

Situation Analysis Report

Country: Swaziland

Name of Municipality: NHLANGANO TOWN COUNCIL

Synopsis

There are potentials for gender mainstreaming and because there is no policy guiding the process it is difficult to measure whether there is progress or not.

Strengths

The council is gender sensitive in their recruitment process. The town has the ability to influence the work force on gender issues once a gender policy has been developed and they can advocate for its roll out into the workforce.

Challenges

Nhlangano Town Council comprises of some factories and business areas as well as residential and informal settlements. Another challenge is that there is a lack of technical understanding of gender issues.

Results of gender score card

Area assessed	Score Council	Score GL	Agreed score
Policy framework	0	0	0
Governance	5	3	3
Gender specific programmes	2	2	2
Mainstreaming gender into existing programmes	1	1	1
Employment practises and environment	2	1	1
Gender management system	0	0	0
Overall	10	7	7

SITUATION ANALYSIS

POLICY FRAMEWORK

The Town board has no knowledge of international instruments on policies that are gender aware including the SADC protocol on gender and development. They also do not have a gender policy as a council.

GOVERNANCE

Representation

REPRESENTATION OF WOMEN IN COUNCIL

The representation of women in council is made up as seen in the table below.

FEMALE	MALE	TOTAL
1	7	8

The women is represented in the infrastructure committee. There are some community committees and comprises of a number of women and are very active.

Participation

The Woman in the council does participate in meetings and do engage in the debates during council meetings. And she does take part in decisions and do have an influence in decisions making.

Public participation

Women in the community committees participate by being present in meetings and do really engage in the debates during community committee meetings. They do take part in decisions and when they do participate they do have an influence in decisions making.

PLANNING

When Planing is made at the town women are consulted, eg. (When begetting is made)

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

The economy and job creation

The board does not have a local economic development plan that targets women entrepreneurs as key beneficiaries.

There are informal trading opportunities in the town and though there is no policy that regulates this both men and women do benefit from these opportunities.

Housing

The council does not have housing policy as a result they do not have data on title deeds. The one challenge is that the board does not have the power to develop a policy as this needs to be developed at national level.

Utilities

There is no data on who has access to basic services as these are not provided by the town. Women are not specifically involved in the planning, management and maintenance of these services and facilities

Transport

The board does not have any means to consult women with regards to transport needs as this is done at national level.

Health

Though this being an industrial, residential and business area, a large population of the town is made up by migrant factory workers. The Town has some health facilities a hospital and one other hospital not very far from Nhlanguano that is the Hlathikulu government hospital and some private clinics that are also around Nhlanguano town. The town does not have any data on HIV and AIDS though the AMICAALL office does engage the community on dialogues that are focused on HIV and AIDS.

Environmental health

Women are not formally consulted on waste management as there is no structure or framework in place to ensure that they are consulted. The board in looking into introducing a recycling project is in the pipeline that would be informative and would also assist women to consider starting businesses in this regard.

Social development

The town does not have any facilities that are owned by them. This is one of the areas that will be an area of focus for the board though the availability of land to develop these will be a great challenge.

GENDER SPECIFIC PROGRAMMES

The council is not involved in any gender specific programmes though at times they may happen they are not planned.

Educare

The town consist of some pre-schools owned by Amicaall.

Gender based violence (GBV) flagship

There is no budget for GBV.

Prevention

Street lighting is good though missing in some areas of the town and so is the case in street naming.

Public awareness campaigns

Response and coordination

The council does not keep statistics that are disaggregated by sex.

There is a good relationship with the local police station and the community and the town does not have community policing forums. The local police station does have a department that deals specifically with GBV cases and these officers are trained.

Support

The council does not have support and neither provide any support to victim empowerment programmes (VEP), including places of safety and day care centres.

EMPLOYMENT PRACTICES AND ENVIRONMENT

Selection and recruitment

CATEGORY	No of women	%	No of men	%
Top management	0	0	3	100
Senior Management	1	100	0	0
Professional	0		0	
Secretarial/ clerical	1	100	0	0

Capacity building

The council does not have a training plan to ensure that there is diversity and gender training provided for both women and men by the board and it is done in a systematic way.

Career pathing

The research revealed that women and men are given equal opportunities though there are no records to substantiate this.

Working conditions and environment

Without any specific policy the board does not provide benefits based on standard labour law and as a result there is no policy on sexual harassment and there are no cases that have been brought to before management.

GENDER MANAGEMENT SYSTEM

Gender structures

There is no gender structure put in place and gender is not in any job description and performance agreements.

Budgets

The budget does not explicitly target promoting gender equality though women are expected to benefit from the projects that are budgeted for by the board. A copy of the budget is available when requested.

Monitoring and evaluation

There are no service, employment, procurement statistics disaggregated by sex and no gender indicators have been put in place for planning and human resource management systems.

Political profile and champion

Gender issues are given a priority by the board though there is no political champion.

The work place

Though information was not readily available in grades there are 8 Female employees and 50 male employees.