

THESE ARE DRAFT MINUTES. THEY ARE CONFIDENTIAL AND RESTRICTED TO MEMBERS OF THE WOMEN REPRESENTATIVES OF PARTICIPATING PARTIES IN THE MULTI-PARTY FORUM. THEY ARE SUBJECT TO RATIFICATION AT THE NEXT MEETING OF THE WOMEN REPRESENTATIVES OF PARTICIPATING PARTIES IN THE MULTI-PARTY FORUM.

**DRAFT MINUTES OF THE MEETING OF THE WOMEN REPRESENTATIVES OF PARTICIPATING PARTIES IN THE MULTI-PARTY NEGOTIATING FORUM HELD ON 26 MARCH 1993 AT 14H00 AT THE WORLD TRADE CENTRE**

**PRESENT:** See Addendum A

T Eloff (Administration)  
K Morgan (Minutes)

**1. Welcome**

Dr Theuns Eloff introduced himself as head of Administration of the Multi-Party Forum and welcomed the members to the meeting. He Eloff informed delegates that he would not be chairing the meeting and that he had merely been requested to convey certain information from the Planning Committee and the Facilitating Committee/Negotiations Council, on whose instructions the meeting had been convened. Dr Eloff proposed that the two matters of the Chairpersonship and the agenda for the meeting should be addressed first. Dr Eloff further requested that he be given 5 minutes to present the relevant background information and terms of reference for the meeting.

**2. Chairpersonship**

It was agreed that Ms Joan Hunter chair the meeting.

**3. Briefing - Administration**

3.1 Dr Eloff briefed the delegates on the following issues/decisions:

3.1.1 The terms of reference regarding the participation of women in the negotiating process, as recommended by the Facilitating Committee/Negotiating Council on 18/3/93 (see Addendum B).

3.1.2 That the Facilitating Committee has recommended that the women representatives of the participating parties/organisations/administrations

come together and make recommendations to the Facilitating Committee/Negotiating Council, preferably by Tuesday 30 March, on the issue of the participation of women in the negotiating process.

- 3.1.3 The composition, function, frequency of meetings and chairpersonship of the structures that have been agreed upon by the Negotiating Council and which will be ratified by the Facilitating Committee/Negotiating Forum on 1-2 April 1993 (see Addendum C).

#### **4. Questions raised for discussion**

- 4.1 The following questions, which have yet to be resolved, were raised by delegates:
  - 4.1.1 Speaking rights of advisers;
  - 4.1.2 Composition of the present negotiating structures as regards the representation/participation of women;
  - 4.1.3 How were the recommendations made by women participants going to be addressed;
  - 4.1.4 How were the recommendations made by the GAC going to be taken forward.

#### **5. Agenda**

- 5.1 It was agreed that the following items be placed on the agenda:
  - 5.1.1 Terms of Reference of the GAC
  - 5.1.2 The Way Forward
  - 5.1.3 Final Decisions

#### **6. Terms of Reference of the GAC (see Addendum D)**

- 6.1 **It was accepted:**
  - 6.1.1 That there had been no feedback during CODESA 2 as to the status of the recommendations made by the GAC.
  - 6.1.2 That the Terms of Reference distributed in the meeting was not the version that had been amended by the GAC, and that the amended version should be used as a point of reference for future meetings.

(It should be noted that the amended version of the Terms of Reference of the GAC was eventually distributed to the delegates. See Addendum E).

## 7. The Way Forward

7.1 Recognising that the GAC had been ineffective and that there is a glaring absence of women in the current negotiating process, and that there therefore is a need for the meaningful participation of women in the decision making process, the following recommendations were made:

7.1.1 That women participants should lobby their parties/organisations/administrations to increase women participation in their delegations.

7.1.2 That women participants should lobby the support of other women organisations.

7.1.3 That women participants should lobby the support of the media.

7.1.4 That women participants in the negotiating structures should have full speaking rights.

### 7.2 It was agreed:

7.2.1 That women representatives of parties/organisations/administrations should strive for meaningful participation in decision making in both the Negotiating Forum and the Negotiating Council by requesting that these bodies be expanded to accommodate one woman delegate from each party/organisation/administration.

7.2.2 That the participating women delegates on the Negotiating Forum and the Negotiating Council have the right to meet in a Women's Caucus as and when they deem necessary.

(It should be noted that the CP delegate requested that her position on the issue be reserved).

8. **Final Decisions**

**Resolved:**

8.1 That S Vos, M Manzini and J Hunter be mandated to attend the Facilitating Committee/ Negotiating Council meeting on 30 March to articulate the cause of the participating women, and to be present during the discussions and decision making which will affect the future of all women in South Africa.

8.2 That Dr Eloff be informed of this decision.

9. **Date of Next Meeting**

**Resolved:**

9.1 That the next meeting of women representatives of the participating parties be held on Wednesday, 31 March 10h00 at the WTC.

**The following documents were tabled at the meeting:**

1. Structures of the Multi-Party Forum
2. Terms of Reference -women participation in the negotiations process
3. Terms of Reference of the GAC
4. Amended version of the Terms of Reference of the GAC
5. Input by S Sigau and N Jajula for Cape Traditional Leaders, Transkei Government and the Women Coalition Transkei
6. Representation of women - Multi-Party Negotiating Forum - IFP

**REPORT ON DECISIONS OF THE MEETING OF WOMEN REPRESENTATIVES  
OF PARTICIPATING PARTIES HELD ON 26 MARCH 1993**

At a meeting of women representatives of parties/organisations/administrations, it was the majority viewpoint that women obtain meaningful participation in decision making in both the Negotiating Forum and the Negotiating Council by expanding these bodies to accommodate one woman delegate from each party/organisation/administration.

It was further suggested that the women delegates on the Negotiating Forum and the Negotiating Council have the right to meet in a Women's Caucus as and when they deem necessary.

It is recommended that mandated women attend the meeting on Tuesday 30 March to articulate their own cause to the Facilitating Committee and be present during the discussions and decision making which will affect the future of all women in South Africa.

**THE FOLLOWING PEOPLE SIGNED THE REGISTER:**

Ms M Manzini  
**African National Congress**  
Ms M Beyers  
**Afrikaner- Volksunie**  
Ms R Mangope  
**Bop Government**  
G Lewis  
**Conservative Party**  
S Sonjica  
**Ciskei Government**  
Ms S Botha  
**Democratic Party**  
Ms K Ngwenya  
**Dikwankwetla Party**  
Ms S Vos  
**Inkatha Freedom Party**  
Ms FS Baloyi  
**Inyandza National Movement**  
Ms FX Gasas  
**KwaZulu Government**  
Ms P Lategan  
**Labour Party**  
Ms J Hunter  
**National Party**  
Ms Rambarran  
**National People's Party**  
Ms H Narsee  
**Natal/Transvaal Indian Congress**  
Ms LM Sekhoto  
**OFS Traditional Leaders**  
M Moeko  
**OFS Traditional Leaders**  
LE Molefe  
**OFS Traditional Leaders**  
Ms M Tsotsi  
**Pan Africanist Congress**  
Ms ZO Kota  
**SA Communist Party**  
Ms A. Routier  
**SA Government**  
Ms TJ Tshivhase  
**Venda Government**

**TERMS OF REFERENCE**

**MEETING OF ONE FEMALE REPRESENTATIVE OF EACH  
PARTY/ORGANISATION/ADMINISTRATION HELD AT  
14H00 ON FRIDAY 26 MARCH 1993 AT THE WTC**

Extract from the Minutes of the Facilitating Committee/Negotiating Council on  
18 March 1993 at 13h30 at the WTC:

"Item 5.6.6 It was agreed that an invitation be sent out by the Administration to all participating parties/organisations/delegations for a female representative to attend a meeting to put forward views on the form of women participation in the negotiating process."



**PLENARY**

- Composition : Leaders of Parties plus nine delegates.
- Function : The formal adoption of agreements.
- Frequency of Meeting : When necessary as proposed by the Multi-Party Negotiating Forum.
- Chairpersonship : Independent chairperson(s), still to be decided

## MULTI-PARTY NEGOTIATING FORUM

- Composition : Three delegates and two advisers. Participants will take the issue of gender seriously in the composition of delegations
- Function : Receives, confirms (with or without amendments) reports and proposals from the Negotiating Council for submission to Plenary. Also instructs and supervises the work of the Negotiating Council.
- Frequency of Meeting : Fortnightly or as may be decided from time to time.
- Chairpersonship : A core panel of chairpersons (approximately 6), decided on by the Negotiating Council from its own ranks on merit and capability. Each will chair a session on a rotating basis, aided by members of the Negotiating Council.

## NEGOTIATING COUNCIL

- Composition : One delegate and two advisers (the delegate is to be the leader of the delegation and the advisers do not play a functionary role in the meeting). Participants will take the issue of gender seriously in the composition of delegations. Substitutes are allowed.
- Function : To get on with the function of negotiations and to report to the Multi-Party Negotiating Forum.
- Frequency of Meeting : Provisionally three or four days a week or as may be decided from time to time.
- Chairpersonship : A core panel (approximately 6) elected from the ranks of the Negotiating Council on merit and capability, serving on a rotating basis, assisting one another continuously.
- If a delegate becomes the Chairperson of a meeting, an adviser can take his place as representative of the party/organisation/administration.

## PLANNING COMMITTEE

- Composition** : Ten members of the Negotiating Council (no substitutes allowed as each member is appointed in a personal capacity and not as a representative of parties/ organisations/administrations. Flexibility should, however, be allowed.) The principles of rotation and continuity in the membership were accepted.
- Function** : To work under the directives and supervision of the Negotiating Council. To plan and submit recommendations on procedural and substantive issues.
- Frequency of Meeting** : Available on a full time basis, meeting on an ongoing basis or as may be decided from time to time.
- Chairpersonship** : As decided by the Planning Committee itself (possibly on a rotating basis, using personal name alphabetical order).

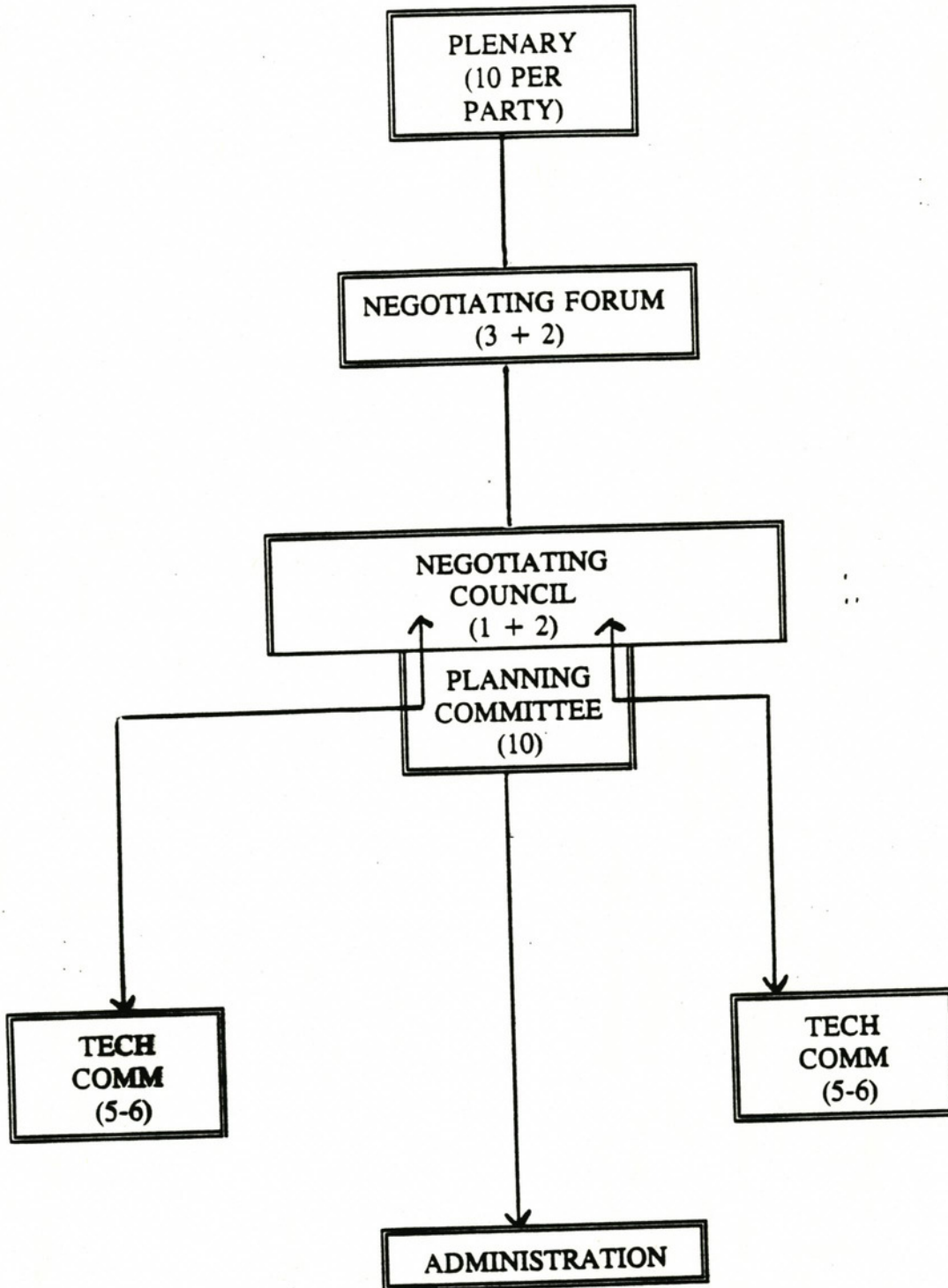
## TECHNICAL COMMITTEE(S)

- Composition : Any person appointed by the Multi-Party Negotiating Council (non-South Africans excluded).
- Function : These committees function as ad hoc committees with specified tasks.
- Frequency of Meeting : As decided according to need.
- Chairpersonship : As decided by the Committee itself.

## **ADMINISTRATION**

**Accountable to the Planning Committee.**

## SUMMARY OF PROPOSED STRUCTURES





## CODESA GENDER ADVISORY COMMITTEE (GAC)

### TERMS OF REFERENCE

1. **Composition:**
  - 1.1 GAC shall be composed preferably of women
  - 1.2 Each participant of Codesa shall nominate one person to serve on GAC
  - 1.3 Substitution is allowed
  - 1.4 GAC shall be free to determine mechanisms by which the chairing of its meetings shall be effected
  
2. **Terms of Reference:**
  - 2.1 Codesa is committed amongst other things towards the creation of a non-sexist democracy
  - 2.2 GAC shall look into the Terms of Reference of each of the Working Groups and advise on the gender implications thereof.
  - 2.3 GAC shall look into agreements arrived at in Working Groups and decisions of the Management Committee and advise on their gender implications.
  
3. **Status of GAC:**
  - 3.1 The GAC shall be a sub-committee of the MC whose primary function shall be to advise on the matters specified in points 2.2 and 2.3 of the Terms of Reference.
  
4. **Functioning of the GAC:**
  - 4.1 The exact manner in which the GAC shall perform its advisory function shall be worked out by discussion and agreement between the GAC and the Daily Management Committee (DMC). Such modalities shall include consultation between the GAC and the Steering Committees of each of the Working Groups.
  
5. **Decision-making mechanism:**
  - 5.1 The Standing Rules adopted at Codesa 1 shall apply to the deliberation of GAC
  - 5.2 Where no consensus or sufficient consensus is reached, minority reports may be filed.





DAILY MAN COMM/GAC/MINUTES/21 APRIL 1992

THESE ARE DRAFT MINUTES, AS APPROVED BY THE CHAIRPERSON. THEY ARE CONFIDENTIAL AND RESTRICTED TO MEMBERS OF THE DAILY MANAGEMENT COMMITTEE AND THE MANAGEMENT COMMITTEE. THEY ARE STILL SUBJECT TO RATIFICATION BY THE DAILY MANAGEMENT COMMITTEE AT ITS NEXT MEETING.

**DRAFT MINUTES OF THE DAILY MANAGEMENT COMMITTEE MEETING WITH THE GAC HELD ON TUESDAY 21 APRIL 1992 AT 16H00 AT THE WORLD TRADE CENTRE**

**PRESENT:** See Addendum A

**APOLOGIES:** M Maharaj (Secretariat)  
R Meyer (DMC)

Bophuthatswana Government representative  
MYK Bassier (Labour Party representative)  
Venda Government representative

**1. Chairperson's opening remarks**

The chairperson, Z Titus, welcomed the delegates of the GAC and introduced the chairperson of the DMC who introduced the members of the DMC present at the meeting. The delegates of the GAC then introduced themselves to the DMC. It was noted that the main purpose of the meeting was for the GAC to outline any problems they may have and put forward any suggestions or recommendations to the DMC.

**2. Apologies**

The following apologies were noted:

M Maharaj (Secretariat)  
R Meyer (DMC)

Delegates of the following parties/organisations to the GAC were not present at the meeting:

The Bophuthatswana Government  
The Labour Party  
The Venda Government

The following apologies for late arrival to the meeting were noted:

FT Mdlalose (DMC)  
SS van der Merwe (Secretariat)  
J Zuma (DMC)

3. Outline of work completed since 6 April 1992

- 3.1 It was noted that the GAC has had two Plenary sessions and one Steering Committee meeting since 6 April 1992.
- 3.2 The meetings have focused on procedural matters and certain suggestions, recommendations and requests have emerged.

4. Requested amendments to The Terms of Reference

4.1 Item 1.2 of the Terms of Reference on Composition refers.

4.1.1 The GAC is requesting an amendment to the composition of the GAC with the effect that Item 1.2 would read "Each participant of Codesa shall nominate one delegate and one adviser with the right of substitution, to serve on the GAC".

4.1.2 It was noted that the DMC was meeting immediately after this meeting and would deal with some of the requests put forward by the GAC at the DMC level and refer those that fall under the MC to the meeting of the MC on 27 April 1992. It was further noted that an amendment to The Terms of Reference requires formal ratification by the MC.

4.1.3 It was noted that the full GAC supports this request.

4.2 Item 2 of The Terms of Reference refers.

4.2.1 Amendments recommended by the GAC:

- \* Item 2.3 should become Item 2.4.
- \* The following should then be inserted as Item 2.3 - "The GAC should be in a position to, through access to Working Group agendas, be able to impact before decisions/agreements are reached by the Working Groups".
- \* An Item 2.5 should also be inserted to read "The advice of the GAC on gender issues should appear formally on the agendas of the Working Groups to ensure that the advice of the GAC is considered by the Working Groups".
- \* The GAC are requesting the above amendments to their Terms of Reference so as to have more of an impact and an influence on decisions and agreements reached in respect of matters which may have gender implications.

4.2.2 It was noted, by the DMC, that the GAC should be aware that it is not always clear from Working Group agendas where gender implications could arise within the discussions of the Working Group meetings.

4.2.3 It was suggested, by the DMC, that meetings should possibly be arranged between the chairpersons of the Working Groups or the Working Group Steering Committees with the Steering Committee of the GAC so that the GAC can make the Working Groups aware of what sort of issues to look out for in respect of gender implications.

This would reduce the number of gender sensitive issues that are discussed without prior consultation with the GAC.

- 4.2.4 It was noted, by the DMC, that the GAC should be aware of distinguishing between matters of procedure and matters of principle.
- 4.2.5 It was recommended, by the DMC, that the GAC look at agreements and decisions already reached by the relevant Codesa structures and consider whether there are there any gender implications in respect of such decisions. If any assistance is required, in this regard, the Secretariat would assist.

4.3 Item 4 of the Terms of Reference refers:

- 4.3.1 The GAC requested that Working Groups should respond to all advice given formally. The GAC need to know that the Working Groups are discussing their advice. In this way the GAC would be incorporated fully into the Codesa structures.
- 4.3.2 It was suggested by the DMC that Item 4 of The Terms of Reference should not be amended as the point has been left open for modalities and procedures to be worked out as the need arises.
- 4.3.3 It was noted that there is a need for interaction between the GAC and the various Working Groups so as to give effect to what is already set out in Item 4.1. Meetings would be organised for this purpose.
- 4.3.4 It was noted that the DMC is committed to facilitate the work of GAC in any way possible.

5. The question of language in Codesa

- 5.1 The GAC requested that recognition be given to non-sexist language at Codesa.
- 5.2 It was suggested, by the DMC, that a circular could possibly be sent out in this regard to all participants at Codesa. Other mechanisms to give effect to this request could be further explored by the Secretariat.

6. Functioning of the GAC

- 6.1 The GAC reported that it had reached consensus on how it should function. The consensus agreement is that the GAC delegates should function as political persons as they each represent individual political parties. The fact that gender issues run through political party affiliation was noted. The need for gender issues to be considered also at the level of political parties was further noted.
- 6.2 The DMC noted that this decision was something that the GAC should finalise within themselves as it was not a decision to be taken to the DMC.

7. Request for a permanent minute taker and secretary

It was noted that the Administration would probably allocate, to the GAC, by Monday 27 April 1992, a permanent secretary and minute taker.

8. Submissions

- 8.1 The GAC have requested that any outstanding submissions by Working Group representatives, as referred to in documents already received by the GAC, be made available.
- 8.2 The Chairperson of the GAC is to submit a list of submissions required.

9. Office Space

- 9.1 The GAC requested an office for the sole use of the GAC.
- 9.2 This was agreed to by the DMC.

10. Rapporteurs

The GAC have requested clarification on the role of rapporteurs in Codesa. The Administration would assist in this regard.

11. Participation of women at Codesa 2

- 11.1 It was suggested by DMC that the GAC confer with their individual parties in this respect and submit to the DMC a firm proposal. It was agreed that the GAC would not be represented separately at Codesa 2.
- 11.2 The GAC also requested that the MC takes this issue up with the political parties on behalf of the GAC with a view to accommodating women within the present arrangements.

12. Guidance on priorities for Codesa 2 and time frames

- 12.1 The GAC has requested guidance on direction to be aware of what vital areas to cover.
- 12.2 It was noted that the GAC would attend the next meeting between the DMC and WGSC's which would accommodate this request. The Secretariat and the Administration would liaise with the GAC in this regard.

13. Overview of the meeting

The following was noted:

- \* There is a need for the GAC and DMC to confer before each meeting and to have a properly drafted agenda. The GAC chairperson and DMC chairperson should liaise with each other re the agenda for each meeting.
- \* There is a need for the GAC to decide before each meeting with the DMC what sort of issues

need to be placed before the DMC.

- There is a continued need for an interaction and sharing of ideas between the GAC and the DMC.

14. Closure

- 14.1 The DMC requested that the GAC submit a formal written proposal containing all their requests, suggestions and recommendations that the GAC require the DMC to consider. It was noted that the DMC chairperson would communicate formally with the Chairperson of the GAC in respect of all requests, suggestions and recommendations that the GAC have put before the DMC at this meeting.
- 14.2 The chairperson thanked the delegates of the GAC for having shared their ideas with the DMC.
- 14.3 The GAC thanked the DMC and the Secretariat for their time and requested that the contact be maintained.
- 14.4 The date of the next meeting would be decided on between the chairpersons of the GAC and the DMC.

Organisation/Party

GAC Chairperson  
 ANC  
 Ciskei Government  
 Democratic Party  
 Dikwankwella Party  
 Inkatha Freedom Party  
 Intando Yesizwe Party  
 Inyanza National Movement  
 NIC/TIC  
 National Party  
 National People's Party  
 Solidarity Party  
 South African Communist Party  
 South African Government  
 Transkei Government  
 United People's Front  
 Ximoko Progressive Party

DMC Chairperson

DMC  
 DMC  
 DMC  
 DMC  
 DMC  
 DMC

Secretariat

Secretary  
 Minute Taker

Delegate/Member

M Manzini  
 F Adam  
 SN Sonjica  
 G Noero  
 K Ngwenya  
 N Brits  
 FT Sithole  
 FS Baloi  
 E Ramgobin  
 J Hunter  
 A Rambarran  
 M Reddy  
 Z Kota  
 A Routier  
 LN Jajula  
 MM Cheue  
 LB Kubay

PJ Gordhan  
 ZJ de Beer  
 P Hendrickse  
 FT Mdlalose  
 SS Ripinga  
 Z Titus (Chairperson for this meeting)  
 J Zuma

SS van der Merwe

T Eloff  
 G Hutchings

TO : MULTI-PARTY NEGOTIATIONS ADMINISTRATION

Addendum F

ATT: SANDY & LOVEDALIA.  
INPUT BY STELLA SIGCAU FOR CAPE TRADITIONAL LEADERS

AND

NOMSA JAJULA FOR THE TRANSKEI GOVERNMENT AND THE WOMEN  
COALITION TRANSKEI.

Women must be fully involved in all forums dealing with the future South Africa and

1. In particular the multiparty negotiation process.
2. The G.A.C. still has a vital role to play - especially as a sub-committee dealing specifically with gender issues.

We regret that we could not be part of the discussion group on so important an issue.

May you have fruitfull discussions.



# INKATHA

Addendum G

Inkatha Freedom Party

Iqembu leNkatha Yenkululeko

## PRESS STATEMENT

INKATHA FREEDOM PARTY

MARCH 25, 1993

WITH REF : REPRESENTATION OF WOMEN - MULTI-PARTY NEGOTIATING FORUM

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At a special Caucus meeting of the Inkatha Freedom Party held in Ulundi last night, the issue of the representation of women within the Multi-Party Negotiating Forum was discussed.

The IFP will continue to promote women having full participation in all the structures of South Africa's constitutional process, without exception.

In this regard we point out that at CODESA I and II more women were represented in IFP delegations than in any other party's delegations.

It is the view of the IFP that a separate so-called "Gender Advisory Committee" [with no real powers and reporting its proposals to other committees for their final decision-making] would be an insult to women.

The IFP totally rejects the resuscitation of the old CODESA Gender Advisory Committee, which did not offer the women of South Africa any substantive role whatsoever.

Women delegates must have full negotiating rights in the constitutional process.

The issue of women, and not merely "women's issues", can only be articulated by women. It is vital that they be involved in all decision-making.

The IFP will therefore propose that party / organisation / administration representation in all existing committees as presently constituted be expanded to add one woman delegate per party / organisation / administration who should not participate merely in an advisory capacity but have full negotiating rights.

Women delegates per party / organisation / administration must be represented in their own capacity at the Plenary Session, the Multi-Party Negotiating Forum and in the Negotiating Council. We will recommend that Technical Committees also include women.



The IFP flatly rejects a proposal that women be drawn together merely as "advisers" with no real powers in a sexist "Gender Advisory Committee."

The IFP will not be a party to the role of women being reduced in this critical process of authoring the future South Africa. We view it as a disgrace that the outdated suggestion of the old CODESA Gender Advisory Committee was even raised.

The IFP will not have the vital role women have to play overlooked and it will not deprive South Africa of the valuable contribution which women can make at this time.

It is a constitutional proposal of the IFP that the law must extend special protection to women. Furthermore, the IFP intends to negotiate that until such time when the social status of women in South Africa has significantly improved, future law should recognise special privileges for women in all programmes and measures aimed at ensuring their equal access to political, social and economic opportunities.

In addition, the IFP will recommend a Ministry for Women's Affairs and that a portion of all future available public offices be reserved for women.

FOR FURTHER INFORMATION CONTACT : SUZANNE VOS : 011-444-1862 OR  
011-444-5863 : FAX: 011-444-3198.

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