



LIST OF LETTERS AND SUBMISSIONS TO CODESA REGARDING THE
PARTICIPATION OF WOMEN IN THE PROCESS
LIST AS AT 6 APRIL 1992

**LETTERS AND SUBMISSIONS TO
CODESA REGARDING THE ROLE OF
WOMEN IN THE PROCESS**

6 APRIL 1992

CONVENTION FOR A DEMOCRATIC SOUTH AFRICA

PO Box 307, Isando, 1600, South Africa.
Telephone (011) 397-1198/99. Fax (011) 397-2211

**LIST OF LETTERS AND SUBMISSIONS TO CODESA REGARDING THE
PARTICIPATION OF WOMEN IN THE PROCESS
LIST AS AT 6 APRIL 1992**

- 1 Barker, Councillor GT (North Humberside, UK). Letter, 14 February.
- 2 The Black Sash (National Executive). Letters, 18 February & 23 March.
- 3 The Black Sash (Albany Region). Letter, 9 March.
- 4 The Bookshop. Petitions in support of letter in press from The Women's Initiative, Bryanston (x 3), received February.
- 5 Campbell, Liisa. Letter (in support of The Women's Initiative, Bryanston, protest), 16 March.
- 6 Canning, Victoria. Letter, 14 February.
- 7 Channell, Marietha. Letter, 25 February.
- 8 Caramagno-Hepler, Dr Francesa (Idar-Oberstein School, Germany). Letter, 20 February.
- 9 Carlson, Glenys. Letter, 20 February.
- 10 Curteis, Thomas. Letter, 18 February.
- 11 Du Plessis, A. Letter, 17 February.
- 12 Erasmus, Wiesa (Voorsitter: Dames Aktueel). Letter, 17 February.
- 13 Foundation for African Business & Consumer Services: FABCOS (from Dora Ndaba, Nominee Businesswoman of the Year 1991). Letter, 27 January.
- 14 Friedman, A. Letter, 1 April.
- 15 Gender Research Group, University of Durban. Submission to Working Group 2, 28 February.
- 16 Gomm, EM. Letter (in support of The Women's Initiative, Bryanston, protest), 12 February & Letter submitted to Working Group 1, 12 February.
- 17 Gouws, Amanda (Dpt of Political Science and Stellenbosch Feminist Study Group, University of Stellenbosch). Draft Women's Charter for submission to Working Group 2, 2 March.

- 18 Gericke Library, University of Stellenbosch (signed by various). Letter, 25 February.
- 19 Herr, Pam (Pam Herr Organisation, honorary PRO for Cape Town Business & Professional Women's Club & National Association of Women Business Owners). Letter, 12 February.
- 20 Jubineau, ? R (Nantes, France). Letter, received 3 March.
- 21 Kettley, Lorraine. Postcard, 25 February.
- 22 Khutsoame, Suzuki. Letter, received in February.
- 23 Kotze, E. Letter, 25 February.
- 24 Kuru Development Trust. Letter, 6 April.
- 25 Meyer, Gillian. Letter, 11 February.
- 26 Natal Mercury (Lois Knoeser, feature writer). Request re number of women participants, 12 March.
- 27 National Council of Women of South Africa. Submission forwarded to Working Groups 1 & 2, 17 March.
- 28 Neemborn, M. Letter, 14 February.
- 29 Phillip Goodman Properties (Pty) Ltd. Petition x 2, 17 February.
- 30 Pullen, Julia. Letter, 14 February.
- 31 Raubenheimer, Rick. Letter, 1 March. (Concern about general lack of representativeness of Codesa)
- 32 Rhoda Fowler Public Relations Consultant. Petition, 17 February.
- 33 Richmond, J. Letter, 26 March.
- 34 Richter, Jean. Letter, 16 February.
- 35 Simson, MM. Letter, 1 April.
- 36 South African Association of University Women. Letter, 3 April.
- 37 South African Council for Catholic Social Service.
- 38 Spiro, Wendy. Letter, 24 March.

- 39 Steveni, JAT. Letter, 13 March.
- 40 Stellenbosch Farmers' Winery PRO Department (signed by various). Letter, 25 February.
- 41 Strode, Ann. Letter, 17 March.
- 42 Thirtle, C. Letter, 25 February.
- 43 Union of Jewish Women. Letter, 13 February.
- 44 University of Kent (signed by various). Letter, 10 March.
- 45 Walker, SM. Postcard, 24 February.
- 46 Watts, Kerry. Letter, 17 February.
- 47 White, CF. Letter, 2 March.
- 48 White, Elizabeth. Letter, 24 February.
- 49 Women's Bureau of South Africa. Letters, 14 January, 3 February & 3 March.
- 50 Women for Peace. Submissions to all Working Groups, 28 February.
- 51 Women' Initiative, Bryanston. Letters, 7 & 21 February.
- 52 Women's League of the ANC. Submissions to all Working Groups, 6 March.
- 53 Women's Legal Status Committee. Application to participate in Codesa and information about the committee: 28 February & 19 March; and submission to Working Group 3 regarding an Interim Bill of Rights, 12 March; and submission to Working Group 2 regarding Bill of Rights in a new constitution, 12 March.
- 54 Women's Lobby. Letter to Working Group 1, 2 March & Application to participate in Codesa as observers, 2 March.
- 55 Petition in support of the formation of a Gender Review Committee. Responses received to date number about 60. (It is not known who issued this petition.)
- 56 UN General Assembly - Resolution - Elimination of all forms of discrimination against women (Source of document unknown)

* *Unless otherwise specified, all dates refer to 1992.*

To The Management Council (bodesa)

14/2/92

I wish to protest that out of the 53 per cent population of women in South Africa they will only have a contemptibly small part in the decision-making process in March when the decisive round of talks between delegates of political parties to the convention for a Democratic South Africa (bodesa) will begin in Johannesburg. I hope to hear before March that a bigger increase of South African women will have a say in the decision taken at the convention.

Yours Sincerely

Ells G.T. Barker

British Labour and T.V.C. Women's Committees
European Newspaper Reader

MR COUNCILLOR G. T. BARKER
67 JUBILEE AVENUE
BRIDLINGTON
NORTH HUMBERSIDE
YO16 5BG

ENGLAND
0262 / 670764



THE BLACK SASH

5 LONG STREET MOWBRAY 7700 TEL 885 3513 9 a.m. - 1 p.m. MONDAY - FRIDAY

FAX: 021-685 7510

The Secretariat

CODESA

Fax: 011-597 2211

18 February 1992

Dear Sirs

We thank you for sending us the terms of reference to Working Groups 1 and 2. We are however dismayed at the deadline of March 2 as this does not leave us enough time to make our submissions.

We urgently request you to consider extending the deadline in the interests of allowing all parties and organisations the opportunity of contributing to the interest groups.

Yours sincerely

Barbara Molteno
for National Executive



THE BLACK SASH

5 LONG STREET · MOWBRAY · 7700 · TEL 685-3513 · 9 a.m. - 1 p.m. MONDAY - FRIDAY

23 March 1992

The Secretariat

CODESA

Fax: 011 397 2211

Sir,

The Black Sash views with the utmost abhorrence the decision by the Ministry of Justice to resume the practice of capital punishment, and the announcement that seventeen prisoners will shortly be executed.

The moratorium on hangings observed since November 1989 has until now given respite to prisoners on death row, and has given South Africa a breathing space in which to question the use of a violent solution by the State to the problems of a violence-ridden society.

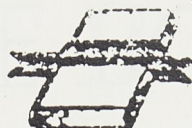
At this time, when South Africa is poised on the brink of major changes, it is highly inappropriate for the government to make a unilateral decision to resume executions. Both the SA Law Commission and the ANC have made proposals for a Bill of Rights which include the abolition of the death penalty, and this may therefore be enacted in the foreseeable future. It would be a clear travesty of justice for people to be hanged now who might otherwise be reprieved within a matter of months. We urge that no such action be taken, and have written to the State President and the Minister of Justice expressing this view. We reaffirm our belief that hangings by the state do nothing to reduce the levels of violence in our society, do not serve as a deterrent to potential criminals, and serve only to cheapen the value of human life.

Yours faithfully,

Mary Burton

for the National Executive.

THE BLACK SASH



DIE SWART SERP

(Albany Region)
P.O. Box 319
Grahamstown
6140
phone: 28091

9th March 1992

The Management Council
CODESA
P.O. Box 307
Isando 1600

Dear Sir,

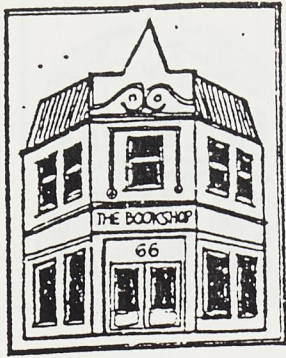
We are writing to urge you to take up the matter of the representation of women and women's interests on CODESA. It seems to us that women - who make up just over half of South Africa's population - are not adequately represented on this important negotiating body. We would like to protest this state of affairs and point out that women's issues need to be taken seriously especially at this important transition period in our history. The lessons from newly independent states around the world show that women's rights have often been ignored and viewed as secondary issues to be dealt with at a later date. This 'later date' usually does not materialise. We would like to point out that women's rights are human rights and should therefore be on the agenda of a body concerned with democracy in the new South Africa.

We urge that women and women's rights be represented at CODESA and that women be sought to serve on this body.

Yours faithfully,

Julia Segar for The Albany Black Sash.

*The Black Sash is a women's organisation
which pledges itself to peace and justice for all people.*



THE BOOKSHOP

66 Lower Main Road · Observatory · Cape 7925
 PO Box 171 · Observatory 7935 · South Africa
 Telephones (021) 417-5970/71 · Fax (021) 417-6164

Received 19/02/92

Women denied a fair say in their future

From JENNIFER CRYSWILLIAMS and JENNY HOBBS, The Womens' Initiative (Bryanston):

IN MARCH the decisive round of talks between delegates of political parties to the Convention for a Democratic South Africa will begin in Johannesburg.

Though women make up 53% of the South African population, they play a small part in this decision-making process, which will determine their future.

At the first round of Codesa talks, women were represented by fewer than 7% of the delegates.

Many South African women — largely subject to their husbands' and social strictures — are outraged by this denial of their right to reasonable representation.

Protests by women's groups have so far been fruitless.

We appeal to anyone concerned, not only with women's rights, but with the normal democratic process, to help us put pressure on the parties involved in Codesa.

They must acknowledge our right to participate fully in decisions about our future.

Individuals or organisations can help us by addressing protests to: The Management Council, Codesa, Box 307, ISANDO 1600, South Africa, or faxing them to (011) 397-2211.

Anne G. Greenwell

Jenny Vasey

Toni Braxton

D. Steenkamp

D. BERMAN

J. L. Poth.

A. JEPHSON

AM Miller

D SIMSON

C. Bower

N. Smith

A. Romano

P. Leaver

Juliet Perkins

Linda Padfield

Collette van Wyk

Linda Peters

Joy MACHAB

Meredith Fountain

80 Trill Rd Obs

PO Box 32 Philipp.

74 New Church St.

80 Mount Rhodes Dr

Howt Bay

52 LOWER MAIN ROAD
OBSERVATORY

Box 416 Rainsgate

12 London Rd
Observatory, 792
78 Sargis St Hillier

4 PARK VILLA

OBSERVATORY

31 LYTTON ST

OBSERVATORY.

8 Dove Road, Observ

6 Fifth Rd, Ronder

3 Buckingham Chae Tor

Eagles Nest, Consta

10 Cambridge Rd observ

5 TRILL RD OBSERVAT

4 Marley Road Obs

44 CRANIE RD

OBSERVATORY

100 Kelly St, OBS



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ISANDO 1600, South
Africa, or faxing them to
(011) 397-2211.

Debra Telford

MARIANNE VAN ROOYEN

Rebecca Townsend

Patti Henderson

Ginny Furber

ELIZABETH BAYER

Cané Lake

Patricia Taylor

Romey Simpson

Joan Albertyn

Melanie Farrell

Tania Rossie

Im Lyn

Gus O'Leary

Sahm Venter

Heriga Kotze

Martine Petersen

Desirée HANSSON

Helen Bradford

Victi Mankes

Affo

41 Alklyn Rd Muzenber

66 LOWER MAIN RD OBS.

10 Kimberley Rd OBS

91 Arnold St Obs.

19 Alklyn Rd Observatory

403 MULLERTHOF, TAMBOERSKLOOF

6 James St. Observatory

0404 Forest Hill, Mowbray.

54 Trill Rd Obs

13 Mole Rd. Obs.

9 Amad St. Observatory

62 Barnet St gardens

6 Fairfield Rd. Obs.

46 Robins Rd 7925

38 Lytton St. Observatory

Collingwood Rd 53 Obs.

6 James St Obs

2 TEXEL CLOSE, MARINA DA GAN

2 Belleuliet Road, Observatory

19 St. Joseph Rd, Plumstead

92 Lwr Main Rd., Obs.



Women denied a fair say in their future

IN MARCH the decisive round of talks between delegates of political parties to the Convention for a Democratic South Africa will begin in Johannesburg.

SECRET

At the first round of Codessa talks, women were represented by fewer than 7% of the delegation.

Many South African women — largely subject to their husbands' and social strictures — are outraged by this denial of their right to reasonable representation.

Protests by women's groups have so far been fruitless.

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They must acknowledge our right to participate fully in decisions about our future.



66 Lower Main Road · Observatory · Cape 7925
PO Box 171 · Observatory 7935 · South Africa
Telephones (021) 417-5910/11 · Fax (021) 417-6164

~~Frank~~
 Neil Hobbs
 Jerry West
 Al P. Tulippe

~~Boat~~
Zedence Took
Anne Mayne
- Lealco
Nowell.

Stamp
S. W. C.

Thut
 Viler
 J. J. de
 K. de
 Binnard
 Hingard

M + Dinner
✓ XA
CC
A-4

John J. Hall

in Brief
J. C. Miller
Shakasta Ebrahimi
Catherine Mutchings
C. C. Eggenberg

Rockman

Chinese
Gibbs
Gibbs

VCH
 Catey Whites
 Gm F-100

249 Banners Rest Village
P/B X4
4295 PORT EDWARD

16 March 1992

The Management Council
Codessa
P O Box 307
1600 ISANDO

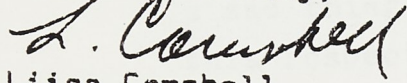
Dear Sirs,

I wish to join Jennifer Crys-Williams and Jenny Hobbs in their protest against the pitifully low number of women in Codessa talks.

A fair representation would be half and half but since this is utopian thinking I urge you to recruit all available women as a matter of course.

According to the latest information available to me in Finland parliamentary representation is nearing the 50-50 mark, and the present cabinet is there already: out of 17 cabinet posts eight are held by women, including that of the Minister of Defense! Interestingly, there are two ministers of education for less than 5 million people.

Yours faithfully,


Liisa Campbell



P.O. Box 785799
Sandton 2146 South Africa
Tel. (011) 442-8624

*Received 19/02/92
⇒ wg-2.*

14 February 1992

The Management Council
Codessa
PO Box 307
Isando 1600

Dear Sirs/Madams

Women in Codessa

Throughout history democracy and civilization have been marked by the extension of women's rights. It would be a sad thing for South Africa were it to fall short in this respect.

I am particularly concerned that attention be given to this matter by Working Group 2 : Constitution making. It is NOT "one man one vote" but "one adult one vote" that is necessary for the full democratization of the new South Africa.

Yours faithfully

Victoria Canning

J Victoria Canning

Represented in London,
Los Angeles and Harare

25 February 1992

Fax to: 011 397 2211

2 Kleinewiede
STILLERBOSCH
7600

The Management Council
Codessa

It is with alarm that I became aware of the lack of representation of women at the Codessa talks.

Women make up the majority of the South African population and one would expect that at Codessa our rights for reasonable representation will be acknowledged. To do otherwise makes a mockery of the search for a Democratic South Africa.

Too long have women been silent, non-violent sufferers under a system designed to keep us without power and hardly anymore status than a minor.

We demand our right to participate fully in decisions about our future and this can only happen with fair representation at Codessa.

Yours sincerely

M. Channell

MS MARLETHA CHANNELL

February 20, 1992

To Whom It May Concern:

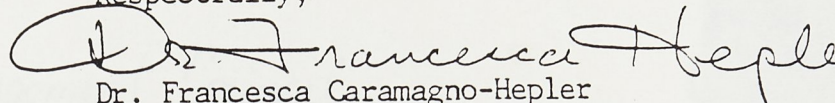
I am writing to encourage you to include more women as delegates of the political parties to the Convention for a Democratic South Africa (CODESA) which will begin in March.

Although women make up 53% of the South African population, they have a very small part in this decision-making process.

In order to become a democratic ruling country it is very important that women be included in every aspect of government.

Thank you for anything you could do to address this problem.

Respectfully,



Dr. Francesca Caramagno-Hepler
Idar-Oberstein School
Unit 23901 - Box 563
APO AE 09262

Germany.

Date Rec'd :	12/3/92....
Date Ackn :	12/3/92....
Docs Sent :	n/a.....
Handed for Processing to :	Murphy.....

Date Rec'd : ...4/3/92....

Date Ackn : ...5/3/92....

Docs Sent : ...n/a.....

Handed for Processing to :
.....M. P. H.

Glenys Carlson

37 Jewin Tce

Orley 4075

AUSTRALIA

20.2.92

The Management Council

COLESA

PO Box 30

ISANDLA 1600

SOUTH AFRICA

Dear Members of the Management Council,

Although women make up over 53 percent of the South African population, at the first round of COLESA women were only 1% or less of the delegates. It is not democratic that women are being allowed to take such a small part in the decision-making process.

I appeal to you to have this situation improved by the decisive round of talks beginning in March.

Your consideration of my concerns is greatly appreciated.

Yours respectfully

TELEFAX COVER SHEET

TO: CODESA
ATT: MANAGEMENT
COUNCIL

FROM: T. S. CURTIS

DATE: 18/2/92.

FAX NO: (011) 397.2211

NO OF PAGES: 1

(including this one)

RE: RATIO MEN:WOMEN
AT CODESA

It would seem obvious that, quite apart from considerations of women's rights, CODESA would be more likely to achieve a successful, peaceful, democratic New South Africa if its participants were more evenly balanced: MEN/WOMEN. Equally obvious is it that in this respect women's rights to participate in shaping their future are being neglected.

I therefore wholeheartedly support the appeal of WOMEN'S INITIATIVE to put pressure to this end on the parties involved in CODESA. I am Thomas Curtis
(MALE)

TEL: 01205 51020

FAX: 01205 51020 (ask for fax)

PO BOX 543
LANSERIA 1748

Ms A du Plessis
357 Doris Street
Kloofsig

C157

17 Feb 1992.

Received
20/02/92

Women's
rights
file

The Management Council

CodeSA

P.O. Box 307

Isanda

1600

Madam/Sir,

This is a letter of concern and protest at the fact that women are severely underrepresented at CODESA. Women's rights are an integral part of the democratic process and should be given full acknowledgement before any claims to democracy can be taken seriously.

I trust that my single voice of protest will swell the numbers of those who believe that as long as women are in bondage, no freedom is available for our entire planet and her inhabitants.

Sincerely

Antoinette du Plessis

DAMES AKTUEEL



Banksloan 2

Klipspoorje

Gesmistan 1401

1992-02-17

Reken 20/02/92

Die Noorsitter

Die Bestuursraad Kodesa

Postbus 307

Isando 1600

Geagte Noorsitter

Namens die vroue van Dames Aktueel, Woaksoom, Gesmistan doen ek 'n beroep op u om die wankalans t.o.v. die samestelling van Kodesa in teroeweging te neem. Die 790 vroue wat daar verteenwoordig is, verteenwoordig nie naestenby die hoeveelheid vroue wat daar buite geload is nie. Ons as toekomsgerigte en verantwoordelike vroue wil graag deel hê aan hierdie goetse onderneming en ons voel ook dat ons ook by Kodesa 'n belangrike bydrae kan lewer. Ons doen dus 'n vriendelike beroep op u om die pleidooi van ons vroue nie te verontaggaam nie maar dringende aandag daaraan te gee.

Met vriendelike groete

Wilsa Erasmus (voorsitter)

FOUNDATION FOR AFRICAN BUSINESS & CONSUMER SERVICES

Regional Offices:

Johannesburg: (011) 29 - 8172/4
 Bloemfontein: (051) 47 - 8151
 Cape Town: (021) 21 - 1810/4
 Durban: (031)

P.O. Box 269

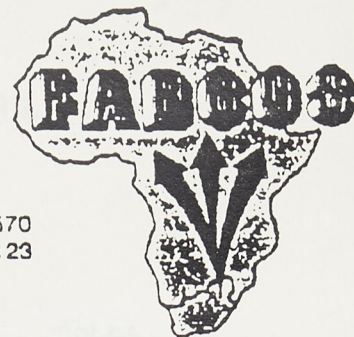
Pretoria

0001

Tel: (012) 325 - 1570

Fax: (012) 325 - 8123

Telex: 321905 SA



Your Reference.....

FAX TRANSMISSION

NAME OF COMPANY: CODESA

FOR ATTENTION OF: DR. DE BEER

DESTINATION FAX NO: 011 397 2211

FROM: DORA NAABA

MATTER: WOMAN'S ISSUES

DATE SENT: 27-1-92

NUMBER OF PAGES (Inc. Front cover):

MESSAGE

AS I AM DEALING WITH WOMEN
 IN THE INFORMAL SECTOR, WE WOULD
 LIKE TO SEE REPRESENTATION OF
 BLACK WOMEN IN BUSINESS TO
 BE IN ADVISORY COMMITTEE DEALING
 WITH WOMEN ISSUES

from

DORA NAABA

NOMINEE BUSINESS WOMAN OF THE YEAR 1991

Members: National Black Consumer Union, Southern African Black Taxi Association, South African Taverners Association, African Builders Association, Sechebe - Sime Co-Operative, National Hawkers Association, National Stokvels Association of South Africa, African Farmers Association of South Africa, National Cottage Industry Association, Black Association of Travel Agents of South Africa, Black Insurance Brokers Association, Small Retail Association of South Africa
 Associate: African Bank

1-4-92

MANAGEMENT Council of Codesa
AX 3972211

WE DEMAND ADEQUATE WOMEN'S REPRESENTATION AT CODESA TALKS.

WOMEN BRING LIFE INTO THIS WORLD AND DEMAND A QUALITY FOR THAT LIFE

WOMEN ARE RESPONSIBLE FOR HOMES, CHILDREN, HUSBANDS, AND AS SUCH
BEAR TREMENDOUS STRESS IN COPING WITH AN UNCERTAIN FUTURE.

WOMEN NEED TO BE SUPPORTIVE AND ENCOURAGING AND NEED A
VERY STRONG MOTIVE AS WELL AS TANGIBLE EVIDENCE TO BELIEVE IN
THE FUTURE!

WOMEN DO NOT CREATE VIOLENCE

WOMEN ARE SICK AND TIRED OF THE HYPOCRISY AND DOUBLE STANDARDS
ISSUED FORTH BY MALE POLITICIANS. PEOPLE ARE NOT Pawns IN A GAME!

WOMEN WILL NOT ALLOW GOOD RELATIONSHIPS, FREEDOM AND THE BEAUTY
OF OUR WONDERFUL COUNTRY TO BE DESTROYED BY A POWER STRUGGLE.

7. WOMEN WILL NOT STAND BY AND WATCH MISMANAGEMENT,
CORRUPTION AND BRIBERY WHILE THE SO-CALLED LIBERATORS
RAPE THE COUNTRY'S RESOURCES.

8. WHEN ALL IS SPOILT AND LOST, THEN WOMEN ARE CALLED IN
TO PICK UP THE PIECES - NURSE THE WOUNDED, TEND THE
FARMS, AND IN THEIR CAPACITY KEEP SOME SANITY.

9. WOMEN - BLACK AND WHITE - HAVE LIVED AND WORKED SIDE
BY SIDE IN DIFFERENT WAYS, AND WILL NOT BECOME HOPELESS
VICTIMS WITHOUT ANY SAY.

10. WOMEN WILL NOT BE MOTHERS OF SORROW!

MRS. A. FRIEDMAN
A. Friedman.



UNIVERSITY OF NATAL

FAX NO. (031) 816-2214

TEL NO.
(031) 816-2424

Date : ...2/3/92.....

FACSIMILE TRANSMISSION

COVER PAGE

TO (Name) ...COPESA.....
(Department) ...Working Group 2.....
FROM (Name) Gender Research Group (C Walker).....
(Department) ...Sociology.....
MESSAGE ...Submission to Working
...Group 2 attached.....

DESTINATION ...~~Johannesburg~~ Kempton Park.....

FAX NO ... (011) 397 2211.....

DEPT CODE NO ...R706 2277.....

DEPT TEL NO ...816-2442.....

Total number of pages excluding
this cover page6.....

If you do not receive all the pages please fax or
call back as soon as possible.

SUBMISSION TO CODESA WORKING GROUP 2: WOMEN'S RIGHTS, GENDER EQUALITY AND A FUTURE CONSTITUTION FOR SOUTH AFRICA

- By some members of the Gender Research Group, University of Natal, Durban (Dr Yvonne Muthien, Dept. of Sociology; Dr Jenny Robinson, Dept. of Geography; Mc Cherryl Walker, Dept. of Sociology). February 28 1992.

Introduction

Any future constitution for South Africa has to guarantee gender equality between men and women as a fundamental constitutional principle, as fundamental as the principle of non-racism. Without such a guarantee, the constitution cannot claim to be truly democratic. In accepting this principle, CODESA must also acknowledge the degree to which women in our society are structurally disadvantaged in terms of law, custom and economic power, and hence will find it difficult to realise the full benefits of broad constitutional principles of gender equality without a meaningful programme of affirmative action and popular education.

'Equality' must acknowledge 'difference'

In formulating constitutional principles that guarantee gender equality to men and women, CODESA needs to think carefully about what is meant by the 'equality' of men and women. 'Equality' for women should not mean being treated according to an essentially male norm but being accorded full respect, opportunities and value by society. Women and men are different in one crucial sphere, their reproductive capacity. Thus, in underscoring men and women's equality in terms of legal, political, economic and social rights and capacity, women's differences and specific needs must also be fully valued and protected where they exist, crucially with regard to maternity rights, women's control of their own fertility and sexuality, and health requirements. Women's differences must not be regarded as social disabilities and handicaps, requiring special treatment or justifying discriminatory exclusions from full citizenship, but as socially valuable attributes demanding acknowledgement and protection. Thus in a democratic South Africa there has to be state responsibility for ensuring adequate minimum maternity rights for all women.

Affirmative action for women

Furthermore, 'equality' involves equalising the socially sanctioned burdens that different groups of people bear. Given the legacy of subordination of women, a programme of affirmative action for women is required in terms of access to education, employment, housing, land etc. Given the way in which gender and race discrimination have combined to oppress black women most severely, such a programme must be directed in the first instance at black women and the most disadvantaged sectors of women within that broad category, but should not ignore the way in which all women have suffered from gender discrimination. (See for

instance Appendix A on gender discrimination in tertiary institutions.) Any affirmative action programme should be for a stipulated period at first, after which it can be reviewed to see to what extent it is still required, rather than laid down for all time.

At the same time, for the foreseeable future, women's current social disabilities and gendered responsibilities will need to be taken into account when formulating policy, and this necessary gender differentiation (in terms of ensuring women's rights) should not be construed as violating the principle of equality between men and women. For instance in the area of employment conditions there have to be provisions ensuring that women who work late shifts are given safe transport home: not because there are inherent biological reasons why women cannot travel alone safely at night and need to be favoured over men, but because of the very real dangers they are exposed to in a violent, highly sexist society.

Giving women equal value in practice: Enshrining gender equality as a primary right in a bill of rights

The principle of gender equality has to be a non-negotiable principle in a bill of rights. In a bill of rights 'Women' and 'Gender' must not be regarded as interchangeable terms, while women's rights must be specifically attributed to women not to ambiguous 'persons'.

It is essential that women's human rights are recognised very clearly by the bill of rights as inalienable and that the bill of rights is written in such a way as to make it clear that women's rights to full citizenship take precedence over other, lesser 'group' rights that it recognises.

The three areas where there is most likely to be conflict around the principle of women's rights are 1) the family, especially provisions relating to marriage, guardianship and the right to privacy 2) religion and 'custom' and 3) the 'right to life'. (If the latter is not carefully phrased, it may be used to give constitutional authority to the anti-abortion lobby. The question of abortion rights for women is a controversial one which needs ongoing debate and review, with a legislative capacity to respond to changing attitudes and needs (of women, first and foremost); it must not be put beyond legislative and judicial reach.) The recognition given in a future bill of rights to rights in these areas must not be constructed in such a way as to undermine or negate the rights of women and the principle of gender equality, or have the effect of entrenching present patriarchal values and power in marriage, the family, religion and culture. Here CODESA should take its lead from the UN Convention on the elimination of all forms of discrimination against women. Inter alia, article 2(f) binds signatories to 'take all appropriate measures, including legislation, to modify

or abolish existing laws, regulations, customs and practices which constitute discrimination against women'.

The primacy that has to be accorded to gender equality and women's rights does not mean that individual women cannot subscribe to family, religious or cultural practices that other women may consider oppressive; it does mean that women cannot be forced to subscribe to such practices against their will, and they must have constitutional protection in seeking to escape patriarchal power in the family, religious and cultural life.

Clearly the implementation of this will be difficult but if women's rights are to mean anything, it is an absolutely essential principle to establish. An analogy can be made with race - no future constitution can tolerate 'cultural' practices that are racist.

Giving effect to gender equality in the bill of rights

Such a bill of rights has to have constitutional status and there needs to be an empowering clause to ensure that the broad rights set out in the bill of rights are implemented and existing laws that violate them are automatically invalid/overruled. At the same time, in order to start to give effect to broad constitutional principles, structures have to be put in place to make it possible for women to press complaints about gender discrimination and violations of the bill of rights. There has to be funding to make these structures available to all women - this could be through state and/or private bodies (eg legal aid, lawyers' for human rights, women's groups).

Furthermore, women's rights structures need to be fed into all levels of the constitutional structures that are developed, for instance a constitutional court, standing human rights commission and office of ombudsperson. Thus there should be a permanent women's rights section of a human rights commission, with power to make recommendations to the legislature and to take cases to court, both to establish precedents and to enforce rights already won. Women must staff these structures; women must also be included in general human rights bodies and gender issues not ghettoised to a women's section nor women's interests assumed to be simply synonymous with gender-specific rights: women have interests as workers, members of different religious and linguistic communities etc as well. One task of such a commission would be to review existing legislation to see what violates the principles of gender equality of the bill of rights.

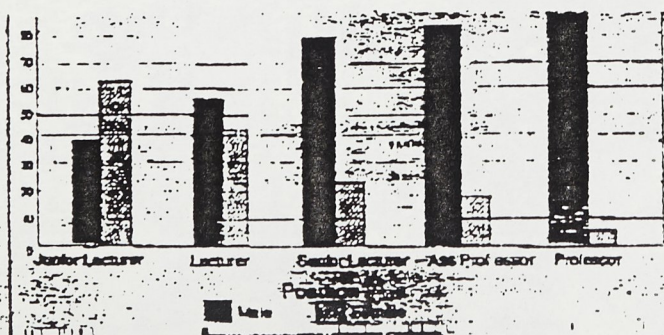
There also must be a standing committee on women in the legislature - the precise composition of such a body is hard to define while the shape of the future legislature is still unclear, but provision needs to be made for some body that can draft and consider legislation that affects women.

CODESA also needs to recognise that given the way in which patriarchal attitudes and discrimination against women are entrenched, there needs to be an ongoing, active programme of education at many different levels around the issue of gender oppression and rights for women, both to inform women about their rights and to conscientise the public in general. This campaign needs to be taken into schools and the media. It must be an integral part of the process by which a constitution is drafted and ratified and elections held for the first democratic legislature.

Adequate representation for women in the constitutional and political process

This is an extremely important area where affirmative action is urgently required. The pitifully small numbers of women participating in CODESA are graphic testimony of the way in which women have been excluded from political power, the problems they face and will face in promoting and defending their legitimate gendered interests in society, and the need for mechanisms to guarantee at least a minimally acceptable level of active participation by women. The general principle that women must be adequately represented in the political process, including CODESA and all steps towards drawing up the new constitution and electing the first legislature, has to be actively adhered to by CODESA. This demands concrete, targetted action as a matter of urgency.

4



There are more universities in the north. In each of these universities, less than 1% of the professors are women. The University of the North has a single women professor, and it's the only one in the north.

Women and UWC have the highest percentages in this area - 10% of each university's professors are women (25 out of 211 at UWC, and 7 out of 65 at UWC).

There are a variety of factors which lead to this.

Continued on page 2

National Transformation Conference
Durban, July 1992

National Executive Council, Jhb.
April 1992

National Congress
Durban, July 1992

CODESA's
new telephone numbers:
(011) 555-9748 ext. 162
and (011) 433 1234
Fax: (011) 30 1341

romain. A code would not have a good punitive element. International Academic Network could be made compulsory when South African universities subscribing to such a code.

These institutions are not expected to be in any way dealing with the apartheid system. It is possible that they are not expected to be open to all, but there are only conditions.

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Affirmative Action

Continued from page 1

pre dominance of men in the higher echelons of academe is. The following factors have been identified by the research thus far:

1. History and state regulation

There is little doubt that women entered academia later than men. It was only during the 1960s that women began to have a real presence in academia. For many years, however, state regulations curbed the employment of women at some universities. Professor M. Malati, Vice Rector of the University of the North reports that until the mid 1960s, the University was prohibited by DBT regulations from employing married women on a full time basis.

2. Conditions of service

Overt discrimination against women continues in the form of differential conditions of service for men and married women. Married women are denied a housing subsidy and have unequal access to the pension funds in the university system. Moves have been made by some universities to extend the housing subsidy to women, but it is not clear that they are fully implemented in their entirety. These discriminatory conditions of service act as a disincentive to married women to remain in university employment and produce a discriminatory work context for women academics.

3. Child-care facilities and maternity leave

The presence or absence of university child-care facilities has a strong impact on a woman's ability to progress in her academic career and to manage a family. This is especially the case in families where husbands are absent, or where they do not play a meaningful role in managing the household and in the caring of the children. The fact that relatively few universities provide on-campus child-care facilities, and that where they exist they are relatively new, helps explain why few women have managed to raise children and advance in their academic careers. Similarly, maternity leave was not available in most universities until the 1960s, and women academics who chose to have children had to do so during vacations.

4. Unequal loads of administration and teaching

Many women interviewed in our research reported that they believe that they bear greater loads of teaching and administration, and therefore have less time for research and to embark on studies for higher degrees, which are widely seen as a more important basis for pro-

motion.

5. Departmental culture and roles

The importance of a department's culture - the way different people are treated and the expectations which exist below the surface, is often overlooked in understanding power relations amongst academics.

Many women interviewed referred to a 'male culture' in their departments. For some this takes overt forms such as sexual remarks by fellow academics exist comments in the tea-room and departmental gossip. 'Men just don't have to be sensitive in the issue of sexuality. The fact that they are men is just not an issue. The fact that I'm a woman is a constant issue, and I always have to watch out for comments which really can undermine my ability to build a reputation as a serious academic.'

This also affects some women's behaviour in group situations such as departmental meetings or seminars. 'You have to be really assertive to be heard and listened to' said a law lecturer at Wits. 'Some women are like that but many are not. I'm not prepared to fight to be heard, and as a woman I also feel less confident than many men. So I just keep quiet, but then I'm not managing to build a reputation in the department, and that will affect my promotion chances.'

6. Breadwinners and families

Some women reported that they have not actively sought promotion, because they are financially secure without it. This was expressed by a commerce lecturer who said: 'Why push yourself to do a PhD or more publications if you don't have to? It would be nice to be a Professor, but I'd have to practically kill myself to achieve it. My husband is the major breadwinner, and my family doesn't need the higher salary. If I was the breadwinner it would be a different story.'

It is important to move beyond a shallow perception of this as merely a reflection of a male dominated society. While it most certainly is a reflection of a male dominated society, we need to explore the exact mechanisms and processes which produce gender inequality in universities. For this reason, Uduza has recently commissioned research designed to examine gender inequality in the University system.

The full report of the research project on Race and Gender Discrimination will be made available to branches later this year - Editors.

Editorial: Susan Booysse
Editorial Staff: K. Clarke, V. Cloete, S. Booysse
UDUSA
P.O. Box 11350
Johannesburg
2000
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Fax: (011) 29-4841

Received 18/04/92.

35 Upper Kiarne Cres.,
Fish Hook, 7975.

12th February, 1992.

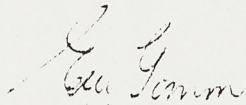
The Management Council,
200001,
P.O. Box 307,
Isando,
1600

Dear Sir/Madam,

In response to an appeal made in a letter to the Cape Times by members of the 'Womens' Initiative, Bryanston, I wish to ask for clarification concerning the ability of a British Citizen with right of permanent residence in South Africa, and of 28 years duration, to be able to vote in any future parliamentary elections. Will the same rule apply, as applies at present, that only South African citizens will be in a position to exercise this right?

As British national of the female sex I uphold the sentiments expressed by the members of the 'Womens' Initiative and would value being able to participate in the future of South Africa.

Yours faithfully,



(Mrs.) E. M. Gorn

Received 16/02/92

35 Upper Marine Cres.,
Fish Hoek, 7075.

12th February, 1992.

Working Group 1.
CODESA,
P.O. Box 307,
Isando,
1600.

Dear Sirs,

I am writing to enquire whether, in the reform process, there will be any provision for ex-patriate British Citizens with the right of permanent residence to vote? As a female British national who has lived in South Africa for 23 years I should like to be able to participate in the future of this country but am precluded at present from doing so as a non-national.

May I take this opportunity of wishing you all success in your deliberations.

Yours faithfully,

E. M. Corn

(Mrs.) E.M. Corn



J S GERICK LIBRARY, UNIVERSITY OF STELLENBOSCH, SOUTH AFRICA

FACSIMILE COVER SHEET

TELEFAX NUMBER: 02231-774336
+27+2231-774336 INTERNATIONAL

OFFICIAL/PRIVATE: Official

DATE: 2 March 1992

TELEFAX NO OF RECEIVER: 011 397 2211 of 011 397 2106

TO: CODESA Working Group 2

ADDRESS: World Trade Centre Kempton Park

FROM: Dr A Genuis

ADDRESS: Dept of Political Science
University of Stellenbosch

MESSAGE: This is a Women's Charter to
be submitted to Working Group 2
The charter was drafted by Dr Amanda
Genuis of the Political Science Department
at the University of Stellenbosch and
are strongly supported by the members
of the Stellenbosch Feminist Study Group
We submit 2 drafts: one includes the right
to abortion and the other not. We are not in
agreement on this issue. We feel, however,
that women's rights should be entrenched
in a new constitution. We are also appalled by
the lack of women's representation at CODESA.

WE ARE SENDING 6 PAGES (including cover sheet)

PLEASE CONTACT US IF ANY OF THE PAGES ARE NOT CLEARLY
RECEIVED OR NOT RECEIVED AT ALL.

TELEFAX INQUIRIES: 02231-772201

Document on the Rights of Women DRAFT 1 (with right to abortion)

The following clause should be protected in the constitution of South Africa:

Equality of rights under the law shall not be denied or abridged in South Africa by the state on account of sex.

To prevent gender discrimination in specific areas the following clauses should be protected in a Women's Charter with legal status with proper mechanisms for enforcement.

Concept Women's Charter

Labor

To improve the position of women in the paid labor force policies should be adopted with the effect of:

- equal pay for equal work, coupled with laws prohibiting discrimination against women.
- equal pay for work of equal value (comparable worth) - the value of the work done by women in certain job categories should be compared to the value of work done by men in comparable job categories. Pay and benefits should be calculated accordingly.
- the eradication of unequal labor contracts.
- affirmative action programmes to address past discrimination on grounds of gender, including training programmes.
- the improvement of working conditions for women - including maternity and parental leave without the loss of income, and the provision of childcare.
- sexual harassment policies in the workplace - employers should be forced to adopt sexual harassment policies.

Reproduction

Women should have control over their own reproduction.

This should include:

- safe, easily available contraception accompanied with enough information so that women can make informed choices.
- sex education.
- education on family planning.

- access to medical care and treatment during pregnancy and delivery of babies.
- maternal child health care.
- the right to an abortion if a woman so chooses.

Rape

- Rape should be made a criminal offence, also inside the marriage.
- Victims should have the right to legal representation of her choice, paid for by the state.
- Offenders should be subjected to therapy paid for by the state.

Domestic Violence

- Police powers to intervene in domestic disputes.
- Women and children should have access to shelters for domestic violence when they are forced to leave the home. These shelters should be funded by the state.

Marriage

- equal legal rights and equal protection under the law of husbands and wives also in the case of the break-up of marriages.

Health

- State health care for women and children who are destitute and cannot afford health care.

Draft by the Stellenbosch Feminism Study Group:

Dr Amanda Gowns Stellenbosch

Dr. A. Krizinger U. Stellenbosch

Ms M. Venter U. Stellenbosch

Ann Louw U. Stellenbosch

Pieta van Beek U. Stellenbosch

Wing of Pteris de Vossia Stellenbosch 1800

Leavin' du Meiss's Re North a Stellenbosch 7100

Louise Vigoren US

Hoffmann Kühn AG. Junkershausen 70 St. Bock

Gladys Thompson US

Angelika Alberts GP Vinklaan 6 Mierpark Stellenbosch

Felicity Grove 26 Sultan Road, Stekenbosch

Am. Friedemann. Stellerbach

Felder Dalling Stellenbosch

Maria Anderton # Stellenbosch

Susan Emsley Stellenbosch.

Carin Faurie.

heize Kotze Stellenbosch.

Francois Tredoux

Luca McKend

Ansa Weyers

Melissa Ferris

Abeline Fairie

Document on the Rights of Women DRAFT 2 (without right to abortion)

The following clause should be protected in the constitution of South Africa:

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Draft by the Stellenbosch Feminism Study Group:

Re. Photostat. Stellenbosch

L. Haasbroek Stellenbosch

C. Brummage Stellenbosch

Ushi Roodt Stellenbosch

Die Bestuursraad
Codesa
Posbus 307
Isando 1600

25 Februarie 1992

AAN WIE DIT MAG AANGAAN

Ons, die ondergetekendes, wil ons ten sterkste uitspreek teen die gebrek aan vroue-verteenwoordigers by CODESA. Minder as sewe persent van die verteenwoordigers by CODESA is vrouens. Hierdie lae persentasie maak die gedagte van n "nie-seksistiese" demokrasie in Suid-Afrika belaglik. Vrouens en vroue-groepe het vir baie lank gemobiliseer, geïntellekteer en hul lewens opgeoffer in die stryd teen apartheid en die onderdrukkende gevolge daarvan vir alle mense. Nou, wanneer die geleentheid aangebreek het vir vrouens om hul toekoms te help vorm, word hulle nie die geleentheid gegun nie. Daar is meer as genoeg vrouens met ervaring om die aan die voorstoed om n verteenwoordiger by CODESA te wees, te voldoen. Dit is noodsaaklik dat vroue deelneem om die behoeftes van vroue op die agenda te plaas en om toe te sien dat die regte van vroue in n nuwe grondwet verskans word.

Ons versoek alle partye om te besin oor die gebrek aan vroue-verteenwoordigers by CODESA en ons dring aan dat vroue hul regmatige plek as verteenwoordigers by CODESA inneem.

M. J. J. J.
M. J. J.

M. F. F.

A. J. J.

J. J. J.

R. F. F.

E. J. J.

M. J. J.

Die Bestuursraad
Codesa
Posbus 307
Isando 1600

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Dr Amanda Gounis
Universiteit Stellenbosch

Isa Thompson
Stellenbosch University

Dr. A. Krieger
Universiteit Stellenbosch

A. J. van der Merwe
Univ. Stellenbosch

C. J. van der Merwe
Univ. Stellenbosch

J. J. van der Merwe
Univ. Stellenbosch

H. K. van der Merwe
Univ. Stellenbosch

L. P. R. van der Merwe
Univ. Stellenbosch

S. D. van der Merwe
U.S.

W. K. van der Merwe
U.S.

H. P. M. van der Merwe
Univ. Stell.

Prof. C. J. van der Merwe
Dept. of Psychology U.S.

N. B. van der Merwe

J. J. van der Merwe
UNIV. STALL.

B. J. van der Merwe
Univ. van Stellenbosch

M. D. van der Merwe
Univ. van Stellenbosch

F. van der Merwe, Ph.D.
Univ. van Stellenbosch

Dr. J. van der Merwe
Univ. Stellenbosch
Jouit. Univ. van Stellenbosch

J. van der Merwe
S. T. van der Merwe
L. van der Merwe

J. van der Merwe
Univ. Stellenbosch

PAM HERR ORGANISATION

PO BOX 30176, TOKAI, CAPE, 7966
TELEPHONE (021) 782-5892
FAX NUMBER (021) 782-1774

FACSIMILE TRANSMISSION DETAILS

TO : CODESA
ATTENTION : MANAGEMENT COUNCIL
FROM : PAM HERR
DATE : 12 FEBRUARY 1992
NO OF PAGES : 1

Sirs,

On behalf of the two organisations in Cape Town, for which I am honorary PRO, namely the Cape Town Business and Professional Women's Club and the National Association of Women Business Owners, I would like to record our concern that women are being excluded from Codesa's deliberations.

All women are economically active and half the South African population is women.

We would urge your Council to give serious and urgent attention to making provision for women's groups to participate.

Thank you.

Reply.

1. M Council → Committee.
2. Extracty decisions of MC → pol. parties need to address.
3. Judge: Sedika → participants.

Date Rec'd : ... 3/3/92 ...

Date Ackn : ... 3/3/92 ...

Docs Sent : ... n/a ...

Handed for Processing to :
..... Murphy

11/10/92 15 Rue Gresset.

Nantes 44000

FRANCE.

Dear Management Council,

It has
come to our ears, and hearts,
here, amongst the women of France;
that the women of the Republic of
South Africa are sparsely
represented in the new government
and above all the New Future
invigorating Government.

This must change

The hand that rocks
the cradle rules the world!
Please remember this.

Sincerely,

~~At~~ P Aubineau

239 Boon Street
Pittsburg 3201
25th February 1992

I regard the poor
representation of women at
Codex as both criminal
& prehistoric & am delighted
that someone is prepared to
try to do something about
it.

I support your efforts
wholeheartedly. Please
add my name to your
list of those protesting
for greater representation.

(Mrs.) LORRAINE KETTLEY

L.M. Kettley

Date Rec'd : 3/2/92.....
Date Ackn : 3/3/92.....
Docs Sent : ...n/a.....
Handed for Processing to :
.....M. H. Pugh.....

Chile correct
street name
in with street
map book
2227 JARVIS STREET
THOKOZA 1421

I support the idea of (be) women taking part in CODESA. It is our right as Women's and human-being. It is high time that Women be a stand and our their views and also be heard.

As to how Women should be engaged to CODESA I do not have an answer to that. Because as you know Women do not involve themselves in the affairs of their country actually there is a very few number of Women who identifies themselves with the struggle of liberating Women or in any political or liberation movement/Party. I see

I would suggest that the very few number of women already in ANCWL be given a chance to partake in talks.

I also like to get in touch with you people (ANCWL). You are so quite these noisier days. Women need to develop and be mobilised especially THOKOZA the sooner we start the better.

WITO AM I

Suzuki Khatsonse

I am hoping

I am struggling

I am alive

I am black

I am a Woman

21 Soeteweide
STELLENBOSCH
7600

25 February 1992

The Management Counsel Codesa
P.O. Box 307
ISANDO
1600

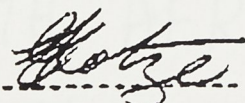
TO WHOM IT MAY CONCERN

It is my great concern with the fact that women only represent 7 % of delegates at the Codesa talks, that urged me to write this letter in protest.

In all fairness I believe that the "New South Africa" should not only entail equality among race groups, but also equality on various other spheres as well. I hope that Codesa will not think along the lines of hierarchy by making one issue more important than the other, but regard all with equal seriousness.

It is on the grounds here of that I implore you to give women more representation on the body deciding all our futures so that the interest of all will be duly considered as a new constitution becomes reality.

Yours sincerely



E. KOTZE (Ms)

Telefax From:

KURU DEVELOPMENT TRUST

KURU DEVELOPMENT TRUST

PO BOX 219

GHANZI

BOTSWANA

TEL/FAX (09267) 596285

TO: MANAGEMENT COUNCIL OF CODESA.FAX: 011 3972211.No. of pages: (Including this one) ONEMessage:

"WE DEMAND ADEQUATE WOMEN'S
REPRESENTATION AT THE CODESA TALKS.
THERE IS NO REASON WHY WOMEN
SHOULD BE EXCLUDED FROM THE NORMAL
DEMOCRATIC PROCESSES."

FORWARD TO A NON-SEXIST

SOUTH AFRICA, DOMINATION BY
BLACK MEN IS AS BAD AS
DOMINATION BY WHITE MEN.

SIGNED: T. MASON

James Mason
Kuru Development TrustM. M. M.
M. M. M.

Received 18/02/92
(George is a member)

29 Warren St.

Tamboerskloof

Cape Town.

11 February 1992

To: The Chairperson Management Council Codesa,

I would like to appeal for greater representation of women at the Codesa talks. Men really cannot speak for women and address their particular interests and needs. For these talks to be successful in that they offer a new way forward for all South Africans, women must have a chance to speak and be a part of their own future. Please make attempts to address this.

Yours faithfully
Gillian Meyer.

THE NATAL
MERCURY

PO BOX 950, DURBAN, 4000. TEL: 031 - 3082300 FAX: 031 - 3082333

DATE: 12 March

TO: Jenny Hobbs / Jennifer Croy - Williams
FOR ATTENTION: The Management Council, Coates

NUMBER OF PAGES (INCLUDING COVER SHEET):

2

PLEASE PHONE FOR A RE-RUN IF ALL PAGES NOT RECEIVED OR UNCLEAR

Please could you tell me how many women are actively participating in Codesa - and what their names are. The Mercury woman's page is running a story on why women's voices are not being heard, and I would appreciate it if you could furnish the above details.

Thanks for your help.

Leis Knoesen (pseudonym)

NATIONAL COUNCIL OF WOMEN OF SOUTH AFRICA NASIONALE VROUERAAD VAN SUID-AFRIKA

Affiliated to the International Council of Women — 1913 — Geaffilleer met die Internasionale Vroueraad

BOARD OF OFFICERS

P O Box 583 Grahamstown 6130

Tel 0461-26172

Fax 0461-26172

17 MARCH

~~28 February~~ 1992

WORKING GROUP 2 +1
C O D E S A
P O Box 507
1600 ISANDO

Dear Sir/Madam

CODESA WORKING GROUP 2

Thankyou for inviting organisations to make submissions of behalf of women's rights and interests. We are glad to do so.

1. We have previously submitted to Min Viljoen the 1980 UN CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (20.11.1990). Please re-submit this again, so that our request for ratification and signature can go forward once more. (See copy enclosed, and the ICW - Intl Council of Women Standing Committee on Laws and the Status of Women Plan of Action, Bangkok, September 1991.)

2. UN CONVENTION ON THE RIGHTS OF THE CHILD - with emphasis on the protection of children from exploitation and abuse (please see our ICW Resolution passed at Bangkok, September 1991). Please submit on our behalf.

3. PROTECTION FOR THE RIGHTS OF THE AGED : it has come to our attention from our Krugersdorp Council that a lack of accommodation for the middle income aged is prevalent. Particularly since the present Old Age Homes have been turned into frail aged homes and are very overcrowded. The greater majority of rent-controlled flats have now been made Sectional Title Schemes or, as in one case, have been bought by Jehovah's Witnesses for their members. How this need can be met is a difficulty. But it is a very real need for those without children at hand and limited income. (See ICW Term of reference for the new Standing Committee on Aging & Minutes of Ad Hoc Committee on Aging, Bangkok, September 1991). Please also submit this - we are all going to be old one day, so now is the time to prepare!

Thankyou very much for opening the door for us to Working Group 2.

Yours sincerely

Heather Tracey
MRS HEATHER TRACEY

NATIONAL PRESIDENT.

Encs:

Date Rec'd : 23/3/92...

Date Ackn : 23/3/92...

Docs Sent : ...n/a...

Handed for Processing to :
23/3/92

DO UNTO OTHERS AS YE WOULD THAT THEY SHOULD
DO UNTO YOU

The marked portions were for
study - we did - 445

Recd 17/10/83

DATE RECEIVED: 4/12/80 ANSWERED:



UNITED NATIONS
GENERAL
ASSEMBLY



Distr.
GENERAL

A/RES/34/180
22 January 1980

Thirty-fourth session
Agenda item 75

RESOLUTION ADOPTED BY THE GENERAL ASSEMBLY

[On the report of the Third Committee (A/34/830 and A/34/L.61)]

34/180. Convention on the Elimination of All Forms of
Discrimination against Women

The General Assembly,

Considering that one of the purposes of the United Nations, as stated in Articles 1 and 55 of the Charter, is to ~~promote and encourage~~ for human rights and fundamental freedoms ~~without distinction of any kind, including~~ ~~distinction~~ as to ~~sex~~,

Recalling the proclamation by the General Assembly, in its resolution 2263 (XXII) of 1 November 1967, of the Declaration on the Elimination of Discrimination against Women,

Taking into account the conventions, resolutions, declarations and recommendations of the United Nations and of the specialized agencies designed to eliminate all forms of discrimination and to promote equal rights for men and women,

Noting, in particular, its resolution 33/177 of 20 December 1978 concerning the drafting of a convention on the elimination of discrimination against women,

Considering that discrimination against women is incompatible with human dignity and the welfare of society and constitutes an obstacle to the full realization of the potentialities of women,

Affirming that women and men should participate and contribute on a basis of equality in the social, economic and political processes of development and should share equally in improved conditions of life,

Recognizing that the welfare of the world and the cause of peace require the full participation of both men and women in society,

✓ Convinced that it is necessary to ensure the universal recognition in law and in fact of the principle of equality of men and women,

1. Adopts and opens for signature, ratification and accession the Convention on the Elimination of All Forms of Discrimination against Women, the text of which is annexed to the present resolution;

2. Expresses the hope that the Convention will be signed and ratified or acceded to without delay and will come into force at an early date;

3. Requests the Secretary-General to present the text of the Convention to the World Conference of the United Nations Decade for Women for its information;

4. Requests the Secretary-General to submit to the General Assembly at its thirty-fifth session a report on the status of the Convention under an item entitled "Status of the Convention on the Elimination of All Forms of Discrimination against Women".

107th plenary meeting
18 December 1979

ANNEX

Convention on the Elimination of All Forms of Discrimination
against Women

The States Parties to the present Convention,

Noting that the Charter of the United Nations reaffirms faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women,✓

Noting that the Universal Declaration of Human Rights 1/ affirms the principle of the inadmissibility of discrimination and proclaims that all human beings are born free and equal in dignity and rights and that everyone is entitled to all the rights and freedoms set forth therein, without distinction of any kind, including distinction based on sex,✓

Noting that the States Parties to the International Covenants on Human Rights 2/ have the obligation to ensure the equal right of men and women to enjoy all economic, social, cultural, civil and political rights,✓

Considering the international conventions concluded under the auspices of the United Nations and the specialized agencies promoting equality of rights of men and women,✓

Noting also the resolutions, declarations and recommendations adopted by the United Nations and the specialized agencies promoting equality of rights of men and women,✓

Concerned, however, that despite these various instruments extensive discrimination against women continues to exist,✓

Recalling that discrimination against women violates the principles of equality of rights and respect for human dignity, is an obstacle to the participation of women, on equal terms with men, in the political, social, economic and cultural life of their countries, hampers the growth of the prosperity of society and the family and makes more difficult the full development of the potentialities of women in the service of their countries and of humanity,✓

Concerned that in situations of poverty women have the least access to food, health, education, training and opportunities for employment and other needs,✓

Convinced that the establishment of the new international economic order based on equity and justice will contribute significantly towards the promotion of equality between men and women,✓

1/ General Assembly resolution 217 A (III).

2/ General Assembly resolution 2200 A (XXI), annex.

Emphasizing that the eradication of apartheid, of all forms of racism, racial discrimination, colonialism, neo-colonialism, aggresssion, foreign occupation and domination and interference in the internal affairs of States is essential to the full enjoyment of the rights of men and women, ✓

Affirming that the strengthening of international peace and security, relaxation of international tension, mutual co-operation among all States irrespective of their social and economic systems, general and complete disarmament, and in particular nuclear disarmament under strict and effective international control, the affirmation of the principles of justice, equality and mutual benefit in relations among countries and the realization of the right of peoples under alien and colonial domination and foreign occupation to self-determination and independence, as well as respect for national sovereignty and territorial integrity, will promote social progress and development and as a consequence will contribute to the attainment of full equality between men and women, ✓

Convinced that the full and complete development of a country, the welfare of the world and the cause of peace require the maximum participation of women on equal terms with men in all fields, ✓

Bearing in mind the great contribution of women to the welfare of the family and to the development of society, so far not fully recognized, the social significance of maternity and the role of both parents in the family and in the upbringing of children, and aware that the role of women in procreation should not be a basis for discrimination but that the upbringing of children requires a sharing of responsibility between men and women and society as a whole, ✓

Aware that a change in the traditional role of men as well as the role of women in society and in the family is needed to achieve full equality between men and women, ✓

Determined to implement the principles set forth in the Declaration on the Elimination of Discrimination against Women and, for that purpose, to adopt the measures required for the elimination of such discrimination in all its forms and manifestations, ✓

Have agreed on the following:

PART I

Article 1

For the purposes of the present Convention, the term "discrimination against women" shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

Article 2

States Parties condemn discrimination against women in all its forms, agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women and, to this end, undertake:

- (a) To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, through law and other appropriate means, the practical realization of this principle;
- (b) To adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all discrimination against women;
- (c) To establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination;
- (d) To refrain from engaging in any act or practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation;
- (e) To take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise;
- (f) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women;
- (g) To repeal all national penal provisions which constitute discrimination against women.

Article 3

States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.

Article 4

1. Adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved. ✓

2. Adoption by States Parties of special measures, including those measures contained in the present Convention, aimed at protecting maternity shall not be considered discriminatory.

Article 5

States Parties shall take all appropriate measures:

(a) 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 the superiority of either of the sexes or on stereotyped roles for men and women;

(b) To ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children, it being understood that the interest of the children is the primordial consideration in all cases.

Article 6

States Parties shall take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of prostitution of women.

PART II

Article 7

States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right:

(a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;

(b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government;

(c) To participate in non-governmental organizations and associations concerned with the public and political life of the country.

Article 8

States Parties shall take all appropriate measures to ensure to women, on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations.

Article 9

1. States Parties shall grant women equal rights with men to acquire, change or retain their nationality. They shall ensure in particular that neither marriage to an alien nor change of nationality by the husband during marriage shall automatically change the nationality of the wife, render her stateless or force upon her the nationality of the husband.

2. States Parties shall grant women equal rights with men with respect to the nationality of their children.

PART III

Article 10

States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of education and in particular to ensure, on a basis of equality of men and women:

(a) The same conditions for career and vocational guidance, for access to studies and for the achievement of diplomas in educational establishments of all categories in rural as well as in urban areas; this equality shall be ensured in pre-school, general, technical, professional and higher technical education, as well as in all types of vocational training;

(b) Access to the same curricula, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality;

(c) The elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education by encouraging coeducation and other types of education which will help to achieve this aim and, in particular, by the revision of textbooks and school programmes and the adaptation of teaching methods;

(d) The same opportunities to benefit from scholarships and other study grants;

(e) The same opportunities for access to programmes of continuing education, including adult and functional literacy programmes, particularly those aimed at reducing, at the earliest possible time, any gap in education existing between men and women;

7. (f) The reduction of female student drop-out rates and the organization of programmes for girls and women who have left school prematurely;

(g) The same opportunities to participate actively in sports and physical education; ✓

(h) Access to specific educational information to help to ensure the health and well-being of families, including information and advice on family planning. ✓

Article 11

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular:

(a) The right to work as an inalienable right of all human beings; ✓

(b) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment; ✓

(c) The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training; ✓

(d) The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work; ✓

(e) The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave; ✓

(f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction. ✓

2. In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures:

(a) To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status;

(b) To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances;

(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;

(d) To provide special protection to women during pregnancy in types of work proved to be harmful to them. ✓

3. Protective legislation relating to matters covered in this article shall be reviewed periodically in the light of scientific and technological knowledge and shall be revised, repealed or extended as necessary. ✓

Article 12

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning. ✓

2. Notwithstanding the provisions of paragraph 1 of this article, States Parties shall ensure to women appropriate services in connexion with pregnancy, confinement and the post-natal period, granting free services where necessary, as well as adequate nutrition during pregnancy and lactation.

Article 13

States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular:

- ^a (a) The right to family benefits;
- ^b (b) The right to bank loans, mortgages and other forms of financial credit;
- (c) The right to participate in recreational activities, sports and all aspects of cultural life. ✓

Article 14

1. States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of this Convention to women in rural areas.

2. States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right:

(a) To participate in the elaboration and implementation of development planning at all levels;

(b) To have access to adequate health care facilities, including information, counselling and services in family planning;

(c) To benefit directly from social security programmes;

(d) To obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as, inter alia, the benefit of all community and extension services, in order to increase their technical proficiency;

(e) To organize self-help groups and co-operatives in order to obtain equal access to economic opportunities through employment or self-employment;

(f) To participate in all community activities;

(g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes;

(h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.

PART IV

Article 15

1. States Parties shall accord to women equality with men before the law.

2. States Parties shall accord to women, in civil matters, a legal capacity identical to that of men and the same opportunities to exercise that capacity. In particular, they shall give women equal rights to conclude contracts and to administer property and shall treat them equally in all stages of procedure in courts and tribunals.

3. States Parties agree that all contracts and all other private instruments of any kind with a legal effect which is directed at restricting the legal capacity of women shall be deemed null and void.

4. States Parties shall accord to men and women the same rights with regard to the law relating to the movement of persons and the freedom to choose their residence and domicile.

Article 16

1. States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and in particular shall ensure, on a basis of equality of men and women:

/...

- (a) The same right to enter into marriage;✓
- (b) The same right freely to choose a spouse and to enter into marriage only with their free and full consent;✓
- (c) The same rights and responsibilities during marriage and at its dissolution;
- (d) The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children; in all cases the interests of the children shall be paramount;
- (e) The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights;
- (f) The same rights and responsibilities with regard to guardianship, wardship, trusteeship and adoption of children, or similar institutions where these concepts exist in national legislation; in all cases the interests of the children shall be paramount;
- (g) The same personal rights as husband and wife, including the right to choose a family name, a profession and an occupation;
- (h) The same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.

2. The betrothal and the marriage of a child shall have no legal effect, and all necessary action, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory.

PART V

Article 17

1. For the purpose of considering the progress made in the implementation of the present Convention, there shall be established a Committee on the Elimination of Discrimination against Women (hereinafter referred to as the Committee) consisting, at the time of entry into force of the Convention, of eighteen and, after ratification of or accession to the Convention by the thirty-fifth State Party, of twenty-three experts of high moral standing and competence in the field covered by the Convention. The experts shall be elected by States Parties from among their nationals and shall serve in their personal capacity, consideration being given to equitable geographical distribution and to the representation of the different forms of civilization as well as the principal legal systems.✓

2. The members of the Committee shall be elected by secret ballot from a list of persons nominated by States Parties. Each State Party may nominate one person from among its own nationals.

3. The initial election shall be held six months after the date of the entry into force of the present Convention. At least three months before the date of each election the Secretary-General of the United Nations shall address a letter to the States Parties inviting them to submit their nominations within two months. The Secretary-General shall prepare a list in alphabetical order of all persons thus nominated, indicating the States Parties which have nominated them, and shall submit it to the States Parties.

4. Elections of the members of the Committee shall be held at a meeting of States Parties convened by the Secretary-General at United Nations Headquarters. At that meeting, for which two thirds of the States Parties shall constitute a quorum, the persons elected to the Committee shall be those nominees who obtain the largest number of votes and an absolute majority of the votes of the representatives of States Parties present and voting.

5. The members of the Committee shall be elected for a term of four years. However, the terms of nine of the members elected at the first election shall expire at the end of two years; immediately after the first election the names of these nine members shall be chosen by lot by the Chairman of the Committee.

6. The election of the five additional members of the Committee shall be held in accordance with the provisions of paragraphs 2, 3 and 4 of this article, following the thirty-fifth ratification or accession. The terms of two of the additional members elected on this occasion shall expire at the end of two years, the names of these two members having been chosen by lot by the Chairman of the Committee.

7. For the filling of casual vacancies, the State Party whose expert has ceased to function as a member of the Committee shall appoint another expert from among its nationals, subject to the approval of the Committee.

8. The members of the Committee shall, with the approval of the General Assembly, receive emoluments from United Nations resources on such terms and conditions as the Assembly may decide, having regard to the importance of the Committee's responsibilities.

9. The Secretary-General of the United Nations shall provide the necessary staff and facilities for the effective performance of the functions of the Committee under the present Convention.

Article 18

1. States Parties undertake to submit to the Secretary-General of the United Nations, for consideration by the Committee, a report on the legislative, judicial, administrative or other measures which they have adopted to give effect to the provisions of the present Convention and on the progress made in this respect:

/...

- (a) Within one year after the entry into force for the State concerned; and
- (b) Thereafter at least every four years and further whenever the Committee so requests.

2. Reports may indicate factors and difficulties affecting the degree of fulfilment of obligations under the present Convention.

Article 19

- 1. The Committee shall adopt its own rules of procedure.
- 2. The Committee shall elect its officers for a term of two years.

Article 20

1. The Committee shall normally meet for a period of not more than two weeks annually in order to consider the reports submitted in accordance with article 18 of the present Convention.

2. The meetings of the Committee shall normally be held at United Nations Headquarters or at any other convenient place as determined by the Committee.

Article 21

1. The Committee shall, through the Economic and Social Council, report annually to the General Assembly of the United Nations on its activities and may make suggestions and general recommendations based on the examination of reports and information received from the States Parties. Such suggestions and general recommendations shall be included in the report of the Committee together with comments, if any, from States Parties.

2. The Secretary-General shall transmit the reports of the Committee to the Commission on the Status of Women for its information.

Article 22

The specialized agencies shall be entitled to be represented at the consideration of the implementation of such provisions of the present Convention as fall within the scope of their activities. The Committee may invite the specialized agencies to submit reports on the implementation of the Convention in areas falling within the scope of their activities.

PART VI

Article 23

Nothing in this Convention shall affect any provisions that are more conducive to the achievement of equality between men and women which may be contained:

- (a) In the legislation of a State Party; or
- (b) In any other international convention, treaty or agreement in force for that State.

Article 24

States Parties undertake to adopt all necessary measures at the national level aimed at achieving the full realization of the rights recognized in the present Convention.

Article 25

- 1. The present Convention shall be open for signature by all States.
- 2. The Secretary-General of the United Nations is designated as the depositary of the present Convention.
- 3. The present Convention is subject to ratification. Instruments of ratification shall be deposited with the Secretary-General of the United Nations.
- 4. The present Convention shall be open to accession by all States. Accession shall be effected by the deposit of an instrument of accession with the Secretary-General of the United Nations.

Article 26

- 1. A request for the revision of the present Convention may be made at any time by any State Party by means of a notification in writing addressed to the Secretary-General of the United Nations.
- 2. The General Assembly of the United Nations shall decide upon the steps, if any, to be taken in respect of such a request.

Article 27

- 1. The present Convention shall enter into force on the thirtieth day after the date of deposit with the Secretary-General of the United Nations of the twentieth instrument of ratification or accession.

/...

2. For each State ratifying the present Convention or acceding to it after the deposit of the twentieth instrument of ratification or accession, the Convention shall enter into force on the thirtieth day after the date of the deposit of its own instrument of ratification or accession.

Article 28

1. The Secretary-General of the United Nations shall receive and circulate to all States the text of reservations made by States at the time of ratification or accession.

2. A reservation incompatible with the object and purpose of the present Convention shall not be permitted.

3. Reservations may be withdrawn at any time by notification to this effect addressed to the Secretary-General of the United Nations, who shall then inform all States thereof. Such notification shall take effect on the date on which it is received.

Article 29

1. Any dispute between two or more States Parties concerning the interpretation or application of the present Convention which is not settled by negotiation shall, at the request of one of them, be submitted to arbitration. If within six months from the date of the request for arbitration the parties are unable to agree on the organization of the arbitration, any one of those parties may refer the dispute to the International Court of Justice by request in conformity with the Statute of the Court.

2. Each State Party may at the time of signature or ratification of this Convention or accession thereto declare that it does not consider itself bound by paragraph 1 of this article. The other States Parties shall not be bound by that paragraph with respect to any State Party which has made such a reservation.

3. Any State Party which has made a reservation in accordance with paragraph 2 of this article may at any time withdraw that reservation by notification to the Secretary-General of the United Nations.

Article 30

The present Convention, the Arabic, Chinese, English, French, Russian and Spanish texts of which are equally authentic, shall be deposited with the Secretary-General of the United Nations.

IN WITNESS WHEREOF the undersigned, duly authorized, have signed the present Convention.

INTERNATIONAL COUNCIL OF WOMEN
13, rue Caumartin
75009 - Paris - France

SC/Laws & the Status
of Women/91/2
(original English)
Paris, 15th November 1991

XXVIth PLENARY CONFERENCE

Bangkok, Thailand, 23rd-30th September 1991

ICW STANDING COMMITTEE ON LAWS AND THE STATUS OF WOMEN

PLAN OF ACTION 1991-1994

Theme I : The Child and the Family

- (a) Safeguarding the rights of children by legislation.
- (b) Safeguarding women's legal rights within the family.

Theme II : The Status of Women in Politics

- (a) Women in government, local authorities and in public offices.
- (b) What do National Councils do and what can they do to promote women in government, local authorities and public offices.

Theme III

- (a) Women should promote legislation prohibiting discrimination against women. In those countries where such legislation already exists, women should work to ensure that such legislation is effective in preventing discrimination.
- (b) Women should lobby for the full implementation of the Convention on the Elimination of all forms of discrimination against women.

INTERNATIONAL COUNCIL OF WOMEN
13, rue Caumartin
75009 - Paris - France

SC/Child & Family/91/2
(original English)
Paris, 14th November 1991

XXVth PLENARY CONFERENCE

Bangkok, Thailand 23rd - 30th September 1991

ICW STANDING COMMITTEE ON CHILD AND FAMILY

PLAN OF ACTION 1991 - 1994

THE RIGHTS OF THE CHILD

- a) The Convention - Ratification, Provision of Information.
- b) The World Declaration on the Survival, Protection and Development of Children.
Plan of Action for Implementating the Declaration
- c) Children in especially difficult circumstances, e.g. prostitution, child abuse, child labour etc.
- d) Provision of accessible, affordable, adequate child care
- e) ~~the reproductive technology~~

INTERNATIONAL COUNCIL OF WOMEN
13, Rue Caumartin
75009-Paris-France

SC/Child & Family/91/1
(original English)
Paris, 18th October 1991

XXVIth PLENARY CONFERENCE
Bangkok, Thailand 23rd - 30th September 1991

MINUTES OF CHILD AND FAMILY STANDING COMMITTEE MEETINGS

Child and Family Standing Committee Meeting, Friday, September 27th, 1991

Present: see list at end.

Convener: Diane Alley in the chair.

The Convener introduced the two Vice-Conveners present, Senel Aksu of Turkey and Monica Glenn of Australia. She reported that she had asked the 3 Vice-Conveners to work with the regions of the world in which they lived. She expressed her regret that many countries had not responded to the Plan of Action for the Triennium 1988-91.

The Plan of Action was then discussed. Concern was expressed that so many children are being bought and sold as commodities or kidnapped in many parts of the world.

Thailand - explained their tourist policy, concern was expressed over "Sex Tours". Parent education is important to strengthen the family. It was stated that Japan, Korea, Germany, Hong Kong and Malaysia need a campaign to prevent trade of children, sex exploitation and the promotion of sex tours.

Israel - There is a link with AIDS. The incidence is high in children who are sexually exploited. This should link up with the ICW Resolution on AIDS and AIDS prevention.

New Zealand - stated that sexually transmitted diseases can be responsible for infertility in women.

Monica Glenn, Vice-Convener, then spoke of her concern of the rights of children to know their parents, and that National Councils need to work for uniform legislation, as in Article 8 of the Convention. She read out her suggested resolution, "Uniform Legislation Protecting the Rights of the Child born of new reproductive technology so that every child had access to both identifying his or her legal, medical and parents history and records".

This resolution was agreed to by all present, and was to be put forward as an emergency resolution.

India - expressed concern that children were being kidnapped for their human organs, e.g. kidneys and eyes.

"New reproductive technology" was recommended as a better expression than "Genetic Engineering" in the Plan of Action. The Washington Resolution 14 was "Women and Reproductive Technologies."

The ICW Conference to be held in Brussels from 8th - 12th February 1992 - "Changing Families and Changing Societies" was then discussed. Concern was expressed that it did not include contributors from Asia and the Pacific. Australia has an Institute of Family Studies which has researched all aspects of the family. It was agreed that those present should inform the President of suitable people from these areas.

Indonesia - Now has 3 models on Family, Home Management and Child Care, and Communication. Relationships need improving.

Problems of the elderly were discussed and the "Sandwich Generation" who are caring for the young and the old. It lays stress on women of child-bearing age.

Israel and Thailand both stated life expectancy for women greater than men. Concern was expressed about divorce and separation giving rise to single parent families.

Discussion centred around the programmes for the elderly which support them to remain in their own home. Day care, respite care etc for the frail or disabled elderly is as necessary as quality child care for children.

India is concerned that child marriages are still occurring.

The Plan of Action for the next triennial is to be discussed at the next meeting.

The meeting concluded at 3.30pm.

PRESENT AT THE MEETING WERE:

Monica Glenn (Australia) - Mary MacGiven (New Zealand) - Prapaipau Subhachaturas (Thailand) - Mrs. Sentanu (Indonesia) - M.R. Chalumanok Bronthai (Thailand) - Somchit Kaiyanapoklu (Thailand) - Sasithorn Wasuwat (Thailand) - Yarnuee Chittayasathorn (Thailand) - Dorothy Kurz (Australia) - Sri Nirmala (Indonesia) - Roojtoeti M. Partonedardo (Indonesian Embassy, Thailand) - Boon Choo Saikasem (Thailand) - Merrinelle Sullivan (USA) - Pimchai Sooksmait (Thailand) - Koonying Vanna Chaimouanvong (Thailand) - Somsri Ekaboosa (Thailand) - Vimolratana Kamneodploy (Thailand) - Colonel Asanee Saowapap (Thailand) - Amarisa Thansathit (Thailand) - Kuerkul Tonkul (Thailand) - Piew-on Ngernsri (Thailand) - Chief (Mrs) O.T. Soyeye (Nigeria) - Fatimah Fihanta (Indonesia) - Tuti Suwarno (Indonesia) - Lili Ramkumar Bhargava (India) - Judy Edwards (Australia) - Catharine Sly (Canada) - Palti Hava (Israel) - Siti Hertati Hartono (Indonesia) - Beatrice Ibeku (Nigeria) - Laeka Piya Ajariya (UNICEF Thailand) - Harriet Samuels (Hong Kong) - Pranit Rabieb (Thailand) - Pugprink Akarasawart (Thailand) - Beatrice Leinback (Canada) - S.A. Yussuff (Nigeria) - Rommy Suttiteth (Thailand) - Mrs. Subhaporn-Peters (Thailand) - Srisomwong Wanasilpin (Thailand).

MEETING OF STANDING COMMITTEE ON CHILD AND FAMILYSaturday, September 28th 1991

Present: Diane Alley, Convener (Australia), Senel Aksu, Vice-Convener (Turkey), Lila Ramkumar Bhargava (India), Adeloya David (Nigeria), Monica Glenn, Vice-Convener (Australia), Tati Hartono (Indonesia), Somchit Kanjanapokin (Thailand), Bea Leinback (Canada), Annie Mukhopadhaya (India), Merrinelle Sullivan (U.S.A.)

A UNICEF report on Children in Especially Difficult Circumstances was discussed and it was decided that action should be taken concerning the sexual exploitation of children.

Discussion of Resolutions - It was suggested that the Committee support a resolution to "endorse the Campaign to End Child Prostitution in Asian Tourism" which was launched in Thailand in March 1991.

The resolution of this Standing Committee of Child and Family, on Sexual Mutilation, was discussed; the Committee decided no addition was necessary.

The Committee reaffirmed support for the following resolutions:

- # 6 - NC/Canda - War Toys
- #17 - SC/Social Welfare - Trafficking in Human Organs
- # 5 - NC/Cameroon - Sexual Violence within the Family and Society
- #19 - Women and HIV Infection and AIDS

An emergency resolution was adopted on Reproductive Technology and a child's right to know its parental background.

Discussion of Plan of Action - The Committee discussed the necessity of urging their governments to ratify the Convention on the Rights of the Child.

ICW President Mrs. Lily Boeykens joined the meeting to inform the Committee of Belgium's concern about child prostitution. Recently, King Baudoin, in a private meeting, asked Mrs. Boeykens to work nationally and internationally to stop the trade in children. Belgium is a way - station for the Thai and Phillipine child trade. Children are brought to Belgium, given new names, stripped of their identity and subjected to abuse if they do not cooperate in training as prostitutes. When these children become too old or diseased, they simply disappear.

The Chair noted that there are two useful information sources available from UNICEF:

1. A kit on the Convention on the Rights of the Child
2. A publication: "World Declaration on the Survival, Protection and Development of Children" from the World Summit for Children, United Nations, 30th September, 1990.

UNICEF has also produced a new video on the Summit goals called "One Day in September." (28 minutes - \$10.00. It may be borrowed without cost).

Members of the Committee noted positive programs involving young people in taking part in solving their own problems:

- * Nigeria spoke of the program sponsored by the International Jaycees in which participants from 143 countries took over the United Nations for one week. Resolutions are being presented to the UN by the group.

- * Thailand sponsors an Annual Children's Day on September 20 - UN Youth Day.

- * Turkey has a Youth Day each April 23 with participants from other countries.

- * Since 1976, Indonesia has recognized the Decade of Children. Annually, children aged 11 to 18 celebrate National Children's Day (July 23) with the President of Indonesia.

- * Nigeria celebrates Children's Day May 27. There is also a weekly TV Program called "Speak Out" in which children interview top government officials.

The meeting concluded with the drafting of resolutions.

INTERNATIONAL COUNCIL OF WOMEN
13, rue Caumartin
75009 - Paris - France

EXEC/91/9
(original English)
Paris, 13th November 1991

TERMS OF REFERENCE FOR THE NEW STANDING COMMITTEE ON AGING

Adopted by the Executive Committee
at the 26th ICW Plenary Conference
Bangkok - Thailand, 23rd - 30th September 1991

- To become aware of the growing number of the aged;
- to enhance their ability to remain independent and active contributors to their communities; and preserve their dignity;
- to become knowledgeable about the aged, their specific needs and difficulties;
- to protect them, where necessary, by legislation and other appropriate social measures;
- to increase and improve opportunities for personal growth and community service;
- to encourage intergenerational co-operation in all its aspects;
- to recapture the honour and respect which in the past was given to the aged.

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- to recapture the honour and respect which in the past was given to the aged.

Paris, - 5th November 1991

—

Meeting of the Ad Hoc Committee on Aging

The first meeting of the Committee took place on Friday, 27th September 1991.

Chairman: Mrs Alicia Paolozzi
Rapporteur: Mrs E.E. Monro

33 persons signed the attendance sheet, representing 15 affiliated National Councils. There was a distinguished attendance of delegates from Thailand, drawn from universities, Thai organisations and the medical profession.

Mrs Paolozzi, who had served as Chairman of the Ad Hoc Committee from inception, described the present position in America and the liaison with AARP, whose membership numbered some 40 million. She stated that the USA had gone far in its legislation for the ageing. She said that ICW should now upgrade this Ad Hoc Committee to a full Standing Committee. She described structures at present in place which should be supported. The first has been a move by the King Baudouin Organisation for Ageing to conduct a World Survey in order to arrive at a health programme for the ageing. The Organisation has funded a questionnaire which will be distributed to our National Councils - the general title will be "Home Care for the Ageing". All Councils should be encouraged to reply to it promptly.

The Chairman then enlarged on the second structure, the International Senior Corps for Environment: "The Third Age - Service for Environment". Moves are being made in New York to see if we can launch a Corps through ICW. He mentioned also the Banyan Fund of the BSE as a trust.

[illegible]

Sweden said that Old Age Homes are not considered to be successful. In Sweden they have been replaced by inter-generational homes and she explained the system. Great Britain spoke of the prejudice against older people when their names were proposed for committees and the like. New Zealand said that it was easy to get a wrong idea about homes and hospitals - 6% of people over the age of 60 are in homes and hospitals but young people are encouraged to visit them and take an interest in their welfare. The aim is to keep the old people as independent as possible.

Cameroun said that the problem of old age is now serious in Africa and referred to the different problems of men and women.

The International President attended the meeting briefly

to encourage the support of all Councils for the King Saudhuin Foundation initiative and the need for prompt reply. She then referred to her circulars NC/91/3 giving the first draft of the programme for the International Conference on the Family and the Rôle of Parents, to be held in Brussels for the three days 8th/10th February 1992, when the problems of the aged in the family would be dealt with. She referred particularly to the problems of the Third Generation, those between 50/65, who are being squeezed between the needs of grandchildren and the care of elderly and infirm parents. This point was also taken up by Switzerland, who said that her country was very active in regard to the problems of the "sandwich" generation. She questioned whether a second career in old age was realistic in times of unemployment.

Australia made a very interesting contribution on the methods of dealing with the problem in Australia and said that a Board of 13 advised the Government and had asked for anti-discrimination legislation in regard to the ageing. She said that it was no longer mandatory to retire from Government posts at the age of 65. Nigeria said that her country reflected some aspects of all these problems and mentioned the break-up of tribal life and the tendency to migrate to urban areas, leaving the old people behind. Zimbabwe has a 4% elderly population but an approximate 50% population under the age of 15. Their "sandwich" generation is being decimated by AIDS and it is feared that there will be no-one to take care of the future elderly and orphaned children. A Thai delegate spoke on behalf of the Senior Citizen Association of Thailand and said that there were many small elderly groups throughout the provinces. She spoke of the university of the Third Age. The Chairman drew attention to the Vienna International Plan of Action on Aging, which arose from the World Assembly on Aging July/August 1982. Another delegate from Thailand spoke of the Council of Social Welfare of Thailand and mentioned that Thailand had 16 persons over the age of 100: all are illiterate, use no modern drugs, only herbal remedies, eat fish and live with their families. She said that the extended family system was favoured, not homes or hospitals. India spoke of the experiment of a schoolchild "adopting" an elderly woman and the proposal that college students would take on the rôle of elderly persons to gain insight into the difficulties. Canada mentioned an overwhelming number of elderly women, cared for by women. The Government did not wish to make grants. For nearly two generations people had been educated away from looking after the elderly. Turkey contrasted the old days, when it was a pleasure to live with grandparents - now homes for the elderly are springing up.

Due to lack of further time the meeting closed.

A Second Meeting of the Committee was held on Saturday, 28th September and Mrs Margaret McGee of Canada was congratulated on her election as Convener of the new Standing Committee on Ageing. Proposed Terms of Reference were discussed and accepted for submission to the Plenary. A Preamble and Plan of Action were also accepted for submission to the Executive Committee.

The Terms of Reference and Preamble and Plan of Action were later adopted.

The new Standing Committee was wished every success by all present.

P.O. Box 2124
Cramerown
2060

14th February '92

The Management Council
CODESIT
P.O. Box 307
Abando
1600

Dear Sirs,

In response to your letter in the Star, of
13th February, I would like to point out
that the overall lack of representation
of South African women in all working
groups will hinder your search for a
fully participatory, non-racial democracy.

Women constitute a 53% - of - the - population
interest-group, whose specific concerns
are also those of vital national importance.

I would like to suggest that you accept
some of the nation's new able leaders onto
an affirmative action group to address our
poor representation, with specific reference
to the concerns of working group 1 and 2.

As women are thin on the ground in politics,
may I suggest that you be innovative and
look for women prominent in other fields;
publishing and the electronic media, the
judiciary, healthcare, consumer groups, Black
Sash, Church, formal and informal business,
academics and teachers; even socialists
doing major charity work.

I believe you would get a fresh perspective
on life in this country and its requirements,
for a just, good constitution.

Yours faithfully,

Margaret Neenborn
(Mrs)

Phillip Goodman Properties (Pty) Ltd

FAX TRANSMISSION COVER SHEET

TO: Management Council - Codesa

FROM: P Goodman

DATE:

As a business woman I wish to express my outrage
at the lack of female representation at Codesa.

Dawn Goodman

WE ARE TRANSMITTING \ PAGES.

IF YOU DO NOT RECEIVE ALL PAGES PLEASE TELEPHONE IMMEDIATELY.
8 Glynnville Terrace, Gardens 8001. Telephone: 45-751/2 After Hours: 461-3654 Fax: 461-4115

TOTAL P.01

Phillip Goodman Properties (Pty) Ltd

FAX TRANSMISSION COVER SHEET

TO: Management Council FROM: J. Brennan DATE: 17/2/92
~~CODESA~~

I find it most disturbing that 50% of South Africa's population are ignorant of CODESA. Please appoint women onto the working committees immediately.
Thank you. Julie Brennan

WE ARE TRANSMITTING PAGES.

IF YOU DO NOT RECEIVE ALL PAGES PLEASE TELEPHONE IMMEDIATELY.
8 Glynnville Terrace, Gardens 8001 Telephone: 46-7151/2 After Hours: 461-3654 Fax: 461-4115

TOTAL P.01

PO Box 3152

NORTHCLIFF

2115

14TH FEBRUARY 1992

THE MANAGEMENT COUNCIL

CODESA

PO BOX 307

1600 ISANDO

FAX: 397 2211

I CALL ON CODESA TO MAKE REPRESENTATION
AVAILABLE TO THE 53% POPULATION GROUP;
NAMELY, WOMEN.

WE HAVE A RIGHT TO PARTICIPATE FULLY
IN DECISIONS PERTAINING TO OUR FUTURE.

THUS FAR OUR PART HAS BEEN VIRTUALLY
OVERLOOKED AND I WOULD DEMAND THAT
THIS MATTER IS PUT TO RIGHTS.

LET'S MAKE THE MARCH TALKS TRULY
DEMOCRATIC AND GIVE WOMEN THEIR FAIR
REPRESENTATION.

JULIA PULLEN

FAX MESSAGE

FROM:		TO:
Rick I Raubenheimer	Name: Firm:	Mr Zach de Beer Democratic Party Delegation, Codesa
PO Box 2077, Rivonia 2128 (011) 789-4742 (011) 789-3584	Address: Telephone: Fax:	PO Box 307, Isando 1600 397-1198 397-2211
1 March 1992	Page 1 of 1	FX-DP.DOC

LACK OF CONTACT BETWEEN CODESA AND CITIZENS

Since I now reside in the Bryanston constituency (DP territory), last voted for (the now Cape-resident) Mr Dave Dalling of the DP as MP for Sandton, and am a long-term supporter of, and contributor to, the Democratic Party, I suppose that the DP is the closest that I have to a representative at Codesa. Hence this fax.

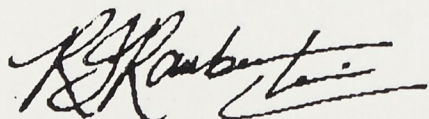
I am worried by the lack of representativeness of Codesa and the virtual exclusion of certain major groupings and points of view, together with a lack of consultation with the general public.

The limitation of Codesa to political parties is, in my view, a major flaw and I hope steps will be taken to overcome it. Codesa as it stands is chiefly representative of male politicians. Steps must be taken to obtain a greater involvement by women, possibly by the inclusion of women's groups. No politicians have yet shown themselves to be sensitive to the Environment, yet it must be a major part of our planning for the future: Environmentally-concerned groups such as the Wildlife Society and Earthlife Africa need to be closely consulted.

Finally, there is a lack of input from ordinary citizens. No politician from Codesa has taken the trouble even to come and try to explain it to us back in the constituencies, yet we will shortly be asked to vote in a referendum on whether the process should continue. How can we make an informed decision? I would like to see mini-Codesas at Provincial and Municipal levels, both to relay proposals to National level, and to keep us informed of agreements reached at National level. Without this type of grass-roots democracy I believe we may find that our leaders have come to a meeting of the minds which is not shared by ordinary citizens!

The call by Codesa Secretariat for submissions from the public is a hopeful sign, but needs to go much further. Consultation and information must be two-way: We must share in the trust which is built up between leaders of our diverse parties.

Yours faithfully



RICK I RAUBENHEIMER,
B Sc (Eng), Pr Eng.

FAX MESSAGE

FROM:		TO:
Rick I Raubenheimer	Name: Firm:	Mr Zach de Beer Democratic Party Delegation, Codesa
PO Box 2077, Rivonia 2128 (011) 789-4742 (011) 789-3564	Address: Telephone: Fax:	PO Box 307, Isando 1600 397-1198 397-2211
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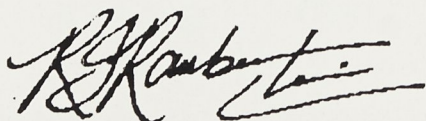
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Yours faithfully



RICK I RAUBENHEIMER,
B Sc (Eng), Pr Eng.

FROM: MS. J. RICHMOND
C/O P.O. BOX 862
PORT ELIZABETH

FACSIMILE NO. 041-43-3525
TEL NO. 041-43-1280
FAX NO. //2

YR FAX NO : 011-3972211
PAGES : 1 (including this one)
TO : MANAGEMENT COUNCIL OF CODESA
DATE : 26.03.92
SUBJECT : REPRESENTATION FOR WOMEN AT CODESA

MESSAGE:

At least 60% of the population in South Africa are women and yet only 7% of the delegates to Codesa are female. The New South Africa will, according to many political sources, be "non-racial, non-sexist and democratic".

I do not believe a fair and just Constitution to all can be negotiated when there is not adequate representation for all parties. It is a common fact that women in this country, especially blacks, suffer severe prejudice under laws made by men for men, be they ethnic or judicial.

The situation can be redressed only if there is adequate representation for 60% of the population of this country and I therefore request adequate representation for women at the Codesa negotiations, to negotiate a fair and just Constitution that incorporates the rights they have so long been denied.

If cognizance is taken of this request, the New South Africa may well come to be recognised as having one of the most advanced, humane and democratic Constitutions of the world. We should show the way to other countries.



MS. J. RICHMOND

Rhoda Fowler

Public Relations Consultant

● JOURNALISM

● MEDIA LIAISON

● PRESS RELEASES

62 Marriott Road, Berea, Durban 4001 ● PHONE: (031) 29-5643 : FAX: (031) 29-7333

FAX MESSAGE/COVER SHEET

TO: 011/3972211.....pages: 1 + 1
date: 17/05/92
time: 11:55

COMPANY NAME:

The management Council
ATT: Coedesa

From: Rhoda Fowler

Subject:

I wish to place on record
my protest in respect of the
lack of representation for women
among the delegates of Coedesa.

Rhoda Fowler

17-02-1992 13:49 FROM R.G. FOWLER & ASSOC. TO 21159 1211 P.02
14/04/92
Time 11 55.
MRS. DELYSE PAULSON
48 ELM AVENUE
WENTWORTH
DURBAN 4055.

MS. CARYN ISEMAN
71 MARRIOTT RD
NO. 3 WHITTINGTON COURT
DURBAN 4001

MRS. VIVIEN BROUDE
501 HIGH FIDE
KINGSWAY
AMANIIMOTI
4125.

The Management Council
Cobesoo.

We wish to place on record our protest in respect
of the lack of representation for women
among the delegates of Cobesoo.

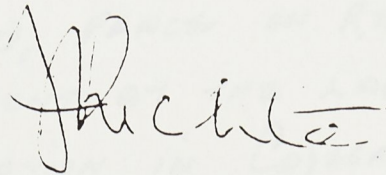
PO Box 74,
Wingate Park,
O165.
16th February 1992.

the Management Council,
Codesa,
PO Box 307,
Sando. 1500

Dear Sir/Madam,

I wish to register my protest against the fact that so few women are part of the decision-making process. I sincerely hope that we will be better represented in the rest of Codesa!

Yours truly,



Jean Richter.

12 CROWN CAT
32 MINOR S
2198

1 APRIL 1992

TO: MANAGEMENT COUNCIL OF COJESA

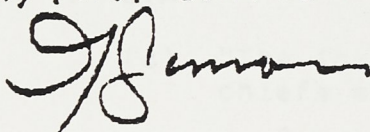
TO WHOM IT MAY CONCERN

I, THE UNDERSIGNED, PLACE ON RECORD MY
DISGUST AND AMAZEMENT AT THE LACK OF
FEMALE REPRESENTATION IN COJESA.

COJESA WILL NOT BE TRULY REPRESENTATIVE OF
ALL THE PEOPLE UNTIL WOMEN HAVE A FAIR
AND QUALIFIED PROPORTION OF REPRESENTATION.

YOURS TRULY

M. M. SIMMON



South African Association of University Women

Suid-Afrikaanse Vereniging van Universiteitsvroue

Holland House
St. Andrew's College
Grahamstown 6140
3 April 1992

The Chairman
Codesa
P.O. Box 307
ISANDO 1610

Dear Sir

The South African Association of University Women request a careful reading of this letter because it contains important pointers which should be seriously considered before your organization begins final deliberations on policy decision making for this country's future.

We have considered the Republic of South Africa Constitution Act of 1983, which, although legally valid in its terminology, is decidedly androcentric in its design and intent (vide: Part III, sections 9, 10, 11, 12, and 13; Part IV, sections 53 - 65; and the failure to define the use of the masculine pronoun throughout, even though other terms are defined).

Since Codesa has emphasised that its proposals for our country will not be subject to race or sex discrimination, we then turned to the Constitutional Guidelines published by the National Youth Working Committee, to ascertain whether this document avoided the androcentricity of the current Constitution of the Republic of South Africa. But that document is also guilty of bias and discrimination against women, as is evidenced in the following examples (among many), each of which raises questions.

1. STATE

- (c) "The institution of hereditary rulers and chiefs shall be transformed ..." etc.

Have women ever been hereditary rulers and chiefs - and, consequently, will they ever be included in decision-making processes?

2. LAND

- (u)

Are all women in this country traditionally and culturally allowed to own land? Will the new constitution guarantee womens' rights to land ownership, or will women be "culturally" debarrned from doing so?



.../2

-2-

3. WOMEN

(w)

Would this clause be reasonable and acceptable to your organization if the heading was replaced with : MEN (w) ?

We do not need to remind you that 54% of the population is female. Nor should we need to remind you of the poor esteem in which women are "traditionally" held within the different cultural groups in this country. And it should be self-evident that no man, unless he is blessed with transcendental powers, can undertake to think or act on a woman's behalf.

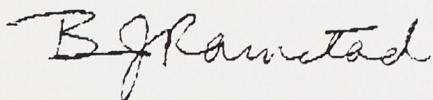
Therefore, we ask what guarantees Codesa can give of being a truly representative group, responsible for momentous decisions of policy which will affect all people, and the subsequent history of our country. Will women be part of the decision making process when a new constitution is designed? Will women share in policy making in the new government of our country?

As an Association of highly qualified women functioning in diverse academic and professional fields; and as an a-political group with International links - and through them, representation on UNO and UNESCO - we need to have a policy statement from Codesa before any final decisions are made, on the role of women within the context of policy and decision making at present being co-ordinated. Nor should this be a mere formality, because the implications of your policy statement will need careful and astute analysis and discussion. It follows that sufficient time will be required in order to bring women into Codesa well before policies are decided, and decisions are made.

It would be useful for Codesa to use the term "Gender" in preference to the term "Sex" in any anti-discriminatory formulations Codesa might make. This would avoid later complications from the homosexual community in our country, who at present are legally marginalised.

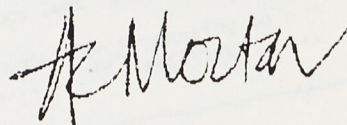
Since our concerns for a democratic country are one and the same with yours, we would appreciate a response to this letter as soon as possible.

Yours faithfully



B. Ramstad

PRESIDENT



A.C. Morton

HONORARY SECRETARY



SOUTHERN AFRICAN COUNCIL FOR CATHOLIC SOCIAL SERVICE

*Under the jurisdiction of The Commission for Christian Service
of Southern African Catholic Bishops Conference*

27 Hunter Street
Bertrams Johannesburg
2094

P.O. Box 16277
Doornfontein
2028 South Africa

Tel/Fax: (011) 614-3429

Fr. no. 08 800512 000 0

12 March, 1992

The Management Council
CODESA
P.O. Box 307
1600 ISANDO

Dear Sirs,

PARTICIPATION OF WOMEN IN THE DEMOCRATIC PROCESS

While women make up more than 50% of the South African population, we are conscious that to date they have been allowed to play a ridiculously small part in the decision-making process which is to determine their future.

We would welcome your comments on this seemingly unaddressed important factor in your deliberations. We should also like details of the plans and means through which you intend to re-dress this blatant exclusion.

We look forward to your response.

Yours sincerely
for and on behalf of SACCSS

Sister Maria McLoughlin
GENERAL SECRETARY

Date Rec'd : 16/3/92....
Date Ackn : 16/3/92....
Docs Sent : 2/4.....
Handed for Processing to :
.....Murphy.....

FAX TRANSMISSION SHEET (Cover Sheet)

TO:

Company Name: Management Council of Codesa
Contact Person: _____
Today's date: _____
Fax No.: (011) 397-2211

FROM:

Person's Name: WENDY SPIRO
Fax No.: (011) 643 5310
Tel No.: (011) 643 8465
No. of pages including this sheet: _____

MESSAGE: FOR TOO LONG WOMEN HAVE
BEEN IGNORED AND NEGATED IN THIS
COUNTRY. WE'VE WATCHED HUSBANDS, SONS
AND BROTHERS DIE IN A STUPID,
SENSELESS WAR. OUR BLACK SISTERS
HAVE BORN THE BRUNT OF RACIAL
AND SEXUAL DISCRIMINATION FOR
DECADES. THIS MUST STOP. WE WILL
NOT TOLERATE FURTHER NEGLECT.
WE DEMAND REPRESENTATION AT CODESA.

Date Rec'd : ..18/3/92....

Date Ackn : ...18/3/92....

Docs Sent : ...n/a.....

Handed for Processing to :
.....Murphy.....

51-1817 82.
Parkhurst 2193
13th Mar. '92.

To the CODESA Management
Committee.

I am writing in response
to your request for comments
on the Composition + agenda
of the Codesa Working Group.

I think you are doing
a wonderful job + hopefully
Common Sense will
eventually prevail.

To me the one aspect
that is neglected is, of
course, is the old one
of women + children.
Why are women being

treated as mere appendages
of men.

Let's join the world
and have all races,
creeds, and sexes given
a fair hearing & a fair
deal.

We need far more
women at Codisa. Please
let South Africa have
the best - you're doing
well let's do better.

J. A. T. STEVENI

J. A. T. STEVENI

51 18th St.

Parkhurst 2193

Our fax nr: 02231-4568

PRO Department
Stellenbosch Farmers' Winery
STILLENBOSCH

Phyllis Hands
Alba Botha
Ellen van der Merwe
Jeanette van Zyl
Louise-Ann Broughton
Dedré Reuvers
Louisa Mocke
Jana Acker
Nikki Jacobs

25 February 1992

Fax to: 011 397 2211

The Management Council
Codessa

It is with alarm that I became aware of the lack of representation of women at the Codessa talks.

Women make up the majority of the South African population and one would expect that at Codessa our rights for reasonable representation will be acknowledged. To do otherwise makes a mockery of the search for a Democratic South Africa.

Too long have women been silent, non-violent sufferers under a system designed to keep us without power and hardly anymore status than a minor.

We demand our right to participate fully in decisions about our future and this can only happen with fair representation at Codessa.

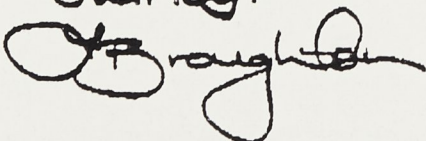
Yours sincerely

Phyllis Hands

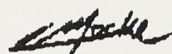


Ms Anna Louw

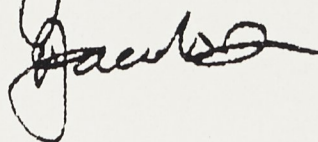
Juan Zyl



Dedré Reuvers



Jana Acker



P.O Box 40
Umhlali
4390
17 March 1992

The Management Council
CODESA
P.O Box 307
Isando
1600

Dear Sir/Madam

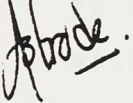
Re : The inclusion of Women in the negotiating process at
Codesa

I wish to express my concern at the lack of women representatives
at Codesa.

Women represent just over half our country's population yet we
are represented by less than 10 women at the Codesa negotiating
table. This completely unsatisfactory situation needs to be
remedied as soon as possible.

I trust that you will take this matter up as a matter of urgency
with your committee.

Yours faithfully



Ann Strode (Ms)

CODESA

Date Rec'd : 10/3/92.....
Date Ackn : 10/2/92.....
Docs Sent : n/a.....
Handed for Processing to :
.....Murphy,.....

C.Thirtle (Mrs.)

5A 8th Street.

JOHANNESBURG 20914

25-2-92.

Sirs,

I would like to point out that CODESA is not truly representative of the people of South Africa.

Women may be different from men in a physical and emotional sense but that surely does not make them less responsible citizens? They too should be allowed to put forward their views and be given similar opportunities to make legislative decisions, especially those concerning their own wellbeing.

Minister Venter has just recently seen fit to agree to removing one of the few privileges afforded to women, namely earlier Social Pensions, in order to put women on a more "equal" footing with men. When one considers women frequently work hard to bring up children and serve a working husband, for little or no monetary remuneration, thereby serving the whole community, this seems a little unfair. It also proves women seldom serve the interests of their own sex within a male dominated party system.

Would it not be a timely gesture if Parliamentarians, including Codesa now considered making women more equal regarding political representation? Physical prejudices such as male versus female or white versus black do not make for a "Winning Nation" approach to problems.

Ref to M. Lessing's Response
/Women.do.not

Women do not normally form themselves into gangs or bands, possibly because natural women do not have the more aggressive male urge to dominate. However, do you gentlemen not agree it could be beneficial to the male dominated nature of South African politics, if an apolitical body of women could be granted a place at Codesa to help address problems peculiar to women and more particularly young children, in our violent God forsaken Country. Thank you for allowing people the privilege of putting forward their views, which we have been assured will be given your kind consideration.

Yours faithfully,

C. Thirtle.

C. Thirtle.

UNION OF JEWISH WOMEN

OF SOUTH AFRICA

NATIONAL EXECUTIVE COUNCIL



P O Box 3622
Johannesburg 2000
Telephone 331-0331
Telegraphic Address:
UNIONHEAD

Fund-raising No
01-100-126-000-3

5th Floor
Sheffield House
29 Kruis Street
cnr. Main Street
JOHANNESBURG 2001

10 February 1992

FAX TO CODESA FAX NUMBER 397 2211
FROM MINX SAPIR - NATIONAL ORGANISING SECRETARY UNION OF JEWISH WOMEN
FAX NUMBER 331 6703

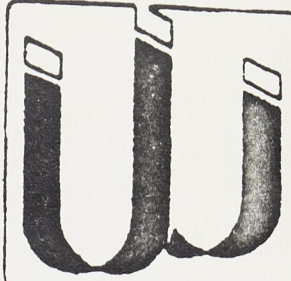
Could you please fax us to the above Fax Number the full terms of reference for each working group, on CODESA

MINX SAPIR

UNION OF JEWISH WOMEN

OF SOUTH AFRICA

NATIONAL EXECUTIVE COUNCIL



P O Box 3622
Johannesburg 2000
Telephone 331-0331
Telegraphic Address:
UNIONHEAD

Fund-raising No.
01-100-126-XXXX-3


5th Floor
Sheffield House
29 Kruis Street
cnr. Main Street
JOHANNESBURG 2001

13 February 1992

FAX TO CODESA FAX NUMBER 397 2211

FROM MIRIAM STEIN - NATIONAL PRESIDENT OF THE UNION OF JEWISH WOMEN OF SOUTH AFRICA
FAX NUMBER 331 6703

The Union of Jewish Women of South Africa emphatically believe that ALL women should be included in ALL discussions at CODESA. They, the women should be a participating body in decision making irrespective of race, colour, creed, religion or political affiliation.


MIRIAM STEIN
NATIONAL PRESIDENT

The University of Kent
Canterbury
CT2 7NZ
England
United Kingdom
10.3.92

Attention: The Management Council of Codesa

Sir

We, the undersigned students and staff of the Women's Studies MA Course at the University of Kent, England, join with other women in South Africa to protest at the unacceptably small number of women in the delegations of political parties to Codesa. We are appalled at this glaring injustice especially in view of the following facts:

- i) women make up 53% of the population in South Africa
- ii) women's time, energy and resources contributed significantly to the liberation struggle and
- iii) women make up the majority of the most severely oppressed groups in South Africa.

The current reforms and transition of South Africa are portrayed as a movement to end the oppression of all people under the apartheid system. However, the history of other countries has shown that women have not been liberated through national struggles and state reforms. If women are not equally involved in the decision making to create a new South Africa the chance of their needs and concerns being taken into account are remote. Don't let the result of Codesa be that women are as oppressed in the new(?) South Africa as they were in the old! Redress the imbalance while there is still time & translate rhetoric into practice.

Hazel Colyer
Mary Evans
Rosie Evans
Joan Hancock
Meridy Harrie
June Howard

Jean Matthews
Aida Monsell
Jo-Ann Moore
Lane Muscat
Marie Ostrowicz
Anne Seller

239 Evans Rd
Durban
24 . 02 92

Management Council
Codexa
PO Box 307
Isando,

Dear Sirs,

I add my name to
the list of people and
organisations calling
for more women to
be at the Codexa Talks.

yours faithfully
S.M. Walker

MRS S.M. WALKER

Date Rec'd : ...3/3/92.....

Date Ackn : ...3/8/92...

Docs Sent : ...2/9.....

Handed for Processing to :
.....M. Murphy.....

Received 19/02/91.

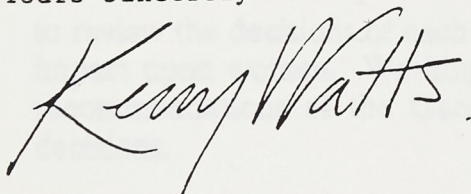
KERRY-LYNNE WATTS
P.O.Box 1573
BENONI
1500
17th February 1992

The Management Council
Codesa
P.O. Box 307
ISANDO
1600

TO whom it may concern.

As a South African woman I wish to express concern over the fact that women have such a small part in the decision making process that is to determine our future. I hereby call on all parties involved in Codesa to acknowledge the fact that women are so poorly represented and to do their utmost to address this issue in some tangible way. We women have the right to participate fully in this process and to be represented.

Yours Sincerely

A handwritten signature in cursive script that reads "Kerry Watts". The signature is written in dark ink and is positioned below the typed name "Kerry Watts".

(KERRY WATTS)

66 Seventh Avenue
Melville 2092

2 March 1992

The Management Council
CODESA
PO Box 307
Isando

FAX: 397 2211

I write in response to your request for comments and suggestions from members of the public regarding the composition and agenda of the CODESA working groups.

As you know, the Declaration of Intent formulated by CODESA participants affirms a commitment to the creation of a democratic South Africa free of all forms of discrimination and governed by a constitution which protects the rights of women.

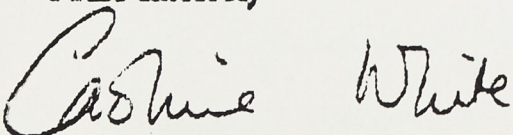
There are very few women participants in the decision making bodies of CODESA. In my view, if the decisions taken by CODESA are intended to represent the aspirations of a majority of South Africans, the needs, views and ideas of women must be taken into account at every stage of the negotiation process. Women represent 50% of the South African population and in many respects, their experiences and concerns differ from those of men.

In the interests of ensuring that the CODESA process is representative and legitimate. I offer the suggestion that a CODESA Gender Review Committee be constituted and charged with the following responsibilities:

- 1 to consider the briefs of each of the working groups with regard to their potential impact on women and to make recommendations on them to ensure that all deliberations reflect gender awareness;
- 2 to review the decisions of each working groups with regard to their projected impact upon women. Working Groups should be required to consider the recommendations of the Gender Review Committee before making final decisions.

The Gender Review Committee should consist of two representatives from each party selected on the basis of demonstrated interest in and experience of gender issues.

Yours sincerely

The signature is written in cursive and reads 'Caroline White'.

Dr CF White

DATE: 24.02.1992
FAX NO: 397 2211
FAX TO:



FROM: ELIZABETH WHITE & ASSOC.
FAX NO: (011) 880 1355
PAGES: 1

medialet292/2

The Management Council
Codesa
P O Box 307
ISANDO
1600

24 February 1992

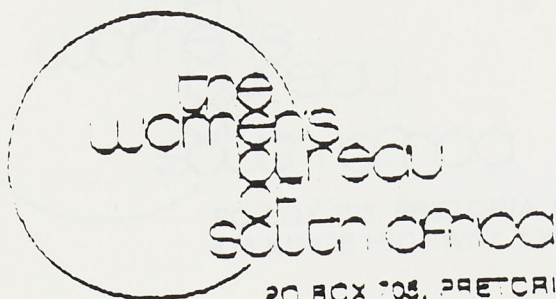
Dear Sirs

In the New South Africa which aspires to being a democratic country the denial of women being equitably represented in Codesa amounts to contempt for them.

I and many women in South Africa protest at this. We wish to be fully represented by women and to ensure that our rights receive due consideration.

I speak also for many disenfranchised women who for many years have exercised restraint under intolerable conditions.

MS ELIZABETH WHITE



PO BOX 103, PRETORIA, 0001. TEL (012) 476-178
476 KINGS HIGHWAY, LYNNWOOD, PRETORIA, 0081 FAX NUMBER: (012) 476-178

FAX : KINDLY TAKE NOTE THIS REPLACES OUR PREVIOUS FAX

COVERING PAGE PLUS :

FROM : THE WOMEN'S BUREAU OF SOUTH AFRICA - MARGARET LESSING

TO : URGENT ATTENTION : DR ZACH DE BEER - CODESA

DATE : 14 JANUARY 1992

SENT TO FAX NO. : 011 397-2211

CONTENTS

Because political parties seem to be having difficulty in making room for women in their representations, the WOMEN'S BUREAU OF SOUTH AFRICA urges you to take action to ensure women's potential contribution to CODESA and to the future of South Africa is not lost.

We recommend that you do this through the WOMEN'S NATIONAL COALITION and the WOMEN'S BUREAU - South Africa's widest linking bodies bringing together the variety of women's organisations of all races.

Just as churches and business organisations believe they must make their own special contribution individual women and women's organisations that may not be politically affiliated have a valuable contribution to make.

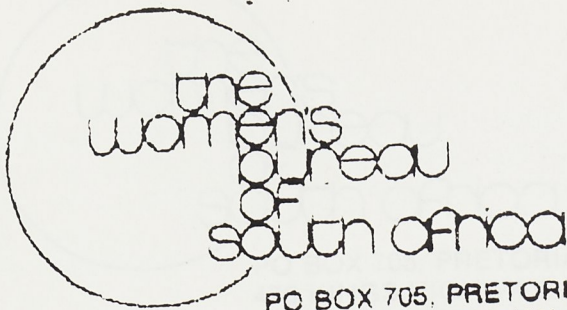
We have names or members serving on both the COALITION and the BUREAU we would be so recommend with confidence and we would make all our facilities available to you.

All good wishes

MARGARET LESSING DMS
EXECUTIVE DIRECTOR

HML/ap

SPONSORED BY OLD MUTUAL



PO BOX 705, PRETORIA, 0001, TEL (012) 476-176
476 KINGS HIGHWAY, LYNNWOOD, PRETORIA, 0081 FAX NUMBER: (012) 476-176

FAX TO CODESA SECRETARIAT

FAX NO 011 397-2211

FROM : MARGARET LESSING

DATE : 3 FEBRUARY 1992

Dear Sirs,

This acknowledges your letter dated 24 January 1992 in response to our requests that women should be included in your Working Groups.

We were aware that full participation in CODESA is limited to political organisations but believe that Working Groups should have more flexibility.

In the circumstances we note that at its meeting on 10 January the CODESA Management Committee decided that "each Working Group shall determine ways and means by which women's and other interest groups which are not participants in CODESA may make submissions to that Working Group on matters relevant to its terms of reference" and that the manner in which Working Groups will receive submissions is still under consideration.

In the meantime we would appreciate your sending us the precise terms of reference of each of your five Working Groups to enable us to determine the submissions we should make.

Yours faithfully

MARGARET LESSING DMS
EXECUTIVE DIRECTOR

HML/ap

2 Feb 92



Date Rec'd : 9/3/92.....

Date Ackn : 7/3/92.....

Docs Sent : 7/3.....

Handed for Processing to :
.....Murphy.....

PO BOX 705, PRETORIA, 0001, TEL (012) 476-176
476 KINGS HIGHWAY, LYNNWOOD, PRETORIA, 0081 FAX NUMBER: (012) 476-176

3 March 1992

Mr Murphy Morobe
Head : CODESA Administration
P.O.Box 307
ISANDO
1600

Dear Mr Morobe,

This acknowledges your letter dated 24/2/92 and is to thank you for your copy of the Declaration of Intent adopted at the Conference for a Democratic South Africa on 20/12/91 as well as the requested Terms of Reference of the five Working Groups.

We have noted particularly CODESA's declared commitment in paragraph one of the Declaration "to bring about an undivided South Africa with one nation sharing a common citizenship, patriotism and loyalty, pursuing amidst our diversity, freedom, equality and security for all irrespective of RACE, COLOUR, SEX or CREED".

We have considered in detail the terms of reference of your five working groups and we think we should inform you that we have decided to make no submissions at this stage.

Our reasons are :

The following phrases occur in the terms of reference of each of the Working Groups -

"To identify the key issue and problems that need to be addressed"

"To identify areas of communality and aspects where agreement already exists between participating delegations".

It is the Women's Bureau's view that these terms of reference will be extremely difficult to fulfil as the Working Groups are not representative of a most important segment of the economically active population and existing and potential voters-- women.

Whereas women represent 40% of the economically active population and more than 50% of voters only an insignificant percentage of women is represented at CODESA and even a smaller percentage is active in each Working Group. Key issues that the vast majority of women voters would regard as significant therefore cannot be voiced.

We further contend that the mindset of CODESA representatives is to view race as a crucial issue relevant in each discussion point. Gender is viewed as such an insignificant issue that it can conveniently be ignored during discussions and be swept aside when the female representatives raise gender issues.

The male CODESA representatives thus have an area of commonality, -- regard gender issues as least important!

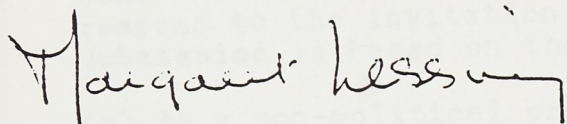
This paternalistic reaction to the problems faced by women in the workforce and key issues relevant to women voters could well lead to industrial unrest and voters resistance in future.

We regret that we have to take this point of view at this stage but we believe that any plans for the future of South Africa can only succeed if they are seen to have included women's direct involvement on the widest possible scale - and not through the limited representation within the present political groups.

To this end we would be happy to give you all the cooperation we can.

In the meantime we have to withhold our further reaction until we receive CODESA'S final recommendations.

With kind regards,



MARGARET LESSING DMS
EXECUTIVE DIRECTOR

HML/pm

P.O. Box 87233
Houghton
Johannesburg
2041



646-
Telephone 4501

28 February 1992

Codesa Secretariat
P O Box 307
ISANDO
1600

FAX NO: (011) 397-2211

Dear Sir/Madam

WOMEN FOR PEACE - OUR WRITTEN SUBMISSION TO CODESA

We are writing in response to a call from yourselves encouraging "the greatest possible participation by all interest groups from every walk of life", The Star, February 13 1992. Mention is also made in this letter of "provision having been made for all interest groups to make submissions to the five working groups of Codesa in order that these are taken into account in the deliberations of the working group."

Women for Peace as a national non-political organisation wishes to respond to the invitation for submissions. Our response to the submission is based on the following two issues:-

- (a) As a non-political organisation we are prevented from participating in the negotiations at Codesa. In spite of being a non-political organisation we have an input to make and a definite role to play; and
- (b) The need for greater participation of women at Codesa and in the future constitutional/political deliberations of South Africa.

We enclose a pamphlet which states our aims and objectives and what we stand for.

Our proposals and suggestions will be made under the various working groups:-

WORKING GROUP 1

Women for Peace along with other similar women's organisations have been working towards the peaceful change to a non-apartheid society for years.

With reference to clause 1.1.4, we have campaigned strongly on many of these issues in the past (copy letters are available on request).

We feel strongly that discussions aimed at the creation of a climate for free political participation are presently involving some so-called political organisations who have not always shown themselves to be champions of peaceful change; nor have they been impartial, something for which our organisation has a very good record.

Although we are a non-political organisation we would wish to make a contribution here - at least that we may put forward some of our leading women (not necessarily publicly known and recognised) who have experience in the political field.

WORKING GROUP 2

Women for Peace requires women to be present at the negotiating table to make sure that the Constitution does not just specify racial equality, but it must include a stipulation on *gender* equality. Gender *inequality* (including outright discrimination against women) in the new South Africa must be seen to be unconstitutional.

The opening paragraph in this submission quoting from the Codesa secretariat clearly embraces women.

In South Africa women make up at least 53 percent of the population. The future of South Africa cannot possibly be determined without the role and support of women at the negotiating table. Historically, women have been grossly politically under-represented in South Africa, because the country is a patriarchal society. Only women can convincingly represent women's rights and interests.

It is important that the new constitution is non-sexist so that women in all walks of life and in all their respective activities and undertakings - social, political and economic will have their rights entrenched.

Women's status in South Africa must be upgraded on the widest scale possible - affirmative action must be taken in this regard not only by the Government of the day, but also by the private sector.

In order to achieve this it is suggested that a Bill of Rights be appended to the new Constitution as an annexure to the clause relating to gender equality.

It is acknowledged that various women's organisations (we are one of them) are working on a women's charter. One hopes that this document will not be too long in coming.

It is imperative that should a constitution-making body be formed (clause 2.1.5 of Codesa terms of reference for working group 2), that women from various organisations, both political and non-political participate.

WORKING GROUP 3

It follows, (especially with reference to (b), above), that women, as natural negotiators, organisers and facilitators can make a great impact in this working group.

WORKING GROUP 4

Over the years, Women for Peace has been involved through its work with the Wonderbox, with South Africans in rural areas - which would encompass the TBVC states.

- 3 -

We have a number of members in our organisation with a special understanding of the needs and aspirations of South Africans in the TBVC states - we would recommend that they be consulted in negotiations on the future of these states.

A special concern of ours 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

With reference to this group we would ask that all the working groups be requested to be sensitive to the inputs being prepared for consideration at Codesa eg the Women's Charter being prepared by the National Women's Coalition.

Such organisations, which by virtue of their non-political nature have not been granted a formal mouthpiece at Codesa. However, they have taken the initiative regarding women's interests by preparing the Women's Charter and this may well take a while to prepare. They are endeavouring to include inputs from all women's interest groups.

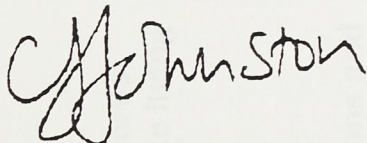
Therefore, the setting of time-scales for the completion of tasks by the various Codesa working groups is of the utmost importance. It is suggested that working group 5 take this into consideration.

In conclusion, we would reiterate that it is seemingly unfair that the Codesa negotiations, whilst seeking to advance the cause of a peaceful transition to a new deal for all South Africans, have seen fit to exclude non-political interest groups, many of whom are women, from the negotiating tables.

Most of these interest groups, many of whom have been active for years, have played a very constructive role regarding the welfare and needs of South Africans. Because they are non-political, they have been accepted and trusted by many South Africans.

Such knowledge and experience and expertise really cannot afford to be ignored by those who wish to design our future.

Yours faithfully



PP
JANET SEMPLE (MRS)
NATIONAL CO-CHAIR
WOMEN FOR PEACE

Aims and Objectives:

- * To become aware of the needs and problems of all people living in South Africa
- * To promote communications and understanding between all races
- * To work towards equal opportunities for all
- * To utilise the power of women to make the necessary representations and explore all avenues of seeking peaceful change
- * Above all to ACT

WOMEN FOR PEACE

- * is a national organisation with Branches around the country
- * is committed to bringing women together, and through women, the people of our country
- * promotes inter-relationship between people who have had no opportunity to know each other
- * works in our various communities to bring hope and opportunity to people who can see no alternative to the achievement of their goals other than violence and anti-social behaviour
- * provides a forum through conferences and meetings where women can exchange ideas and philosophies to find common ground and play a convincing role in shaping the future post-apartheid society
- * is totally opposed to violence and actively seeks peace and justice for all
- * creates public awareness through publications, research and surveys
- * is committed to working for a better future for all our children

Branches in:

Klerksdorp
Alexandra
Sandton
Soweto
Johannesburg
Coronationville/EldoradoPark
Benoni
Daveyton
Lenasia
Ridger Park
Kimberley
Plettenberg Bay
Welkom
Cape Town

Branch activities are many and various. They include:- classes in music, literacy and typing, dress-making, nutrition, crafts; community advice centres; wilderness trails; youth clubs; penfriend clubs; upgrading of school subjects such as English, Maths and Science; creches; the Wonderbox; work with aged and handicapped.

p.o. box 67356 bryanston 2021 tel/fax: (011) 706-3363

7 February 1992

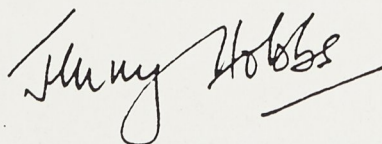
The Management Council, CODESA

Dear Sirs

You have asked for submissions by South African citizens. I am extremely concerned about the following matters, and would like to know what action is being taken regarding them.

1. First and foremost, the paucity of women representatives at CODESA. Less than seven per cent is not good enough when women form the majority of the voters. What is being done to increase the representation of women at CODESA?
2. I do not believe that our future should be decided upon solely by politicians, who have their own (often self-serving) agendas. It is patently wrong and unjust that obscure political parties should be allocated voting rights when major interest groups such as trade unions, church, business, educational, health and charity organisations are denied the right - with all their expertise! - to make decisions about our future. WE MUST GATHER OUR BEST PEOPLE TOGETHER IN A COALITION INTERIM GOVERNMENT TO ENSURE THE BEST POSSIBLE NEW SOUTH AFRICA.
3. I would like to see on the CODESA agenda:
 - * a fully enforceable Bill of Rights for women
 - * provision for a detailed investigation of the violence that is racking our country, by impartial international experts provided by the United Nations
 - * indications of strong and immediate action being taken over the provision of housing, education, social services and decent medical care for everyone
 - * 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.

Yours sincerely



(Mrs) Jenny Hobbs
The Women's Initiative

p.o. box 67356 bryanston 2021 tel/fax: (011) 706-3363

21 February 1992

Mr Murphy Morobe
Head: CODESA Administration
P O Box 307
ISANDO

Dear Mr Morobe

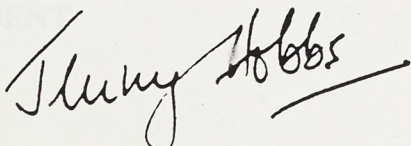
Thank you for your prompt and courteous reply to my letter of 7 February, voicing various concerns which I feel should be discussed at CODESA.

I very much appreciate the fact that you took the trouble to reply at length, and also to enclose a photostat of the terms of reference for the CODESA working groups.

It was particularly pleasing to learn of the steps being taken to increase women's participation in the CODESA process. As you rightly say, it is the responsibility of the political parties to choose more women delegates - and, dare I say it, the responsibility of women to become more active politically.

The time for apathy and non-involvement and "the men know best" is past. Our small group is working hard to get -- this message over to the women of our country, who fully deserve to be equal partners in our future democracy.

Yours sincerely

A handwritten signature in dark ink, appearing to read 'Jenny Hobbs', with a long horizontal flourish extending to the right.

(Mrs) Jenny Hobbs
The Women's Initiative

PO Box 61884
Marshalltown 2107
Tel: 330-7143
Fax: 330-7144
Telex: 43-1466



17th Floor
51 Plein Street
Shell House
Johannesburg
2000

**ANC
WOMEN'S LEAGUE**

6 March 1992

The Daily Management Committee
CODESA

Dear Sir/Madam,

Re : ANC WOMEN'S LEAGUE REPRESENTATIONS TO CODESA

Please find herein enclosed written representations of the ANC Women's League to CODESA.

As you will note there is an introduction followed by submissions to each of the 5 working groups.

We hope that these will be taken into consideration during discussions.

Yours in the struggle,

A handwritten signature in dark ink, appearing to read 'Gertrude Shope'.

GERTRUDE SHOPE
PRESIDENT



ANC WOMEN'S LEAGUE

AFRICAN NATIONAL CONGRESS WOMEN'S LEAGUE

WRITTEN REPRESENTATIONS TO CODESA

The African National Congress Women's League (ANCWL) is the largest women's organisation in South Africa. It is autonomously constituted and represents a broad spectrum of South African women.

The ANCWL believes that the terms of reference of all the working groups have implications for women. It is not only when a new constitution is drafted that consideration has to be given to gender issues. It is essential that, even prior to that stage, we ensure that the current democratising process eliminates discrimination and oppression of any kind and catapults us into a non-racial, non-sexist and democratic society. Our task in these representations is to ensure that the principles of non-sexism¹ and equality, adopted in the Declaration of Intent, are institutionalised in the transition to a democratic South Africa. We have not, however, confined ourselves to gender² issues.

¹ Sexism may be defined as the system and practice of discriminating against a person on the grounds of sex. Specifically, it refers to unfair prejudice against women, the stereotyping of women, the defining of women in regard to their sexual availability and attractiveness to men, and all the conscious and unconscious assumptions which cause women to be treated as not fully human, while men are identified as the norm.

² We feel that we ought to distinguish between sex and gender. "Sex" refers to the biological characteristics of men and women. "Gender" refers to the differential social and cultural characteristics that we attribute to men and women.

At Codesa 1, the absence of women in the negotiation process was raised, and it was agreed that CODESA would rectify this weakness. In this respect, it is important that CODESA looks at different mechanisms which would ensure the increased participation of women in the current process and in the process of writing up a new constitution.

In Working Group I, we will show that there are particular factors affecting the free participation of women in the political process. The exercise of civil liberties, the Peace Accord, the role of the police force, the role of the media and education about CODESA - all have to be looked at from a gender perspective. Do they facilitate or do they further inhibit the participation of women in the political process, or do they just preserve the status quo which already mitigates against women's participation?

In Working Group 2, democracy and all other political practices should be defined as both non-racial and non-sexist. Equality should be entrenched in the Constitution and affirmative action must refer to gender as well as race. The participation of women in the constitution-making body and the electoral process needs to be assured.

Any interim government arrangement proposed in Working Group 3 needs the structured participation of women to ensure that the interests of women are represented during this period. This body should ensure that the gender issue is addressed in all interim matters, for example, the defence force, the Budget, foreign relations, media, land, local government and development.

In Working Group 4 where the reincorporation of the TBVC states is considered, special attention must be paid to the repeal of discriminatory laws and to the position of black rural women. It is important that the views of this group are heard, and that information about CODESA is disseminated to them.

Working Group 5 has the task of implementing and monitoring the decisions and agreements of CODESA. All Working Groups need to ensure that the representation and interests of women are promoted and entrenched in the interim period, but there is a particular duty on Working Group 5 to do this.

AFRICAN NATIONAL CONGRESS WOMEN'S LEAGUE

CODESA TERMS OF REFERENCE

RECOMMENDATIONS FOR WORKING GROUP 1

CODESA has recognised that

democracy requires that all the participants in the political process should be free to participate in that process without fear and on an equal footing and on a basis of equality with the other participants.(1.1)

In our understanding this means addressing the structural inequalities and disabilities not only of race, but also of gender.

In South African society women have suffered systemic oppression and occupied a subordinate position in the home, the work-place and in the public sphere.

Gender relations in the home have created dependency and subordination for most women in this society. The domestic division of labour has relegated women to child care and domestic work. In this arena, women's unpaid domestic labour has provided a significant, but unrecognised contribution to the maintenance of individual households, the economy and society. This has been one of the reasons why society has placed women in a position of subordination and economic dependence.

The relegation of women to the home has also rendered them vulnerable to violence and exploitative practices which are hidden from the public eye. There is little protection for women against such violence as the home is perceived as a private domain.

The subordination and oppression of women has also determined the access of women to paid employment. The unequal sexual division of labour in the work-place has concentrated women in particular categories of work, and has affected women's pay, promotion and treatment. A particularly blatant example of women's inequality in the work-place is the high level of sexual harassment. Domestic workers are especially subject to sexual exploitation and violence.

Women are generally invisible in the public sphere. There has been little or no representation of women and their interests in politics and political organisations. Women's contribution to politics has been marginalised. The only political space open to women has been in "women's issues" which are solely seen as women's responsibility.

The subordination of women is reflected in the legal system, particularly in customary law, and in the manner in which the law has been distorted, interpreted and fossilised in the courts and in the legislative process. Women have suffered disadvantage by the definition of their legal status and capacity. Criminal law (particularly those areas concerning violence against women), the laws of marriage and of the family, property ownership, tax and contractual ability are examples of the laws which have entrenched women's subordination. Moreover, the law has failed to protect women or to ensure their equal treatment.

These are some of the reasons why women have not enjoyed full and free participation in the political process. Women in rural areas have been particularly disadvantaged. Without addressing the systemic nature of women's subordination, CODESA will not be able to achieve its aim of fostering and establishing a climate in which all individuals and organisations can participate in the political process freely and without interference and intimidation (1.1.1).

The conditions for women's full participation in the political process require that CODESA address the following:

1. Women's right to exercise their civil liberties
2. Violence against women
3. Women's participation in the Peace Accord and its structures.
4. The possession of weapons by private persons.
5. Women and the police force.
6. Women and the defence force.
7. Women and the media.
8. Education about CODESA.
9. The participation of women in CODESA.

1. Women's right to exercise their civil liberties.

It is the urgent task of CODESA to ensure that a political climate is created in which men and women are free to exercise all their civil liberties. The subordinate position that women occupy in society means that special effort needs to be made to overcome their political and social disadvantages and to allow them to exercise their rights on an equal footing with men.

Women should have the right to make their own independent decisions about their participation in the political process.

2. Violence against Women.

As women we are concerned about the wave of violence which is sweeping our country. Women in the communities are affected by the increasing levels of violence in a particularly direct way. Research has shown an increase in domestic violence and rape. This is exacerbated by deteriorating socio-economic conditions and leads to the break-up of families.

Women suffer direct and indirect violence at the hands of men in the home, the work-place and in the public sphere. This acts to intimidate and restrict women in their political activity. The issue of violence against women and men's control over women has to be directly addressed by CODESA and the interim authority. Women have to be free of all forms of violence, abuse and subtle forms of harassment, including the use of sexual or other stereotypes, which may block their freedom in any way.

3. Women's participation in the Peace Accord and its structures.

We strongly believe that it is urgent for CODESA to take up the implementation of the Peace Accord.

It is our view that the Peace Accord should include within its purview, violence against women.

In most, if not all, of the methods of dealing with violence, women's organisations were not involved or consulted. For example, in the Peace Accord, no women's organisations were involved. Political parties, Bantustan governments, and trade unions signed the Accord. These groupings hardly drew women into the process.

Local Dispute Resolution Committees, which are the grassroot structures in the peace process, are meaningless unless they include women.

We believe that without the inclusion of women in all peace processes, there will be no solution to the violence in our country.

4. The possession of weapons by private persons.

South Africa's gun-licensing laws allow for the private possession of numerous firearms. There is an alarmingly high number of licensed weapons, as well as large numbers of unlicensed weapons in the country. This has increased the violence in the townships and suburbs of South African towns and cities.

Crime has proliferated as a result both of the economic recession in which South Africa finds itself, and the wide and easy availability of firearms.

The African National Congress Women's League (ANCWL) believes that greater control over the use of licensed weapons is needed. This is particularly important with respect to the public carrying of firearms by private persons. This is intimidating and may impede the exercise of free political activity. Furthermore, the police need to enforce the law respecting the carrying and licensing of firearms more vigorously, and in good faith.

In our view, South Africa should ultimately be free of firearms.

5. Women and the Police Force

The police force in South Africa is not seen as neutral by the majority of South Africans. The dominant perception of its role is one of collusion, inaction and corruption. The police are seen to be players in the political violence. This makes it impossible for women and competing political groups to accept police attempts to act as mediators or referees in the endemic violence in South Africa.

Policemen have also participated in acts of violence against women. Police have been accused of sexual torture in their treatment of women detainees. More generally, there is evidence of policemen sexually harassing women in the course of their duties. These are notorious methods by oppressive regimes of controlling women and children.

In the light of these allegations, it is imperative that the police force introduce codes of conduct and ethics which deal with the issue of police violence against women, and of sexual harassment.

It is also imperative that the police force begin to enforce the law in good faith. The way in which it is enforced appears to be selective, and appears to exacerbate or even engender conflict and violence. Further, we believe that the carrying of guns, knives and so-called cultural weapons in public should be prohibited, and that the police should act to disarm persons carrying such weapons. CODESA is urged to find ways of addressing this situation as a matter of urgency.

Of particular concern to the ANCWL is the composition of the police force. There is a notable absence of women in the force. The ANCWL recommends that this situation be redressed by the active recruitment of women from all sectors of the population into a future democratically constituted police force.

6. Women and the defence force.

A single unified defence force should be created which is committed to the principles of non-racialism, non-sexism, democracy and national unity.

Women should be included in the debates around the formation and principles of this new defence force. Particular attention should be paid to the eradication of discrimination against women in training, deployment, command structures and combat roles.

Conscription into a new defence force should be voluntary and should include the active recruitment of women from all sectors of the population. Programmes of affirmative action should be introduced.

7. Women and the Media

The public media should be governed by the principles of political neutrality and fair access (1.1.4f). In this respect, the ANCWL recommends that the principle of non-sexism be enforced by both public and private media. Moreover, we recommend that control of the public media during the interim period be removed from government control and handed to an Independent Communications Authority comprised of representatives of the South African community, including women.

A fundamental principle of this authority should be that the content of the media is both non-racist and non-sexist. Programmes for and about women are an important part of this principle.

In respect of the media, CODESA needs to address two issues. The first is how to redress the unequal access of sections of South African society, in particular women, to the media. The second issue is how to ensure that the principles of non-racism and non-sexism are adhered to in the private media. One suggestion is that the Independent Communications Authority withdraws licenses to media groups, including political parties, which do not adhere to these principles.

8. Education about CODESA

Education and campaigns about CODESA should focus on the issue of political tolerance. In particular, the ANCWL recommends that CODESA has campaigns which address the question of violence against women and which dispel degrading and stereotyping myths about women, their private role and their exclusion from politics.

All sectors of the population should be permitted and encouraged to debate constitutional and political issues and should have access to the political parties

and representatives of their choice. Particular attention should be paid to ensuring that women in the homes and in the rural areas are provided with access to information about CODESA and the political process. Of particular concern here is the servile and restricted position of people in domestic employment, especially live-in domestic workers, and farm workers. Employers have no rights over their workers' political identity or political ideas. This issue also needs to be addressed in the TBVC states and the Bantustans. Free political activity must become a fundamental principle.

9. The participation of women in CODESA

CODESA One adopted non-sexism as one of its principles in the Declaration of Intent. Yet it cannot be said that women or women's interest are represented at CODESA. In other words, one of the basic principles of democracy, the participation of the majority in decision-making, is being violated by CODESA. It cannot claim to represent the voice of women if it does not have mechanisms to include the representation of women and their organisations.

The response so far given by the management committee to resolve this problem is that political parties should include women in their delegations.

We feel this response denies the fact that gender oppression is actually structured in society and permeates all aspects of life. In this way we cannot rely on political parties to deal with this situation. To solve this dilemma we need to create special mechanisms which will redress the problem. One of the mechanisms we suggest is the formation within CODESA of a Gender Advisory Committee, set up by the Management Committee. The Advisory Committee would receive all documentation from the Working Groups, would review the gender implications of such documents, and return these to the working groups for amendment. The Committee would have a further supervisory function, in ensuring that changes were implemented.

AFRICAN NATIONAL CONGRESS WOMEN'S LEAGUE

CODESA TERMS OF REFERENCE

RECOMMENDATIONS FOR WORKING GROUP 2

1. CONSTITUTIONAL PRINCIPLES AND THE GENDER QUESTION

The African National Congress Women's League (ANCWL) recommends that a principle which characterises a future South African state as non-sexist is vital.

The responsibility for eliminating sexism should be placed upon the state and entrenched in the Constitution.

The ANCWL does not seek rights for women that are in any way different from those enjoyed by all citizens. However, because of the history of subordination of women, and the fact that women bear children, it is necessary to recognise that special provision will have to be made to ensure that women are, in fact, equal to men in a democratic South Africa.

Our recommendations are:

- 1.1 that in drafting the Bill of Rights, full account should be taken of gender differentiation and the subordination of women.
- 1.2 that the new Constitution should also include a Charter which will assist women in claiming and exercising the rights in the Constitution and Bill of Rights on an equal basis with men.
- 1.3 that provision for affirmative action on the basis of race and gender must be made in the Bill of Rights.
- 1.4 that all laws, customs and practices that discriminate against women shall be held to be unconstitutional.

2. THE CONSTITUTION-MAKING BODY:

- 2.1 The Constitution must be made by a body elected on the basis of one-person, one-vote, on a common voters roll and with a vote of equal value.

- 2.2 This body should include a large number of women to ensure a proper democratic process.
- 2.3 Political parties should apply affirmative action in their selection of candidates for the constitution-making body by including women in their lists. This means that there should be a representative portion of women equally distributed throughout these lists. Proper exposure should be given to women candidates by giving them campaign platforms.

3. ELECTIONS.

The historical oppression of women has created a male-dominated political culture amongst all racial, ethnic and religious groups. Politics has become an almost exclusive male domain in many societies, not only in South Africa, where men resent and actively prevent women from debating political issues and seek to prevent their participation in elections. Women too, have internalised this culture. Where women attempt to exercise an independent choice, men often impose their preferences upon women and prevent them from doing so. If democracy is to be effective, then it is important to break this mould in order to facilitate and create a climate for the confident expression of women's opinions in the political arena.

In particular, the ANCWL believes that the following are important :

- 3.1 CODESA should institute education programmes which address the issue (see recommendations to working group one).
- 3.2 At a later date, it will be necessary for the Electoral Commission or body controlling elections, as well as political parties, to address and educate the community. At the appropriate time, the ANCWL will make submissions to the Commission.
- 3.3 In any election the voter identification procedures must take into account that women, particularly African women, are less likely to have identification documents. Alternative arrangements should be found for the identification of these voters in the election process.
- 3.4 Whatever mechanisms are decided upon for the electoral process, these need to make special provision to reach women and facilitate their participation.

AFRICAN NATIONAL CONGRESS WOMEN'S LEAGUE

CODESA TERMS OF REFERENCE

WORKING GROUP THREE - TRANSITIONAL ARRANGEMENTS / INTERIM GOVERNMENT / TRANSITIONAL AUTHORITY.

1. INTERIM ARRANGEMENTS FOR THE PARTICIPATION OF WOMEN

Regardless of what form the interim government takes, it is imperative that women participate in all its structures and that their interests are protected.

The African National Congress Women's League (ANCWL) recommends that women's interests should be represented and protected in the interim period as follows :

- 1.1 During the period of Codesa and any nominated or appointed interim authority, a Gender Advisory Committee should exist. The ANCWL will make further recommendations about its composition, powers and terms of reference at the appropriate time.
- 1.2 Once a constitution-making body has been elected, that body should establish a Gender Commission to deal with gender issues and sexism. At the appropriate time, the ANCWL will make representations about its composition, powers and terms of reference.

2. KEY ISSUES, PROCESSES AND PROBLEMS IN THE INTERIM PERIOD.

The ANCWL sees the following issues as important for consideration in the interim period. Many of these issues have already been raised in more detail in our recommendations to Working Groups 1 & 2 and the reader is referred to these.

- 2.1 The unification of the defence forces is a matter of priority for the interim authority. This unified defence force will then need to begin immediately to redress race and gender imbalances in their composition, and to introduce codes of conduct and norms which will create confidence amongst all the people in the country.
- 2.2 The Budget in the interim period needs to begin to equalise the benefits of national expenditure and focus on redistribution to the disadvantaged, particularly women, who have suffered the greatest neglect under the apartheid regime.
- 2.3 Development is a vital component in the need to redress the inequalities and imbalances of apartheid. The ANCWL believes that the process of development should begin in the interim period. Human resources and development in its training and resource allocation has to become gender sensitive and provide access to and for women.
- 2.4. South Africa's foreign relations have mainly been conducted by men. In the interim period, women should be employed on an equal basis with men, in establishing and maintaining foreign relations. Any existing discriminatory regulations and practices with respect to gender and race in South Africa's foreign service need to be removed.
- 2.5 In the arena of local government the participation and representation of women should reflect the gender composition of the local communities. Any projects undertaken during the life of CODESA and the interim government should be aimed at the interests of all groups in local communities, including women.
- 2.6 Any structures established to ensure an impartial media must :
 - 2.6.1 include women;
 - 2.6.2 ensure access for women to the media;
 - 2.6.3 ensure that women's issues are publicised; and
 - 2.6.4 bring an end to all forms of sexist, pornographic and objectifying portrayals of women.

- 2.7 Land and women: The history of dispossession of land has meant that the land is predominantly owned by whites and by men. Women have been disadvantaged in their occupation and ownership of, and access to land.

The present government is in the process of transferring state land to private individuals. In our view this should cease immediately, not only because we believe that the question of the redistribution of land is one for a future democratic government, but also because we are concerned that the full range of rights and interests of the dispossessed, especially women, will be ignored in the process of land allocation.

AFRICAN NATIONAL CONGRESS WOMEN'S LEAGUE

CODESA TERMS OF REFERENCE

RECOMMENDATIONS FOR WORKING GROUP 4 - FUTURE OF TBVC STATES

The African National Congress Women's League (ANCWL) has fundamental problems with the terms of reference of this working group in so far as they contain an inherent assumption that the TBVC states are legitimate and have a choice about their reincorporation into South Africa. The TBVC states are a creation of apartheid and were constituted without consultation with the people of these regions. The elimination of apartheid should be accompanied by the reincorporation of these states.

The process of reincorporation must pay particular attention to the following :

1. The immediate removal of all discriminatory laws of the TBVC states :

After independence, the TBVC states enacted sexist legislation in introducing, for example, polygamy, the flogging of women, the prohibition of married women's employment in the civil service, including educational institutions, and discriminatory marriage and family laws. The position and status of women in these states worsened. All laws which operate against women in the TBVC states must be repealed.

2. Citizenship

The ANCWL endorses the position of the ANC that all people in the TBVC states should get their South African citizenship back.

3. Equality of women

In establishing the bantustans and the TBVC states, the South African government sought to entrench indirect rule through the manipulation of the system of traditional rule.

This system has in all its aspects discriminated against women. Women have been excluded from all decision-making. Customary laws and land allocation have been particularly glaring in their discrimination against women.

The equality of women cannot be established without the democratic transformation of the system of customary law and the institution of hereditary rulers and chiefs.

Our views follow the ANC's constitutional guidelines which state that :

the institution of hereditary rulers and chiefs shall be transformed to serve the interests of the people as a whole in conformity with the democratic principles embodied in the constitution.

We believe that the entrenchment of the principle of non-sexism is a crucial part of this transformation.

4. Strategies to inform the population

We have made specific recommendations to Working Group 1 about the importance of ensuring that women have access to information. This will be particularly important for women in the TBVC states, where a high proportion of women will be illiterate. Special effort must be made to communicate with the population of the rural areas through oral education programmes.

5. Business confidence and the relevance for women.

Investment within the areas of the TBVC states has been encouraged by special tax benefits, subsidies and privileges. The ANCWL is not opposed to investment in these areas, but we are opposed to the exploitative manner in which this investment has taken place.

There is evidence that the residents of these areas have been disadvantaged, inter alia by corruption, the payment of excessively low wages, the absence of protective labour legislation and the refusal to recognise trade unions.

Women, as the most vulnerable and exploited section of society, have experienced the worst effects of business involvement. Furthermore they have experienced sexual exploitation, for instance, in the denigration of women in casinos and the promotion of pornography and prostitution.

As a result these regions and the people in the TBVC states have been significantly disadvantaged by such investment. Special attention must be paid to future investment to ensure that there is equitable investment in all regions of the country and that this investment benefits women.

AFRICAN NATIONAL CONGRESS

CODESA TERMS OF REFERENCE

RECOMMENDATIONS FOR WORKING GROUP 5

The African National Congress Women's League (ANCWL) believes that the transition to a democratic South Africa should take place as soon as possible. Within this process special attention must be paid to the representations and interests of women to ensure that the principles of non-sexism and equality are entrenched in the spirit and letter of the new constitution.

Our understanding of the terms of reference of Working Group 5 is that this group has the task of monitoring the process at CODESA, implementing the decisions and agreements reached by CODESA, disseminating information about CODESA and identifying key issues and problems that may arise from the above.

In this respect, we wish to draw the working group's attention to the following issues and tasks :

1. There should be public access to all documentation of CODESA (1.1.4 e).
2. All information relating to CODESA should be made available to the African National Congress Women's League and other women's organisations (1.1.4 e).
3. In the dissemination of information by CODESA, particular attention should be paid to reaching people in rural areas, particularly women (1.1.4 e).
4. In view of the high level of illiteracy in the country, it is important that CODESA find oral methods of disseminating its information (1.1.4 e)
5. It is our view that public oral hearings at CODESA will constitute an important mechanism to reach all sectors of the population (1.1.4 e).

6. With respect to its monitoring function (1.1.4 d) and its task of implementing agreements (1.1.4 i), we believe that this working group will have to work closely with the proposed Gender Advisory Committee to ensure that the principles of non-sexism and equality contained in the Declaration of Intent are entrenched. In practical terms this means that this working group needs to ensure that the process takes account of and implements the ANCWL recommendations.
7. In order to create a climate conducive to free political participation (working group 1), CODESA needs to address all discriminatory legislation, both in terms of race and gender. There are many laws which entrench discriminatory practices and ideas about women and which consequently impede women's ability to participate freely and without fear in the political process. It is the urgent task of working group 5 to begin identifying these laws for repeal and amendment (1.1.4 f & g).

WLSC

WOMEN'S LEGAL STATUS COMMITTEE

P.O. Box 17051, HILLBROW 2038
Tel.: 440-1973 442-8985- Johannesburg

FAX 011 402 0616

28th February 1992

The Co-Chairmen
Mr Justice Ismail Mahomed
Mr Justice Piet Schabert
CODESA
PO Box 307
Isando.

Dear Sirs,

The Women's Legal Status Committee hereby applies for membership of the Convention for a Democratic South Africa.

This organisation has been actively involved since 1975 in changes to legislation concerning marriage, divorce, property rights, employment, violence in the family etc. Its membership consists of women from the whole of society.

WLSC has also constantly lobbied government about the absence of women on boards, commissions, and negotiating forums. The organisation made submissions, with specific proposals for women, to the South African Law Commission on a Bill of Rights. This was supported by thirty other organisations.

The Women's Legal Status Committee is concerned that so few women have been chosen by their political parties to participate in CODESA and none of them have been appointed spokesmen.

This is a critical omission at this crucial time when a new social structure is being built in our country. It is unjust that 53% of our population is relegated to an insignificant role in what should be the democratic process to determine South Africa's future. A non-sexist, non-racial South African can be achieved only by the full participation of all its people.

We consider that the Women's Legal Status Committee is fully competent to serve on CODESA as a non-governmental organisation, to take part in negotiations on all national issues.

We ask that this application be treated as urgent and look forward to a prompt reply.

Yours sincerely,

Roberta Johnston
Babette Kabak

Roberta Johnston
Roberta Johnston, Co-conveners
Babette Kabak

Doris Ravenhill - Executive Member.

Date Rec'd : 3/3/92
Date Ackn : 3/3/92
Docs Sent : n/a
Handed for Processing to :
.....Murphy.....

WOMEN'S LEGAL STATUS COMMITTEE

P.O. Box 17051, HILLBROW 2038
Tel.: 440-1973 / 442-8985 — Johannesburg
FAX 402-0616

19th March 1992

Mr Murphy Morobe
Head: CODESA Administration
PO Box 307
Isando 1600

Dear Mr Morobe,

APPLICATION FOR REPRESENTATION AT CODESA

Thank you for your letter of 9th March 1992. The replies to the questionnaire are as follows:-

1. The Women's Legal Status Committee was founded in 1975.
2. Office bearers: Babette Kabak, Roberta Johnston, Co-conveners
Di Tabor, Treasurer
3. WLSC Constitution is enclosed herewith.
4. WLSC has approximately 300 members of whom many are women's organisations.
5. Activities -
 - Conventions - 1976 Convention to Advance Women's Legal Rights
 - 1980 Women and the Economy
 - 1984 National Convention of Women
 - 1989 Living Together-Unmarried (Seminar)
 - Publications- Newsletter published 3 to 4 times annually since 1975
 - Numerous reports on Legal Issues
 - 1987 - A Survey of Working Women in South Africa
 - 1991 - Book: Living Together Unmarried, published by Southern Publishers.
 - Meetings - Executive meetings fortnightly since 1975
 - Working sub-committee for specific submissions to Government.
6. Civic participation - WLSC Executive members attend innumerable conventions, seminars and meetings arranged by other organisations.
7. Address etc. as above.
All personnel are volunteers - none are paid.
- 8./

Date Rec'd : 23/3/97.....
Date Ackn : 23/3/97.....
Docs Sent :n/a.....
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Page two

8. Women's Legal Status Committee accomplishes a great deal on a very small budget derived from a modest membership fee.
9. WLSC operates from offices in two private homes in Johannesburg.
Membership is spread over the whole of South Africa.
10. Rules for Membership - Brochure is enclosed.

We hope that this is the information that you require.
We shall be pleased to hear from you further.

Yours sincerely,

Babette Kabak

Roberta Johnston) Co-conveners.
Babette Kabak

CONSTITUTION

o f

THE WOMEN'S LEGAL STATUS COMMITTEE

(as adopted at the Special General Meeting held on 7th April 1979
and amended at the Extraordinary General Meeting of 15th March 1980)

* * *

ARTICLE I

Name, Definitions, Objects and Policy

1.1. Name

This organisation shall be called the Women's Legal Status Committee (WLSC).

The administrative offices of the Committee will be situated in the Transvaal.

The area of operation of the Committee in which contributions will be collected and in which business will be carried on shall be the Republic of South Africa.

1.2. Definitions

"The Committee" means the Women's Legal Status Committee (WLSC).

"Executive Committee" means the Executive Committee of the WLSC constituted in terms of Article IV.

"Financial Year" means the period from 1st April to 31st March.

1.3. Objects and Policy

The objects of the Committee are to work towards the elimination of the legal disabilities and towards the upgrading of the legal status of all South African women.

To achieve these objects the Committee shall study legislation affecting women, making representations and lobby, and undertake all other activities to promote these ends.

ARTICLE II

Membership

11.1. Membership shall be open to all women, organisations or branches of organisations who subscribe to the above objects.

- 11.2. Applications for membership shall be approved by the Executive Committee, who may also terminate membership for reasons approved by the Committee.

ARTICLE III

Organisation

- III.1. The authority of the Committee shall be vested in the Committee in plenary assembly, which shall establish policy, set membership fees and levies and receive the Annual Report and Financial Statement. The Committee may delegate its administrative powers to the Executive Committee.

ARTICLE IV

Administration

IV.1. Plenary Meetings

Plenary Meetings of the Committee shall be held not less than once per calendar year.

- IV.1.1. Paid-up members and representatives of paid-up organisations or branches of organisations shall have the right to attend plenary meetings.
- IV.1.2. Each paid-up member and each paid-up organisation or branch of organisation, through its representative, shall have the right to exercise one vote.
- IV.1.3. The notice convening a plenary meeting and agenda, which shall have been drawn up by the Executive Committee, shall be circulated four weeks before the date of the meeting.

IV.2. Motions for Resolution

Motions for resolution may be submitted by any paid-up member or paid-up organisation or branch of organisation. Such motions for resolution must be submitted by a date set by the Executive Committee, for scrutiny by the Executive Committee, before inclusion in the agenda.

- IV.2.1. The Executive Committee shall have power to consider urgency motions for resolution which may arise between plenary meetings and, in matters of special urgency, to take a postal vote of the membership if

It deems such action advisable. Such postal vote must receive not less than a two-thirds majority of possible votes to be adopted.

- IV.2.2. Motions for resolution discussed at a plenary meeting must receive not less than a two-thirds majority of the votes of those present and voting to be adopted.

IV.3. Election of Office Bearers

The election of office-bearers shall take place annually at the Annual General Meeting of the Committee.

- IV.3.1. Paid-up members and representatives of paid-up organisations or branches of organisations shall have the right to nominate and to vote.
- IV.3.2. The due date for nominations shall be set by the Executive Committee.
- IV.3.3. Election shall be by simple majority of those present and voting.
- IV.3.4. The following members shall be elected annually:
- A Chairman and Vice Chairman (or two Joint Chairmen)
 - An Honorary Secretary
 - An Honorary Treasurer
 - Nine Members

The above elected officers shall form the Executive Committee. The Executive Committee shall have power to co-opt.

IV.4. Executive Committee

The Executive Committee shall execute the policy of and carry out the administration work of the Committee.

- IV.4.1. The Executive Committee shall have the power to:
- a) create special committees for purposes which it deems necessary;
 - b) make interim or special appointments between plenary meetings, such appointments to be subject to confirmation at the next plenary meeting.
- IV.4.2. The Executive Committee shall hold not fewer than ten meetings per year. Five members shall form a quorum.
- The agendas for such meetings shall be in the hands of its members as soon before the meeting as is practicable.
- Each member of the Executive Committee shall have one vote.

IV.5. Financial Year

The financial year of the Committee shall be from 1st April to 31st March.

The funds of the Committee shall be kept in a banking account in the name of the Committee and shall be operated by any two of the signatories authorised from time to time by the Executive Committee.

The audited accounts of the Committee shall be presented at the Annual General Meeting, when an auditor for the ensuing year shall be appointed.

ARTICLE V

Amendments

V.1.

This Constitution may be amended by the Committee at an Annual General Meeting or at an Extraordinary General Meeting called for the purpose.

Notice of any proposed amendment must be in the hands of members two months before the date of the proposed Annual General Meeting or Extraordinary General Meeting.

Such amendment must receive a two-thirds majority of the vote of those present and voting to be adopted.

ARTICLE VI

Extraordinary Meetings of the Committee

VI.1. Extraordinary Meetings of the Committee may be called at the request of the Executive Committee or at the written request of not less than twenty paid-up members or representatives of paid-up organisations or branches of organisations.

VI.2. The agenda for such Extraordinary Meeting must be circulated three weeks before the date set for such meeting.

ARTICLE VII

Dissolution

- VII.1. The Committee may be dissolved if at least two-thirds of the members present and voting at a General Meeting of members convened for the purpose of considering such matter are in favour of dissolution.

Not less than twenty-one days' notice shall be given of such meeting and the notice convening the meeting shall clearly state that the question of dissolution of the Committee and disposal of its assets will be considered.

- VII.2. If upon dissolution of the Committee there remain any assets whatsoever after the satisfaction of all its debts and liabilities, such assets shall not be paid to or distributed among its members but shall be donated to such other organisation or organisations having similar objects as the Committee may then decide. Such organisations must be authorised in terms of the Fund Raising Act 1978 to collect contributions in South Africa.

* * *

WOMEN'S LEGAL STATUS COMMITTEE

For further information contact

The Women's Legal Status Committee
P.O. Box 17051
Hillbrow 2038
Johannesburg

Telephones (011) 440-1973 and
(011) 442-8985

WLSC

- ★ seeks to remove the legal disabilities of women
- ★ stimulates awareness of the status of women
- ★ promotes the involvement of women in decision making
- ★ researches legislation affecting women and the family
- ★ lobbies and submits recommendations to commissions and government departments
- ★ presents conventions, conferences and seminars
- ★ responds to personal legal problems
- ★ provides speakers
- ★ issues newsletters

WLSC LOBBIES FOR AND MAKES SUBMISSIONS, RECOMMENDATIONS AND REPRESENTATIONS ON . . .

- ★ A Bill of Rights for South Africa
- ★ More women in Government, on Advisory Boards and commissions
- ★ Complete abolition of the marital power
- ★ The extension of the 1984 marriage laws to Black couples
- ★ Joint guardianship of children
- ★ Separate taxation for married couples
- ★ Improvements in the collection and payment of maintenance
- ★ The introduction of family courts
- ★ Pensions to be a divisible asset on divorce
- ★ Improved property laws for immigrant divorcees
- ★ Status and rights for common law wives
- ★ Improvements in the law of domicile
- ★ The right of a spouse to have a claim on the estate of a deceased spouse
- ★ Better medical schemes for families
- ★ A new commission which includes women to review abortion law.

WLSC HAS HELPED TO ACHIEVE

- ★ The repeal of sex discrimination in labour law
- ★ The present marriage system of accruals
- ★ A property division on divorce for women with unfair marriage contracts
- ★ No fault divorce
- ★ Partial abolition of the marital power
- ★ The withdrawal of skin lighteners
- ★ Change in law regarding guilt when under the influence of drugs or drink
- ★ A Human Sciences Research Council investigation into non-payment of maintenance

● The Women's Legal Status Committee upholds the United Nations Convention on the Elimination of all Forms of Discrimination Against Women.

● WLSC campaigns strongly for the participation of women on all policy and decision making bodies in both the public and private sectors. The ultimate aim must be equivalent status for women and men.

APPLICATION FOR MEMBERSHIP

Membership is open to all women who subscribe to upgrading the legal status of women.

Name

Address:

.....

.....

.....

Telephone Number (Home)

(Business)

Subscription: R ☐ per annum for individual members plus
R ☐ voluntary donation

R ☐ 20 per annum for organisations

R enclosed

Women's Legal Status Committee
P.O. Box 17051
Hillbrow 2038
Johannesburg

Telephones: (011) 440-1973
(011) 442-8985

WLSC

WOMEN'S LEGAL STATUS COMMITTEE

P.O. Box 17051, HILLBROW 2038
Tel.: 440-1973 / 442-8985 - Johannesburg
FAX 011 402 0616

March 12 1992

Working Group III
CODESA
P O Box 307
Isando 1600

Date Rec'd : 18/3/92...

Date Ackn : 18/3/92...

Docs Sent : n/a...

Handed for Processing to :
WG3

Dear Colleagues,

The Women's Legal Status Committee submits the enclosed recommendations for an Interim Bill of Rights to be included in a new Constitution for South Africa.

Yours sincerely,

Babette Kabak

Babette Kabak) Co. conveners
Roberta Johnston) A.K.
and Executive Committee

CODESA
WORKING GROUP 111
P O BOX 307
ISANDO
1600

SUBMISSION ON
A SOUTH AFRICAN BILL OF RIGHTS
OR
INTERIM BILL OF RIGHTS
WITH SPECIFIC REFERENCE TO THE
RIGHTS OF WOMEN
FOR INCLUSION IN THE S.A. CONSTITUTION

WOMEN'S LEGAL STATUS COMMITTEE
P O BOX 17051
HILLBROW
2038

13 MARCH 1991

The Women's Legal Status Committee firmly believes that a Bill of Rights would benefit South Africa materially. The present Constitution does not entrench the Rule of Law nor does it protect the individual with regard to freedom of speech, freedom of movement and residence and freedom of association. Traditionally in South Africa there is no de facto recognition nor, in some cases, de jure recognition of the equality of men and women and a Bill of Rights must provide for the legal recognition and realisation of this principle. A Bill of Rights must eliminate the existing discrimination and give recourse to the courts for redress.

This Committee limits its submission to the specific rights of women, which we are firmly of the opinion should be included in a Bill of Rights.

A BILL OF RIGHTS MUST:

- * Embody the principle of the equality of men and women and by law and other appropriate measures ensure its realization.
- * Eliminate discrimination against women by any person, organisation or enterprise.
- * Protect women in pregnancy and maternity.
- * Establish all appropriate measures to ensure the equality of women with men in marriage and parenthood and in political, social, economic and cultural life, guaranteeing them the exercise of human rights and fundamental freedoms on a basis of equality with men.

MARRIAGE

- a. A woman shall enter into marriage only with her free and full consent and the legal age for marriage must be the same for both sexes.
- b. Within marriage, there must be equality in the legal consequences for men and women and equal parental rights and responsibilities with regard to their children.
- c. Woman married by customary law must have the same rights under the law as their husbands and as women married by civil law.
- d. A woman must have the right to retain her own nationality and to confer it upon her children.

d.(i) cont...

MARRIAGE (continued)

- (i) The Women's Legal Status Committee is aware that the practice in certain groups of arranged marriages even between very young people still exists and should be eliminated.
The statutory age of marriage should be at least eighteen years and be the same for both sexes, as it is generally accepted that anyone below this age is immature and unready for marriage or parenthood. The present marriage age of fifteen for girls is too low.
- (ii) Matrimonial property laws should ensure the equality of man and wife irrespective of the date of the marriage, the marriage regime and the different type of contribution men and women make to marriage.
Hundreds of thousands of women married before 1984 are still subject to the marital power and have neither legal status nor any control over their joint property.
Many other women married out of community of property have, sometimes by virtue of an ante-nuptial contract, no share in the fruits of the marriage.
Parents are equally responsible for the welfare of their children and should enjoy joint guardianship. Neither parent should be prejudiced in the matter of custody
- (iii) Woman married by customary law are subject to many specific legal disabilities. No woman or her children should suffer disadvantage as a result of the marriage regime such as legal minority, disinheritance or illegitimacy.
- (iv) Where parents are of different nationalities children should have the right to dual nationality until they reach majority when the choice should be exercised by the children.
No woman should be deprived of her nationality because of marriage. This is an especially important factor for woman who marry men from the national states.

EMPLOYMENT

- a. To ensure equality in the workplace, women must be considered for employment on the same basis as men and must receive equal pay for work of equal value.
- b. Women must have the same opportunities as men to benefit from pensions, medical benefits, training schemes, housing loans and other in-service benefits.
- c. Married women must have the same rights within employment as single women and men.

(i) The Women's Legal Status Committee finds that, in the work situation, women are often prejudiced in hiring, advancement and retirement.

At present, women governed by Wage Board and Industrial Conciliation Board determinations are entitled only to the same minimum wage as men. This does not ensure equality. Other women have no protection at all against inequality at any level.

(ii) Generally, women are not granted the same benefits as men and their claim to such benefits is often prejudiced by their marital status, particularly in the case of housing loans.

Women are often required to retire some years earlier than men for no good reason. Their life expectancy is greater than that of men and they may wish to continue for economic or other reasons.

(iii) Married women are not treated the same as men and single women. Their career prospects tend to be stultified although their marital status has no bearing whatsoever on their worth as employees. Employers are mistakenly inclined to believe that a married woman does not warrant training and advancement because maternity and home responsibilities may interfere with her work. A married woman's advancement may thus be pre-empted by her employer's prejudice.

EDUCATION

Access to opportunities for education must be equal for both sexes.

Traditional concepts of the role of men and women as reflected in societal attitudes result in different emphases in education for boys and girls. Certain subjects in the curricula are considered more suitable for boys who are frequently given more opportunities for higher education, bursaries, etc. Girls tend to be channelled into stereotyped roles without regard to their natural talents, abilities and preferences.

ECONOMIC FACILITIES

Economic facilities such as bank accounts, credit cards, loans, mortgages and other financial credits must be extended to women on the same basis as men.

Too often women are refused these economic facilities simply because they are women. Marriage is a further impediment to the granting of these facilities. The status of a woman as to whether married or divorced is often queried and proof demanded, whereas the marital status of a man is not even considered.

GENERAL

1. Legal discussions on important social questions such as the termination of pregnancy must not be taken without the participation of women.

There have been commissions in the past relating specifically to issues of direct concern to women to which only men have been appointed.

2. Penalties for sexual offences must not be weighed in favour of men.

Prostitution is illegal and condemned by society but the male partner is not required to face either prosecution or the stigma of publicity.

NOTE

The Women's Legal Status Committee totally accepts the United Nations Convention on the Elimination of All Forms of Discrimination against Women.

WLSC

WOMEN'S LEGAL STATUS COMMITTEE

P.O. Box 17051, HILLBROW 2038
Tel.: 440-1973 / 442-8985— Johannesburg
FAX 011 402 0616

March 12 1992

Working Group II
CODESA
P O Box 307
Isando 1600

Dear Colleagues,

The Women's Legal Status Committee submits the enclosed recommendations for a Bill of Rights to be included in a new Constitution for South Africa.

Yours sincerely,

Babette Kabak

pp Babette Kabak,) BR
Roberta Johnston) Co conveners
and Executive Committee

**CODESA
WORKING GROUP 11
P O BOX 307
ISANDO
1600**

**SUBMISSION ON
A SOUTH AFRICAN BILL OF RIGHTS
OR
INTERIM BILL OF RIGHTS
WITH SPECIFIC REFERENCE TO THE
RIGHTS OF WOMEN
FOR INCLUSION IN THE S.A. CONSTITUTION**

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HILLBROW
2038**

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THE WOMEN'S LOBBY

P O Box 130721
Bryanston
2021
Sandton
South Africa

Tel: (011) 442-8985
(011) 463-2068
Fax: (011) 402-0616

2 March 1992

The Chairman
Working Group I
CODESA
P O Box 307
Isando
1600

Fax No : 397-2211

Dear Sir

The agreed terms of reference of Working Group I for CODESA are the "creation of a climate for free political participation". This implied the involvement of all South Africa's inhabitants. Women form more than half the population of the country and yet they are not present in significant numbers in the decision-making arena at national, regional and local levels.

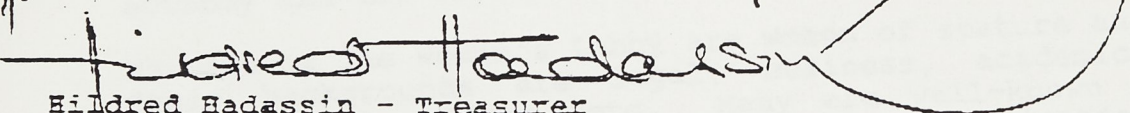
The Women's Lobby questions whether the issue of full participation of all citizens is being seriously addressed in South Africa at this critical time with so few women taking part. There are substantial numbers of competent women who should be drawn into CODESA and subsequent political processes. "Free political participation" means not just putting a stamp of approval on decisions but being intimately involved in arriving at those conclusions.

In planning the new South Africa, Working Group I must ensure that significant numbers of women are included every step of the way. Only then can a true democracy be created in accordance with CODESA's Declaration of Intent.

Yours sincerely

pp Babette Kabak - Chairman

pp Doris Ravenhill - Vice Chairman


Eildred Hadassin - Treasurer

pp E E Monro - Committee Member

THE WOMEN'S LOBBY

P O Box 130721
Bryanston
2021
Sandton
South Africa

Tel: (011) 442-8985
(011) 463-2068
Fax: (011) 402-0616

2 March 1992

Mr Justice Ismael Mahomed
Mr Justic Piet Schabert
P O Box 307
Isando
1600

Fax No : 397-2211

Dear Sir

Request for Observer Status

The Women's Lobby requests observer status at CODESA. Although we are a relatively new organisation we have been formed specifically at this critical juncture of South African history to promote women's participation in the political life of the country. CODESA's Declaration of Intent calls for a non-sexist as well as non-racial society. Hardly anything is being done to advance the aim of non-sexism. At CODESA itself women are present in token numbers only.

To redress this wrong it is imperative that sufficient numbers of women take part in the negotiations, as well as becoming observers of the procedures at CODESA which will ultimately affect every man, woman and child in this country.

It is not sufficient that women of all groups be granted the vote. That is the minimum. Women have for too long been relegated to the fringes of the nation's awareness, their interests and opinions barely acknowledged.

Women are more than fifty percent of the population and just as deeply concerned as men about their future, the Constitution, the economy and the welfare of the nation in all its aspects.

Members of The Women's Lobby are women of stature and competence. Their backgrounds are legal, business, academic, editorial, journalistic, welfare, etc. Many are well-known and all have worked continuously for numerous women's organisations.

- 2 -

The Women's Lobby therefore requests that it be given the status of observer at the very important sessions taking place at CODESA.

Yours sincerely

pp Babette Kabak - Chairman

pp Doris Ravenhill - Vice Chairman

Hildred Hadassin - Treasurer

pp E E Monro - Committee Member

Example of one of the more than 50
responses

13 / Mar / 1992

To the CODESA Management Committee:

I write in response to your request for comments and suggestions from members of the public regarding the composition and agenda of the CODESA working groups.

As you know, the Declaration of Intent formulated by CODESA participants affirms a commitment to the creation of a democratic South Africa free of all forms of discrimination and governed by a constitution which protects the rights of women.

It has come to my attention that there are very few women participants in the decision making bodies of CODESA. In my view, if the decisions and actions taken by CODESA are intended to represent the aspirations of a majority of South Africans, the needs, views and ideas of women must be taken into account at every stage of the negotiation process. Women represent 50% of the South African population and in many respects, their experiences and concerns differ from those of men.

In the interest of ensuring that the CODESA process is representative and legitimate, I offer the following suggestion:

That a CODESA Gender Review Committee be constituted and charged with the following responsibilities:

1. To consider the briefs of each of the working group with regard to their potential impact on women, and to make recommendations with regard to issues which need to be raised to ensure that all deliberations reflect gender awareness.
2. To review the decisions of all working groups with regard to their projected impact upon women. Working Groups should be required to consider the recommendations of the Gender Review Committee before making final decisions.

The Gender Review Committee should be comprised of two representatives from each party who are selected on the basis of demonstrated interest and experience in gender issues.

I look forward to notification of your response to this proposal.

Yours sincerely

M. J. M.
Address: 139 Third Ave
Box Valley 2094

Date Rec'd : 18/3/92....
Date Ackn : 18/3/92....
Docs Sent : ...n/a....
Handed for Processing to :
.....M. Murphy.....

vs. The marked persons were for
Study - we did - 44

Recd 17/10/83

DATE RECEIVED: 4/12/90 ANSWERED:



UNITED NATIONS
GENERAL
ASSEMBLY



Distr.
GENERAL

A/RES/34/180
22 January 1980

Thirty-fourth session
Agenda item 75

RESOLUTION ADOPTED BY THE GENERAL ASSEMBLY

On the report of the Third Committee (A/34/830 and A/34/L.61)

34/180. Convention on the Elimination of All Forms of
Discrimination against Women

The General Assembly,

Considering that one of the purposes of the United Nations, as stated in Articles 1 and 55 of the Charter, is to ~~promote and encourage~~ for human rights and fundamental freedoms ~~without distinction of any kind, including~~ as to ~~sex~~,

Recalling the proclamation by the General Assembly, in its resolution 2263 (XXII) of 21 November 1967, of the Declaration on the Elimination of Discrimination against Women,

Taking into account the conventions, resolutions, declarations and recommendations of the United Nations and of the specialized agencies designed to eliminate all forms of discrimination and to promote equal rights for men and women

Noting, in particular, its resolution 33/177 of 20 December 1978 concerning the drafting of a convention on the elimination of discrimination against women,

Considering that discrimination against women is incompatible with human dignity and the welfare of society and constitutes an obstacle to the full realization of the potentialities of women,

Affirming that women and men should participate and contribute on a basis of equality in the social, economic and political processes of development and should share equally in improved conditions of life

Recognizing that the welfare of the world and the cause of peace require the full participation of both men and women in society,

✓ Convinced that it is necessary to ensure the universal recognition in law and in fact of the principle of equality of men and women,

1. Adopts and opens for signature, ratification and accession the Convention on the Elimination of All Forms of Discrimination against Women, the text of which is annexed to the present resolution;

2. Expresses the hope that the Convention will be signed and ratified or acceded to without delay and will come into force at an early date;

3. Requests the Secretary-General to present the text of the Convention to the World Conference of the United Nations Decade for Women for its information;

4. Requests the Secretary-General to submit to the General Assembly at its thirty-fifth session a report on the status of the Convention under an item entitled "Status of the Convention on the Elimination of All Forms of Discrimination against Women".

107th plenary meeting
18 December 1979

ANNEX

Convention on the Elimination of All Forms of Discrimination
against Women

The States Parties to the present Convention,

Noting that the Charter of the United Nations reaffirms faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women,✓

Noting that the Universal Declaration of Human Rights 1/ affirms the principle of the inadmissibility of discrimination and proclaims that all human beings are born free and equal in dignity and rights and that everyone is entitled to all the rights and freedoms set forth therein, without distinction of any kind, including distinction based on sex,✓

Noting that the States Parties to the International Covenants on Human Rights 2/ have the obligation to ensure the equal right of men and women to enjoy all economic, social, cultural, civil and political rights,✓

Considering the international conventions concluded under the auspices of the United Nations and the specialized agencies promoting equality of rights of men and women,✓

Noting also the resolutions, declarations and recommendations adopted by the United Nations and the specialized agencies promoting equality of rights of men and women,✓

Concerned, however, that despite these various instruments extensive discrimination against women continues to exist,✓

Recalling that discrimination against women violates the principles of equality of rights and respect for human dignity, is an obstacle to the participation of women, on equal terms with men, in the political, social, economic and cultural life of their countries, hampers the growth of the prosperity of society and the family and makes more difficult the full development of the potentialities of women in the service of their countries and of humanity,✓

Concerned that in situations of poverty women have the least access to food, health, education, training and opportunities for employment and other needs,✓

Convinced that the establishment of the new international economic order based on equity and justice will contribute significantly towards the promotion of equality between men and women,✓

1/ General Assembly resolution 217 A (III).

2/ General Assembly resolution 2200 A (XXI), annex.

Emphasizing that the eradication of apartheid, of all forms of racism, racial discrimination, colonialism, neo-colonialism, aggresssion, foreign occupation and domination and interference in the internal affairs of States is essential to the full enjoyment of the rights of men and women, ✓

Affirming that the strengthening of international peace and security, relaxation of international tension, mutual co-operation among all States irrespective of their social and economic systems, general and complete disarmament, and in particular nuclear disarmament under strict and effective international control, the affirmation of the principles of justice, equality and mutual benefit in relations among countries and the realization of the right of peoples under alien and colonial domination and foreign occupation to self-determination and independence, as well as respect for national sovereignty and territorial integrity, will promote social progress and development and as a consequence will contribute to the attainment of full equality between men and women, ✓

Convinced that the full and complete development of a country, the welfare of the world and the cause of peace require the maximum participation of women on equal terms with men in all fields, ✓

Bearing in mind the great contribution of women to the welfare of the family and to the development of society, so far not fully recognized, the social significance of maternity and the role of both parents in the family and in the upbringing of children, and aware that the role of women in procreation should not be a basis for discrimination but that the upbringing of children requires a sharing of responsibility between men and women and society as a whole, ✓

Aware that a change in the traditional role of men as well as the role of women in society and in the family is needed to achieve full equality between men and women, ✓

Determined to implement the principles set forth in the Declaration on the Elimination of Discrimination against Women and, for that purpose, to adopt the measures required for the elimination of such discrimination in all its forms and manifestations, ✓

Have agreed on the following:

PART I

Article 1

For the purposes of the present Convention, the term "discrimination against women" shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

Article 2

States Parties condemn discrimination against women in all its forms, agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women and, to this end, undertake:

(a) To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, through law and other appropriate means, the practical realization of this principle;

(b) To adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all discrimination against women;

(c) To establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination;

(d) To refrain from engaging in any act or practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation;

(e) To take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise;

(f) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women;

(g) To repeal all national penal provisions which constitute discrimination against women.

Article 3

States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.

Article 4

1. Adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved. ✓

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2. Adoption by States Parties of special measures, including those measures contained in the present Convention, aimed at protecting maternity shall not be considered discriminatory.

Article 5

States Parties shall take all appropriate measures:

(a) 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 the superiority of either of the sexes or on stereotyped roles for men and women;✓

(b) To ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children, it being understood that the interest of the children is the primordial consideration in all cases.✓

Article 6

States Parties shall take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of prostitution of women.✓

PART II

Article 7

States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right:

(a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;✓

(b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government; ✓

(c) To participate in non-governmental organizations and associations concerned with the public and political life of the country.✓

Article 8

States Parties shall take all appropriate measures to ensure to women, on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations.

Article 9

1. States Parties shall grant women equal rights with men to acquire, change or retain their nationality. They shall ensure in particular that neither marriage to an alien nor change of nationality by the husband during marriage shall automatically change the nationality of the wife, render her stateless or force upon her the nationality of the husband.

2. States Parties shall grant women equal rights with men with respect to the nationality of their children.

PART III

Article 10

States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of education and in particular to ensure, on a basis of equality of men and women:

(a) The same conditions for career and vocational guidance, for access to studies and for the achievement of diplomas in educational establishments of all categories in rural as well as in urban areas; this equality shall be ensured in pre-school, general, technical, professional and higher technical education, as well as in all types of vocational training;

(b) Access to the same curricula, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality;

(c) The elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education by encouraging coeducation and other types of education which will help to achieve this aim and, in particular, by the revision of textbooks and school programmes and the adaptation of teaching methods;

(d) The same opportunities to benefit from scholarships and other study grants;

(e) The same opportunities for access to programmes of continuing education, including adult and functional literacy programmes, particularly those aimed at reducing, at the earliest possible time, any gap in education existing between men and women;

(f) The reduction of female student drop-out rates and the organization of programmes for girls and women who have left school prematurely;

(g) The same opportunities to participate actively in sports and physical education;

(h) Access to specific educational information to help to ensure the health and well-being of families, including information and advice on family planning.

Article 11

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular:

(a) The right to work as an inalienable right of all human beings;

(b) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment;

(c) The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training;

(d) The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;

(e) The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave;

(f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.

2. In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures:

(a) To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status;

(b) To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances;

(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;

(d) To provide special protection to women during pregnancy in types of work proved to be harmful to them. ✓

3. Protective legislation relating to matters covered in this article shall be reviewed periodically in the light of scientific and technological knowledge and shall be revised, repealed or extended as necessary. ✓

Article 12

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning. ✓

2. Notwithstanding the provisions of paragraph 1 of this article, States Parties shall ensure to women appropriate services in connexion with pregnancy, confinement and the post-natal period, granting free services where necessary, as well as adequate nutrition during pregnancy and lactation.

Article 13

States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular:

- a. (a) The right to family benefits;
- b. (b) The right to bank loans, mortgages and other forms of financial credit;
- c. (c) The right to participate in recreational activities, sports and all aspects of cultural life. ✓

Article 14

1. States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of this Convention to women in rural areas.

2. States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right:

/...

- (a) To participate in the elaboration and implementation of development planning at all levels;
- (b) To have access to adequate health care facilities, including information, counselling and services in family planning;
- (c) To benefit directly from social security programmes;
- (d) To obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as, inter alia, the benefit of all community and extension services, in order to increase their technical proficiency;
- (e) To organize self-help groups and co-operatives in order to obtain equal access to economic opportunities through employment or self-employment;
- (f) To participate in all community activities;
- (g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes;
- (h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.

PART IV

Article 15

1. States Parties shall accord to women equality with men before the law.
2. States Parties shall accord to women, in civil matters, a legal capacity identical to that of men and the same opportunities to exercise that capacity. In particular, they shall give women equal rights to conclude contracts and to administer property and shall treat them equally in all stages of procedure in courts and tribunals.
3. States Parties agree that all contracts and all other private instruments of any kind with a legal effect which is directed at restricting the legal capacity of women shall be deemed null and void.
4. States Parties shall accord to men and women the same rights with regard to the law relating to the movement of persons and the freedom to choose their residence and domicile.

Article 16

1. States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and in particular shall ensure, on a basis of equality of men and women:

- (a) The same right to enter into marriage;✓
- (b) The same right freely to choose a spouse and to enter into marriage only with their free and full consent;✓
- (c) The same rights and responsibilities during marriage and at its dissolution;
- (d) The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children; in all cases the interests of the children shall be paramount;
- (e) The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights;
- (f) The same rights and responsibilities with regard to guardianship, wardship, trusteeship and adoption of children, or similar institutions where these concepts exist in national legislation; in all cases the interests of the children shall be paramount;
- (g) The same personal rights as husband and wife, including the right to choose a family name, a profession and an occupation;
- (h) The same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.

2. The betrothal and the marriage of a child shall have no legal effect, and all necessary action, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory.

PART V

Article 17

1. For the purpose of considering the progress made in the implementation of the present Convention, there shall be established a Committee on the Elimination of Discrimination against Women (hereinafter referred to as the Committee) consisting, at the time of entry into force of the Convention, of eighteen and, after ratification of or accession to the Convention by the thirty-fifth State Party, of twenty-three experts of high moral standing and competence in the field covered by the Convention. The experts shall be elected by States Parties from among their nationals and shall serve in their personal capacity, consideration being given to equitable geographical distribution and to the representation of the different forms of civilization as well as the principal legal systems.✓

/...

2. The members of the Committee shall be elected by secret ballot from a list of persons nominated by States Parties. Each State Party may nominate one person from among its own nationals.

3. The initial election shall be held six months after the date of the entry into force of the present Convention. At least three months before the date of each election the Secretary-General of the United Nations shall address a letter to the States Parties inviting them to submit their nominations within two months. The Secretary-General shall prepare a list in alphabetical order of all persons thus nominated, indicating the States Parties which have nominated them, and shall submit it to the States Parties.

4. Elections of the members of the Committee shall be held at a meeting of States Parties convened by the Secretary-General at United Nations Headquarters. At that meeting, for which two thirds of the States Parties shall constitute a quorum, the persons elected to the Committee shall be those nominees who obtain the largest number of votes and an absolute majority of the votes of the representatives of States Parties present and voting.

5. The members of the Committee shall be elected for a term of four years. However, the terms of nine of the members elected at the first election shall expire at the end of two years; immediately after the first election the names of these nine members shall be chosen by lot by the Chairman of the Committee.

6. The election of the five additional members of the Committee shall be held in accordance with the provisions of paragraphs 2, 3 and 4 of this article, following the thirty-fifth ratification or accession. The terms of two of the additional members elected on this occasion shall expire at the end of two years, the names of these two members having been chosen by lot by the Chairman of the Committee.

7. For the filling of casual vacancies, the State Party whose expert has ceased to function as a member of the Committee shall appoint another expert from among its nationals, subject to the approval of the Committee.

8. The members of the Committee shall, with the approval of the General Assembly, receive emoluments from United Nations resources on such terms and conditions as the Assembly may decide, having regard to the importance of the Committee's responsibilities.

9. The Secretary-General of the United Nations shall provide the necessary staff and facilities for the effective performance of the functions of the Committee under the present Convention.

. Article 18

1. States Parties undertake to submit to the Secretary-General of the United Nations, for consideration by the Committee, a report on the legislative, judicial, administrative or other measures which they have adopted to give effect to the provisions of the present Convention and on the progress made in this respect:

/...

- (a) Within one year after the entry into force for the State concerned; and
- (b) Thereafter at least every four years and further whenever the Committee so requests.

2. Reports may indicate factors and difficulties affecting the degree of fulfilment of obligations under the present Convention.

Article 19

- 1. The Committee shall adopt its own rules of procedure.
- 2. The Committee shall elect its officers for a term of two years.

Article 20

1. The Committee shall normally meet for a period of not more than two weeks annually in order to consider the reports submitted in accordance with article 18 of the present Convention.

2. The meetings of the Committee shall normally be held at United Nations Headquarters or at any other convenient place as determined by the Committee.

Article 21

1. The Committee shall, through the Economic and Social Council, report annually to the General Assembly of the United Nations on its activities and may make suggestions and general recommendations based on the examination of reports and information received from the States Parties. Such suggestions and general recommendations shall be included in the report of the Committee together with comments, if any, from States Parties.

2. The Secretary-General shall transmit the reports of the Committee to the Commission on the Status of Women for its information.

Article 22

The specialized agencies shall be entitled to be represented at the consideration of the implementation of such provisions of the present Convention as fall within the scope of their activities. The Committee may invite the specialized agencies to submit reports on the implementation of the Convention in areas falling within the scope of their activities.

PART VI

Article 23

Nothing in this Convention shall affect any provisions that are more conducive to the achievement of equality between men and women which may be contained:

- (a) In the legislation of a State Party; or
- (b) In any other international convention, treaty or agreement in force for that State.

Article 24

States Parties undertake to adopt all necessary measures at the national level aimed at achieving the full realization of the rights recognized in the present Convention.

Article 25

- 1. The present Convention shall be open for signature by all States.
- 2. The Secretary-General of the United Nations is designated as the depositary of the present Convention.
- 3. The present Convention is subject to ratification. Instruments of ratification shall be deposited with the Secretary-General of the United Nations.
- 4. The present Convention shall be open to accession by all States. Accession shall be effected by the deposit of an instrument of accession with the Secretary-General of the United Nations.

Article 26

- 1. A request for the revision of the present Convention may be made at any time by any State Party by means of a notification in writing addressed to the Secretary-General of the United Nations.
- 2. The General Assembly of the United Nations shall decide upon the steps, if any, to be taken in respect of such a request.

Article 27

- 1. The present Convention shall enter into force on the thirtieth day after the date of deposit with the Secretary-General of the United Nations of the twentieth instrument of ratification or accession.

/...

2. For each State ratifying the present Convention or acceding to it after the deposit of the twentieth instrument of ratification or accession, the Convention shall enter into force on the thirtieth day after the date of the deposit of its own instrument of ratification or accession.

Article 28

1. The Secretary-General of the United Nations shall receive and circulate to all States the text of reservations made by States at the time of ratification or accession.

2. A reservation incompatible with the object and purpose of the present Convention shall not be permitted.

3. Reservations may be withdrawn at any time by notification to this effect addressed to the Secretary-General of the United Nations, who shall then inform all States thereof. Such notification shall take effect on the date on which it is received.

Article 29

1. Any dispute between two or more States Parties concerning the interpretation or application of the present Convention which is not settled by negotiation shall, at the request of one of them, be submitted to arbitration. If within six months from the date of the request for arbitration the parties are unable to agree on the organization of the arbitration, any one of those parties may refer the dispute to the International Court of Justice by request in conformity with the Statute of the Court.

2. Each State Party may at the time of signature or ratification of this Convention or accession thereto declare that it does not consider itself bound by paragraph 1 of this article. The other States Parties shall not be bound by that paragraph with respect to any State Party which has made such a reservation.

3. Any State Party which has made a reservation in accordance with paragraph 2 of this article may at any time withdraw that reservation by notification to the Secretary-General of the United Nations.

Article 30

The present Convention, the Arabic, Chinese, English, French, Russian and Spanish texts of which are equally authentic, shall be deposited with the Secretary-General of the United Nations.

IN WITNESS WHEREOF the undersigned, duly authorized, have signed the present Convention.

INTERNATIONAL COUNCIL OF WOMEN
13, rue Caumartin
75009 - Paris - France

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SC/Laws & the Status
of Women/91/2
(original English)
Paris, 15th November 1991

XXVIth PLENARY CONFERENCE

Bangkok, Thailand, 23rd-30th September 1991

ICW STANDING COMMITTEE ON LAWS AND THE STATUS OF WOMEN

PLAN OF ACTION 1991-1994

Theme I : The Child and the Family

- (a) Safeguarding the rights of children by legislation.
- (b) Safeguarding women's legal rights within the family.

Theme II : The Status of Women in Politics

- (a) Women in government, local authorities and in public offices.
- (b) What do National Councils do and what can they do to promote women in government, local authorities and public offices.

Theme III

- (a) Women should promote legislation prohibiting discrimination against women. In those countries where such legislation already exists, women should work to ensure that such legislation is effective in preventing discrimination.
- (b) Women should lobby for the full implementation of the Convention on the Elimination of all forms of discrimination against women.

INTERNATIONAL COUNCIL OF WOMEN
13, rue Caumartin
75009 - Paris - France

SC/Child & Family/91/2
(original English)
Paris, 14th November 1991

XXVIth PLENARY CONFERENCE

Bangkok, Thailand 23rd - 30th September 1991

ICW STANDING COMMITTEE ON CHILD AND FAMILY

PLAN OF ACTION 1991 - 1994

THE RIGHTS OF THE CHILD

- a) The Convention - Ratification, Provision of Information.
- b) The World Declaration on the Survival, Protection and Development of Children.
Plan of Action for Implementating the Declaration
- c) Children in especially difficult circumstances, e.g. prostitution, child abuse, child labour etc.
- d) Provision of accessible, affordable, adequate child care
- e) ~~The reproductive health of women~~

INTERNATIONAL COUNCIL OF WOMEN
13, Rue Caumartin
75009-Paris-France

SC/Child & Family/91/1
(original English)
Paris, 18th October 1991

XXVth PLENARY CONFERENCE
Bangkok, Thailand 23rd - 30th September 1991

MINUTES OF CHILD AND FAMILY STANDING COMMITTEE MEETINGS

Child and Family Standing Committee Meeting, Friday, September 27th, 1991

Present: see list at end.

Convener: Diane Alley in the chair.

The Convener introduced the two Vice-Conveners present, Senel Aksu of Turkey and Monica Glenn of Australia. She reported that she had asked the 3 Vice-Conveners to work with the regions of the world in which they lived. She expressed her regret that many countries had not responded to the Plan of Action for the Triennium 1988-91.

The Plan of Action was then discussed. Concern was expressed that so many children are being bought and sold as commodities or kidnapped in many parts of the world.

Thailand - explained their tourist policy, concern was expressed over "Sex Tours". Parent education is important to strengthen the family. It was stated that Japan, Korea, Germany, Hong Kong and Malaysia need a campaign to prevent trade of children, sex exploitation and the promotion of sex tours.

Israel - There is a link with AIDS. The incidence is high in children who are sexually exploited. This should link up with the ICW Resolution on AIDS and AIDS prevention.

New Zealand - stated that sexually transmitted diseases can be responsible for infertility in women.

Monica Glenn, Vice-Convener, then spoke of her concern of the rights of children to know their parents, and that National Councils need to work for uniform legislation, as in Article 8 of the Convention. She read out her suggested resolution, "Uniform Legislation Protecting the Rights of the Child born of new reproductive technology so that every child had access to both identifying his or her legal, medical and parents history and records".

This resolution was agreed to by all present, and was to be put forward as an emergency resolution.

India - expressed concern that children were being kidnapped for their human organs, e.g. kidneys and eyes.

"New reproductive technology" was recommended as a better expression than "Genetic Engineering" in the Plan of Action. The Washington Resolution 14 was "Women and Reproductive Technologies."

The ICW Conference to be held in Brussels from 8th - 12th February 1992 - "Changing Families and Changing Societies" was then discussed. Concern was expressed that it did not include contributors from Asia and the Pacific. Australia has an Institute of Family Studies which has researched all aspects of the family. It was agreed that those present should inform the President of suitable people from these areas.

Indonesia - Now has 3 models on Family, Home Management and Child Care, and Communication. Relationships need improving.

Problems of the elderly were discussed and the "Sandwich Generation" who are caring for the young and the old. It lays stress on women of child-bearing age.

Israel and Thailand both stated life expectancy for women greater than men. Concern was expressed about divorce and separation giving rise to single parent families.

Discussion centred around the programmes for the elderly which support them to remain in their own home. Day care, respite care etc for the frail or disabled elderly is as necessary as quality child care for children.

India is concerned that child marriages are still occurring.

The Plan of Action for the next triennial is to be discussed at the next meeting.

The meeting concluded at 3.30pm.

PRESENT AT THE MEETING WERE:

Monica Glenn (Australia) - Mary MacGiven (New Zealand) - Prapaipau Subhachaturas (Thailand) - Mrs. Sentanu (Indonesia) - M.R. Chalumanok Bronthai (Thailand) - Somchit Kaiyanapoklu (Thailand) - Sasithorn Wasuwat (Thailand) - Yarnnee Chittayasathorn (Thailand) - Dorothy Kurz (Australia) - Sri Nirmala (Indonesia) - Roojtoeti M. Partonedardo (Indonesian Embassy, Thailand) - Boon Choo Saikasem (Thailand) - Merrinelle Sullivan (USA) - Pimchai Sooksmait (Thailand) - Koonying Vanna Chaimouanvong (Thailand) - Somsri Ekaboosa (Thailand) - Vimolratana Kamneodploy (Thailand) - Colonel Asanee Saowapap (Thailand) - Amarisa Thansathit (Thailand) - Kuerkul Tonkul (Thailand) - Piew-on Ngernsri (Thailand) - Chief (Mrs) O.T. Soyeye (Nigeria) - Fatimah Fihanta (Indonesia) - Tuti Suwarno (Indonesia) - Lili Ramkumar Bhargava (India) - Judy Edwards (Australia) - Catharine Sly (Canada) - Palti Hava (Israel) - Siti Hertati Hartono (Indonesia) - Beatrice Ibeku (Nigeria) - Laeka Piya Ajariya (UNICEF Thailand) - Harriet Samuels (Hong Kong) - Pranit Rabieh (Thailand) - Pugprink Akaragawant (Thailand) - Beatrice Leinback (Canada) - S.A. Yussuff (Nigeria) - Ronny Suttiteth (Thailand) - Mrs. Subhaporn-Peters (Thailand) - Srisomwong Wanasilpin (Thailand).

MEETING OF STANDING COMMITTEE ON CHILD AND FAMILYSaturday, September 28th 1991

Present: Diane Alley, Convener (Australia), Senel Aksu, Vice-Convener (Turkey), Lila Ramkumar Bhargava (India), Adelaya David (Nigeria), Monica Glenn, Vice-Convener (Australia), Tati Hartono (Indonesia), Somchit Kanjanapokin (Thailand), Bea Leinback (Canada) Annie Mukhopadhaya (India), Merrinelle Sullivan (U.S.A.)

A UNICEF report on Children in Especially Difficult Circumstances was discussed and it was decided that action should be taken concerning the sexual exploitation of children.

Discussion of Resolutions - It was suggested that the Committee support a resolution to "endorse the Campaign to End Child Prostitution in Asian Tourism" which was launched in Thailand in March 1991.

The resolution of this Standing Committee of Child and Family, on Sexual Mutilation, was discussed: the Committee decided no addition was necessary.

The Committee reaffirmed support for the following resolutions:

- # 6 - NC/Canda - War Toys
- #17 - SC/Social Welfare - Trafficking in Human Organs
- # 5 - NC/Cameroon - Sexual Violence within the Family and Society
- #19 - Women and HIV Infection and AIDS

An emergency resolution was adopted on Reproductive Technology and a child's right to know its parental background.

Discussion of Plan of Action - The Committee discussed the necessity of urging their governments to ratify the Convention on the Rights of the Child.

ICW President Mrs. Lily Boeykens joined the meeting to inform the Committee of Belgium's concern about child prostitution. Recently, King Baudoin, in a private meeting, asked Mrs. Boeykens to work nationally and internationally to stop the trade in children. Belgium is a way - station for the Thai and Phillipine child trade. Children are brought to Belgium, given new names, stripped of their identity and subjected to abuse if they do not cooperate in training as prostitutes. When these children become too old or diseased, they simply disappear.

The Chair noted that there are two useful information sources available from UNICEF:

1. A kit on the Convention on the Rights of the Child
2. A publication: "World Declaration on the Survival, Protection and Development of Children" from the World Summit for Children, United Nations, 30th September, 1990.

UNICEF has also produced a new video on the Summit goals called "One Day in September." (28 minutes - \$10.00. It may be borrowed without cost).

Members of the Committee noted positive programs involving young people in taking part in solving their own problems:

- * Nigeria spoke of the program sponsored by the International Jaycees in which participants from 143 countries took over the United Nations for one week. Resolutions are being presented to the UN by the group.

- * Thailand sponsors an Annual Children's Day on September 20 - UN Youth Day.

- * Turkey has a Youth Day each April 23 with participants from other countries.

- * Since 1976, Indonesia has recognized the Decade of Children. Annually, children aged 11 to 18 celebrate National Children's Day (July 23) with the President of Indonesia.

- * Nigeria celebrates Children's Day May 27. There is also a weekly TV Program called "Speak Out" in which children interview top government officials.

The meeting concluded with the drafting of resolutions.

INTERNATIONAL COUNCIL OF WOMEN
13, rue Caumartin
75009 - Paris - France

EXEC/91/9
(original English)
Paris, 13th November 1991

TERMS OF REFERENCE FOR THE NEW STANDING COMMITTEE ON AGING

Adopted by the Executive Committee
at the 26th ICW Plenary Conference
Bangkok - Thailand, 23rd - 30th September 1991

- To become aware of the growing number of the aged;
- to enhance their ability to remain independent and active contributors to their communities; and preserve their dignity;
- to become knowledgeable about the aged, their specific needs and difficulties;
- to protect them, where necessary, by legislation and other appropriate social measures;
- to increase and improve opportunities for personal growth and community service;
- to encourage intergenerational co-operation in all its aspects;
- to recapture the honour and respect which in the past was given to the aged.



