



TO : ALL MANAGEMENT COMMITTEE DELEGATES

DATE : 31 MARCH 1992

RE : CODESA GENDER ADVISORY COMMITTEE (GAC)

As you are aware CODESA has been under considerable criticism for the absence of adequate participation by women.

As a result of various representations, the Management Committee at its meeting on 30 March 1992 agreed to establish a Gender Advisory Committee (GAC).

Attached hereto are the Terms of Reference, composition and rules governing the functioning of the GAC.

We would be obliged if your party/organisation/administration would urgently consider the matter and advise the Secretariat of the name, telephone and fax number of your delegate to this committee as soon as possible. Only upon receipt of this information shall we be in a position to make the necessary travel and accommodation arrangements.

The Daily Management Committee has agreed to convene the first meeting of the GAC which will be held at the World Trade Centre on 6 April 1992 at 09h30.

We trust that your delegate shall have acquainted herself/himself with the tasks of this Committee. With regards to paragraph 4 of the GAC Terms of Reference which deals with the functioning of the GAC, it is hoped that once the GAC has had an opportunity to examine the matter there will be a follow-up meeting between the GAC and the DMC on 21 April 1992 at 16h00 at the World Trade Centre.

Mac Maharaj
CODESA SECRETARIAT



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.