="list-style-type: none"> • Primarily Land rights organisation • (1 sticker)tenure, improve lives • rights of people on agricultural farms + state land + traditional communal areas • Business overlap: <ul style="list-style-type: none"> - Commercial agriculture- Rights + opportunities - AGRI BEE ventures- through land + LED - Conservation, tourism - Game farming - Agri-tourism - Developers/planning institutions (IDP/local govt/ planning approaches/ golf estates/ LED) - Legal fraternity <p><i>For more information check the following website:</i> http://www.afra.co.za/</p>	<p>Lawyers for Human Rights (LHR):</p> <ul style="list-style-type: none"> • Human rights organisation that promotes, protects and enforces constitutional rights • focus areas: <ul style="list-style-type: none"> - childres - refugees/migrant workers - prisoners - farm workers - People living with HIV/Aids • Strategies: <ul style="list-style-type: none"> - legal assistance through law clinics - strategic litigation - policy advocacy - training/ education - monitoring/reporting <p><i>For more information check the following website:</i> www.lhr.org.za</p>