



January 2008

dfa **Now**

Your voice to be heard



President Thabo Mbeki, welcoming Chinese Foreign Minister Yang Jiechi with Minister Dr Nkosazana Dlamini Zuma in attendance

DEAR COLLEAGUES

Welcome back after a well-deserved rest in December. Let us all continue to take the Department to a new high in 2008, taking a cue from the past year's achievements. The January issue keep you informed with the following: **Organisational Culture and Climate survey; Building Effective Partnerships between Women and Men to Achieve Gender Equity; Deputy Minister Aziz Pahad's media briefing; SA-CHINA: Celebrating Ten Years of Diplomatic Relations; DFA's Year End outing and Tout le DFA va parler français !**

As it is the norm please don't forget that we rely on your assistance in meeting the printing deadline. Therefore, in the future to ensure that the DFA Now is released on good time please assist us by meeting the submission deadline for the articles. Please forward your letters and articles to the Editor before the deadline.

Happy reading!

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Creative Corner

Africa Remains a Song (in remembrance of Steve Biko in 1977)

IN TIMES OF CIVILIZED OPPRESSION, in darkness, the agony of the human being left in the world grows, ignited by perfidy's savage tools, the settlers use to carve out the eyes of earth's dreams-the peasants. By force, by sharp canines of knives, Columns of security men turning houses, streets, universities into traps for the oppressed, night's sword sneaks in, and with the bloody fire of the west, chops into pieces the African song of dawn. Africa remains a song. Dreaming like baby faces springing out from the village courtyards, the sparkling reviers. Africa remains a song. The song of the African heart gets

loud, reaches the sun and quakes down interrogation rooms. Giggles of the repressed dawn shouts In the face of the enemy of the sun: Tomorrow, or the day after, you will die.

A revolutionary falls down, on top of his green tomb grows thousands and thousands of revolutionaries. A bird is killed, all other birds, of the wood sing the song of freedom; Africa remains a song Millions of oppressed sing a snu's melody that overwhelms the sadistic, coercive night all over the world. The time of the civilized oppression Puts on neckties, dresses fashionably, smirks perfectly and drinks whisky, champagne and blood.

Brothers! We are fighting ;
We are alive.
Brothers! We go, depart but stay alive.

In every field of the land, in the heart of trees' roots, in the womb of a jail, grows the dawn's soul and Africa breeds revolutionaries and eyes dreaming of children, moons, a bright sun gleaming along rivers' banks of A revolutionary vision of light; Africa remains a song.

Born free like wind and sea waves,
Like Grass implanted on rocks, Like a glance of a hawk's eye, Like a smile perfuming over gallant mountains, Woods' trails, fields of wheat, fluffy hair of children and the twitch of mercy during prayers, born free Like Children's giggles- A song chanting a song; Africa remains a song; Africa remains a song;

September 1977

Ibrahim Nasrallah

SA-CHINA: Celebrating Ten Years of Diplomatic Relations



Minister Dr Nkosazana Dlamini Zuma hosting her Chinese counterpart Foreign Minister Yang Jiechi for bilateral political, trade and economic discussions at the Presidential Guesthouse in Pretoria.

African business enterprises will be afforded the opportunity to exhibit to the largest global audience for six months. A discussion around what will be done during the year to commemorate the ten years of diplomatic relations and how to enhance the bilateral relations to strengthen co-operation was discussed by both Ministers. The Ministers also discussed a way that could enhance dialogue between the two countries and decided on initiating a Strategic Dialogue that would allow an annual discussion on a whole range of political issues.

“...we have just agreed we will have a programme that will entail South Africa and China working together in order to enhance South African beneficiation of products so that we can indeed export value-added goods to China. We are looking forward to this.”

Ministers Dlamini Zuma and Yang Jiechi also held discussions regarding the Forum for China-Africa Co-operation (FOCAC), in which South Africa is also an active participant, along with relations of various countries like the Democratic Republic of Congo, the Darfur situation and the situation in Kenya.

Minister Yang emphasized that FOCAC is witnessing new progress particularly on the eight point programme, identified earlier at the Beijing Summit in 2006, which is being steadily carried out – debt relief, tariff exemption, an increment in aid to African countries and the building of clinics, hospitals and schools. He emphasized that on the background of globalization, there is an increasing reason for China and Africa to support each other on nation building and co-operation ■

Tirelo Makgeledisa

CHINESE FOREIGN MINISTER Minister Yang Jiechi, began his first African visit of his four nations tour by visiting South Africa. This visit marks a very important landmark in South African and Chinese relations as both countries will be celebrating ten years of diplomatic relations this year. Both Foreign Ministers had very intensive discussions which covered their bilateral relationship and co-operation in the international arena and how it could be enhanced. The focus was on various fields such as: trade, science and technology, education, skills development and agriculture. The co-operation in which both countries engage in, is under the auspice of the Joint Binational Commission under which there are five sub-commissions – Foreign Affairs, Trade, Education, Science and Technology and Defence.

At the joint press briefing Minister Zuma stated that SA and China “... have also co-operated in the multilateral sphere, we co-operate quite closely in all the multilateral organisations and off

course, during 2007 and 2008 we have co-operated quite closely in terms of the UN Security Council since South Africa has been a non-permanent member during this time. We also have co-operated within Africa, within the China-Africa Forum and this has also been very good. But we are looking forward to increasing our co-operation. We have just agreed we will have a programme that will entail South Africa and China working together in order to enhance South African beneficiation of products so that we can indeed export value-added goods to China. We are looking forward to this”.

South Africa will also participate in the 2010 Shanghai Expo, one of the largest in the world with a view to strengthening the Strategic Partnership between China and South Africa. The Partnership between South Africa and China continues to strengthen, inter alia, through frequent meetings as well as high level visits in both directions and participation in the World Expo will be a further milestone in this regard as South

Building Effective Partnerships between Women and Men to Achieve Gender Equity



Delegates at the "Men and Masculinities" workshop

THE CHIEF DIRECTORATE: GENDER recently hosted a workshop for men from all DFA branches as part of the 16 days of Activism Against Women and Child Abuse. There were 30 male participants representing all Branches, except State Protocol who could not attend due to operational responsibilities. The workshop was facilitated by two experienced male gender training experts. The objectives of the "Men and Masculinities" workshop were:

To enable participants to reflect on how their socialization, culture, tradition and religion affects relations between women and men

To examine the intersections between Gender, HIV and Aids, and Violence Against Women

To promote social relations that can contribute towards equity between

women and men at home, at work and in the community

To assist and develop individuals and institutions to formulate strategies for change interventions.

The evaluation comments from the participants were extremely positive. Some of the comments were as follows:

"Great learning experience"

"I felt for the first time that I was included in the debate around gender, and that there were things that I could do to build gender equality within my family and amongst my male colleagues and friends"

"I learned that being caring, considerate, loving and understanding does not make me less of a man"

"The 'planning for change' aspect of the programme will make me more attentive to gender issues"

Some of the recommendations for the future include:

The importance of rolling out gender training to the whole Department, in particular SMS members

The integration of gender training into the FSI training modules, as well as to Counsellors, Heads of Missions, etc

The importance of developing policies to address issues such as sexual harassment and spousal abuse in missions.

Joined-up training sessions with

"I learned that being caring, considerate, loving and understanding does not make me less of a man"

women and men.

These recommendations will be followed up through training sessions with SMS, as well as the development of policies to guide the implementation of gender responsive policies and practices.

The Need to Focus on Men and Masculinities:

In the struggle to achieve gender equity, the emphasis and the source of energy and commitment tends to be equated with women only. And yet when we refer to gender, it includes women and men as active shapers and contributors to change. For too long the responsibility has fallen on mostly women (and a few men) to work around our institutional policy imperative to establish a supportive gender culture, structure and strategy in full compliance of our country's gender equity policies. And so the context within which the men's training workshop took place were framed by three related issues. Firstly, the legislative and constitutional context which guarantees equality and sets out a vision of a non-sexist, non-racist society. The second is the challenge of having a legislative framework that requires full implementation. The third is the understanding that as people we cannot come to full humanity if we live in a skewed gender relationship at work, home and within

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our communities.

Our challenge within DFA is to ensure that our gender objectives consider strategies to bring men on board in order to strengthen gender mainstreaming. This requires shifting mindsets and addressing issues of “culture” that is often used to resist change and protect patterns of patriarchy. A defensive response around culture stifles debate and makes it impossible to engage in credible discourses around the dynamic nature of culture. Changing this mindset requires continuous education, training and debate. It requires persuasion and patience because it encroaches on how women and men have been socialised into their roles and responsibilities. One of the aspects that we have to interrogate are the rituals that men use to create masculinity. One of the rituals expressed in gendered language is the example where a man with multiple partners is described as “udlalani”, “sbethi”, “player”, “umanculu”, expressions that are supposed to make men feel proud. A women with multiple partners is referred to as “isifebe” or “slut”, both pejorative and derogatory terms. These “beliefs” hold social consequences that not only relates to the predominance of single mothers, but also contributes to the quality of relations and relationships that contributes to HIV and Aids. This also influences skewed power dynamics within relationships, and corrodes women’s ability to negotiate safe sex with her partner.

The gendered language that we use need to change. It is not enough to translate concepts from English to indigenous languages. The challenge is to use appropriate and relevant language that incorporates and reflects local and regional idioms, values and norms. The abstract way of relating to gender-based violence creates discomfort and perceptions of imposition. For example, communities in Cape Town townships find it difficult to relate to a slogan like “Real men don’t rape”. However, something like “Dis net moegoes wat vroue slaan” would be far more effective. Likewise, the naming of HIV and Aids could be more effectively and powerfully used in training sessions as “ugawulayo”.

The challenge, therefore, is to contextualise language and concepts taking regard of local and regional needs.

A further challenge that we face is the skewed gender relationship within our institutions, where men tend to predominate in organizational power, authority, access and control over resources. One of the reflections from the DFA men’s workshop reflected on how institutional power works, and concluded that, for the most part, it was men who benefited mostly from sources of power such as knowledge, position, information and networks. The example that was used to make this point was that someone who holds positional power is likely to possess validated knowledge (educational qualifications), is likely to have access to resources and powerful networks, etc. This entrenches power positions. Therefore, because men mostly have/hold power- that is usage and control over resources- men hold group power. This influences that behaviour of institutions to the “advantage” of men.

“I felt for the first time that I was included in the debate around gender, and that there were things that I could do to build gender equality within my family and amongst my male colleagues and friends”

Of course the acknowledgement of men’s group power does not negate or take away women’s agency and ability to act in ways that either supports or collude with patriarchal power relations in institutions. This is why awareness raising, education and training is so critical for women and men so that we widen the base of those who believe in gender equity. We need to reach a point where gender equity becomes a common enemy. The challenge for gender work is for women and men to abhor and name gender inequality as a common enemy, and so become a unifying fac-

tor. Similarly, the debate on how men learn to be “men” and women learn to be “women” needs to be broadened to a consideration of how people unlearn societal gender roles. There is no way that anyone can learn on the old blocks of the past. This does not mean lowering standards: instead it means shifting standards and creating a new standard. We need to create an ever-widening base of those who believe in gender equity, so that we reach a point where we are unable to find anyone who believes in male domination and female subordination.

As an organization, we need to equip men to support and promote gender transformation, and use men who support gender equality as role models. This will help to dispel the myth that all men are the same, and that all women act in the interest of other women. We need women and men to join hands to replace the culture of silence and acceptance with dialogue and critical engagement. Gender is about women and men, and so we must continue to draw men into gender work. Gender transformation is all of our responsibility, and should not just be relegated to a gender desk. We all have power, informally and formally, over the outcomes of change towards gender equity. We should use that power wherever we are located, and share that responsibility between women and men.

Finally, the Chief Directorate: Gender expresses its thanks to all the men who participated in this workshop (which will be rolled out to SMS as well): “You took a great leap into previously unexplored territory, and I appreciate the fact that you stayed with the process. On behalf of every woman in DFA who want to experience a supportive gender culture, structure and strategy, we invite you to join us in a partnership that can bring about real and meaningful change, and in full compliance of our existing country gender equity policies” ■

Ms Ruby Marks
Chief Director: Gender

Deputy Minister Aziz Pahad's media briefing

AU EXECUTIVE COUNCIL AND SUMMIT:

MINISTER **DLAMINI ZUMA**, in her capacity as Chairperson hosted a meeting of the Ministerial Committee on Post Conflict Reconstruction and Development in Sudan on the margins of the Executive Council. The Ministerial Committee on Sudan is chaired by our Minister and consists of Foreign Ministers of Algeria, Gabon, Egypt, Ethiopia, Nigeria, Senegal, Kenya, the Sudan.

Its mandate is to:

Assess the needs and the magnitude of the post conflict challenges in Sudan;

Mobilise, as broadly as possible, African support for post conflict reconstruction and development in Sudan;

Sensitise the international community about the magnitude of post conflict reconstruction in Sudan and mobilise their support accordingly. This session will however also assess developments in Sudan including the operationalisation of the AU-UN hybrid force for Darfur (UNAMID) that became effective on 31 December 2007.

Minister Dlamini Zuma will also participate in the launch of the Report of the International Workshop on Enhancing UN Support for Security Sector Reform (SSR) in Africa: Towards an African Perspective. This is all on top of the normal work of the Executive Council.

This summit has special importance because as you know the theme for the Summit is "Industrial Development in Africa." As you also know as the Summit convenes we have reached the half way stage of the achievement of the MDGs.

In 2000 almost all the major leaders of the world gathered at the United Nations to adopt the historic Millennium Summit Declaration. This Declaration proclaimed among other things that, "we believe that the central challenge we face today is to ensure that globalization becomes a positive force



Deputy Minister Aziz Pahad briefing the media on Interneational Issues. Union Buildings, Pretoria

for all the world's people. For, while globalization offers great opportunities, at present its benefits are very unevenly shared, while its costs are unevenly distributed. We recognize that developing countries and countries with economies in transition face special difficulties in responding to this central challenge. Thus, only through broad and sustained efforts to create a shared future, based upon our common humanity in all its diversity, can globalization be made fully inclusive and equitable."

The Summit most importantly resolved to, inter alia, halve by the year 2015, the proportion of the world's people whose income is less than one dollar a day and the proportion of people who suffer from hunger and, by the same date, to halve the proportion of people who are unable to reach or to afford safe drinking water. By the same date, to have reduces maternal mortality by three quarters, and under-five child mortality by two-thirds, of their current rates. To have, by then, halted and begun to reverse, the spread of HIV and AIDS, the scourge of malaria and other major diseases that afflict humanity. All indications are that the vast majority of African countries will not meet many and in some cases most of the MDGs.

The Secretary General of the United Nation, Mr Ban Ki-moon stated that "We are at the mid-point of a great campaign to end world poverty, set forth in the Millennium Development Goals. Too many nations have fallen behind. This September, the UN will host a high-level meeting on the MDGs, with a special focus on Africa. The aim is to bring together world leaders and, together, demand action. The fight against global poverty and human suffering is a moral imperative." This AU Summit will have substantive discussions on building Africa's industrial base with all the issues that impact on this process.

It is common cause that lack of industrialisation in Africa has contributed to its current slow rate of economic growth, and that the continent continues to lag behind industrially, contributing less than 1% of global manufacturing. Despite its natural resource endowment, Africa continues to be poor. This is partly because Africa still has difficulty of converting its abundant raw materials into finished products. However, there is great potential for the continent to reverse this situation. Africa needs to urgently enhance its efforts to add value to its raw materials to increase its global competitiveness. To achieve this objective there are vital conditions to be met, including greater political support for Africa's industrial development agenda. It is within this context that the Extraordinary Session of the Conference of African Minister's of Industry was held in Midrand, South Africa from 24-27 September 2007. The Conference elaborated a Medium-Term Strategy for Africa's industrialisation and developed a Plan of Action to drive the implementation of the Medium Term Strategy for Africa's industrialisation. The Conference agreed on a Draft Plan of Action for Accelerated Industrial Development of Africa, which will be submitted to the Summit for approval. This Plan of Action identifies priority areas for action to unlock Africa's industrial development, and a series of activities at the national, regional, continental and international levels to kick-start Africa's industrialisation.

The Summit will look at industrial development of Africa and progress

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made including the Pan African Infrastructure Development Fund (PAIDF) launched by the Ghanaian President, current Chairperson of the African Union HE John Agyekum Kufuor and the South African President Thabo Mbeki, and has so far mobilised close to \$625 million that will be used to finance continental projects under the AU development flagship programme, the New Partnership for Africa's Development (Nepad). What is significant about this is that it's for the first time Africans are using African money mainly the pension funds to fund our own developmental programme on the basis of this. South Africa and Ghana have made firm commitments to the PAIDF and other African governments have expressed interest in making contributions pending legislation from their individual parliaments, allowing them to make the necessary payments. The South African government has also mobilised the private sector to partner the continental effort of ensuring that African countries take ownership of their developmental initiatives and squaring up to challenges facing the continent.

We of course hope that the Summit will look at the reality that the DOHA round of negotiations have still not been completed and we believe that the Summit must take decisions on how to ensure that we do get the Doha round of negotiations completed. In this context I believe it is important that the developed countries' agricultural subsidies which makes it very difficult for developing countries generally and African countries specifically to compete with the developed countries agricultural products have to be looked at very seriously, and their non-tariff restrictions on African exports be addressed urgently.

The Summit will also consider the EU's Economic Partnership Agreements (EPAs) with the APC countries. You know that the original Lome agreement between the European Union and the APC countries has come to an end, and now in terms of the WTO new negotiations have to be undertaken. As you know from our last briefing there has been lots of disquiet in Africa, Asia, the Africa Pacific and the Caribbeans about how these nego-

tiations have been conducted. We do believe that any final agreement must be mutually beneficial. There was a need to revisit the Partnership with a view to ensuring that maximal benefits were derived out of the EPA process in a way to ensure that the end product was of mutual benefit to all and entailed a holistic approach to development on the continent; While the Joint Strategy indicated that both sides stressed the need for the EPA process to be supportive of Africa's regional and continental integration agenda on the basis of the Abuja Treaty. The path pursued thus far had not appeared to support the principles and objectives encapsulated in the Joint Strategy; There was a need to ensure that the cooperation with the EU through the EPAs did not undermine regional integration efforts; The African Europe Summit concluded that a meeting of African and European Minister of Trade and Finance should be held by February 2008 in order to find a consensus position on how to take the EPAs negotiations forward. We are also expecting the visit of the commissioner Barroso to further discuss the EU's EPA with the APC countries. It is clear that the Summit will have to look at this matter because many of our countries have already signed the agreement pending further negotiations.

NEPAD

A NEPAD Heads of State and Government Implementation Committee Meeting (HSGIC) will take place on the margins of the Assembly on 30 January 2008 and will also impact on the theme of the Summit.

The issues to be discussed during the HSGIC meeting are:

- (i) Progress in the operationalisation of NEPAD priority programmes
- (ii) Upcoming African Partnership Forum meeting in April 2008
- (iii) TICAD IV Summit (Tokyo International Conference on African Development)
- (iv) Review progress of NEPAD integration into the African Union.
- (v) Ministerial Committee of Ten on the Union Government

At the Summit in Ghana [2007] the Accra Declaration was adopted in

which they reiterated their desire for a United States of Africa, with a Union Government, as the ultimate objective of the African Union; the need for common responses to the major challenges of globalisation facing the Continent; as well as the boosting of regional integration processes through an effective continental mechanism. Through the Declaration, the Assembly agreed to accelerate the economic and political integration of the Continent, including the formation of a Union Government for Africa, with the ultimate objective of creating the United States of Africa.

In order to achieve this Union Government, the Assembly agreed on the following steps:

- (a) Rationalise and strengthen Regional Economic Communities (REC's) including their harmonisation, in an effort to create an African Common Market;
- (b) Establish a Ministerial Committee and hold a meeting regarding Union Government so as to permit Ministers to:
 - (i) Elaborate the concept of a Union Government, including its relations with national governments;
 - (ii) Identify the areas of competence and activities to be entrusted to the Union Government as well as the impact of the measure on national sovereignty;
 - (iii) Define the relationship between the Union Government and the REC's;
 - (iv) Elaborate an appropriate roadmap and timeframe for establishing the Union Government; and
 - (v) Propose additional sources for funding the activities of the Union.

The Committee of Ten is composed of South Africa and Botswana from the Southern region, Libya and Egypt from the North, Gabon and Cameroon from the Central region, Ethiopia and Uganda from the East and Nigeria and Senegal from the West. The Committee under the chair of Ghana has completed its work and the report will be submitted to the Executive Council to make appropriate recommendation to the Summit.

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The second big issue is the High Level Panel for the Audit of the African Union These were to Conduct an Audit of the Executive Council in terms of Article 10 of the Constitutive Act, the Commission as well as the other organs of the AU; [Accra Declaration].

The High Level Panel for the Audit of the African Union has concluded consultations with various organs of the African Union including the PAP and representatives of RECs and member states. This report too will be submitted to the Executive Council to make appropriate recommendation to the January 2008 Session of the Assembly.

The High Level Panel was established by President Kufuor, the current Chairperson of the AU, and it comprises the following persons:

Prof. Adedeji Adebayo (Nigeria)
Dr. Frene Ginwala (South Africa),
Dr Fatima Karadja (Algeria),
Amb. Vijay Makan (Mauritius),
Dr. Makan Saar (Senegal),
Prof. Abdala Bujra (Kenya),
Fahan Bendara (Libya),
Mr. Akere Muna (Cameroon),
Madam Gilenga (Congo),
Mrs. Netungo Nandi (Namibia),
Amb. Abendenga (Ghana),
Prof. Olukosi (Council for the Development of Social Science Research in

Africa (CODESRIA))

Ben Hamuda (ECA).

The terms of reference of the High Level Panel for the audit of the African Union, include a comprehensive audit of the African Union Commission and all its programmes and organs in terms of Article 10 of the Constitutive Act (related to the composition of the Executive Council), with a view to facilitating continental economic and political integration. The Panel conducted a thorough assessment over a four month period and produced a report containing 159 specific recommendations.

The General Objectives of the Audit were to:

Evaluate the African and political and economic integration agenda and existing and ongoing reviews on political and economic integration by the Commission as well as other AU Organs and Regional Economic Com-

munities (RECs);

Review the operation of the Commission as well as other AU organs and the RECs as presently constituted with a view to identifying the weaknesses and strengths in their functioning and aligning them with the realities of political and economic integration;

Review the structures and processes of the various Organs and Institutions of the AU with a view to promoting efficiency and coherence in the functioning of the various Organs;

Review the nature and relationship between the various Organs and Institutions of the AU and with other relevant continental Organisations, and indicate the nature and character of Inter-Organs relationships and relations with other Institutions, which will help accelerate the integration process;

Review global trends with respect to political and economic integration, outline the specific and general challenges confronting the African integration process;

Make concrete recommendations on the policies, strategic orientations, institutions and structures, programmes, roadmaps and possible scenarios required to accelerate economic and political integration; and

Assess the efficiency of the AU in the maintenance of peace on the Continent.

The Panel constituted four Working Groups to deal with the following interrelated teams:

The Abuja Treaty, the Constitutive Act and the Political and Economic integration process;

The African Union Commission and Financing activities of the Union

The African Union Organs: The Assembly, the Executive Council, the Permanent Representative Committee (PRC), the Peace and Security Council (PSC), the Economic, Social and Cultural Council (ECOSOCC) and other organs (yet to be established);

The African Union and the Regional Economic Communities (RECs) and affiliated agencies like the African Development Bank (ADB) and the United Nations Economic Commission for Africa (ECA)

DRC

On the Democratic Republic of Congo, the South African Government welcomes the successful conclusion of the Reconciliation Conference in the DRC. On 24 January 2008 the closing ceremony and signing of the Engagement Act took place in Goma, North Kivu, and was attended by the diplomatic corps, some Special Envoys, and many Congolese national and provincial leaders. The working groups of the Conference will continue for the next few weeks to reach resolutions, decisions and documents on the various issues not covered in the text.

Our assessment is that this is a major development. Rwanda did not attend but it did indicate to DRC and MONUC that it supported the Conference and would implement the agreements as it had done with the Communiqué.

The Secretary General of the UN is expected to travel to Rwanda shortly to ensure that momentum is maintained.

KENYA

The South African government continues to be seriously concerned about the continuing escalation of violence in Kenya and the failure to find a peaceful political solution.

In a similar way African Union Chairperson Alpha Oumar Konare called for a political solution in Kenya, expressing concern about post-election violence that has killed so many people. We share his view that "we are concerned about this situation. One talks of genocide... what role did Rwanda serve? The answer cannot just be a power sharing one. If the democratic process is only about sharing the cake, we will never have peace because there will always be those who are discontented. Rather, it was necessary to "reaffirm the principles of good governance and not of indifference, to fight against violence. We cannot close our eyes and ears."

For us what is alarming are reports of arming of militias allied to the main protagonists. The former UN Secretary General Kofi Annan, supported by former Tanzanian President Mr Benjamin Mkapa and Mrs Graca Machel are handling the mediation process in

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Kenyan President Mwai Kibaki (left) and former U.N Secretary-General Kofi Annan (center) and opposition leader Raila Odinga (right) observe a minute of silence for the victims of the recent violence in Nairobi, Kenya

tive. Also not enough troops had been contributed to the force. Only 9,000 of 26,000 planned troops have been deployed so far. And as we remember last time when we briefed you, the technical and logistical support have still not been forthcoming. But we are happy that the UN is in talks with the Sudanese government to define the rules under which the mission could operate in Darfur, and that these meetings are said to be positive.

We call on all parties to urgently resolve all outstanding issues to enable the full deployment of the hybrid force.

MIDDLE EAST

The South African Government continues to be concerned about the worsening situation in the Middle East. The situation in the Middle East continues to threaten regional and international peace and stability.

The South African Government has consistently condemned attacks on civilians, whether they were Palestinian or Israeli.

The continuous rocket attacks from Gaza into Israel cannot be justified in the name of the Palestinian cause. Indeed it is against the interest of the Palestinian people and only results in massive military retaliation by the Israeli Defence Force.

We fully agree with the statement by the UNSG of Political Affairs [Mr Pascoe] to the Security Council on 22/1/2008 that he “acknowledges Israel’s security concerns....but that they did not justify disproportionate steps by the Israeli government and the Israeli Defence Force that endangered Palestinian civilians and that Israel must reconsider and cease its policy of punishing the civilian population of Gaza for the unacceptable actions of the militants. Collective punishment are prohibited under international law...Israel must also thoroughly investigate incidents leading to civilian casualties and must ensure adequate accountability.”

The South African government is concerned that the intensified Israeli military offensive in the occupied Palestinian territory seriously jeopardise the Annapolis process and the present Palestinian –Israeli talks ■

Kenya on behalf of the AU.

A stable Kenya is central in that region and Africa as a whole. We urge all parties to extend full co-operation to the mediation process of the eminent group of African leaders led by former UNSG. Kofi Annan, and established following the visit of AU Chairperson, Alpha Konare.

BURUNDI

The Facilitator of the Burundi Peace Process, Minister Charles Nqakula accompanied by the South African Special Envoy to the Great Lakes, Ambassador Kingsley Mamabolo held constructive consultations with all the stake holders involved in the Burundi Peace Process in Tanzania on 28 January 2008. He will be presenting a report to the Regional Leaders who are meeting in Addis Ababa on the 29th of January 2008. The visit will also include a discussion on the renewal of the South African mandate as the facilitating country as well as the renewal of the mandate of Minister Nqakula as facilitator to the Burundi Peace Process.

During the AU Summit, on the fringes meetings will take place with the Chairperson and Deputy Chairperson of the Regional Initiative, President Y Museveni and President J Kikwete respectively as well as with President P Nkurunziza of Burundi, to follow up on the meetings of 28th January 2008 and to decide on the extension of the JVMM deadline. We must remember that the Regional Initiative had initially set 31 December 2007 as the deadline for the JVMM to conclude its work. The mandate of the AU Special Task Force in Burundi which comprises of up to 1000 South African peacekeepers is also expected to be formally ex-

tended at the Summit. So while we are concerned that it’s taken this long to get to this situation, we believe that this latest round of talks will enable us to move the process forward.

SUDAN – DARFUR

Undersecretary-General for Peacekeeping Operations, Jean-Marie Guehenno, African Union Commissioner for Peace and Security, Said Djinnit, the AU-UN Joint Special Representative for Darfur, Rodolphe Adada, and the Undersecretary at the Sudan Ministry of Foreign Affairs, Dr. Mutrif Siddiq met over the weekend in Addis Ababa to discuss ongoing issues related to the deployment of the joint AU-UN peacekeeping mission in Darfur.

The status of forces agreement (SOFA) between UNAMID and the Government topped the discussions. Discussions were constructive and the parties indicated that they all look forward to the successful conclusion of the SOFA negotiations, as soon as possible. High-level discussions on UNAMID’s deployment are scheduled to take place on the margins of the forthcoming AU summit in Addis Ababa.

We are concerned that Jean-Marie Guehenno, the head of UN peacekeeping said yesterday that the strong joint UN-African Union force needed to bring peace to Sudan’s remote Darfur region, will take most of the year to deploy. The troops had been scheduled to be deployed by the end of 2007, but the Sudanese government had set conditions - such as disabling their communications during security operations and banning night flights - which the UN said cast doubts on whether the force could be effec-

Organisational Culture and Climate survey



DG Dr Ayanda Ntsaluba speaking to staff at the City Hall (left). Ms Mathu Nompuzo, Chief Director Human Resources (top right) addressing DFA officials

DOES CULTURE DICTATE STRATEGY or does strategy dictate culture?"

These were the words by Ambassador Makhubela at a staff meeting held at the City Hall with the Director General, Dr. Ayanda Ntsaluba. A presentation on the Culture and Climate survey gave an indication about the perceptions of DFA by its staff. This is an initiative that is intended to drive a sustainable vehicle on progressive programs to develop a well-balanced ideal working environment. The objective of the Culture and Climate survey presentation was to provide feedback to the rest of the Department on its outcomes and to propose the way forward (roll-out and interventions).

Some aspects of the survey were discussed in detail to explain its impact on the department. Thus organisational culture refers to entrenched behaviour patterns established over a long period of time or 'the way we do things', our values and norms. The climate refers to the atmosphere in the organisation in which people have to work, whether it is 'cold' or 'warm' and if this climate persists for a long period of time thus becoming the organisational culture. Employee morale refers to the state of mind by staff members about themselves, team leaders, management and the organisation. Morale

manifest in motivation, loyalty, commitment, productivity, etc. and it is the end product or result of culture and climate in the organisation. The dimensions that were measured are; the work environment which scored low in both hard and soft issues. (Soft issues are the characteristics DFA would like to portray like care, innovation, fairness, teamwork and a relaxed work climate and hard issues are facilities).

Institution arrangements scored reasonably well. An intervention in communication about business plans was recommended. Leadership and Management style and an engaged workforces also scored low because of a perception that managers are too task driven and there is a lack of balance with people and performance management. The Organisational Processes (Equity and Diversity) scored high in respect of both equity and diversity. The low point is around limited opportunities in upward mobility for internal candidates and perceived inconsistency in placement abroad. Stakeholder Management scored high but the challenge is that more recognition should be given to people succeeding in building strong business relationships.

The Competency Dimension also scored high with staff feeling that their skills and abilities are utilised and their

jobs helped them to grow. Ethical Behaviour scored low as it indicated that there is a low level of trust in the DFA. The Corporate Image also scored low as DFA members feel that the physical set-up of the organisation did not enhance its public image and more marketing interventions on creating a public image and marketing material in foreign languages was needed. Staff members measuring the Engaged Workforce stated they are positive about career growth and building a long-term career with the DFA. A big concern raised was the lack of promotions which affects the morale and motivation of staff. The last dimension, Organisational Excellence reported mixed feelings about professionalism some felt that the DFA is performing well whilst others felt that the standards are being eroded. The best practices identified included amongst others a positive attitude, integrated strategic planning processes, management of diversity in the workplace, management development programs and a positive image of SA missions in South Africa ■

Minister Dlamini Zuma announces South African Heads of Mission

AMBASSADORS/HIGH COMMISSIONERS

- **Moses Mabokela Chikane:** Zambia
- **Manelisi Genge:** Sudan
- **Douglas Harvey Monro Gibson:** Thailand
- **Segogwane Sam Kotane:** Mauritania
- **Mzuvukile Maqetuka:** Algeria
- **Madumane M Matabane:** Mauritius
- **Sikose Ntombazana Mji:** Benin
- **Lyttelton Mncedisi Sobizana Mngqikana:** Finland
- **Lulu Louis Aaron Mnguni:** Guinea-Bissau
- **Ratubatsi Super Moloji:** Vietnam
- **Mokgethi Samuel Monaisa:** Madagascar
- **Buyisiwe Maureen Pheto:** Sri Lanka
- **Cosbert Themba Rubushe:** Eritrea
- **Tebogo Joseph Seokolo:** Turkey
- **Andries Venter:** Ukraine
- **Vincent Tiniza Zulu:** Qatar

CONSULS-GENERAL

- Yusuf Omar:** Sao Paulo
- Pearl Nomvume Magaqa:** Chicago

Tout le DFA va parler français !



Ms Rachel Morake (right) with Ms Khensani Mongwe (left) during one of the language training sessions

SOON THE WHOLE DFA is going to speak French, and the Language Unit within the FSI, is teaching officials how. In 2004, in line with South Africa's diplomatic strategy objectives the Minister of Foreign Affairs decided that all DFA officials should learn the language of many of our African colleagues and that French should eventually become the Department's second working language.

Since the Minister's decision, there has been an involvement at all levels in the Department. From the SMS Pilot Project, to the popular regular French courses, to the Cadets who follow a year-long course, everyone is learning how to communicate *en français*.

The second floor of the Drakenstein building at Tulbagh Park now has four permanent French trainers,

to complement the team of English, Arabic, Spanish and Portuguese trainers. In 2005, as part of the bilateral agreements between South Africa and France, the DFA signed a Declaration of Intent on Co-operation with the French Embassy who pledged their co-operation in the training of South African Government Officials in the French language. The Embassy has provided the DFA with a language technical expert, who is supporting the Language Unit to put into operation a new strategy for French training using the "Objectif Diplomatie" method. The strategy was drawn up at a workshop with officials from various DFA branches, representatives from the French embassy, Alliance Française and an invited language expert.

Development doesn't happen in isolation, and this cooperation with the

French Government has resulted in the opening of a partnership with OIF (International Organisation of Francophonie) and RECFLA (Network of West African Language Centres). This collaboration has resulted in the training of two French trainers in Togo and one in France; a successful benchmarking exercise for the training of interpreters and translators and intensive immersion courses for three ambassadors and five other officials in Togo, Benin and France respectively. More immersion programmes of this kind are planned for 2008.

All this success is attributed to the fact that the language unit is following on the great strides that both our Minister and Director General who are themselves learning French are treading. So step in, say *bonjour!*

DFA Language Training

Where were you...? (DFA Year-End Function)

