

Inkatha Freedom Party

Iqembu lenkatha Yenkululeko

THEME COMMITTEE No. 6

SUBCOMMITTEE ON TRANSFORMATION AND MONITORING

**FIRST REPORT ON
THE COMMISSION ON GENDER EQUALITY'**

PROMOTION OF GENDER EQUALITY

1. The constitution shall ensure the equal treatment of all individuals irrespective of gender.
2. In order to ensure substantial gender equality, the Republic shall undertake constitutionally mandated proactive protection and promotion of women in all aspects of society.
3. The following constitutional text ought to be considered:
 43. Protection of Women'
The Federal Republic shall operate to ensure that both federal and provincial law extend special protection to women in recognition of their function and condition in society. The Federal Republic shall assist the Provinces to guarantee maternity leave, to provide assistance to mothers in the work force, and to ensure equal access of women to political, social and economic opportunities by means of special treatment and privileges to be in force until such time when the condition of women in the Federal Republic has significantly improved.

COMMISSION ON GENDER EQUALITY

1. A Commission on Gender Equality shall be constituted as follows:
 - a. The women members of each of the provincial legislatures shall elect three members for each Province, provided that at least one of such three members must be a woman.
 - b. The women members of the national Parliament shall elect six members, provided

The IFP makes this submission under protest, for the Constitutional Conunittee

should withhold consideration of the matters covered in this report and further development of the work program so as to allow international mediation to take place.

1. This constitutional text in an excerpt from the draft constitution of the Federal Republic of South Africa, submitted by the IFP to the World Trade Centre in June 1993.

that at least two of such six members must be women.

2. The Commission shall coordinate the activities of provincial Governnents which shall have the primary responsibility of developing and implementing programs to promote gender equality.
3. The Commission may submit to Parliament framework legislation to be implemented by means of provincial legislation and administrative action, provided that the central Government shall not act in lieu of a Province.
4. The Commission may express recommendation to Parliament and/or the provincial legislatures on laws affecting women, and may conunission study, research and investigation in any matter related to the betterment of the condition of women in society.
5. The Commission shall be consulted by any relevant national and provincial Department's office, inter alia with respect to the development of affirmative action programs, assistance to small business programs, community development programs, planned parenthood programs, professional training programs and educational programs.
6. The Commission shall be specifically mandated to consider the following items as priorities for its action:
 - a. Policy to combat violence against women
 - b. Promotion of women's land tenure and home ownership
 - c. Promotion of substantial spouses' equality in the family
 - d. Protection of maternity in the workplace
 - e. Women conditions in the workplace
 - f. Sexual harassment and freedom of procreative choice
 - g. Promotion of women's access to employment and carrier opportunities
 - j. Promotions of women's access to political, economic and social opportunities
 - k. Preservation of the protections of tradition law as it relates to women.

7. The Commission shall establish special monitoring and reporting mechanisms to follow any progress in the betterment of women's condition in South Africa.