

# **EMPLOYMENT EQUITY IN THE SANDF: PRACTICAL IMPLICATIONS AND CHALLENGES**

**Linette Kapp**  
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**Supervisor: Prof C de W van Wyk**  
**Vanderbijlpark**  
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For

Kelvin Kapp  
Gaynor Kapp

... who I live for

Jesus Christ

...because of Whom I live

## **EXPRESSING THANKS**

Gratitude and thanks to my Creator for giving me the necessary willpower and intellect to complete the dissertation.

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**“The qualities that are most important in all military jobs – things like integrity, moral courage, and determination – have nothing to do with gender.”**

**Colonel Rhonda Cornum**

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# CHAPTER 1

## INTRODUCTION AND PROBLEM STATEMENT

### 1.1 INTRODUCTION

South Africa's history changed dramatically in 1994 when the country was freed from the minority apartheid rule. The vision of the new Constitution was to transform South Africa into a non-racial, non-sexist, in actual fact a non-discriminating society. Alongside this very important principle is the Equality Clause in the Bill of Rights that gives men and women equal rights and excludes discrimination on the basis of sex.

The Constitution 108 of 1996 of South Africa states:

"... the state parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right:

- To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies
- To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government
- To participate in non-governmental organisations and associations concerned with the public and political life of the country" (South Africa, 1996:7-1).

Gender discrimination is specifically highlighted by the Employment Equity Act 55 of 1998. Policies and procedures enacted by the government to promote

employment equity developed from the necessity to eradicate the deep inequalities still inherent to the South African society and the South African labour market today. Legislation aims to help redress the disadvantages emanating from past racial policies and, as far as possible, to ensure the accommodation of differences between individuals in the workplace.

The system of apartheid, and discrimination in the labour market against black people, women and the disabled, have resulted in major inequalities in income distribution of jobs. This inequality can be seen in terms of labour market discrimination and non-labour market discrimination. Within the labour market, discrimination has taken place in the following areas, namely occupational segregation, discrimination in hiring, promotion, selection for training, transfer and retrenchment of employees, inequalities in pay and benefits and lack of access to training and development opportunities (Employment Equity Bill, 1997:5-6).

When opening Parliament on 9 February 2001, President Thabo Mbeki acknowledged that the African Renaissance would not be achieved without the full and equal participation of women. He said:

“We must continue to be concerned about the slow progress being made with regard to the important issue of achieving gender equality” (Thiart, 2001:15).

Ms Nozizwe Madlala-Routledge, Deputy Minister of Defence, said the following:

“The task of gender mainstreaming is for all of us. All of us must monitor very closely whether or not this is translating into a closing of the gender gap and the equal participation of women” (Thiart, 2001:15).

The starting point for change against discrimination of women in the workplace in South Africa is the new Constitution, which specifically outlaws discrimination

based on sex. It makes other important provisions, such as the right to security of persons and socio-economic rights, both of which have a special significance for women who constitute the majority of the poor and they are subjected to gender based violence. The following laws have benefited the position of women in South Africa:

- South Africa Constitution Act No. 108 of 1996: At a theoretical level, the South African Constitution, as well as various international human rights instruments, recognise women's unequal social status. The Constitution, which came into effect on 4 February 1997, has entrenched equality even more firmly in the country's value system. The founding provisions, set out in Chapter 1 of the Constitution, asserts that the democratic state is founded on the values of:
  - Human dignity, the advancement of equality and advancement of human rights and freedom; and
  - Non-racialism and non-sexism.

Among the important clauses of the Constitution for the advancement of gender equality is:

- The equality clause in the Bill of Rights, which says that "the state may not unfairly discriminate directly or indirectly against anyone on one or more grounds, including race, gender, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language and birth.

Affirmative action is provided for in the clause, which states that "legislative measures" may be taken to "protect or advance" people who have been disadvantaged.

The clause of freedom and security of the person, which states that everyone, has the right to "bodily and psychological integrity". This includes the right to make decisions concerning reproduction, and to security and control over one's body.

While the Constitution acknowledges the right to property, it states that "no provision may impede the state from taking legislative and other measures to achieve land reform or equitable access to natural resources to redress the results of past racial discrimination". This clause is crucial to one of the most disadvantaged groups of women. Rural women dispossessed of access to land by both apartheid and tradition. South African law does not provide a definition of discrimination against women.

Employment Equity Act No. 55 of 1998: This Act is probably the most ambitious and far-reaching of any of the statutory innovations introduced since 1994. It tackled head-on the systematic discrimination against blacks, women and other groups that characterised the labour market in the past, and seeks to proactively correct the deeply embedded demographic imbalances in South African workplaces. As such, the Act is probably the most intrusive of all the new labour statutes. Balancing this aspect of the Act, however, its reliant on negotiation by management and labour to provide the content of employment equity plans within the parameters set by the statute. In this way the Act aims to achieve equity and diversity in a way that will promote rather than hinder economic development and efficiency (Du Toit, *et al.*, 2000:49).

The purpose of the Employment Equity Act is to achieve equality in the workplace by:

- Creating equal opportunity and fair treatment in employment through the elimination of unfair discrimination;



- Implementing affirmative action measures to redress the disadvantages in employment experienced by designated groups, to ensure their equitable representation in all occupational categories and levels of the workforce.

The main obligation upon employer is thus two fold:

- Elimination of unfair discrimination; and
- The implementation of affirmative action measures.

Discrimination consists of either direct discrimination or indirect discrimination. Direct discrimination occurs when an employer singles out an employee, or group of employees, for less favourable treatment on one or more of the grounds.

Indirect discrimination is a wider concept which, is concerned with the effect of apparently neutral provisions which has a disproportionate impact on a group of employees. For example recruitment or selection criteria based on characteristics such as height, physical strength or educational qualifications, which are not essential for the job, may constitute indirect unfair discrimination.

Basic Conditions of Employment Act No. 75 of 1997: The purpose of the Act is to ensure that all employees enjoy certain minimum conditions of employment (Bendix, 2000:55). The Basic Conditions of Employment Act can be seen as a family-friendly" policy for working women, for example giving time off to working parents if their children are sick (family responsibility leave), provide for flexible working hours and also look at maternity leave for women.

Skills Development Act No. 97 of 1998: According to Section 2 of the Skills Development Act the purposes of the Act is to improve the employment

prospects of persons previously disadvantaged by unfair discrimination and to redress those disadvantages through training and education.

The White Paper on the Transformation of the Public Service (1995:1) requires that all government departments must be representative of the South African population and the White Paper on Defence also requires the Department of Defence to be representative thereof in order to achieve legitimacy.

Many years of enforced discriminatory Apartheid policies in the Republic of South Africa have resulted in the deliberate marginalisation of certain persons in the Public Service. Consequently, the Public Service does not reflect the demographics of the population of the Republic of South Africa. The Department of Defence acknowledges the lack of racial and gender representivity within its ranks and is bound by the Constitution to correct these imbalances. These actions, however poses some challenges to the leaders of the SANDF, and also have some practical implications for which there currently does not exist clear-cut solutions.

The policy on equal opportunity and affirmative action for the South African National Defence Force is dictated by various other prescripts, for example:

- the Constitution of the Republic of South Africa,
- the White Paper on the Transformation of the Public Service,
- the White Paper on Defence, the Labour Relations Act, etc.

These prescripts were however easier written against the practical feasibility of all it encompasses. The problem that will be investigated therefore entails the obligation that the South African National Defence Force has to empower women and the various practical implications thereof.

## **1.2 PURPOSE OF THE STUDY**

The purpose of this study is to investigate the influence of the Constitution of South Africa and the Employment Equity Act No. 55 of 1998 on the management of the SANDF in terms of the following aspects:

- the obligation of the SANDF to empower women for utilisation in various roles and positions;
- the practical implications of utilising women in combat roles.

Supportive to the main purpose, the secondary aim of the study includes:

- research on the historical utilisation of women in combat roles;
- the utilisation of women in Defence Forces of other countries.

The aim of this study is to point out that the SANDF is obliged to offer women the opportunity to make their own career choices and follow those careers. The study is however also going to point out some practical implications that certain career choices entails for women.

The study wants to find out if total gender equality can be realised within the military and how problems can be overcome in the short, medium and long term.

## **1.3 METHOD OF RESEARCH**

### **1.3.1 Literature study**

The researcher will make use of a theoretical orientation throughout the study with regards to the historical background and utilisation of women in uniform.

As set out in table 1.1, the researcher used the following sources that include treaties, theses, articles (magazines and newspapers), seminars, textbooks and verbal information.

A great deal of information comes from literature during 2001. The researcher focuses on the most recent available information on the role of women in the military found in articles, seminars and interviews.

**Table 1.1: Sources**

<b>Date</b>	<b>Articles &amp; Seminars</b>	<b>Textbooks</b>	<b>Treaties &amp; Theses</b>	<b>Verbal Information</b>	<b>Total</b>
Date unknown	7	0	4	0	11
1970 - 1980	0	4	0	0	4
1981 - 1990	2	5	1	0	8
1991 - 1999	11	11	11	0	33
2000	5	2	3	13	23
2001	5	10	1	37	53
2002	0	1	1	7	9

### **1.3.2 Empirical investigation**

Empirical investigation with literature study as a basis has been done, in that relevant aspects have been investigated on all levels (workers- and management level) of the SANDF.

Questionnaires and a non-structured interview have been used. Because the population where the investigation has been done was spread over a big and geographically wide range, the researcher makes use of random tests.

The researcher made use of a personal interview, which is an effective method to obtain information quickly from unexpected reactions to questions. Non-verbal reaction can also be observed.

## **1.4 DESCRIPTION OF CERTAIN CONCEPTS**

In this study certain primary terms are being used. To avoid any misunderstandings about the misinterpretation and meaning of these items, the researcher wishes to give a clear description of the following:

### **1.4.1 Gender**

Gender refers to those ideas or opinions that all of us have about what it is to be a boy or a girl, a man or a woman, and what constitutes masculine or feminine behaviour. It is our perceptions about how people are expected to behave simply because they are male and female. These perceptions differ from race to race and culture to culture and can change over time. It is important to note that we have these perceptions because we learnt them during our socialisation and we can therefore theoretically unlearn them or at the very least change our minds about how we stereotype and label people of the opposite sex.

Our opinions about gender unfortunately influence the work that women and men choose (or are allowed to choose). It also has an influence on the work that women and men have the qualifications and experience for, as well as the status women and men occupy at work and how much each get paid. The way in which gender is interpreted and the roles that people are expected to play in life are being challenged by the concept of human rights where people should be regarded as equal and have the same opportunities in life (Evans, 2000:20).

#### **1.4.2 Sex**

Sex refers to the real or physical and biological differences between men and women. We are born either male or female. Women can fall pregnant, or breast-feed babies, men cannot.

It is therefore very unfair to have policies, procedures or management practices in society and in the workplace that discriminate against women for being the biological sex that they are, with their unique reproductive role when men are not similarly discriminated against (Evans, 2000:20).

#### **1.4.3 Sexual harassment**

Sexual harassment includes any unwanted sexual behaviour or comment, which has a negative effect on the recipient. Such behaviour could range from inappropriate gestures, suggestions or hints, jokes or degrading remarks, or innuendo, to fondling a woman without her consent. The worst and most extreme example of sexual harassment is rape. Note that a single act may be sufficient to constitute sexual harassment. The conduct need not be repeated. So if someone makes sexual jokes about a woman employee only once, this is sexual harassment (Evans, 2000:20).

#### **1.4.4 Gender harassment**

Forms of gender harassment in the Army include resisting women's authority, constant scrutiny of women and using any mistakes as evidence of military women's inferiority, gossip and rumours, sabotage of women's work (such as their equipment), and indirect threats. Also quite common are sexist remarks, including statements that women do not belong in the military (Evans, 2000:20).

#### **1.4.5 Discrimination**

Discrimination refers to the unfair treatment of a person or group of persons either directly or indirectly, intentionally or unintentionally, based on but not limited to, his or her race, gender, sex, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, political opinion, culture, language, marital status, pregnancy or family responsibility. Discrimination deprives a person of the right to adequate protection and advancement.

Discrimination on one or more of these grounds is unfair unless it is established that such discrimination is fair. Discrimination also refers to making distinctions or choices based on factors other than individual merit or established standards that have an adverse impact on an individual or members of a group (Evans, 2000:21).

#### **1.4.6 Culture**

Culture is a complex term to define. Culture is generally perceived as containing a variety of ethnic groups. Cultural groups, however, appear to be conceptually distinct from ethnic groups in the sense that, whilst they may serve to reinforce ethnic identity, they are not sufficient to define ethnicity. Culture is defined as transformative activity conducted by society at large, and results in either material or intellectual benefits for society. It is both material and aesthetic value. The material benefit includes all material wealth and the technological means of producing that wealth. Intellectual benefit includes all ways of accumulating knowledge, all forms of social consciousness and aesthetics, social/national philosophy, science and the arts. These two sides of culture are interwoven into one another in a form of symbiosis. It is not individual but societal and dynamic in character. Individuals only contribute to National Culture. Culture from folklore, which is ethnic and is only aesthetic in

nature. It also differs from customs, traditions and habits which are either individual, family and sometimes ethnic and tend to be static in character (Evans, 2000:20).

## **1.5 ABBREVIATIONS**

For the purpose of this dissertation, the following abbreviations shall apply:

- SANDF - South African National Defence Force
- NGO - Non Governmental Organisation
- FWCW - Fourth World Conference on Women
- UN - United Nations
- PFA - Platform for Action
- SADC - Southern African Development Community
- DoD - Department of Defence
- CEDAW - Convention for the Elimination of All Forms of Discrimination Against Women
- OSW - Office on the Status of Women



## **1.6 DEPLOYMENT OF CONTENT**

In Chapter One the introduction and problem setting is discussed. Certain definitions/descriptions of core concepts that will be used throughout the study will be given.

The theoretical and historical perspectives of using women in combat roles will be discussed in Chapter Two.

Employment equity and affirmative action will be discussed in Chapter Three.

In Chapter Four, the utilisation of women in combat roles will be discussed.

In Chapter Five the study will focus on empirical research which was done by the SANDF.

Chapter Six will consist of recapulative assumptions, suggestions and remarks.

## **1.7 PROBLEMS ENCOUNTERED DURING THE STUDY**

Although no serious problems were encountered during the studies, it was interesting to note the difference in opinions of both males and females on the subject of implementing the Equity Act into the SANDF.

It also needs to be noted that very little scientific research could be found which was done by the SANDF on the so-called women matters, for example does the bulletproof vest have any influence on the health of women?

## **CHAPTER 2**

### **THEORETICAL AND HISTORICAL PERSPECTIVES OF USING WOMEN IN COMBAT ROLES**

#### **2.1 INTRODUCTION**

The Constitution of the Republic of South Africa stipulates that all citizens have fundamental rights and freedom within the law. The White Paper on the Transformation of the Public Service requires that all government departments must be representative of the South African population and the White Paper on Defence also requires the Department of Defence to be representative thereof in order to achieve legitimacy.

The military has however historically always been a so-called "man's world". Even today, with greater numbers of women in the services, men still dominate and women are still barred from certain combat roles. For centuries, men have been the protectors and defenders – women the protected. The history of women in the American Armed Forces clearly underlines this statement. Prior to World War II the role of women in the military was extremely limited. During World War 2, it was calculated that 350 000 women served in the armed forces in separate corps. Most held jobs in traditional women's work in health care and administration (Soeters & Van der Meulen, 1999:20). It is therefore understandable that pressure for gender equality in the military evokes a wide range of issues and concerns, specifically when assigning women to combat type roles.

This study focuses on the responsibility that lies on the shoulders of the Department of Defence to conform to the Constitution of the RSA, the White Paper on Transformation of the Public Service, etc. as well as the history of women being used in the military and the practical implications thereof for the SANDF.

The view of the researcher is that if women are allowed to participate in the military, a number of issues arise concerning their utilisation. Some of these issues include whether or not women should be permitted to serve in direct combat roles (the equality debate), their physical and psychological suitability for these roles, the effect of women on cohesion and morale and their impact on military effectiveness.

Military variables affecting the nature and extent of women's participation include characteristics of the nation's security situation and certain aspects of military organisation and activity. Social structural factors include aspects of women's roles. Cultural processes, such as the social construction of gender and family roles, also influence women's participation in armed forces (Segal, 1999:565).

## **2.2 FEMINISM PERSPECTIVE AND VIEWS OF WOMEN SOLDIERS**

The Deputy Minister of Defence (Ms Nozizwe Madlala Routledge) in her speech at the Mazmoh Conference held in Durban on 1 May 2001 said that feminist literature has analysed the specific role of women in economic development and delivery. In terms of this analysis, women must be actively involved in the determination and implementation of economic policy. The full and active involvement of women at all levels of economic development ensures success. This necessitates that the practical and strategic needs of women be included in the analysis and planning (Thiart, 2001:16). The role of women in militarisation has been largely obscured and mystified by two competing perspectives, namely:

- Sexism and
- Feminism.

The researcher focus on feminism and militarism, marxist and socialist feminism, and liberal and equal rights feminists.

### **2.2.1 Feminism and militarism**

According to Ms Madlala Routledge (at the Mazmoh conference in Durban in 2001) women are playing a greater role even in those sectors that were traditionally almost exclusively male, such as the mining and defence. In the SANDF women now comprise more than 20 percent of members and can be in combat and peacekeeping roles (Thiart, 2001:16).

In 1792 Mary Wollstonecraft raised a question that 200 years later, is logically at the cutting edge of contemporary feminism. She argued for equal rights for women, but emphasized that this did not imply their equal right to bear arms. She assumed that the vocation of motherhood exempted women from arms bearing.

"I am not going to advise women to turn their distaff into a musket, though I sincerely wish to see the bayonet converted into a pruning hook." (Wollstonecraft, 1967:219). The researcher looked at the different views of feminists on women in the armed forces, namely:

- **Political feminism:** is splintered by deep divisions. The main line is of cleavage is between liberal or equal rights feminism. These feminisms want an alternative order.
- **Equal right feminism:** stresses women's rights to achievement, power and opportunity. Equal rights implies equal obligations and responsibilities. Liberal and equal rights feminists claim the rights of women to serve in the armed forces. According to the researcher these views of equal rights feminists sometimes asserts that women are as

capable as men for combat roles. Access to combat roles demonstrates women's capacities for independence and action in the world.

- **Radical feminists:** Radical feminists see society as patriarchal – dominated and ruled by men. They claim that it is primarily men who benefit from the subordination of women, and the family is one of the primary institutions perpetuating women's oppression. In their view, only revolutionary change can offer the possibility of women's liberation. They blame men not only for the exploitation of women, but also for conflict and war (Haralambos & Holborn, 1995:592). There are many different factions within radical feminism, but in essence they wish to see a social order based on female values, recognising the special qualities of women.

In contrast to equal rights feminism, radical feminism asserts that women have special qualities (Woolf, 1966:8). These special qualities are rooted in the biological differences between the sexes and certain social practices, which explain why men and women respond differently to war. Radical feminists forwarding the "special qualities" argument have different views on this. The sexists propagate that women should be excluded from the ranks of the military as their physical inferiority makes them unsuited for fighting (combat). The pacifists maintain that the female tendency towards peacefulness and caring, for the giving and nurturing of life runs contrary to militarism. They contend that all forms of gender violence are rooted in the connection between war, militarism and discrimination against women. Virginia Woolf's (1966:8), pacifist feminist position, for example, seeks equality between the sexes not through admitting women to combat, but liberating men from militarism.

By implication, radical feminists hoping to procure a social system based on female values will be antagonistic towards a pro-typically male institution such as the military. This group typically expresses their dismay at women's interest in joining the military and would like to see patriarchy

replaced by matriarchy (male rule replaced by female rule). Conversely, there are some anti-militarist feminists that would support women's inclusion in the military because their unique female characteristics might contribute to altering the nature of war and the military. Their incorporation in the military will also enable them to exert greater influence on security policy (Heinecken, 1999:2).

### **2.2.2 Marxist and socialist feminism**

Unlike radical feminists, Marxist and socialist feminists do not attribute women's exploitation entirely to men. They see capitalism rather than patriarchy as the principal source of women's oppression. Capitalists are the main beneficiaries of women's exploitation. They gain from women's unpaid work as housewives and mothers and the sexual division of work that relegate women into lower paid and inferior status jobs. Although Marxist and socialist feminism agree with radical feminists that women are exploited, they are more sensitive to the differences between women who belong to the ruling class and proletarian families. Marxists and socialist feminists see greater scope for cooperation between women and working-class men (as exploited groups) than do radical feminists that want a social order based on socialism.

The literature on Marxist and socialist feminists' attitudes towards the military and women serving in the armed forces appear scant. However, given the emphasis on class rather than gender one may presume that such feminists would probably adopt a more egalitarian approach to women in the armed forces. Perhaps this is why the Soviet Union, was more prepared to use women in combat positions during World War II than the other European nations. Also, why many revolutionary movements fighting for social and political change, have women serving in the frontline (Heinecken: 1999:3).

### **2.2.3 Liberal and equal rights feminists**

Most radical and Marxist / socialist feminists “broadly” share the same aim as liberal feminists, namely equality between the sexes, although their approach to bring about this equality differs. Liberal feminists strive to bring about gender equality through the existing social order. Using the democratic system they try to reform the political, economic and social systems that perpetuate sexism and discrimination against women. Equal rights feminism stress women’s right to achievement, power and opportunity – the right to make both money and war (Cock, 1992:17).

The liberal feminists who push for the fullest possible inclusion of women in the military from conscription, to the utilisation of women in combat arms. This branch of feminism contents that “... the best way to insure women’s equal treatment with men is to render them equally vulnerable with men to the political will of the State” (Cock, 1992:17).

They deny the traditional linkages between women and peace. Women are no more peaceful than men and that it is only through social conditioning that women have learnt passivity, which they equate with peacefulness. Women are seen as just as capable as men to serve in the armed forces. Physical differences are considered unimportant to the debate on women’s participation in the military. They reject the sexual division of labour in the military based on ongoing traditions concerning the proper areas of labour for females and male, as this is used to reinforce the image of “men as fighters”.

An evaluation of the various feminist positions reveals that there is no consensus among feminists with respect to the role of women in the armed forces. On the one hand liberal feminists plead for gender equity in the military. On the other, radical, social and other pacifist feminists vehemently oppose such collaboration with the matrons of patriarchy. Others again think that the inclusion of women may reform the military, change the nature of

defence forces and war, while others argue that women are unsuited for warfare given their nurturing nature. Nonetheless, in many countries these feminists represent the female voice that pressure armed forces to assess and review policies and practices towards women (Heineken: 1999:3-4).

#### **2.2.4 Feminism and militarism in South Africa**

According to the researcher, Woolfs and Friedan's ideas have a special relevance to South Africa. The different understandings of the relation between feminism and militarism cannot be pegged very easily for three main reasons, namely:

- There is a widespread suspicion of feminism as bourgeoisie and divisive, as essentially concerned with entrenching and extending privilege.
- The notion of "equal rights" for women has had an important place in many national liberation struggle.
- The third reason is the militarisation of the national liberation struggle since 1961.

In South Africa different positions on the relation between feminism and militarism depend on broader understanding of the nature of political conflict in South Africa (Heineken, 1999:21).

### **2.3 SOCIAL STRUCTURE PERSPECTIVE**

Apart from the feminist debate on the military and the question of how the military of the future will be compiled, there are other variables that affect the degree and nature of women's participation in the military. The social



structure and culture of a country were identified by Segal as possible variables.

The social structural factors includes aspects of women's civilian role and more general civilian social structural variables that affect women's roles. Cultural processes, such as the social construction of gender and family roles, also influence women's participation in armed forces.

### **2.3.1 Social structure factors**

The way that a social structure of a country is compiled strongly influences women's participation in the military. Under the social structure the researcher discuss the demographic patterns, labour force characteristics, economic factors and family roles.

- **Demographic patterns:** Demographic patterns shape women's roles in various ways. They affect women's use as a reserve source of labour (Gluck, 1987:567). When the supply of men does not meet the demand for military labour, women are drawn into service. Thus, when small birth cohorts reach military age, unless there is a concomitant decrease in demand for military personnel, opportunities for women in the armed forces seem to increase. This impact has been evident in most of the NATO nations in the past twenty years, including the United States in the 1970s and the United Kingdom in the late 1980s and early 1990s (Dandeker & Segal, 1996:29-47).
- **Labour force characteristics:** Various labour force characteristics affect women's military roles. As the proportion of women employed has increased in many nations, their representation in the armed forces has also increased. This occurs partly because the same factors affect both activities (such as a shortage of male labour) and partly because

women's greater involvement in the workplace brings structural and cultural changes in the society that make military service more compatible with women's roles – and makes excluding them from military service less justifiable. Such changes have been evident in, for example, the Scandinavian countries and the United States over the past 20 years. Women's labour force participation in France has also been increasing and so have movements toward increasing their representation in the armed forces. The percentage of women in the labour force in the United Kingdom has been relatively lower and their military roles have been limited; both are now increasing (Segal, 1999:567).

The degree of gender segregation in the civilian occupational structure also affects women's military participation, although the relationship is not linear. When sex segregation is extremely high, the military must rely on women to perform military functions that are dominated in the civilian workplace. This is why the United States recruited women civilian telephone operators in World War I. Nursing is another job that tends to be sex typed as a woman's job, which has led the militaries in many countries to allow women to serve; indeed nursing has often been the first military job to open to women in substantial numbers. In general, however, sex segregation in the civilian labour market is negatively related to women's military participation. A more gender integrated occupational structure is indicative of more gender equality in the culture, which in turn leads to greater acceptance of women in military roles. Further, if women's civilian occupations are similar to men's, then women are more likely to have skills required for military jobs (Segal, 1999:568).

- **Economic factors:** According to Heineken (1999:5) another labour market factor affecting women's enrolment in the military is the level of unemployment within society. The higher the level of unemployment,

the greater the availability of men for recruitment, the less need to recruit women. This will depend to some extent on the societal or political pressure for gender equality within the armed forces.

The state of the civilian economy affects women's civilian and military employment. In periods of economic expansion women are drawn into employment. In contracting economies, women tend to leave the workforce. High unemployment rates (especially among young men) are associated with a ready supply of men to serve in the armed forces and relatively low opportunities for women in the military. Periods of low male unemployment, especially with volunteer militaries, sometimes lead to expanded military roles for women (and women are more motivated to join, especially if they are relatively disadvantaged in the civilian economy). In the United States, major growth in the representation of women in the military occurred in the late 1970s, when unemployment declined. When unemployment rose in the early 1980s, the expansion stalled.

- **Family roles:** Family roles affect women's military participation in two ways. First, there is a strong tendency in most cultures for women's roles to be intricately linked to family value and norms. Second, the nature of military activity is socially constructed in many cultures as negatively related to family roles.

There are several family structural variables that affect women's military roles. Women's participation in the military is positively with later age at first marriage, later age at birth of first child, and fewer children. The average age at onset of family responsibilities is even more important for women's military roles than for civilian employment because of the emphasis on youth for military personnel. In those nations where there has been a delaying of family formation there has

also been an increase in the women's representation in the military (examples are Canada and the United States in the 1970s and 1980s).

### 2.3.2 Culture

The culture of the country will predict the countries' view on the role of women in that country. Inevitably this will affect women's employment in the military as well as the role women will be allowed to fulfil within the military.

- **Social values about gender:** Heineken (1999:6) states that the social construction of gender, the importance attached to gender differences and cultural interpretations of gender, has similar implications. The greater the emphases on ascription by gender the more limited women's participation in the military. The more egalitarian the social values, the greater women's participation. In this regard, a driving force behind women's representation in the military in South Africa has been laws prohibiting discrimination based on gender.

Each society can go through cultural changes in gender roles and such changes are not always linear, but are often cyclical. The causal direction of the link between culture and structure is not always clear. Sometimes cultural change drives structural change. At other times, structural changes (such as women moving into predominantly male jobs) are caused by other factors (such as war) and then the changes to justify structural changes. When the structure changes again, so can the culture (as happens after a war).

Analysis of women's military roles benefits from examination of this process of the social construction of gender – and the analysis of the social construction of women's military roles adds to our knowledge of

the social construction of gender in general. For example, one can analyse the public discourse about women's military roles for the underlying constructions of gender and rationales for policy positions. (Similar analysis can be done on public discourse about the relationship to military service of other characteristics, such as race or sexual orientation.)

There are some interesting examples from World War II of the social construction of women's military roles, including several of women performing functions that are considered military in other societies but are labelled civilian. Germany conscripted women into what were labelled as civilian jobs; although many women wore uniforms, were under military authority, and performed functions considered military in other nations, they were called civilians. In the United Kingdom, even uniformed women were defined as non-combatants. The definition of the line between combatant and non-combatant involved the firing of weapons. Women performed all tasks associated with the firing of anti-aircraft weapons except the actual firing: they moved ammunition and even loaded the weapons, but, to continue to view them as non-combatants, they were not allowed to fire the weapons they had loaded (they had to get a man to do it!) (Campbell, 1993:301-323). In the United States, the WASPs (Women's Air-force Service Pilots) ferried military planes- and 38 were killed in the line of duty – but were treated as civilians. Congress granted them military veterans benefits in 1977, an example of reconstruction of social status (Holm, 1992:570).

The cultural contradictions and ideological ambivalence involved in women's military participation can be seen in the reactions of both those who favour maintenance of patriarchal values and radical feminists (Enloe, 1980:42-52). Those at both ends of the ideological spectrum on gender roles oppose having resistance because it challenges notions of masculinity and femininity.

The more egalitarian the social values about gender, the greater women's representation in the military. On the other side, cultures that support traditional divisions of labour based on gender tend to exclude women from the military or limit their roles substantially. As social values have become more egalitarian in societies, women's military roles have expanded. The citizenship revolution has been expanding to previously disenfranchised social groups. During this century, many nations have enfranchised women in the political system – and cultures increasingly have supported their participation in other social institutions (such as the economy). A driving force toward increasing women's representation in the military has been laws prohibiting discrimination based on gender (which sometimes apply to the military). For example, Canada's Human Rights Law has been directly responsible for breaking down some barriers to women's full participation in the armed forces. The European Community is undergoing some similar effects of gender discrimination laws (Segal, 1999,570).

According to the researcher it is not yet clear how far social values will go toward full gender equality. Given the traditionally masculine nature of the military institution, it is one of the last bastions of male domination and there are forces resistant to gender integration. Substantial segments of many societies' populations remain more traditional. One force for traditional gender roles that limit women's representation in the military may be religious fundamentalism or conservatism, with tenets that place men and women in separate spheres of life (and confine women to the family).

- **Social values about family:** In South Africa it is a common theme that from an early age women are held responsible for child rearing and household work. In some traditional rural societies in South Africa, this stereotype forces a women into a submissive position where she has

little or no control over her own life or body. In so-called “civilised” society, women are manipulated by society and religious pressures to accept and even defend their subordinate role in society.

The social construction of family also needs to be considered because women’s social roles are affected by anything having to do with the family. Women’s historically primary societal function has been associated with reproduction and child rearing. The extent to which a culture continues to assign women this primary role affects women’s military roles. Cultures often see the mothering role as antithetical to the warrior role: giving life in childbirth is seen as the opposite of taking life in war. In addition, the long dependence of young children on adult caretakers (traditionally mothers) has precluded those caretakers from participating in activities that take them away or require their uninterrupted attention (such as hunting or war).

As conceptions about families and the structures of families have changed, so have cultural expectations about women’s devotion to family – and their inclusion in wider social roles increases. Social values about family in many societies have been supportive of family forms that differ from traditional structures. The greater the cultural acceptance of various family structures, the less everyone is expected to fit one pattern, and the less gender determines social roles.

The greater the movement away from certain traditional family forms, especially those based on the nuclear family, the greater the representation of women in the military. This does not mean the demise of family values, but a transformation in the structures that support such values. Indeed, included here can be government-sponsored parental leave and/or community supported childcare that enables parents to be involved in their societies without neglecting children. Extended families of various kinds are also more compatible

with women serving in the military (and in civilian employment separated from family) than are isolated nuclear families. To the extent that societies support diverse family forms, women are more likely to participate in the military (Segal, 1999:570-571).

- **Intersections of race and gender:** Connections between race or ethnicity and gender play a role in determining social policy with regard to the military in some countries. For example, women gained representation in the white South African Defence Force owing to political aims of the white elite. In the United States, comparisons are often made between racial integration of the armed forces and gender integration however, there are historical eras in which white women and African-Americans were alternative sources of military labour, such as when civilian nurses were about to be drafted because of a shortage of military nurses, while black nurses were subject to quotas and were prohibited from treating white service members.

The current percentage of military women who are African-American is extraordinarily high. While African-American men are over-represented among enlisted personnel (compared to their percentage in the population), the over-representation of African-American women is even higher among enlisted women and among officers is almost double the percentage of male officers who are African-American. The percentage of enlisted women who are black is especially high in the Army: 47% (compared to 27% of enlisted men) (Department of the Army, 1997). This overrepresentation is due primarily to the relative advantages in pay and benefits of military service compared to opportunities in the civilian labour market.



## 2.4 WOMEN AND EQUALITY IN SOUTH AFRICA

Various South African authors have different views on equality. The researcher discusses some views and perspectives and the law on equality in this section:

- **Mamphela Ramphele:** "Equality is not always achievable nor desirable. For example, treating men and women employees equally, without accommodating and making provision for the biological demands society makes on women as the bearers of children, may effectively disadvantage women workers."
- **Phinda Mzwakhemadi:** "The ANC, like many other organisations, has realised how difficult it is to enforce black and female advancement in the private sector by legislation. The reason why affirmative action has become so painfully complicated is that businessmen are trying to do that which they are not good at, namely social engineering."
- **The Constitution of RSA:** Section 9 of the Constitution provides that every person is equal before the law and has the right to equal protection before the law and equal benefit of the law. It also provides that no person shall be unfairly discriminated against, either directly or indirectly, for arbitrary reasons such as race, gender and sex.
- **Department of AA and EO within the DOD:** Equal Opportunities refer to the right of all persons to equally participate and benefit from programmes and activities for which they are qualified. Such programmes and activities shall be free from social, personal or institutional barriers that prevent people from advancing to as high a level of self-actualisation/responsibility as possible. Persons shall be evaluated, in an unbiased manner, on individual merit, on their physical and mental well-being (according to job requirements) and ability, irrespective of, but not limited to their race, gender, sex, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience,

belief, political opinion, culture, language, marital status, pregnancy or family responsibility, except as otherwise prescribed by law.

- **Ellen Molekane:** "The changes in South Africa have major implications for women's lives and open new opportunities and challenges in the quest for women's equality and empowerment. It will take time for women to be effectively employed in combat in this country. There are a number of logistical obstacles that will have to be overcome."
- **Lindy Heinecken:** Despite the formal provisions that stipulate that women have an open career path in the military, there still appears to be popular resistance to women serving in combat positions within the military."

## **2.5 A SOCIAL HISTORY OF WOMEN IN THE MILITARY**

Any historical and cross-cultural survey of women in military organisations must begin with the proposition that the military has been an androcentric institution. The sexual division of labour traditionally excluded women from martial roles. Sex role proscriptions have been transformed only under the most exceptional circumstances. Much of the history and sociology of women in warfare has been irretrievably lost because military historians have centred and continue to focus nearly exclusively on the roles of males. (Rustad, 1982: 5). The social history of women in the military can be categorised in four stages, namely:

- **Stage One - Women in the Pre-state Armies:** This stage covers the history of female military participation in pre-industrial armies.
- **Stage Two - Women in early Industrial Armies:** Due to the role that military participation played in the development of the capitalistic state,

filled by women. The US Army was therefore forced to employ women with these skills during World War I. When peace was restored, women soldiers and war workers were the first to be demobilised to the employment lines.

- Stage Four - Peripheral roles in limited wars and peace: The role of women in the military changed drastically after World War II with the United States leading the way. Women have now been appointed on a permanent basis in Defence Forces all over the world. It is however also true that military women have again been relegated to the peripheral positions characteristic of past patterns.

## **2.6 SUMMARY**

In this Chapter the researcher clearly wanted to illustrate that women in truly combat type roles is not something new in the history of mankind. For this reason great emphasis was placed on the earliest history of women in the military and no mention was made of women pilots used in the Second World War, women being used in the Israeli Defence Force, women snipers, etc.

A couple of historical aspects seems however to pitch up time and time again namely:

- The demand for women grows when men can no longer meet this demand.
- The moment when danger no longer exists, women are pushed back in traditional roles.
- Men, it seems like, conveniently forget tributes made by women in crisis times.

Segal (1999:566) sums the situation up by stating that women's military roles are socially constructed, public policy, norms and women's behaviour are shaped, at least in part, by public discourse. What has happened in the past in many nations is that when the armed forces need women, their prior military history is recalled to demonstrate that they can perform effectively in various positions. Subsequently, there is a process of cultural amnesia of the contributions women made during emergency situations. In the aftermath of war, women's military activities are reconstructed as minor or even non-existent, allowing the culture to maintain the myth of men in arms and women at home. When a new emergency arises, history is rediscovered.

Lastly, it is interesting to note that no mention is ever made about women warriors on any military course presented within the SANDF, although the contribution of male warriors are discussed and studied at great length.

It seems like women must never be underestimated and that they definitely have the potential to influence the military of the future in more ways than one.

## **CHAPTER 3**

### **EMPOWERMENT, EQUALITY AND EMPLOYMENT EQUITY OF MILITARY WOMEN**

#### **3.1 INTRODUCTION**

Global trends have had contradictory effects on women's work. In many regions of the world women's share of the labour force is on the increase. Some women have been integrated in the formal economy, improving their financial status and increasing numbers in certain professions and management positions. However, increased employment has not resulted in: "better access to higher paid jobs, nor has it mitigated discrimination. In fact, some studies reflects a decline in labour standards and occupation for women" (Seager, 1997:x).

Women are often the last to benefit from job expansion and usually the first to suffer the consequences of job contraction. The increase of women's employment is referred to as "feminisation of labour" and driven by the private sector's desire for low wages, labour control, productivity and flexible labour. In this chapter the researcher focus on the empowerment of women, equality and employment equity of women in the military.

#### **3.2 EVENTS LEADING TO THE EMPOWERMENT OF WOMEN**

The question arises, however, why after all these years does the empowerment of women come to the fore? What lead to the worldwide outcry for the empowerment of women? In this chapter attention will be paid to different occurrences that lead to the demands and pressure for empowerment and affirmation of women worldwide.

### **3.2.1 Beijing conference**

In September 1995 representatives of governments, non-governmental organisations and women activists from all member states of the United Nations as well as leaders from various donor agencies converged in Beijing for the Fourth World Conference on Women. Strategies to tackle the problems facing women all over the world were debated and formulated. The conference adopted the Beijing Declaration and the Platform for Action which were derived from the regional platforms for action that were drawn up at five regional preparatory meeting for the FWCW.

#### **3.2.1.1 Beijing declaration**

The declaration included the acknowledgement by participating Governments of the voices of all women everywhere, that inequalities between women and men have persisted and major obstacles remain with serious consequences for the well-being of all people, and they dedicated themselves unreservedly to addressing these constraints and obstacles and thus enhancing further the advancement and empowerment of women all over the world.

The theme of the Conference was Peace, Equality and Development and it had the twofold aim of redressing the way in which governments approach the issue of development as well as attempting to deal with the many obstacles that block the path of women's advancement.

Four years since the largest gathering of women in history, the flame that was lit in Beijing is still burning around the world. For Southern Africa, the flame was activated with the signing of the Gender and Development Declaration at the Southern African Development Community Summit in Blantyre, Malawi, in September 1997. In this declaration SADC Heads of State and Government committed themselves to:

- Achieving at least 30% target of women in political and decision-making structures by 2005.
- Promoting women's full access to, and control over productive resources to reduce the level of poverty among women.
- Repealing and reforming all laws, amending constitutions and changing social practices which, still subject women to discrimination.
- Taking urgent measures to prevent and deal with the increasing levels of violence against women and children.

This historic declaration marked the culmination of decades of organising and lobbying for gender equality by women's NGOs in the region. During preparations for Beijing, women from government machineries and NGOs set up a task force, which was transformed into a Regional Advisory Committee after the conference. It was in consultation with this committee that the SADC Council of Ministers adopted a policy and institutional framework for gender mainstreaming in February 1997. The institutional framework consists of a Committee of Ministers responsible for Gender or women's affairs, the Regional Advisory Committee made up of government and NGO representatives, Gender Focal Points in the Sector Co-ordinating Units and a Gender Unit at the SADC Secretariat.

The question that was asked earlier was what influence did the signing of this declaration have on South Africa and particularly the SANDF? In the case of South Africa, the institutional mechanism has been established at both national and provincial levels to advance gender equality within the structures at government, parliamentary, independent bodies, women's organisations and civil society levels. The office on the status of women, gender units and provincial structures have been set up within government. The Commissions

on Gender Equality and Human Rights are some of the organs set up by civil society.

In South Africa a quota system exists in the ruling ANC party which reserves 30% of Parliamentary and 50% local government seats for women. (Keep in mind that Governments committed themselves to 30% in Beijing.) Mozambique and South Africa have the highest percentage of women parliamentarians in the region at 25% and 24% respectively.

After analysis in South Africa's 1997 Budget Initiative concept that was introduced in March 1996, results showed that:

- the national budget did not serve women as much as it served men;
- women benefit the least from the national budget; and
- besides having a greater need of government service women, who constituted a higher rate of unemployment, earned lower wages and had more caring responsibilities than men.

The analysis also revealed that three provinces, where 60% of African women live, receive 10% less from the budget than the three richest provinces.

In the SANDF a Department for Equal Opportunities and Affirmative Action was included in the transformed structures. A plan for the Affirmation of women in the Department of Defence was issued on 10 August 1999, but on ground level very little is felt of the implementation and workability of the plan. (Beijing Declaration)



### **3.2.1.2 Global framework**

The Platform for Action upholds the Convention on the Elimination of All Forms of Discrimination against Women. The formulation of the Platform for Action is aimed at establishing a basic group of priority actions that should be carried out, initially over the period 1995 – 2000. The objective of the Platform for Action is the empowerment of all women. The full realisation of all human rights and fundamental freedoms of all women is essential for the empowerment of women. It is the duty of states, regardless of their political, economic and cultural systems, to promote and protect all human rights and fundamental freedoms.

The World Conference on Human Rights recognised that the human rights of women and the girl-child are an inalienable, integral and indivisible part of universal human rights. The full and equal participation of women in political, civil, economic, social and cultural life at the national, regional and international levels, and the eradication of all forms of discrimination on the grounds of sex are priority objectives of the international community.

While the rate of growth of world population is on the decline, world population is at an all-time high in absolute numbers, with current increments approaching 86 million persons annually. Two other major demographic trends have had profound repercussions on the dependency ratio within families. In many developing countries, 45 – 50% of the population is less than 15 years old, while in industrialised nations both the number and proportion of elderly people are increasing. According to UN projections, 72% of the population over 60 years will be living in developing countries by the year 2005, and more than half of the population will be women. Care of children, the sick and the elderly is a responsibility that falls disproportionately on women, owing to a lack of equality and the unbalanced distribution of remunerated work between men and women.

Half the world's population is under the age of 25 and most of the world's youth – more than 85%, live in developing countries. Policy makers must recognise the implications of these demographic factors. Special measures must be taken to ensure that young women have the life skills necessary for active and effective participation in all levels of social, cultural, political and economic leadership. It will be critical for the international community to demonstrate a new commitment to the future – a commitment to inspiring a new generation of women and men to work together for a more just society. This new generation of leaders must accept and promote a world in which every child is free from injustice, oppression and inequality and free to develop his/her own potential. The principle of equality of women and men must therefore be integral to the socialisation process. (Beijing Declaration).

### **3.2.2 Critical areas of concern**

The advancement of women and the achievement of equality between women and men are a matter of human rights and a condition for social justice and should not be seen in isolation as a women's issue. They are the only way to build a sustainable, just and developed society. Empowerment of women and equality between women and men are prerequisites for achieving political, social, economic, cultural and environment security among all people.

Most of the goals set out in the Nairobi Forward-looking Strategies for the Advancement of Women have not been achieved. Barriers to women's empowerment remain. A review of progress since the Nairobi Conference highlights the following critical areas of concern:

- The persistent and increasing burden of poverty on women.
- Inequalities and inadequacies in and unequal access to education and training.

- Inequalities and inadequacies in and unequal access to health care and related services.
- Violence against women.
- The effects of armed or other kinds of conflict on women, including those living under foreign occupation.
- Inequality in economic structures and policies, in all forms of productive activities and in access to resources.
- Inequality between men and women in the sharing of power and decision-making at all levels.
- Insufficient mechanisms at all levels to promote the advancement of women.
- Lack of respect for and inadequate promotion and protection of human rights of women.
- Stereotyping of women and inequality in women's access to and participation in all communication systems, especially in the media.
- Gender inequalities in the management of natural resources and in the safeguarding of the environment.
- Persistent discrimination against and violation of the rights of the girl-child. (Beijing Declaration)

### **3.2.3 Strategic objectives and actions**

The inaugural meeting of Gender and Women's Affairs Ministers was held in Gaborone, Botswana, in August 1997. In 1998, the Ministers met for the second time in Pretoria, South Africa, where they approved the Plan of Action for Gender in SADC. At the national level SADC countries have identified priorities that have been derived from the various 12 critical areas of concern contained in the Beijing PFA. Critical national areas that have been identified includes education and health, power and decision-making, poverty and violence against women are also identified as critical national areas. There is no doubt that information sharing on progress and strategies across countries can energise and enrich networking and advocacy among those involved in seeing that the Beijing PFA and the SADC Declaration on Gender and Development are implemented. It is with this in mind that the SADC Gender Monitor: Monitoring Implementation of the Beijing Commitments by SADC Member States, was implemented. The Gender Monitor is to be published annually by SADC and aims to track and highlight progress on the implementation of pledges made at Beijing. The Monitor will also highlight problems and obstacles hindering the realisation of goals set in the PFA in different countries. (Beijing Conference)

### **3.3 WOMEN AND THE CONSTITUTION**

According to the researcher it is common knowledge that the movement to recognise fundamental or human rights has developed largely since the end of the Second World War. Until recently, women's rights were not a central issue, even in the international sphere – the adoption of the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) took place only in 1997. CEDAW came into force on 3 September 1981. From that date, women's rights have begun to receive some attention, but women's issues are generally still viewed as separate from the mainstream of human

rights. Following then, a discussion on the Constitution of SA, which has a key role to play in the lives of all citizens of this country, especially of women (Van Zyl, 1998:220).

The new Constitution, entrenched equality even more firmly in the country's value system. The founding provisions, set out in Chapter 1, assert that the democratic state is founded on the values of:

- Human dignity, the achievement of equality and advancement of human rights and freedom, and
- Non-racialism and non-sexism.

Among the important clauses in the Bill of Rights, for the advancement of gender equality are:

- The equality clause in the Bill of Rights, which says that the state may not unfairly discriminate directly or indirectly against anyone on one or more grounds, including race, gender, sex, pregnancy, marital status, ethnicity or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language and birth.
- Affirmative action, provided for in the clause which states that legislative and other measures may be taken to protect or advance people who have been disadvantaged (South African Report, 1997:2-1-2-2).

### **3.3.1 Constitutional history of South Africa**

South Africa has traditionally been a male-dominated country, even after the country became a union in 1910. This fact is evident in all walks of life, but especially in public life. Women today still remain largely invisible in public

life, even though no law has ever been passed to limit the status or role of women per se in South African society. Female representation in the public sector does not reflect the composition of the population, more than half the people in South Africa are women.

In 1930 the Hertzog Government enfranchised white women, giving them the power to vote. Black women, like all black people, were granted the vote only in 1994. This right is not only a very important human right, but it is also one of the matters or signposts of democracy. The struggle against racial oppression and discrimination in South Africa meant that the battle for gender equality and the true emancipation of women was often neglected.

It is important to note that during the debate for the Interim Constitution, it was a compulsory requirement that one of each negotiating party's two representatives in the Negotiating Council had to be a woman. Women's influence during this process should therefore not be underestimated.

### **3.3.2 Implications of the 1996 Constitution for women**

The first thing to be noticed when reading the Constitution is that it is woman-friendly. The rights of women are not ignored or considered inferior to the rights of men. This did not happen in the past when reference to the masculine was presumed automatically to include the feminine. This left women hidden in legislation. The Constitution refers throughout to both men and women, thereby setting an example to be followed in all future legislation.

For women in South Africa the Constitution has brought benefits through the prominence given in both the Constitution and the Bill of Rights to the principle of and the right to equality. A bill of rights is a document which sets out the rights of the individual. It may also provide for the enforcement of such rights, and for their limitation in certain circumstances. The state itself does not have

rights in terms of a bill of rights. It does have the power to limit or suspend rights.

What is the difference between a bill of rights and human rights? Each and every person has certain inalienable rights, which are inviolable, or inherent, thus fundamental human rights. These rights are not something an individual has to work for or which he or she deserves, nor are they a privilege conferred by the government. These rights may not be encroached upon or invaded by the State, unless the bill of rights allows it. It is also important to note that no right is absolute: all rights have to be weighed against the rights of other individuals, and against the public interest.

Equality is one of the cornerstones of the South African Constitution. Not only is the right to equality listed first in the Bill of Rights, but also throughout the document, equality is featured as one of the aspirations of the Constitution. (Van Zyl, 1998: 220)

### **3.4 INTERNATIONAL CONVENTIONS AND NATIONAL CONVENTION OF IMPORTANCE TO WOMEN**

Section 39 of our Constitution provides that, when interpreting the chapter on fundamental rights, a Court must have regard for human rights law. South Africa is therefore committed to taking cognisance of international trends and standards regarding human rights, including women's rights. Our Courts are therefore obliged to consider international human rights law when dealing with issues such as the right to equality, the right to life, the right to human dignity and the right to privacy.

In January 1993 the South African Government signed the United Nations Convention on Consent to Marriage, Age for Marriage and Registration of Marriages, the Convention on the Nationality of Married Women, and the

Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) (Van Zyl, 1998: 235)

#### **3.4.1 Convention of the political rights of women**

This United Nations Convention came into force on 7 July 1954. It was signed by the South African government in January 1993, but has not yet been ratified. Its aim is to implement the equality of rights for men and women, which is contained in the United Nations Charter. It recognises that men and women should have equal opportunities to exercise their political rights. Article 1 states that women are entitled to vote in all elections on equal terms with men. Article 2 declares that women must be eligible for election to all publicly elected bodies on equal terms with men. Article 3 guarantees women an equal opportunity for holding public office and exercising public functions.

#### **3.4.2 Convention on the elimination of all forms of discrimination against women (CEDAW)**

This Convention came into force on 3 September 1981. It was signed by the South African Government in January 1993, ratified on 15 December 1995 and became operational 30 days later. CEDAW is the most important and comprehensive international document dealing with the equality of women. This Convention envisages its aims being achieved by means of legislative as well as or other measures. These other measures will for instance include provisions in the constitution, the Beijing Platform for Action and National Machinery for the Advancement of Women.

Many international documents say that men and women should have equal rights. However, discrimination against women still exists. CEDAW goes further than these other documents by requiring states that sign this



Convention to embody the principle of equality of men and women in their national constitution or other laws in order to ensure the practical realisation of the principle of equality. States which make CEDAW a part of their law must take actions through laws as well as other measures to address inequality in all aspects of women's lives in order to ensure that women may enjoy and exercise their human rights on a basis of equality with men. CEDAW points to various areas of inequality which have to be addressed. CEDAW provides a framework for addressing gender discrimination and inequality by explaining what steps should be taken by the countries which adopt it:

- Article 1 begins by explaining discrimination against women.
- Article 2 deals with policy measures that should be taken by a state which accepts CEDAW as part of its law.
- Article 3 gives the guarantee of basic human rights and fundamental freedoms.
- Article 4 provides for the use of affirmative action.
- Article 5 addresses sex-role attitudes and prejudice.
- Article 6 deals with prostitution.
- Article 7 deals with women's equality in politics and government.
- Article 8 covers women's participation in international affairs.
- Article 9 provides that states must recognise that women must have the same rights to citizenship as men.
- Article 10 deals with equal rights in education.

- Article 11 deals with employment issues.
- Article 12 ensures that women are not discriminated against in the areas of health care, including family planning.
- Article 13 addresses the economic needs and social benefits of women.
- Article 14 expresses special concern for rural women.
- Article 15 ensures that women will be equal to men before the law.
- Article 16 obliges states to take steps to eliminate discrimination against women in all matters relating to marriage and family relations.

An International Committee on the Elimination of Discrimination against Women monitors the progress of nations which have ratified the CEDAW Convention, the members of this Committee are selected by the participating nations. This committee meets every year to consider the reports that the different nations have submitted and in turn submits these to the General Assembly of the United Nations in order to monitor progress made in eliminating discrimination against women in each of these nations.

One of the most serious criticisms against CEDAW is its inability to force states to obey the provisions set out in CEDAW. There is no international court which deals specifically with discrimination against women and which may punish countries if they do not comply with their obligations in terms of CEDAW.

### **3.5 NATIONAL MACHINERY FOR THE ADVANCEMENT OF WOMEN**

National machinery is a network of structures both inside and outside the government, which together must create a gender policy aimed at transforming the country. Once this policy is in place, gender awareness ought to be seen in all decisions which government takes on budget, policy, employment and promotion practices. All government departments should make regular reports on steps they have taken towards gender equality. The aim of the national machinery is to achieve equality for women as participants, decision-makers and beneficiaries in the political, civil, social, economic and cultural spheres.

#### **3.5.1 The office on the status of women**

The Beijing Platform for Action urged governments to rest the responsibility for the advancement of women in the highest possible level of government. This suggestion was closely followed when the South African Office on the Status of Women was established in January 1997 as the manifestation of the nation's commitment to the constitutional imperative regarding gender mainstreaming. The office is housed in the office of the Deputy President and is headed by a Chief Executive officer. It is seen as a key feature in South Africa's national machinery aimed at advancing gender equality and as the driving force for mainstreaming gender into all government activities. Some functions include:

- to advance the National Women's Empowerment Policy;
- to encourage affirmative action;
- to find ways of measuring progress to gender equality;

- to arrange for training in gender analysis and gender sensitisation and for awareness training and confidence building among women at all levels, etc.

### **3.5.2 The women's budget**

The first Women's Budget Initiative was started in 1995 and it provided the first serious South African attempt to examine the gender impact of key aspects of the total budget. It focuses on welfare, education, housing and work on taxation and public sector employment. The project emphasises the economy's impact on the poor and the disempowered and focuses on their needs. The women's Budget is not a separate budget for women but tries to ensure that every programme of each government department is examined for its impact on women.

### **3.5.3 Commission on gender equality**

The Commission on Gender Equality was established by the Commission on Gender Equality Act 39 of 1996. The Commission's objectives are to promote gender equality, and to advise and make recommendations to Parliament or any other law-making body on any laws or proposed laws which affects gender equality and the status of women. The Constitution lists the Commission on Gender Equality as one of the State institutions supporting democracy and prescribes that it must promote respect for gender equality and protection, development and attainment of gender equality. The Commission is a juristic person and is independent. In their work for the Commission members should therefore be guided by broad gender interests rather than party political affiliations.

The powers and functions of the Commission include:

- monitor and evaluate policies and practices of government bodies and officials and public and private bodies;
- develop, conduct and manage information programmes;
- recommend the introduction of appropriate new laws to Parliament or other legislatures;
- investigate gender issues;
- liaise with other organisations promoting gender equality, etc.

The Commission must report to the President at least once a year on its activities and the attainment of its objectives and the President must have the report tabled in Parliament.

Although the powers and functions of the Commission are extremely wide-ranging, its powers of enforcement are weak. The lawmakers seem to have seen the Commission's role as one of monitoring progress in the attainment of gender equality, evaluating legislation, and of educating people on gender rights, rather than as one of taking action to enforce gender equality. There is however, nothing to stop the Commission, being a juristic person, from bringing court actions if it so chooses.

#### **3.5.4 The Human Rights Commission**

The Human Rights Commission has to concern itself with the human rights of all people, including women. The Commission has to promote respect for human rights and a culture of human rights, see that human rights are protected and developed and ensure that they are respected. It can carry out investigations and produce reports, take steps to secure redress where

human rights are violated, carry out research and educate people. The Commission is also allowed to mediate, conciliate and negotiate on human rights matters.

#### **3.5.5 The Public protector**

The Public Protector is an important informal avenue for bringing complaints against the government. The Commission on Gender Equality may refer matters to the Public Protector. Since the Public Protector must be accessible to all persons and communities, there is nothing to prevent individual complaints being brought to its attention. These will relate to matters such as government mal-administration, improper conduct by public functionaries, improper acts with respect to public money, and improper or unlawful enrichment of public functionaries. Any person may approach the Public Protector by means of a written or oral declaration under oath or by affirmation.

#### **3.5.6 The Truth and Reconciliation Commission**

At the 1993 United Nations World Conference on Human Rights in Vienna, a Global Tribunal on Violations of Women's Human Rights was held at which a number of women from all over the world who had suffered human rights abuses were given the opportunity to tell their story. Following this example, in South Africa women's groups lobbied the Truth and Reconciliation Commission to hold similar sessions for women and this has been done in the main centres of the country.

### **3.5.7 Department of AA and EO within the DOD**

Equal Opportunities refer to the right of all persons to equally participate and benefit from programmes and activities for which they are qualified. Such programmes and activities shall be free from social, personal or institutional barriers that prevent people from advancing to as high a level of self-actualisation/responsibility as possible. Persons shall be evaluated, in an unbiased manner, on individual merit, on their physical and mental well-being (according to job requirements) and ability, irrespective of, but not limited to their race, gender, sex, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, political opinion, culture, language, marital status, pregnancy or family responsibility, except as otherwise prescribed by law.

### **3.6 EMPLOYMENT EQUITY AND AFFIRMATIVE ACTION IN SOUTH AFRICA**

The Employment Equity Act (Act 55 of 1998) aims to give substance to constitutional rights for example not being discriminated against on grounds of gender, pregnancy, marital status. etc. The Act requires the elimination of both direct and indirect discrimination. For women, crucial aspects of this task is the establishment of structures and mechanisms the state and civil society to further equality for women. These mechanisms, often referred to as "national machinery", aim at transforming the institutions, procedures, consultative processes, budgetary allocations and priorities of government to take account of the needs and aspirations of women.

The employment needs of an enterprise flow from the strategic, organisational and human resource decisions made by top management. Strategic human

resource planning as part of the overall plan for the enterprise translates the strategic directions of top management into their human resource plans, and employment planning is an important part of the overall human resource plans. Government policies and regulations are another important factor in employment planning. Requirements for equal employment opportunity and affirmative action call for more employment planning for women and other employees in protected groups. This chapter will look at how Government plans in influencing employment planning of employees in South Africa.

"And it ought to be remembered that there is nothing more difficult to take in hand, more perilous to conduct, or more uncertain in its success, than to take the lead in the introduction of a new order of things"- Niccolo Machiavelli (Crane, 2001).

### **3.6.1 Equal employment opportunity**

Equal opportunity is currently, together with affirmative action, classified as the worst significant policy in the management of human resources. This policy influences every personnel decision from recruiting, hiring, upgrading, layoffs, and retirement to compensation, training, performance evaluation and labour relations. There is not a single decision in human resource management that is not affected by equal employment opportunity and affirmative action. Equal employment opportunity and affirmative action are not and never should be a mere increase of numbers. The ways in which people are managed, taking into account individual dignity and cultural diversity should be the basis for these things called equal opportunity and affirmative action. The goal therefore should be to make good faith efforts to eliminate unfair discrimination and to proactively develop those who have been, and in many instances, still are, disadvantaged by unfair discrimination. Although equal opportunities and affirmative action have huge influences on the human resource processes, effective implementation and management of



these factors is not the responsibility of the Human Resource manager. Employment equity cannot be delegated, this is one of the first errors made on the way to a failed implementation of employment equality and affirmative action.

Playing the number game is another sure step for failing to ensure equal employment opportunity. A balance has to be achieved between bringing in members of designated groups and ensuring that they are satisfied and productive once they are there. Target-setting is crucial to the achievement of real critical mass. However, there is still little point in setting targets if no attempt is made to achieve them or if they are so unrealistic that those in charge of the selection process simply give up in despair. The achievement of targets should go hand in hand with the effective management of people (diversity) and the effective management of organisational culture.

Affirmative action requires more than just the training and development of Blacks, women and the disabled, it also requires fairly major restructuring of the way in which human resources are recruited, promoted and developed. This in turn, involves the training and assessment of managers in the coaching role and a corresponding adaptation of reward structures.

Another reason why employment equity programmes fail is because of the fact that top management is not committed to it. Commitment entails the hands-on involvement of top and senior line managers in the implementation of these programmes, as well as the strict monitoring and frequent evaluation of such programmes. This commitment needs to be long term. There is no "quick fix". Affirmative action and employment equity needs to be managed as strategic objectives. (Human, 1999)

### **3.6.2 National machinery**

To have equality written into the Constitution is not enough, hence the establishment of National Machinery for the Advancement of Women. National machinery is a network of structures both inside and outside the government which creates gender policy aimed at transforming the country. This policy should lead to gender awareness in all decisions taken by government, for example budget, policy, employment and promotion practices, etc. All government departments must make regular reports on steps they have taken towards gender equality. The aim of the national machinery is to achieve equality for women as participants, decision-makers and beneficiaries in the political, civil, social, economic and cultural spheres.

This policy saw light in the Employment Equity Act 55 of 1998. This Act compels all designated employers to implement affirmative action measures for people from designated groups in order to achieve employment equity. Designated employers must consult with its employees, conduct an analysis of the workforce profile and employment practices, prepare an employment equity plan and report to the Director General of the Department of Labour on implementation in order to implement affirmative action measures.

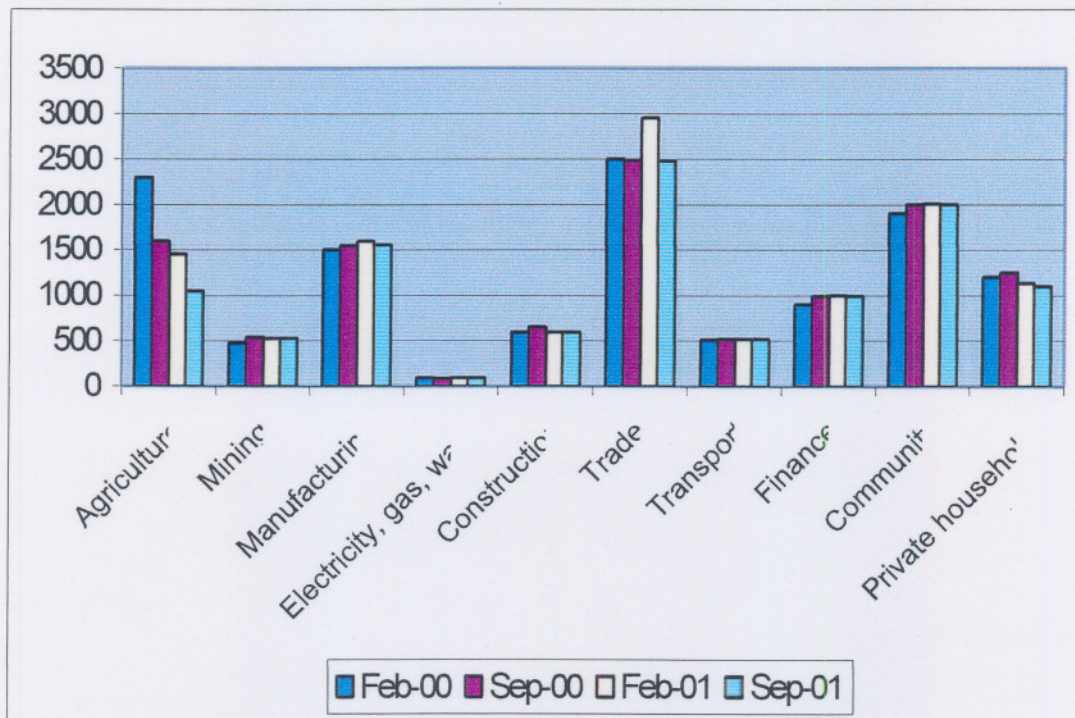
The Department is relying on workers and employers to work together to implement affirmative action programmes. The Employment Equity Act also establish a Commission on Employment Equity to advise the Minister of Labour on codes of good practices, regulations and policies needed to implement the act.

### **3.6.3 Statistical data**

The political situation in South Africa has changed drastically since 1994. The Constitution which places huge emphasis on human rights and other

legislation like the Basic Conditions of Employment Act, The Skills Development Act, The Employment Equity Act, etc should lead to drastic changes in South Africa, at least in the mind of the general public. Statistical data following, however, still paints another picture.

**Figure 1: Employment by Industry, February 2000, September 2000, February 2001 and September 2001**

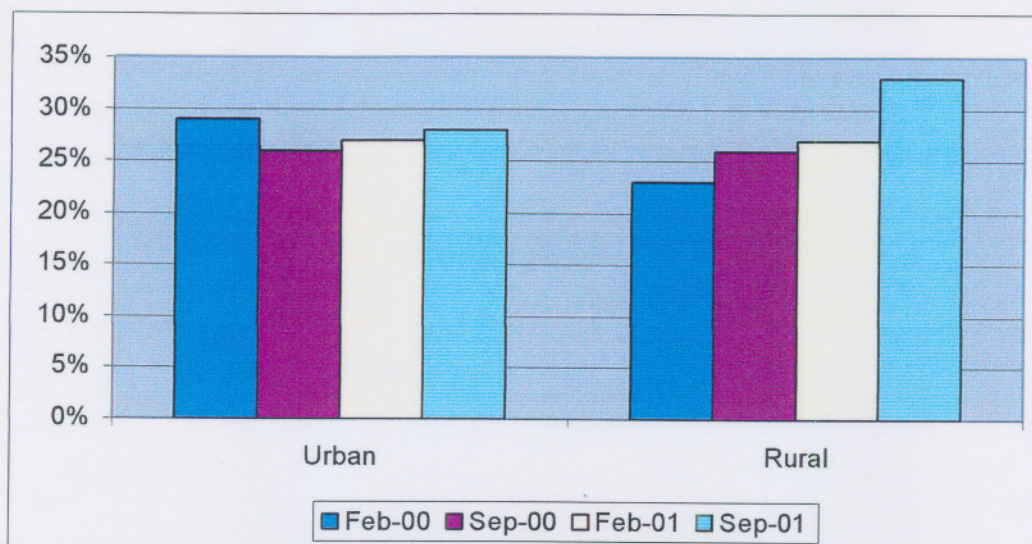


Source adapted from: Labour force survey: September 2001

The figure below clearly shows an increase in the unemployment rate in rural areas over the period February 2000 and September 2001. The increase in rural areas could be due to the decreasing employment in trade and agriculture as is indicated in the previous figure.



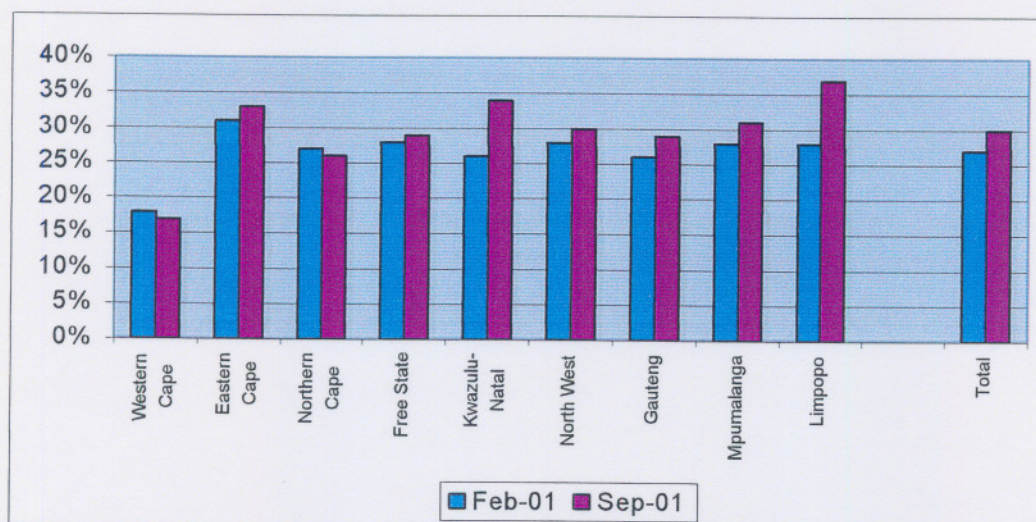
**Figure 2: Official unemployment rate in urban and rural areas: February 2000, September 2000, February 2001 and September 2001**



Source adapted from Labour force survey: September 2001

The official unemployment rate for September 2001 was estimated at 29,5%. The figure below shows the unemployment figures per province.

**Figure 3: OFFICIAL UNEMPLOYMENT BY PROVINCE: FEBRUARY 2001 AND SEPTEMBER 2001**

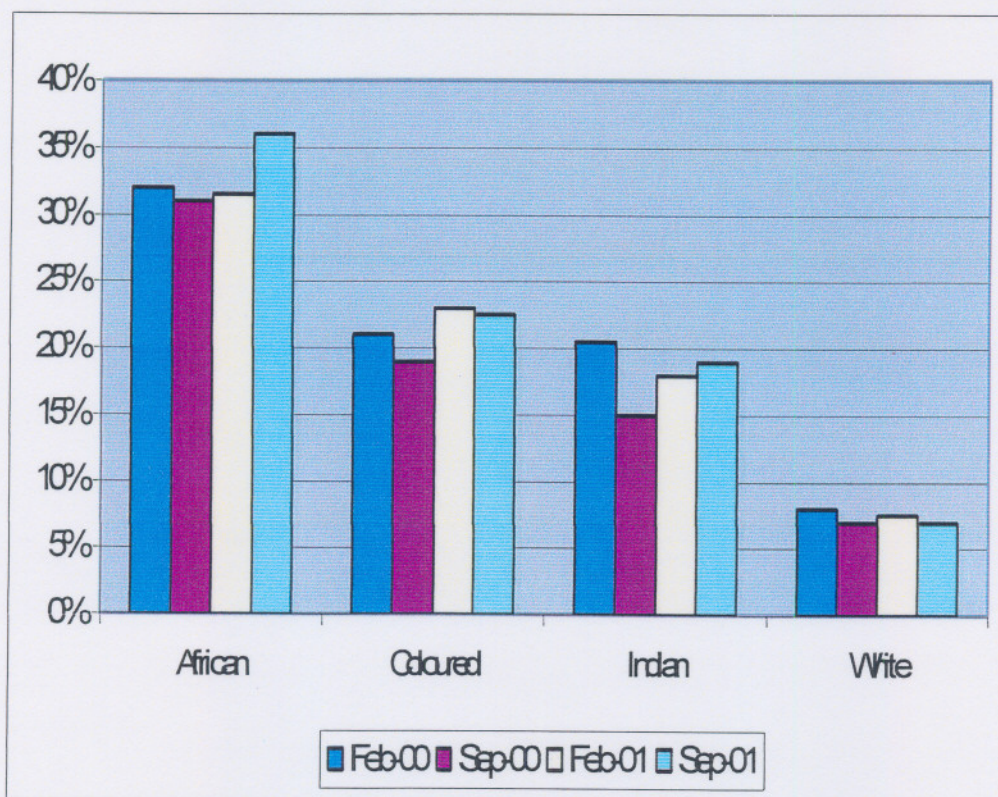


Source adapted from Labour force survey: September 2001



Figure 3 indicated a high unemployment rate for Africans compared to other population groups. Whilst among coloured, Indian and white people the unemployment figure has remained more or less the same from February 2000 to September 2001, African unemployment rose sharply in September 2001.

**Figure 4: Official unemployment by population groups: February 2000,**



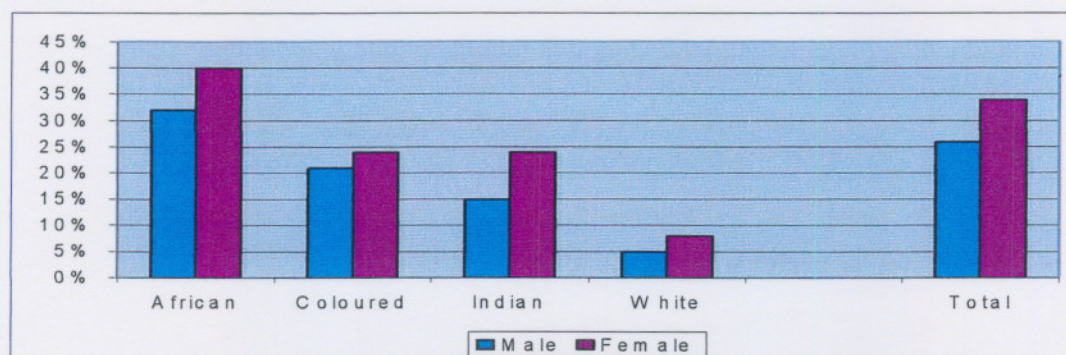
September 2000, February 2001 and September 2001.

Source adapted from Labour force survey: September 2001

Figure 5 suggests that unemployment is highest between African women and lowest among white men. However the disparity in gender within population groups is highest in the Indian population.



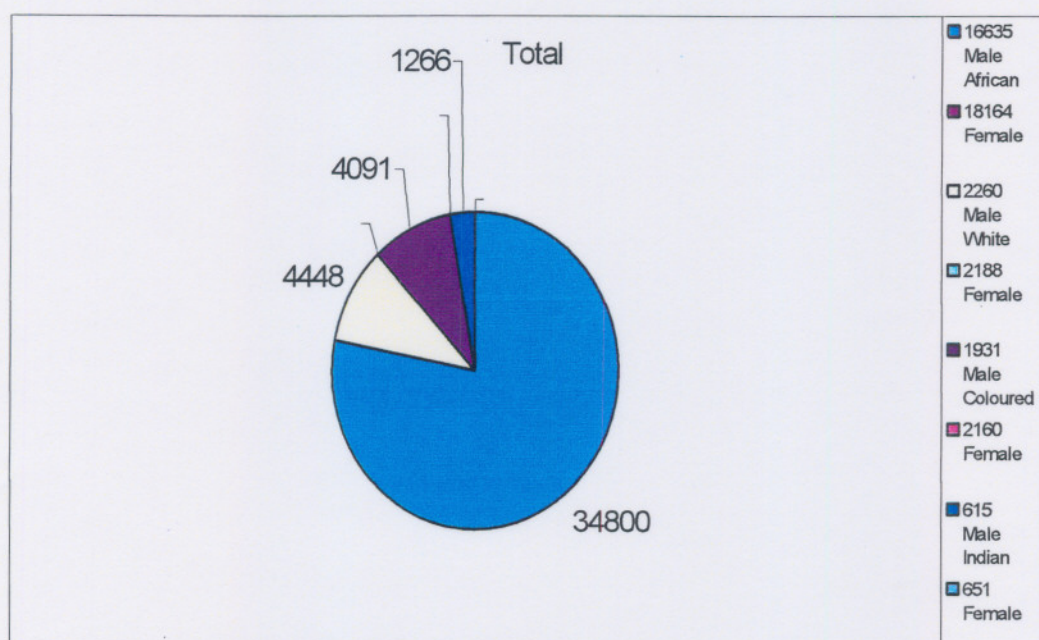
**Figure 5: Official unemployment by population group and sex:  
September 2001**



Source adapted from Labour force survey: September 2001

To put the statistics supplied above into context one must also take cognisance of the population distribution.

**Figure 6: Population distribution per race group and sex**



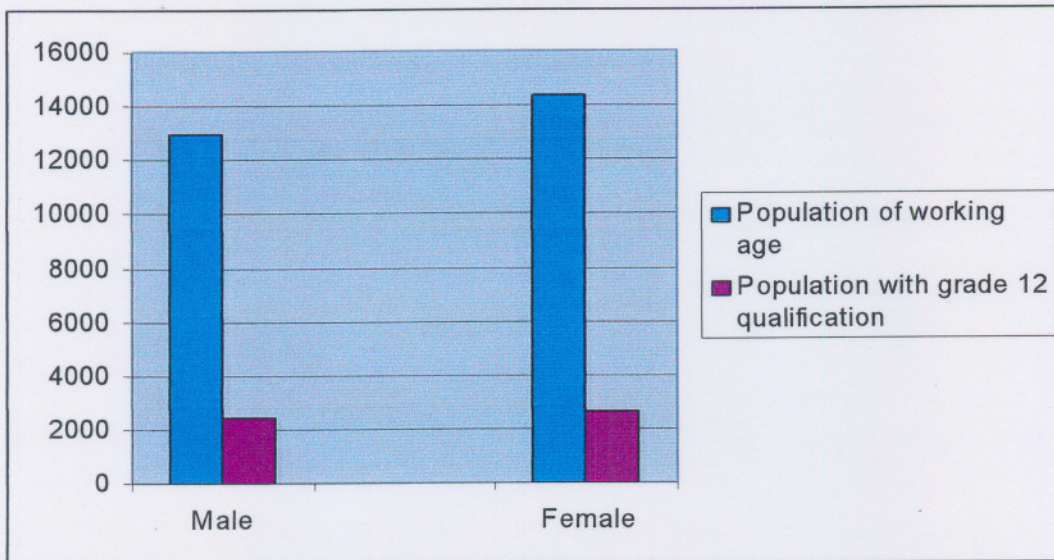
Total population= 44 761 (in thousands)  
 Males = 21 474 (In thousands)  
 Females = 23 196 (In thousands)

Source adapted from Labour force survey: September 2001



Figure 7 below also clearly shows that more females are educated in terms of a grade 12 qualification than males within the working age population.

**FIGURE 7: Grade 12 Qualification: Male and Female**



Source adapted from Labour force survey: September 2001.

In general, females are more qualified than males in terms of academic qualifications. It is ironic that even being more qualified than men with legislation on their side, that unemployment is still higher amongst women than amongst men.

#### **3.6.4 Five critical success factors for employment equity**

It was earlier stated that employment equity is a process which should be integrated and holistic, involving the entire organisation and all of its actors. It requires a long term, active commitment by senior managers. People need to be developed and for this a succession and career plan which ties in with the strategic plan, is required. The first critical success factor therefore entails **STRATEGIC COMMITMENT**.

STAFFING correctly is the second success factor for employment equity. This step is however not just as easy as seeing to it that the figures are right. This involves removing all factors of discrimination from the actual advertisement to evaluating the requirement of the job correctly, right through to development and career progression.

The ROLE OF LINE MANAGEMENT AND THE ORGANISATIONAL CULTURE cannot be overemphasised and is a very important success factor in ensuring employment equity. This role however, is often misunderstood or underplayed. Some managers appear to underplay the importance of their role in managing people either because of an emphasis on production or because of a fear in their own capabilities with regards to people management. The tension between a people-orientated and task-orientated approach is problematic in many organisations and is often perpetuated by a lack of understanding of the general principles of people management and why they are important to productivity, motivation and commitment. Many business managers regard people management issues as soft issues which impede their ability to simply get the job done. This often results in a lack of delegation to the detriment of the empowerment and development of subordinates. In these factors like communication skills, how we think about others, our lack of knowledge about other populations for example their traditions, etc can further have a detrimental effect on the process of employment equity.

Organisational culture can be defined as the underlying values, beliefs and principles which comprise the foundation stones of an organisation's management system together with the particular set of management practices and behaviours which exhibit and reinforce those underlying values, beliefs and principles. Organisational culture will vary from product to product (Human: 1999).



The ROLE OF THE HUMAN RESOURCE FUNCTION is the fourth critical success factor of employment equity. This role is to support line management ownership of the people development process by providing appropriate systems and advice to line management. This does not mean that the HR role is a passive one, the function should be proactive in identifying and diagnosing problems, proposing solutions and influencing line managers in the strategic direction that the organisation has chosen.

In an attempt to rectify the wrong doings of apartheid, SUPPORT AND GROWTH OF BLACK AND FEMALE OWNED BUSINESS, is crucial. The bigger and financially more sound businesses should support black/female-owned businesses on their way to success. This does not only entails financial help, but can entail training, advice, etc.

### **3.7 AFFIRMATIVE ACTION POLICY FOR THE SAPS**

"The South African Police Service is committed to the eradication of all forms of discriminatory practices and behaviour.

Fundamental rights of all people shall be upheld and diversity celebrated.

Equality shall be the Hallmark of our services to the community and the basis for interaction with our members."

Thus the Credo of the SAPS. Affirmative Action, as seen by the SAPS, is necessary for the realisation of the principle of equality and representivity. The definition of equal employment opportunity as used by the SAPS reads as follows: "This refers to a position in the Service where affirmative action and supplementary processes have eliminated all disparities in personnel policy and practices, between diverse employees and have successfully brought

them to a level where they can compete equally and are given equal opportunity to do so”.

In order to uphold its constitutional responsibility, the South African Police Service shall strive to reflect the demographics of the country in all occupational classes and at all levels of the organisation at national and provincial levels, in terms of race and gender.

Initial targets set by the SAPS included the following:

- Attain a minimum of 50% black people at management level by 2000.
- Women shall comprise at least 30% at middle management and senior management levels.
- The Service shall strive to attain representativeness which reflect the population distribution based upon the 1996 National Population Census, by the year 2005.

Women are allowed a career within all the career paths offered by the SAPS. This aspect was clearly illustrated on 8 August 2001 (Women's day) when Operation Crackdown took place. This was a crime prevention operation launched by the SAPS and supported by the SANDF. Only female employees were utilised in the planning and execution of the operation. The operation was very successful. Stolen cars were repossessed and a lot of dagga was confiscated. It was also interesting to note that during interviews with the public that the public was very positive towards an all female operation. The public mentioned the professional way in which the operation was conducted, while some male members of the public said that the female police officers were much nicer to look at than their male counterparts.

### **3.8 SUMMARY**

The writer is of the opinion that the public of South Africa, in general, needs to be educated with regards to these things called affirmative action and employment equity. If the normal person on the street is asked to define these two terms the answer will most probably be that it is a process to appoint blacks and females rather than white males. Although the number game is an important stepping stone towards employment equity, it is to the mind of the writer the less important factor. All the other factors like development and training of people, proper career planning, training of management, the correct alignment of organisational culture, play a far more important role than numbers.

The statistical data further underlined these misconceptions about affirmative action and employment equity. These statistics clearly showed that the largest groupings of unemployment still lie within the black and female categories. Granted there might be other contradictory facts, for example that the African population is by far the largest population group and therefore should reflect a larger unemployment figure, etc.

Another fact that clearly came out of the research is that employment equity is a long process with very little to no short term solutions. It is because of the fact that everybody (Government and the general public), wants short term solutions that employment equity has become a number game which does not support the required outcome of the future of South Africa.

## **CHAPTER 4**

### **THE UTILISATION AND TRANSFORMATION OF WOMEN IN COMBAT ROLES**

#### **4.1 INTRODUCTION**

“Being an infantryman, a fire-fighter, a police officer, a submariner, or a jet pilot, does not bolster one’s manhood if women can do it too.” (Wilson, 2001:1). This falsely perceived threat to male self-image is the key to the whole enchilada about women in combat roles. Historically the military was a male domain and women were only called upon for help when men could no longer supply in the demand, soon after the crisis has waned down the role women played are conveniently forgotten. The moment that this happens old excuses like physical strength, family responsibilities, etc are used to deny women their rightful place in the military.

Think back in history and re-live the time when men and some women, did not want women doctors. Today over ten thousand women doctors practice medicine. Men, and some women, did not want women dentists, today over 25 000 women practice dentistry. Women could not be veterinarians, yet today over 18 000 women are practising veterinarians. Men did not want their manhood threatened by women police officers, women fire-fighters and women medics. Thousands of women are fighting fires and are effective law enforcement officers, as are female emergency medical technicians and paramedics. These women see blood, death, crime, raging fires, casualties and even gunfire. Yet military women are still denied the opportunity to qualify for combat roles in the modern forces.

When looking at the utilising of women in defence forces all over the world later in this chapter keep the following in mind:

"With a few possible exceptions there is no front-line anymore and it is not unrealistic to think that the next front-line could even be the internet or the intranet. It will be with sophisticated equipment easily operated by male or female personnel or even completely unmanned" (Wilson, 2001:1).

The change in front-line was perfectly illustrated by the occurrence on the 11 September 2001 when the front-line shifted right into each and everyone's life all over the world.

## **4.2 WOMEN IN COMBAT**

There are more debates over whether or not certain jobs are combat or not, than over whether women can do it. According to Tuten (1982:237) the function of a combatant is one whose duty involves direct action designed to kill or capture the enemy force. Combatants include those co-located with those engaged in the actual fighting, who are subject to the same or similar levels of danger.

In the December 1999 of Salut, the Equal Opportunity Chief Directorate (EOCD) made public the findings on the attitude of Department of Defence members towards the role of women in combat. As compared to other European countries such as Canada, the Netherlands and Denmark the debate on women in combat in South Africa is largely legally driven, while in the United Kingdom manpower considerations has been the main driving force. The United States, Germany, Israel, Russia, France and Norway still restrict the role of women in certain combatant roles, specifically those demanding physical strength, sustained aggression and hand to hand killing. It is over these residual exclusion that the controversy remain.

Internationally findings show that military women themselves are not overtly keen to serve in these non-traditional roles, expressing their dismay with feminists and officers advocating this. When given the choice between

compulsory or voluntary service in combatant roles, most support a voluntary combat option. The problem with this option is that gender equality means equal pay for equal risk for equal responsibility.

In South Africa the opinion is divided on the issue with clear differences in race. African women appear seemingly more prepared than white women to serve in frontline combat positions and to be deployed beyond the border of South Africa. This raises an interesting dimension of gender equality, revealing that women serving in the SANDF are not homogeneous in their attitude towards military service (Heineken, 2000:1).

### **4.3 WOMEN WARRIORS IN OTHER COUNTRIES**

"The strength of women, we are assured, is of a different kind: it is of the ability to bear up under childbirth, it is nurturant depth, it is simple endurance of hardship. These qualities are admirable, no doubt, but the story of women's strength must not end there." (Jores, 1997:xi). The researcher focuses now on a few history cases of women warriors in different countries:

#### **4.3.1 History of women warriors in different countries**

- **The Marblehead women:** In the summer of 1677, coastal settlements in New England were harassed by a confederacy of Indian tribes led by the war chief of the Sokokis to capture boats for a marine assault on Boston. By midsummer he had taken twenty vessels, most of them manned by crews from Marblehead Massachusetts. The crewmen were either murdered or taken hostage.

On 15 July 1677, a ketch sailed into Marblehead carrying two Indians en route to Boston to be tried for piracy and murder. When the news

spread, a crowd intent on revenge gathered at the dock demanding the immediate execution of the prisoners. The constable refused to release the Indians as they would answer to the proper authorities in Boston soon. Robert Roules, a crewman, described what happened next: "Being on shore, the whole town flocked around them, beginning at first to insult the men, and soon after, the women surrounded them, drove us by force from them, and laid violent hands upon the captives, some stoning us in the meantime because we would protect them, others seizing them by the hair, got full possession of them, nor was there any way left by which we could rescue them. Then with stones, billets of wood, and what else they might, they made an end of these Indians. We were kept at a distance that we could not see them until they were dead, and then we found them with their heads off and gone, and their flesh .... pulled from their bone." (Jones, 1997:3)

According to Jones it is not necessarily required to pursue historical research to discover that women in groups and alone are capable of horrendous violence.

- **The battle queens of Arabia:** The Arabian population is divided into different tribes each with their own culture. Among the Hominite tribe it is Customary Law that wives should avenge in battle the deaths of their husbands and mothers their sons. The Sulliate women rivalled the men in defending their homes against Osmali invaders.

The emotional centre of traditional Arab tribal warfare, the cult of the battle queen, derived from the earliest roots of Arabic culture, evolved through time and still exists in the twentieth century. The battle queen typically emerged from the higher levels of nomad society, a custom that was possibly a vestige of the earlier historical reality of warrior queens in ancient Arab history. She formed the centre of the cult, the members of which included ranking women of the tribe, who functioned

to incite fiery patriotism, iron resolve and battle fervour in male warriors. Prior to a raid or battle, the women of the battle queen's court gathered before a shrine, which had been erected on ground considered sacred to the spirits of their tribe, and sang songs that celebrated valour and the warrior spirit. When the warriors were stirred to a frenzy, the battle queen mounted her camel and led them into battle. Sometimes this woman functioned merely as a ritual figure with little direct military purpose, a sort of a symbolic commander. At other times, though, she served as field general. The centre of the battle was always occupied by the battle queen in her litter with her accompanying retinue. She acted as a visual and spiritual rallying point for her soldiers. Queen Iat'e, Queen Te'Elhunu and Queen Tabua are some of the most successful queen warriors who lead their troops against Assyria and Egypt. At least two dozen such women commanded Arabian armies between 1000 and 400 B.C (Jones, 1997: 13).

- **Women warriors in Asia:** The first glimmers of Chinese history tell of Queen B'iug-Xog of Miwo-Tieng, who dispatched an army of ten thousand soldiers against hostile northern tribes, and of Shi Hu's all woman army in the state of Chao who dressed in sable furs and carried war bows painted yellow. China's most renowned woman warrior, however, is Hua Mu-Lan. She fought as a knight on the front lines for over ten years, her sex never being discovered. Her extraordinary fighting skill prompted her general to offer her to his daughter's hand in marriage. "She had much fighting ability, and could act the leader. Her body passed through one hundred battles, always at the front, and compared to the fiercest soldiers, she was still better." These words are still uttered today about Hua Mu-Lan (Jones, 1997: 24).

The wide span of land that rolled westward from China to the gates of Russia, was home to the horse-riding Mongol tribesmen who, over centuries impacted the history of East and West. The chief of the



Mongol tribes was called a Khan, and his territory was a Khanate. In this aristocratically ranked society, his wife usually came from the noble warrior class. Such women often held great powers. Even after marriage they kept their own tents and herds, and many supported their own courts, complete with advisors, guards, diplomats and a variety of retainers. When a Khan died, the Khatun, his widow, ruled as regent until a council of tribal leaders could gather to select a new Khan. Sometimes this took years because of the scattered pastoral Mongol society. Throughout this time, the Khatun ruled with complete authority over all aspects of the government, including the military. Sorghaqtani Khatun is perhaps the greatest of all Khatuns. Her father, Genghis Khan, took her counsel regularly and expanded his realm territorially because of her ideas (Jones, 1997: 30).

In 1893 Siam (now Thailand), was pressed between the British and French powers. The French invaded Bangkok. Thirty years earlier a French journalist revealed the presence of a Siamese women's elite military corps to the west. The four-hundred-women army, composed of four companies each under the direction of a female captain, was drawn from the strongest and most beautiful women in the country and was highly paid. Each female soldier was given five servants to enable her to devote her time to martial arts practice and military duties. The corps was created to guard the king and his family as well as the royal palaces and crown lands. They also accompanied the king on all his travels (Jones, 1997: 31)

Five revolutions were launched against the Chinese control in Vietnam, the first two were lead by women. In A.D. 40, the Chinese governor of Vietnam, General Dinh, executed the noble husband of Lady Trung Trac for his revolutionary behaviour. This moved Trung Trac and her sister Trung Nhi, into action. Realising the difficulty of drawing people into the revolution, the sisters decided on a bold gesture. For years a

rogue tiger had been killing and maiming people and livestock, and because no one could kill him, the people had come to believe he was supernatural and invincible. Trung Nhi, the strategist, suggested that Trung Trac, the fighter, hunt the tiger. Trung Trac killed and skinned the tiger, and Trung Nhi wrote a proclamation on the skin calling the people of Vietnam to rise against Governor Dinh and the Chinese overlords. The sisters chose and personally trained 36 women as generals for their army of 80 000. One of their choices, Phung Thi Chinh, went into battle pregnant, gave birth on the battlefield, strapped the baby to her back, and fought her way back to safety. The Trung sisters led their warriors in the liberation of sixty five Vietnamese towns. Governor Dinh shaved his head and secretly fled Vietnam, taking with him the mantle of Chinese control in Vietnam. Trung Trac was proclaimed Trung Vuong which means She-King Trung.

In Japan proof of female rulers goes as far back as in A/D/ 267 when Himilco of Yamatai was considered the supreme ruler. Over a 1 000 years ago, Empress Jingo-Kogo, expert with the sword, bow and naginata (A halberd-like weapon), led her forces against Korea. Although she was pregnant at this stage, she took command. The king of the Korean kingdom of Silla surrendered almost immediately when he saw the empress and her troops approaching. She ordered that her spear be mounted at the gate of the palace of the Korean king as a memorial to her triumph. Empress Jingo-Kogo rules for seventy years.

- **Kali's daughters:** The Indian goddess of war was called Kali. India has a long list of very successful women warriors. A few names will henceforth be mentioned. When Alexander the Great changed the western borders of India, one of the Indian commanders on the field that day was Queen Masaga. In Southern India, the Nayars maintained a small female army, which in centuries was never defeated in battle until it faced the guns of the British Army.

In the fourteenth century, Queen Padmini, a Rajput of Chitor, responded impressively to the insult of a Muslim enemy commander. Her husband, Rama, was captured in a skirmish outside the walls of Chitor and taken to the mogul's camp. Queen Padmini soon received a letter in which the mogul suggested that he would return her husband alive and unharmed if she would become his mistress. In answer, she led a hand-picked squad of fifty-nine men in a surprise attack against the mogul's camp, killed him, and returned her husband to safety.

Queen Sugala, Sultana Raziyya of Delhi, Queen Nur Jehan, Queen Anubai and Queen Tarabai are all names of women warriors who defended their people on various occasions against various enemies, for example the British Empire in 1857.

- **The Queen of the British Isles:** An ancient story about a woman warrior called Queen Medlo is still told today. She was the leader of her own army. She taunted her husband as Irish tradition dictated that the one with the greatest private fortune in a marriage will have the rule, she automatically assumed responsibility for the defence of the kingdom because of this tradition. The model relationship between Irish king and queen also applied at the level of lord and lady of private manors and estates, it was therefore not unusual for Irish noblewomen to appear in military roles.
- **Africa: mother of nations:** Herodotus, a Greek traveller, observed the remnants of a culture of women warriors in the sixth century B.C. when he travelled along the coast of North Africa. Strabo, a Greek chronicler who travelled Libya six hundred years after Herodotus, reported that although he saw no women warriors, he noted that women ruled the country from the urban areas along the coast. Diodorus Siculus, another ancient traveller in North and West Africa, asserts the

existence of warlike women's nations in West Africa. He claims to have been shown the graves of ten Amazon generals. Modern explorers and scientists later confirmed these observations.

As the deciphering of the Merotic script progresses, an impressive series of Ethiopian warrior queens, queen regents and queen mothers known as kentakes appear. One such a queen, Black Queen Candace of Ethiopia, designed a battle plan to counter Alexander the Great's advance on Ethiopia. Alexander approached the field from a low ridge but when he saw the Black Queen's army displayed in a brilliant military formation before him, he stopped. After studying the array of warriors waiting with such deadly precision and realising that to challenge the kentakes could quite possibly be fatal, he turned his armies away from Ethiopia toward a successful campaign in Egypt.

A medieval Arab writer, Magrizi, noted a corps of women lancers in the Beja tribes living between the Nile River and the Red; d'Armand, in 1840, found a battalion of spearwomen protecting the king of Behr on the upper Nile; and the explorer Pigafetta told of the women soldiers of the Monomotapa (modern Zimbabwe). Edward Lopez described a troop of women archers who served in the army of the King of Monomotapa. Denham saw the women of Fellatah tribes fighting in battle with men. Henry Morton Stanley, in his famous search for Dr Livingston, confronted a troop of riflewomen fighting for King Mtesa of Uganda. (Jones, 1997: 83)

- **Las Guereras of Latin America:** The women warriors of Latin America first appear in Western history in a letter written by Christopher Columbus dd 15 February 1493 to Queen Isabella from the New World. After describing the wonders of his discovery he also made some comments about the women of the Carib Indian culture. Columbus writes: " They use no feminine exercises, but bows and arrows of cane

... and they arm themselves and cover themselves with plates of copper." (Jones, 1997: 95)

The greatest hero in South American history though, is a woman by the name of Simòn Bolívar. At the age of thirty eight, Bolívar, "el Libertador", led a ragged army in a six year revolution that resulted in the independence of Venezuela, Colombia, Ecuador, Peru and Bolivia from Spanish rule.

Simòn Bolívar was followed by Podicarpa Sala Varieta Dolores Rodrigues, Maria Candelaria, Dona Maria were all women who fought for the independence of their people.

Think back in history and re-live the time when men and some women, did not want women doctors. Today over ten thousand women doctors practice medicine. Men, and some women, did not want women dentists, today over 25 000 women practice dentistry. Women could not be veterinarians, yet today over 18 000 women are practising veterinarians. Men did not want their manhood threatened by women police officers, women fire-fighters and women medics. Thousands of women are fighting fires and are effective law enforcement officers, as are female emergency medical technicians and paramedics. These women see blood, death, crime, raging fires, casualties and even gunfire. Yet military women are still denied the opportunity to qualify for combat roles in the modern forces.

When looking at the utilising of women in defence forces all over the world later in this chapter keep the following in mind:

"With a few possible exceptions there is no front-line anymore and it is not unrealistic to think that the next front-line could even be the internet or the intranet. It will be with sophisticated equipment easily operated by male or female personnel or even completely unmanned." (Wilson, 2001)

The change in front-line was perfectly illustrated by the occurrence on the 11 September 2001 when the front-line shifted right into each and everyone's life all over the world.

#### **4.3.2 Women warriors today**

The researcher focus on the utilising of women in defence forces today in different countries.

- **African countries:** Very little or no literature could be obtained with regard to the utilisation of women in defence forces of African Countries. In interviews with guests to the SANDF from Namibia it was established that women in the Namibian Defence Force are only utilised in support type roles.

The researcher visited Botswana during 2001 and in an interview with the RSA High Commissioner it was stated that women are still not seen as equals to men. It was mentioned that women would for example not be allowed to accompany their husbands to formal functions. Although the women in Botswana wanted to start fighting for their equal rights it seems like they are always looking up and waiting for the South African Embassy to take the lead. There are no women employed in the Botswana Defence Force.

These facts prove all the undertakings of various African Countries to support Gender Development in their own countries as null and void. The statement is often made that it is not part of the black culture to allow women equal rights, but figures previously shown in this study showed that actually the opposite is true in the South African context when white males seem to be the buggering factor.

- **Israel's girl soldiers:** In most areas of the Middle East a woman's role is confined to procreation and child raising. Women still live behind the veil. Where attempts have been made to emancipate Muslim women, those attempts have met with violent reaction. Women are born subservient and are to remain so. A little education, therefore, is a particularly dangerous thing. An Arab proverb best sums up this whole ethos: "A woman who is taught to write is like a serpent who is given poison to drink." In Israel, however, the prevailing attitudes towards a woman's role in society is infinitely more liberal and modern as is clearly symbolised by the role of women in the Israeli Defence Force.

In Israel army service is the crucial, unifying social experience. This assessment equally applies equally to both male and female soldiers. The IDF only inducts the academic cream of Israeli girls. Only girl who have graduated from high school with a matriculation certificate are chosen for recruitment into the IDF. Those girls excluded on educational grounds often try desperately hard to get into uniform. Not to serve in the IDF in many ways implies exclusion from a vital life experience. As this fact is recognised by most young Israelis there exists, throughout society, a very strong compulsion to serve the state through one of the IDF's programmes. The girls are already being prepared for service in the military while still in school, all girls are members of the so-called "Gadna" or "Youth Battalions". Gadna serves as a preparation school for the IDF. Training at the Gadna includes marksmanship, flying, parachuting, drill, physical fitness, route marches and leadership courses. One year prior to induction, the girls are called to draft centres situated in Israel's major cities. At the centres they are examined in Hebrew and general education and also undergo psychiatric and physical fitness tests. On the completion of all tests each girl is given a mental and physical profile. It is this profile and her performance during the basic training program which determines to a great extent, the work she will do in the IDF as well as her potential for command. A year after this initial introduction, girls proceed to the Central

Draft Board at a base in Israel for proper induction. There the mental and physical abilities are checked and amendments are made prior to the onset of actual service and allocation to units.

Women in the IDF are utilised in various occupations which vary from typist to teachers, Communication type tasks, nursing, military intelligence, psychologists and the most prestigious job namely a parachute folder for one of the IDF's elite paratroop units. All non-combat type roles. Equality is on the books but in reality not all choices are open to women.

- **The United States:** The United States also has a long history of women in the military. The women's Armed Service Act of 1948 gave permanent status to military women. The Act was however coupled to certain provisions namely that there would be a 20% ceiling on the proportion of women in the services, and no female generals or admirals were permitted. With the end of conscription in 1973, a series of barriers for women in the military fell in relatively rapid succession. Women entered officer training programs on college campuses in 1972 and were admitted to the military academies in 1976. Two years later the separate women's corps was abolished. In recent years more and more positions have been opened to women. In 1998, women were serving aboard all warships (excluding submarines), in all flying roles (including combat aircraft), and in all ground positions except those involving direct combat. Approximately 41,000 women were deployed to the Persian Gulf between August 1990 and February 1991, women made up about 7% of all military personnel deployed. The experiences of Operation Desert Shield and Desert Storm demonstrate that the policy excluding women from offensive combat roles does not provide complete protection from death or capture: 13 of the 375 service members who died were women, two women were prisoners of war.



- **The Canadian Forces:** Prior to 1989, the Canadian Forces took initial steps in gender integration with the trials of Service women in Non-traditional Environments and Roles and Combat Related Employment of Women. Since then, women have successfully integrated into areas that were traditionally male-only and they have been part of the combat arms for almost a decade. Over this period, there have been successes and failures with gender integration. Cultural myths were responsible for a few failures. Some cultural myths include the following:

- Mixing men and women in combat arms will result in a complete breakdown in unit cohesion.
- There is a separate chain of command for women.
- Achieving gender equality in the combat arms will result in a lowering of standard.
- Getting sufficient numbers of women in the combat arms can only be achieved through manning and promotion quotas.
- Women look for and get special treatment in the military.
- When you try to discipline a woman you are slapped with a sexual harassment complaint.
- Pregnancy is a cop-out to going on training and operations.

Each of these myths could have been dealt with, with proper education and leadership. Weak leadership was another factor for failure. It seemed that leaders had to be trained on this issue of gender equality and once they gained the necessary knowledge, that this would influence their

attitude towards women in combat unit/roles. Gender diversity is only a problem if the leader/s make it one.

In a position paper for the Canadian Department of National Defence, Dr David Segal concludes with the fact that there is no indication that gender integration negatively affects the performance of military units.

- **The UK armed forces:** Attracting appropriate number of high quality recruits has encouraged the armed services increasingly to recognise the need to be responsive to social and cultural change, and to diversify these recruitment pools.

These arguments have meant that the armed forces are increasingly being led to re-examine a range of traditional practices and assumptions in their pursuit of new recruitment forces. To these influences must be added the effects of legal pressures. A series of rulings and directives will continue to flow, not only from the UK legislature, but also increasingly such transnational bodies as the EU Commission and the European Court. Even in the area of recruitment that is most contentious in the armed forces – the current formal exclusion of homosexuals from military service – it is likely that these kinds of pressures will lead to a revision of current policy. Indeed changes have already occurred, since homosexuality of itself no longer constitutes a criminal offence, leading instead to administrative discharge from the services.

However, such rulings have already been instrumental in revolutionising the position within the UK armed services. Following a ruling that it was contrary to European Union law to require women to resign from the armed forces upon becoming pregnant, rapid and far-reaching changes have taken place. Thus, for example, women are now fully integrated into the Royal Navy, including service at sea on all types of warships other than submarines. Women are being trained and have qualified to fly

combat aircraft, including fighters, for the Royal Air Force, and women's exclusion from the band of the Royal Marines has been ended. 96% of posts in the Royal Air Force and 73% of the total posts in the Royal Navy and Marines have been open to women for some time. On 1 April 1998, the Army increased the posts open to women from 47% to 70%.

Concerning the Army, Royal Air Force Regiment and Royal Marines a debate continues about the integration of women into the principal roles from which they remain excluded; namely those requiring them to "close with and kill the enemy" – infantry, armour and artillery.

The operation of the chain of command is a central key to the effective delivery of the armed forces commitments. Changing both recruitment and advancement patterns and internal organisational cultures, require a long-term commitment and strategy. This requires commitment and leadership from the very top, even where corporate policy is well formulated, the problem is to implement it down the hierarchy. Securing the commitment of lower line managers and supervisory staff is frequently the key to success. This implies a regime of sanctions and incentives, and a system of review and monitoring. In addition, it implies careful attention to key break points in the system for "cascading" policy. In some ostensibly centralised and hierarchical organisations, for example, the day-to-day operational demands made on lower managers and supervisory staff may ensure that equal opportunities have a low priority for them. Where such individuals also play a key role in shaping the culture of the operational staff, this may ensure that even Board level commitments and strategies are sidelined or circumvented. In the armed forces key personnel in this regard are likely to be senior non-commissioned officers.

- **The French armed forces:** Although integration of women has been less extensive than in the American military, by European standards the French armed forces have not lagged. As recently as the mid-1970s, when

segregated all-female schools and corps were eliminated, military women were regarded as somewhat out of place. They had to struggle individually for acceptance and recognition in a world obviously not meant for them. In the 1990s, with numbers stabilised at some 20 000 (4 % overall, 7,5% of career and contract personnel), nobody seems to notice or mind their presence, though in relative terms it is increasing in proportion to the decline in total force levels. Such progress is even more remarkable because it has been achieved gradually, without a hint of controversy. In part this may be related to the fact that personnel managers appreciate women as a source of high-quality recruits: until recently, the rate of selection, which often hardly exceeds 1 in 2 or 1 in 3 among men, has frequently risen as high as 1 in 10 or 1 in 15 for military women because of regulatory ceilings.

Female service members, in theory, have been almost fully integrated since the early 1980s; they are no longer limited to traditional jobs or to the lower levels of the hierarchy. Women represent over 8% of NCOs and volunteer other ranks. Because the younger generation of women was granted access to service academies over a decade and a half ago, their representation and prospects in the officer corps have improved, and a handful of their predecessors have now reached general officer rank. Women are more numerous in the Army and the Air Force than in the Gendarmerie and the Navy. Yet even in the tradition-oriented Navy they make up 5% of the force; since 1992 they have been authorised to serve on board, and one is a ship commander.

In practice, however, though the probability of inadvertent exposure to hypothetical combat risks has increased, females' access to combat units has until now been restricted by very low quotas; almost three-quarters of military women are sergeants engaged in specialist jobs. Few of them are willing to quarrel with this situation, at least for the time being. Dissatisfaction is hardly evident, if only because women's reasons for

joining the services are job security, a highly structured environment, a military family background, and the desire to do something different from the routine jobs in which civilian women tend to concentrate. Their conservative orientations may explain why feminist movements in France, which are characterised (unlike their American counterparts) by fairly strong antimilitary feeling, have neglected the armed forces as a possible symbolic battleground. External support for female emancipation in the services therefore is lacking (Soeters, 1999: 89)

- **Gender in the Dutch armed forces:** The first Dutch female corps (VHK) was founded in the United Kingdom on 23 December 1943. Four months later, on 25 April 1944, commander Mrs Smit-Dyserinck enlisted into the army and from that moment the first military woman in the army was an incontestable fact. After each of the three services of the Dutch Armed Forces founded its separate women corps, known as the MARVA (Navy), Milva (Army) and LUVA (Air Force). Within these women's corps the women fulfilled jobs in administration, signal units, medical corps, service corps, transport units, fighter control and air traffic control. Restricting terms of employment related to education, career potential and dismissal from the service in case of marriage or pregnancy, were created.

In 1978 women were given access to all military institutes and military training centres, except the Royal Naval College, Den Helder, which remained closed for women until 1983. In 1982 the separate women's corps were abolished. From this moment females in the military were supposed to have the same rights, possibilities and duties as their male colleagues. Nevertheless, the cultural development lagged behind. This situation formed the background for the first emancipation memorandum, called "Women in the Armed Forces". This memorandum stressed the importance of a cultural change which was needed to train men and women equally in a male dominated environment. In the light of the idea that affirmative action will stimulate the integration of women, all services

formulated plans of this kind in 1989. The Ministry of Defence intended to reach the target of 8% military women in 1993. But progress reports in the early nineties showed that women were not interested in military jobs. Reasons why women did not enlist into the Dutch Armed Forces were: the image of the Defence organisation, being an organisation only with men, the lack of technical education among women and physical overload during basic training. In 1994 the deadline of the target of 8% was postponed to the end of 1996.

In the near future a keener orientation towards the female workforce will be necessary to meet recruitment targets. The measures in the emancipation policy document (drawn up by the Under Secretary of Defence) enhance the entry, mobility and the retention of female personnel. A special paragraph pays attention to mutual acceptance. The targets for 2010 are 12% military women and 30% female civil servants.

Women in the Defence Force are in the lower ranks. Roughly speaking, 88% of the women of all the services belong to the privates and non-commissioned ranks, 10% rank from lieutenant to captain and 2% from major upwards. In the Dutch Armed Forces there are no women in vital top positions and there is only one female colonel. The female civil servants are spread over the organisation in the same way as their military colleagues. All the positions in the armed forces have been opened to women, except those of the marine corps and the submarine service. Notwithstanding all that, only a few women have entered services such as infantry, cavalry and engineers. For example, 5% military women on long-term contract in the army occupy positions in combat units, 14% in the technical positions and 81% in the auxiliary services.

Several measures are taken to enhance the entry of military women. Firstly, special physical and mental programs are developed to prepare young women for the military demands and duties. Secondly, the Dutch

Armed Forces try to re-build their image during recruitment by appointing female recruitment officers. In 1997 the Navy had 25% female recruitment officers, the Air Force had 20%, the Army had 4,5% and the Military Police had none. The problem is that these female gatekeepers may attract more women who will get disappointed after entering the real military man's world. Thirdly, "horizontal " recruitment of doctors and lawyers will be promoted to get more women in the higher positions.

Measures to enhance the mobility of women are to extend the short-term contract of military women and to start with management development programs for women in middle management positions (Soeters & van der Meulen, 1999: 127).

#### **4.4 CONCERN AND ARGUMENTS REGARDING THE UTILISATION OF WOMEN**

Once women participate in the military in greater numbers and in certain non-traditional roles, a number of concerns are raised regarding their utilisation. The following are examples of concerns and arguments.

##### **4.4.1 The equality debate**

In the US the specific problem of the army is the nature of combat on land, with the high profile given to physical strength, sustained aggression and hand to hand killing. It is over these residual exclusions, that liberal or equal rights feminists continue to challenge restriction on women's role in the military. Studies amongst women in the US show that military women do not necessarily share the same view as feminists. Some female soldiers have expressed their anger towards senior officers and feminists pushing for equal rights.

Miller (1998:33) claims that the gap exist:

"...between activists who deny differences between men and women and seek to bring women's policy in line with men, and women soldiers who support greater opportunities for women but who do not perceive most women as equally qualified for the combat arms as men". Miller say that the feminist do not represent the views of the military women they claim to present .

#### **4.4.2 Physical and psychological suitability for combat**

Comparative physical test show that women have 55 percent of upper torso, 72 percent of lower torso and 64 percent of the trunk isometric strength of men (Report to the President, 1992:C-4). While some women can meet the physical standards for ground combat, most do not posses the physical strength to meet the requirements. Most countries have adopted a gender-neutral policy that specifies the requirements for those specialities (combat and non-combat) for which muscular strength, endurance and cardiovascular capacity are relevant (Report to the President, 1992:7).

Besides the physiological reasons limiting the possible utilisation of women in physical demanding roles, the opinion also exists that women are psychological unsuited for combat. Many claims that women do not possess the aggressiveness to fight and if necessary kill, nor the ability to withstand the grinding fear and stress of the battlefield.

Studies indicate that women do have a lower propensity towards violence and aggression, this is largely ascribed to cultural socialisation where women are expected to be more passive, submissive and gentle (Gidens, 1995:364). Arguments that women are less capable of performing under the stress of combat have not been substantiated.



#### **4.4.3 Social and task cohesion**

Most studies on the subject draw a distinction between what is referred to as social cohesion and task cohesion. Social cohesion refers to the emotional bonds of friendship, liking, caring and closeness among group members. Task cohesion is the shared commitment among members to reach the collective goals of the group.

The presence of women in a unit is said to disrupt male bonding, leading to social disintegration. Studies show that where cohesion broke down and units split into conflicting groups, gender was one of an entire range of factors that pulled people apart. Divisions were often attributed to people forming cliques according to personal interests, values, race or ethnic group or gender (Harrel & Miller, 1997:54). Where the presence of women did have an impact, was when romantic relationships disrupted task performance, or caused conflict or tension within the group or unit (Harrel & Miller, 1997:65).

Task cohesion is said to be high where members share a common goal and are motivated to co-ordinate their efforts as a team to achieve that goal (Harrel & Miller, 1997:54). Women have no effect on task cohesion if suitably qualified. In gender integrated units, they have also reported to feel closer to their collegial work group than their gender group (Devlbiss, 1985:540).

#### **4.4.4 Impact of morale**

Gender issues affecting cohesion and morale relate to perceived double standards for men and women, sexual harassment and romantic relationship within units (Harrel & Miller, 1997:83). Sexual harassment include a wide range of "unwanted invited" activities ranging from sexual favours to whistles. Sexual harassment has not yet surfaced as a major issue in the SANDF. A possible explanation according to Heineken that the Department of Defence

## **4.5 SUMMARY**

There will be continued public debate and social change in nations all over the world about gender in the military, including women's roles, policy with regard to homosexuality and family issues. Women's past military roles have not increased linearly, but rather have gone through cycles of expansion and contraction. Cultural ambivalence exist almost everywhere, the issues are likely to continue to be the focus of political conflict. As in the past, women's military roles will be affected both by social definitions of gender and military needs.

One fact, however, remains throughout all countries: Women in the military are here to stay. Men can no longer provide in the demand and women must be explored as a source. In exploring this source, leadership plays one of the biggest roles and this aspect should receive more attention.

The change in the "battlefield" to a technological type of war makes the excuse that women cannot be used in the so-called "killing field" invalid and further advancement will at the end of the day enforce equity.

## CHAPTER 5

### EMPIRICAL RESEARCH: SANDF

#### 5.1 INTRODUCTION

The study thus far already showed where this whole aspect of equality for women was born and events that lead up to the situation as it stands today worldwide. The study also tried to show that women in combat roles are, against popular belief, also not something new to the world.

In this chapter specific attention is going to be paid to the situation as it stands today in the SANDF. The researcher will in this chapter show recent empirical findings to demonstrate the current situation and also show attitudes of women and men with regard to the women's role within the military.

However, before the debate around this issue continues, it is important to define the concept of combat. According to Tuten and also Heinecken, the function of a combatant is one whose duty involves direct action designed to kill or capture the enemy force. Combatants include those co-located (combat support) with those involved in actual fighting, who are subject to the same or similar levels of danger. Combat can therefore include a range of non-combatant functions depending on the location in relation to the dangers they may face.

The Heritage illustrated dictionary of the English language describes combat as:

*"to fight against, oppose in battle, to oppose vigorously, to engage in fighting. Fighting especially armed battle."*

*"Destruction of the enemy is the object of the combat."*

*"Combat is the real warlike activity."*

*"Combat means fighting."*

*"Strategic act can be referred to the idea of a combat because it is an employment of the military force."*([www.mweblibrary.com/nxt/gateway.dll/](http://www.mweblibrary.com/nxt/gateway.dll/))

The notion of equal rights for women has had an important place in many liberation struggles, South Africa is no exception. In a third world context this revolutionary feminism is frequently militarist. It asserts women's equal right with men to take up arms against repression and injustice. The armed struggle of the ANC against the then Apartheid Regime commenced in 1961. MK included women as well as men and they trained together. The female soldier, the MK guerrilla, is a popular mass image of the strong, liberated woman.

The extension of conscription to white women was seriously considered by the SADF in the 1970s. In 1990, introducing the debate on the defence vote in parliament, the Minister of Defence suggested that it was time to give consideration to drawing national servicemen from men and EVEN WOMEN of all population groups. A debate has begun about the integration of the SADF, the homeland armies and MK into a new South African army. There has been no public mention of the place of women in this new army. The experience of Namibia was disturbing for the future role of women in the new SANDF. No women who had served in SWAPO's military wing (PLAN) or in the South West African Territorial Force, have been incorporated into the new integrated Namibian Defence Force. How was this matter going to be handled in the new SANDF? (South African Defence Review Issue No 6, 1992: 21)

## **5.2 THE SITUATION AFTER 1994**

Prior to the April 1994 elections, the military formations that had to form the SANDF through integration, embarked of process of planning and policy formulation that was to shape the nature of South Africa's new defence force.

A number of workgroups, dealing with different aspects of defence, were appointed. One such group dealt with the utilisation of women in the SANDF, and consisted of female representatives from the statutory and non-statutory forces. The aim of the workgroup was to influence policy in the SANDF to be gender sensitive in all aspects and to ensure that it was free from discrimination based on gender. The most difficult issue on the table was undoubtedly the question whether or not to allow women to do combat duty. The result of this policy formulation exercise was a policy document on the utilisation of women in the SANDF, which was accepted by the Command Council of the newly found SANDF. This was a positive step forward for women, it opened up opportunities that historically have been closed to women in the defence fraternity.

The SANDF could not escape the changes that were taking place in the country, and as a State Department had to ensure that it was governed by the principles of non-racism and non-sexism in all its endeavours.

Today, policy prescribes that there should be broad representation of women at all levels of the command and staff hierarchy, and that the SANDF should be sensitised regarding gender issues. The following are some of the objectives of the new policy for women in the SANDF:

- the gradual breakdown of male dominated structures and trends in the SANDF. This entails the ensurance that that women are involved in every structure at all levels of command, including strategic planning and decision making;
- advancement of women at all level through the provision of equal opportunities, training, development and utilisation; and,
- gender education is to be introduced and recruitment and promotion procedures will be received with the aim of making them gender sensitive.

The policy also deals with inequality created by statutory discrimination in terms of salary scales, income tax, functional housing, military medical aid, pensions and group insurance. The policy has also recommended that discriminatory practices, for example pregnancy in unmarried women constituted grounds for dismissal and the fact that normal promotion could not be considered while on maternity leave for a period of a year, be discarded.

The situation at present is that the SANDF prohibits any form of discrimination against women employed either in the permanent or part-time components of the SANDF. Women are offered the same career opportunities and scope as men, and enjoy exactly the same service benefits. Women are free to choose whether they want to be employed in infrastructure posts, support services such as administration, personnel, logistics, signals, catering, training as instructors in combat positions, or to undertake foreign affairs duties as military attachés.

In February 2002 statistics showed that 8703 women were employed in the Regular Force of the SANDF. A Namibian phenomenon was thus avoided in the South African National Defence Force as women from all former defence forces are included in this number. The SANDF took big steps towards gender equality since 1994 for which they should much be commended. There is still space for vast improvements. Although all musterings, including combat, have been opened to women, the working environment is not always sensitive to the special needs of women. The working environment should be made conducive to the successful recruitment, training, development and employment of women in the DoD. The following letter clearly indicated that a lot of problems still exist with regard to the aspect of gender equality:

"Vroulike soldate in die nuwe SANW

Ek is 'n enkelouer met 'n seuntjie van 3 jaar werksaam in die SANW. By my eenheid is die dames 17 teenoor 298 mans wat uniform dra. Is hierdie nuwe

Suid Afrika en SANW van ons nou so gesteld daarop dat mans en vroue gelyk is dat hulle nou ook hulle menslikheid verloor het?

Daar is beslis deur die Bevelvoerder van my eenheid dat vrouens presies dieselfde diens as mans sal doen wat wagte by die hek insluit van 15:45 die middag tot 08:00 die volgende oggend. Drie van die dames doen diens saam met die manlike lede terwyl die res van die dames saam as 'n groep diens doen. Al die dames het 'n voorstel gemaak om oor naweke van 08:00 tot 17:00 diens te doen, solank dit nie in die nag is nie omrede daar soveel enkel ma's is wat 'n probleem het met hul kinders asook die bestaan die gevaar om aangerand of verkrag te word. Die mans in hierdie eenheid is so onmenslik en selfsugtig en het daaroor gestem en die meerderheid het gesê die dames moet soos die mans diens doen. Dis alles goed en wel maar die meerderheid van hierdie lede is nie getroud en het nie kinders om voor te sorg nie en die ander klomp het vrouens wat na hulle kinders omsien en gaan elke middag na werk huis toe dan is die kos gemaak, klere is gewas en gestryk en die huis is skoon. Die vroulike soldate wat enkelouers is moet nog al hierdie dinge na werk gaan doen en dan nog die kinders dokter toe vat as hulle siek is.

Ek is nie in die bevoorregte posisie om 'n huishulp te kan bekostig nie en moet dus al hierdie dinge nog na werk doen. Ek was in Oktober op diens gewees en het 'n verklaring voor die tyd ingesit om my probleem met my kind te verduidelik en het gevra of daar nie alternatiewe dienste is wat ek kan doen nie. So het ek nooit terugvoer gekry nie en moes toe maar my diens doen. Ek het na werk huis toe gegaan, kos gemaak vir my kind en toe hy by 18:50 aan die slaap was moes ek hom net so alleen in die huis los om diens te gaan doen. Toe ek met die RSM (Regiment Sersant Majoor) oor my probleem met my kind gepraat het is daar gesê dat "as jy nie wil diens doen nie moet jy maar demilitariseer of vra vir jou ontslag, en dat ek iemand kan kry om na my kind te kyk wanneer ek diens doen".

In die eerste plek het ek niemand wat na my kind kan omsien nie want my ma bly vêr van my af en in die tweede plek is daar nie iemand wat so 'n groot verantwoordelikheid van iemand anders se kinders wil aanvaar nie. Vir my is 'n vroulike soldaat eers ma en dan soldaat, maar word ongelukkig deur die mans nie so gesien nie. Al wat nou vir hulle saak maak is dat mans en vrouens nou 50/50 is en dit is miskien die groot rede waarom so baie vrouens en kinders in die laaste tyd verkrag word want die vrou word nou dieselfde aangesien as die man en word nie meer gerespekteer en raakgesien as vrou en ma nie."

A translation of the letter subsequently follows:

#### "Female soldiers in the new SANDF

I am a single parent with a son of three years, working for the SANDF. In my unit the strength of uniformed women amount to 17, while the strength of uniform men amounts to 298. Is the new South Africa and SANDF so hung up with the fact that males and females are now equal, that they have now lost humanity?

The Officer Commanding of my unit decided that males and females will do exactly the same duties, this included the duties of the guards at the gate from 15:45 until 08:00 the following morning. Three of the females did duties with the male members, while the rest of the females did their duties together as a group. All the females suggested that they should do duties over weekends from 08:00 until 17:00, just as long as it was not during night time, as there were so many single mothers amongst them who had a problem with their children, as well as the possibility which existed that they themselves could be raped or assaulted whilst doing their duty. The men in the unit are so inhumane and selfish that they voted about the suggestion and the majority of them said that women must do exactly the same duties as the men. This is all good and well, but the majority of the men are not married and do not have



children to look after, and the others have wives looking after their children and the men go home every afternoon after work and their supper is cooked, the clothes are washed and the house is clean. The female soldiers who are single mothers must still do all these tasks after work and take the children to the doctor if they are sick.

I am not in the privileged position to be able to afford a domestic worker and therefore do these tasks myself. I was on duty in October and I requested, through a statement, that I had a problem with my child and asked if I could not do alternative duties. I never received any feedback and had to do my duty. I went home after work, I prepared supper for my child and when he fell to sleep at 18:50, I had to leave him alone in the house to go and do my duty. When I spoke to the RSM (Regimental Sergeant Major) about my problem, he only remarked that if I did not want to do duty I must demilitarise or resign and that I can find somebody to look after my child when I do duty.

In the first instance I have nobody that can look after my child, as my mother stays far away from us. In the second instance there is nobody who is willing to accept such a big responsibility as to look after somebody else's children. To my mind a female soldier is firstly mother and then soldier, but unfortunately men do not see it that way. All that matters to them is that males and females are now equal and maybe this is the reason why so many women and children are raped lately because of the fact that females are now regarded the same as males and are no longer respected as a woman and mother."

This letter clearly underlines the fact that a lot of work still needs to be done. Misconceptions about gender equality need to be addressed and training to all levels of command needs to receive serious attention. This however goes further than education within the SANDF, these misconceptions are a general phenomenon amongst the public and other organisations within South Africa.

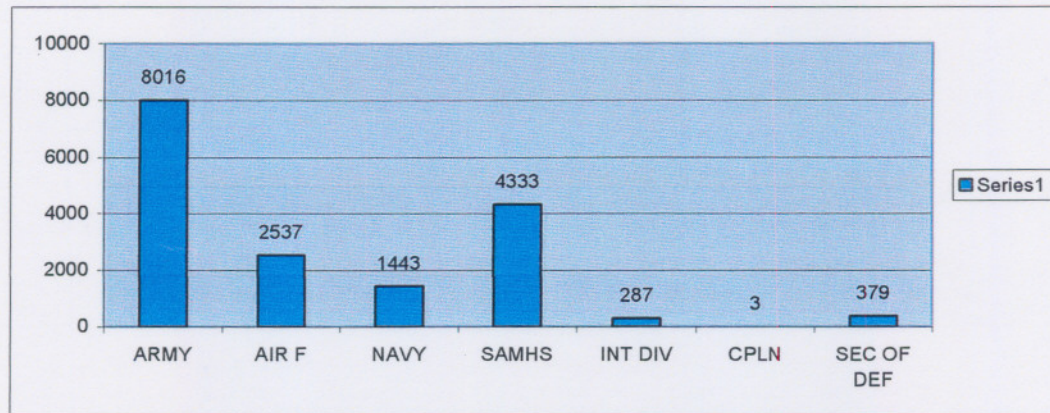
The researcher is of the opinion that this is still a large bare field that needs to be addressed by Sociologist and Behavioural Scientist, the correct way of thinking should become a lifestyle, should be included with and started with family life and filtered through to general life at the end.

Women are represented in all 33 musterings in the DoD, the majority of women are however found in specific musterings. These musterings include personnel/administration, logistics and the nursing occupational groups. The reasons for this are:

- Firstly, because these musterings are gender friendly and easier to juggle family and home life with a working career.
- Secondly of course, these musterings are considered more suitable for women as it is less physically harsh than the combat type musterings. This again is an indication for the need of change in society's lifestyle.

See figure 8 women in uniform per service as on 15 July 1999.

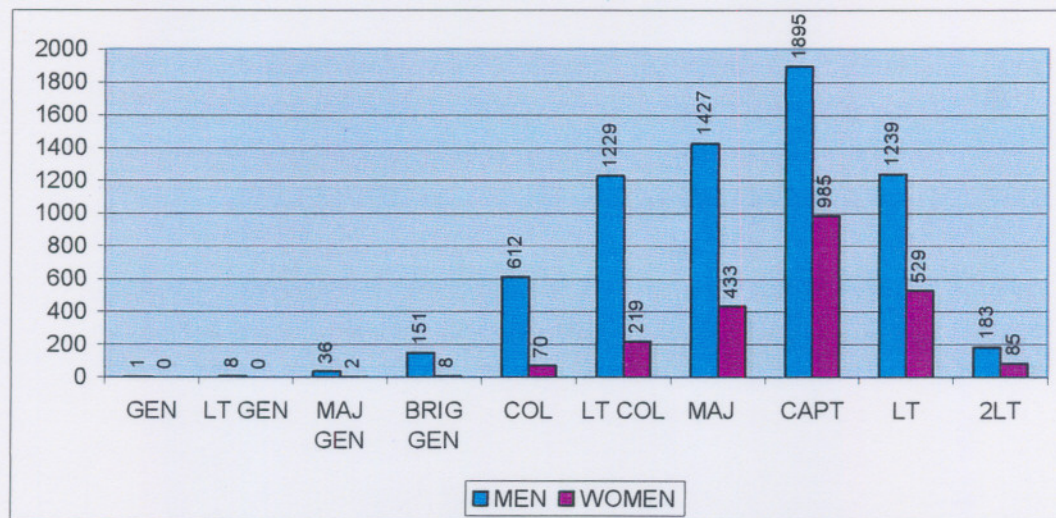
Figure 8 Women in uniform per service as on 15 July 1999



Source adapted from Plan for Affirmation in the DoD: 10 AUG 1999

The DoD is legally bound (by the Constitution, Labour Relations Act, etc.) to attain gender representivity. Statistics support the reality that at management level the DoD is far from attaining its goal of gender representivity.

Figure 9: Women officers as on 15 February 2002



Source adapted from DoD monthly statistical data: 15 February 2002

The deduction made by the researcher from these statistics is that it seems as if the fast tracking process within the SANDF is much more productive for men

than for women as the figures in the rank groups Major to General clearly shows.

### **5.3 SURVEY OF OPINIONS 1996 – 2001**

The question of whether women should be allowed the military has been resolved. It was however followed by the question of what exactly women will now be allowed to do whilst in the military. Various surveys have been conducted by the DoD over the period 1996 – 2001. An individual look will now be taken at each of these surveys and possible changes in attitudes and opinions will be pointed out.

#### **5.3.1 Survey on opinion of DoD women concerning some gender related issues, 1996**

Data has been collected from 1132 respondents who were globally representative of the whole female population in the DoD. The majority of respondents came from Gauteng and this might have influenced the results. The participants were exclusively women of which 65% spoke Afrikaans, 15% English and 20% an African Language. Opinions were tested on the following:

- Career development and promotion
- Training and development
- Conditions of service
- Attitudes towards women in the DoD

- Sexual harassment and family violence

It is also important to note that 64% of the participants were 35 years and younger and 45% were single.

#### **5.3.1.1 Opinion with regard to job related issues**

The majority of respondents (57,6%) comes from Gauteng, with better training and career opportunities. This could explain the high % of respondents with positive attitude towards opportunity for development and promotion as well as equal opportunity in general

#### **5.3.1.2 Career development and promotion**

**Table 1: Opportunity for development and promotion**

NO OR LIMITED OPPORTUNITY	48,0%
GOOD OPPORTUNITY	43,0%

- The positive attitude decreases with rank and age.
- African senior officers perceive promotion opportunity as limited.

**Table 2: Opportunity between female and male wrt career and development**

DISAGREE	36%
AGREE	49%

- White civilian and white officers do not believe that equal opportunity exists.
- The positive attitude decreases with age and rank.

**Table 3: Female and male have the same opportunity to reach highest ranks**

DISAGREE	35%
AGREE	49%

- The rank groups denying the opportunity for women to reach the highest rank are the African and White Snr Officers and White WO.

**Table 4: Ability of female and male to fulfil any job/function/career**

NOT AT ALL/SELDOM	11%
MOST OF THE TIME/ALWAYS	72%

- No rank group differences are evident but culture differences were observed: White females are more confident to be able to fulfil any job.

**Table 5: Women are physically unfit to fulfil certain jobs in the NDF**

DISAGREE	56,0%
AGREE	30,0%

- Uniformed women disagree more than civilians, that is they are more often of the opinion that women are physically fit to fulfil all jobs in the NDF.
- White women are more inclined to disagree than African women.

**Table 6: Should men and women be involved in frontline fighting jobs**

DISAGREE	40,0%
AGREE	42,0%

- African uniformed women (58%) agree more often than White uniformed women that males and females should both be involved in frontline fighting jobs.



- Senior officers disagree more often than troops.

**Table 7: Training and development**

JOB ALLOWS FOR DEVELOPMENT AND TRAINING

NOT AT ALL/SELDOM	35,0%
MOST OF THE TIME/ALWAYS	57,0%

- The high % of women with opinion that their present job allows for career development is influenced by the over-representation of Gauteng women.
- African women are more sceptical than White women.
- Civilian women have seldom the opportunity to develop and train.
- For both cultures, positive attitude diminishes with age. Young women are more optimistic, older women have lost their illusions.

**Table 8: Men and women should train together**

DISAGREE	38,0%
AGREE	51,0%

- White women are more negative about joint training.

**Table 9: Combat skill training should be accessible to both sexes**

DISAGREE	20,0%
AGREE	67,0%

- Low ranks are more positive than officers.
- Most positive rank groups are: Private – Corporal group.

**Table 10: All training (including combat skills) should be the same for men and woman**

DISAGREE	30,0%
AGREE	56,0%

- Low ranks are more positive than officers.
- White officers are least positive.

**Table 11: Conditions of service – Needed support structure to pursue military career and motherhood**

AFTER SCHOOL CENTRE	37,0%
CRECHE FOR UNDER 6 YEARS	31,0%
COMMUNITY CENTRE	24,0%
REDUCTION OF RESIDENTIAL TRAINING	8,0%

- There are noted differences of opinion across culture and rank. The qualitative analysis could provide with explanations.

**Table 12: Absence from home due to after hour duties and residential training**

STRONGLY DISAPPROVE	Experiencing difficulties: 46,5%
IF <u>SELDOM</u> REQUESTED OK	
MOST OFTEN – NO PROBLEM	Mostly under 24 years, women without children
TOTALLY ACCEPTABLE	

- The most negative ranks wrt absence from home are S/Sgt and Senior officers.



- The qualitative analysis could provide with further explanation.

**Table 13: Unfriendly or unfair structures or policies towards women in the SANDF in percentage**

	<b>Women in Uniform</b>	<b>Civil women</b>	<b>Total</b>
Special leave (to look after sick children)	36.8	44.2	38.0
Promotions	31.8	51.9	36.0
Medical aid for dependants	34.1	24.0	31.0
Housing	31.9	26.5	30.0
Transfer Policies	25.7	15.5	23.0
Pay scales	13.6	45.9	21.0
Transport	17.7	28.3	20.0

**Table 14: Opinion with regard to social conditions – Attitudes towards women in the DoD**

**EXPERIENCE OF NEGATIVE BELIEFS/PERCEPTIONS AT THE  
WORKPLACE**

LESS INTELLIGENT LACK OF AUTHORITY UNABLE TO MAKE DECISIONS POOR LEADERS DO NOT TAKE JOBS SERIOUSLY	ABOUT 20% FOR EACH CATEGORY
TOO EMOTIONAL	34%

- African Senior Officers are most often confronted with the prejudice of “lack of authority”.
- African Senior officers and civilians are most often confronted with the prejudice of “unable to make decisions”.

- Senior officers are most sensitive to these stereotypes, as compared to other ranks.

**Table 15: Experience of negative attitudes and stereotypes towards women in the work environment**

SEXIST REMARKS AND VERBAL INSULT	49,0%
OFFENSIVE PRINTED OR VISUAL MATERIAL	25,2%
OFFENSIVE GESTURES	25,5%

- white females are more sensitive to sexist remarks, etc.

**Table 16: Sexual harassment and family violence**

EXPERIENCED OR OBSERVED CASES OF SEXUAL HARASSMENT

OUT OF THE 1060 RESPONDENTS 47,8% INDICATED HAVING  
EXPERIENCED OR OBSERVED AT LEAST ONE TYPE OF  
HARASSMENT

CATEGORIES

UNWANTED SEXUAL ADVANCES	18,0%	More White
REQUESTS FOR SEXUAL FAVOURS	7,6%	
THREAT/BLACKMAIL FOR SEXUAL FAVOURS	4,4%	
SEXUAL BEHAVIOUR TO CONTROL OR AFFECT YOUR CAREER	4,2%	
INTIMIDATING HOSTILE, OFFENSIVE WORKING ENVIRONMENT	8,4%	
VIOLENT BEHAVIOUR	5,4%	More Black

- Difference in ranks: Particularly Warrant Officers
- Difference in culture: Particularly White females

**Table 17: Confidential handling of sexual harassment cases**

NOT AT ALL/SELDOM	38,6%
I DON'T KNOW	28,0%
MOST OF THE TIME	30,5%

- Only 30,5% are confident that cases of sexual harassment would be treated with adequate confidentiality.
- Some rank and culture differences exist.

**Table 18: Existence of friendly reporting channel in case of family violence**

NOT AT ALL/SELDOM	42,3%
I DON'T KNOW	32,4%
MOST OF THE TIME	25,2%

- African women are mostly negative wrt the availability of victim-friendly mechanisms.
- The perception of lack of victim-friendly reporting channels and lack of confidentiality does not encourage to break the silence.

**Table 19: In the case of family violence, which channel will be followed**

REPORT TO (MORE THAN ONE CHOICE)

SENIOR	13,0%
OFFICER COMMANDING	11,0%
SOCIAL WORKER	32,0%
RELIGIOUS LEADER	22,0%
PSYCHOLOGIST	13,0%
DOCTOR/NURSE	9,0%

**Table 20: Should the SANDF interfere in cases of family violence**

SELDOM/NOT AT ALL	51,0%
I DON'T KNOW	15,0%
MOST OF THE TIME/ALWAYS	34,0%

- African women are very negative towards interference probably due to mistrust of authority and culture.
- White Snr officers are mostly pro-intervention.

**Table 21: Necessity of an educational programme for both female and male**

OUT OF 1103 RESPONSES, 82,0% ARE IN SUPPORT OF AN EDUCATION PROGRAMME FOR FEMALES AND MALES
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## **CONCLUSION**

- Overall readiness of women to participate to all (including frontline fighting) military functions as equal to men.
- Need for support system to enhance the dual role of military personnel and mother.
- Need to address the issue of stereotypes in the workplace, sexual harassment and family violence in its complexity. A solution unanimously accepted is an educational gender sensitisation programme for all women and men in the DoD.
- The need to improve the support system in order to break the silence of victims of sexual harassment and family violence would be partly addressed by the creation of a hot line.

### 5.3.2 Does gender equality comprise combat effectiveness, 1998?

In the African Security Review Volume 7 number 6 of 1998 the debate of utilising women in the front-line was again take up. This debate focused on two issues namely, whether women should be permitted to serve in combat roles and whether they can be effectively utilised in such positions. A survey conducted by the DoD showed an increase in the acceptance of gender equality in the DoD. Respondents were asked to comment on whether it was possible to apply gender equality strictly in the DoD/SANDF, without compromising the efficiency/ combat effectiveness of the SANDF. The table below reflects to responses.

**Table 22: Is it possible to apply gender equality without comprising combat effectiveness?**

	No		Unsure		Yes	
Gender	%	n	%	N	%	n
Male	36	1256	4	156	60	2107
Female	34	303	6	56	60	529
<b>Total</b>	<b>35</b>	<b>1559</b>	<b>5</b>	<b>212</b>	<b>60</b>	<b>2636</b>
Language	%	n	%	N	%	n
Afrikaans	43	80	5	92	52	954
English	39	258	5	34	56	372
African	26	509	5	88	69	1327
<b>Total</b>	<b>36</b>	<b>1569</b>	<b>5</b>	<b>214</b>	<b>59</b>	<b>2553</b>

These findings show that the majority of respondents felt that the utilisation of women in combat roles would not undermine the combat effectiveness of the SANDF. No difference of opinion between males and females were evident. If language classification is used as an indicator of race, those with one of the indigenous African languages as home language felt more strongly that gender equality had no impact on combat capability than those who indicated languages traditionally spoken by whites and coloureds.

### **5.3.3. Report on attitudes and opinions of personnel of the Department of Defence on women in combat 1999**

Data has been collected from 3307 respondents. Men and women are included in the sample although women were stronger represented. Africans, Whites and Coloureds were used in the samples but Whites were mostly represented.

Opinions were tested on the following:

- Perceptions on the integration of women in combat, advantages and disadvantages.
- Combat as a male domain and the effect which the utilisation of women in combat would have on this domain.
- Necessity/desirability to utilise women in combat situations.
- The rights of women to participate in all aspects of society, including the protection of that society.
- Physical and emotional ability of women to serve/operate in combat situations.
- Concern about the effect which the admission of women into combat situations will have on mothers with small children, pregnancy and sexual harassment.
- Women should receive combat training and should be admitted to all positions except those which involve the probability of direct combat.

**FACTOR 1: PERCEPTIONS OF THE RESPONDENTS ON THE INTEGRATION OF WOMEN IN COMBAT (COMBAT ROLES) AND THE ADVANTAGE (OR BURDEN) THAT IT WOULD HAVE FOR THE MILITARY**

Fourteen questions were grouped together to define this factor. A summary of the questions with high loadings on this factor are given below:

- Trained qualified women will be able to serve in any combat roles.
- Women should receive combat assignments.
- Women are able to handle artillery and tanks as well as men.
- Women have what it takes to kill in combat.
- Would allowing women in the following combat roles be advantage or burden for the military: combat support, jet fighters pilots, on a navy warship, infantry soldiers, parachutists, tank drivers, submariners and special forces? (8 items).

**SUMMARY: FACTOR 1: PERCEPTIONS OF THE RESPONDENTS ON THE INTEGRATION OF WOMEN IN COMBAT (COMBAT ROLES) AND THE ADVANTAGE (OR BURDEN ) IT WOULD HAVE FOR THE MILITARY**

48,4 Percent of the respondents in the total sample feel positive about the integration of women in combat, whereas a third hold negative views. The attitude of the rest (18,5%) can be described as moderate.

A higher percentage of females (54,3%) than males (45,8%) and a higher percentage of African females (60,2%) than white females (53,5%) think that integration of women in combat roles will be an advantage for the military.

## **SUMMARY: FACTOR 2: COMBAT AS A MALE DOMAIN (MASCULINE ENVIRONMENT AND THE EFFECT WHICH THE UTILISATION OF WOMEN IN COMBAT WOULD HAVE ON THIS DOMAIN/ENVIRONMENT**

More than half of the total sample (52,5%) see combat as mainly a male domain and they feel that the integration of women will have a detrimental effect on unit cohesion, on morale, male bonding and on operational effectiveness. 30,8% feel that it will not have a detrimental effect on these matters.

A higher percentage of male (55,7%) than female (45,9%) respondents think that the integration of women in a masculine environment will have a detrimental on this environment.

It also seems that a higher percentage of privates and non-commissioned officers, members of the SA Army and members from the previous TBVC states than members in the other subgroups feel that the integration of women in combat will have a detrimental effect on unit cohesion, morale, male bonding and operational effectiveness.

## **FACTOR 3: NECESSITY/DESIRABILITY TO UTILISE WOMEN IN COMBAT SITUATIONS**

This factor consists of the following six items:

- The SANDF should include women in frontline combat if it wishes to introduce full gender equality.
- The SANDF does not have a need for women in combat.
- Is the integration of women into combat a necessity in the SANDF?



- Women should only be assigned to jobs which are not combat-related; they should only be given weapons and self-defence training but no combat roles; they should only be utilised in support roles (3 items).

### **SUMMARY: FACTOR 3: NECESSITY/DESIRABILITY TO UTILISE WOMEN IN COMBAT SITUATIONS**

46,6% of the total sample are of the opinion that the SANDF has a requirement for women in combat and that the integration of women into combat is a necessity in the SANDF. On the other hand, 40% feel that there is no need or necessity for the integration of women into combat and that women should only be utilised in support roles.

Particularly the following subgroups think that there is a necessity to integrate women into combat situations. African females (57,1%) and to a certain extent Coloured females (52,1%); members of the SA Navy (58,4%); members in the rank group CO/Mid to Capt/Lt (SAN) (52,5%); and former MK/APLA members (56,6%).

More than half (51%) of the respondents in the rank group Col/Capt (SAN) and higher were of the opinion that the SANDF has no requirement for women in combat and that women should only be utilised in support roles.

### **FACTOR 4: THE RIGHTS OF WOMEN TO PARTICIPATE IN ALL ASPECTS OF SOCIETY, INCLUDING THE PROTECTION OF THAT SOCIETY**

Factor 4 consists of six items. It must, however, be noted that this factor deals with the rights of women in general and that only two of the six items refer directly to combat situations:

- By excluding women from participating in combat, society is not extending all the rights of citizenship to women.
- Women have the right to participate in all aspects of society, including the protection and defence of that society.
- Women should be permitted to be employed in any post provided they meet the requirements of that post.
- Changes in society at large regarding the position of women can no longer be overlooked by the DoD.
- The future success of the armed forces depends on the employment of the best and brightest men and women.

**SUMMARY: FACTOR 4: THE RIGHTS OF WOMEN TO PARTICIPATE IN ALL ASPECTS OF SOCIETY, INCLUDING THE PROTECTION OF THAT SOCIETY**

Almost two thirds (66,1%) of the total number of respondents indicated that women have the right to participate in all aspects of society, including the protection of that society, including the protection of that society and that the changes in society at large regarding the position of women can no longer be overlooked by the DoD. Only 18,2% of the respondents think otherwise (it should be remembered that only two of the six items refer directly to the right of women to participate in combat situations).

A higher percentage of females (71,4%) than males (63,4%) feel that women have the right to participate in all aspects of society, including the protection of that society.

**FACTOR 5: PHYSICAL AND EMOTIONAL ABILITY OF WOMEN TO**

## **SERVE/OPERATE IN COMBAT SITUATIONS**

The factor consists of the following items:

- The are tasks in the Army, Navy and Air Force which require exceptional strength and stamina which most women would not be able to perform.
- The SANDF will lose wars if women are included in combat roles.
- Women are not able to handle the physical stress of combat roles.
- Women are not able to handle the mental stress of a combat unit.
- Women should be barred from service in any capacity in the armed forced during combat, they should be assigned to serve in the military medical corps only during combat (2 items).

### **SUMMARY: FACTOR 5: PHYSICAL AND EMOTIONAL ABILITY OF WOMEN TO SERVE/OPERATE IN COMBAT SITUATIONS**

More than a third of the respondents (34,6%) indicated that women are not able to handle the physical, emotional and mental stress of combat roles (of a combat unit). 47,7 percent think that they are able to meet such demands.

The following subgroups are of the opinion that women will not be able to handle the stress of a combat situation: men (40,6%) against women (28,2%); SA Army (40,9%); the rank group Pte/Amn/Sea (45,2%); Africans (41,7%) against Whites (30,4%) and former TBVC members (47,0%).

The subgroups which hold a more positive attitude in comparison with other subgroups are: African females (60,1%); SA Navy (53,8%) and the rank group Co/Mid to Capt/Lt (SAN) (52,7%).

**FACTOR 6: CONCERN ABOUT THE EFFECT WHICH THE ADMISSION OF WOMEN INTO COMBAT SITUATIONS WILL HAVE ON MOTHERS WITH SMALL CHILDREN, PREGNANCY AND SEXUAL HARASSMENT**

The items comprising factor six are the following:

- Extent of concern about the following: mothers leaving small children at home, women becoming pregnant and putting the foetus at risk, women becoming pregnant and having to be replaced, increase in sexual harassment (4 items).
- Should mothers be on active duty be able to refuse assignments?

**SUMMARY: FACTOR 6: CONCERN ABOUT THE EFFECT WHICH THE ADMISSION OF WOMEN INTO COMBAT SITUATIONS WILL HAVE ON MOTHERS WITH SMALL CHILDREN, PREGNANCY AND SEXUAL HARASSMENT**

Almost half (49,5%) of the total number of respondents are concerned about the effect which the admission of women into combat situations will have on mothers with small children at home, pregnancy and sexual harassment. Only 31,2% are not concerned about these issues.

A higher percentage of females (55,6%) than males (46,4%) and a higher percentage of white (64,1%) and coloured Females (61,3%) than African females (40,3%) are concerned about the effect which the admission of women will have on the above-mentioned issues.

Subgroups which, compared to other subgroups, are less concerned with the effect which the admission of women will have are: SA Army (46,8%); the rank group Pte/Amn/Sea (38,7%); Africans (37,6%) against Whites (61,9%) and

former MK/APLA members (36,9%) against former SADF members (55,5%).

**FACTOR 7: WOMEN SHOULD RECEIVE COMBAT TRAINING AND SHOULD BE ADMITTED TO ALL POSITIONS EXCEPT THOSE WHICH INVOLVE THE PROBABILITY OF DIRECT COMBAT**

Factor 7 consists of four questions/items:

- Women may carry weapons, direct artillery, drive trucks and fly helicopters, but not in combat situations.
- Women should be assigned to all positions, but not in direct combat.
- Women should receive combat training only.
- Women should be protected from combat regardless of their ability to perform well in combat.

**SUMMARY: FACTOR 7: WOMEN SHOULD RECEIVE COMBAT TRAINING AND SHOULD BE ADMITTED TO ALL POSITIONS EXCEPT THOSE WHICH INVOLVE THE PROBABILITY OF DIRECT COMBAT**

About half (45,5%) of the respondents of the total sample agree that women should receive combat training and should be assigned to all positions except those which involve the probability of direct combat and that they should be protected from combat regardless of their ability to perform well in combat. 40,2 Percent of the sample feel that women should also be assigned to positions which involve a high probability of direct combat.

There appears to be no clear-cut differences in the attitudes in the various subgroups, with the following exceptions: a higher percentage of White females (44,4%) and Coloured females (43,8%) than African females (31,3%) (no explanation can be given for this finding) and a higher percentage of

respondents in the three highest rank groups than in the three lower ranks groups feel that women should be assigned to positions which involve a high probability of direct combat.

## **SUMMARY OF THE MAIN FINDINGS**

### **THE TOTAL SAMPLE**

The perceptions of the respondents of the total sample on the integration of women in combat situations can be summarised as follows:

- Almost half (48,4%) of the respondents in the total sample feel positive about the integration of women in combat (combat roles). They also feel that the integration of women can be to the advantage of the military. One third of the respondents hold negative views on the integration of women in combat roles.
- 52,5 Percent of the total sample see combat as a male domain and they feel that the integration of women will have a negative effect on unit cohesion, on morale, male bonding and operational effectiveness. 30,8 Percent feel that it will not have a detrimental effect on these matters.
- 40, Percent of the total sample indicated that there is no need or necessity for the integration of women into combat and that they should only be used in support roles (46,6% say there is a need/necessity).
- Almost two-thirds of the total number of respondents indicated that women have a right to participate in all aspects of society (including the protection of that society) and that changes in society regarding the position of women can no longer be overlooked by the DoD.

- 34,6 Percent of the respondents indicated that women are not able (47,7% that they are able) to handle the physical, emotional and mental stress of combat roles.
- 49,5 Percent of the total number of respondents are concerned (31,2% are not) about the effect which the admission into combat situations will have on mothers with small children at home, pregnancy and sexual harassment.
- 45,5 Percent of the respondents of the total sample agree that women should receive combat training and should be assigned to all positions except those which involve the probability of direct combat, regardless of their ability to perform well.

## **GENDER**

The perceptions of male and female (total) respondents regarding the integration of women into combat can be summarised as follows:

- As far as the total sample is concerned male respondents hold more negative attitudes towards the integration of women in combat in five of the seven factors (factors 1, 2, 3, 4 and 5) than females. No differences between the attitudes of males and females were found in factor 7. As far as factor 6 is concerned male respondents are less concerned than women about the effect which the admission of women will have on mothers with small children, pregnancy and sexual harassment.
- As far as the three female groups (African, White and Coloured) are concerned, it seems that African females hold more positive attitudes than White females on factor 1 (60,1% against 53,5%); factor 2 (57,1% against 42,5%) and factor 6 (35,9% against 19,4%). White females hold more positive attitudes than African females on factor 5 (57,6% against

49,9%) and factor 7 (44,4% against 31,3%) The percentage of positive responses for Coloured females lies in between those for African and White females.

## **ARMS OF SERVICE**

The highest and lowest percentage of positive responses for the seven factors according to Arms of Service are given below. From these percentages it appears that the SA Navy holds the most positive attitudes on four factors, followed by Corporate Division and the SA Army. The SA Army holds the least positive attitudes on five factors.

- Factor 1: SA Navy (53,8%); SA Army (47,7%) and SA Air Force (47,7%).
- Factor 2: Corporate Division (38,5%); SA Army (29,1%).
- Factor 3: SA Navy (58,4%), SA Air Force (42,5%).
- Factor 4: SA Navy (71,8%); SA Army (64,9%).
- Factor 5: Corporate Division (58,6%); SA Navy (57,7%) and SA Army (44,2%).
- Factor 6: SA Army (33,8%); SA Air Force (24,2%)
- Factor 7: SA Navy (49,4%); Corporate Division (48,9%) and SA Army (38,2%).

## **RANK**

The highest and lowest percentage of positive responses for the seven factors according to rank, are reported below. The rank group CO/Mid to Capt/Lt



(SAN) holds the most positive attitudes in four of the seven factors, whilst the rank group Col and higher the most positive attitudes on two factors. The rank group Pte/Amn/Sea holds the most negative attitudes on three factors and the warrant officers on two.

- Factor 1: CO/Mid Factor 1: CO/Mid to Capt/Lt (SAN) (52,7%); WO2/WO1 (43,1%).
- Factor 2: Col/Capt (SAN) and higher (41,3%); Pte/Amn/Sea (27,7%)
- Factor 3: CO/Mid to Capt/Lt (SAN) (52,5%); WO2/WO1 (41,3%) and Col/Capt (SAN) and higher (41,3%).
- Factor 4: CO/Mid to Capt/Lt (SAN) (72,9%); Pte/Amn/Sea (61,9%)
- Factor 5: Col/Capt (SAN) and higher (62,7%); Pte/Amn/Sea (40,3%)
- Factor 6: Pte/Amn/Sea (39,5%); Civilians (23,0%) and Col/Capt (SAN) and higher (26,8%)
- Factor 7: CO/Mid to Capt/Lt (SAN) (51,5%); LCpl/AB to SSgt/FSgt/CPO (37,0%)

## **POPULATION GROUPS**

The following population groups hold the most positive and least positive attitudes on the various factors. From these percentages it appears that the Africans hold the most positive attitudes on factors one, three and five whilst the Whites hold the most positive attitudes on factors two, five and eight (no differences on factor four).

- Factor 1: Africans (51,1%) and Whites (45,7%).

- Factor 2: Whites (34,1%) and Africans (27,9).
- Factor 3: Africans (50,3%) and Whites (41,5%).
- Factor 4: No differences.
- Factor 5: Whites (52,8%) and Africans (44,0%).
- Factor 6: Africans (39,7%) and Whites (22,2%).
- Factor 7: Whites (43,9%) and Africans (37,2%).

## **FORMER FORCE**

The group (former Force) with the highest percentage of positive responses and the group with the lowest percentage of positive responses are reported for each factor below. From these percentages it appears that the MK/APLA group holds the most positive attitudes on five of the seven factors (no differences between the population groups on factors 4 and 7). The TBVC members hold the most negative attitudes on two factors and these members, together with the former SADF members, together hold the least positive attitudes on three factors.

- Factor 1: MK/APLA (58,7%); TBVC (44,7%) and SADF (44,8%).
- Factor 2: MK/APLA (32,1%); TBVC (22,9%).
- Factor 3: MK/APLA ( 56,6%); SADF (41,4%) and TBVC (43,5%).
- Factor 4: No differences.
- Factor 5: MK/APLA (49,9%); TBVC (38,2%).

- Factor 6: MK/APLA (40,0%); SADF (27,6%) and SANDF (28,2%).
- Factor 7: No differences.

#### **QUESTIONS ANSWERED BY UNIFORMED FEMALES ONLY**

Between 51,6 and 59,2 percent of the uniformed personnel (women) indicated that they are able to meet the physical readiness test that their domestic affairs allow them to be deployed easily outside the RSA, that they would go into frontline combat if given the opportunity and that they would be willing to trade a support role for a combat assignment.

#### **5.3.4 REPORT ON ATTITUDES AND OPINIONS OF MALE AND FEMALE SOLDIERS ON FEMALE INTEGRATION INTO TRADITIONAL SPECIALISED MALE DOMAINS, 2001**

Data has been collected from 716 participants. Men and women participated in the survey. As very few Asian and Coloured members completed the questionnaire they were categorised as Africans and compared with the opinions and attitudes of white male and female soldiers.

The survey was conducted in units which historically are male dominated. The researcher is of the opinion that this influences the outcome of the survey, especially as 71% males were used in the survey and only 28% women. The questionnaire that was used is included as Appendix A to the dissertation. The researcher is also of the opinion that the questions asked in the questionnaire are the typical male opinions being voiced over the years and that influenced the outcome of the survey negatively.

The following results were obtained from the six factors:

- Factor 1a: White males (3.5) and females (3.5) were neutral regarding the impact gender equality would have on professionalism. African women (4.2) and African men (3.7) were of the opinion that gender equality would have a positive impact on professionalism.
- Factor 1b: Both black (3.4) and white males (3.1) expressed neutral attitudes and opinions on the impact of female equality on operational effectiveness, whereas both black females (4.1) and white females (3.9) are of the opinion that gender integration (female equality) would have a positive impact on operational effectiveness and professionalism.
- Factor 2: All of the parties involved expressed a neutral opinion on the impact of operational and social conditions on the female soldier. The results were as follows: African females (2.6), African males (2.60), white females (3.3 and white males (2.7).
- Factor 3: All the parties involved expressed a neutral opinion on the effect of gender integration on interpersonal relationships. The results were as follows: African females (3.3), African males (3), white females (3.4) and white males (2.9).
- Factor 4: All the parties involved expressed a neutral opinion on the impact on femininity during operational deployments. The results were as follows: African females (3.5), African males (3.3) white females (2.7) and white males (2.5).
- Factor 5: All the parties involved expressed a neutral opinion on the modification of operational equipment. The results were as follows: African females (3.1), African males (3.1), white females (3.6) and white males (3.3).

- Factor 6: Black males and females, as well as white males and females, were in agreement that it was necessary for men and women to have separate sleeping and bathroom facilities. Black women (4.6) were most strongly in favour of this, followed by white women (4.4), black men (4) and white men (3.9).
- Questions that were not included in any of the factors because their low loadings during factor analysis are reported individually per population group and gender:
  - Q12: Black and white females, and to a lesser extent black males were of the opinion that it would be an advantage for the SANDF to integrate women into these roles. White males had conflicting opinions regarding this topic and tended to believe that it would be more of a disadvantage than an advantage.

	Advantage	Neutral	Disadvantage
White males	34,4%	23,8%	41,8%
Black males	50,2%	27,5%	22,3%

- Q13f: Black males and females, as well as white males and female, all reached consensus that religious practices should not be ignored during operational duties. Both the female groups seemed to feel strongly about this matter: White females 80% and black females 78,1%.
- Q15a: 60 % of white males and females were more in favour of the opposite sex wearing respectable casual dress when deployed. Both black men and women had conflicting opinions on this matter:

	Positive	Neutral	Negative
Black males	52,9%	5,4%	41,7%
Black females	49,2%	6,5%	44,4%

- Q15c. More than 50% of black males and females, as well as white males and females, did not believe that unavoidable physical contact with the same sex would be offensive.
- Q16c. There was consensus among the majority of black males (60,8%), females (62,6%), and white males (73,5%) and females (69,5%) that the commander should address members if a sexual relationship develops.
- Q18h. The majority of black females and white males seemed to be of the opinion that women should have the same physical strength than male soldiers in these roles. 50% of Black males were also of the opinion that this should be the case and 37,7% did not believe it to be necessary. The white females had conflicting opinions on this topic. 50,5% did not see the necessity for women to have the same physical strength than their male counterparts, whereas 43,1% did. Only 6,3% had a neutral opinion on this topic.

Since no significant differences were identified between the arms of service in the DoD per factor, and the obvious importance to having the information available, each question/a group of questions is reported per service as the members who participated in this study expressed their attitudes and opinions.

- Q12: The SA Army and SA Navy were of the opinion that it would be an advantage for the DoD to integrate women in these roles. The SA Air Force and Joint Operations Division had conflicting opinions.

	Positive	Neutral	Negative
SA Air Force	39,9%	15,8%	44,4%
Joint Operations Divisions	45,4%	27,4%	27,3%

- Q13a & b: A significant number of members in all the Arms of Service agreed that men and women should have separate sleeping and bathroom facilities.
- Q13c: Members of the Air Force and Joint Operations agree that (little to no) toilet facilities in the field will inhibit women from performing their duties. In the SA Army 50,5% agreed that a lack of these facilities would inhibit a woman in performing her duties, whereas 39,8% felt that it would not. In the SA Navy 46,1% agreed that a lack of these facilities would inhibit a woman in performing her duties and 45,3% did not perceive it as problematic. Care should be given to sensitising and preparing especially members of the SA Army and SA Navy in this regard, as these differences of opinion may lead to internal conflict.
- Q13d: In the SA Army, SA Air Force and Joint Operations Divisions members had differences of opinion on whether few and confined toilet facilities on board Navy vessels (including submarines) would inhibit women in performing their duties. Interestingly enough 61% of the SA Navy's members participating in this study were of the opinion that it will not inhibit women in performing their duties.
- Q13e: Although all the Services appear to have differences of opinion to whether women will become more anxious in living conditions during operational duties, more SA Air Force and Joint Operations Division respondents believe that women will become more anxious in these living conditions. Care should be given that conflict among members does not arise in this regard.

	Positive	Neutral	Negative
SA Air Force	50,5%	26,5%	23%
Joint Operations Divisions	53,6%	15,7%	30,7%

- Q14a, b & c: Although a number of members did not believe that the bad odour of unwashed people may affect female soldiers' performance, the greater number of respondents in all the Services seemed to hold the opinion that it could hamper female soldiers' performance while performing operational duties. All the Services reached consensus that limited facilities during menstruation and being deployed in a country with unknown values, will hamper female soldiers' performance.
- Q15a: The SA Army was in conflict regarding the issue of whether members of the opposite sex should wear respectable casual dress when deployed, whereas the majority of the SA Air Force, SA Navy and Joint Operations Division felt that it would be expected.
- Q15b: All the Services have member who are of the opinion that a lack of personal space would prevent one from practising religion. The majority of the participants, however, have reached consensus that it should not be the case.
- Q15c & d: Respondents from the SA Navy and SA Air Force were mostly of the opinion that unavoidable physical contact with members of the same or opposite sex would not be offensive. Joint Operations Division's members had differences in opinion. They did not perceive it as offensive if the opposite sex were to be involved in unavoidable physical contact. In the case of unavoidable contact with the same sex, 37,3% felt that it would be offensive, 14,4% were neutral about the topic and 48,4% felt that it would not be offensive. The SA Army were not offended by physical contact with the same sex, but 42,2% would be offended and 50,2% not offended by physical contact with the opposite sex.



- Q16a, b, c, d & e: Although a few members were concerned or neutral about gender integration causing spouses to become less supportive of their occupation, the majority of the respondents did not feel that this would be problematic. However, in all the Services there appears to be consensus that sexual relationships could develop and incidents of sexual harassment could occur. There is also consensus that this may lead to a stressful environment for colleagues. It is the opinion of the participants that the Commander should address members involved, if such a relationship should develop.
- Q16f: The majority of participants from the SA Army, SA Navy and Joint Operations Division believe that male soldiers will accept female colleagues without hesitation. In the case of the SA Air Force, 34,8% believe that female colleagues will be accepted by their male counterpart, 16,7% expressed a neutral opinion and 48,4% felt that they will not be accepted.
- Q16g: The SA Army members are of the opinion that women will be more trustworthy soldiers and the SA Air Force that they would be less trustworthy soldiers. The SA Navy and Joint Operations Division have differences of opinion regarding this matter:

	Positive	Neutral	Negative
SA Navy	39,9%	27,3%	32,8%
Joint Operations Divisions	37,9%	25,5%	36,6%

- Q19b: Strangely enough the majority of the respondents of all Arms of Service reported that men would have difficulty trusting colleagues of the opposite sex in operational circumstances.
- Q17a, b & c: The SA Air Force members were of the opinion that it would have a negative impact on professionalism if pregnancy would

prevent a woman from doing all her expected duties and allow such a woman to be treated in a preferential manner during operations. However, they could not reach consensus on how professionalism would be affected if these women were excused from duties which could endanger their unborn babies.

Members of all the other Services are in disagreement to what the impact on professionalism would be if pregnancy prevents a woman from doing all her expected duties.

	Impact on Professionalism – Positive	Neutral	Impact on Professionalism – Negative
SA Army	40,0%	17,6%	42,3%
SA Navy	38,3%	14,8%	46,9%
Joint Operations Divisions	47,1%	16,3%	36,6%

The SA Army, SA Navy and Joint Operations Division, however, reached consensus that pregnant women should be excused from duties that could be harmful to unborn babies and seem to feel that it may enhance professionalism if they receive preferential treatment during operations.

- Q17d: The Services, especially the SA Navy and S Air Force believed that it would affect professionalism negatively if mothers who have small children leave them at home for long periods at a time.
- Q17e, f, g, j, & 18h: All the Services expressed the opinion that it would have a positive impact on professionalism if selected male and female soldiers have the same **physical** and **emotional** abilities, receive exactly the same training and work together as a team when operating under the same circumstances. The majority of the participants in this survey also felt that women should have the same physical strength as their male counterparts. However, Joint Operations Division seemed to

have conflicting opinions as to whether there would be an impact on professionalism if selected male and female soldiers have the same **physical** abilities:

	Impact on Professionalism – Positive	Neutral	Impact on Professionalism – Negative
Joint Operations Divisions	44,7%	17,8%	37,5%

They also disagreed whether women should have the same physical strength than the male soldier in these roles:

	Positive	Neutral	Negative
Joint Operations Divisions	46,7%	12,5%	40,8%

- Q17h & i: Although the majority of all participants in the Services reached consensus that modifying operational uniforms to suit the female body would have a positive impact on professionalism, there were discrepancies regarding what the impact on professionalism would be if battle equipment was to be manufactured/modified to meet the needs of the female body:

	Impact on Professionalism – Positive	Neutral	Impact on Professionalism – Negative
SA Army	43,1%	12,6%	44,2%
SA Air Force	46,3%	17,6%	36,1%
SA Navy	37,5%	19,5%	43,0%
Joint Operations Divisions	38,8%	17,8%	43,4%

- Q18a: All the respondents are of the opinion that there is a need for appropriate training and sensitisation programmes to be designed, which will reduce the negative ideas that men have of women.
- Q18b, c, d, e, f & g: Consensus was also obtained by the majority of members who would like women to be deployed operationally, that females should be allowed to volunteer for operational deployment, and that they should be informed of all circumstances in which a deployment will occur. It was also agreed that female soldiers would have the ability to adapt in countries that have different values to South Africa and that they could have a positive impact on the functions of the SANDF. The SA Army, SA Air Force and AS Navy's members seem to be of the opinion that female soldiers are familiar with all potential operational conditions during deployments. Joint Operations Divisions were reserved as to whether females were familiar with all conditions and the results were as follows:

	Positive	Neutral	Negative
Joint Operations Divisions	49,4%	11,2%	39,4%

- Q19a: The majority of the respondents in this survey are of the opinion that women tend to suffer more stress-related disorders.
- Q19c: Members of all Arms of Service disagreed on whether men will feel threatened by their female counterparts who have similar operational abilities.

	Agree	Neutral	Disagree
SA Army	47,1%	15,9%	37,0%
SA Air Force	44,2%	12,9%	42,9%
SA Navy	46,5%	10,2%	43,3%
Joint Operations Divisions	41,9%	20,3%	37,9%

- Q19d & e: There nevertheless appears to be consensus among the AS Army, SA Air Force and SA Navy that gender equality will not damage their units' peacetime effectiveness. The SA Army and SA Navy are also not concerned that gender equality will damage unit combat effectiveness. Members of Joint Operations Division, however, seem to have conflicting opinions on whether the units' peacetime effectiveness could be affected by gender integration:

	Agree	Neutral	Disagree
Joint Operations Division	35,1%	23,6%	41,2%

- Joint Operations Division and the SA Air Force seem to have conflicting opinions on whether the units' combat effectiveness could be affected by gender integration:

	Agree	Neutral	Disagree
SA Air Force	41,5%	13,4%	45,1%
Joint Operations Division	41,6%	20,8%	37,6%

- Q19f: The majority of members from the SA Air Force seem to have concerns that a man's instinct to protect a woman will distract him from his tasks in violent combat conflict. Respondents from the SA Navy and Joint Operations Division also tend to have some concerns, although to a lesser extent. The SA Army expressed differences of opinion relating to this topic:

	Agree	Neutral	Disagree
SA Army	43,6%	14,5%	42,0%
SA Navy	51,2%	10,2%	38,6%
Joint Operations Division	52,1%	18,2%	29,8%

- Q19g: No consensus was reached among the Arms of Service on whether members were of the opinion that women would accept the risk

of being captured by the enemy. This could also lead to a lack of trust in female soldiers:

	Agree	Neutral	Disagree
SA Army	44,8%	17,7%	37,5%
SA Air Force	40,0%	23,8%	36,3%
SA Navy	45,6%	19,7%	34,7%
Joint Operation Divisions	32,9%	22,1%	45,0%

- Q19h: The majority of members of the SA Navy and Joint Operations Division were of the opinion that males should be cautious of their language used in the presence of the opposite sex. The SA Army and SA Air Force had conflicting opinions:

	Agree	Neutral	Disagree
SA Army	51,7%	10,1%	38,3%
SA Air Force	49,5%	6,7%	43,8%

- Q19i: Although a little less among members of the SA Army, there is consensus among the majority of members that women will feel upset if their feelings are ignored during informal (social) discussions.
- Q19j & k: The SA Navy was more positive that women would not influence the men's "esprit de corps" negatively during tasks and social events. There appears to be rather conflicting opinions on this topic among members participating in the survey on whether women would influence men's "esprit de corps" negatively during tasks as well as social events:

During tasks:

	Agree	Neutral	Disagree
SA Army	35,8%	16,5%	47,8%
SA Air Force	36,6%	21,3%	42,1%
SA Navy	31,7%	11,9%	56,4%
Joint Operations Divisions	41,3%	24,7%	34,0%

During social events:

	Agree	Neutral	Disagree
SA Army	34,2%	17,5%	48,2%
SA Air Force	27,3%	22,9%	49,8%
SA Navy	25,4%	15,1%	59,5%
Joint Operations Divisions	39,2%	21,6%	39,1%

- Q19I: Participants did not reach consensus on whether women will raise the professional standard of their male colleagues (owing to fewer cases of drunkenness, AWOL and disciplinary offences):

	Agree	Neutral	Disagree
SA Army	51,0%	13,9%	35%
SA Air Force	32,6%	19,2%	48,2%
SA Navy	43,3%	17,3%	39,4%
Joint Operations Divisions	40,4%	22,0%	38,0%

## CONCLUSIONS OF DISCUSSION OF RESULTS

1. African women, who were the most positive concerning the impact of gender equality on professionalism, may be more enthusiastic about proving themselves in a career they had been unable to pursue until recently. White males and females may be neutral about this issue, as

it may still be culturally unfamiliar, people not having had much exposure to women functioning in male dominated territory.

2. Limited exposure to having females as colleagues during operational deployments may cause uncertainty and fears among both white and black males about whether women would be able to contribute to operational effectiveness. Conflict among males and females may arise concerning this issue if it is not addressed before they are expected to operate as a team. Until recently it was predominantly white males functioning in these roles and therefore they may be less accommodative of the idea that females be integrated into these posts. Many of the black male participants may have been in exile, possibly having had more exposure to operating with females. This could explain why they are perhaps less negative than the white males.
3. There seems to be a resistance to change from all the arms of service. This could affect male soldiers' performance negatively when they need to trust their female counterparts and cognisance should be taken of this. The SA Air Force especially seems to be reluctant to believe that the males will accept their female colleagues with ease. The majority of participants also appear to feel that their colleagues should have the same physical and emotional abilities, receive exactly the same training and have the ability to function as a team. It may be of concern that white females do not deem it necessary that female soldiers in these roles should necessarily have the same physical strength than their male counterparts. This may affect the esprit de corps of a unit if all selected members do not comply with all the requirements of these posts. It is further of great concern that Joint Operations Division and the SA Air Force do not agree on whether gender integration may affect combat effectiveness. This is the SANDF's core business and functions cannot smoothly if there is a lack of trust in each other. Cognisance should be taken of the fact that



conflict may arise in the Services and that the commitment of all parties involved will be needed to make such a project worthwhile.

4. The topic of feeling threatened by female counterparts, which have raised disagreement among most of the members, may give rise to conflict among male and female colleagues. Although men need not lose their dignity, they still need to be taught to appreciate their female colleagues for their capabilities. The men will have to be made aware that females in these posts will be soldiers performing a duty and will have to distance themselves from viewing the women as a female in need of protection during violent conflict as they apparently fear would be the case. All soldiers, male and female, will have to accept the risk of possibly being captured by the enemy. This will be necessary in order to enhance mutual trust. If trust exists males will most probably also be more content to consider their female counterparts' contributions to uplifting the esprit de corps during tasks and social events.
5. However, it is certain that the majority of respondents were in favour of appropriate training and sensitisation programmes being developed to reduce biased ideas which males may have of females.
6. SA Army and SA Navy personnel's perceptions indicate that they regard it as more of an advantage to integrate women into these roles than the other participants who perform more specialised operations with fewer soldiers, and rely on one another at all times to complete their missions. The SA Navy has not had very much practical experience up to date and the SA Army is a much bigger force, where mishaps can still be overcome. In view of Joint Operations Division's specialised operations, they are currently more hesitant than the other Services to accept that females will be familiar with all conditions during operational deployments. It must be kept in mind that the participants of

Joint Operations Divisions consisted largely of Special Force members, They may be concerned that the females will not be fully aware of what they are letting themselves in and what the true nature of such positions are. They are nevertheless just as much in favour of females being allowed to volunteer for such operations and believe that they need to be informed of all circumstances.

7. Discussions about the effect of gender integration on interpersonal relationships should be initiated and commitment from all parties should be encouraged to grow to trust and support one another as colleagues. There is consensus that precautions must be taken to ensure that cases of sexual harassment and intimate relationships among colleagues do not occur. It is of the utmost importance to note that all parties involved are in favour of the commander addressing colleagues involved in sexual relationships.
8. It is clear that all parties involved in this study were in favour of separate sleeping and bathroom quarters. A plan of action regarding toilet facilities should be implemented before deploying women operationally. Women in these roles will be expected to adapt to their situation. It seems as though white males and females may be more conservative concerning social dress than black males and females.
9. There is consensus among the participants that hygiene may influence a female soldier's performance. This may be due to previous experience that men also find certain circumstances discomforting. This is clearly an important issue, which should be addressed. It also appears that women with children may cause their male counterparts to fear that as mothers, they may possibly have divided loyalties, which could affect their performance.

10. Because of unfamiliarity with what it will entail if operational equipment needs to be modified in order to accommodate female soldiers in these roles, both gender and race groups may have fears concerning issues such as budget restraints, thus their neutral opinions.

#### **5.4 SUMMARY**

Two factors remained constant throughout all the surveys. The one factor is the acceptance by black males that women can and should be utilised in combat roles. Surely this should stem from the period prior to 1994 when women and men fought side by side in their struggle against the Apartheid Regime.

The second factor is the positive attitude of black females towards training and career possibilities within the SANDF. It is the opinion of the researcher that this attitude also is still a remainder of the "struggle". As previously mentioned women and men fought side by side in for example the MK environment, and of course gender equality is still part of the completion of the revolution against the old regime.

The SANDF is however still confronted on a daily basis by the managing of diversity. The SANDF was formed via the integration of seven defence forces and as if this was not challenge enough, the SANDF must also deal with the various race groups, ethnical origins and of course the gender issue. Managing diversity depends on a host of factors but ultimately on how the individual is accommodated within the process. It is in the accommodating of the individual where there is still much room for improvement. Education and training still needs to be conducted at all levels of the SANDF society. Policies need to be revised, action plans need to be drawn up and followed. Monitoring needs to be done and rectification where necessary must be taken.

The utilising of women in combat by other Defence Forces around the world will be fully discussed in the next chapter. It is however important to highlight some factors as shortcomings in the SANDF from the lessons learned by these Defence Forces. For this purpose the lessons learned by the Canadian Army will be used.

Menstruation in the field/during combat (typical Infantry scenario) is seen by both men and women as a hindering factor for the woman's performance in combat. This can however be easily managed when some preparation is made prior to deployment. Prepare kits in waterproof bags consisting of sanitary napkins, toilet paper and bay wipes, before deployment. These kits will allow you to go through your period cycle hygienically without influencing your efficiency whilst in combat. Women must however keep a few factors in mind.

Currently in the SANDF, no such bag is developed or available on issue to assist you with this task. The researcher is also not aware of any project of this nature being included in the "African Warrior" programme currently under development in the SANDF. The African Warrior is an investigation on equipment necessary to equip the soldier to enable him/her to fight for example designing of uniform, type of material, etc. The researcher is also not aware of any training programmes launched by the SAMHS to train women how to prepare themselves better in the field for these events. Carrying extra equipment for this typical female type of occurrences make the kit that these females must carry much heavier at the end of the day than that of her male colleague, or she must decide to leave something else behind. Soiled sanitary napkins must be carried in the kit as it cannot be buried because the plastic is not environmentally sound. Again the kit becomes heavier and the current rug sack has no special storing space for this purpose, neither is this possibility being investigated.

The researcher has great respect for the giant leaps already taken by the SANDF towards gender equality. This one example given above already shows there is still much to be done in this field.

## **CHAPTER 6**

### **RECAPULATIVE ASSUMPTIONS, SUGGESTIONS AND REMARKS**

The purpose of this chapter is to make a final determination whether or not women can be utilised in combat roles in the military. Attention will be given to the assumptions made during the study in the form of remarks and suggestions. The results of the research will be summarised firstly by giving a review of the introduction and theoretical background. Thereafter the different purposes of the research and the degree to which the aim of this study have been reached, will be examined.

#### **6.1 REVIEW OF THE INTRODUCTION AND THEORETICAL COMPONENTS**

In Chapter 1 it was clearly indicated that the empowerment of women is a national and international issue. Background was given to indicate where the empowerment of women was initiated, critical areas of concern were pointed out and the situation in South Africa was discussed as well as the legal framework compelling South Africa to the empowerment of, amongst others, the women of South Africa. "Every employer must take steps to promote equal opportunity in the workplace by eliminating unfair discrimination in any employment policy or practice" (Employment Equity Act 55 of 1998).

The Employment Equity Act, just as the Labour Relations Act, is not applicable on the National Defence Force. The SANDF is however compelled by the Constitution and the White Paper on Defence, to work towards the goal of equality for all employees. The SANDF is however far behind the rest of the Western World with regards to the managing of gender equality and diversity as a whole.

The researcher is of the opinion that while a lot has been done in Western countries to promote and implement gender equality in all spheres of the community, the African countries are paying lip service to equality. This is clearly illustrated in the negative reports on the progress that these countries have made in the area of empowering women even after signing the Gender and Development Declaration in 1997. A book series named Beyond Inequalities that presents the status of women and men in the SADC region was launched in 1998. The books indicate that while women constitute 51,1% of the total population of SADC, their participation in the economy is confined largely to agricultural production for domestic consumption, and labour intensive tasks essential for household survival, such as fetching water and firewood. Women's participation and contribution to the economy in the Southern African region is statistically under valued and consequently ignored in many public policy formulation. Estimates of the time contribution of women to food production in the SADC range as high as 70% while their roles in other domestic tasks areas are even more predominant. These contributions result in typical workloads of 12 – 18 hours per day. In spite of their large numbers and longer working hours, women in all of SADC have less access to and control over land, credit and technologies than men. They also have limited access to inputs and services that are needed to perform and facilitate their main economic activities. (SADC Gender and Development, 1999).

Chapter 2 focused on the theoretical and historical perspectives of using women in combat roles. One of the biggest uphill fights in this quest for freedom of job choice for women in the military is the fact that the military at some stage of the history became a so-called male dominance. Various factors influence where and how women will be utilised in the military for example the nation's security situation, how the battlefield is compiled and of course the opinion of society. The researcher is a very big follower of the idea of the American Army when answering the role of women in the military namely that a battlefield compilation will dictate this question and answer. The opinion is that technology will in future be the way in which wars will be fought

and no reasons can be given why women could and should not participate in all aspects of this type of war. In this chapter the researcher specifically attempted to show that women in the military environment and specifically in combat roles is nothing new to the history of mankind. The researcher wanted to show that the military is not as male dominated as what is popularly believed. Specific caution was taken not to necessarily mention the role women played during World War I and II although this aspect can fill even another chapter. It is also important that the examples mentioned in this chapter speaks of women in combat roles, they faced death in actual fighting circumstances and were not restricted to combat support type roles as in the military today.

In Chapter 3 employment equity in South Africa was discussed. Some statistical data with regards to the employment situation on September 2001 was provided. Critical success factors for employment was provided and the researcher specifically wanted to point out that affirmative action and employment equity were not only a number game, but a complex process which needed time and the commitment of all role players, not only of companies, but of South Africa as a whole.

Chapter 4 is compiled with examples of the situation in Defence Forces around the world. The chapter showed that women in the military is an acceptable phenomenon in most societies worldwide but the roles that they fulfil in the different defence forces differed from country to country. Important to note is the very recent date all over the world when women were only accepted in the military. The Canadian Army, it seems, is the leader in practical experiences with regard to the utilisation of women in combat roles. In comparison to the Canadian Army it is clear that the SANDF still has a lot to learn.

In chapter 5 the situation in the SANDF is discussed. The build up from an era of the SADF and other military wings for example Umkonto we Sizwe of the



ANC to the integration into the SANDF as today and the different roles that women played in this was illustrated. The policy on affirmative action and equal opportunities for the SANDF was discussed and the shortcomings in the adherence to this policy was shown in the statistics presented. Surveys done within the SANDF over the period from 1996 to 2001 were reflected and the findings of these surveys were discussed in full. The outcome of the surveys prove to be confusing as the surveys done in the SANDF clearly showed that black males and females were far more positive of utilisation in all spheres of the military than their white counterparts, this is not what is happening in reality in the rest of Africa. One explanation might be the fact that women were used in exactly the same way as men in the struggle against apartheid while other African countries were not faced with a fight against so-called apartheid.

## **6.2 PURPOSE OF THE STUDY**

The primary purpose of the study is to indicate the influence of the Equity Act on the managing of the SANDF and the practical challenges it offers to the SANDF.

### **6.2.1 AIM 1: The obligation of the SANDF to empower women for utilisation in various roles and positions.**

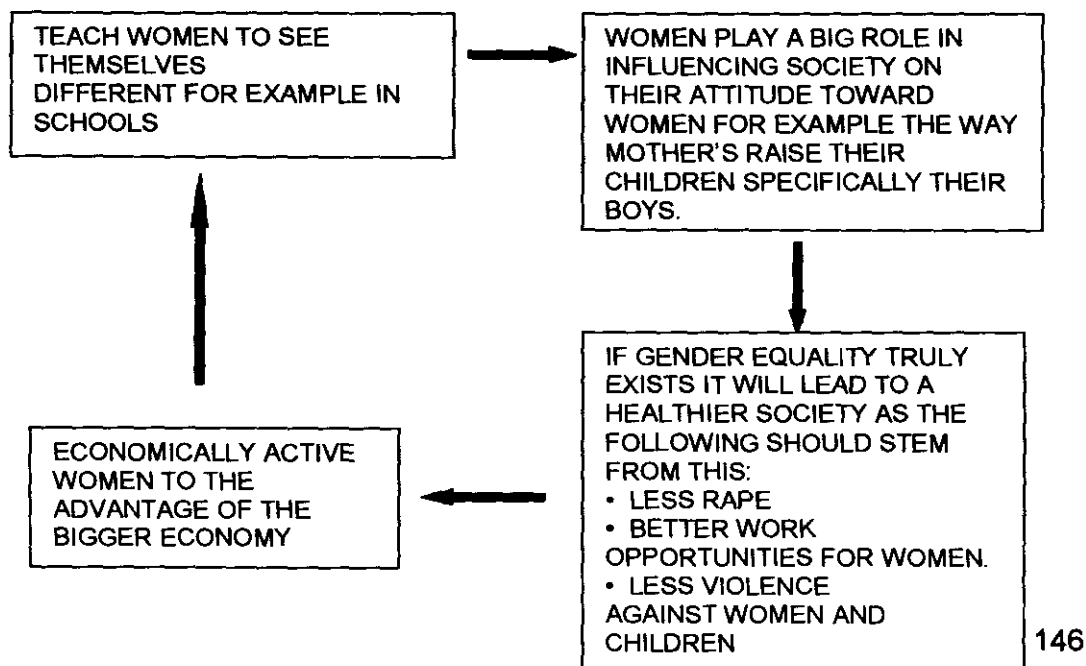
The study clearly showed that the Constitution of South Africa compels everybody to treat everybody fair and equal irrespective of race, gender, etc. This is further underlined by South Africa signing the Gender and Development Declaration by SADC countries in 1997. Forthcoming from the Constitution is the Equity Act and the Labour Act. The Defence Force is excluded from both these acts but not from what they imply. The SANDF is compelled to equality and treating people fairly. The SANDF has taken giant

steps towards the equality of women but the researcher is of the opinion that great care must be taken not only to see gender equality is the closing "loop" of the revolution against apartheid. Gender equality must not only be seen as another objective of the revolution that must be completed. It was for example seen as discriminatory when women wore smaller rank insignia than men and it was then decided that males and females should wear the same size insignia but it was not realised that the bigger insignia does not fit on women's uniforms.

The SANDF is the organisation in the bigger society and is therefore influenced by the bigger community. The researcher is of the opinion that although the Constitution preaches amongst others, equality for all, that this is still a mind set that needs to be changed on the subject of gender equality in the bigger society. The alarming statistics of violence against women and children in South Africa clearly shows that social change still needs to be addressed in all aspects of society, including industrial sociology. This social change needs to be addressed by society as a whole but women themselves can play a major role in this.

This aspect is illustrated by the researcher in the following figure 10.

**Figure 10: The researcher's suggestion for the chain of social change**



Source: Developed by the researcher

Women, like the rest of the population, have the right to work. It is interesting to note how little women are afforded the opportunity to become farmers in South Africa, as an example. As mentioned the SANDF is only one organisation within the broader community, but it also has the responsibility to play its role in the chain of social change. It also has the responsibility to change people's attitudes towards themselves and others through for example training and an attitude from managerial level which clearly shows that they are serious about this thing called gender equality. Leadership can make or break the success of the chain of social change.

#### **6.2.2 AIM 2: The practical implications of utilising women in combat roles.**

The SANDF has come a very long way on the path of gender equality and must be saluted for that. Women have been taken up in the Infantry Corps, women have been trained and appointed as pilots, women have been appointed as Unit Commanders and Regimental Sergeants Major, all of which were unthinkable prior to 1994. After mentioning these facts one must unfortunately also recognise the fact that the SANDF still has a very long way to go. If one takes into consideration that on 15 February 2002 women only made up 14% of the uniform component of the SANDF it is as if the SANDF only pays lip service to the empowering of women. When these figures are however compared to other Defence Forces in SADC, it is almost as if the SANDF functions on another planet. One must also take into consideration that commanders are born from years of training and experience and that this cannot and should not happen overnight. The aspect of war is no game and wrong decisions for whatever reason can lead to the loss of lives.

The researcher is of the opinion that the SANDF lacks training in the various fields of gender equality and on different levels. The distinction between equity and equality is one such a field. The letter quoted earlier in this study clearly showed the need for training in this specific area. It is clear that women use the words equality and equity in the same breath without realising the difference. The letter also clearly showed that neither does the leaders on different levels of management and that is when you will find that this thing of equality/equity actually influences women negatively. Equality emphasises treating people the same without accommodating the significant differences between people, which may affect the outcome of equal treatment. Equality, then, would recognise difference and accommodate it in order to prevent the continuation of inequitable status quo. Equity emphasises fairness in process and does not presume a hypothetical ideal and undifferentiated individual. Equality as a concept does not recognise the very different conditions under which people attempt to live and work in society, the prejudices, the failures to take into account the obstacles which others face, the subtle and gross ways in which people are rendered invisible, silent or outsiders.

The SANDF has done very little to empower women on the subject of gender equity, henceforth are shouting equality and then at the end of the day end up by being their own biggest "enemies". Some women in the SANDF, for example, during field exercises insist on being treated equal, but the moment it becomes dark, they insist on being taken back to camp in order to take a nice warm shower. The SANDF should also compile action plans to fulfil their part in the chain of social change and teach women about their abilities and roles in the bigger society. Very little is, for instance, done in the field of recruitment to inform women of all possible career opportunities and what it entails. A bigger emphasis is placed on the traditional support roles than for example a career in the Artillery.

The leaders of the SANDF are at least faced with challenges in the field of logistics, training and research. In the area of logistics no provision is made

for the issuing of plastic bags for a woman's preparation for menstruation whilst in the field. When deployed in the field the Quarter Master is not yet ready to issue women with sanitary napkins and baby wipes. In the field of training much has already been said on the empowerment of women themselves. Leaders on all levels should be trained on the subject. A section leader in the Canadian Army mentions that after his training on this subject, he now knows women need to urinate more in the field than in the case of men, he now allows his section ample time for urinating and then the necessary privacy when urinating to the effect that the efficiency of his section almost doubled. The SAMHS also has a responsibility in training women on how to handle their menstruation while in the field, how to operate hygienically, how to prepare for menstruation in the field, to take in iron supplements while menstruating, not to use the pill or stop using the pill in order to influence the menstruation cycle, as this can have serious implications on the general health status of a woman. In the field of research it is important to note the SANDF currently has a project on the go to research in depth the equipment required by a soldier in order to deploy in various conditions in various parts of the world. No research is done on possible alterations of uniform for women, the design of a woman's bra specifically for use during deployment in the field as well as the stocking thereof. Take note that men were and still are issued with army underpants, freely available in all stores. No documentation could be found by the researcher on for instance the effect of wearing heavy boots on the health of women, the designing of a better fitted bullet-proof vest for women or smaller built men for that matter.

It is also interesting to note that studying military history is an integral part of the training of soldiers especially officers. No studies ever include the history of women warriors, isn't it time this changes?

### **6.2.3 The historical utilisation of women in combat roles**

The end of the Cold War dramatically changed the international environment, the opportunity was here to rethink the roles of female soldiers. World trends show that the likelihood of conventional great-power conflict is very limited. Instead, military forces will increasingly focus on responding to humanitarian emergencies, encouraging the enlargement of the circle of the world's democracies and preventing conflict rather than fighting conventional wars. It appears that men are less willing to serve in these roles than they were to serve in traditional combat roles during the Cold War, therefore all more reason to re-think the female role in the military.

For years the military has been male dominated. All courses in the SANDF focus on male war heroes and their different approaches to the actual war. One cannot help but to believe that women were never involved in conflict other than in support roles until the women from MK came to shake awake the new SANDF. One is tempted to ask but where did it all go wrong, because history clearly indicates women's involvement in real conflict even before Christ was born. It is important to note that until the 1970s, there was almost no scholarly work on women in the military. Research and public policy attention has increased dramatically over the past 20 years. Part of the reason for this increase has been an expansion of women's military roles in the United States and most European nations.

Tradition-bound and rigidly hierarchical in the popular imagination, military organisations are famous for their resistance to change. However, military organisations can change when conditions require them to do so. Officer leadership is essential for successful change. Military officers are the custodians and shapers of organisational culture and opinion on matters of policy and decision-making, and they rise to the most significant positions relevant for policy interactions with civilian society. If change (gender equality) is to take place, then officers will have to accept change. If women are to be

successfully integrated into combat roles, the officers' corps will have to provide leadership and resources to move the institution in that direction.

#### **6.2.4 The utilisation of women in Defence Forces of other countries**

Past objections to the use of women in the military, particularly in the combat role, have focused on institutional military norms and feminine attributes. The first of which include physical strength. The report by the US Army Research Institute of Environmental Medicine at Natick, led by senior analyst Everett Harman concluded that when a woman is correctly trained, she can be as tough as any man. Harman was of the opinion that you do not need testosterone to get strong. His studies showed that through a regimen of regular jogging, weight training and other rigorous training, more than 75% of the 41 women studied were able to prepare themselves to successfully perform duties traditionally performed by males in the military. Before training, less than 25% of the women were capable of performing the tasks. Nearly concurrently with this test, the Ministry of Defence in Great Britain conducted the same type of study. The Sunday Times of London reported that by using new methods of physical training, women can be built up to the same levels of physical fitness as men of the same size and build. The British article also notes that contrary to the view of many traditionalists, the operational performance of groups improve greatly if both sexes are involved. (Military Readiness, Women are not a problem.)

The second of military norms that need to be investigated is that of unit cohesion, male bonding and good order. Military units of mixed sexes have quietly maintained order, accomplished missions and passed operational readiness inspections with flying colours. Desert Storm is a classic example of mixed units performing as cohesive and effective teams even under fire.

The third military norm includes the "killing thing". The army is concerned about the effect that the psychological stress of combat could have on women when exposed to the horrors of a battlefield situation where soldiers are maimed or killed. Proper training, mission planning and adherence to traditions permit most men to handle the stress of combat. There is no conclusive evidence that a woman motivated enough to serve as a combatant and determined to build on the traditions set by men, will not be able to handle the psychological stress of combat as well as a man.

Women in the military are particularly vulnerable to sexual harassment owing to the skewed gender ratios, the fact that military personnel often live in close quarters together, and the power involved in the rank hierarchy. While sexual assault is rare certain kinds of sexual harassment are quite common, especially behaviours such as sexually explicit comments and jokes and suggestive looks and gestures. Researchers are starting to pay attention to gender harassment and to distinguish it from sexual harassment. Forms of harassment in the Army include resisting women's authority, constant scrutiny of women and using any mistakes as evidence of military women's inferiority, gossip and rumours, sabotage of women's work (such as their equipment) and indirect threats. Also common are sexist remarks, including statements that women do not belong in the military.

Family issues often arise in public debates about women in the military because women are seen as the primary caretakers of children. Most research on military families focuses on male service members and their wives. This is not surprising, given the predominantly male composition of armed forces and the historical exclusion of women with children. Women with children were first allowed to remain in service in the 1970s. It is important for sociologists to examine all the ways that gender plays a role in family issues in the military: for military men, for military women, and for civilian spouses of both genders.



The “greedy” nature of military life creates demands on service members and their families. Civilian wives of military men have traditionally been expected to accommodate their lives to these demands. Changes in gender norms in the wider society have been affecting military families and military family policy. Social definitions of gender affect marital expectations, interactions, and role negotiations. The rise in military wives’ labour force participation has altered military families’ adjustments to military lifestyle characteristics, such as frequent moving.

Military family patterns are now more diverse. The number of single parents and dual-service couples has grown in the past two decades and they have received both research and policy attention. There tends to be negative attention in policy debates, such as assumptions that they have more trouble than other personnel in meeting their military and family obligations, an assumption that tends not to be supported by research. Civilian husbands of military women, although increasing in proportion of military spouses, have been neglected both in policy attention and in research.

The table below shows female representivity in the SANDF in comparison to other Defence Forces in the world.

**Table 23: Female representivity, SANDF in comparison to other defence forces**

COUNTRY	% MALE REPRESENTATION	% FEMALE REPRESENTATION
SANDF	85,6%	14,4%
DUTCH ARMED FORCES	92,5%	7,5%
BELGIUM ARMED FORCES	92,7%	7,3%
BOTSWANA DEFENCE FORCE	100,0%	0%
US ARMY	87,0%	13%

Source: Soeters, 1999

### **6.3 FINAL REMARKS**

The researcher is of the opinion that the whole subject of gender equity can be laid in front of the door of the managing of change and diversity. There is no clear-cut easy answer to the question of equal representivity and treatment. This is not an imbalance that can and will be solved overnight. It is however clear that the SANDF is still faced with a lot of unsolved questions for example the training and attitude of leaders on all levels. It is also clear that the whole issue of demand and supply might in future be responsible for increasing numbers of females in all aspects of the military. The one aspect that is not debatable however is the fact that women should be afforded the opportunity to make the same career choices as men. These decisions must not be made for them. Some women will succeed and be suitable, while others will not be, exactly the same as in the case of men. Women must be able to make the choice.

“The pure and simple point is that all jobs should be open to women and men – if and only if – the women are qualified, capable, competent, and able to perform there! Nothing more, nothing less.” Anon.

SHS ANALYSIS EFFECT FOR CENTRE DOD G



ATTITUDE  
AND OPINION SURVEY  
FEMALE  
INTEGRATION INTO  
TRADITIONAL SPECIALISED  
MALE DOMAINS

GZHDZONTHK EEFHVR MUMS TRUS V

IMPORTANT NOTE	BELANGRIKE NOTA
<p>1. The aim of this questionnaire is to determine the attitudes and opinions of male and female uniformed members concerning the <b>integration of the female in traditional male domains, within the SANDF</b>, for example</p> <p>on navy vessels such as:  <b>submarines (vessels which can travel under water);</b>  <b>all ships; and</b>  <b>mine counter-measure vessels (the minesweeper, minehunter and torpedo recovery vessel); or as</b>  <b>divers;</b>  <b>reconnaissance operators (members belonging to the special forces);</b>  <b>SA Infantry core – airborne personnel (paratroopers – jumping from aircraft);</b>  <b>SA Infantry core – foot soldiers;</b>  <b>fighter pilots;</b>  <b>flight crew (eg navigators);</b>  <b>engineer core personnel (members responsible for mine clearance, bridging and water purification);</b>  <b>armour core personnel (members operating main battle tanks, armoured cars, missile systems and the related support and logistic equipment);</b>  <b>artillery core personnel (members operating tube and rocket artillery as well as related target acquisition, control, support and logistic equipment); and</b>  <b>any other environment where physical strength is required.</b>  Please follow the instructions carefully and remember to answer every question as honestly as possible.</p> <p>3. Your feelings, concerns and opinions will be treated with the greatest confidentiality (you will not be asked to state your name, address or force number in the questionnaire).</p>	<p>1. Die doel van hierdie vraelys is om die houdings en opinies van mans en dames uniformdraende lede tov die integrasie van vrouens in tradisionele SANW manlike domeins te bepaal, onder andere by</p> <p><b>vlootvaartuie, insluitende</b>  <b>duikbote (vaartuie wat onder-water funksioneer);</b>  <b>alle skepe; en</b>  <b>teenmyn-vaartuie (mynveër en mynjagter en die torpedo- herwinningsvaartuig); en as</b>  <b>duikers;</b>  <b>verkenningsoperateurs (lede in diens van die spesiale magte);</b>  <b>SA Infantriekorps – valskermlede (personeel wat spring uit 'n vliegtuig);</b>  <b>SA Infantriekorps – voetsoldate;</b>  <b>vegvlieëniers;</b>  <b>kajuitbemanning (bv navigators);</b>  <b>Ingenieurkorps (lede onder andere verantwoordelik vir mynvee, brúe lê en watersuiwering);</b>  <b>panserkorpspersoneel (lede wat hoofgevegstenks, panserkarre, tenkafweer- missielstelsels en verwante tegniese en logistieke steunstelsels hanteer);</b>  <b>artilleriekorpspersoneel (lede wat skut en vuurpystelsels, sowel as verwante teikenwerwing, beheer, tegniese en logistieke stelsels hanteer); en</b>  <b>enige ander omgewing waar fisiese krag verlang word.</b></p> <p>2. Volg asb die instruksies en antwoord elke vraag so noukeuring en eerlik moontlik.</p> <p>3. U gevoelens, bekommernisse en opinies sal met vertroulikheid hanteer word (daar word nie van u verwag om u naam, adres of magsnommer bekend te maak nie).</p>

## **HOW TO COMPLETE THIS QUESTIONNAIRE** **HOE OM HIERDIE VRAELYS TE VOLTOOI**

The questionnaire consists of a number of structured questions. You will see that each question has several possible answers, all numbered. Please select the **one** answer that most accurately reflects your opinion and encircle the appropriate number.

Hierdie vraelys bestaan uit 'n aantal gestruktureerde vrae. U sal sien dat elke vraag verskeie, genommerte, moontlike antwoorde het. Toon asseblief die **een** antwoord wat die meeste van toepassing is op u opinie deur 'n sirkel te trek om die antwoord van u keuse.

**FOR EXAMPLE: What is your gender?**

**BYVOORBEELD: Wat is u geslag?**

Male	Manlik	1
Female	Vroulik	2

**THANK YOU FOR YOUR PARTICIPATION**

**DANKIE VIR U TEENWOORDIGHEID**

In which unit are you working	In watter eenheid is u werksaam			
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## **SECTION A / AFDELING A**

### **BIOGRAPHICAL INFORMATION**

#### **BIOGRAGIESE GEGEWENS**

1. How old are you? / Hoe oud is u?

19 yrs or younger	19 jr of jonger	1
20 yrs – 25 yrs	20 jr – 25 jaar	2
26 yrs – 30 yrs	26 jr – 30 jaar	3
31 yrs – 35 yrs	31 jr – 35 jaar	4
36 yrs – 40 yrs	36 jr – 40 jaar	5
41 yrs – 45 yrs	41 jr – 45 jaar	6
Above 46 yrs	Bo 46 jaar	7

**2. What is your home language?/Wat is u huistaal?**

Afrikaans	Afrikaans	1
English	Engels	2
Sotho: Southern Sotho Western Sotho (Tswana) Northern Sotho (Pedi)	Sotho: Suid-Sotho	3
	Wes-Sotho (Tswana)	4
	Noord-Sotho (Pedi)	5
Nguni: Swazi Ndebele Xhosa Zulu	Nguni: Swazi	6
	Ndebele	7
	Xhosa	8
	Zoeloe	9
Shangana/Tsonga	Shangana/Tsonga	10
Lemba/Venda	Lemba/Venda	11
Oriental language	Oosterse taal	12
Other European language	Ander Europese taal	13
Other African language	Ander Afrikataal	14

**3. To which population group do you belong?/Aan watter bevolkingsgroep behoort u?**

African	Afrikaan	1
Asian	Asiër	2
Coloured	Kleurling	3
White	Blank	4
None of the aforementioned	Nie een van die bogenoemde nie	5

**4. What is your gender?/Wat is u geslag?**

Male	Manlik	1
Female	Vroulik	2

**5. What is your marital status?/Wat is u huwelikstatus?**

Married/Living together	Getroud/het 'n saamleefmaat	1
Unmarried/Single	Ongetroud/enkellopend	2
Widowed	Weduwee/wewenaar	3
Divorced/Separated	Geskei/vervreem	4

**6. Do you have children/other dependants?/Het u kinders/ander afhanklikes?**

Yes	Ja	1
No	Nee	2

**7. Do you feel sure that your husband/wife/children/other dependants will be taken care of if you are deployed?/ Is u seker dat u man/vrou/kinders/ander afhanklikes versorg sal word terwyl u ontplooi is?**

Yes	Ja	1
No	Nee	2
Not applicable	Nie van toepassing	3

**8. What is your rank?/Wat is u rang?**

Col/Capt (Navy) and higher	Kol/Kapt (SA Vloot) en hoër	1
Maj to Lt Col/Lt Cdr to Cdr	Maj – Lt Kol/Lt Kdr – Kdr	2
CO to Capt/Mid to Lt (Navy)	KO – Kapt/Adb - Lt (SA Vloot)	3
WO2 to WO1	AO2 to AO1	4
S Sgt/F Sgt/CPO	S Sers/V Sers/Ebmn	5
Sgt/PO	Sers/Bm	6
L Cpl/AB to Cpl/LS	Okpl/Bes – Kpl/BS	7
Pte/Amn/Sea	Wm/Lmn/See	8

**9. To which Service or Division do you belong?/Aan watter Diens of Afdeling behoort u?**

SA Army	SA Leër	1
SA Navy	SA Vloot	2
SA Air Force	SA Lugmag	3
SA Military Health Service	SA Geneeskundige dienste	4
Joint Operations Division	Gesamentlike Operasies	5

**10. In which type of unit, formation or division are you working at present?/In watter tipe eenheid, formasie of divisie is u tans werksaam?**

Operational	Operasioneel	1
Training	Opleiding	2
Headquarters	Hoofkwartier	3
Support	Ondersteuning	4

**11. Which former force did you belong to?/Aan watter voormalige weermag het u behoort?**

SADF member	SAW lid	1
TBVC member	TBVC lid	2
MK/APLA member	MK/APLA lid	3
KZSPF member	KZSPM lid	4
SANDEF only (Joined the military for the first time after 1994)	Slegs SANW (Aangesluit by die diens na 1994)	5



## SECTION B

**Choose the answer that is most applicable to your opinion/attitude and encircle the appropriate number.**

**Kies die antwoord wat u opinie/houding die beste weergee en trek 'n kringetjie om die nommer.**

		Great Advantage	Great Voordeel	Advantage	Voordeel	No Opinion	Geen Opinie	Burden	Nadelig	Great Burden	Grootliks nadelig
12. Would the integration of women in these roles (as defined on page two) be an advantage or a burden to the SANDF?	12. Sal die integrasie van vrouens in hierdie rolle (soos gedefinieer op bladsy twee) voordelig of nadelig wees vir die SANW?	1		2		3		4		5	

## ISSUES RELATING TO LIVING CONDITIONS

## FAKTORE VERWANT AAN LEWENSOMSTANDIGHEDEN

13. Please answer these questions relating to living conditions whilst on operational duty/Beantwoord asb die volgende vrae wat verband hou met lewensomstandighede tydens operasionele diens		Definitely Yes,	Ja, Basies	Yes, to some degree	Ja, in 'n mate	Uncertain	N/A or Onseker	NVT of really	No, not really	Nee, nie eintlik nie	No, not at all	Nee, glad nie
a.	Should men and women have separate sleeping facilities?	1		2		3		4		5		
b.	Should men and women have separate bathroom facilities?	1		2		3		4		5		
c.	Will restricted (little to no) toilet facilities in the field inhibit women performing duties?	1		2		3		4		5		
d.	Will the few and confined toilet facilities on board navy vessels (including submarines) inhibit women performing duties?	1		2		3		4		5		
e.	Will women become more anxious in these living conditions?	1		2		3		4		5		
f.	Religious practices should be ignored during such duties?	1		2		3		4		5		

## ISSUES RELATING TO PERSONAL HYGIENE

### FAKTORE VERWANT AAN PERSOONLIKE HIEGIËNE

14. Do you think that the following will hamper a female soldier's performance?/Sal die volgende faktore 'n vrouens soldaat se werksvermoë beperk?:		Definitely Yes,	Ja, Beslis	Yes, to some degree	Ja, in 'n mate	Uncertain	N/A or Onseker	NVT of really	No, not really	Nee, nie eintlik nie	No, not at all	Nee, glad nie
a.	The bad odour of unwashed people? Die stank (sweet) van ongewaste persone?	1		2		3		4		5		
b.	Limited facilities during menstruation? Beperkte fasiliteite tydens menstruasie?	1		2		3		4		5		
c.	Deploying in a country where values are "unknown" or "different" concerning hygiene (eg not using toilet paper etc)? Ontplooiing in 'n land waar waardes tov hygiene "onbekend" of "verskillend" is (bv dat geen toilet papier beskikbaar is nie, weens kulturele gebruik)?	1		2		3		4		5		

## ISSUES RELATING TO PRIVACY

### FAKTORE VERWANT AAN PRIVAATHEID

15. When considering privacy during operational duty, do you think that .../Wanneer privaatheid tydens operasionele diens in ag geneem word dink u dat...		Definitely Yes,	Ja, Beslis	Yes, to some degree	Ja, in 'n mate	Uncertain	N/A or Onseker	NVT of really	No, not really	Nee, nie eintlik nie	No, not at all	Nee, glad nie
a.	members of the opposite sex should wear respectable casual dress when deployed? lede van die teenoorgestelde geslag ordentlike ontspanningsdrag behoort te dra tydens ontplooiings?	1		2		3		4		5		
b.	a lack of personal space (privacy) will prevent one from practising religion? 'n gebrek aan persoonlike ruimte (privaatheid) u sal verhinder om u godsdienst te beoefen?	1		2		3		4		5		
c.	unavoidable physical contact from the same sex will offend you? onvermydelike fisiese kontak, van dieselfde geslag, u aanstoot sal gee?	1		2		3		4		5		
d.	unavoidable physical contact from the opposite sex will offend you? onvermydelike fisiese kontak, van die teenoorgestelde geslag, u aanstoot sal gee?	1		2		3		4		5		

## ISSUES RELATING TO RELATIONSHIPS

### FAKTORE VERWANT AAN VERHOUDINGS

16. With gender integration do you think that...?/ Met geslags integrasie dink u dat ...?		Definitely Yes.	Ja, Basies deegse	Ja, in 'n mate	Yes, to some degree	Uncertain N/A or Onseker	NVT of Onseker	No, not really	Nee, nie eintlik nie	No, not at all	Nee, glad nie
a.	spouses/partners could become less supportive of members' occupation?										
	huweliks/saamleef- maats minder ondersteunend kan wees teenoor lede se beroep?	1		2		3		4		5	
b.	sexual relationships could develop?										
	seksuele verhoudinge kan ontstaan?	1		2		3		4		5	
c.	the Commander should address members if a sexual relationship develops?										
	die Bevelvoerder lede behoort aan te spreek as 'n seksuele verhouding ontwikkel ?	1		2		3		4		5	
d.	incidents of sexual harassment could occur?										
	insidente van seksuele teistering kan plaasvind?	1		2		3		4		5	
e.	if sexual relationships should occur it could be stressful for other colleagues?										
	indien seksuele verhoudings ontwikkel dat dit dit vir mede- kollegas stresvol kan maak?	1		2		3		4		5	
f.	men will accept female colleagues without hesitating?										
	mans hul vroulike kollegas sonder enige weerstand sal aanvaar?	1		2		3		4		5	
g.	women will be more trustworthy soldiers?										
	vrouens meer betroubare soldate sal wees?	1		2		3		4		5	

## ISSUES RELATING TO PROFESSIONALISM

### FAKTORE VERWANT AAN PROFESSIONALITEIT

17. What do you think the impact on professionalism will be if ....  
 Wat dink u sal die impak wees op professionaliteit as...

		Very Positive	Positive to a certain extent	Positive, in 'n sekere mate	No opinion	Geen opinie	Negative to a certain extent	Negative, in 'n sekere mate	Very Negative	Base Negative
a.	pregnancy prevents a woman from doing all expected duties?	1	2	3	4	5				
b.	pregnant women are excused from duties which endanger an unborn baby?	1	2	3	4	5				
c.	pregnant women receive preferential treatment during operations?	1	2	3	4	5				
d.	mothers leave small children at home for long periods?	1	2	3	4	5				
e.	selected men and women have the same physical abilities?	1	2	3	4	5				
f.	selected men and women have the same emotional abilities?	1	2	3	4	5				
g.	women receive exactly the same training as the men?	1	2	3	4	5				
h.	operational uniforms are modified according to the female body?	1	2	3	4	5				
i.	battle equipment is manufactured/modified according to the female body?	1	2	3	4	5				
j.	male and female soldiers work together as a team when operating under the same circumstances?	1	2	3	4	5				

## ISSUES RELATING TO THE INTEGRATION OF WOMEN

### FAKTORE VERWANT AAN DIE INTEGRASIE VAN VROUENSSOLDATE

18. Do you think that ..../Dink u dat...			Definitely Yes	Ja, Beslis	Yes, to some degree	Ja, in 'n mate	Uncertain N/A or Onseker	NVT of No, not really	Nee, nie eintlik nie	No, not at all	Nee, glad nie
a.	appropriate training and sensitisation programmes should be designed to reduce negative ideas that men have of women?	toepaslike opleiding - en sensiteringsprogramme ontwikkel moet word om vooroordele teenoor vrouens af te breek?	1		2		3		4		5
b.	you would like women to deploy operationally?	u daarvan sal hou dat vrouens operasioneel ontplooi?	1		2		3		4		5
c.	women should be allowed to volunteer for operational deployment?	vrouens die geleentheid behoort te hê om vrywillig operasioneel te ontplooi?	1		2		3		4		5
d.	female soldiers are familiar with all potential operational conditions during deployments?	vrouenssoldate bekend is met alle potensiële operasionele omstandighede tydens ontplooiings?	1		2		3		4		5
e.	it is necessary that female volunteers be informed of all circumstances in which a deployment will occur?	dit nodig is dat vroulike vrywilligers ingelig moet word oor alle omstandighede wat gepaard gaan met 'n ontplooiing?	1		2		3		4		5
f.	female soldiers will adapt in countries which have different values to South Africa?	vrouenssoldate sal aanpas in lande wat verskillende waardes het van Suid-Afrika?	1		2		3		4		5
g.	women integrated in these roles will have a positive impact on the functions of the SANDF?	vrouens geïntegreer in hierdie rolle 'n positiewe impak sal hê op die funksies van die SANW?	1		2		3		4		5
h.	women should have the same physical strength than male soldiers in these roles?	vrouens dieselfde fisiese krag moet hê as manlike soldate in hierdie rolle?	1		2		3		4		5

19. To what extent do you agree or disagree with the following statements? / Tot watter mate stem u saam of nie saam met die volgende stellings?

			Glad nie	Not at all	Tot 'n geringe mate To a small extent	Geen opinie	No opinion	Tot 'n redelike mate	Tot 'n groot mate	To a great extent
a.	women tend to suffer more stress-related disorders?	vrouens is meer geneig om aan stres-verwante siektes te lei?	1	2	3	4	5			
b.	men will have difficulty trusting colleagues of the opposite sex in these circumstances?	mans sal probleme ervaar om hul vroulike kollegas in hierdie posisies te vertrou?	1	2	3	4	5			
c.	men will feel threatened by female counterparts with similar operational abilities?	mans sal bedreig voel deur vroulike kollegas met soortgelyke operasionele vermoëns?	1	2	3	4	5			
d.	gender equality will damage the unit's peacetime effectiveness?	geslagsgelykheid sal 'n eenheid se vredestryd effektiwiteit benadeel?	1	2	3	4	5			
e.	gender equality will damage unit combat effectiveness?	geslags gelykheid sal 'n eenheid se gevegsgereedheid benadeel?	1	2	3	4	5			
f.	a man's instinct to protect women will distract him from tasks in violent combat conflict?	'n man se instink om 'n vrou te beskerm sal hom aflei van sy take tydens gewelddadige konflik?	1	2	3	4	5			
g.	women will accept the risk of being captured by the enemy?	Vrouens sal die risiko aanvaar om gevange geneem te word?	1	2	3	4	5			
h.	males should be cautious of language used in the presence of the opposite sex?	mans sal aandag gee aan taalgebruik in die teenwoordigheid van vroue kollegas?	1	2	3	4	5			
i.	women will feel upset if their feelings are ignored during informal (social) discussions?	Vrouens sal ongelukkig voel as hul gevoelens geïgnoreer word tydens informele gesprekke?	1	2	3	4	5			
j.	women will influence the men's "esprit de corps", during tasks negatively?	Vrouens sal mans se "esprit de corps", tydens take benadeel?	1	2	3	4	5			
k.	women will influence the men's "esprit de corps", during social events negatively?	Vrouens sal mans se "esprit de corps", tydens sosiale aangeleenthede benadeel?	1	2	3	4	5			
l.	women will raise the professional standard of male colleagues (owing fewer cases of drunkenness, AWOL & disciplinary offences)?	Vroue sal professionaliteit onder mans bevorder (agv minder dronkenskap, afwesigheid & dissiplinêre probleme)?	1	2	3	4	5			

**THANK YOU FOR YOUR TIME AND CO-OPERATION. ENJOY  
YOUR DAY!**

## APPENDIX B

### ATTITUDE AND OPINION SURVEY: INTEGRATION OF WOMEN IN SPECIALISED COMBAT ROLES (NAVAL COMBAT OFFICERS, SPECIAL FORCES, PARATROOPERS, ARMOURY, ETC)

**NB THIS SECTION MUST BE COMPLETED BY WOMEN IN UNIFORM ONLY**

Please indicate to what extent you agree or disagree with the following statement:

	Strongly agree	Agree	No opinion	Disagree	Strongly disagree
a. The integration of women as submariners will improve combat effectiveness					
b. Men and women performing special combat roles should have separate sleeping and bathroom facilities					
c. The lack of privacy during special operations may restrict women from performing their duties					
d. I am aware of the physical implications when being deployed for a long period of time under typical conventional war circumstances					
e. I will not mind persons of the opposite sex invading my personal space when I have to perform special combat duties					
f. Males performing specialised combat duties may feel threatened by their female counterparts performing similar duties					
g. It is possible to integrate women into special combat roles without compromising task cohesion					
h. Integration of women into these specialised units may give rise to the incidence of sexual harassment					
i. My husband/boyfriend may distrust me if I have to work with colleagues of the opposite sex away from home for long periods of time					
j. It is possible to integrate women into special combat roles without compromising social cohesion					
k. The integration of women into special combat roles will lead to a decline in performance standards					

m. I have the following comments/suggestions in respect of women in specialised combat roles

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