



06 August 2009: No 40/09

THE DOD GENDER CONFERENCE TO BE HELD ON 26-28 AUGUST 2009 AT SIGNAL FORMATION, WONDERBOOM

BACKGROUND

The Chief Directorate Transformation Management (CTM), will host the DOD's Gender Conference over the period 26 - 28 August 2009 on behalf of the DOD. The purpose is to assess progress achieved, and challenges experienced in the implementation of the DOD Gender Mainstreaming Strategy.

The theme is **"Inspired, and Empowered to advance Gender Equity in the DOD."**

The term inspired and empowered are deemed appropriate in this context because consensus has already been reached on what needs to be done going forward, in order to demonstrate the DOD's commitment to advance the gender equity agenda, in the medium to long term.

The gender characteristics of the DOD has changed following the redefinition of security from being state centered to human security, and the realignment of the role and mission of the SANDF within a democratic framework which demands amongst others, that both women and men participates fully in the provision of the envisaged security.

The MOD, DMOD, DOD Planners, members of the DSC, Services' OCs, Officers and Non-Commissioned Officers attended the 2008 DOD Gender Conference. Constructive engagements on how to mainstream gender in pursuit of

the Defence Mandate were held, and consensus reached in the commissions and at plenary through the development of a Plan of Action to be implemented by Services and Divisions throughout the year.

The promulgated DOD Gender Mainstreaming Strategy stipulates that the under mentioned activities be undertaken in pursuit of gender equity:

- That a gender criteria be integrated in all Defence and military policy, plans, and processes including mission assessments.
- That structures to advise, execute, monitor and report on Gender be established in all the Services and Divisions.
- That the Performance Agreements (PAs) of all Chiefs as well as Commanders/Managers to include gender responsibilities and accountability.
- That Services'/Divisions' Business Plans incorporates gender mainstreaming and that reports submitted to reflect this.
- That all SANDF members be exposed to programmes that facilitate change in behaviour and attitudes.
- That women's participation in Peace Support Operations be increased to 30 percent.
- That gender be mainstreamed in all communication activities: Info Bulletins, reports, and speeches.
- That ongoing advocacy programmes on gender equity be conducted.
- That a 365 days campaign of No Violence Against Women and Children be supported.
- That 30% of all training participants must be women: wrt
 - Foreign learning opportunities offered in a year;
 - Study scheme and bursaries; and
 - Instructors in SANDF's training institutions.
- That Services and Divisions must publish on yearly basis their Gender Plans with targets per successive rank levels due to retirement, resignations or attrition.



This information is provided as a management tool to commanders and managers

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Bulletin

Department of Defence



- That sexual harassment and discrimination be addressed urgently.
- That women's career in the combat roles be effectively managed in order to ensure their retention.
- That gender perspectives be integrated in all military development courses.
- That the necessary psycho-social support is provided during deployments;
- That post profiles per mustering/professional corps be developed in terms of unique requirements.
- Ensure corporate targets at entry level of 40% women.
- Capacity building of PSAP at lower levels to required skills and competencies to be accelerated so as to be considered for senior posts in the future.

The outcome of the implementation of the abovementioned actions would be an RSA that benefits from a Defence posture and approach as informed by both women and men equally in terms of decisions, tasks and operations in addressing national, continental and international human security.

AIM

Aim of the conference is to

sensitise and highlight the focus areas of the 2009 Gender Conference in order for Services and Divisions to be aware of the conference expectations and prepare accordingly.

CO-ORDINATING INSTRUCTIONS

Only nominated and invited attendees may attend the conference. In the event of an attendee not being able to attend, a representative may be appointed by the Services'/Divisions' Gender Mainstreaming Council (GMC) representative, provided that his/her details are forwarded to CDTM at telephone no's: (012) 355-5290, (012) 355-5972 and (012) 355-5411 or at fax no: (012) 355-6259.

Attendees are requested to report at the venue from 260745B Aug 09 for registration. The conference proceedings will commence at 261030B 26 Aug 09.

ADMINISTRATION AND LOGISTICS

Registration.

CDTM Personnel will be appointed to facilitate the registration process and logistical matters during the conference. Signatures of all attendees against number and rank are required to facilitate corporate payment of accounts.

Transport. Services and Divisions are responsible for their member's transport to and from the conference venue.

Internet. Printing, Photocopying and Fax facilities. During working

hours these facilities will be available for the duration of the conference.

Dress. Working Dress (Dress No 3 A) will be worn for the duration of the conference, civilian equivalent.

RSVP. All RSVP's are to be directed to Dir Equity and must reach her on or before 30 July 2009 at telephone no's: (012) 355-5290, (012) 355-5972 and (012) 355-5411 or at fax no: (012) 355-6259.

Meals and Refreshments. The conference package includes teas and lunches. Attendees using accommodation facilities will be provided with breakfast and dinner.

FINANCIAL IMPLICATIONS

Daily Allowance.

Services and Divisions are responsible for their members' Daily Allowance.

COMMAND AND SIGNAL

Chairperson. The Chief Director Transformation Management: Maj Gen N.E. Memela-Motumi is appointed as the Chief Executor for the Gender Conference. Chief Coordinator. R Adm (JG) L. van Vuuren is appointed as the Chief Coordinator. Deputy Chief Coordinator. Col D.N. Tshiloane is appointed as the Deputy Chief Coordinator.

Enquiries may be directed to Director Equity at telephone no's: (012) 355-5290, (012) 355-5972 and (012) 355-5411



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