



“We will have a South Africa which will live in peace with its neighbours and with the rest of the world. It will base its foreign relations on mutually advantageous assistance among the peoples of the world.”

OR Tambo in 1976



the dirco



The Department of International Relations and
Cooperation (DIRCO)



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PART 1

General Information

Submission of the Annual Report to the Executive Authority

To the Minister of International Relations and Cooperation, Ms Maite Nkoana-Mashabane; I have the honour of presenting the 2009-10 Annual Report of the Department of International Relations and Cooperation.



Dr Ayanda Ntsaluba
Director-General:
Department of International Relations and Cooperation



Minister Maite Nkoana-Mashabane

1.1 Executive Summary by the Director-General of the Department of International Relations and Cooperation (DIRCO)

During March 2009, the Department of International Relations and Cooperation tabled its three year Medium Term Strategic Plan for the period 01 April 2009 to 31 March 2012 to Parliament. The plan was informed by Government's Medium Term Strategic Framework 2009–2014 whose central objective was to set the country on a higher and sustainable growth trajectory by the end of 2014. The 2009/12 strategic plan built on the foundations that had already been laid in previous years and affirmed the role and work of the Department as the custodian of International Relations policy implementation of the country.

In the Department's 2009/12 Strategic Plan seven key priority areas had been identified as follows:

- Continued prioritisation of the African Continent
- Strengthen South – South Relations
- Strengthen Relations with formations of the North
- Strengthen Political and Economic Relations
- Participate in the Global System of Governance
- Organisational Strengthening
- The Provision of Operational Support Services

The seven key priority areas aligned the work of the Department to contribute to Government's domestic priorities. The continued prioritisation of the African Continent remained the principal focus of South Africa's foreign policy during the year under review. In this regard, the Department continued its African Union (AU) processes to promote African Unity and integration.

Furthermore, South Africa also contributed to the debates on the rationalisation and harmonisation of the Regional Economic Communities (REC's). These REC's are deemed to be building blocks of economic and political integration that recognises the eventual establishment of the Union Government of Sovereign States as its key objective.

During the year under review, South Africa was elected into the AU Peace and Security Council for a two-year term, was also re-elected to the United Nations Human Rights Committee and received the endorsement of the African Union (AU) for South Africa's candidature for the non-permanent seat of the United Nations Security Council (UNSC) for the period 2011–2012.

South Africa continued to provide the technical and logistical support to the Pan African Parliament, in accordance with the Host Country Agreement. South Africa also continued to promote and support the operationalisation of the AU Financial Institutions and in this regard, participated in the Extra-Ordinary Conference of African Ministers of Economy and Finance (CAMEF) and played an instrumental role in the review of the African Investment Bank (AIF) statutes.

NEPAD remains the Social development blueprint for Africa and the framework for Africa's engagement with the North and other international fora/actors. South Africa continues to support NEPAD in its work and participated in the AU Summit in August 2009 and the Heads of State and Implementation Committee (HSGIC) Summit in February 2010. The 14th AU Summit adopted the establishment of the NEPAD Planning and Coordinating Agency (NPCA) as a technical body of the AU, to replace the NEPAD Secretariat. The Summit also adopted the recommendations on the integration of NEPAD into the structures and processes of the AU. SA continues to host and support both the NEPAD Agency as well as the Secretariat of the APRM.

South Africa has continued with and maintained its engagement in the AU-UN peace missions on the African Continent and intensified such peace efforts with the launching of the Southern African Development Community Standby Force. South Africa's peacekeeping efforts include deployment in the DRC (MONUC) the Sudan (UNAMID) as well as mediation efforts in Madagascar and Zimbabwe.

South Africa continued to strengthen bilateral relations with African countries through high-level engagements and visits and through engagement at various bilateral and multilateral forums.

Our priority of strengthening relations with countries and formations of the South continued. In this regard South Africa participated in the IBSA Ministerial Trilateral Commission during 31 August to 01 September 2009 at which Commission the Ministers agreed to enhance political coordination among IBSA countries, to formulate joint positions and to enhance IBSA's role and visibility within the global system of governance.

South Africa also participated, inter alia, in the NAASP Coordinating Unit on Capacity Building for Palestine in June 2009, the IOR-ARC 9th Council of Ministers meeting also in June 2009, the Ministerial meeting of the coordinating Bureau (COB) of the Non-Aligned Movement (NAM) during April 2009 and in meetings of the Group of 77 (G77) and China.

South Africa continued to prioritise Africa on the agenda of EU, G8, Commonwealth and other organisations of the North. SA-EU bilaterals were considerably strengthened during 2009/10, with the primary focus being on fully implementing the SA–EU Trade, Development and Cooperation Agreement (TDCA) and implementing the SA-EU Strategic Partnership Joint Action Plan.

South Africa continues to advance the importance of multilateralism in addressing global challenges. The Department facilitated, coordinated and supported a number of Presidential and Ministerial engagements relevant to our participation in the Global System of Governance. Such engagements included amongst others, the UNGA64, G5 Ministerial debate on General Assembly Revitalisation, the Thirty Sixth Session of the Food and Agricultural Organisation's Conference and COP15. Subsequent to the AU endorsement of South Africa as the candidate for the non-permanent seat of the United Nations Security Council during 2011-2012, South Africa has implemented measures to ensure effective participation in this body.

The 2009/10 financial year saw the inauguration of the new President and a number of outgoing State Visits as well as foreign Heads of State and Government visiting South Africa on official state matters. The Department played a key role in the Presidential Inauguration and continued to provide the necessary Protocol services to the President, Deputy President and Ministers.



Director-General Dr Ayanda Ntsaluba

One of the key objectives of the Department's Strategy for 2009/10 was to engage in programmes that will take the work of the department to the people of South Africa. Consequently, a number of outreach programmes hosted by the Minister of International Relations and Cooperation were undertaken as part of the department's Public Diplomacy mandate.

The Department continued the roll-out of its 3 year Human Resources Strategy to ensure that the Department builds the necessary capacity to deliver on its mandate. Furthermore the Department, through the Diplomatic Training, Research and Development Unit addressed the skills developmental needs of DIRCO and also carried out policy research on priority issues for South Africa's foreign policy. Significant amongst these is the draft paper on Economic Diplomacy which will be given further attention during the 2010/11 financial year.

During September 2009 the Department relocated to its new Head Quarters, OR Tambo Building in Soutpansberg Road, Rietondale, Pretoria. The building was inaugurated by the President on 11 December 2009. The implementation of a world-wide Voice over Internet Protocol ICT infrastructure has continued and is reaching its final stages. The implementation of the VOIP infrastructure has considerably improved the efficiency of departmental operations. The Department

continued to take steps to improve its financial management processes, procedures and systems and also its compliance with Government's Financial Management Regulatory Framework. Once again the department received an unqualified audit report without any other matters being reported. The financial improvement plans implemented by the Department have thus achieved the desired results. I wish to thank the Corporate Services and Internal Audit teams for their efforts in ensuring that the department adheres to the Financial Management Regulatory Framework, as well as Governance prescripts. I also place on record my profound gratitude to the Audit Committee for their stewardship, support and the firm yet always professional manner in carrying out their oversight functions and also for continuing to be a source of inspiration to both myself and the Management of the Department.

I am indeed grateful to Minister Maite Nkoana-Mashabane, Deputy Minister Ebrahim Ebrahim and Deputy Minister Sue van der Merwe for their wisdom and continuous tireless support and guidance in the execution of the Department's mandate during this period. The Department also recognises the exceptional support of the International Cluster (ICTS), The Portfolio Committee on International Relations and Cooperation and the Select Committee on Economic and Foreign Affairs as well as the Staff at Head Office and our Missions abroad. I thank you for your contribution to the success of the Department.

1.2 Report of the Minister of the Department of International Relations and Cooperation (DIRCO)

During 2009/10, we marked 15 years of a democratic South Africa; the 20th anniversary of Ntate Rolihlahla Nelson Mandela's release from prison; the 50th Commemoration of the Sharpeville massacre as well as the golden jubilees (50th anniversary) of at least 17 African States including the DRC, Cameroon, Togo, Madagascar, Democratic Republic of Congo, Somalia, Benin, Niger, Burkina Faso, Côte d'Ivoire, Chad, Central African Republic, Gabon, Senegal, Mali, Nigeria and Mauritania. This was also a year that we celebrated the 110th year of the birth of the Pan-African Movement.

Despite the numerous challenges of governance, underdevelopment, poverty, disease, conflicts, and experienced exploitation, Africans continued to display remarkable resilience, determination and will to retain their dignity. It was heartening to note that the advent of peace, security, stability and the spread of democracy and sustainable development in Africa were finally taking root.

Our foreign policy programmes and activities continued to rest on a number of key focal areas, five (5) of which are the prioritization of the African Agenda; the strengthening of South-South relations; the strengthening of relations with formations of the North; participating in the Global System of Governance; and the strengthening of our Bilateral Economic and Political relations.

THE AFRICAN AGENDA

As our country progresses into the future, our engagements on the African continent, i.e. our African Agenda, continue to be guided by our resolve to seek and promote development; contribute to the resolution of conflicts; and the building of an environment in which socio-economic development can take place.

REGIONAL INTEGRATION

Our approach to regional integration continued to be informed by the fact that South Africa's destiny remains inextricably linked to the SADC region and the entire African continent. We remain committed to supporting regional and continental integration programmes. Our foreign policy framework in relation to our engagements at the continental and regional levels still remain premised on the twin pillars of promoting peace, security and stability; whilst advancing a regional developmental agenda.

Our position still remains that socio-economic development cannot take place in the absence of peace and stability, let alone, it being critical for addressing the root causes of conflict and instability. We held and continue to hold the belief that the political and economic integration of Africa has been and will continue to drive the African Agenda. As we sought to defend the geo-strategic interests of the Continent, we believe that SADC has to remain the primary vehicle for the eventual achievement of regional integration and development.

Having been instrumental in the development of the African Peer Review Mechanism (APRM), we remained convinced that it is a unique system of self review by African peers. We remain supportive of the APRM, as we believe it holds the potential to enhance the popularization of these progressive values in our continent.



President Jacob Zuma and Minister Maite Nkoana-Mashabane at the SADC Summit

We have also reiterated our unshaken commitment and resolve towards our Continent's integration programme. In view of our belief that Regional Economic Communities (RECs) are the building blocks of an envisaged strong and focused African Union – we supported the view that our SADC be strengthened and focused. In our own context, SADC remains our primary vehicle for the realization of our programme of regional integration and development.

Our strategy in SADC continued to rest on three pillars, i.e. restoring, strengthening and maintaining political unity and cohesion within deepening regional economic integration; and intensifying regional infrastructural development.

South Africa continued to carry out its SADC mandate of facilitating negotiations between Zimbabwe's ZANU-PF and the two MDC formations with a view to finding a solution to outstanding issues in the implementation of the Global Political Agreement. We noted progress in the constitution making process, the conclusion of which we remain convinced will open the way for a national plebiscite, thus paving the way for holding of free and fair elections.

South Africa remained committed to promoting the New Economic Partnership for Africa's Development (NEPAD) since its adoption as a socio-economic development programme of the AU. South Africa has over the last decade, contributed to two tangible elements of the African Renaissance, namely the transformation of the continent's political architecture, the OAU to the AU and the integration of NEPAD.



Above: President Jacob Zuma and Minister Maite Nkoana-Mashabane at the AU Summit

Above left: President Jacob Zuma with Brazilian President Lula da Silva and Indian Prime Minister Manmohan Singh during the IBSA Summit, Brasilia

Left: President Jacob Zuma with (from left) Swedish Prime Minister Fredrik Reinfeldt, Secretary-General Javier Solana and EU Commissioner Karel De Gucht during the SA-EU Strategic Partnership

SOUTH-SOUTH RELATIONS

In our commitment to strengthen South-South Cooperation, we continued working with countries of the South in finding political, economic and social convergence in our fight against poverty and underdevelopment. The motivation to strengthen and broaden our South-South Cooperation is informed by our shared history and current challenges as well as a need to diversify our trade partners.

As we seek to contribute to the strengthening of South-South Cooperation, South Africa will continue to participate in forums such as the NAM, G77 + China, the India-Brazil-South Africa Dialogue Forum (IBSA); the New Asia-Africa Strategic Partnership (NAASP); and in Africa's multilateral partnerships with countries of the South.

Our engagements with countries of the South continued to be governed and informed by the key principles of partnership, solidarity, equality, mutual respect and mutual benefit. Our view remained that South-South Cooperation provided the necessary space to confront our common challenges; and is a complement to, rather than a substitute for our engagements with the North.

In the aftermath of the global financial and economic crises, we noted that as countries of the South, we needed, amongst others, to support one another by broadening the scope of our economic engagement and by enhancing technical, financial, and institutional partnerships.

STRENGTHENING RELATIONS WITH FORMATIONS OF THE NORTH

In our interactions with developed countries of the North, we sought to identify, build and reinforce mutually beneficial relations. Such mutuality helped us to push back the frontiers of poverty, as we launched and took forward our struggles against poverty, lack of sufficient health resources, insufficient job opportunities, challenges of crime and agrarian reform and the skilling and training of our young in all fields of education.

We continued to embrace a developmental and investment-oriented approach to our engagements with the European Union, G8, G20 and other OECD countries. In all our interactions, we pursued a more inclusive process that is based on the principles of partnership, equality and mutual respect.

Through our membership of the Africa Caribbean Pacific (ACP) Group, we continued to engage the European Union in support of the global development agenda, and specifically their support for Africa's developmental priorities. With our national priorities continuing to inform the basis of our engagements with countries of the North, we have ensured that we implement the provisions of the South Africa-EU Strategic Partnership.

To this end we have already signed the first Revision Agreement to the Trade and



Above: Minister Maite Nkoana-Mashabane addressing the United Nations Conference on the World Financial and Economic Crisis and its Impact on Development.

Above right: Deputy Minister Ebrahim Ebrahim participating in the UN Security Council

Bottom right: Deputy Minister Sue van der Merwe participating in the discussion on the role of the UN Security Council in supporting security sector reform



Development Cooperation Agreement (TDCA) in 2009, which together with the Joint Action Plan for the SA-EU Strategic Partnership, laid the ground for an enhanced and deepened relationship in existing diverse and new areas of cooperation.

PARTICIPATION IN THE GLOBAL SYSTEM OF GOVERNANCE

Our continued participation in the Global System of Governance remained in pursuance of global political and socio-economic stability and security within the multilateral system. In every conceivable forum, we also sought to enhance developmental objectives of the developing world, including the attainment of equitable global order.

ENVIRONMENT

In view of our commitment to addressing the issue of climate change, South Africa participated in the 15th Conference of Parties (COP15) held in Copenhagen within the UN Framework Convention on Climate Change (UNFCCC). We believed then, as we do now, that we have to give effect to the principle of common but differentiated responsibilities enshrined in the UNFCCC.

South Africa, together with like-minded countries of the South, including Brazil, Indian and China (BASIC) emerged from COP15 in Copenhagen a more coherent grouping - in response to developed countries targeting "major developing countries," to shoulder more of the burden for climate change support and mitigation than provided for by the UNFCCC.

As per the decisions of COP15, the negotiations process stemming from the Bali

Action Plan will carry on to COP16 in Cancun, Mexico at the end of 2010. South Africa will take over the baton from Mexico when we host COP17 in 2011.

GENDER

South Africa will continue to play an active role in advancing the UN Secretary-General's proposals on strengthening the UN Gender machinery. The idea is that gender issues will be mainstreamed into peace-making, peace-keeping and peace-building operations of the UN. We also expect gender issues to be mainstreamed into all activities of the AU.

There is no disputing the fact that the plight of women and the girl child in Africa (and elsewhere in the world) needs our urgent and undivided attention. Women of Africa, regardless of which country they originate from, seek economic, political and social emancipation. We remain convinced that no country is free until its women are free.

THE RSA AT THE UNITED NATION'S SECURITY COUNCIL (UNSC)

It is common knowledge that South Africa's candidature for a non-permanent seat at the UN Security Council was endorsed by the SADC region and the African Union for 2011-2012. Following our occupancy of the non-permanent seat of the Security Council in 2007 and 2008 – and the experience gained – South Africa is confident that it will be able to champion the cause of Africa at the UNSC and contribute positively to the core mandate of the UNSC - which is the maintenance of global peace and security.



President Jacob Zuma and Minister Maite Nkoana-Mashabane holding bilaterals with President Hugo Chavez at the side lines of the Africa-South America Summit, Venezuela



Minister Maite Nkoana-Mashabane with her American counterpart Secretary of State Hillary Clinton at the launch of the South Africa - United States of America Strategic Dialogue



Deputy President, Kgalema Motlanthe addressing media at the close of the London Summit at the ExCel Arena in London, UK

STRENGTHENING OF BILATERAL ECONOMIC AND POLITICAL RELATIONS

In the context of strengthening our bilateral economic and political relations, the Department of International Relations and Cooperation continued to be guided by the need to be relevant to the five key priorities of government. Our Department has, at all times, committed itself to pursuing engagements and interactions that promise to breathe life to our priorities of education, health, job creation, crime prevention, and agrarian reform.

We continued to find more creative ways of strengthening our capacity to tap into economic diplomacy opportunities here at home and abroad through our Missions, including improving the marketing of our country and Africa. Having noted the importance of communicating with both our internal and external audiences, we have prioritized communication of our foreign policy positions and preoccupations using our public diplomacy tools.

In this regard, we continued to place high priority on our strategic partnership with the People's Republic of China, the Republic of Korea, India, Russia and Japan. Our relations with countries from the Gulf continued to be important and strategic.

Notwithstanding, the Gulf is also a source of investment and home to a sizeable community of South African expatriates, but our companies continue to be involved in major projects in the areas of defense, construction and petrochemicals.

Traditionally, we have had very beneficial relations with the Americas, at the centre of which we placed our focused and strategic platforms for cooperation.

We were pleased to note that countries of North America, i.e. Canada and the USA, continued to be major contributors to Foreign Direct Investment and Official Development Assistance in South Africa. Despite FDIs and ODA as the defining feature of our relations, we acknowledged that there is still potential for growth in our bilateral relations, especially as this relates to trade, investment and tourism.



Deputy President Kgalema Motlanthe launching the new VW South Africa's Parts and Distribution Centre in Centurion, Tshwane

DIRCO AND THE PRIVATE SECTOR

Our Department remained supportive of South African private sector expansion on the continent as there were and still are clear win-win opportunities. In this respect, we also remained of the view that a voluntary code of Good Business practice be developed in conjunction with a wide range of role-players (including academic institutions, BUSA, national departments). Such a Code, we maintain, will represent a commitment to promote peace and stability, democracy, sound economic management, accountability and people-centred development.

DIRCO AND THE FIFA WORLD CUP

Our Department committed itself to making sure that the 2010 FIFA World Cup soccer extravaganza became one of the most memorable, successful and historic event ever to be staged on African soil. In our participation during the preparatory stages, we moved from the premise that a successful World Cup would create a new momentum for the regeneration of Africa as envisioned by our forefathers, something that will help contribute immensely to a change in perception and a shift in paradigm of Africa.

As we moved from one country to the other popularizing the event, we believed that it will be advisable for all of Africa to use the event to reverse the negative trend that has characterised the contemporary narrative on Africa and its prospects for prosperity and development. Our vision beyond the World Cup was that we will have to find ways of utilizing the momentum generated by the collective impact and positive mood of the World Cup to promote peace, tolerance and social cohesion.

PUBLIC DIPLOMACY

In the area of public diplomacy, we have in the past year committed DIRCO to undertaking annual journeys to all the provinces across South Africa, in an effort to roll-out our Department's public participation programme. Our public participation programme sought to create the necessary space and time to engage other non-state actors like our academia, NGOs, business and broader society on matters that relate to the country's foreign policy and our department.

It remains our intention to use these interactions to familiarize the public on our foreign policy preoccupations and our mandate; ensure that our ordinary folk can link our country's domestic priorities and our Department's international engagements, amongst others.

In conclusion and with the positive mood generated by the recent success of the FIFA World Cup, we are more determined to seize this opportunity in consolidating the African Agenda so that we can contribute towards the new-found Afro-Optimism – from which our Continent can regenerate economically, politically, socially and technologically. We owe it to our future generations to seize the moment.

Thank you,
Je vous remerci
Mucho gracias
Ke a leboga



Minister Maite Nkoana-Mashabane being interviewed by the media, OR Tambo Building



Minister Maite Nkoana-Mashabane visiting the Mashishing Old Age Home in Lydenburg, Mpumalanga



international relations & cooperation

Department:
International Relations and Cooperation
REPUBLIC OF SOUTH AFRICA

1.3 Mission Statement

Vision

Our vision is an African continent, which is prosperous, peaceful, democratic, non-racial, non-sexist and united and which contributes to a world that is just an equitable

Mission

We are committed to promoting South Africa's national interests and values, the African Renaissance and the creation of a better world for all.

Strategic Objectives

- Through bilateral and multilateral interactions protect and promote South African national interests and values
- Conduct and co-ordinate South Africa's international relations and promote its foreign policy objectives
- Monitor international developments and advise government on foreign policy and related domestic matters
- Protect South Africa's sovereignty and territorial integrity
- Contribute to the formulation of international law and enhance respect for the provisions thereof
- Promote multilateralism to secure a rules based international system
- Maintain a modern, effective and excellence driven Department
- Provide consular services to South African nationals abroad
- Provide a world class and uniquely South African State Protocol service

Values

The Department of International Relations and Cooperation adheres to the following values:

- Patriotism
- Loyalty
- Dedication
- *Ubuntu*
- Equity
- Integrity
- *Batho pele*

1.4 Legislative Mandate of the Department

According to the South African Constitution the President is ultimately responsible for the foreign policy and international relations of South Africa. It is the prerogative of the President to appoint Heads of Mission, to receive foreign Heads of Mission, to conduct State to State relations and to negotiate and sign all international agreements. International agreements which are not of a technical, administrative or executive nature will only bind the Republic after being approved by Parliament. Parliament also approves ratification or accession of the Republic to multilateral agreements. All international agreements must be tabled in Parliament for information purposes.

The Minister of International Relations and Cooperation, in accordance with her Cabinet portfolio responsibilities, is entrusted with the formulation, promotion and execution of South Africa's foreign policy and with the daily conduct of South Africa's international relations.

The Minister assumes overall responsibility for all aspects of South Africa's international relations in consultation with the President. In practice, the Minister consults the Cabinet and individual Cabinet Ministers on aspects of importance, as well as on aspects that overlap with the priorities and programmes of other Ministries and Departments.

In view of the Minister's overall responsibility, Minister advises the Presidency and Ministers on those international matters in which they should be involved, provides them with strategic information on developments in the international arena, facilitates their participation at international events, and advises them on policy options that they may pursue in the national interests. Other Cabinet Ministers are required to consult the Minister of International Relations and Cooperation on their international role. From this practice at Cabinet level, which is a Presidential instruction, it follows that there must be a similar interaction between Departments.

To facilitate interaction and collaboration, government has implemented the system of Clusters at both Ministerial and Departmental levels. Important issues of foreign policy and international relations, the development of sector priorities and the implementation of international relations programmes are the core focus of the clusters. In terms on this mandate, the Department participates in all five clusters and Co-chairs the International Cooperation, Trade and Security Cluster (ICTS).

The Parliamentary Portfolio Committee on International Relations and Cooperation is an important mechanism to ensure oversight and accountability in the formulation and conduct of South Africa's foreign policy and relations.

The Department's overall mandate is to work for the realisation of South Africa's foreign policy objectives. More specifically, the Department's primary mandate is to assist the Minister in carrying out her cabinet and Ministerial responsibilities.

The Department conducts its mandate by: monitoring developments in the international environment; communicating government's policy positions; developing and advising government on policy options, mechanisms and avenues for achieving objectives; protecting our sovereignty and territorial integrity, assisting South African citizens abroad; and by assisting partner Departments in navigating complex international dynamics.

South Africa's diplomatic and consular missions help to enhance our international profile, and serve as strategic mechanisms for the achievement of our national interests and for carrying out our mandate. South Africa maintains diplomatic relations with countries and organisations through 124 missions in 107 countries abroad, and through the accreditation of more than 160 countries and organisations resident in South Africa.

Defining South Africa's International Relations (Foreign) Policy

Foreign policy is a multidimensional set of policies, principles, strategies, objectives, and plans that cannot easily be packaged into a neatly described formula. However, it is necessary to consider in broad but clear terms the general orientation of our foreign policy - which serve to define our national values and benchmark our foreign policy decision-making and strategies.

Our Presidents and International Relations Ministers have enunciated the principles underlying South Africa's foreign policy since 1994 in various forums. These include State of the Nation addresses, budget vote speeches, addresses to international and regional bodies such as the United Nations, the African Union and the Non-Aligned Movement, as well as in various foreign policy discussion documents such as those for Heads of Mission Conferences and Strategic Planning initiatives.

Despite some significant changes and developments in the global environment, these principles have remained consistent and enduring, and have taken on even greater significance given current international developments.

The following list of South Africa's foreign policy principles is a distillation from the speeches, statements and documents on South Africa's foreign policy.

Principles underpinning South Africa's International Relations Policy

The principles which serve as guidelines in the conduct of our International Relations include:

- A commitment to the promotion of human rights
- A commitment to the promotion of democracy
- A commitment to justice and international law in the conduct of relations between nations

- A commitment to international peace and to internationally agreed upon mechanisms for the resolution of conflicts
- A commitment to Africa in world affairs, and
- A commitment to economic development through regional and international co-operation in an interdependent (and globalised) world

In addition to these principles the following tenets have been enunciated as guidelines to instruct our approach to foreign policy:

- Foreign policy is an integrated part of government policy, aimed at promoting security and the quality of life, of all South Africans
- A commitment that South Africa, as a member of the United Nations and as a responsible citizen of the world, will live up to its obligations in this regard and contribute to a peaceful world
- Commitment to the African Renaissance through the African Union and its programme for Africa's development, namely the New Partnership for Africa's Development.
- Commitment to economic development through regional integration and development in the Southern African Development Community and the Southern African Customs Union.
- Interact with African partners as equals
- Pursue friendly relations with all peoples and nations of the world
- Peace making and conflict prevention should receive priority consideration. Preventive diplomacy and proactive initiatives should be the approach, and monitoring mechanisms with African partners is essential
- Actively engage in efforts to secure international peace and security, promote disarmament, prevent genocide, restrict the proliferation of arms and secure a new world security compact through the United Nations (as the primary global security body), the Non-Aligned Movement, the African Union, the Southern African Development Community, the Commonwealth and other multilateral fora.
- Promote multilateralism to secure a rules-based international system
- Promote the democratisation and reform of the United Nations system and the Bretton Woods Institutions (i.e. International Monetary Fund and World Bank).
- Promote a rules-based international trading regime through the World Trade Organisation.
- Combat racism, sexism, xenophobia and other related intolerances.
- Promote the Agenda of the South through South-South Co-operation and North-South Partnerships.
- Eradication of poverty through the attainment of the Millennium Development Goals by 2015, and through the implementation of the manifestos such as the WTO Doha Development Agenda, the Monterrey Finance for Development, World Conference Against Racism and the World Summit on Sustainable Development.
- Promote sustainable and people-centred development
- Support efforts to alleviate the plight of refugees and children in Africa, and elsewhere, and particularly support the work of the UNHCR
- Promote a positive image of South Africa.
- Safeguard South Africa's territorial integrity and sovereignty.

PART 2

Human Resources

The Human Resources Strategy has been central in guiding and shaping our efforts as we deepen and entrench people management processes. We remain committed to ensuring that the department has people who make a difference for South Africa through effective, efficient and professional human resources services. The commitment has been demonstrated in a number of areas including the ones below.

Effective Organisational Arrangements

The foundation for provision of professional human resources services has been laid and is underpinned, amongst others, by an appropriate Organisational Structure, Policies, Systems and Procedures for Managing Performance, Labour Relations, Organisational Development, Transformation and Employee Wellness.

The year under review has been characterised by a number of interventions and developments including the following:

A number of policies have been subjected to a review process including, Recruitment and Selection, Placement, HIV/AIDS and will be finalised in the next financial year.

The reviewed Performance Management Policy has been implemented, however, there is still room for improvement especially in ensuring that we use Performance Management as a management tool to address day to day management issues.

The Department continued with education and training programmes on Labour Relations processes especially for those preparing for posting abroad. The collective bargaining and consultative structures were engaged and solutions were found to human resources issues arising from the move to the OR Tambo Building, such as, finding alternate positions for employees affected by the move.

Advocacy work aimed at enhancing the awareness of employees about key labour relations processes and training of managers in disciplinary processes has been undertaken. The review of the Labour Relations Framework started in earnest and will be concluded during the next financial year.

The Employee Wellness Centre (EWC) continues to implement health promotion programmes and render psycho-social support to all DIRCO employees and their family members. During the year under review, the EWC intensified its efforts to support transferred employees and their families. To this end, DIRCO developed and commenced with enhanced implementation of strategies aimed at supporting employees and families in Hardship Missions.

The Culture and Climate Survey outcomes were translated into five key projects to be implemented in the context of a shared vision of the desired culture.

Recruitment, Selection and Placement

During the year under review the Department filled 319 posts, 134 of which represented the promotion of internal candidates whilst 185 were external candidates. Over and above this, the cadet programme which serves as the talent pipeline for postings abroad was voted as the best internship programme in government.



Employee Wellbeing Center HIV/Aids Day aids testing done at Head Office

Career, Succession and Talent Management

Through its concerted employee branding activities, the Department was rated as the second best employer of choice by tertiary students studying towards qualifications in Humanities. This graduate survey conducted by Magnet Communications annually, involves over 100 private organisations from a variety of industries and focuses on students from across the 23 Universities in South Africa. The Department was also rated the second best employer amongst Public Sector employers in the same survey.

For the first time, the Department hosted a Career Exhibition Day at Head Office on 18 March 2010. A varied audience was invited to engage with officials on the work of the Department as well as available career opportunities. There was also a strong focus on career management in the Department, involving interventions such as individual career counseling, group career counseling and a career website. These initiatives were undertaken with the aim of assisting employees take advantage of available career opportunities within the Department and to manage their careers in a proactive manner.

Diplomatic Training, Research & Development (DTRD)

The Department, through the Branch: Diplomatic Training, Research & Development, addresses the skills developmental needs of the DIRCO and carries out policy research on priority issues for South Africa's foreign policy. The Diplomatic Academy as an accredited training institution with the Public Services Sector Education and Training Authority (PSETA) offers training in preparation for Foreign Service to departmental officials. Diplomatic training was offered to 19 Heads of Mission, 26 senior level Counsellors, 55 mid-level Diplomatic Trainees.

Protocol training was extended to a total of 1738 officials from all levels of the public sector as well as from semi-state and private enterprises such as Telkom, the Justice College and the organisers of the 2010 FIFA World Cup. In addition to diplomatic training the following training was delivered: Mission Administration, Foreign Languages, Computer training, English Language training, various courses for Management Development and generic training in line with the Workplace Skills Plan (WSP).



Above and below: Future diplomats receiving training in the Conference Centre



The Diplomatic Class of 2010 (first group) Class of OR Tambo with their facilitators

The Diplomatic Academy has increased the Foreign Language training offered to the public sector and established an Inter governmental Forum with a steering committee to consider areas of foreign language training and interpreting and translation within the public sector & state agencies. Answering the call to job creation and skills development the Department's Cadet programme offered 52 unemployed graduates a chance to further their learning and pursue their career in the Department. In addition, the Department enrolled a second group of senior officials in the Masters in Diplomacy Programme to further enhance the skills profile of the senior management dealing with international relations in the public sector.

As part of DIRCO's contribution towards enhancing the skills level of all South Africans, 15 unemployed youth completed a Human Resource Learnership Programme. Internships providing work experience were offered to 20 university graduates in Information Technology and to 4 university graduates in Internal Audit. Further to that DIRCO is responsible for addressing illiteracy to 60 officials that are enrolled on an ABET programme. The Diplomatic Academy in collaboration with the Department of Trade and Industry and GCIS, finalised the development of a curriculum on Economic Diplomacy for all international relations practitioners from the three spheres of Government. A first Pilot Programme on

Economic Diplomacy was successfully concluded in November 2009. In pursuit of the consolidation of the African Agenda the Diplomatic Academy offered diplomatic training to 10 diplomats from SADC countries and to a similar number of Palestinian Diplomats. The Diplomatic Academy in partnership with UNITAR offered an e-learning course in multilateral conferencing and international negotiations to 170 learners from some 50 countries.

The Diplomatic Academy facilitated the access to various international training programmes. The Diplomatic Academy facilitated diplomatic and administrative training programmes to the DRC Diplomatic Academy under the DRC Capacity Building Project.

PRAU hosted various Discussion and Current Affairs Fora which serves as a catalyst for both internal and external debates on priority issues for South Africa's foreign policy. Through its research and analysis of foreign policies and global issues, various papers were produced. The third annual conference was hosted and the proceedings published. PRAU hosted the Intergovernmental Forum on international relations as well as the Academic/Research Forum where various research topics were shared to improve coordination and avoid duplication.

Oversight Report

1. SERVICE DELIVERY

All departments are required to develop a Service Delivery Improvement (SDI) Plan. The following tables reflect the components of the SDI Plan as well as progress made in the implementation of the plan.

TABLE 1.1 - Main services provided and standards

Main services	Actual customers	Potential customers	Standard of service	Actual achievement against standards
Foreign Relations	Accredited Countries, International Organizations		Captured in Business Units' Business Plans	Outlined under Programme 2
Consular Services	South African citizens abroad, NGO's, International Organizations, Other Departments and Private Sector		Captured in Business Unit's Business Plans	Outlined under Programme 1
Protocol Services	Presidency, Provinces, Missions Accredited to South Africa		Captured in Business Unit's Business Plans	Outlined under Programme 3

TABLE 1.2 - Consultation arrangements with customers

Type of arrangement	Actual Customers	Potential Customers	Actual achievements
Binational Commissions Joint National Commissions Conferences Meetings Workshops Internet		Captured in Business Unit's Business Plans	Outlined under Programme 2 & 3

TABLE 1.3 - Service delivery access strategy

Access Strategy	Actual achievements
Media briefings Official Incoming and Outgoing Visits	Outlined under Programme 3

TABLE 1.4 - Service information tool

Types of information tool	Actual achievements
Print and electronic media Publications and video material DIRCO website	Outlined under Programme 3

TABLE 1.5 - Complaints mechanism

Complaints Mechanism	Actual achievements
Surveys Toll Free Numbers Service rate cards	Adopted National Anti Corruption Fraud Hotline implemented by the Office of the Public Service Commission

2. EXPENDITURE

Departments budget in terms of clearly defined programmes. The following tables summarise final audited expenditure by programme (Table 2.1) and by salary bands (Table 2.2). In particular, they provide an indication of the amount spent on personnel costs in terms of each of the programmes or salary bands within the department. (Staff additional to establishment are included in Prog 1 and the LRP's are included in Prog 2)

TABLE 2.1 – Personnel cost by programme, 2009-2010

Programme	Total Expenditure (R'000)	Personnel Expenditure (R'000)	Training Expenditure (R'000)	Professional and Special Services (R'000)	Personnel cost as a % of total expenditure	Average personnel cost per employee (R'000)
Programme 1	1,211,551	237,254	4,860	6,260	20	258
Programme 2	2,692,751	1,523,284	1,408	3,436	56	425
Programme 3	252,855	72,733	3	22	29	256
Total	4,157,157	1,833,271	6,271	9,718	44	383

TABLE 2.2 – Personnel cost, 2009-2010

Personnel Cost	Personnel Expenditure (R'000)	Personnel cost as a % of total expenditure	Average personnel cost per employee (R'000)
Total as per Financial System	1,833,271	44	383
Total	1,833,271	44	383

PERSAL could not provide the figures by salary band, hence the information is provided for the entire system.

The following table provides a summary per programme (Table 2.3), of expenditure incurred as a result of salaries, overtime, home owners allowance and medical assistance. In each case, the table provides an indication of the percentage of the personnel budget that was used for these items.

TABLE 2.3 – Salaries, Overtime, Home Owners Allowance and Medical Assistance by programme, 2009-2010

Programme	Salaries		Overtime		Home Owners Allowance		Medical Assistance	
	Amount (R'000)	Salaries as a % of personnel cost	Amount (R'000)	Overtime as a % of personnel cost	Amount (R'000)	HOA as a % of personnel cost	Amount (R'000)	Medical Assistance as a % of personnel cost
Programme 1	156,350	65.9	14,450	6.1	4,119	1.7	8,182	3.4
Programme 2	705,041	46.2	13,529	0.9	5,162	0.3	44,090	2.9
Programme 3	48,064	66.1	3,741	5.1	1,535	2.1	3,313	4.6
Total	909,455	49.6	31,720	1.7	10,816	0.6	55,585	3.0