



WOMEN'S LEGAL CENTRE

INTERNSHIP PROGRAMME

HELPING WOMXN MOST IN NEED

The Women's Legal Centre is an African feminist legal centre that advances womxn's rights and equality using tools such as litigation, advocacy, education, advice, research and training.

VISION

The Centre has a vision of womxn in South Africa being free from violence, empowered to ensure their own reproductive and health rights, free to own their own share of property, having a safe place to stay and empowered to work in a safe and equitable environment.

MISSION

The Women's Legal Centre seeks to achieve this vision through action in support of womxn's rights using tools such as litigation, advocacy, education, advice, and training.

OUR WORK

- **WE DEVELOP** law, policy, and feminist jurisprudence based on an intersectional approach with substantive equality as its foundation.
- **WE DRIVE** a feminist agenda which acknowledges the impact that discrimination has on womxn within their differences in class, race, ethnicity, sexual orientation, gender identity, and disability.
- **WE PROVIDE** tools for womxn to empower themselves across sectors to demand access to their rights.
- **WE SUPPORT** the development of a cadre of black feminist lawyers within the legal profession.



OUR 5 KEY FOCUS AREAS

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| 01 The Right to Favourable and Just Working Conditions | 04 Sexual and Reproductive Health and Rights |
| 02 The Right to Land Housing and Property | 05 The Right to be Free from Violence |
| 03 Relationship Recognition | |



HOW WE WORK

Providing education and training to womxn on their basic labour rights and working conditions.



WE OFFER FREE LEGAL ADVICE

We offer in-person and telephonic legal advice to womxn and identify systemic challenges that womxn face in accessing their rights.

We coordinate free legal advice clinics in Khayelitsha and at the Cape Town Family Court, not only to assist womxn with legal advice but also as a means to identify widespread problems womxn face that we can take up in litigation or advocacy. Through direct legal services, we are able to identify gaps in laws, systemic failures and challenges with implementation which informs our strategic litigation. The bulk of the queries we receive involve the dissolution of relationships either through death, divorce or separation, violence against womxn, and maintenance.



WE LITIGATE

The WLC has won several precedent setting cases that have improved womxn's access to justice in South Africa.

Using strategic litigation (litigation that goes beyond a single case to advance a broader agenda) has proven to be a key strategy in developing feminist jurisprudence through precedent-setting cases. We litigate in our own name, in the public interest (such as on behalf of civil society organisations), on behalf of clients, or as a friend of the court (*amicus curiae*). Strategic litigation is often the best tool to advance a specific right or to challenge a discriminatory law or policy.



WE EDUCATE

The WLC is committed to training the next generation of black womxn lawyers.

In the spirit of transformation and the development of skills for womxn who are interested in working in the feminist legal space we have a strong candidate attorney programme. We also utilize local and international interns in order to contribute to the pool of feminist litigators and policy developers. We facilitate legal workshops and create feminist spaces where womxn can educate themselves on the law and how they can use it as a tool to empower themselves and their communities.



WE ADVOCATE

Our work in this area includes written and oral submissions to the South African Parliament, regional and international human rights treaty bodies, and other relevant organisations.

We also participate in conferences, workshops, and discussions to advance our work on the rights of womxn. In addition, our media advocacy has proven a valuable tool in spreading our message and amplifying our reach through social and mainstream media.



WE COLLABORATE

We support womxn's rights organisations and the broader feminist movement with the aim of strengthening womxn's voices and advancing womxn's rights.

By providing legal advice to the social justice sector, womxn's organisations and civil society networks, nationally, regionally and internationally, we play a role in ensuring that the state and the private sector uphold their responsibilities in terms of the law and womxn's rights.

OUR INTERNS

The WLC offers local, regional and international law (and related studies) students and graduates the opportunity to participate in achieving our vision.

Our internship programme is a volunteer (unpaid) programme where our interns are exposed to the work of the Centre and the different manners in which we work.

Our interns will in the ordinary course make a four to eight-week commitment to the vision of the Centre. They work closely with our legal practitioners as they prepare cases for litigation, develop advocacy strategies and engage with stakeholders. Interns work on cases by providing research and analytical opinions on some of the challenges that womxn in South Africa face. They often contribute to opinions published on our website or our bi-monthly newsletter, and contribute to social media advocacy campaigns. At times interns will also be asked to perform administrative tasks.

The Centre provides interns with a unique work environment as we are black womxn led, and the Centre has an all womxn staff complement. We welcome interns throughout the year and applications can be sent to recruitment@wlce.co.za.



FREQUENTLY ASKED QUESTIONS

01 | WHAT DO YOU NEED TO SEND US TO APPLY FOR AN INTERNSHIP POSITION?

Please send in a copy of your CV, along with a cover letter that includes a motivation as to why you want to intern with us, when you would like to come and for how long you would like to stay.

02 | HOW LONG WILL IT TAKE BEFORE I RECEIVE A RESPONSE TO MY APPLICATION?

Should you provide us with all of the above information, it normally takes us 4 weeks to provide you with details of the final outcome of your application.

03 | HOW MANY INTERNS DO YOU ACCEPT AT ONE TIME?

We normally have anywhere from between 3 to 5 interns with us during the same period. Our winter months, June to August, are normally very busy, and we have a full house of 5 interns.

04 | WHAT IS THE DRESS CODE FOR INTERNS?

The Centre does not have an official dress code, but we encourage everyone to look presentable as you may be required to attend Court or formal meetings at short notice. Smart casual is advisable.

05 | WHAT ARE THE WORKING HOURS?

We recognise that people all work differently, and although the office has official operational days and hours, which are Mondays to Fridays from 8h30 – 16h30, many of our staff members are in the office at different times. You would be encouraged to either provide us with your preferred working times in the cover letter which forms part of your application, or to discuss your preferred working times with our Coordinator on the day of your arrival.

06 | DO YOU ONLY ACCEPT LAW STUDENTS/GRADUATES?

Preference is given to law students/graduates; however, students/graduates from other disciplines may be accepted depending on their area of study, and whether or not their experience/qualification(s) will assist them in carrying out the type of tasks that will be required of them during an internship at the Centre.

07 | DO YOU HAVE PARKING AVAILABLE?

Unfortunately, we do not have any spare parking bays.

08 | DO I NEED MY OWN LAPTOP COMPUTER?

The Centre has some desktop computers that our interns may use during the course of their internships. The use of your own equipment (at your own risk) can be useful for the purposes of carrying out tasks that do not allow you to be stationed behind a desk (i.e. attending meetings), but it is ultimately a decision that is best made by the individual.

09 | DO YOU ASSIST IN SECURING ACCOMMODATION AND OBTAINING TRAVEL DOCUMENTS?

The Centre unfortunately does not have the capacity to assist interns in securing accommodation in Cape Town. We do suggest that interns find accommodation close to the Cape Town CBD and in the surrounding suburbs, as this minimises travel costs. The public transport system in Cape Town is not very reliable, so you need to keep this in mind when deciding on accommodation.

Similarly, we do not have the capacity to assist with travel documents. All interns and volunteers need to ensure that they are compliant with South African immigration laws. Once your internship has been confirmed, we are more than happy to send you a formal letter to confirm your internship.

ADDRESS

Women's Legal Centre Trust
2nd Floor, 5 St Georges
St Georges Mall
Cape Town

WEBSITE:

www.wlce.co.za

TELEPHONE:

021 424 5660

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