

# IT'S YOUR



Internal Newsletter of the Department of International Relations and Cooperation



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# Editor's Letter

Dear Diplomats,

"Wa thinta abafazi, wa thinta imbokodo!" (You strike a woman, you strike a rock). A very popular South African phrase, yet every time it is uttered by women, it exudes authority, strength and resilience. It is a phrase that reminds us of the extraordinary women who marched to the Union Buildings in 1956 in protest against the pass laws of the then apartheid government. These courageous women were led by Ms Sophia Williams De Bruyn, winner of the OR Tambo Lifetime Achievement Award (Ubuntu Awards 2018); Ms Lillian Ngoyi; Mme Rahima Moosa; and Ms Helen Joseph. As we commemorate her centenary this year, it is also pertinent to recall Mama Albertina Sisulu's participation as one of the leaders who took their message of condemnation of these laws to the Union Buildings – an event that was pivotal in the struggle for the freedom of women within the country. These were leaders with the ability to effectively convert their words, thoughts and plans into action. These are the women we celebrate.

The same courage and influence are reflected in the women of DIRCO, who at the invitation of Minister Lindiwe Sisulu, assembled at OR Tambo Building to observe Women's Month. Adorned in shades of pink, the ladies shared many conversations among themselves and with Minister Sisulu, both light and insightful. Ms Charlotte Lobe from the Chief Directorate: Transformation Programmes and Organisational Development was there of course, and she recounts this significant day on the calendar of the department.

A serious matter that largely affects women in the workplace is sexual harassment. It is an issue that has for many years been generally avoided, but fortunately, with the encouragement of transformation and open dialogue, it is gradually gaining prominence through relevant platforms. The Gender and Diversity Unit, represented by Ms Caron Kgomo, explains the procedures regarding the reporting and management of sexual harassment in the workplace.

Deputy Minister Ms Reginah Mhaule visited Singapore from 27 to 28 August 2018 to represent South Africa at the Singapore-Sub-Saharan High-Level Ministerial Exchange, Mr



Lebohlag Matshaba accompanied the Deputy Minister and gives a brief overview of the event. At DIRCO, we aim to empower and effectively influence the youth, and one of the avenues through which officials get the opportunity to do that is the Internship Programme. Through this programme, graduates from tertiary institutions are given not only experience but are also armed with skills that will undoubtedly be beneficial to them in future. Ms Busisiwe Kubheka is one of the candidates for the 2018/19 programme. She gives an overview of her time here at DIRCO thus far.

In celebration of the imbokodo in South Africa and within DIRCO, we remember Madiba's words: "As a tribute to the legions of women who navigated the path of fighting for justice before us, we ought to imprint in the supreme law of the land, firm principles upholding the rights of women. The women themselves and the whole of society, must make this a prime responsibility."

**MM**  
 Mathapelo Monaisa



## South Africa and Algeria cement good political and fraternal relations

By Jongikhaya Rabe

On 29 August 2018, the Minister of International Relations and Cooperation, Ms Lindiwe Sisulu, received the Minister of Foreign Affairs of the People's Democratic Republic of Algeria, Mr Abdelkader Messahel, on a Working Visit to South Africa.

South Africa and Algeria enjoy good political and fraternal relations dating back to the middle of the previous century when Algeria hosted South African liberation movements and provided active support to freedom fighters, including the founding father of our democracy, Madiba, whose centenary we celebrate this year.

The relations between the two countries culminated in the creation of a structured framework of cooperation in the form of a Ministerial Joint Bi-National Commission of Cooperation (JBC) in 1998. The JBC was later upgraded to a Bi-National Commission (BNC) at Presidential level in 2000, signifying the strategic quality of the bilateral relations between the two countries. The BNC provides a framework to consolidate and deepen bilateral cooperation in all identified strategic sectors.

Over the years, there have been high-level visits and engagements between South Africa and Algeria and constant consultations on issues of mutual interests, particularly on continental integration.

The last high-level engagement was a State Visit by former President Jacob Zuma in 2015, during which the Sixth Session of the BNC was convened. The two countries reaffirmed their strategic partnership not only with regard to bilateral matters but also on continental issues of peace, security, stability and development. In addition, bilateral political consultations are held as provided for in the framework for diplomatic consultations. The last one at senior official's level was convened in early 2016 in Algeria. On the fringes of African Union (AU) Summit in Mauritania in June 2018, the ministers consulted and agreed to meet on 29 August 2018.

During their meeting, the two ministers exchanged views on a wide range of bilateral, continental and international issues of mutual concern.

The ministers expressed satisfaction with the quality and depth of bilateral cooperation between the two countries, which continues

to show growing dynamism. In this regard, the two ministers acknowledged the existence of 33 bilateral agreements and memoranda of understanding (MoUs), which cover a wide range of fields such as trade and industry, diplomacy, defence, energy, arts and culture, sports, science and technology, agriculture, education, health, etc.

The two ministers noted the strategic importance of the BNC as a structured bilateral mechanism to coordinate and forge bilateral cooperation and partnership between the two countries. In this regard, both ministers agreed that the next BNC should take place at a time and place to be determined through diplomatic channels.

The ministers noted the growing economic and social cooperation. In this regard, they agreed on the need to pay particular focus on economic cooperation through trade and investment initiatives.

On continental issues, the two ministers discussed the issue of Western Sahara and reaffirmed their position, which is the attainment of the right to self-determination and decolonisation of the Saharawi people, and the rapid resolution of the conflict within the framework of international legality.

Both ministers expressed their full support and confidence in the efforts of the AU Special Envoy for Western Sahara, former President Joaquim Chissano of Mozambique, and their commitment for a speedy implementation of the 30th Summit of the AU (Assembly/AU/Dec. 677 (XXX), calling on the two members states (Kingdom of Morocco and Saharawi Arab Democratic Republic) to engage without preconditions in direct and serious talks to put an end to their conflict.

Ministers Sisulu and her Algerian counterparts emphasised that, with her admission into the AU, the Kingdom of Morocco had an obligation to adhere to the principles and goals enshrined in the AU Constitutive Act, especially the need to respect colonial borders as they existed at the time of independence.

They expressed their full support and confidence in the efforts undertaken by the United Nations (UN) Secretary-General Personal Envoy for Western Sahara, Horst Kohler, to bring both the Polisario Front and the Kingdom of Morocco together and mobilise the international community



to implement all UN resolutions on Western Sahara.

The two ministers also exchanged views on the political and security situation on the continent, and noted with concern the continued instability and conflict in some parts. The two ministers condemned the strongest possible terms all forms of terrorism and extremism.

The ministers reaffirmed their commitment to working together in pursuit of sustainable peace, stability and development on the continent.

Both ministers noted the noticeable strides by the continent to advance continental integration as demonstrated by the signing of the African Continental Free Trade Area Agreement. They commended those member states that have signed the agreement and urged member states that have yet to sign and ratify to do so in the shortest period of time. The ministers also observed that the Continental Free Trade Area would go a long way in facilitating intra-African trade and investment.

They further called for the implementation of the AU's Agenda 2063 and its Action Plan, as well as the urgent need to pursue Agenda 2030 for Sustainable Development.

Furthermore, they both reiterated their common view on the need to promote multilateralism and

South-South cooperation. In this regard, they also reiterated the call for the reform of the global system of governance to be more equitable and representative of all peoples of the world, in particular the UN Security Council (SC).

Minister Messahel, on behalf of his delegation, congratulated South Africa on its election to the UNSC as a non-permanent member for the period 2019 to 2020. In response, Minister Sisulu expressed her appreciation to Minister Messahel for Algeria's support for South Africa's candidature to the UNSC.

In closing, Minister Messahel further expressed pleasure on visiting South Africa during Women's Month and during the centenary celebrations of icons Nelson Rolihlahla Mandela and Mama Albertina Sisulu.

At the conclusion of the Working Visit, the two ministers also signed a MoU on Cooperation between the Diplomatic Academy of the Department of International Relations and Cooperation and the Institute of Diplomacy and International Relations of the Ministry of Foreign Affairs of the People's Democratic Republic of Algeria on Cooperation in the field of Diplomatic Training, Research and Development.

The two ministers agreed to hold regular consultations whenever deemed necessary.

## PAIA

### PUBLIC ACCESS TO DIRCO INFORMATION

DIRCO has an obligation to provide access to members of the public to records in the custody of the department. In terms of the Promotion of Access to Information Act (PAIA), 2000, the Director-General (DG) is the Information Officer (IO) and has appointed all Deputy DGs as Deputy Information Officers (DIOs) for their respective branches. Application for PAIA entails:

- Requester to complete and sign the application form
- Registration and coordination of request by the Directorate: Records Management
- Payment of R35 request fee by Requester
- DIOs to respond to all requests within 30 days
- The options available to DIOs are either to provide access in full, in part or decline the request
- within the grounds for refusal
- Business unit managers to assist DIOs by making recommendation as to which option is viable
- Office of the Chief State Law Adviser to be consulted where necessary
- The Requester has the right to appeal firstly internally to the Minister and then externally to
- the courts if not satisfied with the response
- The Minister has 10 days to deal with the appeal.

The department is required to internally report to the IO and the Audit Committee and externally to the South African Human Rights Commission, Parliament and Department of Justice and Constitutional Development. Your assistance in prioritising PAIA requests and avoiding unnecessary negative publicity is much appreciated.

For more information, please consult the PAIA Procedure Manual on the intranet or contact Records Management



The Act seeks to promote

- Efficiency administration
- and good governance Create culture of accountability, openness and transparency



**DIRCO Celebrates Women's Day**  
By Charlotte Lobe

This year, DIRCO once again celebrated the iconic 1956 march during which 20 000 women marched to the Union Buildings in Pretoria to protest against the discriminatory pass laws. The Women's March is one of the most heralded historic event in the struggle for freedom and women's rights in South Africa. As a result, 9 August has been declared National Women's Day in recognition of political activism by women in the liberation struggle. This historic march was a turning point in the role of women in the struggle for freedom and the society at large. The DIRCO 2018 celebration of Women's Month was significant as it included the Minister's Dialogue with all DIRCO Women on 6 August 2018.

The 2018 women's Month was celebrated against the backdrop of the nation observing the triple centenary celebrations of Tata Nelson Mandela, Mama Albertina Sisulu and the Bantu

Women's League. Echoing this triple centenary celebrations, the Women's Month 2018 was celebrated under the theme: "100 Years of Albertina Sisulu: Women United in Moving South Africa Forward".

Women's Month 2018 also came against the milieu of unprecedented women's action for women's rights, equality and justice. This took place in the form of national marches and campaigns against gender-based violence organised under the banner of #thetotalshutdown movement. The scourge of gender-based violence is a direct manifestation of patriarchy, which is promoted through cultural practices, social systems and religion. Discrimination against women has taken a variety of forms, from disenfranchisement to various forms of abuse. Patriarchy or the philosophy underpinning women's subordination on the one hand and

supremacy of men on the other hand, continues to systematically discriminate against women and impedes the efforts of the democratic state to fully empower women.

In DIRCO, great strides have been made in improving the status of women and creating a conducive environment for them to thrive in. However, women have not advanced as rapidly as government would have wished. This is compounded by the reality that the field of International Relations is traditionally dominated by men. For too long, women were viewed as victims of discrimination and illiteracy, of violence, and confined to deferential positions in society because of once unbreakable cultural and religious traditions. But, as the tide of democracy sweeps the globe, women are becoming a growing force on the world stage. We are seeing a new voice of activism emerges, which is speaking

out to defend freedom and advance civil liberties and human rights.

The Workforce Analysis of DIRCO indicates that women constitute 55,8% of the overall DIRCO's workforce and are mostly located at the lower echelons of the department, mainly as administrative staff. The analysis also indicates that women in middle and senior management are mainly found in the support function and not in core functions or political desks. This means that the department will have to work even harder in the realisation of employment equity targets set by Cabinet in 2007.

The DIRCO Women's Day is one of the valuable instruments of assessing our work on gender equality and women's empowerment, entrenching a sense of belonging and unleashing new impetus in our female workforce to strive for excellence.





**#Scene@DIRCO**  
DIRCO Women's Day Celebrations



# Women's Day Message

By Hon Lindiwe Sisulu  
Minister of International Relations and Cooperation



**Greetings to all the hard-working DIRCO Staff!**

It was a great pleasure to meet the women in our department on the occasion of the DIRCO Women's Day event, on Monday, 6 August 2018.

This event took place against the backdrop of the Fourth Annual Gertrude Shope Annual Dialogue Forum on Conflict Resolution and Peacemaking which was held on 1 August 2018, in Pretoria, under the theme: "Celebrating a Legacy of Liberation by the Pan-African Women: Taking Forward the Struggle for Gender Equality". It coincided with the Pan-African Women's High-Level Panel on the Revitalisation of PAWO (Pan-African Women's Organisation), which was attended by gender activists from South Africa, Africa and various parts of the world. These include representatives of governments, members of the Diplomatic Corps and the NGO sector. For 56 years, PAWO has been at the forefront in mobilising for the emancipation of women and it remains a strong continental voice for their cause.

The DIRCO Women's Day event was not only an occasion to celebrate the strides our country, government and the department have made in the struggle for gender equality, but also to reflect on the current challenges. In this regard, DIRCO women have spoken!

I sincerely appreciate the candour and passion displayed by DIRCO women, as well as the constructive suggestions made during our deliberations.

I have instructed the Acting DG to develop a comprehensive response to all issues raised, including but not limited to, mentoring/coaching targeted at women, gender equality – with a specific focus on the middle and top management echelon of the Department, action against sexual harassment, and career progression.

I believe that all of us, including the men in DIRCO, should be agents for gender equality. In this regard, I have committed to meeting the men in our department to discuss gender issues in the workplace. We also have a responsibility to create an environment and climate that value others.

Happy Women's Day / Month!



DM Mhaule represents SA at  
**Singapore-Sub-Saharan High Level Ministerial Exchange**

By Lebogang Matshaba



The Deputy Minister of International Relations and Cooperation, Ms Reginah Mhaule, represented South Africa at the Singapore-Sub-Saharan High-Level Ministerial Exchange from 27 to 28 August 2018 in Singapore. South Africa and Singapore established diplomatic relations in 1992. South Africa's bilateral relations with Singapore, which were established in 1992, are warm and marked by, among other things, an exchange of high-level visits.

The current bilateral mechanism that allows the two countries to optimise existing cooperation is the South Africa-Singapore Foreign Office Consultations (FOC) which take place annually. Singapore hosted the Fourth FOC in 2017 and in 2018, South Africa will host the Fifth FOC.

During the bilateral engagement session with Dr Vivian Balakrishnan, Minister of Foreign Affairs, Deputy Minister Mhaule said: "South Africa will be hosting the Fifth FOC during the course of 2018. The intention will be to chart a way forward in our important bilateral relationship for the next year. We view the FOC as an important structure

to strengthen and reconfirm the already strong and friendly bilateral relations that exist between the people of South Africa and Singapore and the mutual beneficial cooperation that the two countries enjoy with each other and to also encourage further expansion in our cooperation"

The Deputy President Cyril Ramaphosa visited Singapore in 2016, followed by a reciprocal working visit by Mr Tharman Shanmugaratnam, Deputy Prime Minister and Coordinating Minister for Economic and Social Policies, in 2017.

With regard to this, Deputy Minister Mhaule said: "I would like to thank the Singaporean Government for receiving President Ramaphosa in October 2016 in his capacity as Deputy President of the Republic of South Africa. This visit by President Ramaphosa significantly contributed to broadening and deepening our bilateral relations. We were happy to receive Deputy Prime Minister Shanmugaratnam on a Working Visit in May 2017 during the World Economic Forum as well as the Senior Minister of State and Defence, Dr Maliki Bin Osman, in October 2017 for the Indian Ocean Rim Association (IORA)".

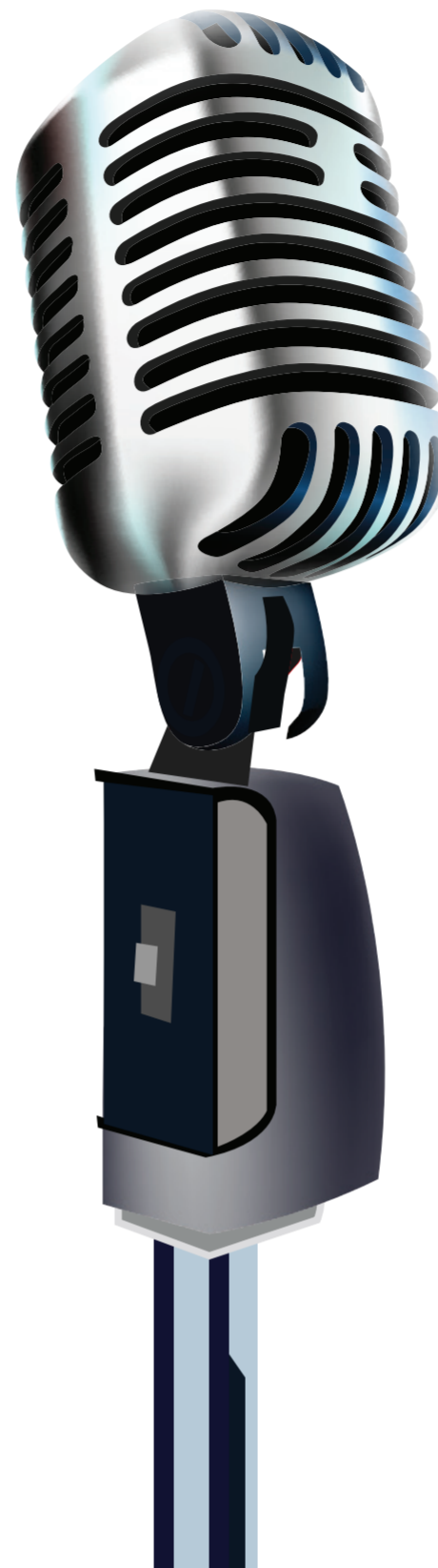
Deputy Minister Mhaule further congratulated Singapore on the work they had done since assuming the Chair of the Association of South East Asian Nations (ASEAN) in 2017. She said: "We have appreciated how you have navigated many of the challenges facing ASEAN and we look forward to your participation in the 18th Meeting of the IORA Council of Ministers Meetings, scheduled for 2 November 2018 in Durban, which we shall host in our capacity as Chair".

The Deputy Minister suggested that the exchanges of business delegations should be encouraged to identify opportunities for trade and investment. "The annual Outward Selling and Investment Mission of the Department of Trade and Industry to Singapore at the end of June 2018 was a success and is fast gaining momentum and proving to be fruitful in bringing South African business to meet and engage with their Singaporean counterparts in various areas of cooperation. It becomes imperative that the draft Memorandum of Understanding between Trade and Investment South Africa and Singapore

Cooperation Enterprise be concluded as a matter of urgency in order to address the low trade levels.

"South Africa will be hosting an Investment Summit in October 2018, to which we are inviting investors from within South Africa, across the African continent and countries across the world. We also look forward to receiving a delegation from Singapore and the South African High Commission will be providing further information on the Investment Summit to your trade and investment departments in due course."

In closure, Deputy Minister Mhaule thanked Singapore for the courses offered to South African civil servants. "Singapore is world-renowned as a centre of excellence and the country has been particularly helpful in assisting South Africa with skills development under the Singapore Cooperation Programme of the Ministry of Foreign Affairs. Approximately 1 000 civil servants have attended training courses in Singapore, thereby improving the skills level in South Africa, in pursuit of our Batho Pele principles (putting the people first)." 🌐

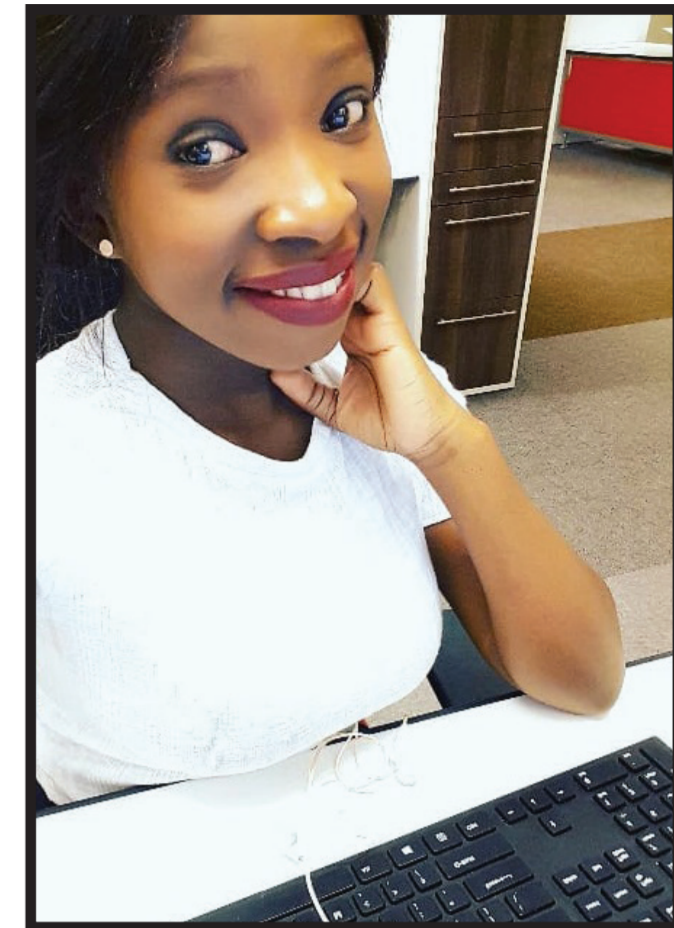


# VOICES

FROM DIRCO

## Being a DIRCO intern

By Busisiwe Kubheka



This article has been the hardest for me to write by far. The challenge begins from trying to sum up months' worth of experience in just a few paragraphs.

Before I started my internship at DIRCO, I thought interning meant only doing coffee runs, filing paperwork and supporting full-time employees as they get the work done. Taking from what I've heard, I thought that the value of interning was getting your foot in the door of the industry you are interested in. I did not realise that I would be getting so much meaningful experience so soon after my internship experience began. Being an intern at DIRCO for the past four months has opened my eyes to how empowering, enlightening and encouraging internships can be.

As an Internal Communication and Social Media intern, I feel that my duties are diverse, and I am involved in the actual work. As a wise person once said, "Tell me, and I will forget. Show me, and I may remember. Involve me, and I will understand". The concrete experience is leading me to much more

growth. It is through being sent to cover an event alone on my second week at the office that I learnt I could actually "swim".

Everyone I have met so far, from the cleaning staff up to the security staff at the gate, the secretariats up to the directors of various branches have helped me grow both as an employee, and as a person. I recall when Ms Daisy Motsisi talked to me about my ambitions, hopes and struggles, not because she felt obligated, but because she truly cared. The important work done here changes lives – it has certainly changed mine.

My job scope includes updating the department's social media platforms, sending out internal emails to all end users and missions after editing them, updating Loo News and compiling content for *It's Your Voice* magazine. One would think that social media is easy – well, it is not. Being responsible for DIRCO's social media platforms is not the same as managing your own personal pages. Yes, it requires creativity, but also thorough attention to detail, speed, research and being cautious about what you post.

In terms of writing, I have always enjoyed writing and always felt that I was pretty good at it. Yet, it was this position which taught me that I do not have the writing skills I thought I had. Writing takes practice, and I was just not practising enough. Writing for *It's Your Voice* and writing my average research paper could not be different. I have to learn to adapt to a new tone of writing, something that I am still trying to get used to. This internship has kept me writing something everyday, and I can proudly say that my writing has improved.

There are many reasons to consider interning at DIRCO, but none is more worthwhile than being a part of something bigger than yourself. Well, with a building as huge as the OR Tambo Building, I am still working on remembering people's names, but I'm also working efficiently so that by the time my internship ends, my name will be definitely remembered. I am not just an intern, I am a DIRCO intern. 🌐

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# SEXUAL HARASSMENT IN THE WORKPLACE

BY MAMPURANE CARON KGOMO

Sexual harassment is the most spoken form of harassment in the workplace and yet the least formally reported in the place of work. In the past five years our departmental Management of Sexual Harassment reports, which have been submitted to the Department of Public Service and Administration (DPSA) on an annual basis have reflected zero % cases of sexual harassment. However, the absence of sexual harassment reports does not necessarily translate into a working environment that is free of sexual harassment. The recent DIRCO Dialogue with Minister Lindiwe Sisulu, Minister of International Relations and Cooperation, has revealed worrying trends. Women lamented the prevalence of sexual harassment in the department. Research does account to why there are zero to low levels of reporting. An Equal Employment Opportunity Commission reports indicated that in one country, they were receiving 12 000 allegations of sex-based harassment each year, with women accounting for about 83 percent of the complainants. That figure is believed to be just the tip of the iceberg. In a study issued last year, the co-chairwomen of a commission task force said that roughly three to four people experiencing such harassment never told anyone in authority about it. Instead, they said women typically "avoid the harasser, deny or downplay the gravity of the situation, or attempt to ignore, forget, or endure the behaviour."

We believe this could be the situation in the department where the victims just take it

upon themselves to deal with the harassment whichever way they deem fit. We also assessed through the interactions, whether officials were aware that there was a policy that deal with sexual harassment? Many are not aware that the policy exists and also are not certain as to who to report incidences of sexual harassment to when they experience such. Given this lack of information, it then gives the Directorate Gender and Diversity Management even challenge to intensify our effort on dissemination of information about the Sexual Harassment Policy. Officials need to be aware that government takes sexual harassment offences very seriously to an extent that it places a huge responsibility on the Director-General who is the accounting officer.

The Policy states that the Director-General (Head of Department) will be liable for the actions of an employee, if the Head of Department fails to take corrective measures after an incident of sexual harassment has been reported or came to the employer's attention. Furthermore, the Head of Department is liable for medical expenses, assessment and treatment of an employee who has experienced sexual harassment as it is categorised as an occupational injury by the Compensation for Occupational Injuries and Diseases Act (No. 130 of 1993). The Head of Department is obliged to take reasonable steps to assist a complainant of sexual harassment to claim compensation accordingly if the incident has resulted in the employee developing a medical condition, e.g. a post-traumatic stress disorder.

We encourage officials who are experiencing any form of harassment to report such to enable the departmental mechanism to protect them and address such violations. These is the procedure for reporting Sexual Harassment:

The policy uses the definition from the Protection from Harassment Act (No 17 of 2011) which defines sexual harassment and behaviour that fall under this category as: inappropriate touching; invasion of privacy; sexual jokes, lewd or obscene comments or gestures; exposing body parts; showing graphic images; unwelcome sexual emails, text messages, or phone calls; sexual bribery, coercion, and overt requests for sex; sexual favouritism; being offered a benefit for a sexual favour; being denied a promotion or pay raise because you didn't cooperate. In addition, some employees may experience sexual assault: being forced to perform oral sex on a man/woman in a position of power, a man/woman in power forcing himself/herself on the fellow colleague either orally, vaginally or anally; being drugged or rendered unconscious or incapable of defending oneself.

An employee who experiences sexual harassment, must immediately report this to the Head of Department either in writing or verbally. Employees can also report to their immediate supervisor or directly to the Sexual Harassment Adviser who must notify the Director-General. The DC will then assign the appointed Sexual Harassment Adviser to commence with the investigation and report back within the set time frames. It might be advisable to separate

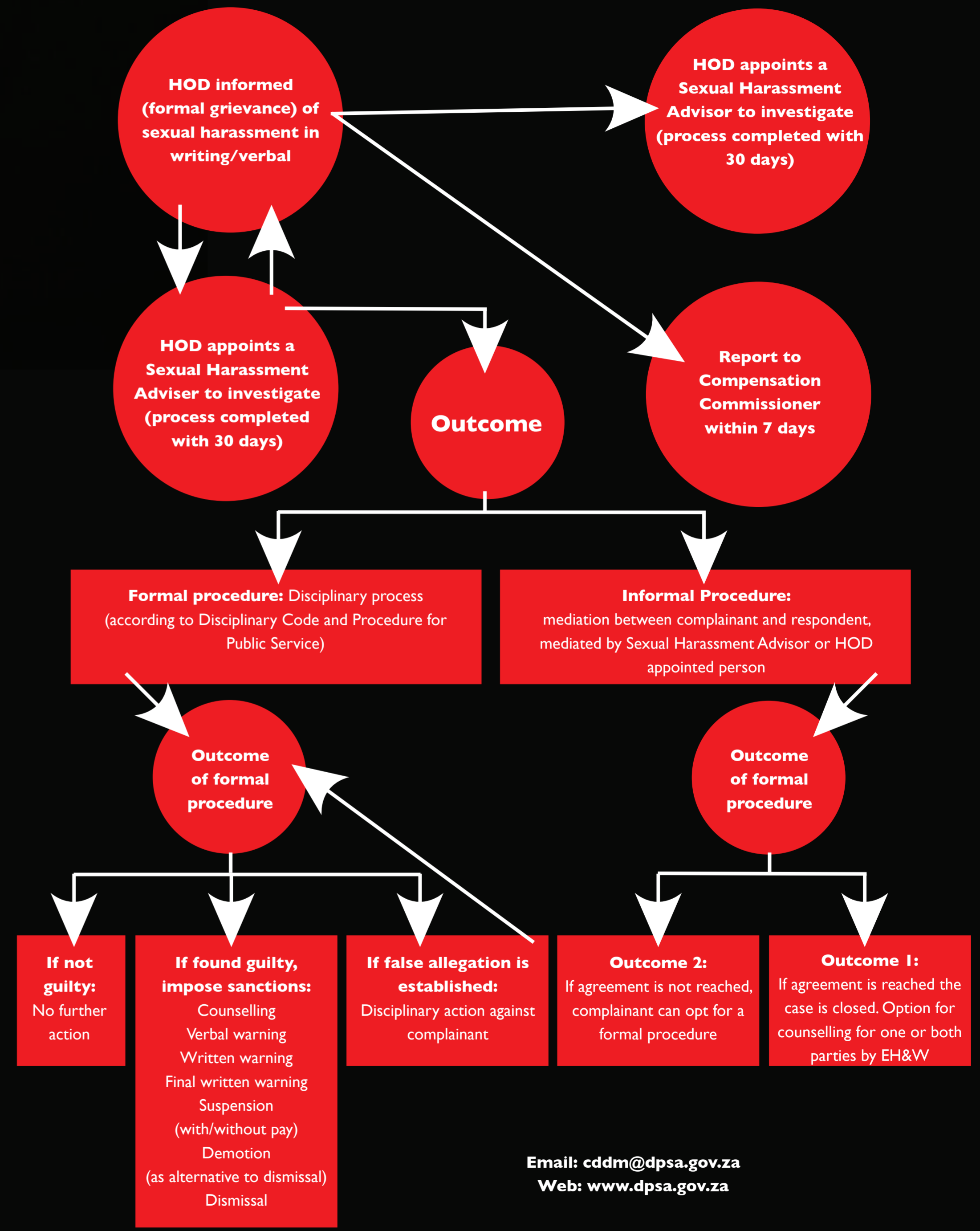
the respondent and complainant to reduce the risk of tension, unpleasantness or victimisation. The procedure for dealing with reported cases can be in two ways: formal or informal. The informal procedure involves discussion and/ or mediation after the matter has been brought to the attention of the Sexual Harassment Adviser. If the complaint cannot be resolved and/or it is found through discussion that the incident warrants more serious action, the formal disciplinary procedure may be instituted against the respondent.

The complainant can take the option of formal proceedings to resolve a sexual harassment complaint if the harassment could not be resolved through an informal procedure. The complainant can also choose to resolve the complaint through this process without firstly using the informal route. In dealing with the matter, the complainant must first lodge a formal grievance according to the Disciplinary Code and Procedures in the Public Service (PSCBC Resolution 1 of 2003). This will be done through Labour Relations. The complainant must ensure that the provisions of the grievance procedure are exhausted before triggering the next process.

If a false allegation is established, the Head of Department should immediately institute disciplinary processes against the accuser.

For reporting sexually harassed or assaulted you can report through your immediate supervisor or a confidant colleague and contact the Sexual Harassment Advisor Ms Charlotte Lobe on 012 351 10489 or at lobem@dirco.gov.za

## PROCEDURE: MANAGING A SEXUAL HARASSMENT COMPLAINT IN THE PUBLIC SERVICE



Email: [cddm@dpsa.gov.za](mailto:cddm@dpsa.gov.za)  
Web: [www.dpsa.gov.za](http://www.dpsa.gov.za)

# National Minority

## Mental Health Awareness Month



### Signs of Mental Health

Ability to cope with change  
 Ability to form and maintain good relationships with others  
 Energetic  
 Resilience  
 Self-Control

### Signs of mental illness

Changes in mood  
 Chronic worrying /anxiety  
 decreased /poor vegetative functioning  
 Distorted thoughts  
 Impaired academic, occupational, personal and social functioning  
 Irrationality  
 Isolation  
 Overly sensitive to all senses  
 Speech impairment  
 Unusual and odd behaviour

### Mental Health Disorders At a Glance

Anxiety Disorders  
 Bipolar and Related Disorders  
 Depressive Disorders  
 Disruptive, Impulse-Control and Conduct Disorders  
 Dissociative Disorders  
 Elimination Disorders  
 Feeding and Eating Disorders  
 Gender Dysphoria  
 Neurocognitive Disorders  
 Obsessive Compulsive and Related Disorders  
 Paraphilic Disorders  
 Personality Disorders  
 Schizophrenia Spectrum and other Disorders  
 Sexual Dysfunction  
 Sleep-Wake Disorders  
 Somatic Symptom and Related Disorders  
 Substance-Related and Addictive Disorders  
 Trauma and Stressor-Related Disorders

### Ideal mental health intervention multidisciplinary team

Psychiatrist  
 Psychiatric Nurse  
 Psychologist  
 Social Worker  
 Occupational Therapist

### Employee Health and Wellness & Mental Health

Psychologists  
 Social Workers

Mental status examinations, Diagnosis, psychometric assessments (when indicated), counselling, therapy, referrals.

Referral to external sources such as psychiatrists, psychiatric hospitals, rehabilitation centres etc.

### Mental Illness

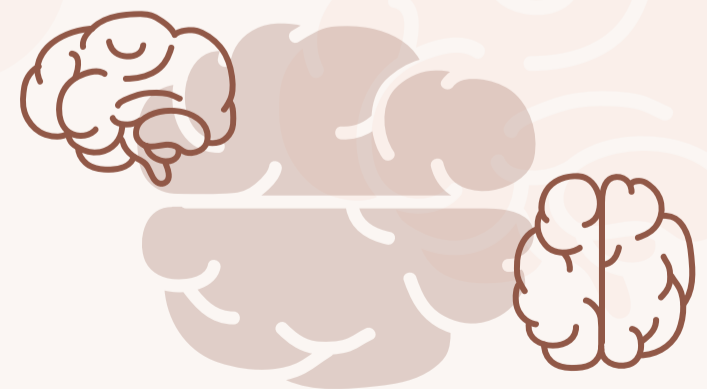


### A Global Overview

- Around 20% of children and adolescents around the world suffer from mental health related disorders.
- Mental Health is usually first detected by age 14 (50% of cases).
- Mental and substance related disorders are the leading cause of disability around the world, the major neuro-psychiatric causes of disability are:
  - o Depression
  - o Alcohol-use disorders
  - o Schizophrenia
  - o Bipolar disorders.
- Globally, mental health poses a huge burden on health, however funding tends to be disproportionate to the burden.
- In developed countries between 44% and 70% of mental health disorder patients do not receive treatment (WHO, 2003).
- In developing countries 90% of mental health disorder patients do not receive treatment.
- Many mental health patients are victimised for their mental illness and are often victims of unfair discrimination in the workplace, communities, families etc. The stigma associated with mental illness plays a big role in maintaining the treatment gap globally in mentally ill patients. Some individuals chose to keep silent, refrain from seeking help, others may default medication, rather than face the ridicule and social exclusion faced by some individuals who suffer from mental illness.

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### South Africa and Mental Health

- Few South Africans seek treatment for mental illness. This is a direct result of the stigma associated with mental illness in South Africa.
- South Africa is not immune to the disparity in the mental health burden vs funding phenomenon facing Mental Health all over the world.
- In South Africa, it is estimated that 75% of mental health disorder patients do not receive treatment.
- Furthermore, one of the challenges facing mental illness in South Africa is the unavailability of healthcare professionals in the field (14% psychologists available for 85% of the patients who seek mental illness). A large number of these practitioners are in the private sector.
- There are 0.28 psychiatrists for every 100 000 patients in South Africa, this is far below the expected World Health Organisation (WHO) ratio of 15 psychiatrists per: 100 000 patients.



### international relations & cooperation

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