

**“HOW MILITARY INSTITUTIONS OR PARASTATALS FACTOR  
IN GENDER AT ANY LEVEL”**

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## **ABSTRACT**

This paper investigates issues of gender equity, roles of women and the advancement of women within the South African military or the SANDF. It does this by focusing on these issues on different levels and departments of the SANDF such as the Navy, South African Air Force and the Army. Through this investigation this paper concludes that some departments have realised the importance of gender equity in their departments. However other departments have not seen the need or the importance of gender equity in their department. As a result this paper believes that gender equity is not taking place at a productive rate within the SANDF

## **INTRODUCTION**

With regards to the South African military, there have been many debates about maleness and gender equality. These debates have also taken place in military institutions or parastatals like ARMSCOR.

These debates argue about these issues at different levels. More often than not, the debates focus on the fact that women in the military are not treated in the same manner that men are treated, which leads them to being marginalised. As a result of this women within the military have argued that they are not empowered in the same way that men are, even where they rightfully deserve empowerment or promotion. This paper studies factors of gender within the military. It does this by investigating the role that women have played or are playing in different parts of the military such as the Navy, the South African Air force, the army and in an institution like ARMSCOR. Through this investigation this paper comes up to a conclusion of whether or not gender equity is being taken seriously by the different departments in the SANDF.

## **DESCRIPTIVE ANALYSIS**

## **SECTION 1**

### **MALENESS AND GENDER IN THE MILITARY**

#### **Background**

The issue of women in the military has always been a contentious one. The reason for this is that war, the military and armed forces have always been considered to be specialised fields that men excel in because of their masculine nature. Women on the other hand were seen as nurturers and that they were weak and they did not have the biological make up to take part in war, the military or any armed forces. In 1970 when it was decided that women were allowed to join the military, women found themselves in a situation where they were not as respected for what they did in the military as the men were. These are the types of issues that this section seeks to investigate.

#### **Research Methodology**

In investigating the issues of maleness and femininity in the South African Military, this paper made the use of the Google search engine ([www.google.com](http://www.google.com)). Progress on this search engine was very slow at first. Most of the links that this search engine directed us to did not deal with the material in the manner that was required for this paper. This material focused heavily on the roles of men within the military and it did not focus on the roles of women as much (which was what was needed for this section). However with time and through the use of search phrases such as “woman in the military”, “femininity in the military” and “the role of women in the military, the process gained in momentum. One article covered the material needed for this section for this paper very comprehensively. This article will be revealed later in this section.

## **Issues around maleness and gender in the military**

- The military or militarization in South Africa has always been understood as a sphere that was only suitable for men. For many years women were not allowed to join the military and the reason for this basically originated from their biological make-up. In other words women lacked the physique which one needed to be in the military.
- According to the article entitled “**War and the making of men and women**” the military was associated with that which was “masculine gold”- this referred to that which was hard, tough, aggressive and able to kill.
- However the above article argues that identities such as masculinity and femininity are being understood in a primitive manner and that their definition has changed over time. It argues that they are not automatically located within the male and female bodies. This is to say that men can be feminine in the same way that women can be masculine (an example of this being the movie of GI Jane where a woman successfully became a man”)
- The military really makes a concerted effort to push forward the notion of a masculine society. From the first day that the soldiers join the military all that resembles civilian individuality is destroyed. This includes hair, clothing and names. The soldiers are thus given a standard hair cut, uniform and a number.
- What follows after this is the learning of ceremonial greetings, walks, ways of behaving as well as repetitive punishing physical activity. These are often done along side comments of ridicule.
- Since there is such an emphasis on masculinity there is no accommodation of femininity within the military. Combatants who show signs of femininity (softness and vulnerability) are seen as girls, moffies, sissies or women. These names associate femininity with that which is weak, contemptible and despised.
- Since in the South African society we associate femininity with women, it is often understood that women are the ones who are weak and need protection of soldiers. Therefore women are often discriminated against in the military.

- It seems that the military still has not realised the impact or the affect that this enforcement of the masculine identity has upon its combatants. According to the above mentioned article there have been reports of former soldiers or combatants who have difficulties in their family lives because of the traumas that they experienced within the military. Even where it is healthy for them to show emotion where these traumas are concerned they do not allow themselves as this may not be a masculine thing to do.

- Also as suggested by this article, there have been reports of men who have also exaggerated the power of their masculine identity. These men include those who decided to form SARA (South African Rapist Association). These men pride themselves in disciplining young women because they do not talk to most people and they think that they are better than others.

- According to the article entitled “South African Military Health Service” women within the military have really made a concerted effort to fight against the sexist stigmas and the marginalisation of women in the military. It seems that the message from these women is that development in South Africa can not take place if it excludes half the human race.

- Since 1970 when women were first appointed into the military, they were not treated equally to men. They were appointed in positions that would not involve combat or positions of foreign exposure. In fact women trained separately to men.

- However nowadays by law women have the right to serve in all ranks and positions in the DOD. However even with the law as it is, women do not automatically get equal treatment in the military.

- Some examples of unequal treatment between men and women include the fact that since in the past women in the same position as men did not enjoy equal benefits as the men the repercussions of the past are being felt today. Because in the past women did not do the same work as their male counterparts, they now receive smaller severance packages.

- Where military housing is concerned, men may have accommodation in these military houses. However women can only be accommodated in these houses if they have a family problem or if they are pregnant.

- Also there are barriers to women's advancements in the military that women have to contend with. These include the patriarchal society in the military, stereotypes and training within the military. In terms of the patriarchal society, fighting against male dominance in the home and in society should not be seen as fighting male privileges. Instead facts have to be faced, that is to say that the patriarchal society dehumanises men and neutralises women.
- Where stereotyping is concerned these manifest themselves with women not being taken seriously because of the sexist comments and jokes that are shared in social functions or meetings. True equality requires and includes fundamental social and cultural change in interpersonal relationships between men and women.
- Lastly when training sessions are analysed it is evident that women do not get the same respect that their male counterparts get even though they do the same training. Women in the military want to be seen in the same light as the men are. They also want to be given tasks on merit not because they are women.
- These and the others mentioned above women believe stunt their advancement or make their advancement within the military very difficult.

## **Conclusion**

- Judging from the above it is clear that the military holds strict definitions of what is masculine and feminine, where that which is feminine is seen as being weak and not respected as much as that which is masculine.
- In terms of rhetoric, the above makes a lot of use of pathos. That is to say that it appeals to the audience's emotions. It firstly does this by identifying that there is a clear definition of masculinity and femininity within the military. This is followed by the emphasis that there has been a misconception that women and men alone can be feminine. This misconception highlights the way that women have been unfairly treated in the military and this appeals to the audience's emotions.
- There is more use of pathos when the above article mentions that women have been mistreated in the military since 1970...the mentioning of this date

allows the audience to conceptualise how long women have been discriminated against in the military and this also appeals to their emotions.

- Lastly another use of pathos comes when the above article mentions that it is women's legal rights to serve in every part of the defence force however they are still being discriminated against. This highlights to the audience that even with the law on their side, women are still not treated equally to men. In the same way this also highlights to the audience the seriousness of this matter....here they are bound to sympathise with women (this is the successful appeal to their emotions).

- This use of the law in this situation was a very good rhetorical tool because the audience would not usually condone the violation of ones rights, especially if that person is similar to them. Here we could assume that women across the country having read this article felt some emotional obligation to sympathise with these women in the military.



## **SECTION 2**

### **EMPOWERMENT OF WOMEN WITHIN THE SOUTH AFRICAN NAVY**

#### **Background**

As it was revealed in the previous section, gender equity has been a contentious issue for the military or SANDF departments. It seems that the South African Navy has been no different as it has also experienced that women within the Navy have also been unhappy with the gender divisions and inequality that manifests itself in their department. These women have been pro-active about these issues and they have organised platforms to discuss their issues and to celebrate what it means to be a women within the South African Navy. These platforms often took the form of conferences in different locations around the country. As this section will reveal the South African Navy has taken these woman issues very seriously and they have started to empower women within the Navy to high profile decision making positions.

#### **Research Methodology**

Investigating material for this section of the paper was not a very strenuous exercise. In order to find the relevant material here this paper made the use of the Google search engine ([www.google.com](http://www.google.com)). This search engine was also complemented with the use of news sights such as news24.com and the Mail and Guardian website ([www.mg.co.za](http://www.mg.co.za)). Unfortunately the material in these news sights did not discuss the issue of empowerment and transformation of women in the Navy in the manner that was required for this paper. Instead they reflected some ideas on women in the SANDF in general. Finally the articles which were used for this paper originated from the Google search engine. Through the use of search phrases such as “promotion for women in the Navy”, “gender empowerment in the Navy” and the “role of women within the Navy” this research process gained some momentum and the Google

search engine directed us to other links which reported on this issue in the manner we were looking for, for the purposes of this paper.

## **The Navy realises the importance of equity and it empowers women**

- According to the article entitled “Navy women talk transformation” The South African Navy had a three day conference in Milnerton where the Chief of the South African Navy, Vice Admiral Johannes Mudimu stated that women had great potential and they should not be locked in offices. He added that one of his responsibilities was to create an environment that allowed women to be active participants in decision making.
- The chief also added that he was going to be involved in a focus group where they would be discussing the role of women within the Navy, identifying potential and looking for ways to advance them. The chief made it very clear that he was against the creation of artificial boundaries that seek to delay women in support or combat situation.
- The chief also added to his argument by stating that ten years ago it was seen as impossible for women to command the Navy’s ships and submarines, however he stated that there were women within that conferences who would be commanding their ships in the course of that year and the years to come. Here the chief seemed to be referring to the amount of potential the Navy had within their women.
- The first woman Admiral Khanyisile Lietchfield Tshabalala who was leading the conference added to the chiefs comments by being realistic and stating that women within the Navy faced a lot challenges. These included balancing their lives as employees, mothers and citizens... and that there were advancement opportunities within the Navy for women however problems would arise when these women want to start families.
- Admiral Tshabalalala stated however that this was no reason not to empower or advance these women, instead a solution should be to build crèches and baby centres right there where the mothers are working.

- An example of empowerment that has been overlooked in this section thus far is that of Admiral Khanyisile Litchfield Tshabalala. She was the first women Admiral in South Africa and the fact that she was leading this conference which is also a big step in itself.
- According to an article entitled “Women at the helm as an admiral” Tshabalala was a deserving candidate for the position as she had more than enough qualifications. Not only did she have work experience, but she also had the educational background (as she was doing her Masters degree in criminology at the University of Cape Town when she was promoted).
- Admiral Tshabalala can be understood to be an icon and a shining example for other women in the navy and women in general (this is what she was hoping to achieve with her appointment). She stated that the biggest weapons are education, commitment, hard work and family support. These is what she summarized her success to and is also one of the reasons why she believes that she got the promotion on merit not because she was a black women.
- What is also interesting about her work experience is that she has taken part and excelled in combat training and combat operations which were originally believed to only be suitable for men. This in itself is an argument that women can play some of the roles that men play within the military.

## **Conclusion**

- From the above it can be gathered that through the constant pleas by the SANDF and those made during the conference, the South African Navy has responded to the call and they have started to take gender equity within the Navy seriously. An example of this as it was mentioned is that of the first women Admiral (Admiral Tshabalala).
- In terms of rhetoric the comments made by the chief during the conference make the use of ethos. The chief states that women have great potential and that they should be advanced into decision making positions. He also stated that he was against artificial boundaries that delay women in terms of advancement, along with some other comments that basically indicated that he wanted to empower women.

- Through these comments, the chief builds on his ethos because he illustrates that he is in control of the situation and he is going to do what is right or what is moral where women are concerned.
- In the case of the comments made by Admiral Tshabalala, here the Admiral makes the use of deliberative rhetoric. She mentioned that the challenges that women face were not a reason not to advance them and that instead there should be day cares and crèches build where these woman work- by stating this the Admiral indicated that her idea was future looking (deliberative speech). At the same time through this comment, she added to her ethos, not only as the first female Admiral but also as the Admiral who was conducting or leading the conference. Here she indirectly confirms that she deserves the position that she has in the Navy as she is a leader who can provide solutions to problems.

## **SECTION 3**

### **SAAF ALSO SUPPORTS WOMEN EMPOWERMENT**

#### **Background**

The South African Air Force seems to have also followed in the footsteps of the South African Navy in supporting the advancement of women within their department. Women in the SAAF also took it upon themselves to be proactive about the advancement of women within their department. Similarly to the Navy these women took advantage of opportunities presented by conferences to discuss the role of women within the SAAF and the SANDF as a whole. These conferences were lead by Defence Minister Lekota who made it very clear that transformation and women advancement was at the heart of the Department of Defence and the SANDF. It was after these conferences discussing such issues that there seem to have been a change in attitudes towards the advancement of women in the Air Force. An example of this empowerment of women which made headlines was that the first black female pilot in August this year.

#### **Research Methodology**

Investigating the advancement of women in the SAAF was not a difficult process. This probably has to do with the fact that the reason for the investigation of the advancement of women in the SAAF to begin with, was to explore whether or not other departments within the SANDF had also been empowering women. For this reason articles with such information were relatively easy to find. To investigate this empowerment of women within the SAAF this paper also made the use of the Google search engine ([www.google.com](http://www.google.com)). This search engine was very useful and through the use of search phrases such as “women empowered by the SAAF” and “gender equity in the SAAF” Google directed this investigation to other links which focused on various aspects on the task at hand, one of these being the first black female pilot which was among many headlines. This paper has decided to make the use of an article in BBC news to report on this achievement.

Other news sites such as news24.com and the Mail and Guardian website ([www.mg.co.za](http://www.mg.co.za)) covered this story in a similar manner.

## **SAAF recognises the importance of gender equity and empowers women**

- According to an article entitled “Minister calls for women empowerment in the SANDF” in 2006 the Minister of Defence Mosiuoa Lekota called all his chiefs in his ministry to start empowering women into decision making and management positions. Minister Lekota was concerned about the unacceptable status of women within the Department of Defence (DOD), stating that having 10% women in management positions was not acceptable. He went on to mention that even 30% would not be acceptable and that he was hoping that by August of that year he wanted to report on the progress that had been made on this issue.
- The article entitled “SANDF appointment: Women come out tops” seems to carry on from the above argument and it illustrates the continuous efforts to rectify issues of gender inequality in the SANDF. These efforts were inspired by the comments made by the Minister in 2006.
- In this article Minister Lekota acknowledges the fact that there had been an improvement where this issue was concerned and that there were more women who were empowered by the SANDF over the year, however there was still room for improvement.
- Here Lekota highlighted the fact that there were 11 new brigadier generals and 2 rear admirals of whom 8 were women. Be that as it may, he indicated that the 50/50 goal was a long way away.
- Lekota hinted at the fact that he was going to use the opportunity of electing a chief of Joint Operations to advance women. During this period there had only been one woman with a higher rank than General Major Nomtsikilelo Evelyn Motumi who was the Defence Force’s Chief Director of Transformation Services.

- By speaking in this manner it seems that Minister Lekota was encouraging other departments to empower women at every opportunity that they had. It is at this point where the SAAF announced an empowerment of a young woman, the first female black pilot for the SAAF.
- According to an article entitled “SA gets first black female pilot” a 21 year old Air Force lieutenant has become South Africa’s first black female pilot. Phetogo Molawa from the Free State had just finished her pilot training for the SAAF.
- She stated that she wanted to show other young women that she could do what men could do.
- From the above the Deputy Defence Minister Mluleki George stated that this was an encouragement to increase the number of women generals in the army. He also made the statement that the percentage of women within the army would be increased by 30% by 2009.

## **Conclusion**

- From the above it is clear that the SAAF has also realised the importance of advancing women in their Department. Through the passionate speeches and pleas made by the Minister of Defence Mosiuoa Lekota the SAAF seems to have responded by empowering women within their Department with the first female black pilots being their most recent advancement of a woman within their department.
- In terms of rhetoric the speeches made by Minister Lekota made the use of pathos and ethos. Firstly Lekota appealed to the emotions of the chiefs in his ministry to empower women (because women have the potential and deserve to be empowered).
- At the same time he also makes the use of his ethos as the Minister of Defence, by enforcing and demanding that a change be by his chiefs in these ministries.
- Here Lekota made the use of statistics or figures to highlight how unacceptable the equity conditions in the SANDF were (the use of logs in the inductive form). He thus leads by example by hinting that he was looking to advance some women into high decision making and management positions

himself. By doing this he adds to his ethos as he gives himself the title of Minister who is a true leader and leads by example.

- Phetogo Molawa also made the use of ethos in a similar manner as the Minister. She stated that what she was hoping to gain from her achievement was to show other women that she can do what men do. Here Phetogo adds to her ethos as she is also giving her self the title of someone who leads by example.



## **SECTION 4**

### **THE SOUTH AFRICAN ARMY LACKS GENDER EQUITY AND TRANSFORMATION**

#### **Background**

In the above sections it has been clear that there have been pleas for gender equity in the whole of the SANDF. It has also been revealed in the above sections that some departments such as the Navy and the SAAF have realised the importance for gender equity in their departments and they have responded positively to the call for gender equity by advancing women within their departments. These advancements came in the form of a woman admiral and the first black female pilot. The South African army on the other hand does not seem to have responded to the call for gender equity in its department. This is to say that it is still male dominated and women do not seem to be empowered at positive levels. This has caused great concern in this department and the Minister of Defence Mosiuoa Lekota amongst others has expressed their opinions where this issue is concerned.

#### **Research Methodology**

In investigating gender equality in the South African army this paper once again made the use of the Google search engine ([www.google.com](http://www.google.com)). This investigation was a difficult one, and it required time and patience during the research process. At the same time we also investigated this issue through the use of the army website ([www.army.mil.za](http://www.army.mil.za)) unfortunately this website was not helpful at all. Through the use of search phrases such as “army dominated by men/males”, “lack of equity in the South African army” and “women not advanced in the army” this research process gained in momentum and it was directed to many links that shared some knowledge on the issue. However for the purposes of this paper it seemed that only two of the articles in these links provided material that was relevant for this section and this paper as a whole.

## **The lack of equity and transformation in the South African army**

- According to an article entitled “Equal opportunities in the SANDF: Briefing” the defence portfolio committee had a conference where they discussed many issues within the SANDF. For the purposes of this section and this paper, we have decided to focus on the lack of equity within the army
- According to the above mentioned article at this conference many individuals expressed their concerns with regards to this issue. Brigadier-General MD Myanya stated that the Gender forum had already been introduced to the South African Navy and to the SAAF. However they were struggling with implementing it in the army because it is a male dominated service.
- During a general discussion Mr. J Mashimbye (ANC) brought about the issue of woman in combat in the army (alluding to the fact that this is male dominated). He stated that there was a progressive policy on woman in combat. However he doubted whether it was put in practise because these issues were not taken up by command structures. He made the use of an example that woman within the Navy are not involved in submarine and other units designated for combat.
- Mr Mashimbye questioned why woman were not involved in combat situations, he then indirectly alluded to the army by questioning which areas of the defence force were not allowing women into combat roles.
- Mr Smit (NNP) at this point added that in the army he had seen women in uniform but he had rarely seen them in practical combat situations.
- Gen Sidibe made the counter argument at this point that a certain Lieutenant Colonel Mfaha has been deployed with a unit as a commander along the Maluti mountains for some time. He stated that she has been involved in combat for the army and as a result she has become a commander on merit (However this was one example). He emphasised that the one good thing that has been done in the Defence Force is to integrate men and women in training so that the one will not think that they are better than the other. However there seemed to be doubt whether the army was maintaining this

- It would seem that the doubt in terms of the army's efforts to bring about equity in their department stems from the fact that it is male dominated and the still do not have gender forums like other departments. Mr Sidibe made reference to this again. He emphasised that the Gender forum is there to advice and to assist in different issues of gender in the defence force.
- Here it seems that Mr. Sidibe was stating that since the army does not have a gender forum it is clear that it is male dominated.
- According to the article entitled "Army needs more women" Defence Minister Lekota as seen in other sections in this paper stated that armed force were moving too slowly towards gender transformation. (Judging from the heading of this article it seems that the above comments were directed to the army)
- Lekota stated that the struggle for gender equity must be fought and that intelligence does not reside in those who wear trousers and grow beards.
- Lekota revealed that he was still having problems with some male generals in the defence force (army) where the promotion of women was concerned. However he also blamed the women for this, stating that there jealousy towards each other in terms of promotion had driven them apart. He emphasised that they had to stand as a unit in order to bring about gender equity in all departments.
- Lekotaalso stated that a lot of planning needed to go into the incorporation of women in the defence force (army). He said that the government is always pondering how to increase the participation of women and that they had not come up with the correct solutions. However Lekota expressed that it was of utmost importance that they do not give up and until strategies were found.

## **Conclusion**

- From the above it seems that South African army is the only department which does not realise the need for transformation and the advancement of women. This has been expressed by their lack of promotion where women are concerned and the fact that they do not have a gender forum.
- With regards to rhetoric during the general discussion, Mr Mashimbye made the use of a logical argument in the inductive form when he justified the lack of

woman in combat in the army by referring to the Navy as an example of a department which does not have women in combat.

- Mr Sidibe also made the use of logos in the inductive form by making use of the example that the army does not have a gender forum and this could only indicate that there was a lack of women in this department.

- Minister Lekota on the other hand once again made the use of his ethos as the Minister of Defence to emphasise the fact that gender equity needed to be brought about in the defence force as soon as possible.

- To make the importance of this very clear he made the use of a metaphor which appealed to his audience's emotions (use of pathos). This refers to his comment that intelligence does not reside in those who wear trousers and grow beards. Here the audience get the vivid image that it is not only men who have intelligence and the abilities to be in leadership roles in the army.

- By Lekota also mentioning that women in the defence force also had themselves to blame could be construed as the indirect use of ethos from Lekota. By coming with such a logical explanation he highlights to his audience that he is a thinking leader. This uplifts his ethos because the audience would acknowledge that he is a leader (Minister of Defence) who was appointed on merit.

## **SECTION 5**

### **ARMSCOR STRUGGLES WITH TRANSFORMATION AND THE EMPOWERMENT OF WOMEN**

#### **Background**

ARMSCOR'S vision is to be a truly South African Organisation that is respected locally and globally as a centre for technical excellence for defence acquisition and technical excellence. Their mission is to meet the acquisition, maintenance and disposal needs for the Department of Defence and other clients in terms of defence material. They are also to maintain the strategic capabilities and technologies and promote the local defence- related industry. As we can see from the brief background of ARMSCOR above, they are an organisation that is based in a very technical field. It seems that the skills needed by such an organisation are those that can be acquired in the Engineering and Science fields. These skills include long-term operational research, requirement planning, establishment and development of technology, design and development of products and systems aimed at industrialization. Unfortunately these fields tend to be dominated by males, especially white males and they end up being the ones with the skills to be able to accomplish the above. This means that women in general do not usually have the skills needed to be part of ARMSCOR. As a result of this ARMSCOR struggles to achieve gender equity within its organisation.

#### **Research methodology**

Investigating this section of this paper was a lot more difficult than researching the previous four sections in this paper. The research process in this paper made the use of the Google search engine once again. However the difference this time around was that this paper was investigating two different topics for this section. The first one was transformation, gender equity and the role of women in ARMSCOR and the second one was to investigate the same issues in the Engineering and Science fields. With time the research process

found some direction. It was easier to find the roles of women in the Engineering and Science fields than it was to find the roles that women played in ARMSCOR. It is through the comparison and the findings of these two sections that this paper has a better understanding as to why ARMSCOR has struggled to advance more women in their organisation.

## **Why ARMSCOR struggles with transformation and the advancement of women**

- According to an article entitled “Report on the portfolio committee of defence” ARMSCOR received a 19% (R30 million) transfer payment from the DOD. This amount covered 61% of the operating budget. It was reported that ARMSCOR planned to invest a portion of this allocation in transformation programmes.
- This article revealed that ARMSCOR’s personnel target was to employ staff that was 80% black (African, Indian and coloured) and 43% women. However ARMSCOR stated that the goal was difficult to achieve and to maintain because it operated in an environment where engineering and technical skills are scarce, especially amongst blacks.
- In addition to the above, ARMSCOR is currently lacking personnel in the aircraft and the electronic warfare division due to staff moving to private sectors and higher salaries. According to this article this causes the erosion of technical abilities and contributes to the lack of transformation. It therefore seems that there is opportunity for the advancement of women in this organization however their lack of skill is a challenge that ARMSCOR is trying to overcome.
- The Minister of Science and Technology Mosibudi Mangena agrees that there is a lack of women in the Engineering and Science professions. He also adds that the contribution of outstanding women to Science has not been fully recognised and this has also added to this issue as it results in woman having inequitable access to research professions and opportunities. He closed this argument by stating that the lack of women role models in Science has

hampered on society's understanding of science, engineering, and technology and the participation of women in all aspects of the science system.

- Minister Mangena also stated that the department would be releasing facts and figures of the participation of women in Higher Education Institutes and SET institutes. This document was a research initiative which was the first of its kind. Minister Mangena encouraged women to use it in order to bring about gender equity in Science. He emphasised that although data does not solve the problem it highlights it. One example of data that had been released at that stage was that women made up 35,3% of the Science research population in the country. This research also highlighted amongst other things that women in Science faculties in institutions were under represented.

- The article entitled “ Black technical careers body says there are still too few black women choosing engineering as a career” also highlights that there is a need to encourage women, especially black women to choose engineering as a career path.

- The president of the South African Black Technical and Allied Careers Organisation (Sabtaco), Paul Kgole stated that they had structures in place to address the situation. These include a bursary scheme worth R10 million a year. Here 40% of the bursaries have been awarded to female students to study engineering.

- He also stated that they would also intervene at Primary and High Schools where companies would expose children to work within the engineering field during the school holidays. According to Kgole these programs are already running in the Western Cape and the Limpopo province.

## **Conclusion**

- From the above it would seem that ARMSCOR is in full support of transformation and the advancement of women within their organisation. However the nature of the work in this organisation (engineering, science and technology) makes it difficult for them to advance or recruit women into their organisation

- As it has been illustrated by two source (the minister of science and technology and the president of Sabtaco) there is a lack of women in the

engineering and science fields and this is the reason for the challenges that are faced by ARMSCOR on this matter.

- In terms of rhetoric, ARMSCOR makes the use of ethos by highlighting what its mandate is and by illustrating that they are following their mandate.

- At this point ARMSCOR adds to its ethos by revealing that they were planning on investing funds into transformation programs and that they were planning on having staff that was 80% black and up to 43% women. This shows noble intentions (doing the right thing which adds to the integrity of the organisation which uplifts their ethos).

- Having said that however ARMSCOR also made the use of deliberative speech by being forward looking and realising the challenges that they could face in terms of reaching their goals towards transformation and the advancement of women.

- Minister Mangena supports the argument about the lack of women in the engineering, science and technology professions made by ARMSCOR. To emphasise the need for women in these professions the Minister made the use of logical arguments, Logos in the inductive form. The reason for this belief is that the Minister required heavily on the use of examples (statistics and figures) to highlight the lack of women in these fields. In doing this he made his audience aware of the seriousness of this issue and the need to provide solutions for it.

- The president of Sabtaco Paul Kgole made the use of ethos and deliberative speech in his comments for the need of women in the above mentioned male dominated fields.

- Firstly he made the use of ethos by highlighting the social responsibility his organisation was involved in, in trying to resolve this issue. This came in the form of the bursary in place to be given to women to study engineering at different institutions. This act of social responsibility highlights the integrity of this organisation (because it is committed to doing the right thing by rectifying this issue). This in turn adds to the ethos of this organisation.

- He then makes the use of deliberative speech (future looking) by elaborating on initiatives that are in place and those that will be in place in other areas in order to resolve the issue. By doing this Kgole is also uplifting his ethos as the



president of this organisation because he comes across as a leader who has considered future prospects for his organisation.

## **FINAL CONCLUSION**

- Through this paper it has become quite evident that gender equity is of utmost importance to the SANDF. The reason for this is that women have been discriminated against in the defence force since the 1970s when women were given the right to participate or to join the SANDF. Because of the stigma of masculinity that is attached to the SANDF and armed forces and the lack of understanding that it is not only women who are feminine and that it is also not only men who can be masculine, women have been marginalised and oppressed in the SANDF. These women argue that it is not only for their benefit that this inequality should continue, but it was also in the best interest of the SANDF.
- These women's main argument is that their inclusion in the SANDF (in all ranks and positions) will not weaken the SANDF's combat force or compromise its operational readiness, instead it will improve it.
- It seems that women within every department of the SANDF have had this argument in mind and they voiced that they want to be treated equally or in the same manner as their male counterparts.
- Through this paper it has become clear that many departments such as the South African Navy and the SAAF have responded to these pleas by empowering woman. Others have started to include woman in combat roles (as the manufacture of woman bullet proof jacket would suggest). Others on the other hand such as the South African army have not responded or empowered women at the expected level. This has been understood to be because of the lack of women in this department
- Other organisations such as ARMSCOR have realised the importance of these appeals however they are not able to respond to them positively because of their working environment. That is to say the engineering based and scientific field that ARMSCOR is part of is dominated by males since they possess the skills required in this organisation.

- Judging from the research produced in this paper as a whole, this paper agrees with Minister Lekota that more effort needs to go into bringing about gender equity in the SANDF as a whole.

## **SOLUTIONS TO THE PROBLEM**

- The article entitled “South African Military Health Service” provided the following solutions for this issue of gender inequality:

- Gender desks should be established across all arms of service in order to promote and monitor the advancement of women.

- Gender officers should keep themselves informed about current military activities and speak to both males and females in the military in order to stay updated with the issues that these employees maybe dealing with.

- Recruitment policies should encourage and include women at all musterings. This article also states that during this recruitment, potential female combatants must be made aware of the dangers that face both men and women within the military.

- The opening of all occupational groups to women should be managed in a way that supports them.

- Gender sensitivity education should be included in civic education to address the various issues where gender is concerned.

- The inclusion of women in the SANDF should be educated and understood as benefiting society as a whole

- Empowerment programmes should be introduced to make sure that women perform optimally when they are required to do so.

- It is also recommended that a budget is set aside so that continuous research and surveys are conducted on gender issues in areas such as training and close monitoring should take place during these surveys.

- This article believes that at some level the above solutions would help to bring about gender equity in the SANDF.

**DATA**

# TABLE OF CONTENTS

<b>SECTION 1</b> .....	<b>30</b>
<b>MALENESS AND GENDER IN THE MILITARY ARTICLES</b> .....	<b>30</b>
WAR AND THE MAKING OF MEN AND WOMEN .....	31
COL N. MOTUMI, SOUTH AFRICAN MILITARY HEALTH SERVICE1 .....	34
 <b>SECTION 2</b> .....	 <b>45</b>
<b>EMPOWERMENT OF WOMEN IN THE NAVY ARTICLES</b> .....	<b>45</b>
NAVY WOMEN TALK TRANSFORMATION .....	46
WOMAN AT THE HELM AS AN ADMIRAL .....	48
 <b>SECTION 3</b> .....	 <b>50</b>
<b>SAAF SUPPORTS WOMEN EMPOWERMENT ARTICLES</b> .....	<b>50</b>
MINISTER CALLS FOR WOMEN EMPOWERMENT IN SANDF .....	51
SANDF APPOINTMENTS: WOMEN COME OUT TOPS .....	52
SA GETS FIRST BLACK FEMALE PILOT .....	53
 <b>SECTION 4</b> .....	 <b>54</b>
<b>SOUTH AFRICAN ARMY LACKS GENDER EQUITY AND TRANSFORMATION ARTICLES</b> .....	 <b>54</b>
EQUAL OPPORTUNITIES IN THE SANDF: BRIEFING .....	55
ARMY NEEDS MORE WOMEN .....	65
 <b>SECTION 5</b> .....	 <b>67</b>
<b>ARTICLES ON ARMSCOR</b> .....	<b>67</b>
PORTFOLIO COMMITTEE ON DEFENCE.....	68
ADDRESS BY MINISTER OF SCIENCE AND TECHNOLOGY, MR MOSIBUDI MANGENA AT THE 2ND ANNUAL WOMEN IN SCIENCE AWARDS, HILTON, SANDTON .....	73
BLACK TECHNICAL CAREERS BODY SAYS THERE ARE STILL TOO FEW BLACK WOMEN CHOOSING ENGINEERING AS A CAREER .....	77
 <b>REFERENCE MADE TO THIS ARTICLE IN THE CONCLUSION</b> .....	 <b>80</b>
DEFENCE INDUSTRY INVESTS IN BULLETPROOF JACKETS FOR WOMEN.....	81

## **SECTION 1**

### **Maleness and gender in the military articles**

### ***War and the making of men and women***

**Lisa Vetten**

"I grew up during my national service" says a former South African Defence Force (SADF) conscript quoted in Jacklyn Cock's book "Colonels and Cadres". "I became a man, physically fit and independent." His comments sum up a vital aspect of any process of militarization: the transmutation of dross, civilian stuff into masculine gold - that which is hard, tough, aggressive and able to kill.

Here one should not confuse "masculine" with men, and "feminine" with women. Notions like "masculinity" and "femininity" are outcomes of history, place and circumstance - ideas that change dynamically with time and context. They are not automatically located within male and female bodies - so it is quite possible for women to be "masculine" and men to be "feminine" (the film GI Jane being a prime example of a woman successfully becoming a "man").

Nurturing that particular masculine identity so prized by militaries, is a complicated process more akin to a rite of passage than a simple training programme. First to go may be the outward signs of civilian individuality - hair, clothing and names - to be replaced by a standard haircut, uniform and number. Ceremonial greetings, walks and ways of behaving must be learnt, and repetitive and punishing physical activity engaged in - much of it accompanied by humiliation, insults, and ridicule.

Yet the masculinity ultimately affirmed by this process is a fragile one, entirely unable to tolerate traces of femininity. Combatants who show any signs of these feminine qualities (softness, vulnerability) are derided as "girls",

"moffies", "sissies" or "women". Insults in the context of the military, these terms associate femininity with that which is weak, contemptible and despised. Since South African society often confuses femininity with women, this is often translated into the idea that women are weak and in need of the protection of soldiers. Less benignly, this may also translate into the perception that women themselves are contemptible. Military institutions then, are as much in the business of affirming particular kinds of masculine and feminine identities, as they are in the business of preparing for and engaging in war.

But by no means do all men acquiesce or revel in this process: some desert, some remain persistently "insubordinate", while others become bored and frustrated by what is felt as a waste of time. Some commit suicide. Combat, that ultimate test of "manliness" for which soldiers have been prepared, may be experienced as frightening, chaotic and noisy rather than noble and heroic. Killing others becomes the stuff of nightmares to be repeated again and again in sweats and flashbacks.

John Deegan, a former conscript: "My life since [Ovamboland] has been very, very difficult...I went through two marriages. I have a daughter. But really I've just destroyed the people around me." In a similar vein, Captain Thys du Plessis, who was forced into early retirement from the SAP after being diagnosed with Post-Traumatic Stress Disorder, says "My wife told the children that although their father looks healthy from the outside, he is in fact a very sick man. When I feel this monster building up inside me, I have to warn them to get away. I'm still scared I'm going to hurt them."

These men's words illustrate how wars are carried from battlefields (wherever they might be) into the home. A state of "war" may, in fact, continue long after a particular conflict is over, for militarised masculinities and combat experiences do not conveniently disappear with the signing of a peace accord. This is not a particularly new or original insight but it seems to have been neglected in South Africa - which may explain why combatants' violence



towards their wives, children and other family members remains one of the undocumented and untold experiences of South Africa's war.

It is possible that this state of "war" may be ongoing for large numbers of men, considering the numbers militarised through the SADF, the police, the armies of the ANC, IFP and PAC, the right-wing para-military groupings, and the various Self Defence and Self Protection Units (SDUs and SPUs). What has happened to these men and how have they adjusted to civilian life?

Here is one answer to these questions provided by a former comrade active in an SDU: "I was a comrade before joining this organisation. I joined it because we were no longer given political tasks. Most of the tasks were given to senior people. I felt that we have been used by these senior comrades because I do not understand why they dumped us like this. Myself and six other guys decided to form our own organisation that will keep these senior comrades busy all the time. That is why we formed South African Rapist Association (SARA). We rape women who need to be disciplined (those women who behave like snobs), they just do not want to talk to most people, they think they know better than most of us and when we struggle, they simply do not want to join us."

This young man's words suggest that the demilitarisation and demobilisation of South African society will need to involve considerably more than the absorption of different armies into the SANDF, or cuts in military spending. As this article has suggested, a demilitarisation programme should also include exploring and challenging the kinds of masculinities and femininities we have been left with in post-apartheid South Africa.

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## INTRODUCTION

In the world today, gender has become an important issue. The growing realisation that limitations of women's access to resources and decisions making also limits their ability to develop and exercise their full capabilities for their own benefit and that of society has prompted efforts to equalise opportunities for men and women. The message has become clear that development cannot take place if it excludes half of the human race.

The South African government has repeatedly declared its commitment to gender equality. It has not only ratified and signed International Conventions in this regard, but has also made provisions for this in the South African constitution. The Department of Defence as a government institution is required to comply with these constitutional imperatives and pursue government policy. Subsequently gender related constitutional imperatives were reaffirmed in the White Paper on Defence and the Defence Review.

The aim of this paper is to analyse DoD policy with regard to gender equality in order to determine the extent to which the government's declarations are honoured within the organisation. In addressing the aim, this paper will first and foremost give a historical overview of the involvement of women in the armed forces, analyse DoD policy on gender, identify barriers to women's advancement, draw conclusions and make recommendations in this regard.

## WOMEN IN THE ARMED FORCES - INTERNATIONAL TRENDS

The global trend to use women increasingly as a military resource is related to a number of factors:

- Changes in military technology
- Decreasing birth rates in the developed world
- Increased labour force participation rate among women
- Changing attitude to gender roles<sup>2</sup>

## *WOMEN IN THE US DEFENCE FORCE*

The United States has more women in its military than any other nation. Over 35 300 women served in the military during the 1991 Operation Desert Storm in the Persian Gulf. Many of them saw action, as traditional lines between the front and rear dissolved in the midst of modern weapons technology.

Throughout Operation Desert Storm women performed flight operations within the combat zone. A number of women participated in support and rescue assignments that were as physically demanding as combat and involved significant risk of harm. Despite the women's involvement in these operations, the US defence policy stipulated that they should not be involved in combat. The experience of military women stationed overseas during World War II demonstrated that American women are capable of functioning effectively in combat zones under conditions of extreme stress for extended periods.

Most women were discharged from the armed forces at the end of World War II. However after much debate Congress passed the 1948 Integration of Women in the Armed Forces Act, which established permanent places for women in the regular services at the time. However their enlistment was limited to two percent of the total armed forces and banned women from combat assignments.

Women currently comprise approximately eleven percent of the services overall, with the high technology Air Force having the largest percentage, and the Marine Corps the smallest, at approximately five per cent. Although the services vary considerably regarding the opportunities made available to women, all of them until just recently have excluded women from all combat-designated positions.<sup>3</sup>

Since 1974 the Army has been training men and women together but due to complaints of sexual harassment, the Department of Defence has reviewed the concept of joint training.<sup>4</sup> However, other correctives measure taken to prevent sexual harassment are being taken, including the establishment of a Hotline. This service has enabled women to break the silence and speak out.

## *CHINESE PEOPLE'S LIBERATION ARMY*

China's armed forces adopt a select conscription system in which women are not obliged to serve but are encouraged to volunteer. Military service has enjoyed a high popularity since the establishment of the People's Republic of China (PRC) because, in part, of the high social status of the People's Liberation Army (PLA). However it was in the turbulent years of the Cultural Revolution (1966 - 1976), that military service became most attractive to young people, especially to young girls. In that period military service was a better alternative for city girls than being sent to the countryside to be re-educated by the peasants. Alternatively, military service was the only way for country girls to see the outside world. Being in the military also gave women soldiers a higher social status than they would have had outside the military.

Military service opened up opportunities for education and training, which in turn provided for better jobs in later civilian life. Many women gradually turned their military service into life time careers. In traditional Chinese culture, heroines who accomplished military achievements on the battlefield were admired. Typical were those who disguised themselves as men and fought in place of their fathers or brothers. A famous Chinese narrative poem tells the story of a young girl who disguised herself as a man to fight in the place of her ailing father. She later distinguished herself in many military actions and worked her way up to the rank of general. In a culture where women are usually subordinate to men, military women are highly regarded. This may be, in part, because taking up arms to serve the nation conforms with the traditional image of women as being self sacrificing.

Chinese women get into the PLA mainly through two channels. The first is to be accepted as female cadets into PLA schools and colleges. The PLA has more than 100 institutions of higher education, nearly half of them are specialised or technical institutions. However these institutions are open to a limited number of women cadets each year. The proportions varies according to allocated quotas. In most cases women cadets make up less than 25% of each class but percentages tend to be higher in medical colleges.

The second way of getting into the PLA is to be enlisted during the annual recruiting period. Recruitment of women conscripts started in 1967. The enlisted women are mostly trained as switchboard operators, computer typists, file keepers and medical orderlies. Most of them are high school graduates. If they are selected to take part in the admittance examination for PLA schools and colleges and pass with good scores, they receive further education and are commissioned as officers upon graduation. Consequently there are more women officers than other ranks.

Although Chinese women were utilized extensively in unconventional guerilla warfare and assigned to irregular military formations in the revolutionary and national liberation wars from 1927 - 1949, none have been assigned duties that involve direct combat since the establishment of the PRC in 1949. The PLA has no regulation that states explicitly that women cannot participate in combat, but the policy is well established.<sup>5</sup>

### *ISRAELI DEFENCE FORCE*

Israeli women make up about a quarter of the Army's regular soldiers, and have served in the armed forces since Israel's 1948 war of independence. Many women were guerilla fighters during this war, fighting alongside men in combat. However, after the war, women were excluded from combat roles. Women in the military mostly occupied traditional support roles. A change has come about in the last few years: hundreds of women are now being trained in combat techniques such as sharp shooting, use of explosives, chemical warfare and driving tanks.

The Israeli defence force conducts joint training for their male and female members. Members also use the same ablution facilities. Recent reports on a radio talk show, on the Israel army stated categorically that relations between a male officer and a female subordinate are not allowed.<sup>6</sup>

## SOUTH AFRICAN DEFENCE FORCE

In 1970 a decision was taken by the former South African Defence Force (SADF) Defence Council to appoint women in the military, in order to release men for operational duties. Although the Defence Act (Act 44 of 1957) as amended did not contain any discriminatory sections against women on any ground, white women were restricted to developing their career aspirations within the support musterings of the military. They were not appointed in positions which could result in close combat or positions of high foreign exposure, for example as military attachés.

The Army Women's College was subsequently established in 1971 to train women separately within the SADF. White women in South Africa were therefore also subjected to the global process of inclusion into military structures.

## SOUTH AFRICAN LIBERATION MOVEMENT ARMIES

Women in Umkhoto we Sizwe (MK) were subject to the same training as their male counterparts, and were involved in combat. This was in line with the policies of the African National Congress, the political movement to which MK was affiliated. The ANC policies were based on the principles of freedom and equality for all, as well as the promotion of non-sexism. Thus women were actively involved in the four pillars in which the struggle for democracy was waged i.e. mass democratic movement, ANC/MK underground structures, mobilisation of the international community, and military activities. The extent of their involvement can only be judged in terms of the overall struggle for democracy.

The historical overview of women's involvement in the armed forces indicates that given the opportunity, women can also play an active role in armed formations. Therefore the defence of a country should not be regarded as an exclusive male prerogative.

## CURRENT DEPARTMENT OF DEFENCE POLICY

### COMBAT ROLES

According to the White Paper on Defence "the DoD acknowledges the right of women to serve in all ranks and positions, including combat roles".<sup>7</sup> The White Paper on Defence further stipulates that in order to secure the legitimacy of the armed forces the DoD is committed to the goal of overcoming the legacy of racial and gender discrimination. Furthermore, it states that it will ensure

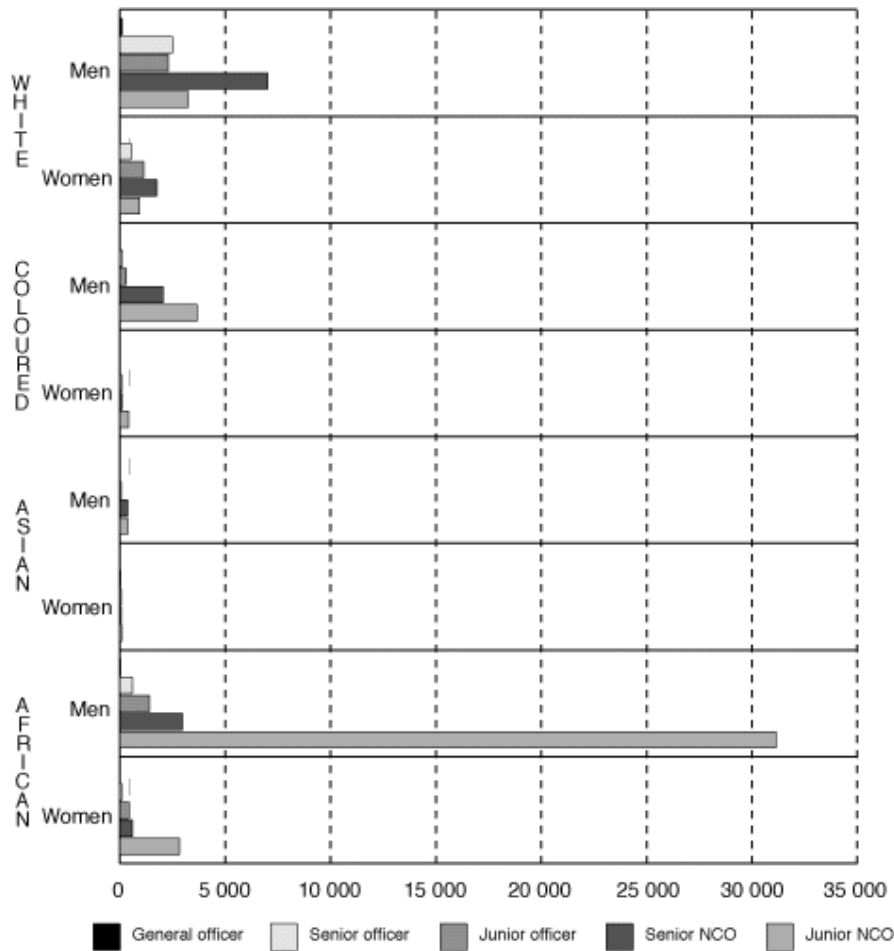
that the SANDF, and its leadership in particular, is broadly representative of the South African population.

In pursuance of this policy, a Gender Sub-Directorate has been established within the Equal Opportunities Chief Directorate. It has been tasked, amongst other things, to monitor the advancement of women and to ensure that they are properly represented, and also ensure that women have every opportunity to participate equally with male colleagues and liaise internationally with other organisations.

As of March 1999, almost 20% of DoD members are women and 13% are in uniform. The SANDF is one of the few armed forces in the world which accepts the right of women to serve in combat. There are women crews in the Artillery and Armoured Corps of the Army, and the Air Force has women trainee pilots. The 5th South African Infantry Battalion in KwaZulu-Natal deploys women infantry personnel on operational duties.

Although the DoD has the highest number of women in Africa within its ranks, only one gender officer has been appointed at Defence Headquarter's level to address gender related issues and formulate policy in this regard. Unless additional similar appointments are made across the arms of service to address this issue, the DoD may be seen as only paying lip service to constitutional and legislative requirements. Institutional arrangements and monitoring mechanisms must be established to ensure that women have every opportunity to participate equally with male colleagues.

Figure 1: Rank, gender and race breakdown for South African military



## MILITARY HEALTH BENEFITS

When one examines DoD policy with regards to gender equality, one realises that although women have been given legal equality this has not automatically guaranteed them equal treatment. In the SANDF male members are entitled to free medical services for their legal wives and dependent children. Married women, however, are not entitled to this benefit for their dependents.

This issue of medical benefits for the dependents of married women in the SANDF has been under discussion for some time. The amendment to the General Regulations of the SANDF in this regard were approved by the Department of Public Service and Administration and State Expenditure as well as the Minister of Defence. They were published in the Government Gazette on September 1998.

These amendments make provision for medical benefits for a member of the Permanent Force and of the Auxiliary service and such members' dependants but exclude the dependents of members in the Short-term Service (STS) and the Service Corps. The actual implementation of this policy has yet to happen. When addressing this issue, the question to be examined should not be women's eligibility to be considered as breadwinners, but their right as

members of the SANDF to access all benefits enjoyed by their male counterparts. If budgetary constraints do not allow married women access this benefit, then consideration should be given as to whether this benefit should be available to men.

### *MATERNITY BENEFITS*

According to DoD policy women are entitled to leave for confinement. Special leave with full pay is granted for confinement for a specific period. The policy on maternity benefits stipulates that women be considered for normal promotion during absence on maternity leave for a period of up to twelve months.

The South African Military Health Service's policy on pregnancy encourages women to report their condition. However, the mere reporting by women of their pregnancy condition is not enough. Specific guidelines should be developed on how pregnant women should participate during courses, including the physical and psychological aspects of the course.

Although there is policy with regard to maternity benefits, this policy is not sufficiently comprehensive, missing issues such as the type and duration of training pregnant women undergo. The supervision of these women is left to the discretion of the instructors and the Training College's interpretation of the policy. No monitoring mechanisms are in place to ensure that women are not withdrawn unnecessarily. Also the question of how long a mother should be given to bond with the child before being nominated to a course has not been addressed. Comprehensive policies are needed so that these issues are not addressed in a piecemeal fashion.

### *PENSIONS*

In the past there was a differentiation between the pension contributions of married and/or single men and women. In the new dispensation all members contribute equally after changes in regulations by the government's pension fund and the Finance Department.

The implementation of this policy is seen as a practical measure to ensure gender equality in pension benefits. In the past, women in the same rank as men did not receive equal benefits. The repercussion of the past discrepancies are now being felt by women who apply for voluntary severance packages from the military. The many years of contributing less than their male counterparts has meant that they receive a smaller voluntary severance package.

### *MILITARY HOUSING*

SANDF policy stipulates that members may occupy military accommodation.



However, the system of processing the application and allocation of military houses to members needs to be equalised for all members. Presently, women access military accommodation only if they have problems at home, or are single parents. The eligibility of married women to have the same access to this benefit should be incorporated into the SANDF policy.

## BARRIERS TO WOMEN'S ADVANCEMENT

For the purposes of this article, barriers to women's advancement refers to attitudes and conditions in the work place that makes it difficult for women to advance. The following factors are regarded as barriers to women's advancement.

### *PATRIARCHAL SOCIETY*

The patriarchal nature of South African society is the root cause of gender inequality. Therefore to challenge patriarchy and to dispute the idea that men are the only dominant figures in the family and society, should not be seen as fighting against male privilege or an attempt to destroy African tradition, subvert Afrikaner ideals or undermine European values. The fact of the matter is that patriarchy dehumanises men and neutralises women across the colour line.<sup>8</sup>

### STEREOTYPING

Owing to socio-cultural factors, stereotyped conceptions of women continue to exist within the DoD. This manifests itself in the form of women not being taken seriously and in sexist jokes or remarks that may be shared in social functions or meetings. True advancement towards equality requires fundamental social and cultural change in interpersonal relationships between women and men, which eliminates practices based on ideas of superiority or inferiority of one sex in relation to the other.

### TRAINING

The report on the Qualitative Research Findings of the Study on Gender Equality in the SANDF conducted in 1997, indicates that most women in all rank groups across all arms of service expressed that although they are subjected to the same training with their male counterparts, they do not receive the same recognition. They feel that the work done by women must be seen in the same light as work done by men. Tasks given to women should be on merit and not based on the fact that they are women. Promotion and leadership appointments must be done based on merit.<sup>9</sup>

## *"MOTHER -UNFRIENDLY" WORKING ENVIRONMENT*

More often than not, gender equality in the labour market means women's equality with men under conditions established for men without home responsibilities. The DoD needs to assess the impact of the double role women have to fulfil as soldiers and mothers on their career. Ways and means have to be identified which would facilitate the combination of both roles. The pursuance of a military career can be made compatible with motherhood. Flexible working arrangements and the establishment of child care facilities can make possible the combination of these roles.

## RECOMMENDATIONS

It is recommended that gender desks be established across the arms of service in order to promote and monitor the advancement of women. Unless structures are formed and personnel appointed to monitor the situation, the DoD may be seen as only paying lip service to the process of ensuring gender equality. Gender Officers should keep themselves informed on current military activities and policies by visiting and talking to women and men in order to solicit their issues, concerns, suggestions and sentiments. Yearly conferences should also be organised to give feedback, discuss current issues and review achievements gained in terms of policy implementation.

Recruitment policies and practices must encourage and ensure the presence of women in all musterings. Quotas must be allocated. If this is done recruitment drives would ensure that the given number of women are looked for and found. This could be achieved through, for example, school visits. The purpose of these visits would be to inform the pupils about the SANDF. Presentations should be done in an interesting manner and inculcate a zeal amongst the pupils.

During recruitment all women who are potential applicants should also be notified of the real risks which both men and women will face inherent to certain occupations in the military, especially combat roles. This will enable them to make informed decisions. The opening of all occupational groups to women should be managed in a way that promotes and support them.

Gender sensitivity education should be included in civic education to address the various issues requiring change of attitude from all members of the DoD. Legal equality does not necessarily mean that attitudes will change overnight. Efforts should be made to educate people and make them aware of how patriarchal societies stunt the development of women. Gender sensitivity education would therefore ensure that women's issues and concerns are understood and supported by all. The inclusion of women should be understood in terms of benefiting society as a whole. The key challenge to gender equality would be to motivate male colleagues to become equal partners in the process of defining the visions and strategies for a more equal society.

An enabling environment and support structures for female soldiers must be developed in order to enable them to combine soldier and mother role. The establishment of child care facilities should be seen as efforts to ensure the combination of the dual role. Female soldiers would therefore be supported in their choices. Their success should not necessarily mean that they should make a choice between family life and a military career. Many women have acquired their qualifications through distance education. The DoD needs to investigate the implications of long residential courses in terms of how they affect the women's dual roles.

Women empowerment programmes must be established in order to build capacity and potential so that women have opportunity and choice in all aspects of their lives. Empowerment programmes are of essence because they would ensure that women are able to function optimally when given the opportunities. The patriarchal nature of our society has deprived women from playing a meaningful role in many aspects of their lives. Women need to be assured and supported in their endeavours. Empowerment programmes would provide women with an opportunity for fulfilment of their aims and aspirations.

It is recommended that a gender budget be allocated to ensure that on continuous basis, surveys are conducted, training and monitoring takes place. Unless resources are made available it would not be possible to take concrete steps to ensure gender equality. The necessary personnel to formulate policies and ensure monitoring of the situation on the ground would not be available if this is only an over and above responsibility of certain individuals. The necessary mechanism would not be put in place to measure progress. The process of ensuring representativeness of women in all structures may be prolonged. It will be on the agenda but no time frames would be set in terms of achievements.

The implementation of the above-mentioned recommendations would promote and ensure that women are involved in every structure, at all levels of command including strategic planning and decision making.

## CONCLUSION

On examining DoD policy and the barriers to women's advancement, the conclusion that can be made in this regard is that DoD has the necessary policy framework to promote gender equality. The greatest challenge is to create an enabling environment, and institutional arrangements that would ensure that women have every opportunity to participate equally with their male colleagues. Effort must be made to ensure that all members of the DoD receive the same benefits and are treated equally, beyond the formal recognition that has been provided by the Constitution, legislation and the broad policy framework.

Women's participation in all forms of military service, including combat roles,

is as crucial today as is her active participation in all the other spheres of society. The affirmation of all the women of the Department of Defence in general and the South African National Defence Force in particular, if managed correctly, will not compromise the SANDF's combat ability and operational readiness in any way. On the contrary, the fullest participation by women can only add value to and enrich the defence of our country.<sup>10</sup>

Hopefully in the years to come, as defence systems become more technologically advanced, and sought after attributes will be efficient and effective operation of complex and sophisticated weapons systems and equipment. It is also hoped that the physical and psychological differences between men and women will be taken into consideration in the training and functional environments. In so doing the DoD's gender sensitivity will be enhanced.

## **SECTION 2**

### **Empowerment of women in the Navy articles**

[http://www.southafrica.info/what\\_happening/conf\\_expo/navy-051005.htm](http://www.southafrica.info/what_happening/conf_expo/navy-051005.htm)

Downloaded on the 24<sup>th</sup> of November 2007 at 12:21pm

### ***Navy women talk transformation***

*Karen Pretorius*

*5 October 2005*

For the first time in 83 years, women in the South African Navy are gathered to discuss issues of empowerment and transformation in the force and society in general.

A three-day women's conference is being held in Milnerton under the theme: "Celebrating the spirit of womanhood within you".

The chief of the South African Navy, Vice Admiral Johannes Mudimu, said women had great potential and "should not be locked in offices". One of his responsibilities, he said was to create an environment that allowed women to be active participants in decision-making.

A focus group is to be set up with Mudimu and four women to debate the role of women in the navy, identify potential and look at ways to advance them.

"I will refuse the creation of artificial boundaries that seek to delay participation of women in all mustering, be it in support or combat environment," Mudimu said.

Reflecting on the navy's past, he said that 10 years ago it would have been "impossible for women to command ships and submarines, as policies prevented this".

"Today we have here, in our midst, a number of aspirant commanding officers, who will in the course of this year, be appointed to command our navy ships."

South Africa's first female admiral, Rear Admiral Khanyisile Litchfield-Tshabalala, who is leading the conference, acknowledged that women in the organisation were faced with challenges.

These include balancing their multiple roles as "employees, mothers and citizens".

Although there were opportunities for women to advance, including in combat and technical areas of the navy - referred to as "the sharp end of the navy" -

challenges arose when they wanted to start families, Litchfield-Tshabalala said.

"It is high time that we look at starting baby centres and crèches right there where the women are."

The conference, she said, would look at "where we are now, where we want to be, and what the gaps are".

Partnerships should be strengthened with the spouses of navy women to "get them to understand" the important roles played by their wives in the organisation, Litchfield-Tshabalala added.

Delegates will also discuss issues such as femininity, health, leadership, networking and unity.

Litchfield-Tshabalala joined the Navy in 1997, having served in the liberation force umKhonto weSizwe for 10 years

<http://www.adminnews.uct.ac.za/docs/98e0e2ceec93c491fb3afdb85a52305f.pdf>

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Publication Date Publication Page nr

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### ***Woman at the helm as an admiral***

#### ***Matshube Mfoloe***

Women empowerment, gender equity and transformation in the South African Navy have made another step forward after a former Umkhonto weSizwe combatant became the first woman admiral in the force.

Khanyisile Litchfield-Tshabalala (41) of Dube in Soweto worked as an MK internal operative in 1982 while studying for a Bachelor of Education at the Vista University's Soweto campus. Her appointment at the weekend followed last week's appointment of Budele Mhlana, who became the first black officer commanding the ship SA Navy City Class Vessel SAS Kapa.

Mhlana (31) of Ngangelizwe in Eastern Cape served in the MK internal underground structures in Eastern Cape, Gauteng and KwaZulu-Natal. He was recruited by the SA Navy in 1994.

Litchfield-Tshabalala said she hoped her appointment would inspire other women in the navy and elsewhere to strive to be in key positions.

"The biggest weapons are education, commitment, hard work and family support. With those qualities there is no reason to become a beggar," Litchfield-Tshabalala said.

She said she was confident the navy had appointed her because it saw potential in her, and that she was not just a black woman officer but a hardworking one.

Litchfield-Tshabalala, who is studying for a masters degree in criminology at the University of Cape Town, left the country in 1984 and joined the MK in Angola, where she served as commissar on the northern front before leaving for East Germany.

On her return to Angola Litchfield-Tshabalala became a regional chairwoman of the women's section in Luanda, the country's capital.



Litchfield-Tshabalala worked as an education officer at the Caculama Training Camp in Angola, a commissar in the propaganda section on the northern front and as a chairwoman of the African National Congress Women`s League in Luanda. Litchfield-Tshabalala`s military training includes guerrilla warfare, Marxist-Leninist doctrine, officer qualifying: military training for officers part one, junior staff and warfare course and the joint command and staff programme, which she underwent in 2001.

She joined the defence force in 1997 and later served as an internal communications officer at the Simonstown naval base`s executive national security programme.

Litchfield-Tshabalala is married to her childhood friend Mbongiseni.

## **SECTION 3**

### **SAAF SUPPORTS WOMEN EMPOWERMENT ARTICLES**

<http://www.af.mil.za/NEWS/2006/068.htm>

Downloaded on the 23<sup>rd</sup> of November 2007 at 12: 33pm

### ***Minister calls for women empowerment in SANDF***

By CO Frans Pale, Journalist AD ASTRA magazine

The South African Minister of Defence, Honourable Mosiuoa Lekota has called on all chiefs of services and divisions in his ministry to staff women in significant numbers in all structures of decision-making and management. The Minister was giving a key note address at the National Conference for Women in Defence held in Benoni, Gauteng Province on 25 May 2006.

Minister Lekota said the status of women in the Department of Defence (DOD) was unacceptable; adding that even by government standards, having thirty percent women representation at senior management was not negotiable.

“The ten percent representation of women at senior management in the DOD is unacceptable. When I address this matter again in August 2006 during the 50th anniversary of the 1956 Women’s March, I want to report progress on how far we shall have gone,” said the Minister.

<http://navy.org.za/articles/category/sandf>

Downloaded on the 27<sup>th</sup> of November 2007 at 14:18pm

### ***SANDF appointments: Women come out tops***

Posted by admin on Monday, June 25, 2007

Gender equity is one of the key elements of South Africa's transformation agenda but the country is still far from achieving it, Defence Minister Mosiuoa Lekota said on Monday.

Lekota was speaking at the ministry of defence in Pretoria where he appointed 11 new brigadier-generals and two rear admirals (JG), of whom eight were women.

While there was increasing support for equity between men and women the goal of a 50/50 ratio was still a long way away.

"Although we pride ourselves from a movement in this direction we are many years away from this idea," Lekota said.

The eight women promoted to Brigadier-General would swell the number of women with that rank to 25.

Thus far only one woman holds a higher rank than that - Major-General Nomtsikilelo Evelyn Motumi, who is the defence force's Chief Director of Transformation Services.

In the meantime, Lekota said on Monday, he would soon announce the name of the person who would take over the post of Chief of Joint Operations.

The Chief of Joint Operations is responsible for the deployment of South African troops on peacekeeping and other operations, the biggest task the defence force currently has.

The position has been vacant since November last year when Lieutenant-General Siphon Binda died shortly after having minor surgery.

During Monday's press conference Chief of the Defence Force, General Godfrey Nhlanhla Ngwenya, was also present.

He was on sick leave but returned to his post as SANDF head earlier this month.

Source: [Independent Online](#)

<http://news.bbc.co.uk/2/hi/africa/6949291.stm>

Downloaded on the 23<sup>rd</sup> of November 2007 at 10:30am

### ***SA gets first black female pilot***

**A 21-year-old air force lieutenant has become South Africa's first black female pilot, media reports say.**

Phetogo Molawa, from the central Free State Province, recently finished her pilot training for the South African National Defence Force.

"I wanted to show other young women that I can do what men can do," she told the local media at a flight show.

South Africa's deputy defence minister recently said the army would increase the number of women generals.

Mluleki George, the deputy defence minister, attended the flight show - the third Women's Conference in Defence - where Ms Molawa flew an Oryx Air Force transport helicopter.

Mr George previously said the percentage of women in the army would be increased to 30% by 2009.

At present, Ms Molawa is one of only a few female pilots.

In an interview on South Africa's national broadcaster, SABC, Ms Molawa said, "It is excellent fun. I do not think there is anything

## **SECTION 4**

**South African Army lacks gender equity and transformation articles**

<http://pmg.org.za/viewminute.php?id=1094>

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## **DEFENCE PORTFOLIO COMMITTEE**

**16 OCTOBER 2001**

### ***Equal opportunities in the SANDF: briefing***

**Chairperson:** Ms T Modise

#### **Documents handed out:**

[Equal opportunities and Affirmative Action presentation](#)

#### **SUMMARY**

The Directorate of Equal Opportunities in the Department of Defence briefed the Committee on a range of issues including affirmative action, prevention of sexual harassment, gender awareness, training and development. One of their main challenges is around the involvement of women in combat roles. The Committee commended the work done by this Directorate but noted that there are still major challenges ahead such as racism, the promotion of non-statutory force members and the resistance of senior officers to change. Both agreed on the need to orientate the top management in the Department to become receptive to policy changes.

#### **MINUTES**

##### **Major-General PRF Sedibe**

General PRF Sedibe, Chief Director: Equal Opportunities Directorate set out the Directorate's major goals, which is to attract a number of people into the Department of Defence (DoD), especially women. By applying the equal opportunity policy efficiently the DoD wants to encourage members to develop their full potential in the Defence Force. The policy takes into account,

amongst other things, gender policies, prevention of sexual harassment, gender awareness, training and development. The DoD is currently implementing affirmative action especially with regard to the involvement of women in combat roles. She added that fast tracking of these policies have already been promulgated.

**Brigadier-General MD Myamya**

Brigadier-General MD Myamya, Director: EO Policy and Plans, added that the programme on equal opportunities has expanded throughout the Defence Force. Gender issues and the empowerment of women are of paramount importance in the DoD. The gender management system and the gender forum have already been introduced in the Air Force and the Department. They are still having a problem in the army because it is a male dominated service. There is also introduction of a section on disability which was established in January 2001. He said it is important for a military organisation to service and look after its disabled members. The type of weaponry used could cause soldiers hearing or physical disabilities.

**Colonel Van Schalkwyk**

Colonel Van Schalkwyk concentrated mainly on the implementation plan of affirmative action in the DoD. He said affirmative action is a programme aimed at redressing the racial and gender imbalances in the Department. The objective is to have a work force (including leadership positions) that is representative of the population composition of South Africa at all levels.

**Ms A Van Rensburg**

Ms Anita Van Rensburg is a Deputy Director: Development, Evaluation and Research in the department. The function of this section is to facilitate development programs to sensitise members and employees to issues of diversity and equal opportunity issues. The main focus of research is on training and development. As part of the International Military Education and



Training (IMET) programme, 66 EO Advisers were trained since 1996 at the Defence Equal Opportunities Management Institute (DEOMI) in America. Currently there are four South African students in the USA busy with training at DEOMI. These EO advisers will be staffed at bases throughout the country to assist commanders in the execution of the EO policy.

### ***DISCUSSION***

Mr J Mashimbye (ANC) said they have a progressive policy on women in combat, but he wondered whether it is put in practice because such issues are not taken up by the command structures. He said for instance women are not involved in the submarines and other units.

Ms Van Rensburg replied that the Chief of the SA Navy has said that they will accommodate women in submarines. But this would be possible only in five years time when new submarines are in use because there are no facilities for women in the current submarines. She agreed that although the policies are in place, the attitudes and perceptions are not receptive to some of these policies. Even women are not really ready for gender integration at this stage.

General Sedibe added that during the start of integration they visited all the services including the navy. She discovered that there is no privacy in the submarines, people have to change uniforms in open spaces because there is not enough space. She reiterated what Ms Van Rensburg said, that it is easy to legislate policy, but they cannot legislate attitudes and perceptions.

Mr Mashimbye said he made an example of a submarine but he was not really referring to the navy only. Why are women not involved in combat and which areas in the defence force are most problematic in terms of allowing women in combat roles.

Gen Sedibe replied that they have women in combat in the infantry and they

are also commanding officers, although there are only a few women the IN artillery and airforce.

Mr Smit (NNP) said he has seen women in combat uniforms but were they really involved in practical combat situations. What is the position of the army given these equal opportunities and affirmative action in as far as combat is concerned?

Gen Sedibe said there is a certain Lieutenant Colonel Mfana who is an officer commanding in the 18 South African Infantry Battalion in Umtata. This woman has been deployed with a unit as a commander along the Maluti Mountains for some time. She has been involved in combat and as a result she became a commander through merit. Gen Sedibe added that one good thing they have done in the Defence Force is to integrate women and men in training so that no one should be regarded as more qualified than the other.

On the issue of racism, Mr Smit wondered whether it was not attributable to the failure of the DoD to address these issues as quickly as it should.

Gen Sedibe replied that they are trying to encourage people to communicate at different levels. There is a cultural development programme which tries to expose members of the Defence Force to the different cultures so that they can know each other's way of doing things. She made an example that in some cultures a subordinate does not look at his or her superior in the eyes as a sign of respect, but in other cultures this is seen as a lack of respect.

The Chairperson wanted to know whether it is because of the intransigence of the Department that people are not promoted.

Gen Myanya said he believed the issue of promotion forms part of the grievances currently handled and the Department has done some further

restructuring in a way to improve the handling of grievances in the Defence Force. There is a structure that has been established to handle grievances including those related to promotions. The bone of contention is that this process is still going on and a lot of co-ordination is still needed.

Colonel Van Schalkwyk said there are certain challenges in the DoD concerning promotions. A human resource strategy 2010 that has been approved. He said the major question is that of age and rank, whether should they rank people on the basis of their age or on the basis of their performance. If they promote people on the basis of age younger soldiers who are supposed to be the future leaders of the defence force would be left behind because some of the older soldiers are not deployable. The other question is who is going to fight and who is going to command? Is it the younger or the old soldiers? This is the problem they are facing at the moment.

Mr L Ngculu (ANC) said it would be important for the Committee to get the 2010 human resource strategy that the Colonel has referred to because it is the first time they hear about it. He asked the delegation whether they had any interaction with the Setai Commission because some of the points they were raising have been raised already in the Setai Commission report. When looking at the EO report there are processes that are already taking place and he would like to see how the Setai Commission and the Directorate could be linked.

Gen Sedibe replied that they were approached by the Setai Commission and they also made a presentation to them. The Department responded well to the questions posed by the Commission.

Mr Ngculu said the delegation has reported that there is a gender forum in the DoD and the South African Airforce (SAAF), but they indicated that there are

certain limitations in the army. Are there any processes to address those limitations?

Gen Sedibe responded that they have a gender forum that consists of senior women members from the airforce and the Department. It has been highlighted that the army is still male dominated that is why there is reluctance to initiate gender forums. The gender forum is there to advise and assist on issues of gender in the different services of the Defence Force. They are encouraging other services to form gender forums as well otherwise the purpose of the programme will be meaningless if other services do not have their forums.

Prof M Mabeta (UDM) asked the Directorate to comment on the structure of EO within the Department and especially on the role of the Defence Secretary. What is his authority and influence in the directorate? This is important because structure drives policy.

Gen Sedibe replied that they are reporting to the Defence Secretary who is an accounting officer for the Department of Defence.

Prof Mabeta said he is concerned with the extent to which the Department is relying on DEOMI, while understanding that South Africa cannot operate in isolation. But the fact is that each time South Africans visit other countries, they feel that there is a South African paradigm which is rich with lessons that can be effectively institutionalised. It is important that South Africans should be able to man these institutions so that they acquire experience that could be utilised for the benefit of the country.

Gen Sedibe said in 1995 when integration was at its height they were invited by the Americans and were told to utilise their institutions, particularly the issues that deals with diversity, equal opportunities, affirmative action and

employment equity. She said there are many students that they have sent there. The most important thing is that they are not only taught how to deal with problems, but they are also taught how to look after themselves so that they should not be the cause of problems.

She added that whilst South Africans are learning a lot from the Americans, the South Africans are also teaching the Americans a great deal in the discussions that they normally have. For instance on the issue of gender and sexual orientation the Americans admitted that South Africa is leading in this area. She said the Americans also asked them to attach some of their members to DEOMI to be instructors there, however, this has not yet been formalised. Lastly the Americans are the only country that have an institute of this nature in the world and the DoD is getting this training almost free of charge, that is why they are utilising this programme.

Prof Mabeta said the presentations sounded good but as far as he knew there were many problems in the DoD. The presenters should therefore not create an impression that everything is rosy out there. The Committee would like to be told what are the problems.

Gen Sedibe said she did not deny that there are problems in their structures, but there are also programs like the gender section that has managed to develop into a formidable structure. She said they preferred not to talk about problems because they thought problems are part of the challenges of the work they are doing presently. She added that this is not an easy chief directorate given the problems already mentioned such as gender, disability, and racial harmony. There is resistance to these programs but they always have to look for a way forward, not to come and report problems to the Committee.

Mr V Ndlovu (IFP) asked how many cases of sexual harassment the Defence

Force have per annum, could Gen Sedibe give estimation? Is sexual harassment increasing or decreasing.

Gen Sedibe said she does not have the actual statistics but people who are found guilty of sexual harassment, especially officers, are charged or demoted.

Secondly Mr Ndlovu said that in the research presentation it is said that racism exists in the DoD. Has this been addressed by the senior management of the Department to avoid the recurrence of incidents like the killings in Tempe and Phalaborwa?

Ms Van Rensburg replied that all the issues relating to discrimination and racism have been presented to the Defence Staff Council. There are two ways in which they deal with problems of this nature, first they use focus group research and apply a quantitative analysis of the problematic areas, and secondly they conduct awareness training to the units that have been identified as having problems.

Mr Ndlovu asked what would happen if people in the DoD said no to gays and lesbians?

Gen Sedibe replied that this is a constitutional issue, it is not a matter of one wants this or one does not want that. The issue here is how do they handle such delicate issues which are part of the Constitution. If people say no to gays and lesbians it means they do not understand the constitution of the country as well as policies of the DoD. She added that there is a need for intensive training and roadshows for the people to begin to understand these issues.

Ms Z Kota (ANC) asked how senior managers in the DoD respond to issues

like equal opportunities and affirmative action. Did the research done find any change of mind in the senior management to ensure that EO and AA programs are implemented effectively?

Ms Van Rensburg replied that equal opportunities have now for the first time been recognised as one of the important strategic objectives of the Department. The chief of each service will be evaluated and assessed on their performance in terms of equal opportunities. This should filter down to all the commanding officers and will be part of their performance agreement as well.

Mr Mashimbye said that the research that has been conducted suggests that the issue of gays and lesbians in the Defence Force impacts negatively on the morale of the armed forces. Even allowing women in combat impacts negatively on the morale of soldiers. Was this the understanding that could be drawn in the research. Because he said as legislatures they should make it a point that when they make legislation on these matters it does not impact negatively on the morale of the soldiers.

Gen Sedibe replied that the research was done in order to see whether there was any need of making a policy because there was no policy that addressed issues of sexual orientation. The research was prompted by reports in the newspapers that said gays and lesbians were discriminated against in the department of defence. In fact there is no legislation that discriminate people on the basis that they are gays or lesbians. The point here was for the Department to make members aware that discriminating against an individual on the basis of his or her sexual orientation was an offence in this country. So she doubted whether this could have impacted negatively on the moral of soldiers.

On the issue of women in combat the Chairperson said that the history of this country has seen the involvement of women in combat roles, going back to

the Anglo-Boer war, and also looking at the struggle against apartheid, women were there. The perception that women are weak and that they cannot carry a gun is nothing else but sexism. She urged the Committee that this debate should not take them backwards, women in the Defence Force have chosen to take part in combat and most of women like her are happy to have made that choice.

Gen Sedibe added that in the DoD they all have their baggage, be it gender, sexual orientation or racism, but what is important is that the Defence Force should consist of professional soldiers. These professional soldiers should tolerate and accept the fact that someone might be in combat with a woman, a gay or lesbian, and that should not be a problem. However, professionalism should always be maintained in the Defence Force.

Gen Myanya said the Constitution, which is a supreme law of the country and a benchmark document even to the world, has provided answers to all these issues on the rights of women, gays and lesbians. The research that is sometimes conducted helps in the formulation of policy.

The Chairperson concluded that the issues presented before the Committee will be given serious consideration in all the policy-making processes of the Department.

The meeting was adjourned



[http://www.news24.com/News24/South\\_Africa/News/0,9294,2-7-1442\\_2036948,00.html](http://www.news24.com/News24/South_Africa/News/0,9294,2-7-1442_2036948,00.html)

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### ***Army needs more women***

Pretoria - The armed forces in Southern Africa are moving too slowly towards gender transformation, Defence Minister Mosiuoa Lekota said on Tuesday.

"It is still considered a man's thing, war is considered a man's thing... where is the basis of this backwards attitude of men?" Lekota asked, citing several examples of woman leaders in South African history.

He was speaking at a two-day seminar in Centurion on the role of women in the Southern African Development Community (SADC) defence forces.

"The struggle for equality must be fought... intelligence does not only reside in those who wear trousers and grow beards."

Lekota said he still had a struggle with some male generals in the defence force when the promotion of women to positions of command was considered.

But he said women were also to blame, citing what he called the "pull her down" syndrome, in which women fight among each other and act behind the backs of those who were promoted.

"It is only when you act in unity that you can support and build one another and become a force to be reckoned with within the defence establishments," he said.

The participation of women in the defence forces needed to be an integral part of planning.

"Increasingly our governments ponder how to increase the level of participation of women in the defence forces of the countries in the region. We seem not to find the right formula but we must soldier on until viable and sustainable strategies are found."

Lekota asked the meeting to come up with concrete ideas and time frames for implementing them.

Among the issues being discussed by women were their involvement in peace and security operations, the status of women in defence forces and increasing gender equity in the defence forces.

**SECTION 5**  
**Articles on ARMSCOR**

Downloaded on the 23<sup>rd</sup> of November 2007 at 11:57am

### ***Portfolio Committee on defence***

Report of the **Portfolio Committee on Defence**, having conducted departmental hearings on the annual reports of the Department of Defence and Armscor on Tuesday, 19 October 2004, reports as follows:

#### 1. INTRODUCTION

The Committee's 19 October 2004 public hearing was part of its oversight of the Department of Defence and the Armaments Corporation of South Africa Limited (Armscor). The annual reports indicate the extent to which the reporting entities have achieved the objectives and measurable deliverables as stated in their strategic business plans. The reports include an internal audit of Armscor and an audit by the Auditor-General concerning the Department's financial statements. This indicates the extent to which these entities have applied their business plans, whether government guidelines have been adhered to and whether expenditure has flowed from the strategic plans.

#### 2. THE DEPARTMENT OF DEFENCE

##### 2.1. Achievements

In general, it appears the Department has achieved its targets. The successful external and internal deployments of the South African National Defence Force (SANDF) are also deliverables according to the strategic plan. However, the Department has not completed an audit of the materials in its possession.

The Department has a ten-year plan to rejuvenate its infrastructure, which includes land, buildings, airfields, etc. Plans, including provision for public-private partnerships, were submitted to the Department of Finance and the Department of Public Works in May 2004.

## 2.2.Challenges

The Department faces a range of challenges, including the lack of an exit mechanism for older personnel and inadequate information technology (IT) systems. The IT systems now in use undercut the ability of the Joint Support Division, which integrates the four services, to manage information.

The Department's strategic plan was compiled over the period of the Medium Term Expenditure Framework (MTEF) – that is, over three years – and therefore gaps developed between the strategic plan and execution due to changes in funding allocation. The SANDF has also had to contend with ageing equipment, which has kept maintenance costs high. As a result, the SA Air Force has not received a sufficient quantity of "air days" for training and operations, nor has the SA Navy received an adequate number of "sea days". The same problems apply to the SA Army and the Reserves.

Even though the services received their allocations, on occasion funding has had to be shifted between services or between units due to new or unforeseen priorities. This makes it difficult for the units to organise and to implement their plans.

The Department received a qualified report from the Auditor-General. Five reasons were given for the qualified report, but much of the problem results from the fact that the leave system has been changed from an accrual system to a "use it or lose it" system. The problem originated in the Department's calculations for its 75 000 personnel. These calculations were made on a manual basis, as the Department did not have the funds to upgrade its IT

systems. As a result, faults crept into the process. The IT system should have provided an early warning but failed to do so. The Department calculates that between R2 billion and R3 billion is needed to acquire an "off-the-shelf" IT system. The committee understands that the Treasury is assessing whether national departments should have the same system or different systems. A decision will be taken by 1 April 2005.

### 2.3 Comments by Members

Members expressed concern about the application of policy and procedure as they pertain to internal controls. This was raised in the Auditor-General's report. External deployments have brought about a new system of procurement in the host countries. We understand the Department is beginning to manage this process, which is under review. While all high-value equipment is sourced in South Africa, and this is done in accordance with the Preferential Procurement Policy Act, items of lesser value are sourced in the host countries. The Department's main priority is the successful management of the more than 3000 personnel deployed abroad. We also understand that the Department is the first to introduce an anti-fraud system to minimise losses through crime.

The Committee believes that there is a mismatch between current commitments and funding, but understands that this will be addressed. In the 1998 Defence Review it was envisaged that South Africa would use one battalion for peacekeeping, but today three are in use.

The Committee feels the Department has to report with greater precision. Members want the Department to define in detail certain phrases (e.g., "partially achieved") so that deliverables can be clearly measured. Detail is also required so that performance can be measured against that of previous years, as well as current planned objectives. The Committee believes there should be greater clarity as to how it was possible that adequate practice time

(e.g., "air hours" in the case of the Air Force, or "sea hours" in the case of the Navy), could not be provided for members of the respective services.

### 3. ARMSCOR

#### 3.1 Achievements

Armcor received a 19% (R30 million) increase in its transfer payment from the Department. This will alleviate budgetary constraints. This amount covers 61% of the operating budget. A portion of the allocation will be invested in transformation programmes. The average increase of the transfer payment over the next two years will be 12,4% compared to 5,3% for the past five years.

The progress of the strategic defence packages is on track under the professional acquisition management of Armcor. Seventy three percent of the defence industrial participation programme obligations are accounted for by the strategic defence packages. These contracts are on schedule.

#### 3.2 Challenges

Armcor's personnel target is to employ a staff that is 80% black (African, Indian and Coloured) and 43% women. However, Armcor says that this goal is difficult to achieve and maintain because it operates in an environment in which engineering and technical skills are scarce, especially among blacks.

Armcor wants Denel to be cost and product competitive, and therefore cannot give preference to Denel over competitors in the local defence industry, even though both are parastatals.

Armcor lacks personnel in, for example, the aircraft and electronic warfare division due to staff moving to the private sector for higher salaries. This causes an erosion of technical capabilities, and contributes to lack of

transformation, increased workload and inability to recapitalise the organisation.

### 3.3 Comments by Members

Members queried the absence of an Auditor-General's report, but were informed that there was no separate Auditor-General's report for Armscor, because the report on the Special Defence Account formed part of the Department's annual report. The Committee believes that the relationship between Armscor (especially Armscor Business) and Denel, as well as Armscor and the broader defence industry, needs further attention.

## 4. CONCLUSION

The Committee noted the submissions by the Department and Armscor.



<http://www.dst.gov.za/media-room/speeches/archived/address-by-minister-of-science-and-technology-mr-mosibudi-mangena-at-the-2nd-annual-women-in-science-awards-hilton-sandton/?searchterm=sandton>

Downloaded on the 28<sup>th</sup> of November at 09:35am

***Address by Minister of Science and Technology, Mr Mosibudi Mangena at the 2nd Annual Women in Science Awards, Hilton, Sandton***

06 August 2004

Distinguished guests,  
Eminent Scientists,  
Ladies and Gentlemen

The Women in Science Awards are recognition awards created to honour women scientists and their outstanding achievements in the sector. The awards have been designed to chart a new course for women in science, engineering and technology in parallel to that of the machine of scientific and technological advancement. The success of the nominees and the award winners today should serve as an inspiration to all, and provide an excellent example of how commitment, dedication and determination can transcend the glass ceiling often imposed on women by society.

Science, engineering and technology (SET) has in recent years taken centre stage in issues of global competitiveness. The wheels of scientific and technological change continue to accelerate at an astounding pace, thereby indicating that those who choose to ignore them will be left behind. To ensure that South Africa effectively and efficiently exploits this machine, and all it has to offer, we should not ignore the unharnessed potential of 52 % of our population – the women of South Africa.

Women's role in the development and dissemination of knowledge contributing to socio-economic development has been limited. Similarly, the contribution of outstanding women to scientific research has also not been fully recognised, resulting in women having inequitable access to research professions and opportunities. The lack of critical mass of prominent women scientists as role models has hampered not only public understanding of science, engineering and technology, but also the participation of women at all levels within the science system.

The Department will soon be launching a new publication entitled "Facts and Figures on the Participation of Women in SET at Higher Education Institutes and SET Institutes". This publication is the result of a large study that looked at the participation of women in public sector research on SET. It is the first of

its kind in this country with respect to the type of information it contains. When this highly informative document becomes available, I encourage you to use it to give extra force to your initiatives to bring about gender equity in science, because although data does not solve the problem, it does highlight it.

Recently released results of the National Research and Development Survey indicate that in South Africa only 35,3 % of our total scientific research population are women. When compared to Argentina where 49,3 % of their total researchers are women, it is clear that the position of women researchers in our Science sector is not satisfactory. The 'Facts and Figures' brochure also highlights that women in South African tertiary institutions remain under-represented in the field of Science and Technology. Within higher education institutions, less than one third of academics with Doctoral degrees are women. In 2001, there were relatively few women in senior ranks within the higher education sector, despite marked improvements since 1992. Within the university sector in 2001, only 7 % of female academics were Professors, compared to 26 % of the male staff. Although there has been increased participation amongst Black women over the decade, in 2001 the race distribution of these women still reflected the legacy of apartheid, with White women comprising more than two-thirds of female academics and R&D personnel. In addition, in 2001, despite female students having been the majority at undergraduate levels, that is, 58 %, they represented only 42 % of the Masters and Doctoral students. In terms of publication outputs, between 1990 and 2001, half of all publishing female scientists held a Doctorate compared to more than two-thirds of the male scientists. Only 14 % of female publishing scientists in the higher education sector were at the rank of professor compared to 44 % of male scientists.

Between 1995 and 2001, women consistently received far fewer research grants and scholarships from the National Research Foundation than men. This can probably be attributed to women being in the minority of grant applicants. Thus, in 2001, women were the recipients of 21 % of the research grants and 42,5 % of the Masters and Doctoral scholarships. In terms of scientific rating, between 1996 and 2002, the vast majority of rated scientists (in all categories) in the Natural Sciences and Engineering were men. In 2002, women were under represented in all the rating categories but especially in categories A and B, which are restricted to established researchers. Within these categories, women only comprised 5 % and 9 %, respectively, of the rated researchers.

These figures clearly indicate the significant gender disparities that exist within the different levels of our education system, and tend to illustrate a common trend within the SET sector as a whole.

But this pattern of the lack of women in decision-making positions is not necessarily consistent throughout our sectors. Before 1994, women constituted only 2,7 % of members of Parliament. In 1994, women won 27 % of the seats in the National Assembly, and in the 1999 elections this figure increased to 30 %. Women now constitute 32,8 % of the National Assembly and 43 % of Cabinet, which is the highest decision-making body in the

country.

The active intervention by the President is proof that with greater encouragement and effort, women can achieve positions of leadership and be successful in traditionally male dominated arenas. I thus challenge all of you here tonight, in your personal and professional capacities, and the SET sector as a whole to emulate the efforts of President Mbeki and work towards elevating the role and position of women to that of decision makers.

Research and innovation within various science, engineering and technology fields can make great strides towards improving the quality of life, and providing wealth creation opportunities for women. It is thus essential for the collective minds within the SET sector to recognise and adopt an engendered research culture in order to ensure that the full spectrum of South Africa's human resources are effectively understood and empowered for the ultimate advancement of our society.

The annual Women in Science Awards captures the vision encapsulated in the National Research and Development Strategy, which is the enhancement of our citizens quality of life. The awards specifically attempt to ensure that women, as the majority of South Africans, are fully considered. Furthermore, the awards spotlight my Department's unwavering commitment to unlocking the potential of our women to develop into distinguished scientists, and thus stimulate women's interest and entry into traditionally male dominated areas of science. An increase in the number of women scientists will allow them to make a meaningful contribution to our economic growth and the improvement in the quality of life of the general public, and women in particular.

To all those women who have been nominated, the finalists and winners, we salute you. Your efforts and achievements will no longer go unnoticed and uncelebrated. In addition to the meritorious work you have been doing, you have now been elevated to the status of role models and drivers of change towards a society that acknowledges the role and contributions of women as producers and users of knowledge. You have shown that your achievements are parallel to those of your male counterparts, and that you can compete and triumph in a male dominated environment. And in the words of Mahatma Gandhi, you have shown 'that strength does not come from physical capacity, but from an indomitable will'.

I have consistently alluded to the fact that women continue to remain under-represented in the upper echelons of scientific careers. Part of the reason for this is the lack of role models for young girls, as well as the manner in which role models are portrayed. The old prejudices and stereotypes that female scientists must be dull, dowdy and unattractive must be eradicated. Looking around me tonight, I see that this task is well within our reach. Young girls should be made aware that aspiring to a scientific career should not entail a compromise in appearance or family life. It is perfectly possible for a good scientist to be a stylish career woman as well as a good mother. It is not appearance that counts, but competence.

It is to address these barriers and challenges in the system that the South African Reference Group on Women in Science and Technology (SARG) was established in March 2003. The SARG is a ministerial advisory body that advises on ways of increasing the visibility and development of women, and making Science more relevant to the needs of society by incorporating women's needs and expectations.

Another milestone that forms part of tonight's celebration is the presentation of the first annual review of the South African Reference Group on Women in Science and Technology. Each of you has been provided with a copy of this important publication.

We must all borrow from the philosophy of Marie Curie by teaching and showing our girls and young women that 'nothing in life is to be feared; it is only to be understood'. Mathematics and Science are no exception to this rule. They are not a domain for the few, but a platform for all to participate in and benefit from. They offer the gateway to better lifestyles, and wealth creation opportunities for all those who exploit them to their fullest. Use your elevated status as role models, to mentor and communicate with girls and women about the importance of being scientifically literate.

Tonight, as we celebrate another forward step towards gender equity and mainstreaming, I implore you to keep in mind the girl-child. Take heed of the words of Ann Petersen, the Deputy Director of the National Science Foundation of the USA, "As we celebrate our achievements and begin to chart our future challenges, our potential role as leaders should be front and centre in our thoughts. We, who have climbed the steep slopes by clawing and hanging on, should not demand this as initiation for those who follow. Rather, we need to provide a web of support, encouragement, and example. We must nurture, guide and teach. We must reach out to girls and young women, and show them a path paved with encouragement. And most of all, we must do this for the future of science and engineering and for the future of our society".

It is essential for the SET community to strive to increase the public understanding of science, engineering and technology and of the role that women do and can play in science and technology. Work hard to explode existing myths and stereotypes, and persevere to change society's attitudes about girls and women in Science and Technology, and in society. Spread your knowledge, wisdom and skills widely so that in time all the women of South Africa may be free of the multiplicity of burdens plaguing them.

To all the nominees, finalists and winners, we re-emphasise the importance of your achievements to science and technology, but most importantly to women in general. It is thus apt that I close with these words from Tebello Nyokong, last year's guest speaker in the inaugural Frances Ames Lecture Series and winner of this year's science category in Shoprite Women of the Year Awards, "every little thing you achieve is better than what you started off with; hence, every achievement calls for a celebration!"

Thank you and enjoy the evening.

***Black technical careers body says there are still too few black women choosing engineering as a career***

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By: [Ollie Madlala](#)

Published: 27 Oct 06 - 0:00

There is still a shortage of black women entering the engineering field in South Africa, says South African Black Technical and Allied Careers Organisation (Sabtaco) president Paul Kgole.

Sabtaco aims to facilitate the creation of an environment that is conducive to the development and promotion of science and engineering skills in black communities.

Its membership covers practitioners, graduates, technicians and students in the technical disciplines, including project management; civil, structural, metallurgical, mining, industrial and chemical engineering; and geology. Of the 2 000 members that Sabtaco had in 2004, only 1 00 were women.

But Kgole says that there has been an increase in the number of female quantity surveyors and architects during the last few years.

To facilitate the entry of women into the engineering industry, the organisation is, on behalf of the Construction Education and Training Authority (Ceta), administering a bursary scheme worth R10-million a year.

Forty percent of the bursaries have been awarded to female students to encourage them to enter the engineering field.

“We also intervene at primary and high school levels, where a number of companies take pupils during school holidays to expose them to work,” says Kgole, adding that such programmes already run in Limpopo and the Western Cape, where mining giant Anglo Platinum has created an engineering and mining desk encouraging children to choose engineering as a career path. Government is also participating in the initiative by harnessing retired engineers as graduates’ mentors.

On challenges facing black professionals, Kgole says that one of the main issues is the lack of access to projects at the inception stage. “Most black professionals or black-owned companies do not get to be part of the development from the beginning because most projects require research-and-development capacity, which most black-owned companies lack. “But the Construction Charter is beginning to open up opportunities for black people.” Another serious challenge that hampers black-owned business is the delay of payments by government, says Kgole. “This is the issue that, in most cases, leads to the closure of black-owned companies because most of their businesses depend on government tenders for work.” Sabtaco CEO Bafana Ndendwa tells Engineering News that the organisation is planning to approach the office of Deputy President Phumzile Mlambo-Ngcuka “because what we do is in line with her Accelerated and Shared Growth Initiative for South Africa and the Joint Initiative for Priority Skills Acquisition”.

He adds that there are a number of black graduates who are not employed, yet there is demand for engineers in the market. As a service to its members and the industry as a whole, Sabtaco has several projects, including

networking, where the organisation creates opportunities for its members and stakeholders to network and exchange ideas and opportunities. “This is activated through regular consultations with practitioners and student forums,” says Ndendwa. Sabtaco also has communication links with other professional organisations, such as the South African Association of Consulting Engineers, the Black Management Forum, and the South African Institute of Architects. As part of its programme for students, regional chapters are created and, through regular workshops, training and career- guidance programmes, technical skills and careers are promoted in tertiary institutions. Dissemination of information on bursaries is also facilitated on a regular basis. The organisation also has a job-placement programme. “Through alliances with recruitment agencies and direct liaison with employers, we are able to assist our student members to acquire relevant employment opportunities,” explains Ndendwa. The organisation also has a consulting forum, which is aimed at assisting black consultants to acquire business opportunities from local authorities, provincial and national governments, State and parastatal enterprises and the private sector. Ndendwa explains that the organisation is continuously developing and re-engineering itself to remain relevant to economic developments in South Africa and globally, and participates in most of the transformation processes which are taking place in South Africa, such as the development of the Construction Charter and procurement processes. Since its founding in 1990, the organisation has grown into a national one representing thousands of members in science and engineering disciplines. It has branches in all nine provinces of South Africa.

**Reference made to this article in the conclusion**



## ***Defence industry invests in bulletproof jackets for women***

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Increasingly, women in uniform have active combat roles during military, police and security operations and the South African National Defence Force (SANDF) has recognised the necessity to review the requirements of womens' bodies when designing protective clothing and equipment.

In response, the SANDF, with assistance from the ballistics industry, has developed women's body armour.

The team developed two types of women's jackets – a stitched version and a moulded version.

With the development of more advanced and comfortable ballistic materials on the market, the project design committee opted for a 200-g/m<sup>2</sup> ballistic material for the women's soft armour, rather than the 280-g/m<sup>2</sup> material, which is used for the men's bulletproof jacket.

The new material, which is lighter, softer and more flexible, offers more comfort and movement for the wearer.

"It is envisaged that new material development and special shapes for optimising body protection for armed forces will be the primary focus for the future. "We will continue to invest in ongoing research and development, and work closely with various customers to ensure that their specific needs are met," says MOH-9 Armour Ceramics product manager Andreas Hecht.

The ceramic tiles for the armour were manufactured by MOH-9 Armour Ceramics and the composite insert by Bullet Proofing Technology. A number of successful fitment trials were held with a group of SANDF female soldiers.

Ballistic tests, with both handguns and rifles, were carried out on both types of jacket as required by the SANDF. Both versions passed these trials.

In a period of only six months, many different variants of plates were manufactured and tested, resulting in successful fitment and ballistic trials.

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