



**National Action Plan
to Combat Racism, Racial Discrimination,
Xenophobia and Related Intolerance**

IMPLEMENTATION PLAN



REPUBLIC OF SOUTH AFRICA



**Indicative five (5) year Implementation Plan
for the National Action Plan to Combat Racism, Racial Discrimination, Xenophobia and Related Intolerance
for the period 2019/2020 - 2023/2024
(FOR FINALISATION POST 2019 ELECTIONS)**

Item	Objective	Responsibility	Indicators	Activity	Costing					Responsible Person	Start Date	End Date
					2019/20	2020/21	2021/22	2022/23	2023/24			
1	Baseline Study on the levels of racism, racial discrimination, xenophobia and related intolerance	DOJCD or Department/entity that will hold the mandate post 2019 elections	Developed Baseline Study to determine levels of racism, anti-foreigner sentiment, homophobia, racial incidents, inter-racial relations and perceptions of national identity	<ul style="list-style-type: none"> Extrapolate and consolidate relevant disaggregated statistical data and information from the Socio-Economic Justice for All (SEJA) Programme Baseline Survey and other relevant reports and surveys 	Baseline	-	-	-	-	Relevant Departmental official	01/08/2019	31/03/2020
				<ul style="list-style-type: none"> Analyse and collate the findings and recommendations of relevant reports on current laws, policies, programmes, needs and human and institutional resources necessary for the elimination of racism, racial discrimination, xenophobia, homophobia and related intolerance 	Baseline	-	-	-	-	Relevant Departmental official	01/08/2019	31/03/2020
				<ul style="list-style-type: none"> Analyse disaggregated statistical data and information to determine patterns, trends and challenges relating to racism, racial discrimination, xenophobia and related intolerance 	Baseline	-	-	-	-	Relevant Departmental official	01/04/2020	30/09/2020
				<ul style="list-style-type: none"> Propose recommendations on the protection needs of vulnerable and marginalised groups 	Baseline	-	-	-	-	Relevant Departmental official	30/09/2020	31/03/2020

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2	An effective governance structure to provide oversight on the implementation of the National Action Plan to Combat Racism, Racial Discrimination, Xenophobia and Related Intolerance (NAP)	DOJCD or Department/entity that will hold the mandate post 2019 elections	Established National Focal Point to lead and co-ordinate the overall implementation of the NAP	<ul style="list-style-type: none"> Consult and obtain inputs from relevant stakeholders and role-players to finalise the terms of reference 	R100 000	-	-	-	-	Relevant Departmental official NAP Steering Committee	01/04/2019	31/10/2019
				<ul style="list-style-type: none"> Develop draft terms of reference for the governance structure 						Relevant Departmental official NAP Steering Committee	01/11/2019	28/02/2020
				<ul style="list-style-type: none"> Obtain approval of the terms of reference from the Executive Authority 	Baseline	-	-	-	-	Relevant Departmental official	28/02/2020	31/03/2020
				<ul style="list-style-type: none"> Selection and appointment of nominees to serve on the governance structure 	Baseline	-	-	-	-	Relevant Departmental official NAP Steering Committee	01/09/2020	31/12/2020
				<ul style="list-style-type: none"> Establish and setting up of governance structure 	R3m	-	-	-	-	Relevant Departmental official NAP Steering Committee	01/04/2020	30/09/2020

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3	Secure funding for the NAP's implementation	DOJCD	Develop a funding model for the implementation of the NAP	<ul style="list-style-type: none"> Conduct a desk-top analysis of the existing funding models within government, in collaboration with civil society organisations and relevant sectors 	Baseline	-	-	-	-	Relevant Departmental official	01/04/2019	31/03/2020
				<ul style="list-style-type: none"> Consult with the public and private sectors and Chapter Nine institutions to develop the NAP funding model 	Baseline	-	-	-	-	Relevant Departmental official	01/06/2019	31/03/2020
				<ul style="list-style-type: none"> Develop the funding model for the NAP implementation 	Baseline	-	-	-	-	Relevant Departmental official	01/06/2019	31/03/2020

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4	Data collection of disaggregated statistical data for the measurement of racism, racial discrimination, xenophobia and related intolerance	DOJCD and Stats SA or Department/ entity that will hold the mandate post 2019 elections	Developed virtual data repository from various sources on disaggregated statistical data to measure racism, racial discrimination, xenophobia and related intolerance	• Review the final report and recommendations on the technical assistance report on the methods of data collection in regard to racism, racial discrimination, xenophobia and related intolerance	Baseline	-	-	-	-	Relevant Departmental official	01/04/2019	30/04/2020
				• Present final report in order to obtain stakeholder buy-in and obtain the approval of the Executive Authority thereof	Baseline	-	-	-	-	Relevant Departmental official	01/04/2019	30/06/2019
				• Engagement with public and private sectors and Chapter Nine institutions for the establishment of a virtual data repository	Baseline	-	-	-	-	Relevant Departmental official	01/06/2019	31/08/2019
				• Solicit technical assistance for the design and operationalisation of the virtual data repository	Donor funding	-	-	-	-	Relevant Departmental official	01/04/2020	31/03/2021

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5	Early Warning Mechanism to respond to incidents of racist and xenophobic offences/hate crimes	DOJCD or Department/entity that will hold the mandate post 2019 elections	Established Rapid Response Mechanism to respond to incidents of racist and xenophobic offences/hate crimes	• Develop terms of reference and reporting framework for the Rapid Response task team	Baseline	-	-	-	-	Relevant Departmental official	01/04/2021	30/09/2021
				• Engagement with the public and private sectors and Chapter Nine institutions to finalise the draft terms of reference and reporting framework	Baseline	-	-	-	-	Relevant Departmental official	01/04/2021	30/09/2021
				• Approval of the terms of reference and reporting framework by the Executive Authority	Baseline	-	-	-	-	Executive Authority	01/10/2021	31/12/2021
				• Selection and appointment of nominees to serve on the national Rapid Response structure	Baseline	-	-	-	-	Relevant Departmental official	01/01/2021	31/03/2021
				• Collection and publication of accurate reported statistics from relevant stakeholders on the number of prosecutions, its outcome and the reasons for non-prosecution of racist and xenophobic offences	-	Baseline	Baseline	Baseline	Baseline	National governance structure – National Data User Group (NDUG)	01/04/2021	31/03/2024

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					2019/20	2020/21	2021/22	2022/23	2023/24			
6	Database of service providers accessible to victims of discrimination	DOJCD or Department/entity that will hold the mandate post 2019 elections	Establish an accessible database/ directory of service providers to provide assistance to victims of racism, racial discrimination, xenophobia and related intolerance	<ul style="list-style-type: none"> Conduct a desk-top analysis of the existing service providers nationally, specialising in providing services for victims of discrimination 	Baseline	-	-	-	-	Relevant Departmental official	01/04/2020	30/06/2020
				<ul style="list-style-type: none"> Compile a database of service providers in consultation with relevant stakeholders and role-players 	Baseline	-	-	-	-	Relevant Departmental official	01/07/2020	30/09/2020
				<ul style="list-style-type: none"> Approval of the database by the NAP governance structure Committee as well as the Executive Authority 	Baseline	-	-	-	-	Executive Authority	01/10/2020	31/12/2020
				<ul style="list-style-type: none"> Roll out the database of service providers 	Baseline	-	-	-	-	Relevant Departmental official	01/01/2021	31/03/2021

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7	Promotion of research strategies to assess ongoing levels of racism, racial discrimination, xenophobia and related intolerance	DOJCD or Department/ entity that will hold the mandate post 2019 elections	Collaboration with research institutions to conduct research to assess ongoing levels of racism, racial discrimination, xenophobia and related intolerance	• Undertake an investigation into the nature, causes and manifestations of racism and discrimination in both public and private spheres	-	-	R2m	-	-	Relevant Departmental official	01/04/2022	31/03/2023
				• Undertake specific research on restorative justice	-	R1m	-	-	-	Relevant Departmental official	01/04/2022	31/03/2023
				• Undertake a qualitative description of the ethnic composition of the South African population, in particular indigenous people and non-citizens	-	-	R1m	-	-	Relevant Departmental official	01/04/2022	31/03/2023
				• Review and evaluate the impact of specific measures adopted to address the situation of <i>de facto</i> segregation that persists in South Africa	-	-	-	-	R1m	Relevant Departmental official	01/04/2023	31/03/2024
				• Undertake research in the areas of the prevention of racism and discrimination	-	-	-	R1m	-	Relevant Departmental official	01/04/2022	31/03/2023

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					2019/20	2020/21	2021/22	2022/23	2023/24			
		Department of Labour or Department/ entity that will hold the mandate post 2019 elections	• Poverty alleviation on a national scale	• Implement the national minimum wage						Relevant Departmental official		
		Department of Labour Government Communication and Information System Department of Communication or Department/ entity that will hold the mandate post 2019 elections		• Implement skills development programmes and improving communication about their accessibility						Relevant Departmental official		
		All relevant departments or Department/ entity that will hold the mandate post 2019 elections		• Improve job creation mechanisms to provide sustainable livelihoods for the poor						Relevant Departmental officials		
		Department of Agriculture, Forestry and Fisheries or Department/ entity that will hold the mandate post 2019 elections		• Intensifying food security efforts						Relevant Departmental official		

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9	Strengthen and Accelerate transformation agenda	Department of Economic Development Department of Trade and Industry or Department/ entity that will hold the mandate post 2019 elections	Transformed Economy	<ul style="list-style-type: none"> Develop a more effective programme to ensure access to, and ownership of, financial institutions by black people, youth and women. This should include new approaches to regulation and licensing that fosters competition and enables diversified ownership 						Relevant Departmental official		
		Department of Tourism or Department/ entity that will hold the mandate post 2019 elections		<ul style="list-style-type: none"> Implementation of transformation programmes in the tourism sector 						Relevant Departmental official		
		Department of Labour or Department/ entity that will hold the mandate post 2019 elections		<ul style="list-style-type: none"> Monitoring progress in the implementation of employment equity policies 						Relevant Departmental official		

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					2019/20	2020/21	2021/22	2022/23	2023/24			
10	Reverse legacy of apartheid education	Department of Higher Education and Training or Department/ entity that will hold the mandate post 2019 elections	Equitable and equal access to education	<ul style="list-style-type: none"> Implement measures to address challenges of inequity between rural and urban education through the provision of quality, efficient, innovative, and inclusive education and training programmes and solutions 						Relevant Departmental official		
		Department of Basic Education or Department/ entity that will hold the mandate post 2019 elections		<ul style="list-style-type: none"> Develop and implement anti-racism and equality promotion modules in the school curriculum 						Relevant Departmental official		
		Department of Basic Education or Department/ entity that will hold the mandate post 2019 elections		<ul style="list-style-type: none"> Roll out and monitor anti-racism programmes in schools and institutions of higher learning 						Relevant Departmental official		
		Department of Basic Education or Department/ entity that will hold the mandate post 2019 elections		<ul style="list-style-type: none"> Create a new, inclusive culture of learning, including programmes aimed at combating racism, racial discrimination, xenophobia and other related intolerance 						Relevant Departmental official		

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					2019/20	2020/21	2021/22	2022/23	2023/24			
11	Enhance knowledge production	Department of Higher Education and Training or Department/ entity that will hold the mandate post 2019 elections	Number of black writers and artists assisted with material support	<ul style="list-style-type: none"> Providing material support to black writers and artists 						Relevant Departmental official		
			Number of campaigns implemented to encourage black intellectuals to publish	<ul style="list-style-type: none"> Roll out campaigns to encourage black intellectuals to publish 						Relevant Departmental official		
		Department of Arts and Culture or Department/ entity that will hold the mandate post 2019 elections	Transformed publishing houses	<ul style="list-style-type: none"> Implement transformation agenda of publishing houses to create more space for the promotion of African perspectives 						Relevant Departmental official		

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12	Reverse the psychological effects and impact of apartheid/ colonialism	Department of Arts and Culture Department of Higher Education and Training /Department of Basic Education or Department/ entity that will hold the mandate post 2019 elections	Restore the value, culture and human dignity of all persons in South Africa	<ul style="list-style-type: none"> Implement an educational system that instils the culture of human rights, human dignity and equality 						Relevant Departmental official		
		Department of Cooperative Governance and Traditional Affairs or Department/ entity that will hold the mandate post 2019 elections		<ul style="list-style-type: none"> Design and implement programmes that engender and promote values of racial, cultural and religious tolerance for all people regardless of difference within all institutions of learning 						Relevant Departmental official		
		Government Communication and Information System Department of Communication or Department/ entity that will hold the mandate post 2019 elections		<ul style="list-style-type: none"> Engage media to highlight and celebrate the excellence of all South Africans in all areas of human endeavour 						Relevant Departmental official		

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13	Promotion of social cohesion within South African Society	Department of Social Development or Department/ entity that will hold the mandate post 2019 elections	A cohesive and integrated society that promotes and respects human rights	<ul style="list-style-type: none"> Undertake community mapping in targeted areas 						Relevant Departmental official		
		Local municipalities or Department/ entity that will hold the mandate post 2019 elections		<ul style="list-style-type: none"> Mobilise communities through community conversations and dialogues to sensitise people around the divisive nature of our history and the effects thereof 						Relevant Departmental/ Municipal official		
		Department of Arts and Culture / Department of Home Affairs DOJCD or Department/ entity that will hold the mandate post 2019 elections		<ul style="list-style-type: none"> Rollout social mobilisation campaigns to address racism, racial discrimination, xenophobia, and other intolerance 						Relevant Departmental official		
		Department of Arts and Culture or Department/ entity that will hold the mandate post 2019 elections		<ul style="list-style-type: none"> Implementing social cohesion programmes through arts and culture to engender a greater appreciation of cultural diversity 						Relevant Departmental official		

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13	Promotion of social cohesion within South African Society	Department of Arts and Culture or Department/ entity that will hold the mandate post 2019 elections		<ul style="list-style-type: none"> Popularising and promoting visits to national heritage sites 						Relevant Departmental official		
		Department of Sport and Recreation or Department/ entity that will hold the mandate post 2019 elections		<ul style="list-style-type: none"> Monitor incidents of racism, racial discrimination and related intolerances in sport 						Relevant Departmental official		
		Department of Basic Education or Department/ entity that will hold the mandate post 2019 elections		<ul style="list-style-type: none"> Leverage on Department Basic Education school-governing bodies to design and help implement anti-racism initiatives 						Relevant Departmental official		
		Department of Social Development or Department/ entity that will hold the mandate post 2019 elections		<ul style="list-style-type: none"> Coordination of a participatory process to develop an Integrated National Strategy to Protect, Promote and Uphold the Rights of Persons with Albinism 						Relevant Departmental official		

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					2019/20	2020/21	2021/22	2022/23	2023/24			
14	Public engagement on racism, racial discrimination, xenophobia and other intolerance	Department of Arts and Culture or Department/ entity that will hold the mandate post 2019 elections	Number of national days commemorated	<ul style="list-style-type: none"> Promoting use of national days of celebration and commemoration to combat racism, racial discrimination, xenophobia and other intolerance 						Relevant Departmental official		
		Government Communication and Information System Department of Communications or Department/ entity that will hold the mandate post 2019 elections	Number of collaborative programmes	<ul style="list-style-type: none"> Leveraging on media/media houses/South African National Editors' Forum /civil society organisations to strengthen campaigns such as Anti-Racism Week 						Relevant Departmental official		

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15	Combat discrimination based on ethnic origin	Department of Basic Education or Department/ entity that will hold the mandate post 2019 elections	Number of learners inducted	<ul style="list-style-type: none"> Teaching learners in school about the dangers of discrimination based on ethnic origin 						Relevant Departmental official		
		Department of Arts and Culture or Department/ entity that will hold the mandate post 2019 elections	Number of symbols promoted that stimulate the national identity	<ul style="list-style-type: none"> Promoting a sense of national pride through symbols that stimulate a national identity 						Relevant Departmental official		
		Government Communication and Information System Department of Communication Department of Traditional Affairs or Department/ entity that will hold the mandate post 2019 elections	Number of government communication campaigns implemented	<ul style="list-style-type: none"> Implement government communication campaigns to mobilise society against discrimination based on ethnic origin 						Relevant Departmental official		

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					2019/20	2020/21	2021/22	2022/23	2023/24			
16	Human rights of foreign nationals are promoted and respected	Department of Arts and Culture South African Police Service Department of Social Development Department of Cooperative Governance and Traditional Affairs Local municipalities Department of Home Affairs DOJCD or Department/ entity that will hold the mandate post 2019 elections	Promotion and protection of rights of foreign nationals	<ul style="list-style-type: none"> Follow up and implement the recommendations of the Parliamentary <i>Ad Hoc</i> Joint Committee on Probing Violence Against Foreign Nationals Report and the Special Reference Group on Migration and Community Integration in Kwa-Zulu Natal 						Relevant Departmental official		
				<ul style="list-style-type: none"> Develop and implement mechanisms to ensure that foreign nationals receive the services to which they are constitutionally entitled 						Relevant Departmental official		

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16	Human rights of foreign nationals are promoted and respected	Department of Home Affairs or Department/ entity that will hold the mandate post 2019 elections	Promotion and protection of rights of foreign nationals	<ul style="list-style-type: none"> Fostering a human rights culture in the management of migrants, refugees and asylum seekers 						Relevant Departmental official		
		Department of Cooperative Governance and Traditional Affairs Local municipalities Department of Home Affairs or Department/ entity that will hold the mandate post 2019 elections		<ul style="list-style-type: none"> Facilitate the integration of migrants into host communities where they stay 						Relevant Departmental official		
		Department of Home Affairs or Department/ entity that will hold the mandate post 2019 elections		<ul style="list-style-type: none"> Government to consider drafting a policy framework related to stateless persons and the eradication of statelessness 						Relevant Departmental official		

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17	Eradication of gender-based violence and discrimination	Department of Basic Education or Department/ entity that will hold the mandate post 2019 elections	Reduced levels of gender-based violence and discrimination	• Develop a gender non-violent and non-discriminatory policy in schools						Relevant Departmental official		
		Department of Basic Education or Department/ entity that will hold the mandate post 2019 elections		• Induction of school learners on gender-based violence and discrimination, and ensuring a safe environment for learners						Relevant Departmental official		
		Department of Women or Department/ entity that will hold the mandate post 2019 elections		• Establishing a Femicide Watch						Relevant Departmental official		
		Department of Women Department of Social Development or Department/ entity that will hold the mandate post 2019 elections		• Encouraging community dialogues to combat violence against women and children						Relevant Departmental official		

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17	Eradication of gender-based violence and discrimination	Department of Social Development DOJCD or Department/ entity that will hold the mandate post 2019 elections		<ul style="list-style-type: none"> Strengthen Thuthuzela Care Centres and Sexual Offences Courts 						Relevant Departmental official		
		Department of Women or Department/ entity that will hold the mandate post 2019 elections		<ul style="list-style-type: none"> Address the concerns raised in the #TotalShutdown memorandum 						Relevant Departmental official		

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18	Redress to victims of colonialism and apartheid	Department of Basic Education or Department/ entity that will hold the mandate post 2019 elections	Number of learners inducted	<ul style="list-style-type: none"> Teaching learners about our history of colonialism and apartheid 						Relevant Departmental official		
		DOJCD or Department/ entity that will hold the mandate post 2019 elections	Number of Truth and Reconciliation Commission recommendations implemented	<ul style="list-style-type: none"> Conclude on the outstanding work of the Truth and Reconciliation Commission, including the implementation of its recommendations 						Relevant Departmental official		
		DOJCD Department of International Relations and Cooperation or Department/ entity that will hold the mandate post 2019 elections	Signed Convention on Apartheid and the Convention Against Enforced Disappearances	<ul style="list-style-type: none"> Promote the signing of the Convention on Apartheid and the Convention Against Enforced Disappearances 						Relevant Departmental official		
		Department of Arts and Culture or Department/ entity that will hold the mandate post 2019 elections	Struggle icons and stalwarts affirmed and recognised	<ul style="list-style-type: none"> Recognise and popularising our national symbols and struggle icons 						Relevant Departmental official		

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19	Promotion of constitutional and human rights awareness	DOJCD or Department/ entity that will hold the mandate post 2019 elections	Increased awareness of constitutional and human rights	<ul style="list-style-type: none"> Implement programmes such as <i>Amarightza</i> to foster human rights and constitutional awareness 						Relevant Departmental official		
		Local municipalities or Department/ entity that will hold the mandate post 2019 elections		<ul style="list-style-type: none"> Educate communities on how to enforce their rights via channels such as their public representatives, Chapter Nine bodies and the courts 						Relevant Departmental or municipal official		
		DOJCD or Department/ entity that will hold the mandate post 2019 elections		<ul style="list-style-type: none"> Promote the use of Equality Courts and strengthen Equality Courts 						Relevant Departmental official		
		Department of Basic Education or Department / entity that will hold the mandate post 2019 elections		<ul style="list-style-type: none"> Include the National Schools Moot Court Competition into the curriculum 						Relevant Departmental official		

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19	Promotion of constitutional and human rights awareness	Local municipalities DOJCD Department of Social Development Department of Cooperative Governance and Traditional Affairs or Department/ entity that will hold the mandate post 2019 elections	Increased awareness of constitutional and human rights	<ul style="list-style-type: none"> Develop municipal model toolkits to combat racism, racial discrimination, xenophobia and related intolerance 						Relevant Departmental or municipal official		
		DOJCD South African Law Reform Commission Department of Social Development or Department / entity that will hold the mandate post 2019 elections		<ul style="list-style-type: none"> Fully incorporate the Convention on the Rights of Persons with Disabilities into South African domestic law 						Relevant Departmental official		
		DOJCD or Department / entity that will hold the mandate post 2019 elections		<ul style="list-style-type: none"> Promote and disseminate accessible human rights information and other materials in a simplified form in national and local languages, safeguarding the rights to equality and non-discrimination 						Relevant Departmental official		