



## Contents

Editorial

DFA Gender Issues  
Tackling the Gender Agenda in DFA

2005 Nuclear Non-Proliferation Treaty Review Conference:  
A Treaty in Crisis?

## Editorial

**D**FA NOW THIS WEEK FOCUSES ON THE DEPARTMENTAL CHALLENGES of gender parity under the heading “Tackling the Gender Agenda in DFA!”. President Thabo Mbeki in his response to the State of the Nation Address in February 2005 said that government, parliament and the private sector look at accelerating “the progress of ensuring that we move forwards faster towards the goal of gender equality”.

Human Resources in the article on gender reflects on the progress made in the department in attaining gender parity in its structures. Gender profile statistics provided indicate that while the overall number of women in the department is commendable, much needs to be done to increase the number of women in senior management levels, including Heads of Mission.

The gender article reflects the reality within the department without trying to put forward a rosy scenario. While the Department acknowledges its successes, it will face the daunting remaining gender challenges head on.

DFA Now also reflects on the 2005 Review Conference of the State Parties to the Treaty on the Non-Proliferation of Nuclear Weapons, which ended on 27 May 2005, without agreement on any substantive issues. The report states that the disappointing outcome have according to commentators plunged the Treaty into crisis and that we are entering a dangerous era of uncertainty.

While DFA Now will be communicated to you on a regular basis, this process can only be effective if we really interact and understand that two-way communication is crucial in that process. We are grateful for the feedback received thus far, but we appeal to you to give us your honest thoughts, including constructive criticism how to improve on this process. And we will respond to that and implement changes as required. Many readers had problems in downloading DFA Now. We trust that our response – changing the A3 format to a more user-friendly A4 format will find favour.

The roll out of DFA Now is a first step in nurturing good internal communication and the feedback received on the first issue has shown that we are on the right track. Any direct feedback could be forwarded to The Editor [sadesk@foreign.gov.za](mailto:sadesk@foreign.gov.za). ▶



*Director-General of Foreign Affairs  
Dr. Ayanda Ntsaluba*

## DFA Gender Issues

### *Tackling the Gender Agenda in DFA*

The subject of gender parity is as topical in the Department of Foreign Affairs as it is in all public institutions.

The recent appointment of Deputy President Phumzile Mlambo Ngcuka, the appointment of Minister Lindiwe Hendricks in the Department of Minerals and Energy and our new Deputy Minister in Trade and Industry, Elizabeth Thabete, not only raised the profile of senior women in government, it also showed how easy it is, with political will, to appoint able women to very senior political offices.

The Department of Foreign Affairs, led by a Minister really committed to gender equality is determined to address the issue head on. Though the process of employing women, particularly in the senior management positions has been slow since 1994, some progress has been made, and plans to continue in this vein remain a key strategic thrust of the department.

Of course, realising the goal of attaining gender parity as espoused by Minister Dlamini Zuma takes courage, focused attention and dedicated commitment. It should be led from the top by political and executive principles and results should be monitored and broadly communicated to show progress and encourage more effort. Commitments made in the department's Employment Equity Policy have gone some way to creating an enabling environment for women's empowerment and gender equality.

#### **PROGRESS MADE**

As stated earlier, the department has made noticeable progress in attaining gender parity in its structures includ-



ing a review of departmental policies to remove any barriers to women's advancement.

A Gender Focal Point will soon be established in the office of the Director-General and the appointment of a gender focal person at director level is imminent.

The department has targeted women strategically during its recruitment and selection processes and ensured that women are well represented in all recruitment panels.

In this regard continuous efforts to promote more women from within the department and contacting women in external organisations and institutions of higher learning during the recruitment drive are being made. Moreover all training and development initiatives have offered women an equal chance to enhance their professional knowledge and skills. It has been noted, however, that women were not adequately represented in the most recent Diplomatic Training programme for reasons that have yet to be explored.

## CULTURE

In a recent workshop for women Heads of Mission and senior women in the Department of Foreign Affairs participants expressed the concern that the department was still very masculine in its formal and informal cultures - that despite the significant numbers of women below the Assistant Director level, little had changed to make the environment more conducive to gender equality.

High tolerance levels for unacceptable behaviour also characterises the ethics of the department. There appears to be a reluctance to exercise discipline and employ the clear disciplinary procedures prescribed by the Department of Labour.

The difficulty of not addressing this issue is that it can in the long term undermine the good intentions of creating gender parity in our employment practices. Capable women might leave and choose to work in more supportive environments.

As a first step to addressing this matter the Consultative Working Group - (mandated to implement the department's Employment Equity re-

quirements as defined by the Labour Relations Act) has commissioned a 2 phased project including an organisational culture and climate survey to diagnose the underlying sources and causes of this "women unfriendly" culture with a view to developing a strategy for addressing this issue and creating a culture more conducive to the advancement of women empowerment and gender equality. It is encouraging to know that the new DFA building will provide facilities for young women with children.

## LOCATING DFA IN NATIONAL WOMEN'S PROJECTS

Through the Chief Directorate Human Resources, the DFA as a member of the IRPS Cluster participates in a number of national initiatives to show its commitment to women's empowerment and gender equality and to heighten gender sensitivity within the department.

## WOMAN'S DAY CELEBRATIONS

On an annual basis the Sub-Directorate Transformation, hosts Women's Day/Month celebrations, in

which DFA employees are afforded the opportunity to join the nation in celebrating women's emancipation and empowerment. Various topics aimed at women empowerment are discussed in these events. Like in previous years, Human Resources will host the 2005 celebration under the national theme: Women building a South Africa that truly belongs to all.

## SIXTEEN DAYS OF ACTIVISM OF NO VIOLENCE AGAINST WOMEN AND CHILDREN

The department continues to support national campaigns such as the Sixteen Days of Activism of No Violence Against Women and Children. This campaign is aimed at eliminating violence against women and children. To this effect different activities such as workshops on sexual harassment, talks on HIV and Aids as well as domestic violence have been conducted to raise awareness within the department and to empower women.

## TAKE A GIRL CHILD TO WORK DAY CAMPAIGN

The department recently participated



*Deputy Minister Sue van der Merwe at a candle light function marking the 16 Days of No Violence Against Women and Children Campaign at the Union Buildings*



*Deputy Minister Aziz Pahad at a candle light function marking 16 Days of No Violence Against Women and Children Campaign at the Union Buildings*

in the Cell C take a girl child to work day campaign. This campaign is aimed at eradicating gender stereotypes and women empowerment. The department hosted 20 girls from Saulridge High School. The girls were paired with senior women managers who served as role models to them. They were also exposed to different careers within the department, to help them with future career choices. The department envisages a long-term relationship with this school.

**CHALLENGES**

Besides employing more women the most daunting challenge is to mainstream gender in the core business of the department by ensuring that all political line branches departments and support services integrate gender in the substance of their work. Viewing the African Agenda through gender spectacles will require a consciousness and knowledge of the specific ways in which men and women are affected by local, regional, continental and global foreign policies.

A second challenge will be to get

complete buy-in of gender equality from the men in the department so that they too take full responsibility for engendering the department.

A training and development strategy that raises awareness across the whole department so that everyone understands the issues in the same way will be a difficult but necessary task, so will an attempt to alter specific kinds of sexist behaviours.

The ultimate challenge will be to include gender mainstreaming in the performance agreements of every single employee so that each employee's efforts are measured, appraised and appropriately rewarded.▶

**These statistics indicate quite clearly that while the overall number of women in the department is commendable - more effort still needs to be made to increase the number of women in senior management levels, including Heads of Mission.**

**Table 1. Overall DFA Gender profile (30/06 2005)**

Females	Males
950 (50%)	933 (50%)

**Table 2. Head Office Gender profile**

Females	Males
717 (54%)	602 (46%)

**Table 3. Mission Gender profile**

Females	Males
233 (41%)	331 (59%)

**Table 4. Female representation at SMS level**

Females	Males
64 (29%)	153 (71%)

**Table 5. Women Heads of Mission**

Females	Males
24 (26%)	94 (74%)

## 2005 Nuclear Non-Proliferation Treaty Review Conference: *A Treaty in Crisis?*

---

The 2005 Review Conference of the State Parties to the Treaty on the Non-Proliferation of Nuclear Weapons ended on 27 May 2005 without agreement on any substantive issues. This disappointing outcome followed four weeks of intense negotiations, with many commentators concluding that the Treaty has been plunged into crisis and that we are entering a dangerous era of uncertainty.

---

Although a large variety of events and factors may have influenced the outcome of the 2005 Review Conference, some of the major contributors to its failure included the unsuccessful preparatory process, time constraints (as a result of a protracted debate on an agenda and programme of work), and the unwillingness of some State Parties to reach compromise and their selective insistence on fixed positions. In addition, the failure by the major nuclear-weapon States to implement their disarmament obligations under the Treaty and to roll-back agreements made at previous Conferences on this subject created a climate which complicated the progress that could have been made in addressing some of the key challenges facing the Treaty. This was particularly evident during the debates in Main Committee I (Disarmament) due to the reluctance of some nuclear-weapon States to reaffirm the agreements and undertakings reached at the 2000 Review Conference on the issue of nuclear disarmament.

The Conference has raised serious concern amongst many non-nuclear-weapon States, including South Africa, regarding the increasing number of proposals to impose further restrictions, mainly on developing countries, on the peaceful application of nuclear energy - a right guaranteed under the Treaty. In stark contrast, there seems to be a decreasing commitment to the implementation of the commitments and obligations of nuclear-weapon States to disarm and very limited pressure on those that remain outside the Treaty to join as non-nuclear-weapon States.



*Mr Abdul Minty, Deputy Director General at the DFA addressing a press conference on The 2005 Review Conference of the State Parties to the Treaty on the Non-Proliferation of Nuclear Weapons*

In his opening address to the 2005 NPT Review Conference, Mr Abdul Samad Minty, leader of the South African delegation said that the challenge of the Conference was “to ensure that the Treaty Regime emerges as a strengthened instrument essential in circumscribing the threat posed by nuclear weapons and by the proliferation of the capabilities to produce them, as well as guaranteeing access to peaceful uses of nuclear energy”. He cautioned that individual elements of the NPT’s bargains should not be isolated and approached singularly, neither should one or more of these elements be ignored nor minimised. We need all elements of the Treaty to be implemented in a balanced manner.

*“The situation should not be allowed to continue that the Nuclear Weapons States oblige everybody merely to focus on the issue of non-proliferation, while completely ignoring the demand of the overwhelming majority of humanity for the complete abolition of WMDs, an objective which our country has already achieved”.*

For South Africa, the NPT remains the centrepiece of the nuclear non-proliferation regime - a regime that encompasses an inter-linking network of obligations, commitments and undertakings on nuclear disarmament, nuclear non-proliferation and allows for the use of nuclear energy for peaceful purposes. The 1995 Review Conference decided to extend the NPT permanently. The Treaty was initially adopted in 1970 for 25 years. It was on the basis of a proposal by late Foreign Minister Alfred Nzo, that the indefinite extension of the NPT was made possible by making the Treaty’s extension conditional upon the undertakings and commitments that addressed the full range of NPT obligations, but also provided certainty on the

## The Treaty on the Non-Proliferation of Nuclear Weapons (NPT)

The NPT was concluded in 1968 and entered into force on March 5, 1970. It is the founding document of multilateral non-proliferation endeavours.

The NPT recognises only five states as nuclear-weapon States, namely those who had conducted nuclear weapon tests by January 1, 1967 (China, France, the Russian Federation, the United Kingdom and the United States). These states have very specific obligations under Article I not to transfer nuclear weapons or to assist others to acquire them. Under Article VI they have the obligation to pursue nuclear disarmament. Other states can therefore only join the Treaty as non-nuclear weapon states (NNWS). NNWS have specific obligations under Article II not to receive or to seek to acquire nuclear weapons, and in Article III to accept safeguards from the International Atomic Energy Agency (IAEA). In return, the non-nuclear weapon states are promised access to nuclear energy for so-called ‘peaceful’ purposes (Article IV). The NPT in essence contains two bargains: nuclear disarmament for non-proliferation; and nuclear energy co-operation in return for non-acquisition of nuclear weapons. The NPT currently has 188 State Parties. Although the DPRK (North Korea) declared its withdrawal from the NPT in 2003, questions remain about its formal status, since it only withdrew after being found to be in violation of its safeguards obligations.

Every five years, there is a major Review Conference of states parties to the NPT. The treaty was indefinitely extended in 1995, together with decisions on strengthening the review process and principles and objectives for nuclear non-proliferation and disarmament, as well as a resolution on the Middle East.

continued existence of the Treaty.

At the next 5-year Review Conference in 2000, significant progress was made through the “unequivocal undertaking by the nuclear-weapon States to accomplish the total elimination of their nuclear arsenals leading to nuclear disarmament to which all States parties are committed”. To fulfil their obligations under the Treaty, both the nuclear-weapon States and the non-nuclear-weapon States were to implement the practical steps for systematic and progressive efforts to eliminate nuclear weapons. In 1995 and 2000, significant progress was made in reaching consensus agreements on obligations, commitments and undertakings that not only improved the effectiveness of the non-proliferation regime, but also served to further entrench the central NPT bargains. South Africa played a major role in the preparations and negotiations at these conferences.

However, in the run-up to 2005 there was considerable concern about the effect of changed political dynamics on the non-proliferation regime and on the potential consequences for a successful outcome to the 2005 Review Conference, exacerbated by a failed preparatory process. South Africa cautioned the major nuclear-weapon States and others against the reopening of the debate on obligations, commitments and undertakings, which it warned might also prompt others to reinterpret, negate or withdraw from other

parts of the NPT bargains. At the same time, South Africa recognised that, in relation to non-proliferation, the recent developments in and experiences of the illicit network in nuclear technology to manufacture nuclear weapons present a serious challenge to the NPT, which necessitated a review of controls over nuclear material, technologies and equipment to prevent nuclear weapons proliferation and illicit trafficking.

The challenges facing international peace and security today require a Treaty strengthened in all its aspects – a Treaty that provides increased security to us all. This was South Africa’s expectation of the 2005 NPT Review Conference and the basis on which it interacted with a large number of states before and during the Conference. Unfortunately, the outcome of this Conference has raised serious questions regarding the commitment of some State Parties to fully implement the consensus agreements on obligations, commitments and undertakings made at previous NPT Conferences. Their resolve to do so in the period leading up to the next Review Conference in 2010 will determine the future of this important international instrument - both in terms of its credibility and continued vitality.

South Africa, like many others, remains deeply concerned about the continued retention of nuclear weapons and new security doctrines that envisage the actual use of nuclear weapons. In order to make the world a safer place and to prevent the prolif-

eration of nuclear weapons, those who possess these weapons must begin a committed step-by-step process to eliminate their nuclear arsenals with a sense of urgency in accordance with the commitments made at previous Review Conferences. As President Mbeki recently stated: “The situation should not be allowed to continue that the Nuclear Weapons States oblige everybody merely to focus on the issue of non-proliferation, while completely ignoring the demand of the overwhelming majority of humanity for the complete abolition of WMDs, an objective which our country has already achieved”.

The total elimination of all nuclear weapons therefore remains our goal. This is also the intention and purpose of the NPT. However, the major nuclear-weapon States have not demonstrated their commitment to eliminate their nuclear weapons and yet insist on circumscribing the rights of developing countries in relation to their use of nuclear energy for peaceful purposes. South Africa will persist with its policy, based on principle to implement the Treaty. If we achieve our goal, it will also ensure that the resources that would be saved through the elimination of these weapons are finally redirected to the task of defeating poverty and underdevelopment. And then we will also have created a safer world free of all nuclear weapons. The struggle to implement all three main provisions of the NPT in a balanced manner continues.▶

## RESOURCE DOCUMENTS

- **Statements in Main Committee I (Disarmament)**
  - **Statement in Main Committee II (Safeguards and Non-Proliferation)**
  - **Statement in Main Committee III (Peaceful uses of nuclear energy)**
  - **Statement in Subsidiary Body on Nuclear Disarmament**
  - **Statement in Subsidiary Body on Regional Issues, including the Middle East**
  - **Statement in Subsidiary Body on the Other Provisions of the Treaty**
  - **Closing statement**
- Other statements and conference papers**  
**Acronym Disarmament Institute**

For NGO opinion, statements and documents from the 2004 PrepCom and past NPT meetings see <http://www.reachingcriticalwill.org>

# **IMBIZO: FOREIGN AFFAIRS**

**... with Dr Nkosazana Dlamini Zuma  
Premier Ebrahim Rasool  
Aziz Pahad  
Sue van der Merwe  
Dr Ayanda Ntsaluba**

**Date: 23 August 2005**

**Venue: Jameson Hall  
University of Cape Town**

**Time: 09h00 - 13h00**

**COME ONE! COME ALL!**

Parking is reserved - For enquiries contact: Ms Thenjiwe Kona (UCT) - 082 883 7052  
Mr Gogi Ngakane (Foreign Affairs) - 082 385 1189  
Ms Lizzy Selepe (Foreign Affairs) - 021 464 3718

People united in peace and friendship for a better Africa and a better world



**the dfa**

Department:  
Foreign Affairs  
REPUBLIC OF SOUTH AFRICA

*Front Cover:*

*Photograph of Minister Nkosazana Dlamini Zuma with girls from  
Saulridge High School during the  
'Take a girl child to work' Day 26 May 2005*