

https://dspace.org/

Participation of women in the South African Army in external military deployments

Mohale, Thandi

2014-03-20
http://hdl.handle.net10539/14238

Downloaded from a DSpace repository. https://dspace.org/

PARTICIPATION OF WOMEN IN THE SOUTH AFRICAN ARMY IN EXTERNAL MILITARY DEPLOYMENTS

THANDI MOHALE
STUDENT NO. 472184

A research report submitted to the Faculty of Management, University of the Witwatersrand, in partial fulfillment of the requirements for the degree of Master of Management (in the field of Security)

February 2013

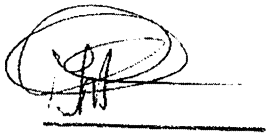
ABSTRACT

Women's participation in external deployments in the South African Army began in 2001, however irrespective of possessing capabilities as infanteers, in engineering, intelligence and medical support, they are often not deployed according to their expertise. They are deployed in support services such as human resource management and as logisticians, and are under-represented in combat and decision-making positions. The purpose of the study is to investigate participation of women in external deployments in order to determine how gender mainstreaming and gender balance is encouraged and promoted in peacekeeping operations. The study will consider elements such as representation, decision-making and contributions of the transformation unit to the participation of women peacekeepers. Interpretations of gender written by various authors (Brush, 2002; Tiessen, 2011), as well as interpretations of gender in peacekeeping (Hudson, 2000; Stiehm, 2007) were reviewed and a conceptual framework was designed illustrating how these concepts relate to the topic.

Drawing on a brief review of policy and legal frameworks, and semi-structured interviews, the findings revealed that there is a lack of in-depth strategic knowledge in terms of institutionalising gender balance in all domains of peacekeeping operations, such as training, decision-making, and equal participation of both genders in peacekeeping operations. Impediments to the achievement of gender parity include service conditions and gender bias in selection processes. Interventions intended to transform the mind-set of both genders and at all levels of the force could be a possible solution for the realisation of gender balance in the peacekeeping forces. Gender balance will benefit the community of the host country as equal participation will be demonstrated as one of the principles of democracy.

Declaration

I declare that this report is my own, unaided work. It is submitted in partial fulfillment of the requirements of the degree of Master of Management (in the field of Security) in the University of the Witwatersrand, Johannesburg. It has not been submitted before for any degree or examination purposes in any other University.



Thandi Mohale
Student No. 472184

Dedication

This Research Report is dedicated to my late mother Isabella Monareng, and my late brothers.

Acknowledgements

I would like to take this opportunity to acknowledge and extend my gratitude to my supervisor Lucienne Abrahams, Director Wits LINK Centre for her constant support and educative advice throughout the process; Major General Memela-Motumi for her endless support with the required material and encouragement, my secretory Tshepo Modhabeni for assisting in searching for statistics and documents; Colonel P. Madubula for assisting with relevant information; extending my thanks to my family, my husband Jappie Mohale and my children for understanding when I ignored some of my household duties. Without their assistance and support, this research would not have been possible.

Contents

ABSTRACT 2
Declaration 3
Dedication 4
Acknowledgements 5
List of Tables and Figures 8
Acronyms 9
CHAPTER 1: PARTICIPATION OF WOMEN IN PEACE KEEPING 10
INTRODUCTION 10
BACKGROUND 11
MEN AND WOMEN IN THE MILITARY 14
GENDER EQUALITY AS AN INTERNATIONAL, CONTINENTAL AND REGIONAL OBLIGATION 17
SANDF AND PEACEKEEPING ON THE AFRICAN CONTINENT 22
PROBLEM STATEMENT 28
PURPOSE STATEMENT 28
RESEARCH QUESTIONS 29
CHAPTER 2: LITERATURE REVIEW: FRAMEWORK FOR UNDERSTANDING GENDER MAINSTREAMING 30
GENDER MAINSTREAMING AND GENDER BALANCE 30
GENDER AND PEACEKEEPING 34
GENDER AND DECISION-MAKING IN PEACEKEEPING OPERATIONS 41
CULTURAL SENSITIVITY AND PEACEKEEPING OPERATIONS 43
GENDER, STRATEGY AND CHANGE MANAGEMENT 46
CONCEPTUAL FRAMEWORK 47
CHAPTER 3: QUALITATIVE RESEARCH METHODOLOGY 49
CRITICAL THEORY APPROACH 51
RESEARCH DESIGN 53
DATA COLLECTION 54
DATA ANALYSIS 62
VALIDITY AND RELIABILITY 63
ETHICAL CONSIDERATIONS 63
SIGNIFICANCE AND LIMITATIONS 64
CHAPTER 4: DATA PRESENTATION ON GENDER PARTICIPATION AND GENDER MAINSTREAMING IN PEACEKEEPING OPERATIONS 65

INTRODUCTION 65
THE SIGNIFICANCE OF SA ARMY WOMEN PARTICIPATION IN EXTERNAL DEPLOYMENTS 67
WOMEN IN DECISION-MAKING POSITIONS 72
PRE-DEPLOYMENT ORIENTATION, TRAINING AND DEVELOPMENT OF PEACEKEEPING CAPABILITY 76
MILITARY CULTURE 80
FOLLOW-UP AND MONITORING 82
THE IMPACT OF CDTM 82
SUPPORT SYSTEMS 84
CHAPTER 5: ANALYSIS OF CHALLENGES AND BARRIERS TO ENHANCED WOMEN'S PARTICIPATION IN PEACEKEEPING 87
INTRODUCTION 87
CHALLENGES THAT SHADOW THE REPRESENTATION OF WOMEN PEACEKEEPERS 90
BARRIERS TO DECISION-MAKING 97
EMPOWER TO DEVELOP 104
THE DETERIORATION OF MILITARY CULTURE 106
GENDER REPRESENTATION AND MAINSTREAMING IN PEACEKEEPING OPERATIONS 107
CHAPTER 6: CONCLUSION AND RECOMMENDATIONS 111
GENDER MAINSTREAMING PERSPECTIVES 111
PREJUDICES EXHIBITED BY SOME MALE SOLDIERS 112
CULTURE SENSITIVITY 112
GENDER BALANCE 113
GENDER EDUCATION FOR ALL LEVELS OF COMMAND AND FUTURE OF PMTC 114
TRANSFORMATION MANAGEMENT 115
LIST OF REFERENCES 116

List of Tables and Figures

Table 1: Total strength of SA Army 12
Table 2: Gender and race of deployed peacekeepers: DRC (FY 2011) 20
Table 3: Army ranks and gender (FY 2011) 22
Table 4: Interviewed respondents (FY 2012) 55

Acronyms

ANC	African National Congress
AU	African Unity
CJOP	Chief of Joint Operations
CDTM	Chief Directorate Transformation Management
DCAF	Democratic Control of Armed Forces
DOD	Department of Defence
DRC	Democratic Republic of Congo
GOC	General Officer Commander
LOAC	Law on Armed Conflict
NEPAD	New Economic Partnership for Africa's Development
PwD	People with disability
PSO	Peace Keeping Operations
SANDF	South African National Defence Force
SA Army	South African Army
SAAF	South African Air Force
SAN	South African Navy
SAMHS	South Africa Military Health Service
SADC	South African Development Community
SEA	Sexual Exploitation Abuse
SSR	Security Sector Reform
UN	United Nations
UNSC	United Nations Security Council
USA	United States of America
TCC	Troop Contributing Country

CHAPTER 1: PARTICIPATION OF WOMEN IN PEACE KEEPING

INTRODUCTION

The South African Defence Force (SANDF) is composed of four services namely the South African Army (SA Army) being the largest, the South African Air Force (SAAF), the South African Navy (SAN) and the South Africa Military Health Service (SAMHS). All of the above-mentioned SANDF Services have both women and men, however for the purposes of the study the researcher will focus on women serving in the SA Army.

The primary mandate of the SANDF is to defend and protect the Republic, its territorial integrity and its people as required by the Constitution of the Republic of South Africa, as per Section 200 Clause 2 (1996: 117). This research will investigate the participation of women from the SA Army in external peacekeeping operations. The SA Army women have participated in external deployments since the inception of peacekeeping operations in 2001. Women peacekeepers were deployed together with their male counterparts in countries such as the Democratic Republic of Congo, Burundi and Sudan (Darfur), under the umbrella of the South African National Defence Force (SANDF).

According to the White Paper on Defence (1996, May) Peacekeeping Operations are the secondary mandate of the SANDF and South Africa believes in collective effort in order to maintain peace and stability with its neighbouring states, both regionally and internationally . Cognisance should be taken that South Africa is a fully-fledged member of the United Nations (UN), the African Union (AU) and the South African Development Community (SADC). According to the (World Development Report, 2011) human safety depends on collaboration of the affected and the non-affected. Hence, the troop contributing countries find it valuable to participate in peacekeeping operations. So is South Africa.

Furthermore, the World Bank (2011) elaborates that insecurity embraces a broad range of factors as its primary development challenges in many domains such as economic development, health, food security and unemployment. War torn countries experiences recurrence of political instability and criminal violence that discourages international investors. Consequently the dream of achieving integrated trade

diminishes. South Africa as country that is still in the process of addressing the legacy of the past is committed in creating a conducive environment for economic growth of the country, of the region and of the sub-region. That is why it is committed to participate in peacekeeping operations.

Historically, the SA Army was male dominated, Hence post 1994, government formulated several policies and legal frameworks to promote gender equality. These include the Constitution of the Republic of South Africa Act, 108 of 1996 and its Bill of Rights (RSA, 1996), the White Paper on National Defence for the Republic of South Africa (DOD, 1996), Defence Review of 1998 (DOD, 1998), Defence Act, 44 of 2002 (RSA, 2002), and the White Paper on the Transformation of the Public Service of 1995 (DPSA, 1995). These policies and legal frameworks were designed to protect the interests of both genders in all domains and beyond social barriers.

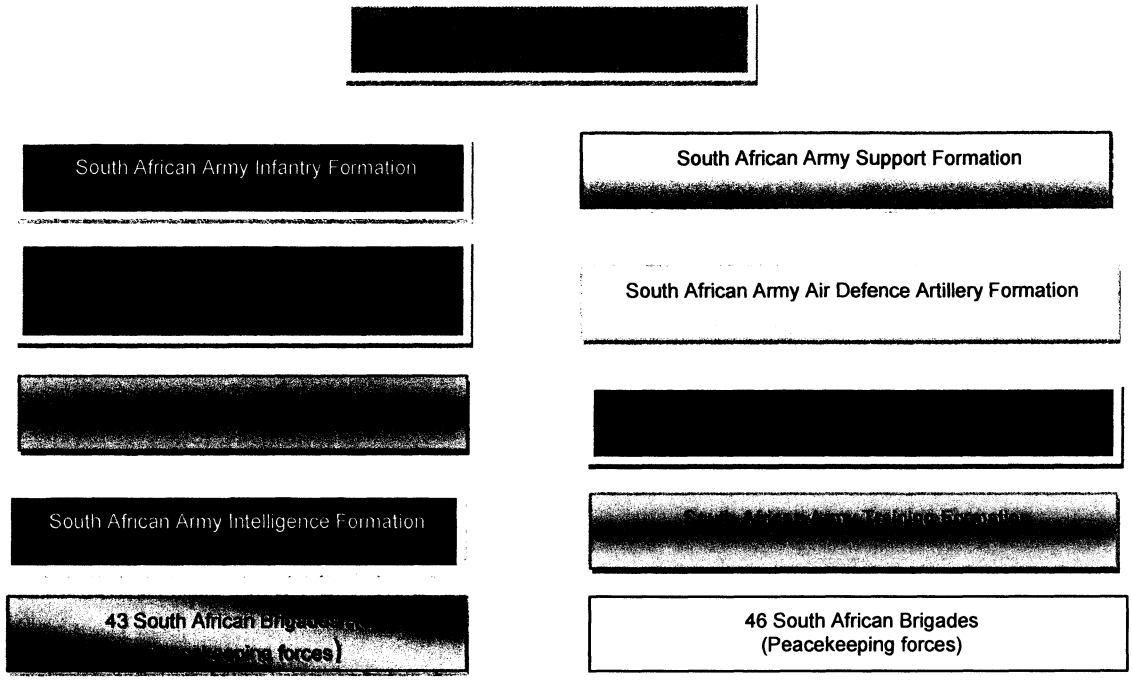
This study is important as it will provide the picture of the participation of SA Army women peacekeepers in external deployments including the factors affecting participation and an understanding of the implementation of existing policies and legal frameworks with respect to gender in peacekeeping. The achievement of gender equality is a constitutional imperative based, in particular, on section 9 of the Constitution, which entrenches the right to substantive equality. This includes the prohibition of unfair discrimination based on gender, sex, marital status, and pregnancy. It also includes the adoption of positive measures to advance women, as a historically disadvantaged group, to address their systemic disadvantage in organisations and society. The right to equality includes the problems of sexual, gender, racial and forms of harassment (DOD, 1889).

BACKGROUND

Structures responsible for preparation of deploying forces in the SA Army are 43 and 46 brigades designed specifically to ensure that deployable DOD members are combat ready. They include women, trained and prepared for peacekeeping operations in the eight formations presented in Figure 1 below, which are the standing divisions of the SA Army. Platoon, company and contingent commanders are selected and specifically trained in preparation for external deployments. Men and women peacekeepers are subjected to the same training. Cognisance should

be taken that a contingent commander is an overall commander of the deploying South African component.

Figure 1: Organogram of SA Army formations



Source: DOD, 2012

The mandates of the eight formations are as follows:
43 and 46 brigades are the units training the fighting forces for "defending the republic of this country and its people" they participate in peacekeeping operations and peace building at the request of the United Nations. The South African Army Infantry Formation prepares infanteers for conventional defence and area defence against the external aggression.

These forces provide first and main line of defence in protection of the territorial integrity and the people of South Africa. The South African Army Armour Formation is mandated to provide the armour component of the landward defence capability. This capability needs to be a combat-ready user systems (US) including first and second line support. The South African Army Artillery Formation provides strategic guidelines with regard to artillery ability and aligns the equipment according to the needs of the situation. The South African Army Air Defence Artillery Formation trains men and women in the SA Army to be combat ready whilst playing a leading role in the force preparation of a credible, cohesive joint air defence artillery capability. Both these formations are trained in the Air Defence Artillery School.

Three formations provide support to the fighting forces. The main function of South African Army Engineering Formation is to ensure that the fighting force reaches the set destination on time and at the right place. In the presence of obstacles such as rivers, mountains and water scarcity, engineers provide a possible solution to overcome man-made and natural barriers that might obstruct fighting men and women. In the case of peacekeeping the achievements of the engineers also benefit the local community. For instance creating water boreholes or constructing a permanent bridge.

The South African Army Support Formation ensures the mobility of the fighting men and women both in the advance and retreat, to make life as secure as possible, in order to maintain their morale and enhance their fighting ability. The duties often go far beyond what is expected from the normal field engineer. Its work centres on the provisioning of effective and efficient logistical systems to support the landward defence capability.

The South African Army Training Formation is responsible for meeting observed training needs. Furthermore, training should be aligned to area of responsibilities of serving members and to international standards (DOD, 1998). Training Formation's core business is to qualify senior members of the SA Army in the theory of command and management during peace time and war, to provide and maintain a practical training ability including the development of transformation leaders.

Female soldiers are found in all the army corps even though their representation is not adequate at all levels. See Table 1 below Members of the 43 and 46 brigades, men and women peacekeepers are drawn from all the above formations because the peacekeeping forces require a diversity of skills and capability.

Table 1: Total Strength of SA Army= 41417 (FY 2011)

Males	33 476
Females	7 941
Equity Prevalence	Females
Africans	6111
Whites	799
Coloureds	993
Indians	38
Grand Total	7 941

Source: DOD, 2012

According to the SANDF Military Strategy 2000 (SANDF, 2000), the Army's vision and mission is to prepare, provide and sustain land forces for employment by the SANDF. This is a professional and dynamic force that consists of a Headquarters, which provides strategic direction and ensures that this organisation operates like a well-oiled machine, through eight army formations and two peacekeeping brigades. The responsibility of the Force Preparation Units is to support the mission of the entire organisation in directing, orchestrating and controlling the combat readiness of Landward Forces in order to ensure effective force preparation. SA Army Forces are prepared to the required state of combat readiness in terms of the Force Preparation Strategy and are provided in time to Chief Joint Operations for the execution of the Force Employment Strategy.

The directives that address the position of women in the SA Army are entrenched in the Defence Act, Act no 44 of 2002, (RSA, 2002) Defence Review of 1998 (DOD, 1998) and White Paper on Defence 1996 (DOD, 1996). These directives indicate that under the new democratic dispensation, the DOD has to accept the presence of women and acknowledge their right to serve at all the levels.

MEN AND WOMEN IN THE MILITARY

Throughout history women's involvement in the military has been accepted and appreciated in times of crisis. During the civil war in the United States of America (USA), (Holm, 1982) women on both sides became active on an unprecedented scale. Many of the restrictions and social conventions with respect to women's activities were set aside in order to meet the unusual demands of war. During World

War I and World War II when the necessary number of men could be obtained, women demonstrated their willingness to serve beyond support service when they were brought into other traditionally male preserves. History acknowledges that even in the African continent, women also fought side by side with their male counterparts during the wars for independence (US AF, 1982).

In the South African context the promotion of gender equality is one of the key elements of the government's transformation agenda. This stems from the fact that the Constitution of the Republic of South Africa is grounded on values of social justice, human dignity, the advancement of human rights and freedoms, equal protection under the law, non-racialism, and non-sexism. Informed by recognition of past injustices, as well as the need to celebrate the diversity of the South Africa society, the preamble makes a commitment to build a democratic society where every citizen is equally protected by law.

Observations made with regards to women's entry in traditionally male dominated corps (Holm, 1992) have demonstrated that if the environment is conducive, where women and men are subjected to training opportunities and equal exposure, women perform to the same standards as men and in some cases exceed them. Research conducted by Memela-Motumi (2010) on the other hand indicates that, the current obsolete state of Army equipment poses certain challenges to female soldiers due to the demands for physical strength. The following observations have been drawn: (Memela-Motumi, 2010: 11)

General fitness is not a problem, but muscle strength and endurance is a problem. The ergonomics of military equipment are not gender friendly; this poses a safety risk and a hampering factor to women. For example, when loading of a projectile, which weighs 45kg, physical strength and height influence the speed in which this can be done. It is difficult for women to offload the wheels of a Ratel because they are small in built and they do not have the necessary muscle strength and/or height. These challenges can be overcome with appropriate strategies to achieve balanced women's participation in the SANDF in general and in peacekeeping in particular.

Peace support operations are a means to attain peace and stability. They include mechanisms such as diplomatic engagement at a governmental level, civil

involvement in domestic organs in pursuit of a collective commitment to peace and military actions under the UN Charter, based on purposes and principles intended to restore and maintain peace. The principles of UN Charter usually include means to prevent the escalation of conflict, possible methods to resolve conflict with the intent of achieving peace without loss of lives, displacement, economic deterioration and the abuse of women and children. Should the peacemaking fail then the UN is bound to resort to peace enforcement (UN, 2004: 3).

According to UN (2004) Joint Warfare Publication 3-50, The Military Contribution to Peace Support Operations, after stabilisation of a conflict zone is to maintain peace, thereafter the phase of peace building should commence. It involves the management of displaced people, educating the local community of matters such as hygiene as it is important to prevent the outbreak of infectious diseases, and rebuilding the country. This phase involves societal matters which include trauma management and creating a conducive environment for economic resuscitation. The White Paper on South African Participation in International Peace Missions of 1999 is in agreement with the UN document. However, the policy stipulates that peace building does not embrace military operations because it involves "a diplomatic development process" (Department of Foreign Affairs, 1999). It is the researcher's view that South Africa's representatives to the UN should deliberate with the SA Army on these matters in order to avoid indecisiveness in this regard.

Men and women in peacekeeping operations are responsible for addressing the needs of vulnerable groups such as women, children, the elderly and people with disabilities who are exposed to inhuman brutality such as sexual abuse and rape. Displaced local communities require positive inspiration and attitude to build trust intended to create a conducive environment that will benefit both parties, that is peacekeepers and the local community. Furthermore, hope and trust improves the relationship within various social groups, thus curbing ethnic conflicts. Cohesion minimizes conflict points and eradicates cultural barriers taking a war torn society into an embryonic transformation process heading for a democratic and gender balanced society. A healthy environment prepares the ground for peace building operations, which promotes economic development, and enhances stability.

Gender representation serves a purpose as women are believed to be appropriate to fulfill certain roles in the peace keeping operations (Institute for Security Studies (ISS), 2009: 1) such as providing support to the victims and gathering information necessary for possible solutions. In turn this helps local women to establish civil society organisations that consolidates peace and stability efforts. Furthermore, DCAF (2010) stipulates that during the security sector reform (SSR) organisations that are gender based are formed by local community and gender issues are discussed. Positive lessons are drawn from both genders participating in external deployments and this is a testimony that without an integrated effort, peacekeeping will not be successful.

The above articulation by the ISS reflects ideas which may encourage the approach of gender-biased roles. The DOD's national policies and legal framework discourage this practice because they promote equal gender participation in all spheres. Men can execute roles to be perceived as those of women while women can do the same provided both genders are appropriately empowered. Gender balance and mainstreaming is about equal participation in any situation and prevailing at all levels of the organisation.

GENDER EQUALITY AS AN INTERNATIONAL, CONTINENTAL AND REGIONAL OBLIGATION

Since her re-entry into the international scene, following the demise of formal apartheid, South Africa has voluntarily ratified and signed various international instruments relating to the advancement of women, women's rights and gender equality. The Convention on the Elimination of all forms of Discrimination against Women (CEDAW) gives guidance on anti-discrimination measures, to "eradicate pre-existing systemic structural inequalities, which undermine women's equal enjoyment of rights, freedoms and opportunities" (UN,1979).

The Beijing Platform of Action has specific provisions that focus on measures that specifically deal with mainstreaming gender in armed conflict. The key provisions in this regard are to increase the participation of women in conflict resolution at decision- making levels (gender balance) and protect women living in situations of armed and other conflict under foreign occupation (gender mainstreaming), promote non-violent forms of conflict resolution and reduce the incidents of human rights

abuse in conflict situations, promote women's contribution to fostering a culture of peace (gender mainstreaming), provide protection, assistance and training to refugee women and other disabled women in need of international protection (gender mainstreaming) (UN,1995).

Article 1 of the United Nations (UN) Charter (UN 2005:523) designates the major role of the UN to take collective responsibility for the prevention and removal of all forms of threats to world peace. The dream of Africa to achieve peace, security and unity became unattainable as the high level of wars, and conflicts were experienced in most countries in the continent (Olonisakin, 2006: 271). The political changes in South Africa brought a new tide in the external environment as the re-admission of South Africa to the international communities, international organisations such as the United Nations (UN), the African Union (AU) and the South African Development Community (SADC) ushered in a new expectation in the field of military in peacekeeping. Hence, South Africa is counted amongst the leading countries that respond to the need for intervention and prevention of conflicts in the continent (DOD, 1996: 20).

The Beijing Plan of Action gave rise to the UN Security Council Resolution 1325 (UN, 1995), which underscores the importance of mainstreaming gender in situations of armed conflict and peacekeeping. Some of the key issues cover the integration of a gender perspectives in all peacekeeping and peace building measures, including peace agreements and decision making processes; measures to address special needs of women and girls in all post conflict and peace arrangements; to facilitate gender related matters in external deployments; implementation of guidelines and measures on the protection of women and children as the most vulnerable societal group in countries experiencing national conflicts. The UN Resolution 1325 compelled member states to eliminate all forms of discrimination against women in the peacekeeping forces. In support of the condemnation of violence against women, the UN Security Council adopted 16 resolutions on countries such as Haiti, Liberia, Afghanistan and the DRC utilising Resolution 1830, which deliberates on no violence against women and children.

The above mentioned resolutions covers a broad spectrum of programmes such as economic empowerment, security sector reform, legal and judiciary reforms designed

for women empowerment. Apart from the overall concern of women empowerment, the institutionalization of the involvement of women in external peacekeeping operations centres on the crucial requirement for gender mainstreaming. One of the desired end states of the UN Security Council Resolution 1325 is the realisation of women positioned in decision-making structures and a sizable number of them deployed in countries that experience high levels of wars and conflicts.

The UN Resolution 1325 regards women as subjects of peace as their involvement in peace missions often bring fruitful intended results. Women who deploy in peace operations do not limit their contribution towards peace building and the restoration of stability but they go beyond that and they strive for transformation of the operation theatre. Women peacekeepers further participate effectively side by side with men in assisting the displaced populations in war torn countries, articularly women and children.

In response to the AU Gender Policy (AU, 2008) member states undertook to implement the gender policy and declared plans that suit their individual situations. The policy emphasized the Institutionalisation of gender mainstreaming in all spheres of peacekeeping operations with Action Plans perceived as mechanisms that obliges troop-contributing countries to ensure gender representation in peacekeeping operations. Gender mainstreaming forms part of the South African government imperatives and it is admired and hailed throughout the government departments. However, the reality of a 50/50 gender parity remains practically unattainable for the foreseeable future, as the Defence Force was historically a male dominated environment.

The AU Gender Policy of 2008 recognized women peacekeepers as members striving for change in order to achieve social human justice. Women peacekeepers are believed to contribute distinctively in assisting war victims such as the elderly, disabled as well as women and children in war torn areas. The policy further highlights relevant training for women in order to enhance their capabilities in fighting the injustices that affects women and children in war torn areas (AU, 2008: 6). Article 18 (3) of the AU Gender Policy (AU, 2008a: 5-6) commits member states to ensure that all forms of discrimination against women are eliminated. Hence, the gender policy focuses on anti-discrimination and on the role of women as peacekeepers.

The Solemn Declaration on Gender Equality in Africa, adopted by the African Heads of States in Addis Ababa in 2008 (AU, 2008b) provides for the pursuit of gender parity, referred to as 50/50 representation of women and men in all AU operations and decision-making structures for gender balance. It also addresses the recruitment of child soldiers and abuse of girls where they are used, as wives of the bandits and they are further turned in to sex slaves. The SADC Declaration on Gender and Development, and the Addendum on the Prevention and Eradication of Violence against Women and Children, specifically stipulates a 30% target for women's involvement at all levels of de ion-making and also includes their representation in the armed forces and peacekeeping operations (SADC, 2009).

The Namibian Plan of Action on mainstreaming: A gender perspective in multidimensional peace support operations (Office of the Presidency, 2000) adopted in Namibia Windhoek, in 2000 focuses on peacekeeping and armed conflict challenges. Its provisions include policy pronouncements on mainstreaming gender and involving women at all levels, and in all peace keeping processes and decision-making, by advocating equal access and participation of women and men in the area of conflict resolution at all levels and stages of peace processes; that women are an integral part of all negotiation teams and processes relating to ceasefire or peace agreements; that the initial assessment mission of any peace support operation should include a senior advisor on gender mainstreaming; that assessment reports, should include gender mainstreaming; that having an adequately funded and staffed gender affairs unit should be regarded as a standard component of all missions. Thus, gender must be mainstreamed in all training of peace officials, including troops.

The epochal change in the Southern Africa region brought about a new reasoning configured by governments and their populations with regard to insecurity and instability, given that South Africa was on a transitional path focusing on social stability and paying attention to transformational changes which can encourage and promote peace in the Southern African region (Department of Foreign Affairs, 1999: 3). The new reasoning moved away from the old notion of viewing security as limited to the military dimension only. The new strategy was inclusive of aspects such as political economy, culture and personal security imbued in the concept of security threats and considered as a cause of insecurity and instability – issues that need to

be addressed to achieve national peace and stability (Department of Foreign Affairs, 1999: 3).

In fulfilling its political commitment as a fully-fledged member of the international community, South Africa through the SANDF, got involved with peace missions in Africa. The SANDF has since played the leading role in peacekeeping missions within the Sub-Saharan region, the Democratic Republic of Congo (DRC), Burundi and the rest of Africa. South Africa is one of the leading countries in the region, which honours its international obligation as entrenched within the Department of Defence, (1996: 20- 29). Nevertheless, for the interest of this study the researcher will focus on peacekeeping operations in the DRC, Burundi and Darfur.

The UN, AU and SADC were crucial for South Africa in order to pave the way for political stability and economic growth (DOD, 1996: 20). South Africa's achievement of democracy without bloodshed placed it in a strong leadership position where the United Nations Security Council (UNSC) expected it to influence the African continent to achieve conflict resolutions peacefully in striving for a peaceful and stable world for all, to enable free trade.

In support of the UN mandate, the former President of the democratic Republic of South Africa, Mr. Nelson Mandela, signed a number of the international humanitarian laws including the Law on Armed Conflict (LOAC) (DOD, 1996). This signing brought an obligation towards the SANDF to observe the legal prescripts entailed in humanitarian laws. In adherence to the humanitarian laws, such as the UNSCR 1325, 1820 and 1888, the SANDF saw it fit to involve women in the protection and defence of the country against internal and external threats (Stiehm, 2001).

South Africa deemed it appropriate to align gender policy with UN Security Council Resolution 1325 of 2000 (UNSCR, 2000) and Resolutions 1820 and 1888. There is always a gap between what policy says and what occurs in real life hence, the author expresses concern with regard to the limited extent of participation of female peacekeepers.

It is in the interest of this study to examine the social reality that impedes South Africa from putting more effort in promoting the full inclusion of women military personnel in

all aspects of peace-related activities. This study will conduct a review of the SA Army peacekeeping forces in terms of the progress made to improve gender balance, as well as understanding the opportunities and challenges of pursuing gender mainstreaming as a government imperative (Max, 2010: 1).

SANDF AND PEACEKEEPING ON THE AFRICAN CONTINENT

The Democratic Republic of Congo (DRC) and Burundi are among the countries that benefitted from peacekeeping operations that were gender inclusive as it entailed the presence of women peacekeepers from the SANDF. This would not have been the case without the directives in policy and law. The fruits of deploying women peacekeepers resulted in the gender transformation of the DRC judiciary system (Scaddan, 2011). In Sudan, the adoption and support of gender equality approaches enhanced patrols at high-risk areas in the Darfur region (Scaddan, 2011). It is therefore, apparent that South Africa cannot ignore gender balance and concerns affecting women participating in peacekeeping, as gender mainstreaming is the prescript and has social importance (DOD, 1996).

The multi-disciplinary peacekeeping force from South Africa to Burundi, DRC and Sudan in Darfur was gender inclusive. Women formed part of the SANDF contingent. As articulated in the White Paper on Defence of 1996 (DOD, 1996) women must play a full and equal role in all domains, women in the SANDF are expected to play leading roles in combat and in peacekeeping. To achieve gender equity is not easy as there have been strong beliefs against gender parity, particularly with respect to combat and decision-making positions. Table 2 below reflects current participation in peacekeeping operations.

Table 2: Gender and race of deployed peacekeepers: DRC

	MEN	WOMEN
Contingent	930	280
African	130	32
Coloured	3	1
Indian	26	11
White	771	236

Source: Chief Joint Operations (DOD, CJOPs)

Section 9 of the Constitution supported by the White Paper on Defence of 1996 (DOD, 1996) prescribes that women should be placed in all levels including the combat mustering for military operations purposes. Thus, the regulatory framework promotes gender mainstreaming and gender balance in all domains of the SANDF. However, this is not the reality as shown in Table 2 above.

The world has witnessed rapid changes in the field of defence and security management, which presents multidimensional and complex arrangements in peacekeeping operations. The new stance of the defence and security sector requires a holistic approach that reflects the diverse support needed in order to render an integrated and effective effort. Such diversity management requires women to be considered as stakeholders in peacekeeping, as they are perceived as essential actors in sector reform, conflict mediation, responsible governance and post-conflict reconstruction (Crossette, 2010), though this is not yet generally in practice. In line with Crossette (2010) the United States formulated a National Action Plan, which expresses its commitment towards the integration of women's views into their diplomatic, security and development efforts. The United States went further by recognising women both as beneficiaries and as agents of peace, reconciliation, development, growth and stability (Zenko, 2011). The USA has recently included women peacekeepers in combat posts and they are expected to equally participate with their counterparts in any situation (Wasserbly, 2013).

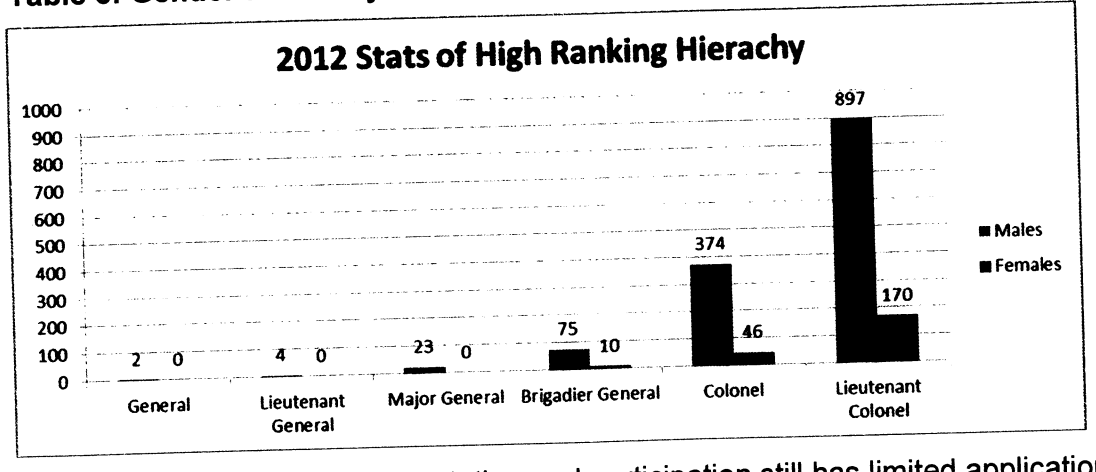
During the years of armed struggle, women fought side by side with their men folk, as a result the SANDF had to acknowledge women's involvement in peacekeeping operations. This includes the representation of women in strategic positions within the deployment areas (DOD, 1996: 36), although the SANDF seemed to have taken too long to introduce gender mainstreaming as proposed by the UNSCR prescriptions and national frameworks. However, as the military environment has changed from aggressive approach to peacekeeping, women participation is necessary to demonstrate positive impression to the local community that social balance is achievable.

The exclusion of women as contingent commanders in external deployments should be regarded as an irregularity, contrary to the SANDF's policies and legal frameworks (DOD, 1998) that encourage the inclusion of women in all spheres.
The background data in Tables 1 and 2 above indicate non-compliance to national, regional and international protocols. The pace of moving towards the desired end state is slow.

Peacekeeping operations do not benefit war torn countries alone but this was decisive for South African democracy, which was in its embryonic stage, to participate as one of the peacekeeping countries. "In turn this could be interpreted as an investment in defence of democracy as stability encourages development of a new dispensation. As the Burundi external deployment was the first in the history of South Africa, it marked the turning point in the legacy of the SANDF. South Africa's democracy cannot progress nor survive when most of the countries in the region and sub-region are plagued by protracted conflicts" (Soldiers of Peace and Development, 2010).

The statistics in Table 3 below illustrate the current picture of gender balance at the senior levels including the ranks of General, Lieutenant General, Major General, Brigadier General, Colonel and Lieutenant Colonel. Women have not yet advanced to the highest level of command where strategic decisions are made.

Table 3: Gender and Army ranks



The concept of gender representation and participation still has limited application

Source: DOD, 2012

Post 1994 era, the DOD as faced with the challenge of establishing the intervention strategy intended to eradicate discrimination of any form against women. In the process of correcting the past military legacy within the DOD, gender discrimination was one of the focus areas. The Affirmative Action structure that was late changed to Transformation Management (CDTM) was created to provide the strategic direction, guidelines and to formulate transformation and gender mainstreaming policies within the DOD.

The structure of CDTM is composed of Major General as the head of the Directorate with two Brigadier Generals. Each Brigadier General has Colonels equivalent to Deputy Director and these two sections consist of members both in uniform and non-uniformed staff. According to the DOD hierarchy, CDTM reports to Chief Human Resources (CHR) who is at the rank of Lieutenant General. Therefore, the Directorate is governed by the vision and the mission of CHR which orchestrates good governance, professionalism, good service delivery and representivity with regard to racial and gender balance (DOD, 1996: 32) in all HR related matters including HR acquisition, career management of the DOD personnel and policies and plans.

The mandate of CDTM is stipulated in the Defence Review of 1998 (DOD, 1998), in the White Paper on National Defence of 1996 (DOD, 1996), the Defence Act of 2004 (DOD, 2004), the White Paper on the Transformation of the Public Service of 1995 (DPSA, 1995) and the DOD Gender Mainstreaming Strategy (2009). The abovementioned national policies and frameworks provide strategic direction and guidelines on the implementation of gender perspectives such as gender mainstreaming, gender balance and equity. However, the abovementioned concepts need a conducive environment in order to produce the intended objectives.

The national prescript on transformation came as a result of national and oganisational challenges with regard to barriers inherited from part of the previous dispensation. The mind shift needed both physical and intellectual transformation intervention in order to yield positive results. Hence, the DOD complied at this stage with national transformation imperatives. CDTM formulated the policy on transformation and gender mainstreaming management. The directorate is the advisor of the Chief of the SANDF with regard to transformation and gender based

perspectives in the DOD. Taking the transformation and gender policy management to another level CDTM provides strategic guidelines to the Chief of Services and Divisions for the implementation of relevant policy and legal frameworks.

The mandate of CDTM is to ensure that racial and gender discrimination is eradicated in the DOD. Furthermore, part of the CDTM's objectives as stipulated in the White Paper on Defence (DOD, 1996) is to build and ensure that a cohesive, mission ready force with a shared value system is achieved in the DOD. In pursuit of the CDTM's mandate there are positive strides that were attempted such as advocating the purpose of this directorate through the DOD publication magazines, workshops, seminars and conferences where speakers from institutions of higher learning are invited. Furthermore, intervention programs were designed according to challenges raised by attendees and the external service providers conducted coaching programmes. Members from senior level beginning with Colonels and Brigadier Generals who were newly appointed went through the programme, while leadership programmes for Officers Commanding and Sergeant Majors were organised with the intention of improving their leadership skills.

Regarding the involvement of CDTM in peace operations CDTM designed a course for gender advisors, which is presented at the Peace Mission Training Center (PMTC). The role of gender advisors is to advise the commanders of the South African contingent in external deployment. However, it does not always happen as expected. Sometimes the gender advisor is channeled to work just as an ordinary member deployed with the contingent. Furthermore, CDTM has reviewed the sexual harassment section of the transformation management policy with a vision of aligning it to current occurrences related to gender based violence internally and externally.

CDTM hosted a SADC HR seminar to focus on mechanisms that could be used to promote and encourage gender mainstreaming within the African Armed Forces. One of the themes discussed was the practice of the management of female's careers. Later a Regional HR Strategy was formulated, with the objectives to enhance women's participation in peacekeeping and peace building processes. In 2011, pursuance of the mandate CDTM organised a peacekeeping seminar for the Department of International Relations and Cooperation (DIRCO),

the South African Police Service (SAPS), the Chief Joint Operations (CJOPS) and members who participated in external deployments at the PMTC.

The objectives of the seminar were to discuss the participation of the SANDF in external deployment; to examine the position of the RSA in terms of the benefit of participating in peacekeeping deployment; the impact of RSA forces on the war torn countries in terms of the involvement of both genders in post conflict phase; assessment of the purpose of pre-deployment training and changes needed to elevate it to a required standard. The UNSCR 1325 was discussed and it was revealed that the DOD has not yet implemented this resolution.

The Peace Mission Training Centre was established under the auspices of Chief Joint Training with the intention of training and preparing members to be deployed, including women specifically uniform and non-uniform members referred to as Public Service Administration Personnel (PSAP). The training presented in this Centre is not accredited as it represents security grounded courses. Courses follow the UN curriculum. The PMTC is the primary Centre for training peacekeepers and it is referred to as Excellence on the Peace Support Operations (PSO) in the SANDF as it is the nuclear of peacekeeping training for the SANDF.

Furthermore, the Centre is regarded as training advisor and development facilitator in all the aspects of African peace support operations. The objectives of the PMTC facility are as follows, firstly to develop further and ensure the effectiveness of peacekeepers. The intention is to capacitate understanding of planning and how best the SA Army peacekeepers can plan and foster the success of peace missions. Secondly, to empower deploying peacekeepers on how to facilitate research as an enabler to analysis of the principles and practice of international and regional conflict prevention, intervention, management and resolution in PSO. Thirdly, promote and encourage cross-departmental training and education on all matters regarding PSO with the intention of broadening the scope and build own multisided peacekeepers. Fourthly, to enhance national contribution to peace-making, peace-building mission on the African continent. PMTC, if well strategised could be a vehicle for disseminating knowledge with regard to gender mainstreaming internally and externally.

Chief Joint Operations (CJOPs) is a DOD structure which existed pre-1994 under the name of Chief of Staff Operations and it is commanded by a Lieutenant General who reports to the Chief of the SANDF. This organ is composed of various SANDF members coming from different Services and Divisions acting as representatives of their Services. The mandate of this structure is to employ the SANDF members requested from the Services and Divisions to meet both internal and external deployment needs. The CJOPS activates the forces only when the Chief of the SANDF has clarified the mandate of the mission. Hence, Services have force preparation structures mandated to ensure that combat readiness is achieved at its optimal level.

PROBLEM STATEMENT

Women's participation in external deployments is focused in services such as human resources, communication and logistics in peacekeeping operations. The South African Army formations include engineers, infanteers, intelligence and artillery. However, few women are deployed in active peacekeeping operations, and few are appointed to combat or command post positions in external deployments. Taking note of the complex and multidimensional conflict management requirements of peacekeeping operations, such as sector reform, conflict mediation, responsible governance and post-conflict reconstruction (Crossette, 2010) the role of women appears to be underestimated.

The Research Study conducted by (Van Breda, 2007) on women in operations did not deliberate on factors that hinder the advancement of women peacekeepers in combat services. Thus, it is important to investigate women peacekeeper's participation in external deployments in association with relevant services, which could enhance their capability in all domains and foster the success of the mission.

PURPOSE STATEMENT

The purpose of this research is to investigate the participation of SA Army women in external deployments. The study will investigate the problems, which could impede the participation of women peacekeepers in peacekeeping operations in countries such as Burundi, DRC and Sudan (Darfur). Using an interpretive analysis approach to observe meaningful social action (Neuman, 2011: 84), the researcher seeks to acquire understanding of the problem. Contributing factors that impede effective women's participation in active operations and in command post processes will be

examined, as well as the extent to which these factors relate to national policy and regulatory framework including the implementation of international protocols.

These factors will be examined by scanning the external deployment reports and records, while comparison with previous research studies with a similar title will be part of triangulation that enables the researcher to examine the subject in-depth. Semi-structured interviews will be conducted in order to discover deeper meaning with respect to the key concepts applicable including gender mainstreaming, gender representation, gender balance and gender participation and decision-making. The results will be used to comment on the current policy and legal frameworks and their implementation.

RESEARCH QUESTIONS

Main Question:

How can the SA Army's public policy contribute to the participation of women in peacekeeping operations in external military deployments?

Sub-questions:

(1) What are the factors that enhance or impede the effective participation of women in peacekeeping operations?

(2) How is the SANDF and the CDTM addressing factors that may foster or inhibit gender balance?

(3) Why is the participation of women in decision-making encouraged or discouraged?

(4) Why is the role of women in conflict management encouraged or discouraged?

(5) How do the factors identified affect policies on gender mainstreaming?

CHAPTER 2: LITERATURE REVIEW: FRAMEWORK FOR UNDERSTANDING GENDER MAINSTREAMING

GENDER MAINSTREAMING AND GENDER BALANCE

Gender mainstreaming, gender balance, gender in peacekeeping, decision-making, cultural sensitivity and participation are used to investigate the research questions. The study will be influenced by gender based conceptual frameworks which are the cornerstone to address the history of the discrimination and marginalisation of women. However, the participation of women is accommodated under gender mainstreaming as it was first proposed in Nairobi during the Third World Conference in 1985 (UN, 1985).

The approach was cascaded to organisations and was eventually formally adopted in 1995 in the Fourth World Conference on Women that took place in Beijing (UN, 1995). However it should be noted that gender-mainstreaming approach adopted from both World Conferences of 1985 and 1995 did not focus on women and men in peacekeeping operations. The UNSCR resolution 1325 is the first to delineate on women participating as peacekeepers. The resolution 1325 is specific and prescribes issues affecting women peacekeepers in a broad picture.

The approach regarding gender mainstreaming versus gender balance should not be mathematically interpreted as according to the Beijing 10 Report (UN Commission on the Status of Women, 2005) progress on the implementation of the Beijing platform for action refers to constitutional imperatives. However, in an attempt to address the above mentioned concept, the South African government set targets in order to enable women to advance in all domains including decision-making. After referring to the White Paper on the Transformation of the Public Service (1995) and White Paper of Affirmative Action of 1998, 30% was regarded as the correct percentage for the advancement of women (RSA, 1998).

The ideas driving women's movements which thrived in the early nineteenth century pursuing the strategy of gender mainstreaming was to find the ways of effecting the protection of equal rights for men and women. Furthermore, the World Bank (2001) has more than one view on gender as their opinion construed gender balance as

equal opportunity under law, equal of opportunity, equality rewards for equal work and access to resources, equal of voice and equality to influence and contribute to the development process. The other idea of the World Bank (2001) is that gender mainstreaming refers to organisation improvement, development and evaluation of policy process in order to incorporate gender perspectives in all policies, at all levels and at all stages. The idea was the view of the Council of Europe (2004) under the umbrella of the World Bank (2001).

Greed (2005) pursued gender mainstreaming from a different viewpoint from the above authors as the idea is that gender mainstreaming concept is composed of a package of cultural differences and factors that shape the lives and expectations of both genders in relation to their social role and duties. The author believes that the cultural differences and other factors that shape the lives of men and women inhibit the mainstreaming of gender perspectives, thus, societal conditions tend to disadvantage women.

According to the UN report of the Fourth World Conference on Women (UN Commission on the Status of Women, 1995) gender mainstreaming is a process that evaluates gender perspectives affecting men and women. Gender mainstreaming is a strategy addressing inequalities between women and men and for promoting attention to gender issues in institutions, in policy and practice. Gender issues should not be isolated. Cognisance should be taken that gender mainstreaming cannot be attainable if legal frameworks are not in place. The researcher is referring to legislation, policies, programs designed to reverse the historical legacy of gender marginalisation and discrimination.

The legal frameworks prescribe on how to mainstream gender in all domains and these laws embraces both genders. Colebatch's (1998: 55-56) theory supports the UN Fourth World Conference on Women report (1995) on gender mainstreaming, with regard to the approach that requires devices such as researched policies, programmes, legislations, evaluating and monitoring tools to ensure and observe whether formulated legal frameworks are implementable or not. It further promotes and encourages gender balance as the society is composed of both men and women. Thus, the inclusion of women is vital as their contribution drives the society equally and the desired end state gender equality can be achieved (DOD, 2000).

Having said this, mainstreaming needs an integrated effort from different role players and the mind-set is the driver of gender mainstreaming as it is fundamental for the success of the above-mentioned processes (DCAF, 2010: 3). Therefore, men and women peacekeepers participating together portray a democratic right that embraces both genders and the government efforts to eradicate all forms of discrimination directly or indirectly. Furthermore, mainstreaming gender is a preventative measure against labour or social unrest that comes as result of women or men failing to access basic resources.

According to Tiessen (2011) various organisations, governmental departments and the private sector worldwide have developed means such as national policies, strategies, legal frameworks to address lack of gender mainstreaming. These were intervention mechanisms intended to promote gender equality and women's empowerment. To this stage no tangible resolutions were fulfilled in this endeavour. This was earlier revealed by the report of UNDP (2004) which highlights that transforming gender had not produced sufficient progress. The UNDP (2004) further stipulates that the gap has widened. This means that the impact of all the above-mentioned prescripts failed to mainstream gender.

Tiessen (2011) further reveals that most of technical solutions such as gender training, programmes established to encourage gender mainstreaming, seminars and specific programmes have failed to meet the desired end state. However, the author believes that the concerns affecting men and women can be achieved by translating gender perspectives into political change, gender equality, transforming gender power including structures of the society since the technical solutions have proven to be only mildly effective (Tiessen, 2011).

Zalewski (2010) approached gender mainstreaming from a different angle when compared to other authors who deliberate on gender mainstreaming and other aspect involved with regard to this concept. Zalewski (2010) pondered on gender mainstreaming and feminist theory. The author's observation reveals that gender mainstreaming, has been established in various environments and these concepts appear to be developing usefully. However, the author doubts the role of feminism in achieving its objectives. Zalewski (2010) indicates that some organisations claim that feminism does rise above other gender concepts as it has succeeded to manifest in

government realm. Zalewski (2010) further refers to developed economies such as the United States of America (USA), Canada, European Union, including well-established organisations such as the World Bank that noted that feminism has failed to operate in the above-mentioned environments. The author states that comparison studies conducted have proven beyond doubt that feminist theory is not recognised in gender interventions (Zalewski, 2010).

The South African approach to this problem of gender mainstreaming is a prescriptive from the government. The Constitution of 1996 (RSA, 1996) does not vacillate on discrimination of any form hence the SANDF policies, strategies at all levels, and legal frameworks spells out that gender mainstreaming is a governmental imperative. However, the viewpoints raised by Tiessen (2011), that policies which do not produce the objectives of the concept may as well not exist no matter how excellent they can be, are relevant. The researcher observes a similar problem in relation to women in the SA Army participation in external deployments.

Gender mainstreaming is a concept referring to a strategy formulated to promote ways which could address men and women's concerns in society. Hence, in the process of encouraging cohesiveness of both genders in the society, gender mainstreaming matures and the equality relationship of men and women is an attribute of a democratic society. Mainstreaming strategy requires devices such as well researched policies, programmes, legislations and evaluating and monitoring tools to ensure and observe the effectiveness of implementation. In the case of South Africa, gender equality is a government imperative entrenched in section 9 of the Constitution of 1996 (RSA, 1996). The SANDF has formulated a policy on gender mainstreaming under the umbrella of Chief Directorate Transformation Management (CDTM). This is an indication that after 1994 there are positive strides taken in order to address gender imbalances which existed during the pre-1994 era (DOD, 2009).

GENDER AND PEACEKEEPING

In the case of South Africa, gender balance is a government imperative entrenched in Section 9 of the Constitution. The concepts of gender mainstreaming and gender balance are applicable to the research because the observed knowledge gap relates to participation of SA Army women in external deployments and their involvement in peacekeeping and after the attainment of peace and stability both genders participate in peace building. Crosette (2010) approves that women peacekeepers create a symbolic value when afforded an opportunity to hold a position of authority and not just as support staff or domestic help. The observation of the researcher with regard to peacekeeping operations is that almost all authors' focus more on women peacekeepers and this creates the impression that they are mono-contributors towards the success of peace and stability. This factor might be perceived as an impediment to all means designed to promote and encourage gender mainstreaming in peacekeeping. This is so because decision-makers may be discouraged from pursuing a gender mainstreaming course as they could perceive women as their future opponents. Thus, the existence of discrimination based on cultural, religion and ethnic traditions will be prolonged

DeGroot, (1996) emphasises that women peacekeepers as much as they play a vital role in external (peace missions) their utilisation should not be limited to support elements only but should go beyond the level of support service. The author promotes and encourages a large number of women soldiers to participate in peace missions as a solution for social cohesion though women in senior positions is a pressing issue that need to be addressed. The author further deems it appropriate to increase the number of women peacekeepers in order to break the patriarchal, stereotypes and negative tendencies like sensitivity and compassion being used as handles against women soldiers. However, the focus should be on both genders in terms of the understanding of the concept gender mainstreaming because if caution is not considered against the promotion of feminism then women will advance in large numbers leaving male counterparts behind. This will create another problem in the process of correcting the imbalances in gender equity in deployment areas.

As much as DeGroot, 1996) acknowledges the evidence that women peacekeepers have a multi-folded role in countries experiencing high levels of war, the author has failed to analyse at which level these women peacekeepers contribute towards peace

and stability in terms of the position they hold. Though SA has been counted among countries that consist of a large number of women peacekeepers, representation of women serving in the South African Army has not been considered for senior and leadership positions such as contingent, company and battalion commanders.

Conflicts have become dynamic and complex in character and this influences peacekeeping practices as a need for women participation escalates. The researcher refers to participation as inclusion of women in terms of occupation, numbers, and place in hierarchy, in peacekeeping operations in order to equal the complexity of conflicts. The traditional roles and functions of are restoration of peace and security. The role has now become inclusive protection of civilians, peace-building, reconstruction and development. This necessitates the troop contributing countries and, UN headquarters to consider women in decision-making processes.

According to the study conducted by Loots (2009) she articulates that women serving in peacekeeping operations under the banner of the SANDF stated that women were prevented from performing peacekeeping duties. As a result women felt that they were not appreciated and were discouraged by this negative tendency. Women are confined in support processes. Therefore, they neither participate to their full capacity, nor to their expectations as they undergo the same training as their counter-parts. The relation between participation and representation becomes disproportional as the expectations of women are not met and this tendency disempowers and further discourages them, and they feel inferior compared to their male counterparts.

According to Whittington (2000: 2) the success of peacekeeping operations' can only be achieved provided the principle of gender perspectives is mainstreamed including continuous effort towards elimination of discrimination of any kind. Discrimination exists in deployment areas. This was further explored by (Loots, 2009: 74) in her study on South Africa women peacekeeper's experience in the DRC. The study further revealed that various kinds of discrimination such as pregnancy family responsibilities and sexual harassment are used as strategies to exclude women from serving in external deployments.

As a result of continuous discrimination against women military personnel participating (Whittington, 2000) expect the UN to fulfill its obligation by ensuring that women are equally represented in all spheres such as having access to resources, different opportunities and occupy vacant posts in decision-making level. Whittington put more emphasis on the affiliation of women to various fields in PKO. Without further elaboration, the author is on track with deliberations stipulated by other authors concerned about the future of women participants in external military deployments.

The activities of the United Nations in the field mandated under Chapter VI of the UN Charter take place with the consent of the conflicting parties and do not involve the use of force (other than in self defence) in peace keeping missions (RSA,1999). The United States National Action Plan on Women, Peace and Security (USA, 2011: 14) stipulates that as much as the participation women's in peacekeeping operations is greatly required, more attention should be paid in terms of encouraging and promoting inclusive principle by positioning women in decision-making structures in all spheres.

According to the UN Action Plan on Women in Peacekeeping (UN, 2012) which passionately urges UN member states to consider the increase of women participation in peacekeeping operations in categories such as peace negations, national security institutions and governance in post conflict situations, women are believed to be performing well. The report further articulates on the observations realized regarding conflict management and prevention of human rights violation made when women peacekeepers in different political spheres are involved.

The report appears to be advocating contradicting messages to member states and to military institutions as on the one hand it promotes gender mainstreaming in peacekeeping, yet also promotes a feminist approach, rather than an approach of balance between male and female genders. The UN encouraged member states to participate in preventing and eradicating national conflicts as they pose a threat to human-kind and to the world peace. Cognisance should be taken that contradicting messages could send a wrong message to ordinary citizens. Therefore, peace, both internationally and regionally can only be stable when the concerns of both genders

are attended to. Then, a sequential process of encouraging cohesiveness to the community experiencing national conflict is desired.

Hudson (2000) gives a benefit of doubt whether African member states will ever consider increasing the percentage of women on PKO.
Commitment by member states goes beyond the political will hence the conducive environment is an abler to develop, empower and train women appropriately. However, political stability, sustained economic development and a well-founded social cohesion can provide a solid base to promote mainstreaming of gender in the society. This practice can be taken further and argued on the bases that the author forgets that most of the member states are regulated by men. I would understand if (Hudson, 2000) suggests a method of sensitising the member states about the importance of mainstreaming both genders simultaneously with the aim of eradicating the problem that affects men and women. The approach to member states should encompass the benefit of mainstreaming of gender with regard to development and stability in the society and that it minimises the midpoints of national conflict.

According to Hudson (2000: 1-4) the complexity of the peacekeeping discourse coupled with the vast lack of representation of gender matters raises a question as to whether gender inclusive in the area of PKO can result into positive strides in terms of encouraging and providing possible solutions to some of many unresolved issues. The author further highlighted that recruitment and the selection of personnel for peacekeeping is influenced by the troop contributing countries (TCC) not the UN. Therefore, the success of gender parity in external deployment is determined by (TCC).

The widening of the security concept aimed at curbing insecurity coupled to human dimension had a turning point in the peace keeping operations approach as it evolved to encompass a broader humanitarian characteristic. This endeavour steered the increasing number of women becoming part of the peacekeeping family and accessing male dominated domain. Women are deployed as police, military and civilian peacekeepers. However, according to the author (Hudson, 2000). Africa has not yet designed the approach that matches with the concrete conditions of the region with regard to peacekeeping operations. The failure to tailor the indigenous approach makes it impossible for the UN doctrine to be operationalised.

Broodryk (2010) connects the reason of protracted nature of conflict on the African continent as the occurrence of war economies. The nature of war which engages and neutralises the enemy has changed to the opposite as violence is institutionalised under the pretext of intra-state and inter-state conflicts. As violence gains its momentum the opportunity to make a maximum profit is seized at the expense of peace (Broodryk, 2010).

Broodryk (2010) deliberates on the transformation of war to peace which is not an easy sailing. Firstly, it is costly as Africa has more than one country experiencing national conflict. Secondly, Africa is not united. As a result it lacks to effect integrated efforts towards preventing and managing conflict so that those who fuel and benefit out of violence are frustrated. Thirdly, the continent is economically dependent to the super-powers. Logistically Africa through the AU and Partnership for Africa's Development (NEPAD) cannot afford to sustain a post-reconstruction phase. However, the strategy specifically designed for post-reconstruction might be implementable. Hence, transformation of war to peace has unique challenges that require committed member states who must contribute their subscriptions constantly (Broodryk, 2010).

The post-Cold War era ushered an epochal change for the African continent and its sub-regions. The change brought a new phenomenon in the nature of wars globally but African states experienced intra-state wars caused by ethnicity, access to the resources, corruption, and religious differences. Neethling (1998) deliberates on less commitment of major powers and some troop contributing countries from participating in peacekeeping operations in the African continent. The author's opinion on the collapse of bi-polar system left Africa as orphans as the continent was left to manage and take measure to all instability issues.

Neethling (1998) is of the opinion that the time has come for Africa and her sub-regions to device some measures and strategies to address peacekeeping required on the continent. The message from Neethling (1998) therefore, compels African states, organisations and sub-regions to be in charge of all matters related to the continent. Furthermore, cognisance should be taken that intended mandate of the UN was to ensure that global peace exists, human rights of individuals, groups and

the entire society are not violated. However, the UN is more engaged in conflict peacekeeping particularly in Africa.

War does not impact on armed forces only but its results are a large number of orphans, misplacement of people and civilians are victims of ethnic discrepancies where thousands perish as it was the case in the Rwandan genocide of 1994 (Neethling, 1998) Olivier (2000) conceptualizes that human security in Africa could be improved through a two-folded approach which needs to be pursued such as the UN and AU in their discussions. "It is an undisputable fact that the continent of Africa has been riddled by combining peacekeeping and peace building" emanated from apolitical debate between the University and None Governmental Organisation (NGO) under the banner of Security through Development Peace Mission (DPMs) Olivier (2009). This view attempts to establish an intervention mechanism that can improve the level of human security (Olivier, 2009).

The author recognises, the UN as the main player that drives and involves all relevant role players to engage on (DPMs). The UN has to bring evolution in its policies, strategies and processes, with the intention of designing peace and building initiatives. However, this vision could only materialize when all role-players apply strategic thinking on this notion, as this vision needs to be sustained and well thought of, so that the desired end can be achieved (Olivier, 2009).

Max (2010: 1) stipulates that South Africa is the 13th largest country in the world that deploys the largest number of women in peacekeeping operations (PSOs). The author appreciates the effort and positive strides demonstrated by South Africa in mainstreaming gender in peacekeeping operations, though on average the women peacekeepers are not true reflection as they are not in decision-making positions. Max (2010) does not overtly state the level of women participants that seems not to be rosy. The ambiguity of the author's expression fails to inform the DOD as to what extent the transformation and gender policy has been adhered to and implemented. The author further elaborates on the policy level as South Africa has committed itself to ensure that gender mainstreaming is enforced in the SANDF. The purported statement of Max (2010) does not benefit this country as the author fails to say what the problem is and thereafter the SANDF could research the concerns observed further or take the remedial action.

According to Stiehm (2007: 41) gender mainstreaming, reflects equal participation of women and men in peacekeeping operations. The author has observed that Gender representation will remain a myth as long as the means to address negative tendencies and believes that women are not appreciated for external deployments are not attended to. Stiehm (2010) further raises a concern that member states that send troops on peacekeeping missions fail to put a great effort of deploying a sizable number of women military personnel. The practice demonstrated by member states contradicts the reality of the environment, which requires more military personnel than civilians.

The concept of gender balance according to Brush (2002) pursues the inclusion and the attempt to create a relative balance of faminine and masculine perspectives into the entrepreneur venture. The author's viewpoint is based on the recognition of different theories which are interrelated, such as a biological distinction that refers to male and female biological features. Under socialised perspective the idea observes gender with reference to masculine and feminine distinction, thus resulting to gender maturity which goes beyond the biological being of both genders and individual differences. According to Brush (2002) the creation of the organisation should encompass all these theories regarding gender mainstreaming as they depict the organisational posture created by venture processes and venture attributes.

Molyneux's (1996: 284) expression is on a women-centered perspective, with regard to equity strategies and strategic gender needs. The author further defines strategic gender interests in terms of inequality transcending from occupational differentiation. The author's deductions are in accordance with the stipulations of the UNSCR 1325 with regard to inequalities based on physical posture. Further, a similar expression was pondered on by CEDAW (2008) with regard to religion, cultural, traditional factors and the position of men in socio-economic sectors that tend to take superiority over gender perspectives. This challenge needs an effort of all role players to include women's participation in planning, policy formulation, and decision-making positions at a strategic level intended to break the barriers that prevent women to intervene in all domains as equals.

Molyneux (1996) deliberates on unequal practices that occur to women and other occupational spheres not particularly in peacekeeping missions. Nevertheless, there are scenarios addressing similar gender mainstreaming perspectives regardless of different environments in terms of military and the broader society. The concept is the same as the author observes marginalisation of women from certain job occupations and decision-making processes. The author also raises a concern on the institutionalisation of gender-focused policies and strategies as a means to advocate equity in all spheres. The author's message is the same as the prescript entrenched in the Bill of Rights of the Constitution of South Africa (RSA, 1996) Section (9) the equality clause (2), UNSCR, AU, SADC, CEDAW and DOD policies that provide national directives against any form of discrimination. Furthermore, the Bill of Rights stipulates that the state of South Africa is against any citizen that will practice the indirect and direct discrimination with the inclusion of race, gender and pregnancy.

GENDER AND DECISION-MAKING IN PEACEKEEPING OPERATIONS

The Geneva Centre for the Democratic Control of Armed Forces (DCAF, 2010: 2-3) defines gender mainstreaming as a mechanism designed to address women's and men's concerns by implementing, monitoring and evaluating the progress in this regard. The deliberations of DCAF (2010: 2-3) are valuable and related to this study. In support of the above, DCAF (2010: 4) recommends that policies to address under-representation of women in peacekeeping operations could be formulated to direct and guide the staffing at all levels of decision-making. Under-representation of women peacekeepers in decision-making positions hampers the advancement of both genders and it does not create a positive picture about troop contributing countries as most of these countries, including South Africa, chose democracy as a dispensation which would bring democracy and fight all forms of discrimination. Issues that are gender related form the integral part of the peacekeeping operations and for improving mainstreaming there can be an integrated effort in all elements of the policy formulation (Samset, 2010: 2).

The inclusion of women in decision-making structures in the armed forces (command post positions) adds value as women become part of the collective and they are perceived by (DeGroot, 1996) as good in certain fields such as controlling violent

tendencies within own force, and they do not pose a threat to the local population. Therefore, women peacekeepers are less likely to spark violence.
It is appropriate to have women peacekeepers holding positions of authority because they can access the local population, which in turn provides strategic information that is critical for peace–building resulting into stability.

The role of women in decision making-processes derives from international frameworks such as the UNSC Resolution 1325 which is the first prescript on female peacekeepers and in return member states are expected to adopt it and design their Platform for Action according to their concrete existing conditions. According to (UNCHS, 2001:11) the processes of considering women in decision-making are not an imposed prescription but through the dialogue which occurred during CEDAW and Beijing Platform for Action (1995) consensus was reached. Governments are encouraged to promote the existence of women in decision-making processes in all domains. The author further, expresses that women have the equal right from any form of discrimination. In order to fight and succeed in uprooting challenges of sustainable human development women can play crucial roles. Fruitful outcome can be realised when women are empowered, developed and exposed to various areas which require decision-making capacity.

The United States National Action Plan on Women Peacekeepers and Security (UN, 2012: 14) stipulates that as much as women's participation in peacekeeping operations is greatly required more attention should be paid in terms of encouraging and promoting the inclusion of women by positioning women in decision-making structures in all spheres. The Plan further deliberates on possible measures that might be considered to include women in core combat serves in the near future. This is further articulated by CEDAW (2008: 77) which states that changes in South Africa have a major implication in women's lives, meaning that women can access new opportunities and explore new grounds without limit. However, the path to equality is not an easy one hence women should be geared to overcome challenges in pursuit of women's equality, development, and empowerment is the preparatory solution for possibilities. The CEDAW, 2008 prepares and encourages women to work hard in order to be ready to occupy decision-making positions. Equity does not condone quantity but a caliber of good quality is encouraged in order to address the past social injustices that discriminated against women.

The above-mentioned hurdles can be over-come by endeavouring for an integrated effort as gender mainstreaming in PKOs is viewed as beneficial for the region. Gender issues are at the centre of human security in relation to peacekeeping. Hudson, 2000 with other authors in terms of integrating all gender aspects in action plans, policies, legislation, programmes on women and men in order to encourage mainstreaming in a broader perspective. Regarding the position of women in command post the author highlights another angle as his argument departs from the feminist approach, which complements the liberal approach with regard to increasing women's visibility and representation in peacekeeping activities.

CULTURAL SENSITIVITY AND PEACEKEEPING OPERATIONS

Culture includes the ethos that influences the attitude and behaviour of an individual or group of people such as knowledge, experience, beliefs, values, and hierarchical religion coupled to period, laws that govern that particular group (DOD, 1997: 5-10). Culture also includes roles attached to it as they influence the relationship of the people believing in certain traditions material objects, and behaviours acquired during the course of generations.

Culture is often intertwined with patriarchal tendencies practiced by men over women. Cultural practice may have tendencies that are oppressive and this in turn promotes the violation of human rights. Human rights violation can be perpetuated by peacekeepers against their fellow colleagues, against the affected community and amongst community members of a host country.

In one way or another conflicts escalate while women are held back, prevented to be part of the solution explorers (United Nations Association in Canada, 2007: 116). Their concerns are not registered as they are prevented from voicing their opinions and these patriarchal tendencies are promoted under the banner of cultural sensitivity. The levels of inequalities broaden and the lack of their voices at all levels shatters the vision of representation of women particularly in decision making positions.

As much as gender parity is of importance for peacekeeping operations, cultural sensitivity is not greatly emphasized as one of the impediments used to prevent social justice. This concept can be interpreted in two ways as it can be perpetrated by nations experiencing conflicts and by troop contributing countries. Of importance regarding the involvement of women in decision-making is that their opinions are entrenched in policies and share same sentiments as men but their voices are marginalised. In relation to troop contributing country the local culture denies the inclusion of women in peacekeeping operations and this frustrates the initiative of deploying a sizable number of women peacekeepers as alleged by United Nations Association in Canada, (UNA, 2007: 116).

The concerns of either men or women are not registered to correct structures meant to manage and address cultural concerns from the entire society. According to the author women are prevented from voicing their opinions or participate in societal matters as equals. Patriarchal tendencies are promoted under the banner of culture sensitivity to serve the interest of a certain group or groups. The levels of inequalities broaden and the lack of their voices at all levels shatters the vision of representation of women particularly in decision making levels. Of importance with regard to involvement of women in decision-making is that gender is mainstreamed. As a result the voice of both genders is entrenched in policies and share same sentiments as a society. Thus, if religion, sexual orientation, languages, ethnicity are administered through national and legal frameworks the trust is developed as all barriers are legitimised. In relation to troop contributing country the local culture denies the inclusion of women in peacekeeping operations and this frustrates the initiative of deploying a sizable number of women peacekeepers (United Nations Association in Canada, 2007: 116).

Therefore, cultural sensitivity means peacekeepers must take into consideration the host country's cultural inclinations e. g smuggling liquor in a country that does not consume as such, women not allowed to talk to strange men, therefore having women peacekeepers helps in interacting with the local community and religious influence should be understood and respected. Cultural sensitivity, if well observed, brings a two -folded cohesion between peacekeepers and the locals and within the local opposing opponents and it further educates the local communities that culture

should not be considered as a mechanism which determines the existence of certain groups over other groups.

Culture is a source and a seed of a hate thread particularly in Africa where some of the countries still believe strongly on cultural tendencies. The UN (2009) promotes the acceptance of cross cultural sensitivity as it the quality of being aware of other cultures and this minimizes the contradictions that might course unnecessary conflict between individuals, groups nationally and if not managed it could spill over to international levels. Cross cultural sensitivity might be a remedy to countries composed of many various cultural groups. Respect, tolerance is vital. Developing countries should include cross cultural sensitivity in their national policies and legal frameworks.

South Africa as a country still in a transitional phase and in the process she had to research the best mechanism for transformation of some values and culture to a certain extent. In the process of searching for a best method South Africa applied an accommodative principle in order to embrace all the people of this country as stipulated in the Constitution of the Republic of South Africa Act, 108 of 1996 and its Bill of Rights (RSA, 1996:7). The Constitution of 1996 assured the people of this country that "no person can be discriminated against because of his beliefs and culture".

According to Deacon (1995) the SANDF does not live in isolation. It is part of the society. Therefore, changes that are prescribed by the Constitution of this country are directly applicable to the military community too. The author further deliberates on the aspect of the international influence that the SANDF might have as the country was re-admitted to the international community after post 1994 era. The author articulates that military culture is unique and it is different from that of the society. Furthermore, Deacon (1995) spells out military values as service, duty, courage, honour, to count but a few. The author expresses that the duty of the military requires a force imbued with the principle of professionalism.

GENDER, STRATEGY AND CHANGE MANAGEMENT

The researcher deemed it appropriate to deliberate on the concept of strategy after debating why gender mainstreaming is not effected in external deployments. The thought of a strategy came after trying to observe the inhibiting factors as attributes that contribute to lack of mainstreaming gender in peacekeeping operations. Various sources of data collected view this concept from a narrow perspective and the possible solution thereafter, is directed to women excluding men as part of the society and the military community too (Faisal, 2011).

According to Mintzberg & Waters (1999), strategy forms part of analytic process. Hence the researcher observes that the impediment of gender mainstreaming in peace operation could be of a lack of the strategy that deliberates where all the relevant role players ensure that gender is mainstreamed in the SA Army. These role players may come together and deliberate on strategic thoughts which could make a difference in external deployments by addressing the concerns of both genders at the same level. Furthermore, a collective thought may take the ownership of the strategy and pursue the concept with the intention of bringing development, change and evaluation of the existing prescripts from national to organisation be consistence. Change may result into organisational intentions being met. Furthermore the collective could agree to operate from concrete level of detail in order to realise that lack of gender mainstreaming experienced by SA women participating in external deployment is eradicated (Mintzberg & Waters, 1999).

According to Lovell (1994) the organisation could implement the two main approaches of management, i.e. the objective or scientific stream, with an understanding of admitting that the social world does exist externally. Also to further deliberate on the properties of the external world which could be measured using objective methods that are based on a belief that reality is socially constructed, meaning problems in the organisation can be objectively and scientifically resolved. In relation to women participating in external deployments, the approach could be taking stock on the effect of gender mainstreaming in the SA Army, thereafter determine the approach that could be of assistance in managing inhibiting factors which retard progress in this endeavour (Lovell, 1994: 10-11).

Hamel (1999:49) pondered on the notion of a strategy in the light of people perceiving a strategy as a grand plan designed by a genius and that other people fail to consider it a as normal pattern in a path where decisions are to be taken. The author indicates that the strategy is goal focused and it is designed by top management for a reason. According to Hamel (1999) strategy is first planned after the top management has realised a gap or prompted by aspirations to reach certain levels. The SA Army does not live in isolation of organisational needs that need to be attended to. Recurring occurrences within the organisation is an indication that top management does not see a need of siting back and check the delegations from national and international, legal frameworks.

Baden (1999: 133-134) highlights that it is important for managers to "rethink the organisation" coupled to change of thinking. However, the author states that it is customary of people to expect the top management to change the method of conducting the daily business of the organisation and their thinking. While this is a reciprocal process a change is not fulfilled by a certain level but everyone has to be involved in order to benefit from "rethinking" on scientific mechanisms which may produce positive results. Not differing from the author, it is important to communicate the design of a new strategy and to involve everyone in order for the strategy to implementable. People must own the strategy. This could result good commitment and people can suggest opinions to inform the strategy and the change needed to remove stagnation (Baden, 1999).

CONCEPTUAL FRAMEWORK

After perusing journals and articles deliberating on the gender mainstreaming concept, the researcher's reasoning came to understand various ideas, opinions and various views on this subject matter. The researcher was impressed by the fact that almost all authors observed gender mainstreaming as a package of concerns of both genders. Their approach is inclusive in nature and focuses on societal building. It then prompted the researcher to compare all the views and ideas on mainstreaming of gender entailed in the literature review to observe the SANDF's stance in this respect, and relate it to the research under study with regard to SA Army women's participation in external deployments.

The SANDF has policies and legal frameworks aligned cascaded from national level. However, the researcher has observed that the strategy to "redress gender inequality in external deployments as stipulated" by Faisal (2011) is that gender mainstreaming refers to both genders accessing equal opportunities of reward for the task executed, equal opportunities access to human capital and equal ability to influence and contribute towards the formulation and development of processes of the organisation.

The deliberations of Faisal (2011) could be applicable to the perceived views affecting women peacekeepers, though SA Army women appears as using the feminist approach as in their observations they are not be inclusive by relating their concerns to women's point of view. Faisal (2011) observes gender mainstreaming as part of organisational improvement meaning that women participating in peacekeeping operations could be part of the South African contingent administration even though not necessarily contingent commander. The SA Army therefore, could work towards organisation improvement, development and evaluation of current policies in order to attain the prescripts entailed in the Constitution of 1996 under the Bill of Rights Section 9 Clause2 which deliberates on the equality of the all the citizens of this country.

Gender mainstreaming affects all the environments. However, in agreement with Faisal (2011) factors which impede the progress of promoting gender could be overcome. The researcher trusts that identifying obstructing factors despite the midpoint of obstructions could bring a possible solution to this problem. Gender mainstreaming could be incorporated during policy formulation by involving both genders at all stages and levels. Sixteen years since the rebirth of the SANDF gender is not being effectively mainstreamed at work and in peacekeeping operations.

Peacekeeping operations are work environments of both men and women peacekeepers, and the environment is composed by factors that shape the lives and expectations of both genders. Therefore, mainstreaming gender could consolidate their relationship to their social being (Greed, 2005). In the case of women peacekeepers from the SA Army the synergy displayed by men and women creates hope not only to the war torn country but to the African continent. Further, the future of human beings can be saved. Also, and human security could be better managed compared to how it is managed today. It is therefore, imperative that gender

mainstreaming in external deployments be implemented as it will reduce the threat that might affect the world peace if not well managed.

The problem of women's participation in peacekeeping does not relate to the SANDF policies and legal frameworks only , but to what could enforce the implementation of the means designed to introduce gender mainstreaming. The SANDF has good policies and regulatory frameworks, but after 16 years little has been achieved in this endeavour. All the above mentioned mechanisms are relevant, but the synergy of theory to practice, driven by vigour and commitment is achievable only when our minds can be broadened with the in-depth understanding of the meaning of all these concepts as they are government imperatives. The study therefore investigates women's participation in peacekeeping operations through the lenses of gender mainstreaming, gender balance, gender in peacekeeping, gender in decision-making, cultural sensitivity, strategy and change management.

CHAPTER 3: QUALITATIVE RESEARCH METHODOLOGY

Methodology provides a framework that gives the researcher direction and coherence in the design of the study (de Gruchy, 2007: 135) and in thinking through the analysis and conclusions. The data will be in the form of words and not numerical and arranged in a systemic format and logically (Neuman, 2011). For this research, a qualitative methodology will be the preferred approach, because the problem being investigated can only be answered by understanding particular views, approaches and practices with respect to public policy formulation and implementation (Creswell, 2009: 3-4) in relation to women peacekeepers participating in external deployments.

The preferred research methodology relates to my study because the findings must indicate the causative of none compliance of the SANDF to apply the Defence Policy in order to advance the Gender transformation perspectives in external deployments. The study will investigate the participation of SA Army women in all domains of external deployments as this is a key element of South African government's transformation agenda (Constitution, 1996). In view of the Constitutional imperatives based on Section 9, gender equality fits within this ambit. The Bill of Rights of Section 9 (clause 2) of Equality prohibits all forms of discrimination based on gender, sex, pregnancy and marital status.

The Constitution is reinforced by Chapter six of the White Paper on Defence (1996) which underpins/ prescribes the principle of transformation and equality within the SANDF. The SANDF policy further confirms that the DOD is committed to correct the social injustices of the past which discriminated in terms of race and gender. Furthermore, it purports on the fundamental of representative of all spheres of the SANDF by South African population. Amongst other issues the policy "acknowledges the right of women to serve in all ranks, positions including combat roles".

According to de Vos (2011: 63) those qualitative and quantitative approaches differ in collecting the data, their strategies are not the same including the purpose of the research. According to McRoy (1995), the qualitative research methodology is holistic in viewing and understanding institutions and public policy. A qualitative approach will permit the researcher to investigate in depth the case of women in the South African Army who participated in external deployments and structures related to the topic. Qualitative work is concerned with non-statistical methods. It focuses on intensified data which is purposively selected.

The case can be analyzed by comparing the views of those who have participated and those who have not participated in external deployments. Qualitative methodology explains and interprets social science in depth and from different perspectives. Thus women who participated in external deployments and non-participants from various Army Units, including 43 Brigade, 46 Brigade, Human Resources and, CJ OPS, and CDTM are relevant for this purpose. According to Neuman (2011:163-165), one of the differences which ascertain qualitative research from quantitative research is the "language of research" in terms of how the researcher highlights and translates the problem using correct vocabulary of social inquiry.

Furthermore, a qualitative approach is dependent on positive principles which prompt the researcher to pursue a study after confirming the existence of reality and the understanding of what is to be studied. However, for the interest of this study the researcher selected a critical approach that emphasises on reason as the highest potential of human being that will permit the researcher to use her reasoning to criticize and challenge when needed.

According to Creswell (Creswell, 2009: 62) critical theory is concerned with empowerment and development of being intended to raise their level of understanding. The observation of the researcher in human beings in certain aspects need an in-depth knowledge in order to understand and figure scientific methods of promoting a culture required in a particular environment. Creswell (2009) further stipulates that this theory empower human beings irrespective of their gender, race and class. Hence, it was a preferred theory because it is inclusive and it aligns well with the study of gender mainstreaming which refers to both men and women peacekeepers.

According to Neuman (2011: 112), explanatory critique research provides the detailed occurrence of the event, point out discrepancies and reveals myths and that is the rationale behind critique explanatory as a preferred approach in this study. The participation of women from SA Army in external deployments was investigated. In the course of investigating the social reality which led to women peacekeepers being involved in external deployment, the researcher will further, explain what the impediments are resulting in lack of gender mainstreaming, gender balance, under-representation in decision making positions in peacekeeping operations (de Vos, 2011: 8). The critique explanatory further assists the researcher to study what happens between peacekeepers, relations between male and females, and lastly the impact of women peacekeepers to local community predominately to women and children.

CRITICAL THEORY APPROACH

Critical theory is one of three major social science approaches that emerged during the 1960s. Neuman (2011:108) expresses that critical approach can be traced back to the existence of Maxrxism; hence, it is linked to dialectical materialism, class analyses and critical structuralism. The articulations of Neuman (2011: 109) on critical social science discuss various forms of social injustice such as racial discrimination, representation at different levels of society, and lack of accessibility to resources, to count but a few.

The articulations of the author are treasured for this study as the concept that relates to this study embraces all the rank levels of the SA Army. There are structures that will form part of the study such as CDTM, HR, CJPs and the SA Army brigades designed to train all deploying forces. Furthermore, the study will investigate to what extents are concepts related to the study are considered when preparing for deployment. Critical theory believes in criticizing and change the reality observed as a challenge thus, this study through analyses, will recommend change with regard to the participation of women peacekeepers from the SA Army. Discrimination of any kind against all South African people is discouraged. Therefore, gender mainstreaming and the abovementioned concepts in external peacekeeping operations could be managed according to the description embedded in various national policies, DOD policies and International protocols.

Critical theory approach can be regarded as a catalyst that sensitizes the researcher when conducting a review of various sources of data intended to other views and opinions of different authors in relation to the topic.
According to Neuman (Neuman, 2011: 108) critical approach empowers even those at lower levels of the society to be knowledgeable and by revealing certain concerns that affect them directly or indirectly such as underlying sources of social control, power relations and other aspects about inequality.

De Vos (2011:8-9) cautions the researcher not to fall into a trap of biasness which is naturel, and the approach is aware of the existence of this short coming therefore the researcher should try to be consistence and remain objective in order to prevent bias tendencies. Considering Patton's view (2002: 130-131) with regard to injustices and hardships that shape people's experiences, this view is applicable to SA Army women participating in peacekeeping operations and other role players who will be interviewed, and can guide the researcher to consider possible solutions as means of change to the realised gap.

Creswell (2009: 62) articulates that critical theory is more concerned about empowerment and development of human beings and this is valid for women participating in external peacekeeping operations as current training designed for combat readiness may be the barrier. However, the researcher will look beyond women's concern as men do have issues that require the attention of the SA Army.

Thus, external, visible causative picture observed as a discrimination of women peacekeepers might contain other under lying factors affecting both genders.
This study can be undertaken from a gender-based perspective which is an important perspective within the broader critical theory. Various procedures are used in this methodology to address and register the voice of women to the male dominated world.

The researcher's topic relates with this approach in the sense that gender matters appear not to be appropriately managed in external peacekeeping operations. Attention to issues pertaining to gender mainstreaming, gender balance, equity and inclusiveness of women in societal processeses is vital for balancing the society (Neuman, 2011: 82). The critical theory approach focuses on inequality, while the gender-based perspective embraces issues pertinent to the study related to SA Army women in peacekeeping operations. As much as the feminist theory appears to be attractive for investigating women related issues,
Neuman (2011) states that it is not objective, as feminist researchers tend to focus on women's issues rather than on issues relating to both genders. The Constitution of 1996 (RSA, 1996) discourages discrimination of all kinds and the principle of democracy is unity against all probabilities that divide the society.

At the end of this study, the researcher will review the gender practices in the SA Army in relation to the policies and legal frameworks that prescribe to the SANDF, with the aim of proposing recommendations on the issue of gender mainstreaming in external deployments and the implementation of UNSCR resolution 1325, AU gender policy.

RESEARCH DESIGN

According to Cresswell (Cresswell, 1998: 268-269) qualitative design comprises of five strategies, i.e. biography, phenomenology, grounded theory, ethnography and case study. The researcher will opt for qualitative approach, as this approach will assist the researcher to understand and interpret the findings from the subjects. The qualitative research approach is more inclined in interpreting of the social world and the data describes meaning either verbally or in writing (Creswell, 1998: 270). A qualitative methodology will be used to explore the views and experiences of from

different race and gender groupings, and rank levels in the SA Army (Neuman, 2011: 157).

This study will extensively use a holistic process to collect and, compare various sources of data considered to be related to the topic. Hence, the following strata found to be appropriate for this study such as units responsible for training and preparing the SANDF members for combat readiness, Human Resources, top managers from CJOPs and CDTM as the organ mandated for transformation of the DOD (Tellis, 1997: 1).

Research designs are plans and procedures which limit decision from broad assumption to detailed methods of data collection and analysis with respect to particular concepts. Therefore, it is important for the researcher to develop a strategy that will guide, direct and define a plan that will be pursued during the research process (Babbie, 2007: 142).

DATA COLLECTION

Data analysis in a qualitative approach is said to be two folded because it involves data collection and data analysis at the research site. This means that the processes of data collection and analysis in a qualitative research are inseparable. Data analyses and data collection is organised into different phases. This continuous process makes a qualitative research to be distinguished from other approaches like the tradition that separates data collection from data analyses. (Elandson, et al.1993: 113).

For the purpose of this study to build a coherent interpretation of the data in order to fill the knowledge gap, the researcher will collect and analyse data during the same phase. The distinction with regard to what comes first in terms of data collection and analyses is invisible (Patton, 2002: 436).

Sources are classified into primary and secondary. Primary sources are considered as authentic as they reflect. Data analysis in a qualitative approach is said to be two folded because it involves data collection and data analysis at the research site. This entails that the process of data collection and analysis in qualitative research is inseparable. Data analyses and data collection is organised into different phases. This continuous process

makes a qualitative research to be distinguished from other approaches like the tradition that separates data collection from data analyses. (Elandson, et al. 1993: 113).

The researcher comes from a security institution and the researcher complied with the rules and regulations that govern all researches based within a military context. The researcher followed the channels of command which begin with her immediate supervisor (CDTM), Chief of Human Resources (CHR) and the Department of Intelligence.

The researcher wrote a letter to the Chief of intelligence of the SANDF following the correct channels. The purpose of the study was indicated to Chief Human Resources thereafter, the letter was dispatched to the DOD Department of Intelligence stating all the details of the study and the intended results. The department requested a copy of the Research Proposal and the researcher complied with the rules and regulation of the Intelligence Department. The permission was secured and the researcher began to sensitize the potential respondents.

SAMPLING METHOD

Qualitative and quantitative approaches consist of nonprobability and probability sampling. According to Bobbie (Bobbie, 2007:192 -193) it is rare for qualitative researchers to choose probability as this type of sampling is used in large scale of social surveys. In case where probability is not suitable for the progress of the study such situations opt for nonprobability sampling which is largely used by qualitative researchers. Nonprobability sampling consists of seven types, which is, quota, haphazard, purposive, snowball, deviant case, sequential and theoretical. For the interest of this study the researcher will focus on purposive sampling which is valuable for special situations such as external deployments where women participate together with their male peacekeepers. The researcher has determined the size of the sample and it was selected from a large pool of military community that did not participate in external deployments. Only the informed with regard to external deployments were required for the study (Neuwman, 2011: 222).

The researcher will use interview questionnaires to conduct face to face interviews with women possessing deployment experience including the top management officers (Gravetta and Forzano, 2003: 118). The purposeful sampling is relevant to this study as

different rank levels of both genders who participates in external deployments will be selected for in depth-investigation.

INTERVIEW GUIDELINES

As mentioned in the background the study has embraced three different countries where the SANDF and women peacekeepers from the SA Army participated in external deployments. The researcher avoided to limit the study to one specific country and was conscious about the environments that differ from country to country as the political situations are not the same. The reasoning behind this was to enrich the study with different views, approaches and patterns from multi-experienced respondents as most of them have deployed in more than one country.

The interview questions were aligned to research questions in order to maintain the sequence and avoid the deviation from the study topic as the presentation of questionnaire is important. According to Babbie, (2008: 274-275) interviews are some of the methods of collecting survey data. Hence, the plan was important to guide and direct the process of data collection during the face to face interviews. Face to face questionnaires were a preferred method as they have several advantages such as a high response when compared to posting. The interviewer is directly involved and in charge, the respondents can request the repetition of a question rather than to respond by saying that they do not know. The interviewer can also observe the expression of the respondent.

The researcher opted for open-ended questions as a technique that does not confine the respondents and it further permits the respondents to provide their own answers in-depth (Babbie, 2008). The respondents were interviewed under a relaxed mode as the media of instruction was accommodative meaning that the language best understood by the subject was permitted. As a researcher I avoided, by all means, to take a position that will be in my favour. I further, guarded against my intrusion in the ideas and respected the space of the respondent. Bobbie (2008) cautions the researches to avoid double-barrel questions. As a result the researcher corrected questions which appeared to be double-barreled as they cause confusion and they might derail the researcher from achieving the desired end state of the study.

The designed questions on participation of women in external deployments during peacekeeping operations consisted of Part One and Part Two and the copy is attached at the end of the Research Report.

The needs of potential respondents regarding the study were considered by sending the questions 3 days before the semi-structured interview and a twofold communication method was used to ensure that both parties adhere to the scheduled day and time. The researcher contacted the respondents telephonically and some were within the reach of the researcher. Thereafter, a table with the dates and timeframes was sketched. All the respondents were back from external deployments. Some have deployed into more than one country. They were not at the site of the problem under study. Ten respondents were interviewed face to face. The researcher conducted face to face discussions with the entire respondents. None of them were interviewed telephonically or using other means of communication. The researcher could not conduct the semi-interviews at the site of the problem because of financial implications and time constrains as the researcher is a part time students.

The principle of collecting data was adhered to as stipulated by (Creswell, 2009: 174-176) when forewarning the researcher that it preferable to directly talk to respondents. Further, none of the questionnaires or instruments developed by other people was used for the research under study. The data collected was organised in a systematic manner, according to dates agreed upon by the researcher and the respondent. None of the instrument such as recording instrument MP3 players, mini-discs and video recorders was used. The method to retrieve raw data for preliminary analyses was part of the checklist plan (de Vos, 2009: 404-405). The raw data collected was organised according to various themes revealed during discussions. Furthermore, the researcher designed written sheets. It was mentioned above that documentary sheets were dispatched to respondents 3 days prior to semi-structured interviews with the aim of acquainting the respondents with the questions to be asked.

The researcher collected data following a twofold approach as expressed by (de Vos, 2011: 404-405). The author expresses that data analyses in qualitative investigation necessitated a twofold approach. The first approach is an initial data analysis which occurred in the field during discussions between the researcher and the respondent.

The second stage is of a twofold approach known as the office approach which can happen during the visit to the field, before or after the completion of data collection (de Vos, 2011: 404-405). The researcher used a face to face method because the respondents could not be observed directly as the interviews did not take place at the site of the research under study (Creswell, 2009: 179).

The respondents interviewed came from various rank levels. Hence, the semi-structured interview was a preferred method. According to (Robson, 1993: 237-238) a semi-structured interview is not complicated as a structured interview. All the rank levels were accommodated with this kind of interview. Notes were made during discussions. This type of interview was helpful as a few seconds break was created. Thus, to have enough space between each topic was helpful for both the researcher and the respondent. The researcher considered all collected data before sorting the interview transcripts.

The manual method was used before typing all the transcripts. The researcher followed six steps described by (Creswell, 2009: 185-190) in a linear hierarchical which build from bottom to top were considered. This means that the raw data from the respondents was organised, read in order to understand patterns, trends and various opinions were made by the researcher. The information gathered was read several times for validating purposes and checking the accuracy as well.

Furthermore, the researcher manually wrote the coding of the data and later it was Different themes emerged computerised from the findings and they were grouped according to their similar description. Interrelated themes were screened further to check whether the meaning was more or less the same. After completing the comparison of themes according to six steps of linear, hierarchical approach building from (Creswell, 2009), the researcher started with the presentations of the findings and 5 steps of the linear approach together with a narrative method in order to convey the interpretation of themes.

Furthermore, themes formed sub-headings and a table illustrating the diverse rank groups of the respondents was developed to convey information about each respondent. Cognisance should be taken that for analyses purpose interrelated themes were merged to avoid duplications of information. According to Creswell,

(2009) 6 is a final step in data analyses. Opinions and perceptions of various authors were linked to relevant information from 5 steps of Creswell (2009).

Themes which emerged from the discussions will further be developed for analysis of various categories of the South African Army. Categories interviewed are from various SANDF structures such as CJOPS, GOCs responsible for deploying Units (force preparation) and CDTM mandated to advocate gender mainstreaming in the DOD. The findings were organised from viewed transcripts and clustered according to themes, which emerged during semi-structured discussions (Neuman, 2011: 510). The table below illustrates the diverse rank groups who participated in external deployments in various countries:

Table 4: Respondents participated

Participant & Gender	Rank	Respondents
Participant 1 (female)	Captain	Junior Officer Peacekeeping unit (PK)
Participant 2 (female)	Private	NCO Peacekeeping unit (PK)
Participant 3 (female)	Private	NCO Peacekeeping unit reserve force (PK)
Participant 4 (female)	Lieutenant Colonel	Senior Staff Officer Career development (HR)
Participant 5 (male)	Brigadier General	Doctor Medical Ruling (CJ Ops)
Participant 6 (female)	Colonel	Support Staff Officer Personnel operations (CJ Ops)
Participant 7 (female)	Brigadier General	Director Operations Support (CJ Ops)
Participant 8 (female)	Lieutenant Colonel	Personal Support Officer to Deputy Chief Director (HR)
Participant 9 (male)	Lieutenant Colonel	Senior Staff Officer Transformation Management (CDTM)
Participant 10 (female)	Major General	Former Chief Director Transformation Management (CDTM)

Source: DOD

According to (Neuman, 2011: 174-175) qualitative data does not use variables in most cases and very seldom variables are used and further processes such as testing of hypothesis or measurement in the form of numbers is not applicable to qualitative data. The researcher has used the table in describing the information required as the reasoning that influences data to be meaningful. Hence, the researcher conducted semi-structured interviews which could assist the researcher to find various ideas and views from the people studied in the form findings.

Semi-structured interviews were appropriate and the flowing respondents were administrators interviewed face to face, top managers, women participant in external deployments none participants and CDTM as the organ mandated to manage transformation of the DOD (Creswell, 2009: 178-179). The researcher conducted document analysis, reviewing the content of applicable public policies, the Constitution (RSA, 1996) Department of Defence, (DOD, 1996) Defence Review of 1998 (DOD, 1998) various sources of data and internal policies dealing with transformation management in the DOD. The data collected by the researcher was recorded and interpreted, using gender-based theory (Patton, 2002: 130-131), and addressing the themes of gender mainstreaming, gender balance, representation, and gender participation in decision-making. The conceptual framework assisted the researcher to search for patterns, various views, trends and different opinions in relation to research questions.

Secondary data collection was the second method used by the researcher to access documents related to the study. The data will be collected from secondary sources such as the Constitution of the (RSA, 1996) legislatures, national policies prescribing the concept on gender mainstreaming, legal frameworks, Defence Review (DOD, 1998), Department of Defence (DOD, 1996), Defence Act of 2000, (DOD, 2000) textbooks, the DOD strategies, instructions and the intranet (defence information system). Data from primary sources included semi-structured interviews with key informants in senior management in the Operations and Transformation Management units; in the training division; participants and non-participants in peacekeeping operations. Primary sources are considered as authentic as they reflect the views and experiences of the key informants.

Primary Data	Secondary Data
Data will be collected from interview. This involves different types of raw data gathering such as semi-structured, structured, and telephonic and internet interviews. The type of question will be determined by the category of the interview, current legislation, and policy documents.	Processed data from intra/internet, media, relevant published reports and theses that are relevant to the research problem.

DATA ANALYSIS

Coherence and interpretation of the data is important to address the knowledge gap observed by the researcher. Therefore, data collection and analyses can occur during the same phase. The distinction with regard to what comes first in terms of data collection and analyses is invisible as both processes are intertwined(Patton, 2002: 436).

The researcher has used de Vos's(2011) method of analysis by being directly involved in monitoring of the data on continuous bases. The process was observed and analysis was conducted. Therefore, the reporting of the findings was presented. In-depth analysis occurs in the form of exploring and recording data about the event, process, activity, or institutions. As the study unfolds the DOD policies and practices will be examined. For the interests of this study interpretivism theory analysis is applicable because women participation in external peacekeeping operations were examined. As SA Army women peacekeepers will tell how they interact, with their male counterparts further their interaction with the local community particularly women and children who are the vulnerable group in war torn countries (Neuman, 2011).

VALIDITY AND RELIABILITY

Qualitative reliability refers to dependability and consistency of the researcher's approach across different projects. Qualitative researchers map the procedures that will be followed during data analysis and document all the steps of procedures that will be adopted (working standard procedures) aimed at establishing and maintaining the sequence. The researcher will work towards reliability by setting out clear steps and a semi-structured interview guide.

Measuring the validity of data collected in order to ensure accuracy and rewarding of the findings the researcher should use certain procedures. The validity is intended to validate the concept in question and to ensure that it was appropriately utilised (Babbie, 2004: 432). The researcher will ensure validity in the study by clearly defining the meaning of the concepts used.

ETHICAL CONSIDERATIONS

Research involves human beings as the objects of the study in either way whether from the data point of view or from the interview angle. In other words, data is collected through interviews and from different types of sources. During the planning session for the study, the researcher must consider ethical dimension as a social researcher must be a professional with a moral obligation of understanding and set up code of ethics during the tailoring of the study. The ethical concerns are matters that arise during the interaction between the researcher and the unit of analysis (conflict in practice). Ethical concerns revolve around pursuit of scientific knowledge and those who being studied. The conflict of interest requires a professional researcher to lay a code of ethics (rules of engagement), before the study unfolds. Neumann, (2011: 129).

Hesse-Bier (2006: 87) stipulates that a researcher should anticipate ethical issues during the research design. In support of the need for ethical code Punch (2005: 87) expresses a need for researchers to protect those being studied, a trust between the two parties should be encouraged and developed in order to develop and enhance trust. This further promotes integrity and most importantly, it protects the stature of the individual or the organisation. Consensus between the interviewee and the interviewer should be reached in order to create a harmonious environment.

Informed consent was obtained for all interviews and data. The study did not involve human subjects.

SIGNIFICANCE AND LIMITATIONS

The significance of the study is to illustrate the state of current Transformation and Gender policy and its implementation to the SANDF top management. The attention to gender issues by CDTM during the planning phase for peacekeeping operations can minimise the observed gap regarding under-representation of women in external operations. The perceived limitations that will hamper the research include challenges of access to information that may be classified; and the fact that the researcher cannot explore and interpret findings from external deployments as external travelling to Burundi, DRC and Sudan requires sufficient time coupled to findings. Limitations of the study include some DOD documents which are classified for public consumption. Some informants who are higher in rank than the researcher may be unwilling to participate in interviews. As part time student with a very busy work schedule it was a bit challenging to dedicate my entire time to the study.

CHAPTER 4: DATA PRESENTATION ON GENDER PARTICIPATION AND GENDER MAINSTREAMING IN PEACEKEEPING OPERATIONS

INTRODUCTION

The chapter starts with a brief overview of the relevant policy and legal frameworks. Data collected during semi-structured interviews will be presented and themes that emerged during discussions were organised into categories based on the research questions. The seven themes that emerged are significant for women in external deployments, women in decision-making, training for deployment, military culture, follow-up and monitoring, impact of CDTM and support system and above the commitment and support from the CSANDF and Chief of Services and Divisions. The rationale behind reporting the findings is to observe the trends, various opinions, patterns and how they impact on women peacekeepers in external deployments. The trends, different opinions and patterns including themes observed will be of use for the next chapter.

Seven identified themes are important for this study as they will assist in revealing the real cause leading to lack of gender balance, gender mainstreaming and under-representation of SA Army women peacekeepers in leadership positions including deployment of a sizable number of women. Furthermore, themes will be restructured in order to reveal various opinions emerging from the respondents. The findings drawn from the data collected revealed that there are other underlying issues such as lack of pertinent knowledge for both genders. Information from the research findings indicate that institutionalising gender perspectives within the ranks of the SA Army might bring about representation at all levels.

Themes further provide direction in terms of the observed gap such as degeneration of military culture. A support system is one of the contributing factors with regard to a decreased number of women peacekeepers volunteering for external deployments. Also, lack of synergy between male and women peacekeepers, adherence to the DOD transformation and gender polices are also contributing factors.

Themes will assist the researcher to search further the reasoning of the respondents with regard to the reality of various opinions. Themes will further reveal whether women peacekeepers are the main actors valued more than male peacekeepers in external deployments as perceived.

Themes observed should encourage the DOD to examine better intervention approaches intended to support transformation processeses and advance gender mainstreaming which will ultimately result into gender balance in a broad perspective. The themes further inform the DOD on how and the bases upon which a South African contingent can be composed, as there are two ways that could be followed. These could include, a prolonged method of evolution and secondly, a radical process coupled to monitoring.

The Constitution of South Africa of 1996 is the highest legal frame work of this country and the Bill of Rights is constituted in the Constitution. The Bill of Rights prescribes and provides a picture of what the new South Africa under democracy should be. The Bill of Rights tabulates all the impediments which prevented the people of this country to live in harmony in their country of birth. It presents the rights of the people of this country and it is critical against the violation of other people's rights. Hence, it stipulates to what extent people should exercise their rights without causing harm to the society, group of people and individuals. Direct and indirect discrimination of any form is lawfully condoned as it infringes the rights of all the citizens and it further promotes disunity in communities.

The White Paper on Defence of 1996 is a Department of Defence's policy which cascaded from national policies and legal frameworks. It provides national direction and guidelines with regard to the existence of the SANDF under democracy and the relationship between civil and military authorities. In relation to the topic the policy prescribes that women in the SANDF are appreciated and should serve at all levels including the combat core, internal and external military operations.

It further provides a prescript to the structure managing Transformation Management and Affirmative Action by then and currently the structure is called Chief Director Transformation Management (CDTM) mandated to orchestrate transformation and mainstream gender perspective in the SANDF.

The Defence Review of 1998 further describes that this structure must design training, programmes and awareness to sensitise members of the SANDF about transformation management and gender mainstreaming. It went beyond that as monitoring and implementation of Transformation and gender policy is the area of responsibility for CDTM and amongst other delegations is the management of direct or indirect discrimination.

The Defence Review of 1998 describes the strategic and technical implication of the Constitution of this country articulating that the SANDF "shall be primarily defence in the exercise or performance of its powers and functions". This means that the SANDF must function according to the principles of democracy and adhere to the primary objective of its existence which is that of protecting the Republic, its territorial integrity and its people". As we reflect back on the pre1994 era the legacy of the SADF was not peaceful towards its neighbouring countries as a result they lived in fear of the apartheid regime. The regime used an aggressive approach against other states. However, democracy ushered a new culture in this regard as stipulated in the Defence Review that South Africa must live peaceful with other states. In this regards, the strategy of the military was automatically changed to that of a none aggressive approach. The 1995 White Paper on the Transformation of the Public Service, ponders on gender equality, institutionalising of women's rights, and to face a reality of all challenges affecting women. The Public Service policy, of 1995 is mandated to eradicate all inhuman practices of the past.

THE SIGNIFICANCE OF SA ARMY WOMEN PARTICIPATION IN EXTERNAL DEPLOYMENTS

With regard to how women foster the success of the mission, the respondents indicated that Peacekeeping Operations (PKO) can be successful in conflict zones only if women are appointed as battalion commanders and at all ranks in support sections, not below the rank of Major as it is today from (PKO1). Local populations living in conflict zones are said to prefer the presence of women as peacekeepers because they pose less threat, they are more approachable and they are less aggressive from (PKO1). Furthermore, the findings highlighted that interviewees perceive women to be "born managers" or farsighted when compared to their male counterparts.

Therefore, they are good in conflict management, though they are marginalised from leadership positions. A follow-up response from (PKO1) revealed that women have the ability to observe a matter from multiple perspectives with the view of providing possible solutions to the victims of national conflicts as they are perceived to be tolerant, with analysis abilities, sharing of information and role models. The message sent to local women is that peacekeeping is not only for male peacekeepers but women too can participate in bringing peace and stability (PKO1). From the data gathered it is apparent that local women and children feel comfortable to discuss their problems and brutal experiences, such as rape, sexual exploitation abuse (AEA) and other forms of gender-based violence, posed on women. Therefore, the involvement of women in meaningful positions within the SA Army would bring positive spinoffs in the Defence and Security management.

However, it was clear that some women peacekeepers needed empowerment and development with regard to field courses pertinent to conditions existing in external deployments. The transcript viewed indicated that there is a lack of proper selection of women in combat core and as a result the out-put is compromised because the individual does not match with the post profile. Two of the participants indicated that improper selection of women for combat core leads to unconscious incompetence interpreted by male counterparts as a failure of women participating in external deployments.

During discussions it emerged that the role of women participating in peacekeeping operations is multi-faceted as councilors, negotiating abilities, gather sensitive information from different opposing parties and play part in post conflict reconstruction phase. Respondents with regard to sexual violence stipulated that it is used as a weapon of war by perpetrators to inflict pain on their opponents and the most vulnerable groups are women and children. Therefore, peacekeepers with positive attitudes and patience are important even for deflating traditions such as pornographic conducts, centers availing any form of pornography, the HIV beliefs that if one rape a child then one will be healed this is one of the grounds that fuel sexual violence (CDTM1).

During the interviews sexual harassment came up as an issue on several occasions and it was revealed that it is a daily happening that leaves the victims traumatised. The findings further revealed that the victims of sexual harassment prefer to communicate their inhuman experiences with women peacekeepers or deployed police female officers. The findings highlighted national conflicts as protracted occurrences that affect families, development of the affected country, sub-region and the continent. The respondent further revealed that national conflicts have no boundaries. Therefore, peace operations are important to curb the spill of these occurrences stipulated. The second dimension with regard to women peacekeeper's influence gives the civil military relations more operative grounds as they understand it better than their male counterparts (CJOPs1).

The findings state that irrespective of whether women peacekeepers are not appreciated they are expects in some of the dimensions such as management in any given situation. In a follow-up the respondent further, supported the theme by highlighting that women's role begins from the society where they are involved in various domains. The respondent indicated that unconscious competency is reailsed only when a small fraction of women has deviated unintentionally as a result of lack of proper selection and experience about external deployments while male counterparts are not judged as such (CJOPs3).

The respondent highlighted that women participation in external deployments promotes incorporation of gender perspectives in pursuit of the mandate of the DOD in terms of honouring international peace support operations. Further, findings revealed that the presence of women participants keeps the behaviour of male colleagues in line with the UN policies (HR1). Women indicated that men peacekeepers turn to be aggressive when faced with reality and they are easily intimidated and that shortcoming, if not attended to, can aggravate the situation. Thus, local women are sensitive towards males irrespective of their originality (PKO2).

The respondent revealed that women play a prominent role if afforded an opportunity to demonstrate their capacity to preform even better than males. During the discussion it emerged on several occasions that women are ready to become battalion commanders. Men should not doubt them moreover they are subjected to same training (CJOPs2). Women respondents further, expressed their notion with regard to their position at all domains that it is no longer confined to traditional domestic issues. It has surpassed that phase. Hence, gender balance is a necessity that should happen. Their interest is to make an indelible mark wherever they are and create good legacy about gender perspectives in the SA Army.

Findings reflected that women respondents did not understand why they are marginalsed as they regard men counterparts as their equals. Furthermore, they revealed that they are not happy to be subjected to the leadership of men all the times (PKO1). It also emerged that women are supportive to their male counterparts particularly when their morale has descended they encouraged them not to lose focus. Eight of the respondents illustrated that women's physical being do not prevent them from excelling in their given tasks and they have more resilience when compared with male peacekeepers.

Their role is encouraged as it pushes men to want to perform better than women peacekeepers (HR1). Furthermore, it was indicated that the presence of women in external deployments is vital as they are not afraid to rescue women and children in unsafe areas in pursuance of the mandate. Findings revealed that local woman under the supervision of women peacekeepers established community based organisations such as inclusive vigilante groups aimed at strengthening and protecting peace and stability (CDTM). These groups encourage and promote peace and stability thus, creating growth in various spheres, benefitting the entire community.

Responding to the question of encouraging or discouraging women's participation in external deployments it was clear that women should be measured according their significant impact in terms of their deliverables. The transcript viewed states that not all women in the SA Army joined for the same purpose, some viewed this as an employment opportunity and the set standard is not consistent (HR3). The

discussions highlighted that as much as women have passion to deploy the failure to appoint them as leaders discourages them to volunteer in large numbers.

Besides gender disproportion and different feelings with regard to gender balance it was observed by a male respondent that local women do not want to divulge any information to male peacekeepers. Therefore, the SA Army should strive to bridge the imbalances between women and male peacekeepers (CJOPs1). In response to a question regarding how women foster the success of the mission, the findings revealed that it is imperative to take the views of women into consideration during the post conflict reconstruction and development (PCRD) phase (CDTM) because women are the constructers of any given society.

The information further indicated that women are important actors, agencies and beneficiaries in the peace process and reconstruction of the society intended to bring the change by building the capacity of the local community. The respondents purported that women do not act unseeingly but they conduct a research in order to be informed about capabilities required for the grass root level development and what is required most by local community. The respondents further indicated that reserved women are regarded as failures and as a result their concerns are not addressed nor considered for problem solving purposes (PKO1).

The respondent further complained about the hair and the make-up as it does not fit the military environment particularly in conflict zones (CJOPs1). The findings revealed that senior women peacekeepers do not support the junior ranks and this practice compromises unity between women across ranks and respect seises to exist (Private1) thus leading to a chaotic situation. The majority of members interviewed stated positive outcomes with regard to unique abilities women possesses such as good interpersonal skills, empathy and tolerance. Two of the participants were not in favour of the presence of women in external deployments based on the possibilities that they might be kidnapped, sexually harassed, ambushed and raped.

The findings further, revealed that though women are perceived to be incompetent, no incident occurred in the mission area because of their negligence (CJOPS3). The transcript viewed revealed that the environment does not influence women peacekeepers negatively on their willingness to create and bring change in various domains of mankind.

WOMEN IN DECISION-MAKING POSITIONS

The researcher deemed it appropriate to provide a brief background regarding the appointments of women serving in the DOD with the intention of giving a broader picture of gender representation at decision-making positions.
Thereafter, the theme will be unpacked with the intention of presenting the findings observed by respondents. It came up profoundly during the semi-structured interviews that women in the SA Army are under-represented in decision-making positions. The positioning of women in leadership positions improved tremendously compared to pre-1994 era.

However, none of senior women are appointed to decision-making positions (strategic level) and this is a trend which influences the external deployments as well. The majority of women peacekeepers highlighted that they are not considered as contingent commanders, Brigade commanders, Battalion commanders. The findings further revealed that under-representation was further observed in domains such as the UN Peacekeeping Mission Head Quarters in external deployments, AU in the security sector and in SADC Stand by Force Brigade.

The focus of the study is on the representation of SA Army women in external deployments. However, a picture reflecting the entire SA Army representation on both genders beginning from a rank of Lieutenant Colonel (Lt Col) to General is presented in Chapter1. The findings revealed that women serve in all corps and both genders are subjected to the same training which is good preparation for the eventuality of promotion. It emerged during the discussion that the possible solution to fill the knowledge gap being explored is through the appointment of women to vacant post. Respondents further indicated that the policy stipulates that women must serve in all the structures of the DOD (HR1).

The respondent indicated that women peacekeepers starting from Lt to Captain's rank should be considered for commander and control positions, not as the infantry platoon commanders only (PKO3). Discussions stated that in the history of the SA Army there is only one woman General Officer Commanding (GOC) in Lohatla Training Centre. The respondent highlighted that lack of women in decision-making position does not mean that there are no women of good quality and integrity (PKO3). The SA Army has a single female Major General when compared to SAMHS with two female Maj Generals.

The respondent stipulated that since the inception of international peace operations none of the women Brigadier General (Brig Gen) have ever deployed. Through the discussion it was evident that women emancipation was still a dream as women peacekeepers in the SA Army are still struggling to tap on the environment perceived as a men's world. The response from one of the males indicated that keeping women in inferior positions will not solve a problem instead it retards their progress required for peace and reconstruction (CDTM).

The respondent highlighted that if women can fill vacant post in decision-making positions internally and externally, service delivery in peace mission areas can be tangible. As of now they are the most active facet of peacekeepers in community based organisations (HR1). The findings further highlighted that women have to be strategically placed in order to provide a foundation which is gender inclusive with reference to the local community (CDTM). The respondents further indicated that women peacekeepers are portrayed as role models to local women, as such local women demonstrated zeal to learn from women peacekeepers. When women are in decision-making positions protracted national conflicts can be decreased and the voice of women can be heard resulting to achievement of gender mainstreaming and gender balance (PKO 1).

One of the male respondents stated that if gender mainstreaming can be considered in all domains and if gender equity leads to peace and development, then all efforts should be directed towards soliciting the support from male counterparts (CDTM). Furthermore, it emerged from the respondents that women are marginally considered and male counterparts are always filling decision-making positions in deployment areas and women remain subordinated to men. It was clear through the discussions

that decision-making positions are reserved for male peacekeepers as they are appointed as contingent, company, battalion and brigade commanders.

The large number of respondents stated that women are appointed in supporting posts not at a strategic level. The discussion further revealed that lack of women in the above mentioned positions during external deployments does not mean that deploying units and other DOD structures lack women who can fill leadership posts. The respondent revealed that the set target of 30% of women to be appointed at all levels has not been achieved as stipulated by the DOD policy.
The respondent alleged that career management for senior officers does not exist and succession plan processes do not incorporate gender representation to ensure that all gender perspectives are considered in all spheres (CJOPs3).

The respondent highlighted that since in the history of external deployment the SA Army has appointed a women peacekeeper as a company commander at the rank of a Major with 21 South African Infantry (SAI) and it never happened again. The findings further highlighted that the first women peacekeeper appointed as a company commander performed well and expectations were raised anticipating that more could be afforded the same or even higher level positions. Expectations were diminished as the progresses descended instead of improving (CJOPs2). Women participants voiced their concerns with regard to their participation in the Stand-by Force brigade as they were not consulted for inputs in this regard.

The respondent highlighted that men do not want to be led by women appointed in the leadership position in peacekeeping missions. A follow-up response further stated that, male peacekeepers do not want to take orders from a woman commander as a result one female Sergeant Major was repatriated because male peacekeepers could not approve her as commander (PKO1). One of the important aspects highlighted was that women gather sensitive information and pass it to relevant line of command without being noticed. It was clear that follow-up and monitoring the representation of women in decision-making and leadership positions was observed as a solution that can sensitize all the role-players about the reality of gender mainstreaming concept (HR3).

Furthermore, the respondents highlighted that men take decisions which affect women without proper consultation with them. As a result they are discouraged to participate in external deployments. The respondents further indicated that decisions taken in meeting at the UN Mission Head Quarters affect women because they are not represented. As such their opinions with regard to their needs are left in isolation (HR2). The discussion further revealed that decisions taken in meetings are in favour of male peacekeepers and this has been recurring without any improvement. The participants indicated that as a result problems presented by women are not accepted by their male counterparts because equal participation of both genders is lacking. The findings presented that the SA Army is adamant to appoint women in high level post in external deployments and this practice hinders their development in terms of exploring new grounds and getting experience to advance gender perspectives (PKO 2).

The role of CDTM as the organ responsible for gender equality and transformation management in the DOD was viewed by respondents as one of the structures critical for change in the SA Army. However, the impact of transformation policies and the influence on Human Resources management issues were observed as invisible. According to the respondent (HR2) transformation is embedded in almost all the domains of the DOD but the influence of this critical organ is not felt by ordinary members. Neither, the Chiefs nor Divisional Chiefs support this endeavor. Hence, the compliance and adherence to government imperatives is none existence.

It appeared that the UNSCR resolution 1325 as an international prescript is not known or familiar to the ears of some of women peacekeepers. Those who are aware do not have the details of the resolution. However, the CDTM as a structure that promotes and encourages gender mainstreaming in external deployments has not yet attempted to unpack the resolution 1325 and ensure that it is incorporated to SA Army peacekeeping modules. Cognisance should be taken that the AU took a precedent from the UNSCR by adopting this resolution in 2004 in Addis Ababa. Later in 2008 the policy was promulgated as the AU gender policy. As a result the SADNF has not yet formulated the Action Plan in this regard. In other words the SANDF is not in compliance with the regional and the international protocols.

PRE-DEPLOYMENT ORIENTATION, TRAINING AND DEVELOPMENT OF PEACEKEEPING CAPABILITY

It emerged during the discussions that more women participating in external deployments, particularly in the lower ranks, need to be empowered in various fields related to peacekeeping operations (PKO1). Findings further, revealed the views of participants with regard to development programmes related to gender issues which should be enhanced, as it appeared that some of the lower rank participants were not knowledgeable about gender mainstreaming in the SA Army (PKO 2). Findings indicated that more effort should focus towards mission readiness training. Themes further highlighted that mission areas change and this is an indication that the UN mission in the DRC might take another angle where South Africa will no longer be under the command and control of the UN but it will be under the SADC Brigade's command.

During the discussions women participants raised a concern with regard to separate ruling in favour of men while both genders share a common environment. The transcript viewed revealed that training can be quantified through the performance of women participants in external deployment versus their male counterparts. During the discussions it emanated that experience and exposure are part of empowerment. However, women peacekeepers are not afforded an opportunity to explore new avenues in order to gain more experience. Furthermore, the theme indicated that training has not yet reached its optimal level as a result it does not complement the concrete conditions found on the ground. Pre-deployment training was observed by respondents as a contributing factor that subjected certain women peacekeepers to failure as they lacked skills designed specifically for peacekeeping missions (PKO2).

Training of women peacekeepers came up on various occasions as a necessity and this was revealed by (HR3) and other respondents. The respondents perceived training as a mechanism intended to transform, develop and empower women peacekeepers. Further, training was perceived as a liberator of the mind against fear, inferiority complex and lack of confidence. As part of the findings empowerment was regarded as a remedy to sensitize women in the SA Army internally and in external deployments that gender parity is the corner-stone of gender mainstreaming. The response on the theme highlighted that the failure of women in senior ranks to

support the lower rank women peacekeepers, is a practice contrast to the principle of grooming the junior ranks (PKO2).

As much as most of the themes focused more on women the respondent stipulated that it is not all rosy within the camp of women as well. As a follow-up response, it was indicated that some of the senior officers from women peacekeepers are not conversant with gender perspectives in external deployments. One of the women respondent stated that there are women exercising the pull down syndrome against other women not necessarily from lower ranks (PKO 2). Furthermore, the respondent revealed that peace support courses such as Military Observer (Milob), field courses and UN courses should accommodate other ranks rather than senior officers only and should further encompasses both genders (HR3). The deliberation on (Milob) further, indicated that the previously mentioned cause enhances the knowledge of women peacekeepers in deployments to be active in all conditions. The respondent revealed that women in Sudan are not allowed to participate in societal affairs, hence multi-skilled women peacekeepers are encouraged for these eventuality engulfed by traditional cultures and male chauvinistic tendencies (PKO1). Thus, the respondents recommended that seminars and workshops should be promoted as a mechanism to prepare and perfect the SA Army members deploying externally (PKO 3).

Firstly, almost all women peacekeepers highlighted that both genders are subjected to same pre-deployment training. However, it is difficult to attain gender balance as men are dominating the training environment and women peacekeepers are not selected for UN course and not considered for leadership positions. During discussions it emerged that the pre-deployment training conducted for a week by a gender specialist from CDTM is given a slot in order to brief the South African contingent on gender dynamics and policy in respect to external deployments though respondents observed that a slot in one week does not produce positive results as the time is too short (HR2).

Secondly, the findings further revealed that pre-deployment training is supposed to be inclusive by selecting and preparing women peacekeepers for leadership positions. Thirdly, it emerged during discussions that one week's programme alleged to be a pre-deployment training does not have a positive impact due to its time-frame and the content can be transferred to the modules presented at PMTC (HR2).

According to the findings, combat readiness is not the responsibility of CJOPs, Services and Divisions are responsible to consider gender mainstreaming and the UN Security Council Resolution 1325 during combat readiness training (CJPOs1).

It was clear from the findings that each Service is governed by its specific doctrine and CJOPs is responsible for force employment whenever, a need is presented for execution. It emerged during discussions that as much as both genders are subjected to same training, commanders do not realised a need to involve women to further practice with the aim of fusing theory gained with practice, as the performance can elevate the level of women's understanding. Furthermore, the participant stated that the practice can inform the commanders whether there are gaps experienced by women during training.

One of the aspects raised by viewed transcripts was that, the entire pre-deployment training requires a review as it was observed that some members do not understand the intention of deployment or the mandate. The participant elaborated further on the theme as they observed that some women who lack skills are not given the necessary attention. They remain the same until the end of the term in mission areas. The concept of enhancing field courses for external purposes featured. It was further recommended that in most cases women peacekeepers from the SA Army are not selected for such preparatory courses and there is a great need in this regard (PKO1).

The CDTM revealed that PMTC was established under the auspices of Chief Joint Training with the purpose of training and preparing members for external deployments. The participant further stated that among other things women were the first priority to receive training by military and public service administration personnel (PSAP). However, the transcript viewed revealed that PMTC does not serve according to its mandate as it does not encompass all deploying personnel but only the selected peacekeepers are exposed to programmes presented by this facility.

The respondent stipulated that Chief of the SA Army should enforce the concept of representation of women in all spheres and a monitoring mechanism should be established in order to promote the principle of accountability in terms of the failure to

institutionalise gender transformation at all rank levels (HR2). Furthermore, those responsible should be assessed against the implementation of the concept.

Furthermore, women respondents postulated their view with regard to follow-up and monitoring of representation of women peacekeepers in external deployment. This can advance the enforcement of the implementation of national prescripts such as the White Paper on the Transformation of the Public Service and Affirmative Action and the DOD Transformation and gender policy (CJOPs3). Other aspects on gender mainstreaming were presented by a respondent highlighting that the above mentioned mechanism are imperative for promotion of concepts such as cohesive, effective fighting force, which is part of the mandate of Transformation Management to ensure combat ready forces (CDTM).

As a follow-up response the respondent stated that the SA Army has laid a substantial foundation in a form of outreach and training, however, the impact is not visible. The respondent further indicated that the two concepts can assist in building a diverse pool of qualified individuals who can in turn advance the vision and mission of the SA Army. It was clear that the Services and Divisions do not review affirmative action plans and do not complete annual employment equity plans as required by the Department of Labour and the practice compromises the principle of transparency in terms of gender mainstreaming in training facilities (CDTM).

It was clear that some of the deploying women peacekeepers in the SA Army are just flowing with the stream, lacking in some areas and not having the relevant knowledge in their area of responsibility (PKO1). The respondent expressed his assessment on military efficiency and effectiveness as it is achieved through appropriate training aligned to regional, sub-regional and to international levels. However his observation was that SA Army has not yet reached the required standard in this endeavour (CDTM). The concept of culture diversity was linked to the theme of pre-deployment training in terms of the orientation of deploying SA contingents.

The findings presented a gap in this regard as the period scheduled for pre-deployment programme is inadequate. Some of the respondents had deployed to various countries and they indicated that culture of the host countries differ from country to country. The respondent further highlighted that in most cases culture is

influenced by the religion dominating in that particular affected country. Through discussions it emerged that women's role in external deployments should be encouraged based on the type of conflict. As a follow-up, the response revealed that women can either be of good influence or they can be subjected to chauvinistic tendencies practiced by local men. With reference to Sudan women peacekeepers operate up to a certain limit in accordance to their religion. As a result women are not supposed to participate in conflict processes (PKO1).

According to the transcript Sudan's (Darfur) culture is very harsh for both deployed genders. It is worse for women as local women are treated as slaves.
The discussion lamented on the position of women in Sudan as they are forbidden to participate in the affairs of their society. There were opposing opinions from respondents on this matter as some participants felt that women peacekeepers are trained military personnel and they have resilience to overcome any situation, as they are perceived as powerhouses at homes. The last dimension revealed by respondents was that the number of women peacekeepers should be decreased as their role is constrained by culture and the religion of the country experiencing national conflict (PKO2).

Themes related to culture of the host country indicated that DRC and Burundi peace operations did not pose any hindrances towards the attainment of peace and stability. The culture and religion are not used as a discrimination tool to prolong the existence of oppression of one gender over another. The concept of culture and religion was in favour of both genders as a result it was easy to operate in areas anticipated to be the midpoint of national conflicts (HR2). Hence, in the above findings the respondents emphasise a great need for culture sensitivity to be part of combat readiness modules. The participant in the study highlighted uneven training which does not complement each other with the reference that deploying members are more knowledgeable with conventional and less in peacekeeping hence, some struggle to catch with pace of peacekeeping operations (HR3).

MILITARY CULTURE

During the organising phase of the data collected, various themes connected to military culture and their interrelationships became apparent (de Vos, 2011: 414). Respondents connected military culture to command and control, discipline, morale

and military professionalism binding on both genders in peacekeeping missions. While this study focuses on peacekeeping participants, military culture encompasses all spheres of the SA Army. A review of the transcripts indicated the opinion that women in the SA Army should be treated like their male counterparts and the culture of soldiering should be applied similarly to both genders.

The respondents further alluded to their perception that currently women in the SA Army are seen as female first before being seen as soldiers. The view was expressed by a male senior officer that women must change their mind-set towards military culture or "they will never be taken seriously by their male counterparts" if they behave like ordinary females operating in the Public or Private Sector (CJOPS2).

The transcripts further indicated that women want special treatment in deployment camps and as a result some senior officers believe that women's participation in external deployments should therefore be discouraged. Male commanders interviewed suggested that the less the number of women peacekeepers the less the stress for them. The discussion indicated that a military order by a senior ranking officer is to be fulfilled without questioning, however some male peacekeepers have expressed unwillingness to take orders from women commanders in peacekeeping missions. Women participants indicated that military culture is not equally exercised to both genders. It was clear that male peacekeepers perceive combat as the world of men and this practice gives them the upper hand over women (HR3).

One of the respondents connected the weaknesses observed with regard to military culture to poor selection of women peacekeepers. The theme revealed weak performance of women peacekeepers, partly due to lack of proper screening and matching of individual participants to combat posts. It was argued that Sergeant Majors responsible for discipline in the SA Army are not paying attention to methods that can be used to enforce military culture in order to increase the level of discipline. The respondents stated that commanders and Sergeant Majors need to be knowledgeable in order to attain the required level of military culture, such as the abuse of power for personal gains, attitudes, appropriate behavior internally and in host countries, to serve with pride according to the DOD prescripts that require

military professionalism from all the serving members in order to guarantee operational readiness. (CJOPS3).

It was further argued that the morale of deployed members and the entire SA Army is influenced by the caliber of commanders and that the standard of discipline of deployed members fosters the success of the mission. One of the male participants stated that operational mission cannot be successful when deployed members, particularly women who work closely with the local community, lack military discipline (CDTM). This was seen to be important because the lack of military discipline can further perpetuate human injustices including sexual exploitation abuse (SEA) against civilians.

The respondent articulated that military culture is also connected to training, because professional military personnel are shaped during training, in other words their insight into the appropriate behavior under conditions of extreme stress is formed during training process. The discussion stated that highly ethical military behaviour markets the SA contingent to other armies, while national pride depends on how the peacekeeping forces are seen in the eyes of South African community. The findings from women peacekeepers highlighted that to a certain extent actual behaviour by commanders and soldiers correlates with negative attitudes and patriarchal tendencies from males towards women peacekeepers in external deployments which threaten the future of women in the DOD including the peacekeeping forces (CDTM).

Respondents highlighted that military culture is congruent in posture as it is interrelated to concepts such as loyalty, discipline, behaviours, attitudes, integrity and patriotism that bind all DOD members. The focus of this study is on SA Army women peacekeepers in external deployments as they are also embraced by military culture that encompasses all spheres of the SA Army.

FOLLOW-UP AND MONITORING

In view of follow-up and monitoring concepts, respondents felt strongly that it is inadequate. Purporting on the same issue, it became evident that top management is not applying this principle. Hence, CDTM and policies prescribing transformation and gender mainstreaming are not implemented. The respondents were of the opinion that the Service Agreement of

the CSANDF and Services and Divisional Chiefs must entail transformation and gender perspectives. Furthermore, the opinion of the above mentioned levels must be assessed against government imperatives.

The role the Gender Commission and the Portfolio Committee on Defence were observed as none existent for the deviation occurs in their presence. Respondents said they do not understand when these two entities conduct monitoring, as they were never seen operating at all levels engaging ordinary SANDF members in order to establish their concerns.

THE IMPACT OF CDTM

Respondents indicated that gender mainstreaming is a far-fetched dream in the SA Army. It is also not considered during the planning session for deployment and CDTM is supposed to be part of planning sessions to ensure that gender representation effected in all domains (PKO1). Respondent from lower ranks stipulated that they are not well informed about gender mainstreaming in the DOD. According to the respondent (PKO2) CDTM as mandated to manage gender main streaming in the SA Army is expected to provide guidelines to Force Preparation structures as well. Follow-up and monitoring theme featured again as mechanism that can be used by CDTM to ensure that gender related matters are embedded during Force Preparation. The respondent further connected gender mainstreaming to career management which should ensure that gender disproportion is addressed (HR2). The impact of CDTM was examined as discussions unfolded, and it was clear that the effectiveness of the entire DOD system in terms of transformation reside within the ambit of transformation organ.

The respondents indicated that lack of UN resolution 1325 Action Plan is an indication that operational matters and transformation processes are not in synergy. The theme further indicated that CJOPs together with CDTM can improve the number of women participating in external deployments by guiding Service and Divisional Chiefs to cooperate gender mainstreaming when responding to the request from CDJOPs. The concept was linked to transformation of the mind-shift of male counterparts in accepting the reality that SA Army is inclusive and both genders are supposed to be equal. It emerged during the discussion that gender advisors post is not staffed by CDTM and this creates a problem in terms of accountability of the member deployed as a gender advisor (CDTM).

SUPPORT SYSTEMS

The transcript viewed indicated that the concept of support systems for both genders deployed in external deployments and their families left behind should be established. Special attention should be given to single parents. The respondent referred to creation of crèches as well as a reciprocal communication lines. Further, the policy should be reviewed in order to make changes which will be in favour of these endeavours. The theme indicated that addressing the support mechanisms will encourage and increase the number of women volunteers for external deployment. The transcription viewed highlighted that the proposed support mechanism can encourage other members intending to deploy, but because of lack of supporting systems members becomes less committed HR1).

The findings highlighted that support systems existed before but collapsed due to lack of ownership from the committees which were responsible to support the GOCs and OCs of deployed members. The respondent viewed the support system as a solution to frustrations experienced by members representing our country in peace mission areas (CJOPs2).

The theme on support systems emerged as one of the factors that contribute immensely towards the observed decreased number of women peacekeepers. The discussion further highlighted that it does not affect women deployed only but both genders are subjected to the displeasure caused by lack of this capability. The findings revealed that six months term of external deployment without a twofold supporting system providing assistance to families left behind is rather too long for women peacekeepers. Women participants highlighted that the supporting system is not "nice to have" but it is a necessity which guarantees deployed members that all the basic needs of their dependencies are met (HR 1).

Almost all of the ten respondents were of the opinion that women are significant and crucial for certain situations which require their multi-folded unique capabilities. The theme that dominated mostly was the trust and spirit of caring validated by local women. Two out of ten respondents did not encourage the presence of women in external deployment for various reasons stated in the findings of the data. However, most respondents were in favour of the presence of women peacekeepers in external deployments and respondents were of the opinion that there is still much to be done to bring peace and stability in Africa.

The respondents further articulated that the significance of SA Army women in peacekeeping operations is appreciated as the composition of the SA Army is women inclusive. It was clear that peacekeeping operations cannot be complete without the inclusion of women peacekeepers. The spirit of resilience and tolerance possessed by women peacekeepers does not only benefit the local community but also benefit male counterparts from SA Army as they are encouraged and supported when the morale is low.

The second theme on women in decision making received an overwhelming response and it is observed as pressing matter that needs immediate attention from strategic level. Under the same view all respondents revealed that they are supposed to be appreciated as equals with male peacekeepers as they are subjected to same training. However, this does not happen in practice. All respondents stipulated that women in general and those in the SA army are ready to take up their positions in decision-making processes. The SANDF was said to be the only security institution that has not yet considered women for decision-making positions when compared with other government departments including the private sector that has advanced women in this endeavour.

There were mixed feelings with regard to pre-deployment training and orientation. As such most of women proposed for the review of pre-deployment training. The role of CDTM as the organ responsible for gender parity and transformation was viewed as one of those structures which are critical for change in the SA Army. However, the impact on transformation policies and the influence on Human Resource matters were observed to be invisible. According to the respondents transformation is embedded in almost all the domains of the DOD, but the influence of this critical organ is not felt by ordinary members, the Chief and Divisional Chiefs do not also feel the impact. Hence, the compliance and adherence to government imperatives is not impressive.

Based on the findings discussed in this chapter, it would appear that the SANDF is in compliance with the UNSCR 1325 to the extent that women do participate in the SA Army and in peacekeeping operations. However, there is limited gender mainstreaming and limited gender balance. Furthermore, the prescripts of the AU

Gender Policy for 50/50 gender parity are not met, either in policy or in practice. This requires analysis and recommendations to move towards adherence to international and regional protocols.

CHAPTER 5: ANALYSIS OF CHALLENGES AND BARRIERS TO ENHANCED WOMEN'S PARTICIPATION IN PEACEKEEPING

INTRODUCTION

This chapter will provide analyses of the views, ideas, patterns, opinions and trends as the residue from various respondents. Different information that pertains to policy frameworks will be provided as sub-heading in order to demarcate policy related matters from views that came during interviews. This chapter presents data analysed after it was arranged into categories based on themes which emerged in chapter 4 after the data was coded (Neuman, 2007).

Chapter Five will further, provide the difference between chapter 4 and 5 as the two are related but differ in terms of data presentation. In chapter 4 the raw data collected during the interviews is processed by means of arranging the raw data into themes or concepts. During the coding process analyses of information also commences. The two form part of the invisible simultaneous activities (Patton, 2002). This activity is guided by research questions. It is important to discard unwanted and irrelevant information in order to prevent any deviation from the study topic (Nueman, 2011).

Seven themes were identified from chapter 4 and those which were interrelated were merged together for analyses purposes and the total outcome came into four major themes. The researcher will further highlight the gender perspectives, analyses in relation to the study. Furthermore, the researcher will tell the reader how they relate to research sub-questions. The 4 themes are challenges that shadow the representation, barriers to decision-making, appropriate empowerment, deteriorating military culture and gender mainstreaming. The 4 identified themes for chapter 5 seek to address the research topic with regard to SA Army women participating in external deployments in relation to obstacles that hamper the progress of the advancement of gender issues.

Furthermore, the commitment of the SANDF towards CDTM and the implementation of Transformation and Gender Policy emerged. Respondents want to understand the challenges that lead to under-representation of women peacekeepers and overall women serving in the SA Army. This is in relation to all domains as prescribed by the

White Paper on Defence (1996), the Defence Review (1996) currently under review and Gender Policy (2009) that unpacks the notion of Transformation within the DOD context also under review. The majority of the respondents' view was that the appointment of women in decision-making structures can bring the turnaround in the strategic surge that is male dominated and the voice of women is not represented.

POLICY FRAMEWORKS

The majority of the respondents were not well informed with regard to SANDF policy on Transformation and Gender perspectives. It became clearer when receiving the data from the semi-structured interviews from lower rank levels that deployed junior ranks do not have the inside of the policy, let alone the National legal frameworks, UN and AU gender policies. Some of the members at the lower ranks level do not understand their Human Right prescribed by the Constitution of 1996 and Transformation and Gender concepts are not well understood.

All the above mentioned policy frameworks were new to some of the members. However, members in high ranking levels were informed about most of the legislative frameworks. In view of the level of understanding of the Defence policies, the researcher observed that proper dissemination and interpretation of the policies was poor. If this is the case, one is bound to ask themselves about how much more informed will they be about the National and International protocols which underscore the Human rights and provide a prescription to all form of discrimination. Participation of women peacekeepers will only improve when policies purporting increasing the representation of women at all ranks and at all stages are implemented in the SANDF as they address gender mainstreaming in all domains of the organisation (Tiessen, 2011).

The respondent's view differed though there were no conflicting opinions in terms of the information that was articulated during interviews. There was deep concern raised with regard to presence of policies though the majority questioned the relevance of the Transformation organ as mandated to drive gender issues in the Defence. The lack of women in leadership positions, predominately in combat and decision-making services, was viewed as a gap which compromises their existence in the men's world. The respondents fully understood that their rights are constrained due to the nature of the military milieu and they do not want to compromise the stature of the

SANDF. However, they raised a crucial point regarding the civil military relations authority that is to assess, monitor and evaluate the SANDF in order to ensure that policies are applied in their daily activities.

The findings have revealed few factors observed as enablers to enhance participation of women in peacekeeping operations compared to inhabitants preventing women peacekeepers to demonstrate their full potential as equals of their male counterparts. From the respondent's observation it appeared as if CDTM is operating in isolation of the Service and Division Chiefs. It was clear that there is less commitment, if none, from the above leadership. Thus, it is apparent that gender balance will not be fostered as long the SANDF fail to recognise the existence of this structure. As a reminder, CDTM is a Transformational organ in the DOD and is mandated by the Constitution of 1996 and the White Paper on Defence formulated under democracy. The failure to comply with CDTM is an indication that policies are not regarded as a prescript of the government.

The researcher will reaffirm that, the DOD (1996) stipulates that, "the presence of women in the SANDF is acknowledged, therefore they must be serve in all levels including in the combat core services as they will participate in operations". It is encouraged that women serving internally and in external deployments should participate in decision-making processes in order to influence decisions taken on their behalf by another gender. The researcher is of the opinion that women in decision-making could consider development, improvement and evaluation of policy processes. Women could further, influences the implementation of regional and international protocols without being pushy. The adherence to government imperatives could be taken to another level.

Women peacekeepers should be encouraged to participate because they mirror the society living under democracy. Psychologically they bring trust and hope to local communities and that peace and stability is important for any normal society. Further, they contribute in peace building of a riddled society because of conflicts that equal participation could bring development and minimise war. Women peacekeepers instill the principle of ownership to local women as they form part of the society. In his inauguration as the first President under democracy in 1994, former President Nelson coined the phrase "empowered to intervene as equal of the society". Gender policy is

one of the best policies and this is witnessed when other African countries consult with the SANDF to come and learn on how the organisation succeeded in sailing the mainstreaming of gender.

The researcher will apply the last step of data analysis involving interpretation of data so that it can make meaning (Creswell, 2009, p.189). The researcher will illustrate on the lessons learnt from the theme which emerged during the presentations of findings. These lessons could be the interpretation by the researcher or the meaning could be derived from the comparison of various opinions of the respondents. Furthermore, the interpretation of lessons learnt from the history and experiences of the respondents will mirror the meaning which emerged from a comparison of the findings and the information from various sources in literature reviewed.

The researcher selected this topic conscious of other studies similar to this conducted by various researchers ahead of her. The researcher will count but few of those known to her such as Memela-Motumi (2009) in the Spear of Hope which was aimed at establishing the extent to which affirmative action policy has been implemented in the SAMHS, Loots' (2009) research aims were to provide an analysis of experiences of South African women serving in peacekeeping forces within the DRC and the study conducted by Van Breda (2007) on Women in Operations. However, this will be the first attempt in the SANDF to explore the representation of SA Army women participating in external deployments and to provide the picture of the entire women in comparison with male counterparts as reflected in the background of Chapter One.

CHALLENGES THAT SHADOW THE REPRESENTATION OF WOMEN PEACEKEEPERS

In his inaugural address on 27 April 1994, at the dawn of democracy in South Africa, President Mandela consciously realised that democracy and the universal freedom cannot be accomplished without addressing conditions of women in our country. The former President further stipulated that it was essential for a country to have radical change in a form of development and empowerment of women to prepare them to participate in all spheres of life as equals of the society (DPSA, 2006-2015: 3).

Approaching the significance of women performing in various domains of society is treasured by the Constitution of 1996, in Section 9 Clause 2, the equality clause which prescribes equality in a broad understanding beginning with rights and freedoms of an individual. The equality clause in page 7 of the Constitution deliberates on a need to explore the means and other measures to protect and advance disadvantaged people and those discriminated against. Therefore, women from various parts of South Africa were encouraged to unite against any direct and indirect form of discrimination. The presence of women in the SA Army is not accidental. It existed during the years of the struggle against the apartheid regime where women fought in trenches side by side with their fellow-male combatants.

Furthermore, women were part of the composition of the South Africa Defence Force (SADF) then, though their occupations were predominately in support service and their number was minimum. Having women in the SANDF is not a new configuration. The year 1990 is the year which brought a turning point in the history of all South Africans. The integration of all forces into the SANDF was gender inclusive as the role of women is stipulated in the DOD policy of (1996: 36) including combat roles. It thus, does not surprise to observe SA Army women participating as peacekeepers as they are encouraged and acknowledged as a facet of the organisation. The DOD (1996) further realized a need to overcome the past history which discriminated against colour, and on gender bases. Gender mainstreaming was orchestrated by the new dispensation with the intention of affording women opportunities to participate in all domains as equals with any member of the military community.

Women in the DOD are embraced by legislative and Defence policies designed as a means to address discrimination of all kinds. Any form of discrimination based on gender is discouraged by the Constitution of this country (1996). In her study on South African Women as Peacekeepers in the DRC, Sudan and Burundi, Loots confirmed that discrimination does exist. The researcher, in an attempt to examine the representation of SA Army women in peace missions perceived that continuous inequalities between both genders is an impediment which obstructs means and processes established to eradicate discrimination.

The practice therefore, frustrates SA Army women as they cannot intervene, access and explore all avenues in order to become equals with their male counterparts in

peace keeping missions. However, the researcher's reasoning is that lack of knowledge with regard to the significance of both genders participating in external deployments might be shadowed by the disproportion of numbers of women in all rank levels in comparison to their male counterparts.

The significance for SA Army women to deploy first is to be part of the peacekeeping process by volunteering to deploy with the SA contingents in pursuit of the mandate. The DOD (1996) stipulates that, firstly, the SANDF will participate in external deployments without limitations in bringing peace and stability in countries experiencing national conflicts and to involve other supporting elements such as engineering services, logistical, and medical communication systems, just to count a few and in all the areas that have been listed according to how the prescript gender balance should exist.

Secondly, is to access the ground that is perceived as the world of men and to foster the perception that women, given an opportunity, can make a change as articulated by Ryan (2011) that it has proven to be effective and successful to deploy female peacekeepers. Thus, SA Army women seized the opportunity and so it is fitting to be part of history and to be a proud South African that fulfills the international obligations which our government is committed to. The researcher does not perceive the deployment of women peacekeepers as a solution to conflict situations. Rather, the researcher examines the problem as imbalances of transformation of the mind-set affecting both genders and further inappropriate design of peacekeeping force that has led to gender crisis.

An overwhelming number of respondents indicated that women peacekeepers are appreciated as their role is crucial and exceptional. Hence, in 1995 "women and armed conflict" was identified as one of critical areas of concern at the Fourth World Conference on women in Beijing (United Nations Association, 2012).
The Beijing World Conference led to the formulation of UN resolution 1325 which also encouraged women peacekeepers to volunteer in big numbers as women have direct contact with local women. The involvement of SA Army women in peacekeeping operations benefit the whole continent as stabilising and building peace prevent conflicts to spill-over to other countries. Furthermore, it encourages and promotes economic growth required for diverse human security. Recognition and restoration of

Human Rights create a better world for all. This is critical for developing countries as investors are attracted by a stable and conducive environment to sustain economic growth.

The Beijing World Conference (1995) failed to focus on the niche of the cause of gender disproportional in terms of examining appropriate measures that can be useful in balancing areas that need more attention. These are areas such as how best evolution can promote equilibrium to both genders by establishing interventions coupled to intellectual capacity and spiritual intervention intended to eradicate traditional, culture imbued by old beliefs that trap the minds of both genders. Furthermore, elevating women only because of reasons such as accessibility, approachability, preferred by local women will not solve the problem. Instead it will create subtle problems purported by one of the junior respondents who said senior women peacekeepers do not support and groom junior ranks. This negative practice creates indispensability in the sense that women peacekeepers think that they are significant as peacekeepers in external operations.

Creating knowledge to SA Army women peacekeepers could provide a suitable approach to the differences that are perceived as the main weaknesses while this is a communal deficiency. Men can also be unique as well as provide the reflection of the SA Army on the needs and challenges of both genders participating in peacekeeping operations.

As portrayed by respondents women's uniqueness is enhanced by motherhood invested within their biological being and resilience needed for building of lasting peace. However, the hope can be shadowed by lack of inclusion of women in all domains and increasing civilian personnel while the conflict environment needs more women military personnel (Stiehm, 2012). The researcher deliberates on external conditions as they transform women peacekeepers to be stronger and effective than men peacekeepers. Thus the SA Army must draw lessons that military is no longer necessarily used to fight aggressive wars but what is more common is peace operations and humanitarian assistance (DeGroot, 2007). Since the military environment has changed the SA Army must consider more women peacekeepers and the integration of both gender be harnessed. Not misunderstanding the articulation of the DOD (1996) stipulating that peacekeeping mission is a secondary

function of the SANDF, it is vital to align some of the SANDF's processes in order to match with the needs of a specific eventuality.

Women peacekeepers are glorified by most of the authors as the savior of conflict zones while men peacekeepers are left behind. It is therefore vital for the SA Army to balance the treatment of both genders in order to discourage the feminist approach that might creep in because of the concerns of men and women peacekeepers that are left unattended. Most women respondents indicated that local women appreciate them more than their male counterparts as men are associated with sexual offences and aggressive approach. DeGroot (1996) stipulates that soldiers are also prone to sexual violence against local communities. Hence, the SA Army must increase and prepare more women to participate in external deployments. If women are alleged to be less of a threat to local communities this justifies their presence and further be considered for decision making positions as they have portrayed that they are a responsible facet of the military. However, this is a superficial treatment to a causative of sexual harassment. The SANDF must address the unwanted practice by organising the awareness campaigns and programmes designed to eradicate it from all angles.

Supporting Services pose a challenge as this is part of their traditional cultural job description. Sexual exploitation and abuse (SEA) is not condoned in the ranks of the SANDF and it is articulated in the Defence Review, 1998 where Equal Opportunity Policy is described as a structure established to manage sexual harassment and discrimination. Women understand and they endure pain. Hence DeGroot (1996) commend Namibia and South Africa for having greater numbers of females present in external deployments as they manage SEA related offences well. The author further expresses that women peacekeepers are not only better to control violent tendencies but they seem not to pose any threat to local women and children.
They are true ambassadors of gender mainstreaming as they operate side by side with their male counter-parts irrespective of men's stereotypes and negative attitudes. Cognisance should be taken that sexual harassment affect both genders though women and children are more vulnerable.

It emanated from the discussions that women peacekeepers play distinguished, multi-folded roles as they become social workers, councilors, managers of emotional

intelligence, educators and collectors of information which inform decisions to be taken as the mission unfolds. The need for gender representation serves a purpose as women can fulfill unique roles in the peace keeping operations (ISS, 2009: 1). Their contribution towards peace and stability can be matched with their role in the society striving for success and unity in various domains. Therefore, the significance of women peacekeepers in external deployment is treasured as it contributes towards change after achieving peace and stability. Furthermore, key gender perspectives affecting local communities, particularly women and children as victims of violence, are addressed.

It emerged during the discussions that women possess good interpersonal skills of being patient, tolerant, non-aggressive, adaptive and accessible to local communities without difficulty. The SA Army expands their echelons as they extend their hand by assisting in the post conflict reconstruction process, preparing a conducive environment for development. Therefore, it is important to skill them in various fields appropriate for this moment.

As it came out in the transcripts viewed SA Army women peacekeepers are also good in mediating in case of a dispute. Thus, their involvement in post conflict reconstruction is relevant as national conflicts are sparked by inequity and inaccessibility to basic needs. Their presence with post conflict societies is crucial to prevent retrogression in the peace and stability process. One of the respondents indicated that local men tend to accept orders from women. Thus, women peacekeepers can minimizes the occurrences of protracted inter-state and intrastate conflicts by participating in consolidating community groups (Institute for Security Studies, 2009). Another dimension highlighted was with regard to Civil Military Relations where women are said to be effective and understand its dynamism.

This expression relates to CEDAW (2008: 77) that encourages women to access new opportunities without limit and it is in agreement with the view of the respondent that women play a prominent role. Therefore they must be afforded opportunities currently in favour of male counterparts such as commanding post. It thus confirms that the presence of women in external deployment is multi-folded. It goes beyond peace and stability. In the process of achieving peace and stability they become educative to local women, hence, they are referred to as role models. Hence, the saying that says

a woman holds a knife with its sharpest end is practical as it is witnessed in peacekeeping missions and envied by the victims of war. Women's participation is important because it encourages the inclusion of gender perspectives in pursuit of the mandate. Women, are treasured as they are able to contain the behavior of their male counter parts to be in line with the prescripts of the UN. The presence of women participants compels male peacekeepers to perform better as to proof a point that as males they have better capacity than women.

Countries such as Burundi, DRC are counted amongst the countries which can affirm that they benefitted from peacekeeping missions that deployed both genders. Reiterating what has been mentioned above regarding the contribution from Namibia and South Africa of deploying a sizable number of female keepers and in turn this led to transformation of the DRC Judiciary system (Scaddan, 2011). It was imminent that women possess good management skills, they are far-sighted and their not stagnant as they went beyond their mandate by establishing supporting mechanisms to donate logistical needs as SA Army women peacekeepers to benefit local women and children. That is why they are called role models.

Though not all respondents agreed with the theme, including a few number of women peacekeepers who deliberated on certain issues regarding the conduct of women, that creates a perception that women are not treasured for external deployments. The concern raised was based on the posture of some women peacekeepers, which to a certain degree compromises distinguishable roles played by these ambassadors of the SANDF. One other aspect that was indicated by the small number there was a concern with regard to the selection of women participating in external deployments in relation to the matching of the individual with a combat post. The United States went further by recognizing women both as beneficiaries and as agents of peace, reconciliation, development, growth and stability by increasing women participation in combat core posts (Zenko, 2011).

The change confirms the view that women are capable of managing critical societal requirements. Observing the data analyses with regard to the significance of women participants, it came superficial that women have a prominent role to perform in external deployments. Their participation must not be determined by the nature of the mission. Without doubt they left a mark in previous peace missions areas where

their capacity was not questioned. A practical and an indelible mark was left in the DRC with regard to gender mainstreaming in the judicial system which discriminated and prevented women from intervening as equals of the society.

Women in external deployments have over-grown the stage of managing soft issues because gender mainstreaming perspectives are key issues affecting societies and promoting discrimination all kinds. Discrimination is the violation of human rights which are a corner stone of democracy in South Africa. Therefore, soft issues are lenient matters which do not necessarily require combat capabilities as they can be dealt with internally using other means and procedures within the legal frame of a given society.

The researcher's observation is that lack of enforcement of a national framework describing the intended outcome causes disproportion in the organisation and the gap widens. Enthusiasm and zeal of women peacekeepers become dented when their role was not recognized or acknowledged. However, appropriate physical and intellectual interventions could be practical in order to produce a gender balance peace keeping force with both genders participating equal at all stages and levels. This might be the cause of a conduct and a posture that fails the image of the DOD and the country at large. In my assessment the selection should not be perceived as the main cause of poor output of an individual. It is upon any military personnel to exercise the principle of flexibility. The failure to apply flexibility might promote dogmatism instead of women participants seeking advice, consulting and support to those with a positive attitude. The AU Gender Policy of 2008 recognizes women peacekeepers as members striving for change in order to achieve social human justice.

BARRIERS TO DECISION-MAKING

The researcher briefly gave the status reflecting progress made in the entire DOD with regard to the appointment of women military personnel in senior management levels up to Major General. While acknowledging the positive change made in senior management, the target of 30% prescribed by White Paper of the Public Service and Affirmation Action women in decision-making positions has not been achieved. All women in senior management levels are in supporting musterings. Even though in support musterings, they are not in the level of decision-making (strategic level).

Inequality in the wide range of domains still exists. The focus of this study is on SA Army woman participating in external deployments. However, the theme that I want to highlight is that the two women Major Generals are from SAMHS. The SA Army has not yet appointed military women at that level.

SA Army women demonstrated their devotion by volunteering in large numbers for peacekeeping operations. As a result South Africa is counted amongst the largest 13 contributing counties with a focus of witnessing a sizable number of women participants. Though, our country is counted as a progressing country in peace operations by having more women, South Africa is counted again as one of the few countries that do not incorporate women in combat positions (Schoeman, 2010). The lack of SA Army women in senior decision-making positions is a pressing problem as without doubt women have proven beyond the point that they are capable and they have been empowered to intervene in all situations of the Army. According to the author the percentage of women from the SA Army serving in deployment has decreased representation and stereotypes that cause a lot of problems that might compromise the mandate of the operation.

The feeling of the majority of members who participated in discussions felt that it was the for the DOD leadership to consider women for decision-making positions in the entire DOD and in external deployments. In addition there was a strong sentiment in line with the presentation of military women in the UN, UN Peace Mission Headquarters, AU and SADC appointments when there were vacant posts. The inclusion of women in decision-making structures in the armed forces (command post positions) add value as women excel in certain fields such as controlling violent tendencies within own force and enforcing them to comply and adhere to UN policies. They interact better with local women particularly when cultural tendencies prohibit local women to be addressed by male peacekeepers. Therefore, women peacekeepers are less likely to spark violence as they do everything in their power to build war torn societies and they further inspire local women who are often dominated by males to realise that they too are entitled to human rights. That is why they are referred to as role models. (DeGroot, 1996).

Observed as women in commanding positions by survivors of gender based violence enabled women peacekeepers to gather information that can improve methods and

policies governing peace and stability. The appointment of SA Army women participating in external deployments as contingent, company, battalion, and brigade commanders is an overwhelming need as projected by participants. The appointment of women peacekeepers as supporting elements not at leadership level though is an indication of not paying attention to Strategic Framework as means and processes to address inequity at all level of the DOD. DCAF (2010: 4) recommend that policies to address under-representation in peacekeeping operations be designed to direct and guide the staffing of gender mainstreaming at all levels of decision-making. The deficiency of women in decision-making positions does not deduce that the DOD, after 19 years, has not prepared women for this eventuality. There are women of good stature who can pioneer the path to strategic levels and intervene in all domains of the organisation.

Furthermore, women peacekeepers serve in all corps of the SA Army and both genders are subjected to the same training. However, leadership posts for external deployments are reserved for male peacekeepers. The women have to complete historical cycle of up-rooting all forms of discrimination and acknowledging the gigantic steps they took when waging struggle against the pre-1994 regime. There cannot be a society composed of men only, hence equal participation is imperative for both genders. South African women refused to be treated as sub-human. Their struggle can be traced as far back as 1913 when they were subjected to buy entry permits each month in order to live in the urban areas. At the forefront of their struggle was Charlotte Maxheke who advocated women's rights. Charlotte was the first black women who qualified in the United States of America in Social Sciences. Women of that epoch were the first in the history of South Africa to burn Passes (Resha, 1999: 5).

The role of women in decision- making-processes derives from international frameworks such as the UNSC Resolution 1325 which is the first prescript on female peacekeepers and in return member states are expected to adopt it and design their Platform for Action according to their concrete existing conditions. The UN prescript is designed to provide guidelines for member states to be able to mainstream gender for women peacekeepers and to consider participants for decision-making positions and for reasons that have proved without doubt that women can survive the sharpest end of external deployments.

Restating that there was a women peacekeeper in the rank of major who deployed as a company commander with 21 SAI according to the information that emerged during discussion she was the first and the last. She seized the opportunity to venture in all domains. Indeed she performed prominently, dismissing the prospection from male counter-parts which says that women are unconsciously under performers. Unfortunately her good performance did not encourage those structures responsible for selection of the DOD members for deployment to expose more women in this regard.

The Status of Women in the DOD (2010) indicated that women participants in external deployments perceive that their contribution towards peace restoration carries a message to the entire organisation that women are given legitimate and valued place in the DOD. Some men admit that women perform better than men and in reality men also unconsciously underperform. Under performance must not be associated to gender perspectives. All the male respondents indicated that women have various talents hence they perform better than men when afforded opportunities to explore other avenues.

Another dimension mentioned was based on women capacity in relation to understanding and management of Civil Military Relations in peacekeeping missions. Gender stereotypes manifested by negative attitudes, patriarchal tendencies are some of the barriers retarding progress in terms of gender parity. It has tended to be a chronic disease embedded within the ranks of the DOD and is left unattended. New recruits consider it as customary. Molyneux (1996: 284) deliberates upon gender perspectives with regard to strategic gender interests in terms of inequality transcending from occupational differentiation.

Furthermore, it was indicated that gender stereotypes create inferiority complex to women peacekeepers. As a result they conform to these perceptions by failing to unleash their potential to the fullest. In turn they connect the theme with masculinity and the end result is that they change their women behavior to men in order to fit in the shoes of manhood. The same notion was raised by the Report on the Status of Women in the DOD (2010) which states that women lack confidence, courage and poor leadership skills particularly when women must lead men. This is not surprising

as it emerged during discussion when women indicated that men do not want to be led by women peacekeepers. An example was cited where a certain Sergeant Major had to be repatriated in order fulfill the interests/wishes of men.

Referring to literature review where Hudson (2000: 1-4) develops fear with regard to the complexity and the changing character of peacekeeping discourse and the author connects the observed distresses to non- compliance to gender matters. The observed reluctance regarding gender issues shatters hope in terms of achieving gender equity in all domains of peacekeeping missions. Unlike Wittington (2000) who instruct the UN enforce the theme to member states Hudson's (2000) expression is that this matter is influenced by troop contributing countries. The interpretation is that the international, regional and sub-regional protocol has been ignored and the principle of accountability seems too flimsy.

According to respondents there is only one female GOC to the entire SA Army matching this indication with the utterances from two authors. One deduces that there is an absence of achievement with regard to gender mainstreaming. Gender perspectives are to be incorporated into policies, though, the realisation of gender concepts rests on the implementation. Transformation of the mind shift plays a vital role with reference to different technical solutions tried to make this notion to happen such as specifically designed programmes to address lack of mainstreaming gender perspectives, conferences held on how to remove barriers which prevent progress (Tiessen, 2011).

Exploring the data collected and with the analyses of the information it is apparent that the DOD is not fruitfully implementing Strategic Framework for gender equity in the decision–making level. It is an undisputable fact that there are positive strides made in terms of representation of women in management positions. However, 30% as ascribed by DPSA (1995) as well as Affirmative Action, the DOD has not yet met the target if considering women in decision-making positions. As much as the notion of gender equality is perceived as a reality in the DOD, the fact of the matter is that the absence of progress of women in strategic levels indicates a short coming in the institutionalisation of the concept at all levels. Women are in support services such as HR management, logistic, chefs, communication, and medical support occupations.

Cognisance should be taken that even in supporting mustering they do not ascend to strategic levels. Women are always subjected under male leadership (subordinated).

After 19 years of democracy, lack of knowledge in this aspect is immaterial as means and measures designed to address to advance persons were formulated (RSA,1996) which emphasizes equality of members of this country. There are scholars mentioned above who raise this matter as concern that need to be solved by member states. The position of women peacekeepers is worse as it has become a norm that the leadership of peacekeepers will be men regardless of their credentials. Men must be in the authority over women participants. There are women participants in external deployments with a vast knowledge in deployment. Some have participated in various countries. However, all those aspects are swept under the carpet.

Challenge is directed to structures responsible for Force Preparation in terms of understanding the significant role of women peacekeepers in war torn countries. The role of women is mainly during and after peace stabilisation where their multi-skill capacity is required for various reasons mentioned above. The inclusion of women participants in strategic and leadership levels contribute to the success of the mission. Integrated effort from both genders consolidate security sectors and sexual harassment and gender based violence (GBV) is curbed from escalating.

The DOD members are to foster equal participation as our history demonstrates that we had women even before 1913 who fought fearlessly against colonial dispensation. Men in the DOD must realise gender mainstreaming perspectives as one of the objectives of transformation process and the democratic cycle cannot be achieved unless women are treated as equals of men. Considering women in decision-making positions demonstrates the maturity of the organisation. This mustering does not need masculinity where women can apply their minds.

Masculinity should not be regarded as obstruction on the way of addressing gender mainstreaming. Women could be developed to a required level to operate as their counterparts. Moreover we are living in the world of technology which could assist in this regard. Monitoring the progress and enforcing adherence to means such as Transformation Framework, DOD policies, will inform the strategic level leadership about the barriers in this endeavour (Faisal, 2011).

As articulated in the White Paper on Defence (DOD, 1996: 29) South Africa is a fully-fledged member of the international community expected to fulfill its international peace support operations. The non-compliance of the DOD towards UN policies such the resolution 1325 is a clear indication that the organisation does not pay attention to peace support issues. The rationale behind this is the failure to implement the UN resolution 1325 which provides guidelines with regard to gender mainstreaming issues. The resolution emphasises on women peacekeepers being considered for decision-making positions. With policy stipulating that women must serve in all levels including combat mustering, women must be considered if there are vacant posts. The fact that both genders are subjected to the same training promotes gender equality in all domains and without any discrepancy in terms of training and development.

It further highlights the significant role of women peacekeepers. However, it discourages women participants not to be appreciated and acknowledged as equals of men participants. The end result of not growing more timber for the DOD results into indispensability that occurs unconsciously. This practice may indirectly present a feminist theory as women's peacekeepers observe men as their opponent who marginalise them from seizing opportunities which could address their concerns as women (Faisal, 2011). Max (2010) appreciates progress done by South Africa in deployment of a sizable number of females. However, the author doubts the level of women participants is as rosy as it appears. Furthermore, the author suggests that South Africa must conduct an inventory based on the alignment of the DOD gender mainstreaming to the UN guidelines.

Women can make positive strides if incorporated in decision-making positions as their voice can be represented to UN Peace Mission Head Quarters. Additionally, information gathered by women peacekeepers can inform UN policies and processes resulting into effectiveness of the set standards. Specific needs affecting them can be communicated directly. Thus, misrepresentation of women participants in meetings can be removed and this practice can be a solution to gender balance. Further, their consideration in decision-making levels can foster the success of the mission in greater heights.

EMPOWER TO DEVELOP

The respondents indicated that both genders are subjected to the same training. Therefore there is no lack of development or disproportion in this scope. However, this does not dismiss the need for lower ranks to be exposed to various categories of development and empowerment aimed at multi-skilling them. To ponder on training while providing the previous background on this aspect which existed pre-1994 regarding training where women military personnel had training designed for females specifically at George Training Centre. Gender equality was not considered thus their rights were violated till the birth of democracy that incorporated both genders as equals (DOD 1996).

The researcher is reaffirming the theme on training and development encompassing the pre-deployment training as the two interrelates because the objective is the same, i.e. to bring change and knowledge in human intellectual. Considering the same training and same developmental programmes it is upon the strategic level of the DOD to promote women's involvement in order to fuse the theory they have received into practice aimed at developing the expertise. Women should be afforded opportunities to explore new avenues in order to liberate them from an inferiority complex created by lack of exposure. Furthermore, an intellectual could contribute to the development, improvement and participate effectively to make the goal of achieving gender perspectives realised in peacekeeping operations (Colebatch's, 1998).

A formidable force is produced by effective and efficient members knowledgeable and multi-skilled. Thus it is the duty of commanders to ensure that this key element is achieved. For deployment purposes, members should be selected according to their skills and abilities required for the external environment. Appropriate training designed to improve skills and gender mainstreaming is important to inform policy makers about the content entailed by training modules. However, a need for monitoring and evaluation is crucial as it measures in depth the training in terms of its alignment to the changing peacekeeping environment and for internal purposes. It emerged during the discussions that those women peacekeepers lacking experience are left out in cold till the end of a six month term. The blame was left upon men as they dominate external leadership though both genders can be blame for such a conduct. Lack of support for women peacekeepers in external deployments is

expressed by Loots (2009: 73) in her study on South African Women as Peacekeepers in the DRC. Some of respondents from lower ranks who deployed externally were not knowledgeable with regard to gender mainstreaming in the DOD, hence most of them failed to respond on UN resolution 1325.

Appropriate training enhances women's ability to secure the trust of the local community, particularly women and children. The DOD women have the capacity to reach other heights like Major Labuschagne who created history for being the first woman in the world to fly a Gripen solo. Furthermore there are other women who qualified as pilots, navigators, technicians, doctors and engineers, to count but few, and this is an indication that women, if afforded a chance, leave a remarkable legacy. As training and development should be sequential starting from basic training till pre-deployment, training each category should interrelate in order to align and strive for uniformity.

Training should be purpose oriented and facilitate women's movement to critical positions (DOD, 2010: 207). While examining and analysing findings of discussions it came clear that some DOD members depart for external deployments not informed about the culture sensitivities of the host country. Therefore training should be broadened to accommodate the current affairs of honoring our international obligation.

Another key element relating to training is the inclusion of gender mainstreaming as a training module with the aim of empowering all DOD members. The inclusion of gender perspectives in training can minimise patriarchal tendencies and perceptions that military and external deployments are men's world. The reality is that women tend to be stronger in various fields when compared to men (Van Breda, 2007:17). The development is also part of the processes derived from the UNSC Resolution 1325 which is the first prescript on female peacekeepers providing Platform for Action matching with the concrete conditions of their countries. It became clear that gender mainstreaming in external deployment has not yet gained its momentum. It thus poses a challenge to the DOD to optimise the institutionalization of gender perspectives in all the training institutions in order to conscientise all the serving members.

THE DETERIORATION OF MILITARY CULTURE

Military culture can be construed as a nuclear of the military posture. It projects the image of any military institution in terms of its conduct. Military culture is a very important component of the daily routine of the DOD which reflects in various angles that govern the organisation, such as service delivery, behaviour, values, norms, patriotism, professionalism and the morale of its members. Military culture should not exist in isolation of transformation as the concept encompasses evolution of which cultural diversity is part of the stream.

The Defence Review (1998) prescribes that the DOD members must adjust their lifestyles, attitudes and behavior in order to adapt and equal the military culture. Transformation in this notion is a process which facilitates the evolution of cultural diversity important for operational readiness of the members of the SANDF. The end state is to produce integrated, cohesive, effective and sufficient soldiers who are combat ready. The theme on military culture emerged during discussions and it was said that it does not foster the success of the mission. Furthermore, respondents felt that to a certain extent the image of the DOD is compromised by women peacekeepers projecting a negative conduct. The dress code was mentioned particularly with regard to hair dress, earrings and make-up.

Military culture is standardised and it is applicable to all SA Army members in their areas of responsibility. It emerged that some women want to be treated as special and as a result all women peacekeepers are wrapped under the same blanket. It was alleged that military culture must be binding and be enforced equally to both genders in external deployments and back home. Females were said that they are soldiers first and the treatment from the SA Army must excise that principle. This came as a contributing factor exploited by men peacekeepers against their behaviour the picture they depict to other peacekeeping forces further linked to their unconscious poor performance. The conduct of women peacekeeper further discourages their presence and it hinders the institutionalisation of gender mainstreaming in peace missions. Some of the respondents displayed conduct suggests the degree of the DOD military culture. The role of Sergeant Majors and commanders in this regard was examined and questioned by the respondents. The discussion further blamed the selection process that it has the loop-hole where quality, posture and the level of discipline is not considered hence some women do not match with the post profile

and this tends to compromise service delivery. The morale and the standard of discipline depict the troop contributing country not only the SANDF. Organisations, irrespective of their cluster are blended by their culture as it represents the interior-motive and the purpose of its existence. Military culture must embrace all the serving members at all levels.

As it tells the story about the norms and values of the SANDF, the pride of the organisation depends on the standard and the degree that upholds this concept. The Defence Review (1998) articulates very clear and that it is important for combat readiness. The SANDF military culture is supposed to be embedded in all domains and members must be knowledgeable about policies and other sources of information that benefit their potential. According to the observation of respondents it appeared that the mind-set of both genders needs to be transformation.

Military culture, under normal conditions, is a task of each member to ensure that it is maintained and elevated to a high level in order for the organisation to match with the sub-regional, regional and international standards. However, it should be heightened to another level by all SANDF training institutions. Sergeant Majors will not succeed if SA Army members are not committed. It begins with an individual prepared to be a professional member. It is further enhanced by rules and regulations of the SANDF. Policies and other means exist. What is lacking is implementation and adherence.

Continuous monitoring and evaluation of the degree of military culture should be conducted. Mechanisms and other measuring instruments should be constantly examined so as to determine the currency of the tool used as it informs policies and processes. Monitoring must be isolated from follow-up of developments, deviations or reports. This exercise will assist the SA Army to observe emanating gaps and preventative measures can be applied before even deploying members who do not understand the culture of the SANDF.

GENDER REPRESENTATION AND MAINSTREAMING IN PEACEKEEPING OPERATIONS

Impact is not an immeasurable concept. However, the level of change in terms of understanding the mandate, purpose, legislative and other means designed to

achieve a certain goal connects to the impact of the mandate. Achievement of any pronounced goals indicate the impact of the designed measure for a certain purpose. CDTM was initially named Affirmative Action, Equal Opportunity and Management of Diversity. This directive cascaded from the White Paper on the Transformation of the Public service. The democratic government of this country, through the Constitution, embraced all the departments with the principles of Transformation Framework including the SANDF that was then integrating different armies. The desired end state was to transform these armies as unity is essential for operational readiness (Defence Review, 1998: 62).

At a later stage the name was changed to Chief Director Transformation Management (CDTM) with the mandate explained in the previous chapter. This organ was established to provide a strategic direction with regard to transformation with the aim of overcoming a historical legacy in areas such as gender and racial discrimination in the DOD as expressed in the White Paper on Transformation of the Public Sector, the DOD White Paper on Equal Opportunity and Affirmative Action (1996) and Defence Review (1998). Representation of all the population of this country, including women, is a prescript entailed in the above-mentioned legal framework. The CDTM is a measure to ensure that discrimination, based on gender and race, is managed according to set principles.

Gender representation is a government imperative. Therefore it is upon CDTM to ensure that the implementation is adhered to and the targeted 30% is achieved at all levels. Lower ranks were puzzled when asked about CDTM. Some said they have heard about this structure in passing. This was an indication of lack of commitment from the Chief of Services and divisions and the engagement with other role players such as the HR Acquisition.

Reaffirming the important role women peacekeepers play in various fields even after the attainment of peace and stability. Their presence is required more to guide those inevitably affected by national conflicts. Amongst others women can also guide refugees and internally displaced communities and children. Women can also educate these groups about the need to strive for peace and stability. This in turn addresses the problem of human security (Broodryk, 2010).

Understanding equal participation by both genders in external deployments could inform different role players to consider women peacekeepers whenever there are vacant posts at that level. Furthermore, it could create a positive image, balance-gender organisation which takes into consideration expectations of men and women. Societal conditions could be managed in external peacekeeping too as long as cultural differences that prevent women peacekeepers to operate at their full capacity are dealt with. The theme of decision-making was said that it does not affect women only but both genders are affected as both lack the skill to take decisions.

The male respondents further revealed another perspective with regard to gender balance that CDTM must guard against over emphasising women issues in external deployments as feminism should not be encouraged in the course of correcting representation of women peacekeepers. The theme of encouraging feminism emerged as a trend observed, i.e. that some women, in the process of pursuing gender parity, in turn act like male counterparts and in the meantime lose focus (CDTM1).

As much as there are national challenges with regard to gender perspectives in the SANDF, and in peacekeeping operations experienced by women participating in UN peace missions, it is an indisputable fact that South Africa in the military has made positive strides. Women have been promoted to senior ranks. However, all the posts that women are appointed in are in support services. They are not at a strategic level where decisions are taken. At this point in time there are two women Major Generals. The environment that appears to be struggling to mainstream gender equality is CJOPs and peacekeeping operations as the environment is still the men's world. Therefore it is important for CDTM to take an inventory and design a strategy to address the imbalances.

Highlighting the international perspectives, the SANDF has put the country on the map regionally and internationally. South Africa is counted amongst the 13 largest countries doing well with regard to troop contributing countries (TCC). Furthermore, the SANDF is also amongst countries having a larger number of women peacekeepers in the region. However, the SA Army women peacekeepers operate at lower ranks and support services, and not in combat or command post positions. The

interpretation is that gender mainstreaming and gender balance has not been achieved.

CHAPTER 6: CONCLUSION AND RECOMMENDATIONS

In conclusion, the summary and findings of the results will be detailed in a summary form: The SANDF can mitigate to the lack of progress in gender mainstreaming perspectives by applying and implementing National Legislations, Defence Transformation and Gender Policies including International protocols. The female respondents with deployment experience indicated that amongst other issues the benefit of deploying women peacekeepers results in the following:

Women peacekeepers are perceived as role models for local women because their presence in conflict zones conveys the message of equality and non-discrimination of women in pursuance of peace and stability.

They also positively influence their male counterparts and make them more reflective and responsible in respect to male peacekeepers' behaviour and attitudes towards the local women.

The lack of a sizable number of female soldiers in decision-making structures in mission areas bares negative influences with regard to effective responses to the situation on the ground, particularly in respect to gender based violence.

After thorough analysis of the research data with regard to the under representation of women in the SA Army command posts, particularly in respect to external deployments, the researcher proposes five under mentioned issues as possible solutions and recommendations:

GENDER MAINSTREAMING PERSPECTIVES

Women's role in external deployments is critical as their presence is not just to swell numbers of deploying South African Army contingents, but they are equally capable peacekeepers in performing their operational duties for maintenance of peace and stability in war torn countries. Peace and stability result in the realisation of human rights in countries riddled by conflict. The most vulnerable groups are women and children. The UN structure and posts, particularly in Chapter VI mission allows for the deployment of women peacekeepers in the decision-making structures.

Hence, building their capability is a none-negotiable factor important for their empowerment in order to intervene in all domains during peacekeeping missions as equals.

The Department of Defence has formulated policies which incorporate gender perspectives. Therefore, the Army Units must interpret and simplify these policies in order to ensure that government imperatives are achieved at all DOD levels. Furthermore, this organisation must also train all its instructors on gender mainstreaming perspectives so that they may be able to incorporate these issues in all the military developmental courses.

PREJUDICES EXHIBITED BY SOME MALE SOLDIERS

Prejudices exhibited by men require intellectual transformation coupled with the understanding of gender perspectives in-depth. Patriarchal tendencies still exist in the mist of the military community. There are some male colleagues at senior level who always question women's readiness whenever there are vacant positions that could be easily occupied by women candidates.

Effective monitoring mechanisms and political oversight must be instituted by the Defence Ministry, and the Parliamentary Portfolio Committee on Defence. The Portfolio Committee is a legitimate structure mandated to crack the whip if Constitutional imperatives are violated. Gender matters are to be discussed at the Commanders' Communication Periods as an item at the Army Units and deployment areas for unanimity from a collective with the intention of building on what is needed in creating a conducive environment for both genders, particularly women's greater participation in peace and security in the African Continent.

CULTURE SENSITIVITY

Culture has turned to be a war weapon used against women of the host country and it affect women peacekeepers too as their effectiveness is governed by the laws and norms of the country experiencing conflict. This tendency is also displayed in Regional and Continental Exercises, as women's previous non participation in combat roles is further used as an excuse. The truth is that the Army grows its own timber, and as a result it takes many years for military personnel to reach senior levels of command. Therefore, deployment experience is regarded as critical in soldier' career progression.

The use of cultural practices to limit women's exposure and experience in the peace and security arena is an impediment to their representation in positions of commands both medium to long term.

The following recommendations are made:

GENDER MAINSTREAMING

More often the post structure in the UN Chapter VI, UN Mission, in countries in which South Africa has deployed troops have sufficient command posts to accommodate women. However, the SA Army has been found to be inconsistent in this regard for various reasons. The recommendations made in this regard are that the UNDPKO must review the policy in respect to the period of deployment. The reason being that, women who are mothers find the 12 month period stipulated for deployment of Staff Officer too long. Cognisance should be taken that the SA Army lacks support system for both genders. Therefore, in order to ensure greater women's participation in decision-making structures, the Army must negotiate a shorter deployment period with DPKO in consideration of these mothers.

Furthermore, SA Army must establish child care facilities as a key element in the creation of conducive conditions for women who volunteer for deployment as Staff Officers as well as for all women participating in peacekeeping. The fact that the DOD policies allow women to serve in all corps is but a clear indicator that in the medium to long term, women will be deployed as Contingent and Force Commanders in peacekeeping operations, particularly because their current deployment as foot soldiers is a building block towards that eventuality.

The SANDF must fill the observed gap with regard to positioning of women in decision-making processes by filling the vacant posts in all domains as stipulated by the policy that women must serve in these structures. Women must be considered whenever there are vacant posts. Women and men are subjected to the same training and serve in all corps which indicates that women are ready for this eventuality. South Africa is known to have good policies and national frameworks, but it should be questioned about its slow pace in implementing the directives. Furthermore, lack of implementation portrays a negative image about the entire society, including the military community.

GENDER EDUCATION FOR ALL LEVELS OF COMMAND AND FUTURE OF PMTC

As gender refers to social qualities and opportunities associated with being male and female, the situation demands that commanders be subjected to programmes that would facilitate a paradigm shift in relation to how socially constructed attributes impact on work place relationships. Consensus building on the gains of promoting gender equality would ensure that all military personnel understand that this constitutional imperative is about women and men being given equal opportunities, rights and access to resources, in order to enable them to realise their full potential.

PMTC as a primary training Centre in the SANDF preparing deploying peacekeepers, must incorporate input from CDTM, 8 SA Army formations, CJOPS and Services to be part of their processes. This will ensure that all the gaps observed in the SA Army with regard to in-depth knowledge of peacekeeping operations are closed. This will also ensure that the current curriculum is designed according to South African understanding of the UN requirements. All the programmes presented at the Centre must talk to the SANDF policies, government imperatives and to strategies.

PMTC as a specialist in peacekeeping training must be integrative in approach by seeking strategic thoughts from other structures such as CJOPS, Army Formations and Services so that vital role players exercises the principle of ownership and accountability. Cross departmental training and education must entail the opinions of CDTM as well in order to assist in increasing gender perspectives in peacekeeping operations. Reports from peacekeeping operations must be availed to PMTC and CDTM for analysis purpose in order to enhance the implementation of all concepts stated above and reports could inform the strategy and processes.

The researcher has referred to the Defence Review of 1998 which is currently under review. Therefore, after the promulgation of the next Defence Review which is expected to be published in 2013, CDTM must peruse the document to confirm the existence of all gender perspectives. Should the case be that gender perspectives were not incorporated CDTM must engage the Chief of the SANDF. Chief HR must facilitate a communication line between CJOPS and CDTM as at present continuous communication does not exist. CDTM must take an inventory of structures that are not yet transformed in order to advise the Chief of the SANDF and for accounting purpose to the Portfolio Committee on Defence.

TRANSFORMATION MANAGEMENT

CDTM is entrusted with the task to manage equal opportunities in the SANDF. Part of the duties delegated to this structure is to design training intended to create an environment which is equal for all members of the SANDF. CDTM must be part of policy processes to ensure that gender perspectives are incorporated in all policies in the organisation at all stages. Monitoring and evaluation of the implementation must be conducted continuously so that factors inhibiting the mainstreaming of gender are observed on time and attended to.

Data analysis has revealed that there is gap with regard to effecting gender issues in peacekeeping and in the organisation as a whole. It appeared from data analysis that CDTM is isolated. This might be another contributing factor as to why gender is not being effectively mainstreamed according to the prescripts from national, regional and international. The UNSCR resolution 1325 must be implemented. CDTM must design a map and approach for delivery of the resolution and incorporate the Army Formations mentioned above to embed the resolution in their training curriculum. CDTM as mandated to monitor must conduct monitoring and evaluation of adherence of the implementation of the resolution.

Gender mainstreaming, gender balance, cultural sensitivity and women in decision-making are part of the Defence Review's description. CDTM must provide a strategic direction to the 8 SA Army Formations using the deliberate and stretch without risk strategies which focus on collective thinking and address the inspiration of the organisation which at this point the focus should be on making progress on the above concepts. CDTM must advise the Chief of the SANDF in terms of evaluating the strategy that can be designed to address the concerns of men and women participating in peacekeeping operations.

The transformation organ (CDTM) must engage Chiefs of the Services and Divisions. It is the duty of this structure to give advice to Chief SANDF with regard to none compliance to international and regional protocols. Chief of the SANDF must be updated by CDTM with regard to the reflection of women in peacekeeping operations in order to enhance the number of women in critical areas such as engineering, artillery combat services and in decision-making.

LIST OF REFERENCES

1 AU (2008a). Gender policy, African Union (AU), Addis Ababa.

2 AU (2008b). African Union Policy PART IV Gender Plan of Action (Final Draft), African Union (AU), Addis Ababa.

3 Babbie, L. (1998). *The Practice of Social Research*, (8th ed.) in Neuman, L. (2011). (7th .ed.). Social Research Methods. Qualitative and Quantitative Approaches.

4 Broodryk, A., Solomons, H., (2010). From War Economic to Peace Economic in Africa. *South African Journal of military Studies*, Vol 138, No 1, 2010. Doi: 105787/38-1-77.

5 Brush, C.G. (2002). "A Gender Perspective on Organisation Creation" *Entrepreneurship Theory and Practice* 26, No. 3: 41-65.

6 Crosette, B. (2010). From conflict and crisis to renewal: *Generations of change,* retrieved on 5 November 2011 from http://www.unfpa.org/swp/2010/web/en/pdf/en_sowp10.pdf

7 Colebatch, H. K. In Dunn, W.N. (1994*). What happens to policy?* Open University Press Buckingham.

8 Cooper, H. (1984). The integrative research review: In Creswell, J. W. (2009). Research design. Qualitative, Quantitative, and Mixed Methods Approaches. (3rd. ed.). University of Nebraska-Lincoln Sage Los Angeles.

9 Creswell, J. W. (2009*).* Research design: Qualitative, Quantitative, and Mixed methods Approaches. (3rd ed.). University of Nebraska-Lincoln Sage Los Angeles.

10 Crossett, B. (2010). From conflict and crisis to renewal: Generation of Change. *State of the World Population 2010.* UNFPA, Available from http://www.unfpa. org/swp/2010.web.en.ddf/EN_SOWP10.pdf.

11 Deacon, J. (1995). *Military culture in South Africa.* Pushed in African Security Review. Vol 4 No 4

12 DCAF (2011). *Gender security sector reform: Examples from the ground.* Geneva.

13 DCAF (2010). *Backgrounder Series Gender and Security Sector Reform.* Geneva.

14 DPSA (1995). White Paper on the Transformation of the Public Sector, Department of Public Service and Administration (DPSA), Pretoria.

15 Department of Foreign Affairs (1999). *White Paper on South African Participation in International Peace Missions.* Pretoria.

16 DeGroot, G. (1996). Is the United Nations seriously considering military women...as peacekeepers? Women Peace Keepers\Military as Peacekeepers.

17 De Gruchy, J. & Holness, L. (2007). The Emerging Research. Nurturing passion, developing skills, producing output. Juta & Co Ltd, Lansdowne Cape Town.

18 Denzin N. & Lincoln Y. (2005) *Handbook of qualitative research.* in De Vos et al. (2011). (4th .ed.). Research at Grass Roots. For the social sciences and human service. Van Schaik.

19 Denzin, N. & Lincoln, Y. (1994). *Handbook of qualitative research.* in De Vos,A.S., Strydom, H., Fouche.B., Delport, C.S.L., et.al. (2011). (4th.ed.) For social sciences and human service. Van Schaik.

20 Department of Defence (1996). White Paper on Defence. Department of Defence, Pretoria.

21 DOD (1997). Civic education guidelines in the South African Defense Force, Department of Defense, Pretoria.Retrieved on 23 October 2012 from www.poa-iss.org/kit/Gender-SSR-E.pdf

22 Earl B. (2007). (12th.ed) The Practice of Social Research.

23 Enloe, C. (2003). "Soldiers in Masculine Roles" *Sociological Inquiry 73 no 3*

24 Erlandson, D. A., Harris, E., Skipper, B. & Allen, S.D. (1993) cited in De Vos, A.S., Strydom, H., Fouche.B., Delport, C.S.L. (2011). (4th.ed.) *Research at Grassroots: For social sciences and human service.* Van Schaik.

25 Faisal, F. (2011). Public Policy and Gender Mainstreaming Strategy: Redressing Gender Inequity. *Interdisciplinary Journal of Research in Business.* Vol. 1, Iss. 7, July 2011.

26 Fouche, C. (2005). Chapter 18: Qualitative research designs. In A. de Vos, H. Strydom, C. Fouche & Delport, C.S.L. (2005). *Research at Grass Roots: For the social sciences and human service professions* (3rd). Van Schaik, Pretoria.

27 Gibbs, G. (2007) cited in Creswell, J.W. (2009). (3rd ed.) *Research Design: Qualitative, Quantitative and Mixed Methods Aids, Approaches.* Sage Publications, California.

28 Goldstein, J.S. (2001). The Women of World War I. *War and Gender.* Cambridge University.

29 Hamel, G. & Prahalad, C. (1999). Strategy as stretch and leverage. In Segal-Horn, S. (1999) *The Strategy Reader*, Blackwell Publishers, Oxford.

30 Hudson, H. (2000). Mainstreaming Gender in Peacekeeping Operations. *Can Africa learn from International Experience?* Department of political science of the Free State. Published in African Security Review Vol 9 No 4, 2000.

31 Hesse-Bier, S., Leavy, P., (2006). The practice of qualitative research in Creswell, J.W. (2009) Research design. (3rd. ed.) Research design Qualitative, Quantitative, and Mixed Methods Aids, Approaches. Sage Publications, California.

32 Hewlett, L. (2012). Qualitative data collection methods: PADM 5018.

33 Holm, L. (1982). Women *in the Military* (Ret) US AF, Presidio Press.

34 Hughes, C. (1996). Quantitative and Qualitative Approaches to social research. The University of Warwick. mhtml: file//C:\Sonk\Desktop Quantitative and Qualitative Approaches.mht 2012/04/21.

35 Institute for Security Studies, (2009*). South Africa leading way on women in military in Africa:* file://E:\research\SA leading way on women in military in Africa ISS defence Web. htm 4/6/2011

36 Kaldor M. & Vashee, B. (1997*). Restructuring the global military sector* Vol 1 on behalf of UNU World Institute for Development Economic Research (UNU/WIDER).

37 Kronsel, A. (2004). *"General Practices in Institutions of Hegemonic masculinity".*

38 Loots, L. (2009. South African women as peacekeepers: Experiences in the Democratic Republic of Congo. A dissertation with reference to gender studies in the department of Sociology at the University of Pretoria, Pretoria.
South African Women as Peacekeepers: Experiences in the

39 Lovell, R. (1994). The environment for change, In Lovell, R. (1994) *Managing change in the new public sector,* Longman, Essex.
Malan, M. (1999). Renaissance Peacekeeping. *A South African solution to conflict in the DRC.* Institute for security Studies.

40 Marshall, C. & Rossman, G.B (2005). Research Design: Qualitative, quantitative and mixed methods approaches. In Cresswell. J. W. (2005*).*

41 Memela – Motumi, N. (2010). Address by Chief Defence Transformation Management on the 6th DOD Gender Conference Pretoria 20th August

42 Memela – Motumi, N. (2008). Address by Chief Defence Transformation Management on the 3rd Women in Defence , Conference Saint George Hotel Pretoria

18 August

43 Minitzberg, H. & Waters, J. (1999). Of strategies, deliberate and emergent. In Segal-Mintzberg & Waters, S. (1999). *The Strategy Reader.* Blackwell Publishers, Oxford.

44 Molyneux, P. (1996). In Women in the Third World: *Gender Issues in Rural and Urban Areas.* Lynne Brydon, Department of Sociology University of Liverpool. approaches. (6th ed.). University of Wisconsin.

45 Namibian Plan, (2000). of *Action on Gender Perspective in Multidimensional Peace Support Operations.* The office of the President. Windhoek.

46 Neethling, T. (1998). Maintaining International Peace and Security: Reflection on Reflections on support operations in Africa. South African Journal of Military Studies Vol 28, No 1, 1998.

47 Neuman, W. (2011*). Social research methods*: Qualitative and quantitative approaches (7th ed.) University of Wisconsin at Whitewater. Pearson.

48 Neuman, W. (2007). Social Research Methods. Qualitative and Quantitative Approaches. (7th.ed.). University of Wisconsin at Whitewater. PEARSON.

49 Neethling, T. (1998). Maintaining International Peace and Security on Peace Support Operations in Africa. South African Journal of Military Studies, Vol 28, No1, 1998. http:// Center of Military Studies, University of Stellenbosch.

50 OSW (2000). South African Policy Framework for Women's Empowerment and Gender and Gender Equality. The Office on the Status of Women (OSW), Pretoria.

51 Obiakor, C. (2010). Peacekeeping Targets 20% Women participation in 2012. Daily Champion West Africa.

52 Olivier, L., Neethling, T., Mokoena, B., et al. (2009). Pursuing human security in Africa through Development Peace Mission: Ambitious construct or feasible idea? *South African Journal of Military Studies*, 3, 2009. Doi: 10.5787/0-0-75.

53 Olonisakin, F. (2006). Conflict and conflict resolution in Africa: In McGowan, P. (ed) *Power, Wealth and Global Equity*, (3rd ed., pp.271). Landsowne: UCT Press.

54Patton, M. (2005). *Qualitative research.* In A. de Vos, H., Strydom, C., Fouche, C.B., C.S.L., Delport, C. et al. (2005). Research at Grass Roots: For the social sciences and human service professions (3rd.ed). Van Schaik, Pretoria.

55 Policy Dialogue Series: (2001). Number 1 Women and Urban Governance, UNCHS
(Habitat).

56 RSA (1996). Constitution of the Republic of South Africa Act No. 108 of 1996, Republic of South Africa (RSA), Pretoria.

57Punch, K. (2000). Developing effective research proposal. In Creswell, J.W. (2009) Research design. (3rd. ed.) Research design Qualitative, Quantitative, and Mixed Methods Aids, Approaches. Sage Publications, California.

58 Robison, I. (1991). Confidentiality for whom? Social Science and Medicine. In de Vos A-S. (2011). et al. (4th ed). *Research at Grass Roots*: For the social sciences and human service professions: Van Schaik.

59 Schwandt, T. (2011). The dictionary of qualitative research. In de Vos A-S. (2011). et al. (4th ed). *Research at Grass Roots*: *For the social sciences and human service professions:* Van Schaik.

60 SADC (2009). Gender Protocol Baseline: Brometer. Edited by Collen, L. M. and Walter, D. Department for International Development. Friedrick Ebert Stiftung, Botswana.

61 Samset, I. (2010). UN peacekeeping in the Congo: *South Africa's regional engagement for peace and security. When is the job done?* Peace building Centre. South African Institute of International Affairs (SAIIA).

62 Schoeman, M. (2010). South African female peacekeepers on mission in Africa. *The Nordic Africa Institute, Conflict, Displacement and transformation.* Mhtml: file://G:/urnnbnsenaidadiva-979%20South%20African%20female%20peacekeepers%...4/25/2012 file://G:/urnnbnsenaidadiva-979%20South%20African%20female%20peacekeepers%...4/25/2012

63 Tellis, W. (1997). Application of a Case Study Methodology. The qualitative report, Volume 3, (www.Nova.edu.ssss/QR/QR3-3/tellis2.html).

64 The Presidency (2008). South Africa CEDAW Report, The Presidency, Pretoria.

65 Tiessen, R. (2011). What is new about Gender Mainstreaming? Three Decades of policy Creation and Development Strategies. *Canadian Journal of Development Studies.*

66 Trochim, (2006), in Hewlett, L. PADM 5018, (2011). Research methodology. White Paper on the Transformation of the Public Service (1995). DPSA.

67 UN (2012). *Women peace and security historical chronology*: SCR publications: ttp://www.securitycouncilreport.org/site/c.glKWLeMTIsG/b.3959809/. 2012/05/16

68 UN (2000). Ten-year impact study on implementation of UN Security Council Resolution 1325, on Women, peace and Security in Peacekeeping*: Final Report to the United Nations Department of Peacekeeping Operations.*

69 United Nations Association in Canada, (2007). Women's issues in peacekeeping & peace building: *Gender mainstreaming in peacekeeping missions,* pp. 109 UN Commission on the Status of Women (2005). Beijing 10 Report. UN, Geneva.

70 UNCHS, (2001). *Women and Urban Government.* Policy Dialogue Series Number 1, UNCHS (Habitat). Geneva.
71 United nations publication, (1997). Sales no.96.iv.13.

72 UN Commission on the Status of Women (1995). Fourth World Conference on Women, UN, Beijing.

73 UN Commission on the Status of Women (1985). Third World Conference on Women, UN, Nairobi.

74 UNPFA, (2010). United Nation Population Fund: *State of the World Population.* New York USA. www.unpfa.org.Nations%20Peacekeeping 4/25/2012

75 Wasserbly, D. (2013). US DOD lifts bank on female combat troops, HIS Janes' Defence Weekly Volume 50 Issue 5.

76 Whittington, M. (2000). Peacekeeping Operations and Gender Equality in Post-Conflict Reconstruction. *Role of Women in Peacekeeping Operations.* United Nations, New York.

77 The World Bank (2011). World development report: *Conflict, Security, and Development.* Overview. The World Bank Washington, DC.

78 Zalewski, M. (2010). I do not even know what is: a discussion of the connection between, gender mainstreaming and feminist theory. Review of International Studies, 36, pp 3-27 doi: 1017/S026021059990489.

79 Zenko, M. (2011). United States National Action Plan on women, peace, and security: The White House: Washington. www.cfr.org/unitedstates/balance-war-powers-us-president.

APPENDIX B INTERVIEW QUESTIONS

STUDY TITLE: PARTICIPATION OF WOMEN IN THE SOUTH AFRICAN ARMY IN EXTERNAL MILITARY DEPLOYMENT

Position in the organization (rank)...Private ... Shabalala ...participant.....

Date of interview.....4.December 2012.....

INFORMED CONSENT FORM

The research will examine representation of South African Army women participating in external deployments, as well as their advancement in decision-making positions. The study will further examine the impact of DoD policies with regard to the implementation of gender parity in all levels including their leading roles in peacekeeping missions. The role of Chief Directorate Transformation Management as an organ assigned to address transformation and equity in the DoD in all domains will form part of the study. For the success of this study, semi-structured interviews are important to collect data that will assist the researcher to fill the knowledge gap regarding representation of SA Army women in peacekeeping operations.

The research will benefit the DoD in terms of better understanding gender policy implementation. The DoD will further be informed with regard to its alignment to international protocols such as the UNSC resolution 1325 that prescribes gender representation in peacekeeping operations.

This is a research report for the degree Masters of Management – Security offered at the Graduate School of Public and Development Management, University of the Witwatersrand. Taking part in this research is entirely voluntary and we would like you to sign the informed consent form, indicating that you agreed to the interview and to use of the information for Masters research. If you agree to be interviewed, you may still withdraw at any time without giving a reason. Your identity will remain anonymous and the information you provide will be confidential to me. No questions will be asked about your personal information. Names and identities will not be revealed in the written research report.

	Statement	**Initial**
1.	I confirm that I have read and understand the information sheet for the above study and have had the opportunity to ask questions.	
2.	I understand that my participation is voluntary	
3.	I understand that the researcher will not identify me by name in any reports and that confidentiality is guaranteed.	
4.	I agree to the use of anonymised quotes eg. Respondent A.	

Signature..... **Date**.....

PART A: Participation of women in external deployments during peacekeeping operations

1. How does women's participation in peacekeeping operations foster the success of the mission?

It add value as men takes things for granted. SANDF peacekeepers (men sometimes appreciate verbal contribution from females during the planning.

Leadership

Are taken as fragile entity but what is surprising is that other woman fail to support the lower ranks females. Lack of knowledge with regard to gender emancipation and parity (Compromise super-natural women) there are women who are also negative towards other women. Level of understanding is low. Empowerment could be the best solution.

2. Why is women's role in conflict management encouraged or not encouraged?

It is encouraged because a woman has a soft sport. Advantage in terms of charity of committee formed by female's keepers to help the local women and children. Adopt local organization and meet their requirements. They open easily and not afraid to be sexually abused as rebels use sex as a weapon of war. Women do enter those risky areas for the love of the victims and believing in bringing change to torn war areas. Women are doers.

3. How is the SANDF addressing women's participation in decision-making positions and practice?

None 30% is required for management and support system for female's keepers including their families left behind.

4. What guidelines can you offer to the Service Chiefs to elevate the capacity of women officers in terms of combat readiness?

Encourage the appointment of women; communication to address all female matters is important.

5. How is SANDF top management engaged in the empowerment of women officers for decision-making and command positions in line with the UN Resolution 1325?

None

6. What improvements or advances can be made as regards women's participation?

Improvement is important in all gender related matters is important, deployment environment not conducive for females physical being (toilets). Food should be looked at UN sometimes does not provide necessary needs for women peacekeepers. Training should be revisited.

PART B: Gender mainstreaming (men's and women's participation)

Please comment on the following questions with regard to gender mainstreaming in peacekeeping operations:

7. How is gender mainstreaming considered (men and women) when a request is dispatched to the Services and Divisions in preparation for troops call-up?

It is the same

Courses are more open for men.

8 What form of pre-deployment training is given to empower peacekeepers, both men and women? Please give some detail regarding the training to prepare men and women officers for leadership positions during peacekeeping operations.

Sudan number of females should be more because of vulnerability of local females.

Burundi number can be equal because the situation is calm.

Social

In Sudan culture confines women peacekeepers hostile attitudes as a result women are submissive to men. Men disregard female's peacekeepers. Women are treated like slaves.

9. To what extent are men and women officers performing at high levels in peacekeeping operations?

No women in decision making only in support element

10. What role is CDTM playing in addressing gender mainstreaming in peacekeeping operations?

Implementation of policy, visit to deployment areas, maintain the monitor.

High ranks sometimes and military culture should manifest in deployment areas.

11. What improvements can be seen in gender representation/participation in terms of South Africa's commitments to the UN Resolutions on gender mainstreaming?

Improvement will be brought by the recognition of the resolution.

APPENDIX B INTERVIEW QUESTIONS

STUDY TITLE: PARTICIPATION OF WOMEN IN THE SOUTH AFRICAN ARMY IN EXTERNAL MILITARY DEPLOYMENT

Position in the organization (rank) LT COL Kabai participant in Burundi
Date of interview 10 December 2012.....

INFORMED CONSENT FORM

The research will examine representation of South African Army women participating in external deployments, as well as their advancement in decision-making positions. The study will further examine the impact of DoD policies with regard to the implementation of gender parity in all levels including their leading roles in peacekeeping missions. The role of Chief Directorate Transformation Management as an organ assigned to address transformation and equity in the DoD in all domains will form part of the study. For the success of this study, semi-structured interviews are important to collect data that will assist the researcher to fill the knowledge gap regarding representation of SA Army women in peacekeeping operations.

The research will benefit the DoD in terms of better understanding gender policy implementation. The DoD will further be informed with regard to its alignment to international protocols such as the UNSC resolution 1325 that prescribes gender representation in peacekeeping operations.

This is a research report for the degree Masters of Management – Security offered at the Graduate School of Public and Development Management, University of the Witwatersrand. Taking part in this research is entirely voluntary and we would like you to sign the informed consent form, indicating that you agreed to the interview and to use of the information for Masters research. If you agree to be interviewed, you may still withdraw at any time without giving a reason. Your identity will remain anonymous and the information you provide will be confidential to me. No questions will be asked about your personal information. Names and identities will not be revealed in the written research report.

	Statement	**Initial**
1.	I confirm that I have read and understand the information sheet for the above study and have had the opportunity to ask questions.	
2.	I understand that my participation is voluntary	
3.	I understand that the researcher will not identify me by name in any reports and that confidentiality is guaranteed.	
4.	I agree to the use of anonymised quotes eg. Respondent A.	

Signature..... **Date**.....

PART A: Participation of women in external deployments during peacekeeping operations

1. How does women's participation in peacekeeping operations foster the success of the mission?

Local women have trust in female peacekeepers through communication are able to empower and render the necessary logistical hygiene education. Opposition men (local) understand better when addressed by female's peacekeepers. Culture implement was not addressed as they wish unlike in Sudan where practical tendency are still observed and local males are chauvinist.

Sudan

This affect the mission as male peacekeepers are constrained to address local women affected by national conflict they have to score permission from Sudanese males. This in turn hampers the success of the mission.

2. Why is women's role in conflict management encouraged or not encouraged?

Encourage the participation of women as their presence assist stabilization of conflict. And as role medels as locals become exited and wish to become peacekeepers is stability is fostered. This foster factored enthuse to other peace contributing countries. Additional higher ranks should transferee their mindset turnaround to gender and equity.

3. How is the SANDF addressing women's participation in decision-making positions and practice?

SANDF should address this issue of having women in decision making position e.g. in the UN headquarters the voice of a woman is not heard or represented. Decision taken affect women particularly when it comes to the needs. Favors men as they needs of women are not addressed and not improved. Brigade contingent: women are not given an opportunity to occupy higher post equivalent to their male counter parts. It's as a results they do not explore new avenues in order to receive experience and get empowerment.

4. What guidelines can you offer to the Service Chiefs to elevate the capacity of women officers in terms of combat readiness?

More post should be created for the rank of Capt to Colonel in order to accommodate women peacekeepers, and this will in turn allow woman to be positioned decision making positioned.

This further affect the moral of women peacekeeper's as decisions made by males are not accommodative. As a result problems presented by women are not accepted by their male counter parts. This has contributed negatively towards the number of women peacekeepers as it has decreased. Combat readiness training should embed gender perspectives, males should be perused to work side by side with their females counter parts. The rank should not be used to suppress the voice of woman even when their

contribution is positive.

5. How is SANDF top management engaged in the empowerment of women officers for decision-making and command positions in line with the UN Resolution 1325?
More women should be encouraged to deploy and should receive a specific training that change their mind set.
6. What improvements or advances can be made as regards women's participation?

PART B: Gender mainstreaming (men's and women's participation)
Please comment on the following questions with regard to gender mainstreaming in peacekeeping operations:
7. How is gender mainstreaming considered (men and women) when a request is dispatched to the Services and Divisions in preparation for troops call-up?
Brig Gen females chances are very slim or not existing at all. From 2-3010 deploys none.
Rotation
Processes are not consistent for instance there are females who have deployed more that twice while others are overlooked.
8. What form of pre-deployment training is given to empower peacekeepers, both men and women? Please give some detail regarding the training to prepare men and women officers for leadership positions during peacekeeping operations.
Course human resources during support OPS HR Management under deployment. Leadership training: training received by both genders is the same. Hence it becomes questionable why gender parity is not reached and not attainable.
9. To what extent are men and women officers performing at high levels in peacekeeping operations?
None
10. What role is CDTM playing in addressing gender mainstreaming in peacekeeping operations?
CDTM has designed courses for gender advisors. CDTM should be offered an opportunity to visit deployment areas. CJ OPS should take CDTM on board when visiting deployment areas.
During rotation
If it is a year mission six months
A slot should be created at UN HQ in decision making. This will assist in addressing gender issues according to the prescript of SA Army UN 1325.
11. What improvements can be seen in gender representation/participation in terms of South Africa's commitments to the UN Resolutions on gender mainstreaming?

SA must formulate action plan on the implementation UNSC Resolution 1325.The resolution 1325 be embraced to combat readiness module.

APPENDIX B INTERVIEW QUESTIONS

STUDY TITLE: PARTICIPATION OF WOMEN IN THE SOUTH AFRICAN ARMY IN EXTERNAL MILITARY DEPLOYMENT

Position in the organization (rank)...Brigadier General N. Ndlovu (Director Medical Ruling CJOPS) .....

Date of interview 19 December 2012.....

INFORMED CONSENT FORM

The research will examine representation of South African Army women participating in external deployments, as well as their advancement in decision-making positions. The study will further examine the impact of DoD policies with regard to the implementation of gender parity in all levels including their leading roles in peacekeeping missions. The role of Chief Directorate Transformation Management as an organ assigned to address transformation and equity in the DoD in all domains will form part of the study. For the success of this study, semi-structured interviews are important to collect data that will assist the researcher to fill the knowledge gap regarding representation of SA Army women in peacekeeping operations.

The research will benefit the DoD in terms of better understanding gender policy implementation. The DoD will further be informed with regard to its alignment to international protocols such as the UNSC resolution 1325 that prescribes gender representation in peacekeeping operations.

This is a research report for the degree Masters of Management – Security offered at the Graduate School of Public and Development Management, University of the Witwatersrand. Taking part in this research is entirely voluntary and we would like you to sign the informed consent form, indicating that you agreed to the interview and to use of the information for Masters research. If you agree to be interviewed, you may still withdraw at any time without giving a reason. Your identity will remain anonymous and the information you provide will be confidential to me. No questions will be asked about your personal information. Names and identities will not be revealed in the written research report.

	Statement	**Initial**
1.	I confirm that I have read and understand the information sheet for the above study and have had the opportunity to ask questions.	
2.	I understand that my participation is voluntary	
3.	I understand that the researcher will not identify me by name in any reports and that confidentiality is guaranteed.	
4.	I agree to the use of anonymised quotes eg. Respondent A.	

Signature..... **Date**.....

PART A: Participation of women in external deployments during peacekeeping operations

1. How does women's participation in peacekeeping operations foster the success of the mission?

There are two aspects relating to the above question e.g. peace support operations are about families that are affected by national conflicts experienced by the host country. Conflicts have no boundaries it affect women, children, elderly, disabled and men. Women participants find it easy to manage the above mentioned societal categories as they can hold the knife on its sharpest end. Secondly it brings a dimension that gives the Civil Military Relations more operative and women understand more of that dynamic.

2. Why is women's role in conflict management encouraged or not encouraged?

The women's role is encouraged based on the type of conflict experienced. Women's participation is not supposed to be matched to the category of conflict as women peacekeepers are good in managing the escalation of conflict. Irrespective whether women are peacekeepers or not there are dimensions where women are expects. Starting in the society where they play vital roles in various domains.

3. How is the SANDF addressing women's participation in decision-making positions and practice?

This is an undisputable perception that the SANDF is promoting women but that does not follow the inclusion of women in decision-making positions. They do not participate at that level and this reflect proper and scientific career management coupled to the development of individual to occupy post at that level. Both genders are affected as they both do not have the skill to take decisions. This does not have anything to do with females. Human Resource should develop a preparatory plan and identify those women with potential and harness their capacity.

4. What guidelines can you offer to the Service Chiefs to elevate the capacity of women officers in terms of combat readiness?

Women in the DoD must be treated like their counter parts soldiering be applied equally to all members regardless of their gender. The output of training should be measured through the observation of the quality of women participant against male counterparts. At the moment female soldiers are seen as women first before a female soldier. Women in the DoD will never be taken serious until there is a mind shift for

women in combat readiness. Military culture and standards should be adhered to by both genders.

5. How is SANDF top management engaged in the empowerment of women officers for decision-making and command positions in line with the UN Resolution 1325?

The structure responsible for gender mainstreaming in the DoD is in place however its effectiveness cannot be joked to women soldiers but rather the failure of the system. Development of women peacekeepers tally with the current events including the international protocol prescriptions as entailed by resolution 1325 of 200. The SANDF does not have the Action Plan based on UN prescription. The management cannot be in place in the absent of the Plan.

6. What improvements or advances can be made as regards women's participation?

Treat women participant and the entire DoD women as soldiers first and women second.

PART B: Gender mainstreaming (men's and women's participation)

Please comment on the following questions with regard to gender mainstreaming in peacekeeping operations:

7. How is gender mainstreaming considered (men and women) when a request is dispatched to the Services and Divisions in preparation for troops call-up?

CJOPS does not consider it as the Services and Divisions are expected to consider gender mainstreaming in all spheres of the DoD. This matter is not even questioned hence CDTM is not invited during planning sessions as it is presumed that all gender related issues have been addressed by the Services and Divisions as directed by CDTM.

There will be two computing fields gender mainstreaming that is supposed start way back during training in Infantry Battalions such as 7 SAI, 21 SAI, 15 SAI and 121 Battalion. The second leg that is to institutionalize gender mainstreaming at the entry level and during the appointment of new DoD members is the Human Resource Acquisition. Balancing of gender mainstreaming and appropriate matching of the individual with correct mustering can be achieved only when HR Acquisition together with career managers of different Services/Divisions participate diligently. A study should be conducted by different role players in this regard.

9. What form of pre-deployment training is given to empower peacekeepers, both men and

women? Please give some detail regarding the training to prepare men and women officers for leadership positions during peacekeeping operations.

The training is gender non-specific meaning that it is the same for both genders. They all expected to fulfill what their mustering prescribes to them. Combat readiness is not the responsibility of CJOPS but Services are responsible to ensure that their members regardless of gender they are combat ready as prescribed by the DoD Doctrine. Each Service is governed by its specific Doctrine is this regard.

10. To what extent are men and women officers performing at high levels in peacekeeping operations?

We focus on Units not individuals.

11. What role is CDTM playing in addressing gender mainstreaming in peacekeeping operations?

CDTM should focus to the internal training before the Directorate can visit external deployments. CDTM should not promote feminism by encouraging that women peacekeepers should be treated better than their counter parts. The standard of both gender should be the same in an exceptional of certain provisions like toilets as the design for women peacekeepers should match with a body design. It is upon the ambit of CDTM to guide and advice in this endeavor.

12. What improvements can be seen in gender representation/participation in terms of South Africa's commitments to the UN Resolutions on gender mainstreaming?

South Africa is one of the countries that deploy a large number of women peacekeepers however, is crucial for South Africa to adhere and comply with the international protocol as a sign of commitment in practice. Since South Africa does not yet have an Action Plan on Un resolution 1325 one cannot measure progress with regard to representation/ participation in terms of gender mainstreaming in external deployments.

APPENDIX B INTERVIEW QUESTIONS

STUDY TITLE: PARTICIPATION OF WOMEN IN THE SOUTH AFRICAN ARMY IN EXTERNAL MILITARY DEPLOYMENT

Position in the organization (rank)...Private Batse...Participant Burundi and DRC.....

Date of interview...4 December 2012.....

INFORMED CONSENT FORM

The research will examine representation of South African Army women participating in external deployments, as well as their advancement in decision-making positions. The study will further examine the impact of DoD policies with regard to the implementation of gender parity in all levels including their leading roles in peacekeeping missions. The role of Chief Directorate Transformation Management as an organ assigned to address transformation and equity in the DoD in all domains will form part of the study. For the success of this study, semi-structured interviews are important to collect data that will assist the researcher to fill the knowledge gap regarding representation of SA Army women in peacekeeping operations.

The research will benefit the DoD in terms of better understanding gender policy implementation. The DoD will further be informed with regard to its alignment to international protocols such as the UNSC resolution 1325 that prescribes gender representation in peacekeeping operations.

This is a research report for the degree Masters of Management – Security offered at the Graduate School of Public and Development Management, University of the Witwatersrand. Taking part in this research is entirely voluntary and we would like you to sign the informed consent form, indicating that you agreed to the interview and to use of the information for Masters research. If you agree to be interviewed, you may still withdraw at any time without giving a reason. Your identity will remain anonymous and the information you provide will be confidential to me. No questions will be asked about your personal information. Names and identities will not be revealed in the written research report.

	Statement	**Initial**
1.	I confirm that I have read and understand the information sheet for the above study and have had the opportunity to ask questions.	
2.	I understand that my participation is voluntary	
3.	I understand that the researcher will not identify me by name in any reports and that confidentiality is guaranteed.	

4.	I agree to the use of anonymised quotes eg. Respondent A.	

Signature..... **Date**.....

PART A: Participation of women in external deployments during peacekeeping operations

1. How does women's participation in peacekeeping operations foster the success of the mission?

Women are prevented to take a leading role. Men refused to be led by women. Platoon commanders if it is a woman is refused they rather take a Sgt who is a man to lead.

2. Why is women's role in conflict management encouraged or not encouraged?

It should be encouraged because they undergo the same training. Why am I not being given the same position? Men turn to be aggressive and they don't have patience. Women are persuasive. Women prefer women to lead them. Locals open easily to women peacekeepers and men turn to be aggressive and they lack patience. Local women prefers women to men because men are perceived the same when it comes to issues of sexual harassment hence local women bind both men peacekeepers together with their local or opposition parties. Local women say that men irrespective of his originality regard them as sex objects. Hence it is their wish that a sizable number of women peacekeepers can be deployed.

3. How is the SANDF addressing women's participation in decision-making positions and practice?

Lt –Captain's rank has increased therefore they should be considered for Commander and control position and not in infantry platoon only. Brigadier General Mpaxa is the only female appointed as....in Luathla training Center.

4. What guidelines can you offer to the Service Chiefs to elevate the capacity of women officers in terms of combat readiness?

Service Chief and Divisions should measure progress done and check why there is no progress because this is a government imperative and why resistance. More women should be put in decision-making positions to proof that they can do it. There are women who perform better than men but they are not given a chance. Empowerment and development programmes should be enhanced in order to prepare them for higher positions.

5. How is SANDF top management engaged in the empowerment of women officers for decision-making and command positions in line with the UN Resolution 1325?

I do not have knowledge about UN resolution 1325.

6. What improvements or advances can be made as regards women's participation?

If all women can be involved in decision making it will be better for all of us as women.

Policy review to determine why is not implementable, more slots should be reserved for women peacekeepers. Women should be groomed for decision-making at the early stage and those with potential should be given an opportunity.

PART B: Gender mainstreaming (men's and women's participation)

Please comment on the following questions with regard to gender mainstreaming in peacekeeping operations:

7. How is gender mainstreaming considered (men and women) when a request is dispatched to the Services and Divisions in preparation for troops call-up?

It is not considered as at one Battalion you can find 10% of women instead of 30%. External deployment is still men dominated and there are no strides made to balance the equation. Service Chiefs must foster it to happen.

8. What form of pre-deployment training is given to empower peacekeepers, both men and women? Please give some detail regarding the training to prepare men and women officers for leadership positions during peacekeeping operations.

None is existing except one week programme presented at the mobilization centre (Debrug).

9. To what extent are men and women officers performing at high levels in peacekeeping operations?

It is only men starting from Battalion Commander, Brigade up to Contingent Commander, all senior positions are an environment of male peacekeepers.

10. What role is CDTM playing in addressing gender mainstreaming in peacekeeping operations?

CDTM does not pay staff visit to external deployments and CDTM should be involved during selection and planning phase in order to observe if the prescribed 30% is observed.

11. What improvements can be seen in gender representation/participation in terms of South Africa's commitments to the UN Resolutions on gender mainstreaming?

It should be taught to all the training facilities of the DoD.

APPENDIX B INTERVIEW QUESTIONS

STUDY TITLE: PARTICIPATION OF WOMEN IN THE SOUTH AFRICAN ARMY IN EXTERNAL MILITARY DEPLOYMENT

Position in the organization (rank)...Captain...Tafeni...Deployed in Sudan.....

Date of interview 4 December 2012.....

INFORMED CONSENT FORM

The research will examine representation of South African Army women participating in external deployments, as well as their advancement in decision-making positions. The study will further examine the impact of DoD policies with regard to the implementation of gender parity in all levels including their leading roles in peacekeeping missions. The role of Chief Directorate Transformation Management as an organ assigned to address transformation and equity in the DoD in all domains will form part of the study. For the success of this study, semi-structured interviews are important to collect data that will assist the researcher to fill the knowledge gap regarding representation of SA Army women in peacekeeping operations.

The research will benefit the DoD in terms of better understanding gender policy implementation. The DoD will further be informed with regard to its alignment to international protocols such as the UNSC resolution 1325 that prescribes gender representation in peacekeeping operations.

This is a research report for the degree Masters of Management – Security offered at the Graduate School of Public and Development Management, University of the Witwatersrand. Taking part in this research is entirely voluntary and we would like you to sign the informed consent form, indicating that you agreed to the interview and to use of the information for Masters Research. If you agree to be interviewed, you may still withdraw at any time without giving a reason. Your identity will remain anonymous and the information you provide will be confidential to me. No questions will be asked about your personal information. Names and identities will not be revealed in the written research report.

	Statement	**Initial**
1.	I confirm that I have read and understand the information sheet for the above study and have had the opportunity to ask questions.	
2.	I understand that my participation is voluntary	
3.	I understand that the researcher will not identify me by name in any reports and that confidentiality is guaranteed.	

4.	I agree to the use of anonymised quotes eg. Respondent A.	

Signature..... **Date**.....

PART A: Participation of women in external deployments during peacekeeping operations

1. How does women's participation in peacekeeping operations foster the success of the mission?

Women can only foster the success of the mission if they can be appointed as battalion command in support areas as leaders beginning from majors and upwards.

2. Why is women's role in conflict management encouraged or not encouraged?

There is an element of undermining while woman manage conflict better compared to men. What makes them better than men is that they are farsighted meaning that they look at issues from all sides and they have patient to research the problem deeper.

3. How is the SANDF addressing women's participation in decision-making positions and practice?

Some women are reserved and they are not given an opportunity to voice their concern or contribute, a quite person is misjudged as a dull and dump person. Suppressed views cannot be voiced out or heard.

4. What guidelines can you offer to the Service Chiefs to elevate the capacity of women officers in terms of combat readiness?

Some women doesn't have experience and they are left out not empowered, mentored and supported with the aim of developing them till the end of deployment term. Potential should be identified, harnessed and nurtured.

5. How is SANDF top management engaged in the empowerment of women officers for decision-making and command positions in line with the UN Resolution 1325?

Achieved through peace mission training, more women should be trained in MILOP and be selected for more UN courses that are currently men dominated. Most of women who are currently in Sudan have not been developed to MILOP as it help them to be more active in all domains. There is nothing tangible that is in line with UN resolution 1325.

Remedy

Train more women to become military observers. It is men dominated, and women can perform better.

6. What improvements or advances can be made as regards women's participation?

a. Not given an opportunity

b. Not trained in courses that will empower them to advance.

c. MILOB

d. Unit Commander

e. Field Courses

PART B: Gender mainstreaming (men's and women's participation)

Please comment on the following questions with regard to gender mainstreaming in peacekeeping operations:

7. **How is gender mainstreaming considered (men and women) when a request is dispatched to the Services and Divisions in preparation for troops call-up?**

It is not at all this is demonstrated by decreasing numbers of women peacekeepers. It tallies with the culture of the host country like Sudan where women do not participate in the affairs of their society. Our male counter-parts are supposed to be role models to Sudanese by institutionalizing transformation and gender mainstreaming. Negative attitudes hold back the development of women.

8. What form of pre-deployment training is given to empower peacekeepers, both men and women? Please give some detail regarding the training to prepare men and women officers for leadership positions during peacekeeping operations.

It is a one week programme presented at Debrug before our departure. The time is not adequate.

9. To what extent are men and women officers performing at high levels in peacekeeping operations?

No women participate at high level, the high rank is a major's rank and at supporting mustering. Company commanders are men only therefor women are always subjected to command and control of men. Men has problem to take orders from women. One Sgt Major was repatriated because men could not take orders from her.

10. What role is CDTM playing in addressing gender mainstreaming in peacekeeping operations?

For CDTM to be taken serious, structure must be established at unit level this idea might assist in transformation of the mindset. Mission areas institutionalization of gender mainstreaming is not well embedded. In order to achieve gender mainstreaming at entry level HR Acquisition should be involved.

11. What improvements can be seen in gender representation/participation in terms of South Africa's commitments to the UN Resolutions on gender mainstreaming?

UN resolution 1325 should be part of transformation policy, courses should be included and communicated through solider magazine and other Defence channels.

APPENDIX B INTERVIEW QUESTIONS

STUDY TITLE: PARTICIPATION OF WOMEN IN THE SOUTH AFRICAN ARMY IN EXTERNAL MILITARY DEPLOYMENT

Position in the organization (rank)...Col Lekalakala (Deputy Director CJOPS).....
Date of interview 19...December 2012.....

INFORMED CONSENT FORM

The research will examine representation of South African Army women participating in external deployments, as well as their advancement in decision-making positions. The study will further examine the impact of DoD policies with regard to the implementation of gender parity in all levels including their leading roles in peacekeeping missions. The role of Chief Directorate Transformation Management as an organ assigned to address transformation and equity in the DoD in all domains will form part of the study. For the success of this study, semi-structured interviews are important to collect data that will assist the researcher to fill the knowledge gap regarding representation of SA Army women in peacekeeping operations.

The research will benefit the DoD in terms of better understanding gender policy implementation. The DoD will further be informed with regard to its alignment to international protocols such as the UNSC resolution 1325 that prescribes gender representation in peacekeeping operations.

This is a research report for the degree Masters of Management – Security offered at the Graduate School of Public and Development Management, University of the Witwatersrand. Taking part in this research is entirely voluntary and we would like you to sign the informed consent form, indicating that you agreed to the interview and to use of the information for Masters research. If you agree to be interviewed, you may still withdraw at any time without giving a reason. Your identity will remain anonymous and the information you provide will be confidential to me. No questions will be asked about your personal information. Names and identities will not be revealed in the written research report.

	Statement	Initial
1.	I confirm that I have read and understand the information sheet for the above study and have had the opportunity to ask questions.	
2.	I understand that my participation is voluntary	
3.	I understand that the researcher will not identify me by name in any reports and that confidentiality is guaranteed.	
4.	I agree to the use of anonymised quotes eg. Respondent A.	

Signature..... **Date**.....

PART A: Participation of women in external deployments during peacekeeping operations

1. **How does women's participation in peacekeeping operations foster the success of the mission?**

   Women play a prominent role in external deployments if given an opportunity they perform better than their male counter parts as they work harder in order to proof that they do have the capacity to execute given tasks. Since in the history of external deployment the DoD have not yet appointed a women commander however, a women company commander was once appointed at the rank of a majored with the 21SAI and she did well but history did not repeat itself ever since then. Women should be given an opportunity to deploy as Battalion commander.

2. **Why is women's role in conflict management encouraged or not encouraged?**

Women excel in conflict management as they are mothers who know the pain. They have good listening skills and analysis abilities that help in problem solving. Women link problems experienced in conflict zones to their motherhood while men peacekeepers lack patience, tolerance, listening skills and they are not good communicators. The place of women is no longer confined to traditional domestic issues, it has gone far beyond that.

3. **How is the SANDF addressing women's participation in decision-making positions and practice?**

No women have been deployed as staff officer to organisations such as African Unity, United Nations and Southern African Development Committee stand by Brigade Force. Women are not afforded opportunities to explore other avenues. There is an observed gap stemming from South Africa's perspective with regard to the appointment of women in decision-making positions in external deployments, women are always appointed as supporting elements.

4. **What guidelines can you offer to the Service Chiefs to elevate the capacity of**

women officers in terms of combat readiness?

CJOPS do provide guidelines and encourage Services and Divisions to nominate women officers in key positions. However, the respond reflect less commitment in this regard. One can reach a negative assumption that transformation of the mind shift has not been achieved and women are still being undermined. Women peacekeepers have capability and they are combat to execute any given responsibility. Lack of support systems from the Service and Divisions contribute negatively hence the number of women volunteering to deploy has decreased.

5. How is SANDF top management engaged in the empowerment of women officers for decision-making and command positions in line with the UN Resolution 1325?

Nothing so far have been attempted, the responsibility lies with the Chief of the SANDF, Chief of Services and Divisions and CDTM to ensure that the DoD comply and adhere to the international protocol since South Africa has committed itself towards the honoring of international protocols.

6. What improvements or advances can be made as regards women's participation?

More women should be encouraged to undergo Peace Support Operations courses, training that is elevated to higher level should be all-encompassing both genders. Further exposure to seminars and workshops can enhance their development and in depth understanding of peace keeping related matters. To merge theory with practice those women who have demonstrated potential during training should be given an opportunity to participate in higher level positions.

PART B: Gender mainstreaming (men's and women's participation)

Please comment on the following questions with regard to gender mainstreaming in peacekeeping operations:

7. How is gender mainstreaming considered (men and women) when a request is dispatched to the Services and Divisions in preparation for troops call-up?

This question has been answered in question in question 4.

8. What form of pre-deployment training is given to empower peacekeepers, both men and women? Please give some detail regarding the training to prepare men and women officers for leadership positions during peacekeeping operations.

All Army deploying Units such as 43 and 46 Brigades are trained specifically for deploying purposes for both genders. It is these Units where commanders, contingent commanders

and senior officers are prepared however, women are never considered. Further, Services and Divisions consist of structures as well that prepares forces for combat readiness and to ensure that it is achieved according to the doctrine prescripts and it adheres to the UN requirements.

9. To what extent are men and women officers performing at high levels in peacekeeping operations?

Answered in question 3 and all role players as mentioned above do not have a buy in approach in terms of the recognition of gender parity in all domains as it a government imperative.

Gender institutionalization will always remain an unfulfilled dream as long as all role players are not held accountable for failing to implement the transformation policies.

10. What role is CDTM playing in addressing gender mainstreaming in peacekeeping operations?

CDTM should provide guidelines and direction to Chief of Services and Divisions and do a follow up. Further CDTM must monitor progress and measure it annually and a comparative study to be conducted in order to determine impediments and there after apply necessary corrective programmes.

11. What improvements can be seen in gender representation/participation in terms of South Africa's commitments to the UN Resolutions on gender mainstreaming?

Answered in question 5 action plan will play a very crucial role and different role players will held accountable for failing to adhere and comply with the UN resolutions. Secondly in order to heighten, improve the level of combat readiness, UN resolution and other important information with regard to peacekeeping operations should be embedded in training modules not only in Peace Mission Training Centre but as soldiers it is important to be informed with all operation related matters.

APPENDIX B INTERVIEW QUESTIONS

STUDY TITLE: PARTICIPATION OF WOMEN IN THE SOUTH AFRICAN ARMY IN EXTERNAL MILITARY DEPLOYMENT

Position in the organization (rank)...Lt Col D. Raadt deployed.....

Date of interview...20 December 2013.....

INFORMED CONSENT FORM

The research will examine representation of South African Army women participating in external deployments, as well as their advancement in decision-making positions. The study will further examine the impact of DoD policies with regard to the implementation of gender parity in all levels including their leading roles in peacekeeping missions. The role of Chief Directorate Transformation Management as an organ assigned to address transformation and equity in the DoD in all domains will form part of the study. For the success of this study, semi-structured interviews are important to collect data that will assist the researcher to fill the knowledge gap regarding representation of SA Army women in peacekeeping operations.

The research will benefit the DoD in terms of better understanding gender policy implementation. The DoD will further be informed with regard to its alignment to international protocols such as the UNSC resolution 1325 that prescribes gender representation in peacekeeping operations.

This is a research report for the degree Masters of Management – Security offered at the Graduate School of Public and Development Management, University of the Witwatersrand. Taking part in this research is entirely voluntary and we would like you to sign the informed consent form, indicating that you agreed to the interview and to use of the information for Masters research. If you agree to be interviewed, you may still withdraw at any time without giving a reason. Your identity will remain anonymous and the information you provide will be confidential to me. No questions will be asked about your personal information. Names and identities will not be revealed in the written research report.

	Statement	**Initial**
1.	I confirm that I have read and understand the information sheet for the above study and have had the opportunity to ask questions.	
2.	I understand that my participation is voluntary	
3.	I understand that the researcher will not identify me by name in any reports and that confidentiality is guaranteed.	
4.	I agree to the use of anonymised quotes eg. Respondent A.	

Signature..... **Date**.....

PART A: Participation of women in external deployments during peacekeeping operations

1. How does women's participation in peacekeeping operations foster the success of the mission?

1. Women's participation in Peace keeping mission is vital, as they play a bigger role in the community, the community whereby soldiers are deployed in feel very much comfortable to voice their problems to the women soldiers deployed.

2. Why is women's role in conflict management encouraged or not encouraged?

It is encouraged because women will be able to engage with other women of the community, and in some instances it is discouraged as some want to be treated special in the deployment camps, for the male commanders they feel that for them to deploy less women it is going to be less stress, so they rather deploy less not considering the fact that they play a vital role in the community.

3. How is the SANDF addressing women's participation in decision-making positions and practice?

Women are very less addressed, male counter parts are the ones who normally occupy the decision making positions in the deployment areas, whereas women are supporting staff.

No women has eve participated in decision-making positions. It has become customary that the battalions and contingent commanders are occupied by men. Women are not considered for such positions.

4. What guidelines can you offer to the Service Chiefs to elevate the capacity of women officers in terms of combat readiness?

It is not supposed to be an issue as both genders under same training Chief of the Services and Division should ensure that gender mainstreaming is advocated and implemented by all their areas of responsibility. Follow-up and monitoring should be the order of the day until this endeavor is addressed according to the national prescriptions. Chief of Services and Divisions should be held accountable for not buying in an attempt to balance disproportions in terms of women's equation in all domains.

5. How is SANDF top management engaged in the empowerment of women officers for decision-making and command positions in line with the UN Resolution 1325?

The large number of the DoD members are not informed about the UN resolution1325 this includes deploying Units like 43 and 46 Brigades. This is an indication that Force Preparation structures within the Services are not deliberating upon the said resolution as well. At this point in time one is not in the position of commenting on progress achieved in this regard as the SANDF has not yet started to implement this resolution.

6. What improvements or advances can be made as regards women's participation?

Let women be afforded an opportunity to explore new avenues, the exposure for them at this point in time is minimal. Women from 43 and 46 Brigade are part of the deploying Units however, deployment for them is treated like a privilege as they are supposed to motivate in writing why do they want to deploy. This happens irrespective of their willingness to deploy externally while men do not follow the same route. If the General Officer Commanding (GOC) of 43 and 46 Brigade is not convinced by the written motivation then the request is turned down. This conduct is viewed as an impediment which obstructs women's exposure, initiative and development with regard to women's participation in external deployments. Further this contributes negatively to the numbers that decreases when compared with the past years. Negative attitudes and patriarchal tendencies threaten the future of women in the Defence Force.

PART B: Gender mainstreaming (men's and women's participation)

Please comment on the following questions with regard to gender mainstreaming in peacekeeping operations:

7. How is gender mainstreaming considered (men and women) when a request is dispatched to the Services and Divisions in preparation for troops call-up?

Most of women are deployed as chefs, logisticians, human resources personnel and medical staff. Men are comfortable as they remain unchallenged in their leadership positions and it becomes a problem when women offer to lead, usually it does not happen. Gender equality is not considered not even thought about in all spheres when deploying externally.

8. What form of pre-deployment training is given to empower peacekeepers, both men and women? Please give some detail regarding the training to prepare men and women officers for leadership positions during peacekeeping operations.

Training does take place for both genders though it has not reached its optimal level and officers are only exposed to one week pre-deployment course at the Debrug which is a central mobilization center. One week is not adequate for the following reasons:

a. Quality product
b. Timeframe that is short

c. The content need to be reviewed in order to embed UN resolutions
d. Other improvements must be informed by previous report particularly cultural diversity as South Africa is deploying throughout Africa

The training received does not match with conditions in mission area for instance deploying members are knowledgeable with conventional warfare and less in peacekeeping operations. A peacekeeping operation needs skills and abilities specific for national conflicts. The current training subject deploying women for failure as they do not receive support from males till they are familiar with the environment. Women find it difficult to explore new avenues in a foreign country with diverse culture. Proper training is crucial for the success of the mission.

9. To what extent are men and women officers performing at high levels in peacekeeping operations?

Answered.

10. What role is CDTM playing in addressing gender mainstreaming in peacekeeping operations?

CDTM's role in this regard is invisible particularly to lower ranks. CDTM is supposed to provide guidelines and to Force Preparation structures and to further conduct scientific findings about the relevancy of training embracing both genders. Monitoring and evaluation of progress achieved should be the concern of CDTM in order to be informed about possible gaps that might hinder transformation and gender related issues. CDTM must change the strategy and approach of addressing gender perspective within the DoD.

11. What improvements can be seen in gender representation/participation in terms of South Africa's commitments to the UN Resolutions on gender mainstreaming?

CDTM must engage the Chief of Services and Division over gender related issues that relates to participation and commitment of South Africa to international protocols. This matter requires integrated effort it is not a once men show. Further disproportional representation of women in deployment areas requires an immediate attention and the buying in of Chief of the SANDF and Services. All responsible persons must account for this is government imperative. UN resolution 1325 must be embedded to DoD training modules including Senior Staff Course for officers and the Executive National Security Programme (ENSP).

APPENDIX B **INTERVIEW QUESTIONS**

STUDY TITLE: PARTICIPATION OF WOMEN IN THE SOUTH AFRICAN ARMY IN EXTERNAL MILITARY DEPLOYMENT

Position in the organization (rank).....Lt Colonel Moralo participant.
Date of interview...27 November 2012.....

INFORMED CONSENT FORM

The research will examine representation of South African Army women participating in external deployments, as well as their advancement in decision-making positions. The study will further examine the impact of DoD policies with regard to the implementation of gender parity in all levels including their leading roles in peacekeeping missions. The role of Chief Directorate Transformation Management as an organ assigned to address transformation and equity in the DoD in all domains will form part of the study. For the success of this study, semi-structured interviews are important to collect data that will assist the researcher to fill the knowledge gap regarding representation of SA Army women in peacekeeping operations.

The research will benefit the DoD in terms of better understanding gender policy implementation. The DoD will further be informed with regard to its alignment to international protocols such as the UNSC resolution 1325 that prescribes gender representation in peacekeeping operations.

This is a research report for the degree Masters of Management – Security offered at the Graduate School of Public and Development Management, University of the Witwatersrand. Taking part in this research is entirely voluntary and we would like you to sign the informed consent form, indicating that you agreed to the interview and to use of the information for Masters research. If you agree to be interviewed, you may still withdraw at any time without giving a reason. Your identity will remain anonymous and the information you provide will be confidential to me. No questions will be asked about your personal information. Names and identities will not be revealed in the written research report.

	Statement	**Initial**
1.	I confirm that I have read and understand the information sheet for the above study and have had the opportunity to ask questions.	
2.	I understand that my participation is voluntary	
3.	I understand that the researcher will not identify me by name in any reports and that confidentiality is guaranteed.	
4.	I agree to the use of anonymised quotes eg. Respondent A.	

Signature..... **Date**.....

PART A: Participation of women in external deployments during peacekeeping operations

1. How does women's participation in peacekeeping operations foster the success of the mission?
2. Why is women's role in conflict management encouraged or not encouraged?
3. How is the SANDF addressing women's participation in decision-making positions and practice?
4. What guidelines can you offer to the Service Chiefs to elevate the capacity of women officers in terms of combat readiness?
5. How is SANDF top management engaged in the empowerment of women officers for decision-making and command positions in line with the UN Resolution 1325?
6. What improvements or advances can be made as regards women's participation?

PART B: Gender mainstreaming (men's and women's participation)

Please comment on the following questions with regard to gender mainstreaming in peacekeeping operations:

7. How is gender mainstreaming considered (men and women) when a request is dispatched to the Services and Divisions in preparation for troops call-up?
8. What form of pre-deployment training is given to empower peacekeepers, both men and women? Please give some detail regarding the training to prepare men and women officers for leadership positions during peacekeeping operations.
9. To what extent are men and women officers performing at high levels in peacekeeping operations?
10. What role is CDTM playing in addressing gender mainstreaming in peacekeeping operations?
11. What improvements can be seen in gender representation/participation in terms of South Africa's commitments to the UN Resolutions on gender mainstreaming?

STUDY TITLE: PARTICIPATION OF WOMEN IN THE SOUTH AFRICAN NATIONAL DEFENCE FORCE IN THE EXTERNAL MILITARY DEPLOYMENT

PART A: Participation of women in the external deployments during Peace Keeping Operations (PKO).

Q1. **How does women's participation in Peace Keeping Operations foster the success of the mission?**

South Africa is one of the UN's Troop Contributing Countries. Currently 10% of SANDF members deployed in Burundi, DRC, and Darfur are women. Furthermore, the SANDF is one of the Pilot countries nominated by the UN together with India, Brazil and Nigeria for the implementation of Resolution 1325. At this juncture the DOD needs to take stock of its achievements and further identify the obstacles that prevent a critical mass of women from participating in the peace building processes.

Observations have been made regarding the preference of female victims of violence who request to discuss their situation with other female soldiers or police officers. Furthermore, we have also seen that local women are more likely to share information with other women. As result thereof, having sufficient numbers of females deployed as military and police peacekeepers is critical to both preventing and responding effectively to the situation.

It is apparent that men and women experience conflict and post-conflict differently. As a results it is imperative that their views are taken into consideration during the post conflict reconstruction and development (PCRD) phase, not only because it is their rights, but because women are important actors, agents and beneficiaries in the peace process and reconstruction of their societies. Relegating women to an inferior status is not only and obstacle to progress and human development, peace and reconstruction initiatives, but clearly irresponsible.

Given that the state is largely absent in the lives of these post-conflict societies, the most suitable way to bring about change in men's attitude towards women is to develop and support women at grassroots level. Women are most active in community-based

organizations and are uniquely place to provide a foundation for a more strong, inclusive and vigilante society. Research confirms that to bring about change, a bottom up approach to community development is far more successful, than a top down or interventionist approach. Too many development initiatives focus on a community's deficiencies and problems. A far better approach is to establish what community's capabilities and assets are. This will ensure, at a very least that women's voices heard and that will bring social change in gender relation.

If the eradication of gender is the key to peace and development, then all efforts should be made to solicit male support for these initiatives.

Resolution 1820 (2008)

Demands that all parties to armed conflict immediately take appropriate measures to protect civilians, including women and girls, from all forms of sexual violence, which could include, inter alia, enforcing appropriate military disciplinary measures and upholding the principle of command responsibility, training troops on the categorical prohibition of all forms of sexual violence against civilians, debunking myths that fuel sexual violence, vetting armed and security forces to take into account past actions of rape and other forms of sexual violence, and evacuation of women and children under imminent threat of sexual violence to safety; and requests the Secretary-General, where appropriate, to encourage dialogue to address
this issue in the context of broader discussions of conflict resolution between appropriate UN officials and the parties to the conflict, taking into account, inter alia, the views expressed by women of affected local communities;

Notes that rape and other forms of sexual violence can constitute a war crime, a crime against humanity, or a constitutive act with respect to genocide, stresses the need for the exclusion of sexual violence crimes from amnesty provisions in the context of conflict resolution processes, and calls upon Member States to comply with their obligations for prosecuting persons responsible for such acts, to ensure that all victims of sexual violence, particularly women and girls, have equal protection under the law and equal access to justice, and stresses the importance of ending impunity for such acts as part of a comprehensive approach to seeking sustainable peace, justice, truth, and national reconciliation;

Affirms its intention, when establishing and renewing state-specific sanctions regimes, to take into consideration the appropriateness of targeted and graduated measures against parties to situations of armed conflict who commit rape and other forms of sexual violence against women and girls in situations of armed conflict;

Requests the Secretary-General, in consultation with the Security Council, the Special Committee on Peacekeeping Operations and its Working Group and relevant States, as appropriate, to develop and implement appropriate training programs for all peacekeeping and humanitarian personnel deployed by the United Nations in the context of missions as mandated by the Council to help them better prevent, recognize and respond to sexual violence and other forms of violence against civilians;

Requests the Secretary-General to continue and strengthen efforts to implement the policy of zero tolerance of sexual exploitation and abuse in United Nations peacekeeping operations; and urges troop and police contributing countries to take appropriate preventative action, including pre-deployment and in-theater awareness training, and other action to ensure full accountability in cases of such conduct involving their personnel;

Encourages troop and police contributing countries, in consultation with the Secretary-General, to consider steps they could take to heighten awareness and the responsiveness of their personnel participating in UN peacekeeping operations to protect civilians, including women and children, and prevent sexual violence against women and girls in conflict and post-conflict situations, including wherever possible the deployment of a higher percentage of women peacekeepers or police;

Requests the Secretary-General to develop effective guidelines and strategies to enhance the ability of relevant UN peacekeeping operations, consistent with their mandates, to protect civilians, including women and girls, from all forms of sexual violence and to systematically include in his written reports to the Council on conflict situations his observations concerning the protection of women and girls and recommendations in this regard.

Resolution 1888 (2009)

Adopted by the Security Council at its 6195th meeting, on 30 September 2009

The Security Council, Reaffirming its commitment to the continuing and full implementation of resolutions 1325 (2000), 1612 (2005), 1674 (2006), 1820 (2008) and 1882 (2009) and all relevant statements of its President, Welcoming the report of the Secretary-General of 16 July 2009 (S/2009/362),
but remaining deeply concerned over the lack of progress on the issue of sexual violence in situations of armed conflict in particular against women and children, notably against girls, and noting as documented in the Secretary-General's report that sexual violence occurs in armed conflicts throughout the world,

Reiterating deep concern that, despite its repeated condemnation of violence against women and children including all forms of sexual violence in situations of armed conflict, and despite its calls addressed to all parties to armed conflict for the cessation of such acts with immediate effect, such acts continue to occur, and in some situations have become systematic or widespread,

Recalling the commitments of the Beijing Declaration and Platform for Action (A/52/231) as well as those contained in the outcome document of the twenty-third Special Session of the United Nations General Assembly entitled "Women 2000: Gender Equality, Development and Peace for the Twenty-First Century" (A/S-23/10/Rev.1), in particular those concerning women and armed conflict,

Reaffirming the obligations of States Parties to the Convention on the Elimination of All Forms of Discrimination against Women, the Optional Protocol thereto, the Convention on the Rights of the Child and the Optional Protocols thereto, and urging states that have not yet done so to consider ratifying or acceding to them,

Recalling that international humanitarian law affords general protection to women and children as part of the civilian population during armed conflicts and special protection due to the fact that they can be placed particularly at risk,

Recalling the responsibilities of States to end impunity and to prosecute those responsible for genocide, crimes against humanity, war crimes and other egregious crimes perpetrated against civilians, and in this regard, noting with concern that only limited numbers of perpetrators of sexual violence have been brought to justice, while recognizing that in conflict and in post conflict situations national
justice systems may be significantly weakened,

Q2. Why is women's role in conflict management encouraged?

Demands that all parties to armed conflict immediately take appropriate measures to protect civilians, including women and girls, from all forms of sexual violence, which could include, inter alia, enforcing appropriate military disciplinary measures and upholding the principle of command responsibility, training troops on the categorical prohibition of all forms of sexual violence against civilians, debunking myths that fuel sexual violence, vetting armed and security forces to take into account past actions of rape and other forms of sexual violence, and evacuation of women and children under imminent threat of sexual violence to safety; and

Observations have been made regarding the preference of female victims of violence who request to discuss their situation with other female soldiers or police officers. Furthermore, we have also seen that local women are more likely to share information with other women. As result thereof, having sufficient numbers of females deployed as military and police peacekeepers is critical to both preventing and responding effectively to the situation.

The human rights of women and of the girl-child are an inalienable, integral and inseparable 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 grounds of sex are priority objectives of the international community.

The human rights of women should form an integral part of the United Nations human rights activities, including the promotion of all human rights instruments relating to women.

The equal status of women and the human rights of women should be integrated into the Mainstream of United Nations system-wide activity. These issues should be regularly and systematically addressed throughout relevant United Nations bodies and mechanisms.

Q3. How is the SANDF addressing women's participation in decision-making positions and practice?

Gender mainstreaming, however is not merely about greater gender representation. Including women enhances the legitimacy of political processes and ensures that decision-makers address the concerns of all in society. The challenge in realising this ideal is that even where women are present in greater numbers, they often lack the capacity to articulate their views effectively and enforcing a feminist agenda. In this male dominated environment, the danger exist that small numbers of women adopt masculine attitudes in order to fit in, or for political expedience. When this occurs, women do not typically advance women's rights. This is especially difficult where men continued to dominate political institutions and have exclusionary attitude and culture towards women. A critical mass of capable women is necessary to those gender equitable policies and laws are passed and implemented. The problem however is that when this is pushed through quotas to increase numbers, women are often seem merely as tokens, rather than agents of change and this can even be divisive and detrimental to their cause.

Q4. What guidelines can you offer to the Service Chiefs to elevate the capacity of women officers in terms of combat readiness?

First, contrary to popular belief, you can't control how people feel. This is an important concept. If you accept and understand it, you let go of the notion that more control and manipulation will result in greater morale. You will begin to see how efforts to boost morale often become the cause of employee cynicism and resignation. Examples include management painting a rosier picture than what currently exists and withholding information about poor results.

Despite that, the environment you create can greatly influence the choices people make in the workplace. Employees, for example, will usually choose greater optimism and commitment to the enterprise in an environment where management treats workers as equals: adults who are trustworthy, dedicated, well-intentioned and capable employees.

Q5. How is SANDF top management engaged in the empowerment of women officers in the decision-making and command positioning in line with the United Nation Resolution 1325?

The concept of Command is strongly tied to the military environment or context. It has legal and constitutional status and is focussed on evaluation and decision-making, with subsequent responsibility and accountability. The demands of the changing political and military environment also impact on command. Present command systems should take cognisance of cultural imperatives, where motivating towards a mission or end goal and empowerment of followers, are major requirements. Added to this is their requirement for devolution of authority and responsibility, accommodating the need for a more participative approach and the establishment of a new culture – focused on the primacy of goal achievement. Command, however, is primarily rooted in military operations and conduct. It should therefore be focussed on the achievement of military operational objectives through the most efficient application of flexibility in action and joint operations.

Leadership as a concept has a close relationship to management and command. This is especially valid on the strategic level where future direction, visioning and motivational actions are important characteristics. The military leadership concept is based on the premise that commanders can "order men and women to die", for the purpose of achieving certain military objectives or missions. Leaders should provide a clear and reliable vision, reduce uncertainty and maintain close contact and counselling relationships with followers. These values should be nurtured and established as behavioural patterns, even in

peacetime situations.

Today's military leadership is fully committed to Transformation Management. This commitment has produced considerable progress, although more remains to be done, particularly for women.

Complete racial integration is a military necessity, that is, as a prerequisite to a cohesive, and therefore effective, fighting force. Success with the challenges of diversity is critical to national security. Doing it "the right way" means ensuring that people are qualified for their jobs; promotion is based and well-established performance criteria which are not abandoned in pursuit of affirmative action goals.

The military has made very substantial efforts and investments in outreach, retention and training. These tools help build diverse pools of qualified individuals for assessment and promotion.

The SANDF conducts various surveys and studies to monitor Transformation Management initiatives and views of personnel. Most important, it requires each Service to maintain and review affirmative action plans and to complete annual Equity Plan. Chief Directorate Transformation Management compile reports to indicate whether various Transformation Management objectives were met and identifies problems such as harassment and discrimination. The report includes both data and narrative assessments of progress in various areas. One of these areas is recruitment and accessions (i.e. commissioning of officers).

Resolution 1325 (2000)

Adopted by the Security Council at its 4213th meeting, on 31 October 2000 The Security Council, Recalling its resolutions 1261 (1999) of 25 August 1999, 1265 (1999) of 17 September 1999, 1296 (2000) of 19 April 2000 and 1314 (2000) of 11 August 2000, as well as relevant statements of its President, and recalling also the statement of its President to the press on the occasion of the United Nations Day for Women's Rights and International Peace (International Women's Day) of 8 March 2000 (SC/6816),

Recalling also the commitments of the Beijing Declaration and Platform for Action (A/52/231) as well as those contained in the outcome document of the twenty-third Special Session of the United Nations General Assembly entitled "Women 2000: Gender Equality, Development and Peace for the Twenty-First Century" (A/S-23/10/Rev.1), in particular

those concerning women and armed conflict,

Bearing in mind the purposes and principles of the Charter of the United Nations and the primary responsibility of the Security Council under the Charter for the maintenance of international peace and security,

Expressing concern that civilians, particularly women and children, account for the vast majority of those adversely affected by armed conflict, including as refugees and internally displaced persons, and increasingly are targeted by combatants and armed elements, and recognizing the consequent impact this has on durable peace and reconciliation,

Reaffirming the important role of women in the prevention and resolution of conflicts and in peace-building, and stressing the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security, and the need to increase their role in decision-making with regard to conflict prevention and resolution, Reaffirming also the need to implement fully international humanitarian and human rights law that protects the rights of women and girls during and after conflicts.

Q6. What improvements or advances can be made as regards to women participation in PKO?

United Nation Security Council Resolution 1325 calls for increased participation of women at all levels of decision-making in the mechanism for the prevention, management and resolution of conflict, peace negotiations, peace operations as soldiers , civilians and Special Reps pf the Un Secretary General.

Improving of intervention strategies to prevent violence against women including prosecuting those responsible for violation of the international laws. Women and girls are protected are protected from sexual and gender based violence including emergency and humanitarian situation such as refugee camps.

Calls for advancement of Relief and Recovery measures to address international crises through gender lens witch cover among others the respect of civilians as well needs of women and girls in abnormal situations including conflicts.

The adoption of UNSCR 1325 marked the first time that gender issues, more specifically women's concerns were placed on the UN agenda of peace and security. This was the culmination of the work done by civil society and policy actors.

This was an important step to address challenges that confronts women and girls in

conflicts nations. The Resolution called for the increase of women in the decision making structures that deals with conflict resolution, conflict management and sustainable development. It also addresses the increase of women in the peace keeping missions. Measures to support local women in peace initiatives and home based processes. Fair treatment of women and protection from gender based violence by armed forces and ensuring that gender equality is considered during Disarmament, Demobilisation and Re-integration programmes.

Peace Mission Training Centre was established under the auspices of Chief Joint Training with the sole purpose of training and preparing members to be deployed and as always, women, both in uniform and public service admin personnel (PSAP), form part of thereof.

PART B: Gender Mainstreaming (men and women's participation)

Q7. How is Gender mainstreaming considered when a request is despatched to Service and Divisions in preparation for troop's call-up?

Chief Directorate Transformation Management, which is the eyes and ears of the Chief of South African National Defence Force when coming to the implementation and management of transformation in the Department of Defence. CDTM is making sure that equal opportunity mission is aggressively integrated into the management systems, from intensive training to formal incorporation of all opportunities and exposures that all members need to be exposed in, including internal and external deployment.

Q8. What form of pre-deployment training is given to empower peacekeepers, both men and women, Please give some details regarding the training to prepare men and women officers for leadership positions during peacekeeping operations.

Through Chief Joint Operations Exercises in Lohatlha, Army Babattle School, and again Peace Mission Training Centre in Pretoria. Members also are sensitised and made aware of application of Rule of Law and what to expect when reaching the host country regarding culture, customs and style of life of the people in that country, in short orientation in De Brug.

Q9. To what extend are men and women officers performing at high levels in peacekeeping operations?

Q10. What role is Chief Directorate Transformation Management (CDTM) playing in addressing gender mainstreaming in peacekeeping operations?

Within the Department of Defence (DOD) context, the embraced definition of Transformation refers to the continuous improvement that would result in the achievement of a cohesive, mission ready force, with a shared value system as well as an efficient, just, caring and better performing organisation. In a pursuit of the directorate mandate, engagements were held with all levels of organisation and, where necessary intervention programmes were also designed to deepen members' understanding on transformation issues.

Chief Directorate Transformation Management achieved a lot in addressing gender mainstreaming in peace operations. Pursuant to South Africa's vanguard role of maintaining peace and stability in the region, a SADC HR seminar was hosted in Pretoria in April 2008 and nine countries participated. The focus was on the promotion of gender equality within the African Armed Forces. Best practices in the management of female's careers were also discussed. This initiated a consultative process of formulating a Regional HR Strategy, to enhance women's participation in peace building processes.

Through CDTM's membership and active participation in the International Women's Forum (IWF), women at lower ranks were exposed to programmes and activities that inspired and empowered them to conduct themselves in a manner that depicts self-mastery and professionalism. Last but not least, younger women were also exposed to Gender Equality discourse in the international arena through the attendance of conferences. Furthermore, available training opportunities at the United Kingdom Kings College and the Gordon Institute of Business and Science (GIBS) were also utilised.

The DOD Top Leadership endorsed the Departmental Gender Mainstreaming Strategy present by CDTM during Defence Staff Council meeting. The strategic objectives in pursuit of the strategy were identified as the following:

- Integration of gender criteria all Defence and Military Policies, plans and procedures including mission achievements.

- The establishment of mechanism to advice execute monitoring and report through gender focal points.

- The creation of a gender sensitive environment.

- The increase of women participation to 30% in all command Bodies, Decision making structures.

- Implementation of positive measures to increase women's skills development and competency.

- Mainstream gender in HR policies, plans and procedures.

The vigorous implementation of this strategy will result in the RSA benefit from a defence posture and approach as informed by both women and men equally in terms of decisions, tasks and operations in addressing national, continental and international human security obligations.

South Africa together with Argentina, Pakistan and Nigeria has been nominated by the United Nations as pilot countries in the implementation of Resolution 1325. In pursuance thereof, CDTM co-hosted this work in collaboration with Defence Foreign Relations (DFR), South African Police Service (SAPS) and SA Correctional Services in the past year or two at Peace Mission Training Centre (PMTC). The objectives of the workshop were to determine progress achieved and challenges experienced in the implementation of the UN Resolution 1325. The guests of honour at that historic event were the UN Assistance Secretary General, the Special Advisor on Gender Issues and the Advancement of Women as well as the Gender Advisor from the Commonwealth Secretariat. Feedback given was that SA is making good progress in this regard.

The DOD, through CDTM supports the 16 Day of Activism Campaign actively by coordinating a Security Cluster conference with the SAPS and relevant stakeholders. Various presenters shared the floor to cover topics that are relevant to the occasion with a bigger number coming from the DOD. The conference was conducted to show the unification of the security clusters against violence of this nature to the broader public. Furthermore, members of SANDF wore white ribbons on 5 Dec to pledge solidarity with the victims.

Q11. What improvements can be seen in gender representation/participation in terms of South Africa's commitments to the UN Resolutions on gender mainstreaming?

Despite developments seen in the National Action Plan and the adoption of the UNSCR 1325, there is no noticeable impact regarding the commitment of the SA government. Women are still on the support roles. Women remain underrepresented in peace and

security structures. Peace missions are highly militarised and patriarchal. In some cases gender adop are not been utilised correctly. Gender equality is little understood within the largely male dominated peace missions and therefore CE is not paramount on the agenda. It is considered as a long term which can be compromised for more pressing security concerns.