

THE VIOLENCE SURVEY 2023

WELCOME

The round table will start shortly

22 NOVEMBER 2023

Presented by RCS, in partnership with **BNP Paribas**
& The Whitaker Peace and Development Initiative (WPDI)



WELCOME & INTRODUCTION

Sandi Richardson

Human Resources Executive
RCS

THE VIOLENCE SURVEY 2023

RCS, in partnership with BNP Paribas and the WPDI, once again commissioned the annual Violence Survey to better understand:



The effects of violence on vulnerable communities



The effects of violence on business



Launched in 2020, this is the fourth consecutive year of the Violence Survey, which enables us to draw YOY comparisons and trends from the data.

01

THE SOUTH AFRICAN LANDSCAPE

Tonia Pavlou
Chief Financial Officer
RCS

2023: THE LOCAL LANDSCAPE

62

MILLION

Population
of South Africa
(Stats SA)

LARGEST GROUP

(5,7M)

10 – 14 Years Old

MEDIAN AGE

(28)

Years Old

POPULATION STATS

51.5%

FEMALE

48.5%

MALE

More than half (51.5%) of
the population is female



HIGHEST GINI
COEFFICIENT IN
THE WORLD

0.67

32.6%

Unemployment
rate in South
Africa

What's driving SA's Gini
Coefficient score?

=

- Unemployment rate;
- Low wages;
- High income distribution at top end.

GENERAL SAFETY IN SA



Increases in common assault, common robbery & general contact crimes

Common assault up by 2.2%, common robbery up by 3.7% & overall contact crimes up by 2.1%.



2023/2024: Q2 crime stats reveal a slight decrease in murders

6,945 cases – 59 less than same period last year (0.8% decrease). However, attempted murders increased by 12.3% (up 756 to 6,911).



Decrease in rapes (2023/2024: Q2 crime stats)

10,516 cases – 74 less than same period last year (0.7% decrease). However, attempted sexual offenses increased by 4.3% (up 23 to 559).



SA ranked 130 out of 163 countries in the Global Peace Index 2023 – **dropping eight places from 2022.**

(2022: 118) On the safety and security index – which looks specifically at criminality, political instability, violence and unrest – South Africa ranks in the bottom 20 (144th out of 163), just ahead of Ukraine.

Overall levels of violence and feelings of unsafety remain high.

Crime stats reveal a combination of increases and decreases, however – overall contact crimes are on the rise

**Based on Q2 2023/2024 crime stats (July – September 2023).*

02

METHODOLOGY

Caitlin Bauristhene
Managing Partner
KLA

METHODOLOGY

TWO SAMPLE GROUPS WERE SURVEYED:



Individuals

(within communities
impacted by violence)

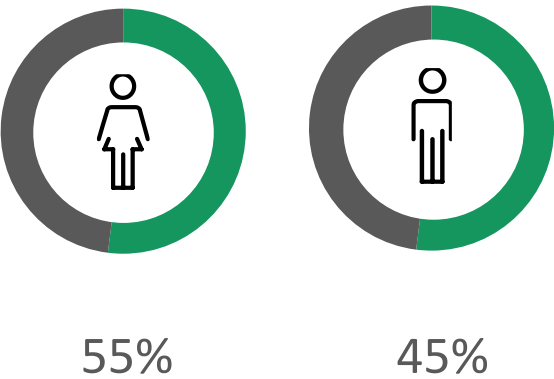


Businesses

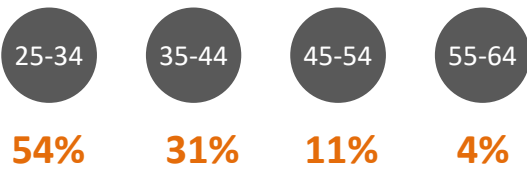
(corporate representatives such as
supervisors, directors, HR etc.)

COMMUNITY SAMPLE

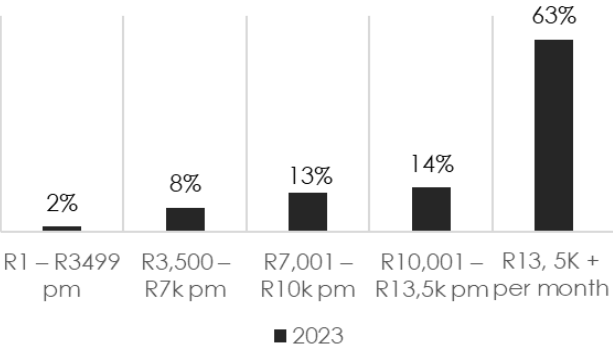
GENDER:



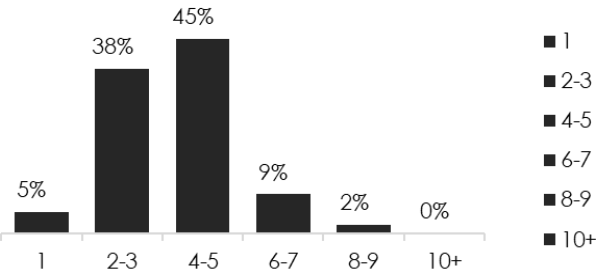
AGE GROUP:



MONTHLY HOUSEHOLD INCOME:



NO OF PEOPLE IN HOUSEHOLD:



SPECIFICALLY TARGETED NICHE CRIME HOTSPOTS:

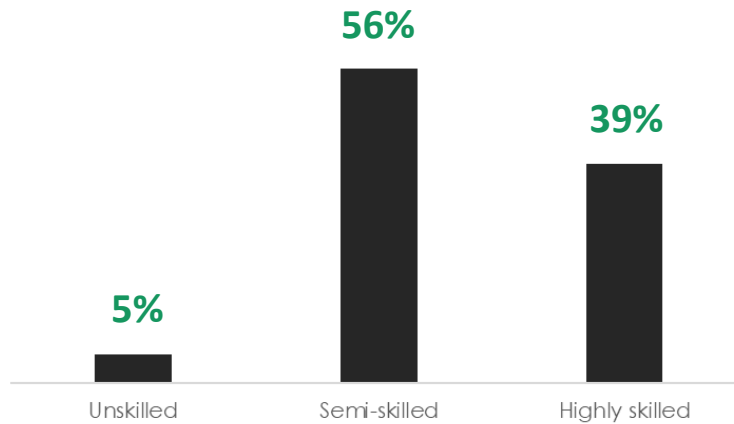
Province	Predefined suburbs and townships where respondents reside:	Additional suburbs and townships where respondents reside:
GP	Alexandra, Braamfischer, Orange Farm, Soweto, Thembisa	Queenswood, Mabopane, Lenasia, Roodepoort, Mamelodi, Pretoria, Cosmo City, Daveyton, Johannesburg, Germiston, Randburg, Bassonia, Fourways, Midrand, Centurion, Soshanguve, Atteridgeville
KZN	Kwadukuza, Umlazi, Phoenix, Isipingo, Ndwedwe, Kwamashu, Marianhill, Kwadabeka, Ntuzuma, Madadeni, Mtunzini, Impendle, Ntabamhlophe, Bulwer, Osizweni	Durban, Chatsworth, Pietermaritzburg, Chesterville, Umbilo, Amanzimtoti, Pinetown, Greytown, Newlands, Margate, Hillcrest
WC	Khayelitsha, Gugulethu, Mitchell’s Plain, Philipi, Nyanga, Grassy Park, Hanover Park, Manenberg, Delft, Mfuleni	Blackheath, Bonteheuwel, Goodwood, Kraaifontein, Kuilsriver, Salt River, Tableview, Macassar, Kenilworth, Bellville, Langa, Caledon, Athlone, Belhar

GP 33% KZN 33% WP 33%

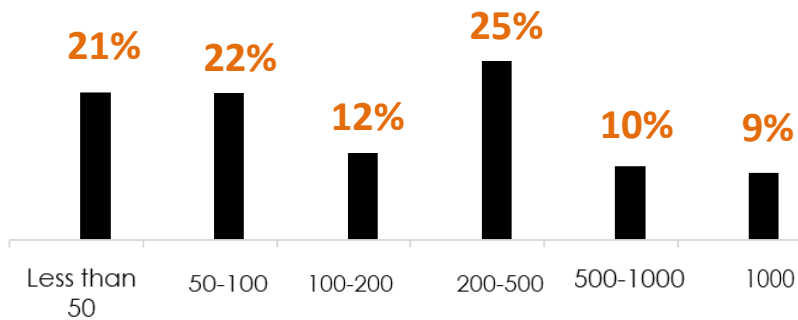
A total sample of 419 was reached.

CORPORATE SAMPLE

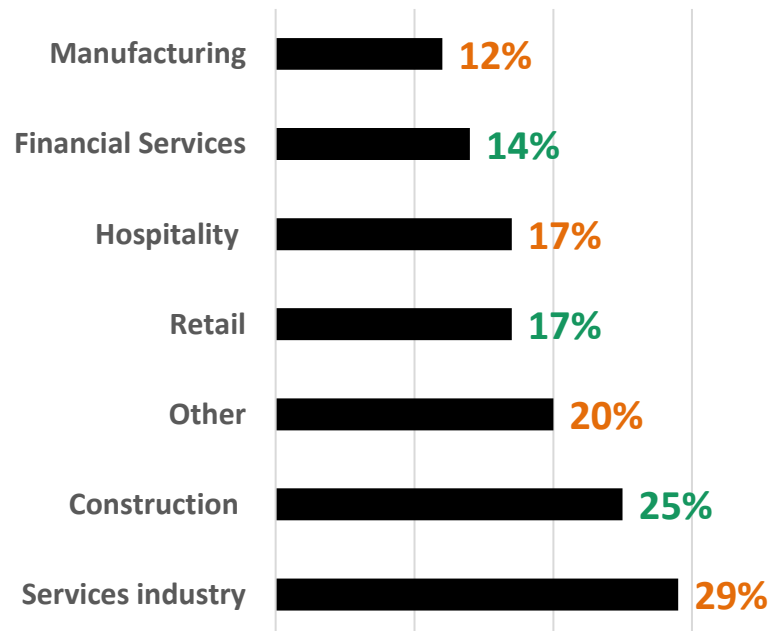
TYPE OF WORKFORCE:



ORGANISATION SIZE:



SECTORS REPRESENTED:



REGIONAL BREAKDOWN:

	Corporate
Gauteng	64%
KZN	18%
Western Cape	19%

A total sample of 107 was reached.



95% of this sample holds management positions and above.

Corporate respondents had employees residing in the same pre-identified suburbs and townships as the community sample accessed

03

**THE IMPACT OF
VIOLENCE ON
COMMUNITIES**

Siphathisiwe Dhlamini

Conflict Resolution & Peace Building Expert
WPDI

83%

83% of community members feel violence has **increased** due to the rising cost of living

Based on KLA research

85%

85% of community members feel that levels of violence **increased** during periods of loadshedding

Based on KLA research

77% of respondents say that they feel unsafe in **their community**

Based on KLA research



Q2 2023/2024 notable YoY changes:

Increases:

- **Common assault** = + 2.2%
- **Common robbery** = + 3.7%
- **Contact crimes** = + 2.1%

Decreases:

Murder = - 0.8%

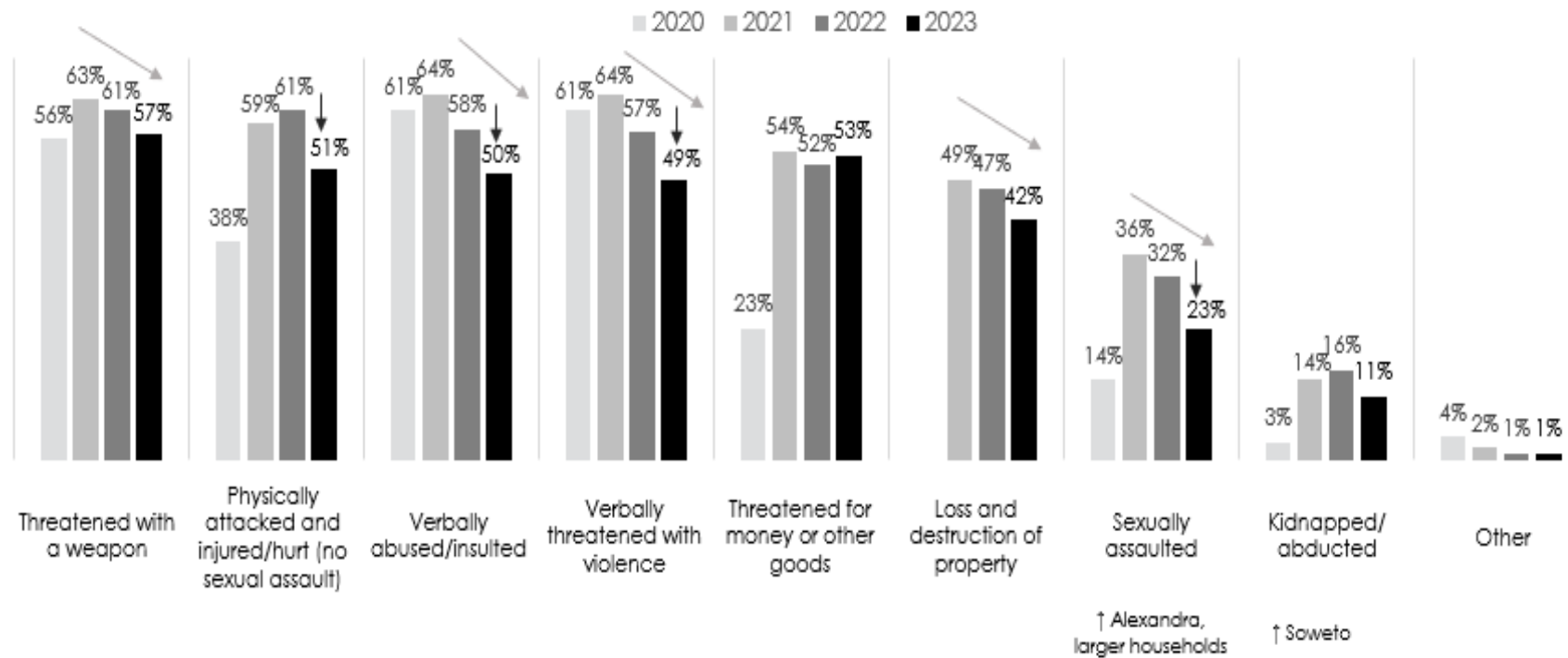
Rape = - 0.7%

Based on Q2 2023/2024 crime stats (July – September 2023).

TYPE OF VIOLENCE: YEAR-ON-YEAR COMPARISON

Have you or a person you know in your neighbourhood, experienced any of the following?

Types of violence experienced (ranked by 2023 incidence)



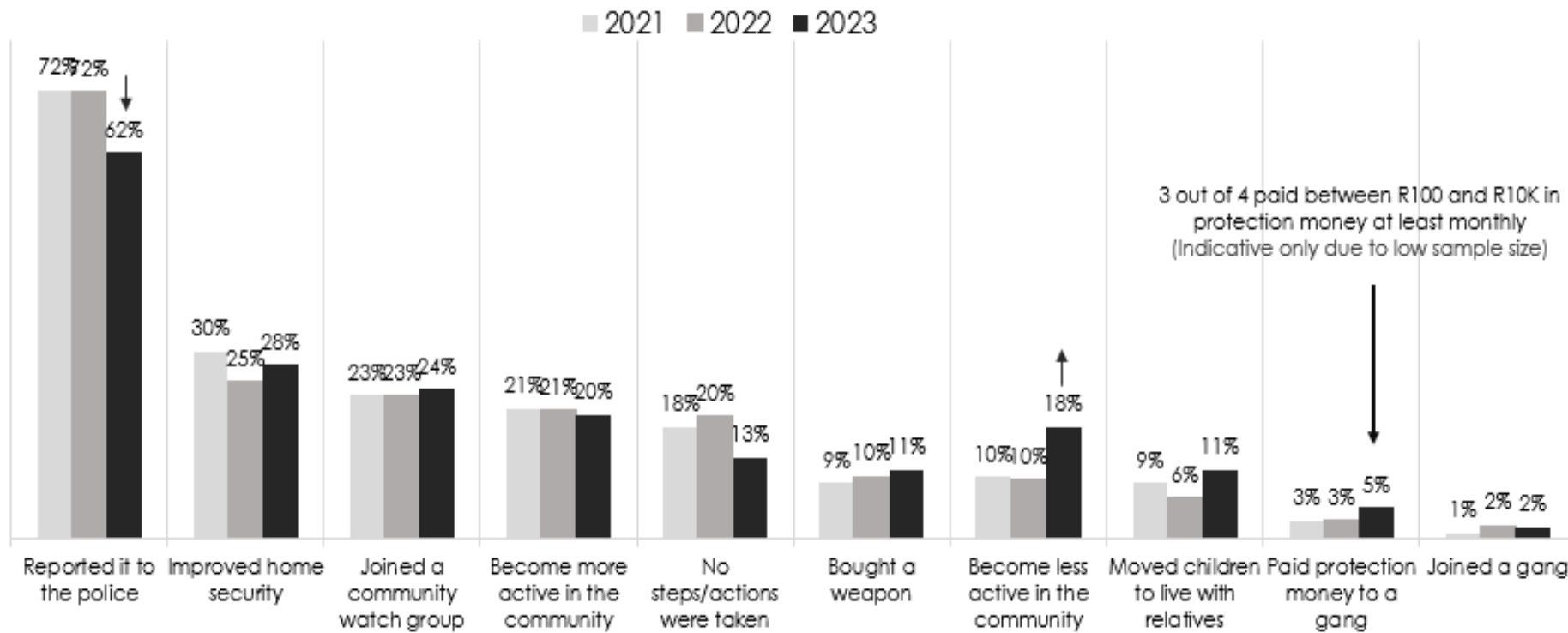
Overview: changes in the types of violence experienced YoY:

- **Threatened with a weapon:** Decrease of 5% from 61% in 2022 to 57% in 2023. Back down to 2020 levels.
- **Physically attacked:** YOY decrease of 10% from 61% in 2022 to 51% in 2023)
- **Threatened for money or other goods:** YOY increase of 1% - 52% in 2022; 53% in 2023 (linked to economic hardships).
- **Sexual assault:** appears to be on a downward trend, dropping 9% from 32% in 2022 to 23% in 2023. However, increases in sexual assault cases recorded in larger households in Alexandra.

Note: Violence defined as “When someone makes you feel threatened, or physically hurts you or damages your property”

REPORTING OF CRIME: WHAT HAPPENS AFTER VIOLENCE OCCURS?

Worrying trend: In 2023, we saw a 10% drop in the number of cases being reported to the police



- **Reduced reporting to the police and decreased community involvement after experiencing violence indicates:**

1. **Growing distrust in law enforcement officials and lower community efficacy.**
2. **Consumers are leaning towards self-protection over community partnerships in tackling violence.**



After violence occurred, notable actions include:

- Increasing home security (up 3% from 2022)
- Moving children to live with relatives (up 5% from 2022)
- More people are paying protection money to a gang (up 2% from 2022)

LEVEL OF VIOLENCE: YEAR-ON-YEAR COMPARISON

Were you (or the person you're referring to) injured in the act of violence?

Type of injury	2021	2022	2023
Yes, injured	53%	56%	53%
Yes, psychological distress	15%	15%	19%
Yes, injured with long-term recovery	11%	8%	5%
Yes, death	3%	3%	3%
Yes, permanent handicapped	1%	1%	1%
Impact of violence on your physical or mental ability to do your job effectively	78%	75%	67%

2021
Yes: 83%

2022
Yes: 83%

2023
Yes: 81%

Total yes percentage injured (sum of all types of injury per year)



Overall, there has been an 8% decrease (from 2022) in the impact of violence on the respondents' physical or mental ability to do their jobs effectively.



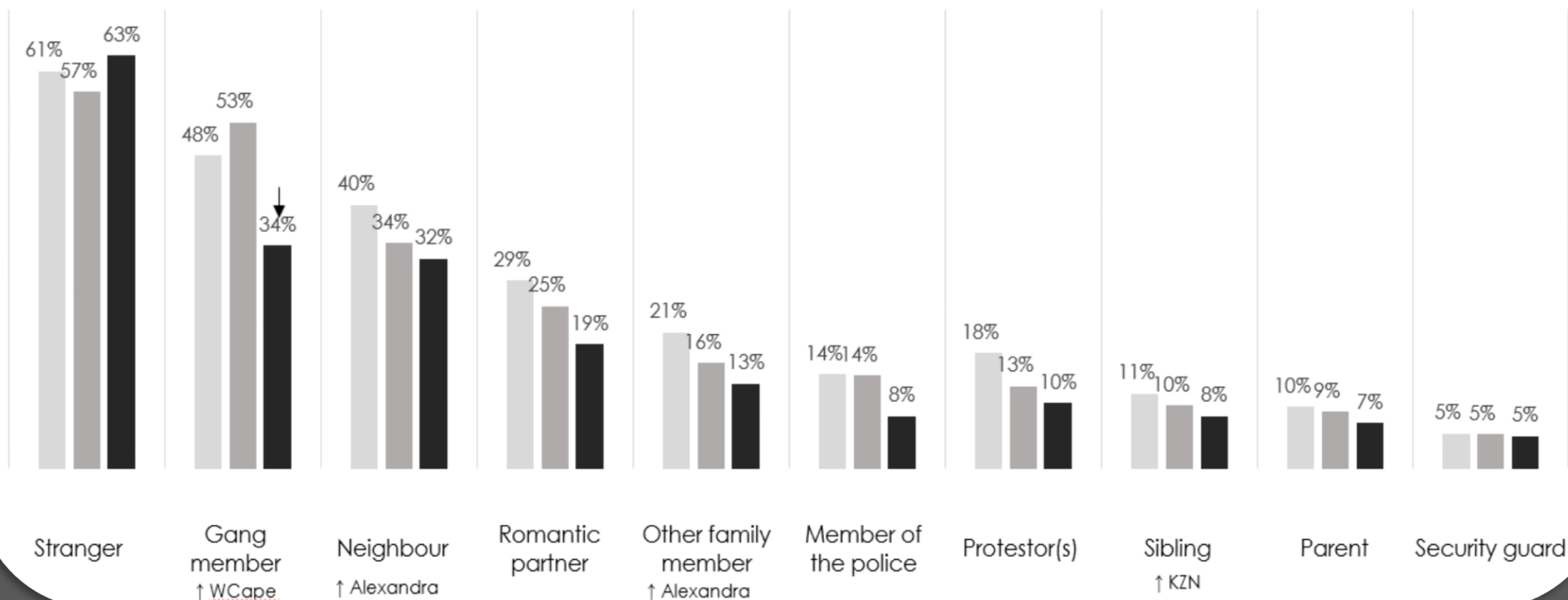
However, there has been an annual increase of 4% in the impact of violence on general psychological distress.

WHO ARE THE PERPETRATORS? YEAR-ON-YEAR COMPARISON

Who carried out the violence?

Who perpetrated the violence?

■ 2021 ■ 2022 ■ 2023



- **Strangers are still the main perpetrators of violence**, increasing from 57% in 2022 to 63% in 2023.
- **Violence from neighbours remains a concern**, with increases noted in Alexandra.
- **In 2023, gang-related violence decreased** from 53% in 2022 to 34% in 2023. However, the Western Cape remains a concern with much gang-related violence still continuing into 2023.

DECLINE IN THE IMPACT OF VIOLENCE ON LIVELIHOODS

Have you (or the person you are referring to), experienced any of the following because of violence?

Impact of violence	2021	2022	2023
Loss of income / job	51%	45%	39%
Late for work/school/university/college	80%	74%	70%
Absent from work/school/university/college	78%	71%	68%
Affected your physical or mental ability to do your job effectively	78%	75%	67%↓



- The persistent threat of violence in daily life appears to have desensitised individuals.*
- The pressing need for income may be compelling consumers to prioritise work to meet their financial needs, regardless of the violence they may be facing.*

SIGNIFICANTLY LOWER MENTIONS OF THE IMPACT OF VIOLENCE IS AMONG FEMALES

Key finding: In 2023, women reported an overall decrease in the impact of violence on their lives.

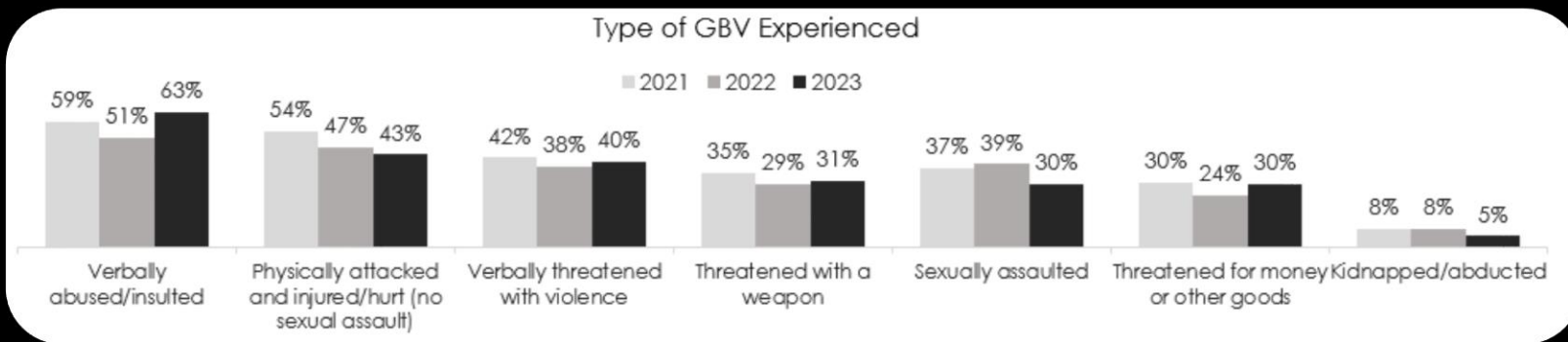
Impact of violence (%Yes in 2023)	Males	Females
Loss of income / job	49% ↑	32%
Late for work/school/university/college	70%	70%
Absent from work/school/university/college	66%	70%
Affected your physical or mental ability to do your job effectively	65%	69%

Impact of violence (%Yes in 2022)	Males	Females
Loss of income / job	45%	45%
Late for work/school/university/college	68%	80% ↑
Absent from work/school/university/college	67%	75% ↑
Affected your physical or mental ability to do your job effectively	66%	85% ↑

- Men expressed a **heightened concern** about violence impacting their income and job security, a worrisome trend given their typical role as primary breadwinners.
- Media coverage of **persistent violence** and crime in SA, coupled with the daily fear of violent incidents, seems to have led consumers to reconcile themselves to local conditions to some extent, now even more pronounced among females.

GENDER-BASED VIOLENCE IN 2023

- **Fewer instances** of sexual and physical assaults in 2023.
- **Increase** in verbal threats against women, threats related to money and goods, and threats involving weapons.
- Women reporting having fought back is **significantly higher** in 2023, rather than doing nothing, which has decreased dramatically.



Steps Taken:	2021	2022	2023
Reported it to the police	51%	48%	52%
Fought back	28%	23%	38% ↑
Reported it to my community (neighbour/community leader)	17%	13%	21%
Nothing, I am/was too scared/ashamed	38%	40%	23% ↓



KEY INSIGHTS INTO GBV (WOMEN)

HOW GBV IMPACTS WOMEN IN SA:

Insight from this year's survey reveals that more women are **taking action** when faced with GBV.

When facing GBV:

- **52% of women** reported it to the police (up 4% from 2022), **38% fought back against the perpetrator** (up 15% from 2022) and **21% reported it to their community** (up 8% from 2022).
- Another encouraging insight is that the percentage of **women who do nothing due to being ashamed** after encountering GBV is **rapidly decreasing**, dropping from 40% in 2022 to 23% in 2023.

*While there are positive strides being made, **68% of women** say GBV has negatively impacted their self-confidence, and **20% of women** say it has impacted their jobs.*

***Only 42% of women** feel their employer has provided sufficient support to them when working through the GBV they have experienced.*

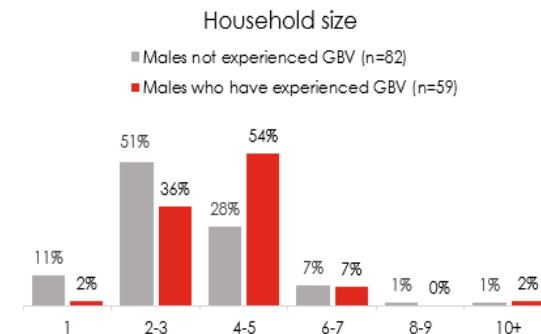
KEY INSIGHTS INTO GBV (MEN)

HOW GBV IMPACTS MEN IN SA



Nature of Violence (2023) Males Females

Verbally abused/insulted	47%	63%
Physically attacked and injured/hurt (no sexual assault)	46%	43%
Verbally threatened with violence	37%	40%
Threatened with a weapon	37%	31%
Sexually assaulted	25%	30%
Threatened for money or other goods	49%↑	30%
Kidnapped/abducted	7%	5%



The data suggests that males in larger households are more likely to experience GBV, and that compared to female counterparts, the nature of GBV is more likely to be a threat for money / other goods rather than sexual assault.

42% of surveyed males in 2023 report to have experienced GBV.

*The data also suggests that **males in larger households** are more likely to experience GBV, and that compared to female counterparts, the nature of GBV is more likely to be a **threat for money / other goods rather than sexual assault.***

04

THE EFFECTS OF
VIOLENCE ON SA
BUSINESS + EMPLOYEE
MENTAL HEALTH

Sandi Richardson
Human Resources Executive
RCS

KEY TAKE-OUTS



Corporates reported higher average absenteeism in 2023 - within range of 10% and 50%



62% of corporates said that absenteeism hampered business productivity



58% of corporates reported that community violence is a major contributing factor to absenteeism



35% of corporates said that absenteeism hampered employee career growth

VIOLENCE IS INCREASINGLY AFFECTING BUSINESS AND MENTAL HEALTH

	2022	2023
AGREEMENT BY SAMPLE:	CORPORATE	CORPORATE
Community violence impacts on presenteeism*	79%	87%
Community violence impacts on employee well-being / mental health	86%	91%
Community violence impacts on career growth of employees	78%	81%
Your organisation takes steps to assist employees living in violent communities	72%	72%

***Definition of presenteeism: Being at work, but not being able to fully perform your job due to physical or mental distractions or hindrances.**



- Corporates are increasingly in agreement that community violence has a severe negative impact on their business
- However, the number of organisations claiming to provide assistance to employees remains the same YOY

HOW DOES VIOLENCE IMPACT BUSINESS?

"Sometimes they lose focus in their work, they stress a lot about their safety and belongings"

"It takes a toll on most people and also hinders the production of any organisation"

"The day is wasted and schedules are delayed. It drains employees emotionally"



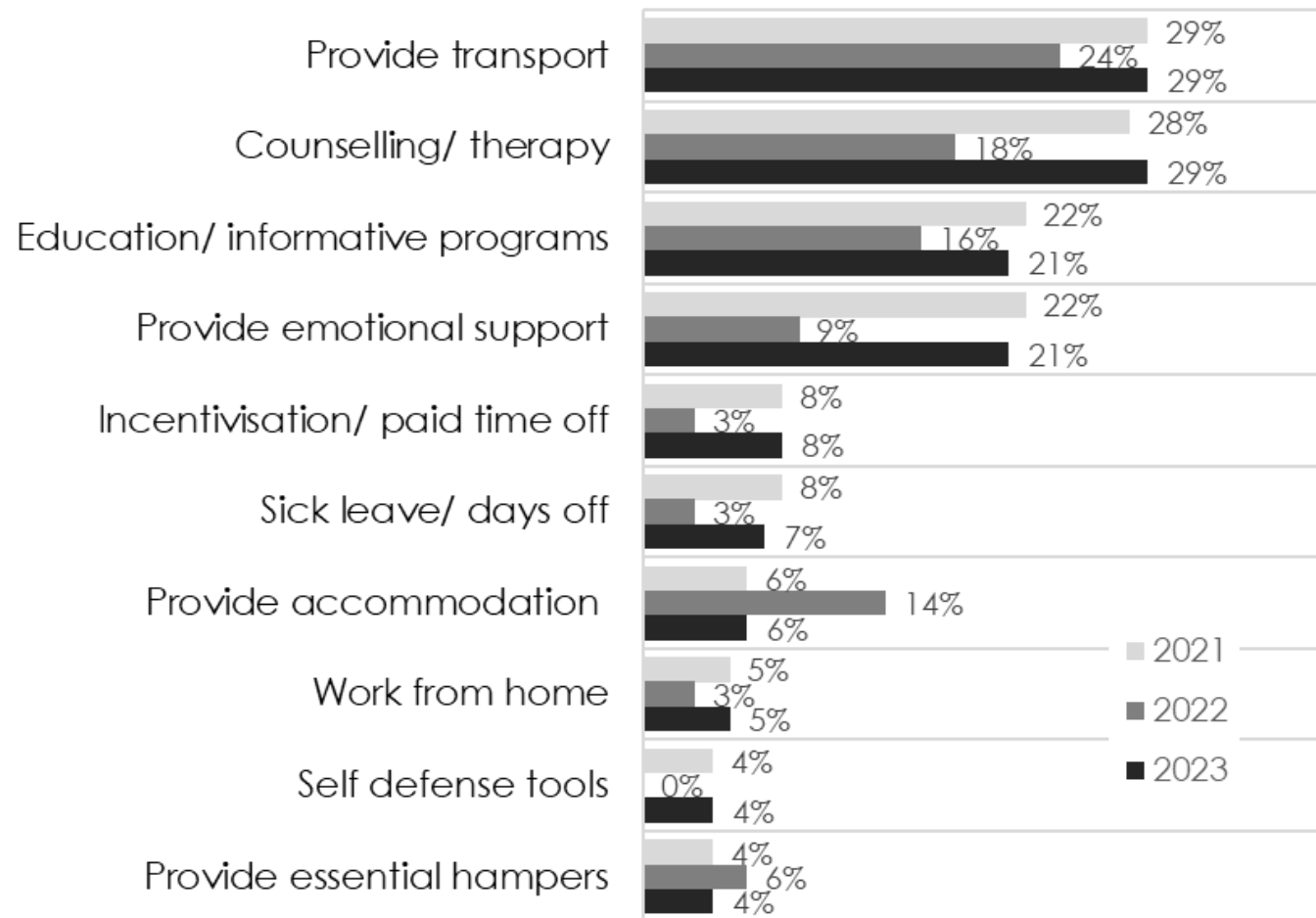
"Besides the fact that it creates negativity in the mindsets of people with it, trauma is one of the major issues that sidetracks the normal rational thinking of a person"



"Community violence has huge impact to our organisation it makes the workflow to slowdown and workers not to be committed with or to follow instructions accordingly. "

HOW DO EMPLOYERS SUPPORT EMPLOYEES?

There is a slight YOY increase in the number of corporates who are taking steps to assist employees living in violent areas



HOW DO EMPLOYERS HELP EMPLOYEES AFFECTED BY VIOLENCE?

"We've partnered with a mental health practitioner if they need to talk."

"We have employee wellness programs that teach them how they can try deal with situations they are faced with."

"By offering them training to protect themselves and also offering return home transport when working late"



"We have shuttles that take them home to prevent them from being robbed or harmed. "

The disjoint between focus of corporates vs. employee needs still exists, despite the increasing provision of counselling/therapy which is valued the most by employees



Perception of employers being supportive towards victims of violence declined further in 2023.



Bigger impact on self-confidence is cited in 2023, notably among females, highlighting again the need to ensure adequate support is provided to victims.



Employees' need for counselling / therapy when subjected to GBV needs to be increasingly focused on by organisations.



Team members / HR who have received training as counsellors, could play an important role in supporting and empowering employees within the safe environment provided by the company premises.

HOW DOES RCS SUPPORT EMPLOYEES?

As an organisation, it is important for us to develop, support and engage our people in a responsible manner while being a positive agent for change in our employees' lives.

We recognise our role as a business to be proactive in responding to the challenges our employees face. This is important in making a difference and ultimately enabling our employees to fulfil their potential in a safe and supportive environment.

Sadly, it is disappointing to see the impacts of GBV continue, this will be the focus of our targeted campaign in solidarity with the 16 Days of Activism for No Violence against Women and Children from 25 November to 10 December.



RCS has also increased activity in these initiatives:



Counselling support on site and online.



Implemented mental health first aid training to enable our managers to identify signals where employees are in distress - and where to direct them for further help.



Daily subsidised staff transport.



Self-defence courses.



Provided financial aid to organisations that offer support to victims of abuse.



Redistributed a guide to our employees on how they can reach out for help.

CLOSING THOUGHTS...

In 2023, it becomes evident that the effort to combat violence and offer proper support to victims must begin with a robust partnership involving communities, police and corporates.



Close engagement between the police force and community leaders need to be fostered to ensure that trust in police is built. A partnership is required to address and combat violence being experienced within communities.



Increased police collaboration in communities is imperative to safeguard individuals. Authorities in the police station should engage with empathy as victims of violence are vulnerable.



While corporates aim to provide support, other stakeholders - including Government - need to contribute towards assisting employees who have experienced violence.



Corporates are in a strong position to extend support to employees who have been subject to violence. Open discussions about all forms of violence will allow employees to feel safe and greatly assist their mental well-being.

Q&A

Sandi Richardson - RCS

Tonia Pavlou - RCS

Caitlin Bauristhene - KLA

Siphathisiwe Dhlamini - WPD

THANK YOU