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MANAGEMENT COMMITTEE\SUB-COMMITTEE\GACMINUTES\21 APRIL

THESE ARE MINUTES. THEY ARE CONFIDENTIAL, AND RESTRICTED TO THE MEMBERS OF THE GENDER ADVISORY COMMITTEE, ITS STEERING COMMITTEE, THE DAILY MANAGEMENT COMMITTEE AND THE MANAGEMENT COMMITTEE.

ADOPTED BY THE GAC AT THE MEETING ON 27 APRIL

MINUTES OF THE MEETING OF THE GENDER ADVISORY COMMITTEE HELD AT THE WORLD TRADE CENTRE ON TUESDAY 21 APRIL AT 09H30 AND CONTINUING ON WEDNESDAY 22 APRIL AT 08H30.

PRESENT: (Addendum A)

1. Opening Remarks from Interim Chairperson

- 1.1 The Interim Chairperson welcomed the delegates and in particular those who had not been present at the first meeting of the GAC.
- 1.2 Z de Beer of the DMC was also welcomed. It was noted that Mr de Beer had been unable to attend the first joint DMC/GAC meeting due to administrative problems and was, therefore, present at the meeting in order to observe the proceedings and show his respect for the GAC.
- 1.3 The delegates introduced themselves.

2. Adoption of Agenda

- 2.1 Noting the need to prioritize the days proceedings in order to ensure that a report would be ready for submission to the DMC/Secretariat the agenda was amended.
- 2.2 The agenda was adopted as amended (Addendum B)

3. Ratification of Minutes of Previous Meetings

3.1 Monday 6 April

- 3.1.1 The minutes of the GAC meeting held on 6 April were ratified subject to one amendment.

3.2 Matters Arising from the minutes of Monday 6 April

3.2.1 Representation of Parties at the GAC

- 3.2.1.1 It was noted that the DMC had made it clear that, pending a review of the GAC's Terms of Reference arising from proposed amendments, each administration/organisation/party would be entitled to one delegate only at GAC meetings. In this regard:

3.2.1.1.1 It was noted that Z de Beer was present in his capacity as a member of the DMC and not the Democratic Party.

3.2.1.1.2 The second representative from the Inyandza National Movement was excused from the meeting.

3.2.2 Rapporteur

3.2.2.1 It was agreed that clarification would be sought from the DMC at the joint meeting of the DMC/GAC later that day regarding the status of delegates who were elected as rapporteur and the representation of the administrations/organisations/parties with regards to this status.

3.2.3 Documentation

3.2.3.1 It was noted that the documentation packs provided by the DMC/MC did not contain all the documentation required for the GAC to effectively function in its advisory capacity. In this regard it was agreed that the DMC would be requested to provide the GAC with the following additional documentation at the joint DMC/GAC meeting later that day:

- * Internal Submissions to the Working Groups
- * Agendas of Working Group Meetings in Advance
- * Documented Agreements reached by Working Groups

3.3 Friday 10 April

3.3.1 It was noted that the body which would ratify the minutes of the Interim Steering Committee meeting held on Friday 10 April would be the Steering Committee of the GAC

3.3.2 It was noted that non-administrative decisions taken by the Interim Steering Committee did not have the status of agreements of the GAC and that such decisions would, pending ratification by a full GAC meeting, be regarded as recommendations to the GAC.

4. Report from the Interim Steering Committee

4.1 The Interim Chairperson gave an input summarizing the main decisions and discussions of the Interim Steering Committee as reflected in the draft minutes of the Interim Steering Committee meeting held on 10 April.

4.2 Matters Arising from the report of the Interim Steering Committee

4.2.1 Consensus was not reached regarding the agreements reached by the Interim Steering

Committee on the GAC's structured links between itself and other CODESA structures (Item 6.2 of the draft minutes of the Interim Steering Committee meeting on 10 April) and the nature and status of the GAC which those agreements implied.

- 4.2.2 Regarding structured liaison between the GAC and other CODESA structures the meeting agreed to recommend to the DMC/MC the functional relationship outlined in item 1.4 of the GAC's report to the DMC/MC (Addendum C).
- 4.2.3 Noting the need to maintain the confidentiality of CODESA proceedings and the status of the GAC as a sub-committee of the Management Committee, the meeting agreed to reject the suggested holding of regular briefings by the GAC for Women's Organisations (Item 10.3.1.1 of the draft minutes of the meeting of the Interim Steering Committee held on 10 April).
- 4.2.4 Noting the amount of work facing the GAC before CODESA II, the impracticality of examining further submissions and the close proximity of the plenary session of CODESA II, the meeting agreed to reject the request, suggested in the Interim Steering Committee meeting on 10 April, that mechanisms to be found to allow for further submissions to CODESA on the gender issue (Item 10.3.1.3 of the draft minutes of the meeting of the Interim Steering Committee held on 10 April).
- 4.2.5 Noting the suggestion regarding the involvement of GAC members in the activities of organised women in their localities (Item 10.3.1.2 of the draft minutes of the meeting of the Interim Steering Committee held on 10 April), the meeting noted that such involvement would be on an individual basis and that individuals involved in such activities would not do so in their capacities as GAC members.

5. Proposed Amendments to the GAC's Terms of Reference

- 5.1 The meeting agreed that a number of amendments to the GAC's Terms of Reference, as outlined in items 1.1, 1.2 and 1.3 of the GAC's report to the DMC/MC (Addendum C), be recommended to DMC/MC for consideration at its next meeting.

6. Representation of Women at Codesa II

- 6.1 Noting the logistical problems arising out of the size and number of delegations expected at Codesa II, the meeting agreed that the GAC would not request separate representation at the plenary session.
- 6.1 Furthermore, the meeting agreed to request the DMC/MC to, on behalf of the GAC, strongly urge all participating administrations/organisations/parties to reconsider the composition of their delegations in view of the small number of women present in CODESA I.

7. Report to DMC/Secretariat

- 7.1 It was agreed that the Interim Chairperson and G Noero would draft the outline of a report to the DMC/Secretariat for presentation at the joint DMC/GAC meeting to be held later that

day.

7.2 The meeting ratified the draft outline of the report to the DMC/Secretariat as presented by M Manzini and G Noero.

8. The meeting closed for the day.

9. The GAC Reconvened on 22 April at 08h30

10. Election of Chairpersons, Rapporteur and Steering Committee

10.1 Election of a Steering Committee

10.1.1 It was agreed that the each delegate present would nominate and eight member Steering committee by means of secret ballot and that the minute-taker would count the ballots and announce the eight delegates with the top eight votes. Those delegates would constitute the Steering Committee.

10.1.2 It was noted that;

10.1.2.1 The delegate from the IFP was a substitute for F Gaza, who would be standing for election to the Steering Committee on behalf of the IFP.

10.1.2.2 The delegate from the ANC, F Adam, was substituting M Manzini, who was the Interim Chairperson. In this regard it was noted that M Manzini would stand for election to the Steering Committee on behalf of the ANC.

10.1.3 The delegates cast their ballots

10.1.4 Noting that there was a draw between three of the delegates the meeting agreed that the Steering Committee should be constituted of nine people (Addendum D).

10.2 Election of Rotating Chair

10.2.1 The meeting agreed on the principle of a rotating chairperson open to all members of the GAC. In this regard it was noted that, due to the short period of time before CODESA II and the need to ensure continuity the chair would rotate between three people only until the CODESA II plenary.

10.2.2 It was agreed the Interim Chairperson would remain in her position until the beginning of the following week, when the system of a rotating chair would be implemented.

10.2.3 It was agreed the three delegates with the highest votes in the Steering Committee

election (that is M Manzini, G Noero and J Hunter) would constitute the rotating chair for the time being.

10.3 Election of Rapporteur

10.3.1 It was agreed that Z Kota and F Sithole would be the GAC's rapporteur for the time being.

11. Discussion on the Meaning of Gender

11.1 E Ramagobin presented a submission from the NIC/TIC on the meaning and significance of gender and gender consciousness. The submission was given to the delegates.

11.2 The meeting had a broad discussion on the implications of gender and gender consciousness with regards to the creation of a new non-sexist society and the process of transition towards such a society.

12. Reports from Sub-Groups

12.1 Sub-Group 1 looking at Working Group 1

12.1.1 LN Jajula gave a brief verbal report on the progress made in Working Group 1.

12.1.2 E Ramagobin presented a submission from the NIC/TIC on the gender implications of the discussions taking place in Working Group 1. The submission was given to each of the delegates.

12.2 Sub-Group 2 looking at Working Group 2

12.2.1 Z Kota presented a submission from the South African Communist Party on the gender implications of the discussions taking place in Working Group 3 (Addendum E)

12.3 Sub-Group 3 looking at Working Group 3

12.3.1 A submission from the NIC/TIC regarding the gender implications of the discussions in Working Group 3 was given to the delegates.

12.3.2 A verbal report was given by F Adams outlining the main discussions within Working Group 3. It was noted that due to the lack of agreement in this Working Group it would be difficult for the GAC to make a positive input on the issues being discussed in that Working Group.

12.3.3 FS Baloi presented a submission from the Inyandza National Movement on the Gender implications of the discussions in Working Group 3 (Addendum F).

12.4 Sub-Group 4 looking at Working Group 4

12.4.1 A Rambarren gave a brief verbal report on some of the discussions taking place in Working Group 4.

12.4.2 It was noted that the majority of citizens of the TBVC states were women and in this regard, the issue of citizenship in these states was one which should interest the GAC.

12.5 Sub-Group 5 looking at Working Group 5

12.5.1 No report was available from this sub-group.

12.6 Sub-Group 6 looking at Submissions to Codesa on the issue of Gender

12.6.1 F Sithole presented a brief report outlining the issues of commonality that were found in the various submissions to Codesa on the issues of gender (Addendum G)

12.6.2 F Adam read a report summarizing some of the main submissions to Codesa on the issue of gender (Addendum H).

13. Work Programme

13.1 Noting the large volume of work facing the GAC the meeting agreed that GAC meetings would be held on Mondays, Tuesdays and Wednesdays.

13.2 Noting the necessity of ensuring that the advice of the GAC was considered by Codesa structures before the ratification of final reports from Working Groups, the meeting agreed on the need for the GAC to produce draft reports on the gender implications of Working Group Terms of Reference and discussions as soon as possible.

13.3 The meeting agreed that the priorities for the GAC, with regard to Working Groups, were, in the following order:

- * Working Group 1
- * Working Group 3
- * Working Group 2

13.4 It was agreed that the rapporteurs would present reports, with regards to the discussions and agreements of the previous weeks meetings, to the GAC on Monday mornings.

14. General

14.1 Identification of Women Delegates/Advisors in Codesa

14.1.1 It was agreed that all delegates would study the delegate/advisor lists supplied by the DMC/MC and identify the women delegates/advisors from their respective

administrations/organisations/parties for submission at the GAC meeting to be held on Monday 27 April.

14.2 Women's National Coalition

- 14.2.1 G Noero gave a brief report on the upcoming Women's National Coalition Workshop to be held on 25 and 26 April. Apologies were given for organisational difficulties arising from the planned workshop and all delegates were urged to ensure that their administrations/organisations/parties were represented at the workshop.

14.3 Opening Prayers

- 14.3.1 It was noted that despite the controversy arising from the Opening Prayers at Codesa I and the subsequent suspension of Opening Prayers at Codesa meetings, there was a great need to encourage religious tolerance in the country as a whole and in this regard Codesa should be setting examples.

- 14.3.2 In this regard, it was agreed that:

14.3.2.1 A submission on the importance of religious tolerance and the consequent need for Opening Prayers at the beginning of GAC meetings would be prepared for presentation to the DMC/MC, subject to ratification by the GAC, by E Ramagobin.

14.3.2.1 Pending the consideration of the above mentioned presentation by the DMC/MC, GAC meetings would begin with a minute of silent prayer.

14.4 Press Statement

- 14.4.1 It was agreed that the Steering Committee would look into the possibility of issuing a Press Statement on the activities of the GAC.

14.5 Report to the DMC/MC

- 14.5.1 It was agreed that M Manzini, F Adam, G Noero and Z Kota would draft a report to the DMC/MC (Addendum C) later that day.

15. The meeting closed.

Addendum A

The following people signed the attendance register:

Chairperson	M Manzini
ANC	F Adam
Ciskei Government	SN Sonjica
Democratic Party	G Noero
Dikwankwetla Party	K Ngwenya
Inkatha Freedom Party	N Brits
Intando Yesizwe Party	FT Sithole
Inyandza National Movement	FS Baloi
NIC/TIC	E Ramagobin
National Party	J Hunter
National People's Party	A Rambarran
Solidarity Party	M Reddy
South African Communist Party	Z Kota
South African Government	A Routier
Transkei Government	LN Jajula
United People's Front	MM Chueu
Ximoko Progressive Party	LB Kubay

Minute-taker: M Sachs

Addendum B

AGENDA FOR THE MEETING OF THE GENDER ADVISORY COMMITTEE TO BE HELD AT THE WORLD TRADE CENTRE ON 21 APRIL AT 09H30.

(Adopted at the meeting, as amended)

1. Chairperson's Opening Remarks
2. Adoption of Agenda
3. Ratification of the Minutes of previous meetings and matters arising from:
 - 3.1 Monday 6 April
 - 3.2 Report from Interim Steering Committee on its meeting on 10 April
4. Outline of Reports to the DMC/Secretariat and the Management Committee
 - 4.1 Proposed Amendments to the GAC's Terms of Reference
 - 4.2 Non-Sexist Terminology to be employed in CODESA meetings
 - 4.2 Representation of Women at CODESA II
 - 4.3 An Office at CODESA for the GAC
5. Election of;
 - 5.1 Chairperson and the possibility of a rotating chair
 - 5.2 Steering Committee members
6. Setting up of sub-groups to deal with the work of the Working Groups
7. Report-back from sub-groups set up by the Interim Steering Committee to study documentation relating to the five Working Groups and Submissions to CODESA on the issue of Gender.
8. Schedule of Meetings
9. General
 - 9.1 Identification of women delegates/advisors in CODESA
10. Closure.

REPORT OF THE GENDER ADVISORY COMMITTEE TO THE DMC/MC

At a meeting held between the DMC and the Gender Advisory Committee on 21 April the following recommendations were made by the GAC for the consideration of the DMC/MC:

1. In relation to the Terms of Reference of the GAC the following points were made:

1.1 COMPOSITION

1.1.1 Recommend that Item 1.2 be amended to read :

"Each participant of CODESA shall nominate one delegate and one advisor to serve on the GAC"

1.1.2 From this it follows that item 1.3 should read:

"Substitution be allowed for both delegates and advisors of the GAC"

1.2 TERMS OF REFERENCE

1.2.1 Recommend that Item 2.3 becomes item 2.4 and that item 2.3 then reads:

"The GAC shall be in a position to , through access to agendas of Working Group meetings, impact on discussions before agreements are reached."

1.2.2 Item 2.5 be added to read:

"The advice of the GAC on gender issues appears formally on the agendas of the relevant Working Group."

1.3 STATUS OF THE GAC

1.3.1 In relation to the amendments to items 2.3, 2.4 and 2.5, item 3.1 should read as follows:

" The GAC should be a sub-committee of the Management Committee whose primary function shall be to advise on the matters specified in points 2.2, 2.3, 2.4 and 2.5 of the Terms of Reference"

1.4 FUNCTIONING OF THE GAC

1.4.1 In terms of item 4.1 of the GAC Terms of Reference we suggest the following:

Acknowledging that the advisory role of the GAC depends on the effectiveness of

its liaison and communication with all Codesa structures, the GAC states that its functional role at Codesa will be facilitated by structured liaison with, inter alia, the following:

- Working Groups
- Steering Committees of Working Groups
- Sub-committees of Working Groups
- The Management Committee
- The Daily Management Committee
- Political Parties

After considering the GAC advice on the agendas of the Working Groups, the Working Groups will be required to respond formally to this advice. If this advice is rejected by the relevant Working Group, the Working Group will meet with the GAC in order to debate these issues fully.

To this end, the DMC is requested to inform the various groups referred to above, of this statement, and to ask them to respond positively in order that the GAC can carry out its work at Codesa.

Further mechanisms would, if the need arises, be worked out.

2. Non-Sexist Language In Codesa

- 2.1 Noting that there was a need to address the issue of the use of sexist language in all Codesa structures, it is recommended that the terms "Friends", "Colleagues" or "Ladies and Gentlemen" be used at all meetings of the aforementioned structures.

3. Representation of Women at CODESA II

- 3.1 The GAC strongly recommends that all administrations/organisations/parties consider the participation of women in their delegations for the plenary session of CODESA II to address the imbalance at the CODESA I plenary session.

4. Agendas of Working Group Meetings

- 4.1 The GAC requests the agendas of all Working Group meetings to enable it to impact on discussions before agreements are reached.

5. Documentation

- 5.1 The GAC requests the following documents:
- 5.1.1 All submissions, internal and external, made to Working Groups;
 - 5.1.2 Rapporteur summaries of Working Group Discussions;
 - 5.1.3 Decisions and Agreements reached by Working Groups

6. Administration of the GAC

- 6.1 In view of the volume of work facing the GAC, the GAC requests the services of both a minute-taker and secretary.

7. Meetings of Steering Committees

- 7.1 In response to the GAC's request for guidance with regards to the priorities facing CODESA II, it was agreed that the GAC would be invited to attend a joint Steering Committee meeting with the Management Committee.

Addendum D

Steering Committee of the Gender Advisory Committee

(As elected by the GAC on 22 April)

ANC	M Manzini
Democratic Party	G Noero
Inyandza National Movement	FS Baloi
Intando Yesizwe Party	FT Sithole
NIC/TIC	E Ramagobin
National Party	J Hunter
South African Communist Party	Z Kota
South African Government	A Routier
Transkei Government	LN Jajula

Addendum E

**SUBMISSION TO GENDER ADVISORY COMMITTEE ON GENDER
ISSUES IN THE WORKING GROUPS OF CODESA.**

1. The South African Communist Party endorses the recommendations made to the CODESA Management Committee by the ANC Women's League on 6 March 1992.

2. In addition, the SACP makes the following submissions to Working Group 1 (Creation of a Climate for Free Political Participation and Role of International Community):

Noting that:

a) Gender inequality severely hampers women's ability to participate freely and equally in the political and civil processes in society, and that gender inequalities do not rectify themselves as they are rooted in familial relations and in the lack of access to education and skills

b) The ability of working class women to participate in the political process is severely hampered by:

- * working two shifts per day, one in paid labour and one in the home;

- * lack of protective labour legislation. The majority of women workers work in domestic and farming sectors. These sectors are not covered by labour legislation and as a result these workers do not have specified working hours which give them time off to attend meetings;

- * lack of childcare facilities in working class areas;
- * the absence of safe public transport servicing the working class areas and the current violence on trains which makes it dangerous for women to attend gatherings at night;
- * the crime rate in most townships, which is direct result of apartheid and the extreme differences in income and standard of living in South African society.

- * women's subordination is rooted in oppressive family relations, entrenched in family law, and that South African society has a wide variety of family forms which is not recognised by the legislation;

- * fewer girls have access to secondary and tertiary education as limited family resources tend to be used for the education of boy children;

- * the extent of unemployment of women and the ghettoisation of women's jobs creates financial dependence of women on men;

c) The working class woman's ability to understand the CODESA process through the media is severely hampered by:

- * illiteracy and inappropriate written material for immediate post-literacy readers;

- * lack of time to read or watch TV due to the double working shift;

- * lack of lighting facilities;

overcrowded living conditions;
language problems - indigenous languages and
complexity of language used;
* lack of electricity to run TV's:

d) Equal participation of women within political organisations is a goal that has not yet been achieved. Equal participation is especially poor in relation to the participation of working class women.

And that women are severely under-represented at CODESA.

therefore concludes that CODESA as presently constituted cannot address the interests of working class women adequately.

Recommends that:

* there is an urgent need to affirmative action in the constitutional process concerning women, and particularly working class women:

* COSATU's submissions for labour covering domestic and farm workers should be legislated forthwith:

* childcare facilities should be provided in all working class areas and childcare legislation should be re-examined to provide for adequate protection of children's interests and to provide for their healthy development:

* safe public transport should be provided in all working class areas:

* the social problems causing South Africa's high crime rate, including the vast discrepancy of wealth within our society, must be redressed:

* CODESA publicity and education should be:

- aimed at illiterate, immediate post-literate and advanced readers:

- include printed and electronic media;

- produced in all indigenous languages and in

simple language:

- distributed free of charge;

- pro-actively taken to the people;

- specifically addressed to women aimed at

overcoming their negative attitude towards their role in political decision-making.

*urgent attention must be given to the position of women within all family forms and family law should be developed to incorporate all family forms and to provide protection to women's rights to equality and democracy within the family;

* affirmative action concerning girls' access to education, for example, the lowering of girls' school fees to act as an incentive, and specifically the inclusion of women in tertiary institutions must be brought into play.

3. The SACP makes the following submissions to Working Group Two (General Constitutional Principles and Constitution-making Body/Process):

- The Constitution principles must make provision for:
- * constitutional rights against discrimination in the work place on grounds of gender;
 - * constitutional rights for women to membership of trade unions;
 - * labour legislation concerning:
 - maternity benefits so that maternity benefits are a state responsibility to ensure that all women, irrespective of employment are eligible for this assistance,
 - the right to return to the job after the birth of the child, with provision of incentives to employers which will counter the disincentive to hold a woman's job for her, or to employ women in the job at all.
 - night shift and overtime;
 - * constitutional rights for women to be active in all civil society structures, such as civic organisations, peasant organisations, educational structures, cultural and religious organisations;
 - * the provision in the Bill of Rights for affirmative action for women on the basis of class exploitation;

The Constitution-making body must:

- * include maximal representation of working class women, which means that participating organisations and parties should be required to ensure the inclusion of working class women within their election lists;
- * actively consider issues affecting working class women.

In terms of the election process, the recommendations made by the Women's League must take into account the fact that working class women's access to the political process is the most limited of any sector of our society, and must specifically address these circumstances.

4. The SACP wishes to make the following submissions to Working Group Three (Transitional Arrangements/Interim Government/Transitional Authority):

Noting that:

- * Development strategies need to redress current inequalities, and that working class women are the most

economically, politically and educationally disadvantaged
sectors of society:

Recommends that:

- * in the interim period budgetary measures and redistribution strategies should be implemented to benefit working class women, including subsidised staple foods and zero VAT rating of essentials including medicine and health care, education, public transport and food.

- * Working Group Three should have access to submissions made by the SACP to Working Groups One and Two, and apply the relevant sections.

5. The SACP wishes to make the following submissions to Working Group Four (The Future of TBVC States):

Noting that:

- * The TBVC states are internationally acknowledged to be illegitimate, and that they were imposed on the people of those areas without consultation;

- * unemployment, and particularly unemployment of working class women, is extremely high in the TBVC states, and that migrant labour resulting from these conditions and the National Party's labour allocation policy has destroyed the social fabric and family life, placing an added burden on women as single household heads;

- * trade union rights are not fully recognised and the harassment of trade unions and trade unionists in the TBVC states;

- * the lack of adequate labour legislation, and particularly legislation protecting the rights of domestic workers and farm labourers where large numbers of women are employed;

Recommends that:

- * Re-incorporation of the TBVC states into South Africa should be done on the basis of consultation with the people of those areas, with affirmative action being implemented to ensure that women, and particularly working class women, are part of this process;

- * in the interim period, during the process of reincorporation, the issues of unemployment, migrant labour, family life, social cohesion, labour legislation and trade union rights must be addressed;

- * and that Working Group Four apply the whole of the SACP's submissions to Working Group One.

6. The SACP wishes to make the following submissions to Working Group Five (Time Frames and Implementation of CODESA's decisions):

Noting that:

* the policies of the apartheid state over the last forty years have been racist, sexist and not in the interests of the working class:

* the implementation of CODESA's decisions falls largely on the existing legislature and the to-be-established interim government:

* the removal of discrimination against women and structural gender inequalities is a long-term process that can only be addressed within a politically and economically democratic state:

Recommends that:

* the interim government must act as a guardian and monitor on the development of non-oppressive gender relations:

* the election of a constituent assembly must be completed by the end of 1992.

* Working Group 5 pays attention to submissions made to Working Group 1.

INYANDZA NATIONAL MOVEMENT

GENDER ADVISORY COMMITTEE

SUBMISSION

We the Inyandza National Movement Women's League see the following issues as having important ^{gender} ~~arising~~ implications for consideration by the GAS arising from:

Minutes of Working Group 3

Minutes of Working Group Steering Committee 3 January
1992-March 1992

Agreement on elements of Interim arrangements clauses 1-5:

We believe that:

1. That Women be represented in the interim transition arrangements in order to make inputs in matters that have gender implication when a new democratic constitution is formulated.
2. That Women be represented in such arrangements that will lead to the creation of a transitional executive structure.
3. That the procedures agreed upon by CODESA in the appointment of the transitional executive structure shall amend such procedures to accomodate representation of Women of such provision has not been made.
4. That Women be represented in all CODESA structures, and in agreements reached at CODESA the Gender issue be addressed through amendments of the terms of reference of Working Groups to include Women.

5. That the Gender issue be taken into consideration in all other aspects of interim/transitional arrangements that still need to be discussed.
6. We believe that we need to ensure the full representation and participation of Women in all CODESA structures and in the current political process leading up to the writing of the Constitution and the coming into being of a non-sexist non-racial united, democratic South Africa.

We therefore propose that the Gender Advisory Committee be known as the Gender Working Committee afforded the same status and power as all the other Working Groups of CODESA.

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Addendum G

COMMENTS ON LETTERS AND SUBMISSIONS TO CODESA REGARDING THE ROLE OF WOMEN IN THE PROCESS OF NEGOTIATIONS PRESENTED BY FT SITHOLE.

INTRODUCTION

From the sum total of all the correspondence received by Codesa in connection with the participation of women in the process, a loud cry is perceived from women and women's organisations about meaningful representation in the convention.

LETTERS TO CODESA

Approximately 95% of the letters written to Codesa in relation to the gender issues state the following:

1. SA women form 53% of the population and they are represented by 7% in the negotiating process.
2. This implies that the non-racial, non-sexist objective being strived for by Codesa is not purposefully pursued.
3. Women who have been in the struggle for the recognition of women as equally human and thus deserving of (human rights) equal human right and certain gender issues are more qualified to negotiate or advise about these issues more than women who are not gender conscious.
4. Most of these letters have a profound tone of protest.

SUBMISSIONS TO CODESA

Certain organisations sent in written submissions to respond to the Terms of Reference of the various Working Groups. The holistic views of these submissions are the following:

- * Codesa's Working Groups attention is drawn to the awareness of the fact that women, especially black women, are the most disadvantaged in the SA society. As such certain steps should be taken by Working Groups 1-4 in formulating processes and decisions on their Terms of Reference.
- * Equality of gender must acknowledge difference.
- * Affirmative action for women
- * Enshrining gender equality as a primary right in a Bill of Rights
- * Giving effect to gender equality in the Bill of Rights
- * Adequate representation for women in the constitutional and political process.
- * Interim arrangements needs a structured participation of women to ensure that the interests of women and other gender issues are represented in the interim matters:
 - defence
 - budget
 - foreign relations
 - media

- land
- local government and development

* Free participation of all women in the political process:

- Exercise of civil liberties
- The Peace Accord
- The role of the police force
- The role of the media and education about Codesa

These do facilitate or prohibit the participation of women in the political process, or, the just preserve the status quo which mitigates against women's participation.

* Repeal discriminatory laws and the position of black rural women.

Addendum H

REPORT BY F ADAM SUMMARIZING THE MAIN POINTS OF SOME OF THE SUBMISSIONS TO CODESA ON THE ISSUE OF GENDER.

WOMEN FOR PEACE writes:

Working Group 2: * The constitution must include a stipulation on **gender equality**;

- * It is suggested that a **bill of rights** be appended to the new constitution as an annexure to the clause relating to gender equality;
- * Affirmative action to redress imbalances undertaken by both government and the private sector.

Working Group 4:* A special concern is that women in the TBVC states be consulted with regard to their future - that their needs, rights and aspirations be protected and respected.

Working Group 5:* The National Women's Coalition is preparing a "Women's Charter" for consideration at CODESA. They are endeavouring to include inputs from all women's groups. This may well take a while to prepare and it is suggested that Working Group 5 take this into consideration.

THE WOMEN'S INITIATIVE

Jenny Hobbs writes that she would like to see:

1. A fully enforceable **Bill of Rights** for women;
2. Provision for a detailed investigation of the violence that is racking our country, by impartial international experts provided by the United Nations
3. Indications of a strong and immediate action being taken over the provision of housing, education, social services and decent medical care for everyone;
4. The lifting of VAT on more basic foods, books, health care and medicines. The shortfall could be made up by double-taxing luxury goods, cigarettes and alcohol.

NATIONAL COUNCIL OF WOMEN OF S.A.

Lack of accommodation for the middle income aged.

(Rent-controlled flats have been made sectional title schemes)

In General: concern for the Aged - to become aware of the growing number of aged persons, to preserve their dignity and to become knowledgeable about their specific needs and difficulties.

SA ASSOCIATION OF UNIVERSITY WOMEN

"Will all women be allowed to own land?" ie: will not be discriminated upon in terms of land ownership.

GENDER RESEARCH GROUP UND

- * "Equality" must acknowledge "difference".
- * "Affirmative action" for women, priority for programmes directed at black women - the most

disadvantaged sector of women.

* Women's rights in the family, especially provisions relating to marriage, guardianship, and the right to privacy.

* Women's rights in relation to relation and custom

* Women's rights in relation to the "right to life"

* Codesa should take its lead from Article 2 of the UN resolution on the elimination of all forms of discrimination against women.

* Women's rights structures at all levels of the constitutional structures that are developed (eg constitutional court); standing human rights commission and office of ombudsperson; permanent women's rights section of a human rights commission; standing committee on women in the legislature.

* Ongoing educational programmes on gender oppression.

* Adequate representation of women in constitutional and political process.

THE WOMEN'S LEGAL STATUS COMMITTEE

The WLSC has submitted a proposed Bill of Rights of Interim Bill of Rights with specific reference to women for inclusion in the new S.A. constitution.

UNITED NATIONS RESOLUTIONS ON THE ELIMINATION OF DISCRIMINATION AGAINST WOMEN (Adopted by all partaking nations by the General Assembly in Nov 1967 and Dec 1979)

Article 2: states that parties should embody the principle of the equality of men and women in their national constitutions.

Article 5: States that parties shall take all appropriate measures to modify the social and cultural patterns of conduct of men and women with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or superiority of either of the sexes or on stereotyped roles for men and women.

Article 11(c): To encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of **child care facilities**

Article 12: ...appropriate services in connection with pregnancy...
...adequate nutrition during pregnancy and lactation...

Article 14: ...take into account the particular problems faced by **rural women**...
...to enjoy adequate living conditions...electricity and water supply...