

### Commission Summary

Item	Allocation 2007/2008
<b>Current Payments</b>	<b>15,447,000</b>
Compensation Of Employees	11,101,000
Social Contributions	451,000
Goods and Services	3,895,000
Capital	-
Machinery and Other Equipment	-
<b>Total</b>	<b>15,447,000</b>

### Programme 1: Administration

#### Sub Programme 1.1 Office of the Chair Person

Item	Allocation 2007/2008	Responsibilities of this sub-programme
Current Payments	5,360,000	Office of the Chair Person
Compensation Of Employees	3,265,000	Office of the CEO
Social Contributions	128,000	Office of the Commissioners
Goods and Services	1,967,000	Office of the Secretary
Capital	-	
Machinery and Other Equipment	-	
<b>Total</b>	<b>5,360,000</b>	

#### Sub Programme 1.2 Corporate services

Item	Allocation 2007/2008	Responsibilities of this sub-programme
Current Payments	1,906,000	Head Corporate Services
Compensation Of Employees	1,608,000	Human Resource Management
Social Contributions	160,000	Information Management
Goods and Services	138,000	
Capital	-	
Machinery and Other Equipment	-	
<b>Total</b>	<b>1,906,000</b>	

#### Sub Programme 1.3 Financial Management

Item	Allocation 2007/2008	Responsibilities of this sub-programme
Current Payments	2,316,000	Chief Financial Officer
Compensation Of Employees	1,542,000	Financial Administration
Social Contributions	127,000	
Goods and Services	647,000	
Capital	-	
Machinery and Other Equipment	-	
<b>Total</b>	<b>2,316,000</b>	

### Programme 2: CRL Programmes

#### Sub Programme 2.1 Programme Support

Item	Allocation 2007/2008	Responsibilities of this sub-programme
Current Payments	247,000	Programme Support
Compensation Of Employees	176,000	
Social Contributions	36,000	
Goods and Services	35,000	
Capital	-	
Machinery and Other Equipment	-	
<b>Total</b>	<b>247,000</b>	

#### Sub Programme 2.2 Research and Policy development

Item	Allocation 2007/2008	Responsibilities of this sub-programme
Current Payments	1,949,000	Head Research
Compensation Of Employees	1,581,000	Research Culture and Heritage
Social Contributions	-	Research Religion
Goods and Services	368,000	Research Language
Capital	-	
Machinery and Other Equipment	-	
<b>Total</b>	<b>1,949,000</b>	

#### Sub Programme 2.3 Public Education & Advocacy

Item	Allocation 2007/2008	Responsibilities of this sub-programme
Current Payments	1,082,000	Head Public Education and Advocacy
Compensation Of Employees	851,000	Public Education and Advocacy Culture and Heritage
Social Contributions	-	Public Education and Advocacy Religion
Goods and Services	231,000	Public Education and Advocacy
Capital	-	
Machinery and Other Equipment	-	
<b>Total</b>	<b>1,082,000</b>	

#### Sub Programme 2.4 Investigation & Conflict Resolution

Item	Allocation 2007/2008	Responsibilities of this sub-programme
Current Payments	1,056,000	Head Investigation & Conflict Resolution
Compensation Of Employees	866,000	Investigation & Conflict Resolution Culture and Heritage
Social Contributions	-	Investigation & Conflict Resolution Religion
Goods and Services	190,000	Investigation & Conflict Resolution
Capital	-	
Machinery and Other Equipment	-	
<b>Total</b>	<b>1,056,000</b>	

#### Sub Programme 2.5 Public Consultation

Item	Allocation 2007/2008	Responsibilities of this sub-programme
Current Payments	1,531,000	Head Public Consultation
Compensation Of Employees	1,212,000	Public Consultation Community Council
Social Contributions	-	Public Consultation National Consultative Conference
Goods and Services	319,000	Public Consultation Provincial Co-
Capital	-	
Machinery and Other Equipment	-	
<b>Total</b>	<b>1,531,000</b>	

Name	Rank	Level	Status	Devisiion
Guma M	Chair Person	15	Funded	Office of the Chair Person
Sondi ZP	Personal Assistant	9	Funded	Office of the Chair Person
Madiba PP	Chief Executive Officer	15	Funded	Office of the Chief Executive Officer
Whittaker NJ	Personal Assistant	9	Funded	Office of the Chief Executive Officer
Vacant	Secretary	13	Funded	Office of the secretary
Vacant	Personal Assistant	9	Unfunded	Office of the secretary
Nkosi S	Communications Officer	9	Funded	Office of the secretary
Vacant	Marketing Officer	11	Unfunded	Office of the secretary
Vacant	Assistant secretary	11	Unfunded	Office of the secretary
Vacant	Assistant secretary	11	Unfunded	Office of the secretary
Vacant	Director	13	Unfunded	Head Corporate Services
Kotelo B	Personal Assistant	9	Funded	Head Corporate Services
Motjope BM	Assistant Manager	9	Funded	Human resource Management
Naidoo VB	Receptionist	5	Funded	Human resource Management
Vacant	Manager	12	Unfunded	Information Management
Vacant	Archivist/Librarian	10	Unfunded	Information Management
Ngomane JR	Assistant manager	9	Funded	Information Management
Vacant	Registry clerk/ Messanger	7	Funded	Information Management
Vacant	Director	13	Funded	Office of the Chief Financial Officer
Naubuth E	Personal Assistant	9	Funded	Office of the Chief Financial Officer
CM	Manager	12	Funded	Financial Management
Vacant	Procurement Officer	10	Funded	Financial Management
Vacant	Payments Officer	9	Funded	Financial Management
Vacant	Assit Management Clerk	7	Unfunded	Financial Management
Vacant	Purchasing Clerk	7	Unfunded	Financial Management
Vacant	Chief director	14	Unfunded	The Head Programmes
Vacant	Personal Assistant	9	Funded	The Head Programmes
Masoga MA	Director	13	Funded	Head Research
Gopane M	Manager	12	Funded	Research Culture and Heritage
Vacant	Manager	12	Funded	Research Language
Vacant	Manager	12	Unfunded	Research Religion
Vacant	Director	13	Unfunded	Head Public Education and Advocacy
Vacant	Manager	12	Unfunded	Public Edu and Adv Culturwe and Heritage
Vacant	Manager	12	Unfunded	Public Education and Advocacy Religion
Vacant	Manager	12	Unfunded	Public Education and Advocacy Language
Philander GH	Director	13	Funded	Head Investigations
Vacant	Manager	12	Funded	Investigations Culture and Heritage
Vacant	Manager	12	Unfunded	Investigations Religion
Vacant	Manager	12	Unfunded	Investigations Language
Vacant	Director	13	Unfunded	Head Public partnerships
Vacant	Manager	12	Funded	Community Councils
Vacant	Manager	12	Unfunded	National Consultative Conference
Vacant	Manager	12	Unfunded	Provincial Coordination

Fill 2006/2007

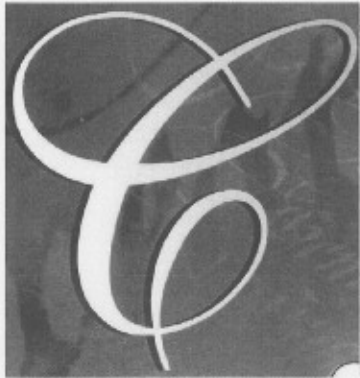
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**CRL Rights Commission Inputs for the 2007/2008 to 2009/2010 MTEF Period**

<b>Item</b>	<b>Allocation 2006/2007</b>	<b>Allocation 2007/2008</b>	<b>Allocation 2008/2009</b>	<b>Allocation 2009/2010</b>
<b>Current Payments</b>	<b>13,403,000.00</b>	<b>15,447,000.00</b>	<b>18,496,000.00</b>	<b>20,393,000.00</b>
Compensation Of Employees	7,148,000.00	11,101,000.00	14,468,000.00	15,779,000.00
Social Contributions	401,000.00	451,000.00	509,000.00	525,000.00
Goods and Services	5,854,000.00	3,895,000.00	3,519,000.00	4,089,000.00
<b>Capital</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Machinery and Other Equipment	-	-	-	-
<b>Total</b>	<b>13,403,000.00</b>	<b>15,447,000.00</b>	<b>18,496,000.00</b>	<b>20,393,000.00</b>



**C·O·M·M·I·S·S·I·O·N**

FOR THE PROMOTION & PROTECTION  
OF THE RIGHTS OF CULTURAL, RELIGIOUS  
& LINGUISTIC COMMUNITIES

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## RESEARCH AND DEVELOPMENT UNIT

2007

## BUSINESS PLAN

**A. EFFICIENCY, COMPLIANCE, EFFECTIVENESS AND ACCOUNTABILITY**

**B. PROTECTION AND PROMOTION OF C-R-L**

<b>SPECIFIC FOCUS AREA</b>	<b>SUB-FOCUS AREA</b>	<b>ACTIVITIES</b>	<b>PERFORMANCE 2007</b>	<b>PERFORMANCE MEASURE/OUTPUT</b>	<b>BUDGET</b>
<b>1. Development of Diminished C-R-L Heritage)</b>	Dealing with definitions: C-R-L <ul style="list-style-type: none"> <li>• Nama Cultural Project</li> <li>• African Religion Project</li> <li>• Sepedi: Dealing with challenges of officials versus non-official languages</li> </ul>	<ul style="list-style-type: none"> <li>➤ Completion of the Report</li> <li>➤ Launch of the Report</li> <li>➤ Completion of the Report</li> <li>➤ Launch of the Report</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>➤ Report</li> <li>➤ Scholarly interaction</li> <li>➤ Policy inputs and implementation</li> </ul>	200,000
<b>2. Initiation as a rite of passage</b>	Initiation of girls	Media Launch	S1	<ul style="list-style-type: none"> <li>➤ Constructive feedback</li> <li>➤ Policy formulation</li> </ul>	R150,000
<b>3. Religious Equality</b>	<i>A stakeholder hearing to be organized on the 18 April 2007</i>	<ul style="list-style-type: none"> <li>➤ A hearing</li> </ul>	<ul style="list-style-type: none"> <li>➤ Immediate and Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>➤ Policy formulation in terms of protection and promotion</li> </ul>	R20,000
<b>4. Burial Practices</b>	Space and Spirituality Research Report <ul style="list-style-type: none"> <li>➤ Research on <i>Burial Costs</i></li> <li>➤ <i>On death and Dying: Cultural and Spiritual</i></li> </ul>	Dialogues and Media Launches	Immediately	Policy on Protection and Promotion	R100,000

	<i>Challenges</i>				
<b>5. Mother Tongue Day Celebration</b>	<i>The Meaning and Significance of Access of and to all mother tongue</i>	Dialogue and Media Launch	February 21	Promotion and Public Awareness	R10,000



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## **YEAR PLAN – 2007/8**

### **PUBLIC EDUCATION AND ADVOCACY COMMITTEE**

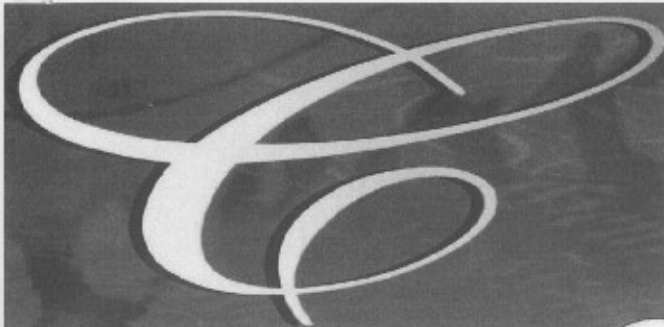
**OBJECTIVE: PROMOTION AND PROTECTION OF  
COMMUNITY c-r-l RIGHTS**

Key objectives	Sub-objectives	Activities	KPI's	Budget
Protection and promotion of the Rights of CRL Communities	<p>(i) Promote access to, and usage of spaces of cultural and spiritual significance</p> <p>Youth development</p> <ul style="list-style-type: none"> <li>- Youth awareness</li> <li>- Youth intercultural relations</li> <li>- Efficient partnerships with youth structures; Local elders, SAHRA, Provincial Youth Commissions, DEAT.</li> </ul>	<p>National youth dialogue through information pamphlets;</p> <p>Questionnaire requiring local information;</p> <p>Media presentations and discussion</p> <p>Youth seminar/workshop in partnership with National Youth Commission.</p>	<p>Identification of spaces of cultural and spiritual significance – local, provincial and national audits</p> <p>Categorisation and definition of c-r-l practices associated with such spaces/sites.</p> <p>Management plans for individual spaces (SAHRA &amp; CRL Commission)</p> <p>Annual Activity Plans.</p>	90



	<p>(ii) Facilitate equality of religions - holidays and holidays.</p>	<p>Awareness of holidays of the various religions e.g. Hinduism, Judaism, Christianity, Islam, Indigenous African Religion, Rastafarianism.</p>	<p>National Calendar – inclusive of all religious holy days.</p> <p>Policy recommendations on recognition of important holidays.</p>	<p>30 (10x3)</p>
	<p>(iii) Recover community values, beliefs and practices in education</p>	<p>Awareness of systems of initiating girls and boys into community membership</p>	<p>Record of systems of initiation of girls and boys</p>	<p>50 (10x5)</p>
	<p>Promote cultural practices of knowledge gathering and conservation</p>	<p>Community cultural performance e.g. story telling</p>	<p>Local performances</p> <p>Identification of factors of possible negative impact e.g. virginity testing systems</p>	

	<p>(iv) Diversity Day – May 2007</p> <p>Provincial/local focus on dress, languages, religions, displays</p>	<p>Dressed-up for display;</p> <p>Dramatise languages (performances);</p> <p>Exhibitions of local heritage objects</p>	<p>Definition of significance of displays</p>	<p>61</p> <p>(partnership with local municipalities and prov. DAC/Educ; local business people)</p>
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**YEAR PLAN – 2007/8**

**INVESTIGATION UNIT**

**PROMOTION AND PROTECTION OF COMMUNITY**

**CRL RIGHTS COMMISSION**

Key objectives	Sub-objectives	Activities	KPI's	Budget	Date
<b>Protection and promotion of the Rights of CRL Communities</b>	Investigations and conflict resolution	Mediation & Conflict Resolution;			
	1) Cultural-Closure of ancestral burial grounds; Legislation & Practice	<p><b>1)</b> Mr. NM Madonsela vs Mr. Arnold: Paul Pietersburg Durban;</p> <p><b>2)</b> Tukutheli Korosi: Southwell Community; Southwell; Eastern Cape</p> <p><b>3)</b> Nekhwevha &amp; head man Makhumbane; Limpopo</p>		<p>Transcription; Sound &amp; Translations; Venue; Travel &amp; Accommodation</p> <p><b>61</b></p>	<p>Q1</p> <p>APR-June 2007</p>
	2) Investigations and conflict resolution	<p><b>1)</b> Mr. S Mili P.O. Box 176 Ezibeleleni 5321</p> <p><b>2)</b> Mantsopa Municipality; Ladybrand; Bloemfontein;</p>		<p>Venue; Travel &amp; Accommodation</p> <p><b>(11x6)</b></p> <p><b>66</b></p>	<p>Q1-Q2</p> <p>APR-SEPT. 2007</p>

		<p>3) Mr. Malefane Tshabalala; Stillfontein; North West</p> <p>4) B. Singh Hindu Watch Glenaire; Durban</p> <p>5) Joanne Port Elizabeth</p> <p>6) Captain JG Le Roux; Piketberg, Western Cape</p> <p><b>Cases in the Gauteng region:</b></p> <p>1) Mr. Cloete Johannesburg;</p> <p><b>2) Moulana Cassim</b> Fordsburg; Johannesburg; Gauteng;</p>			<p>Q1-Q2</p> <p>APR- SEPT. 2007</p>
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		<b>3) A A Jeena  Fordsburg;  Johannesburg;  Gauteng</b>		<b>Venue; Travel &amp;  Accommodation  (7x9)</b>  <b>63</b>	<b>Q3- Q4</b>
	<b>4) Add hoc investigations</b>	<b>Actively pursue cases  that results out of the  media</b>			