

BOKONG COMMUNITY COUNCIL STAGE TWO REPORT

Date: 06/06/13

Place: Bokong Community Council

District: Thaba-Tseka

SITUATIONAL ANALYSIS

Name of municipality: Why does this municipality have an interest in developing a gender policy?	The council has an interest in developing the gender policy because it has become part of the COE and want to take forward and mainstream gender as per the SADC Protocol on Gender and Development
Strengths	The presence of the Gender officer in the district will help the council to mainstream gender into their activities, again the Ministry of Local Government seem to have accepted the concept of including gender issues in to the councils activities.
Challenges	Gender is not one of the roles of the council nor that of the Ministry of Local Government but rather of the Ministry of Gender so it will a challenge for the councils to implement or mainstream gender into their activities as some of the activities will need some money. The councils will not easily find funds to implement such activities.

Results of gender score card

Area assessed	Score Council	Score GL	Agreed score
Policy framework	2	1	1
Governance	9	7	7
Gender specific programmes	5	3	3
Mainstreaming gender into existing programmes	18	15	16
Employment practises and environment	5	6	6
Gender management system	1	1	1
Overall	40	33	34

KEY QUESTIONS TO BE ASKED DURING THE SITUATION ANALYSIS

POLICY FRAMEWORK

- ✓ Is the council is aware of national, regional, international commitments that the country has made especially the SADC Protocol on Gender and Development and the National Gender Policy?

The council is aware of National Gender Policy and some of the commitments that the country has made but not aware of the SADC Protocol on Gender and Development.

- ✓ Is there a gender policy in the council and it is implemented? (Get a copy of this policy)

There is no gender policy developed and implemented by the council. However, to advance gender issues they use the national gender policy.

GOVERNANCE

Representation

- ✓ Are there equal numbers of women and men councillors in the council? (Include detail in table)

Form the council statistics, there are more men than women in the council

- ✓ Are there equal numbers of women and men in decision-making positions in council,

Finance and planning committee is chaired by a man

Land committee chaired by a man

Social services committee chaired by a woman

Committee	Chair
Finance and planning	Man
Land	Man
Social services	Woman

- ✓ Is there gender balance on all community committees? (Include detail in a table)

The table above shows that there is no gender balance in all the committee and also within the council itself.

Participation

- ✓ Do women and men participate equally in council meetings? (It might be a good idea to observe a full council meeting)

Participation of women is generally not equal to that of men because always women shy away from debates and most of the times are quite.

- ✓ Do women have an influence on decisions taken by the council? (You will need to consult minutes from meetings to ascertain this)

Not much influence from women at the moment. Women still give men to make final decisions.

Public participation

- ✓ Is there equal participation of women and men at public meetings and events? (You will need to consult records of these meetings where available, are attendance registers kept, are these disaggregated by sex?)

In most cases, women are the ones who seem to attend in big numbers whilst men attend in relatively small numbers compared to women. However, registrations for the public gatherings are neither well kept nor disaggregated by sex.

PLANNING

- ✓ Does targeted gender planning and service delivery takes place in the council? (Get copies of planning documentation)

Planning and delivery of services do not necessarily target gender issues but rather made to meet the needs of the people as they are identified.

- ✓ Do strategic objectives of the Council explicitly mention gender? (Get copies of strategy documentation).

At the moment the council does not have the strategic objectives of its own; the council align itself with the Ministry of Local Governments strategic objectives and those objectives do not explicitly mention gender.

- ✓ Is information collected from women about their constraints, opportunities, incentives and needs and women are consulted in the drawing up of plans and policies? (Get documentation to substantiate this).

Information is collected from both women and men when drawing plans and policies. That means there is no time when women were consulted alone to target their specific constraints, opportunities, incentives and needs.

- ✓ Are there gender indicators in all plans? (Get copies of plans)

Plans just include needs as collected from the people, nothing specific to gender.

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

Local economic development

- ✓ Does the council have a local economic development plan that targets women entrepreneurs as key beneficiaries? (Get a copy of this plan)

The council does not have such a plan.

- ✓ Do women and men benefit equally from informal trading facilities in the council? (Is there a policy that regulates this, what are the statistics of use of these facilities?)

The council does not have informal trading facilities.

Procurement

- ✓ Does the council have a procurement policy that sets a target for increasing the number and value of contracts received by women? (Get a copy of this policy, interrogate the tenders register, who is benefitting most from tenders?)

The council does not procure services as big as contracts, and therefore does not do tenders.

Housing

- ✓ Does the council keep sex disaggregated data on title deeds? (Get this data to interrogate).

Data for people given title deeds is kept but not sex disaggregated.

- ✓ Has the council taken steps to ensure that women benefit equally from land and housing opportunities? (How has this been done? Is there a policy? Get a copy of the policy)

The council is now holding awareness campaigns for women that they can now get land as per the Land Act of 2012. This was not the case before as married women were not allowed to get land. In the case of housing the community council does not perform this function.

Utilities

- ✓ Does the council has sex disaggregated data on who has access to basic services i.e. Male and female headed households? (Interrogate these statistics).

No such data is available in the council.

- ✓ Are women involved in the planning, management and maintenance of these services and facilities? (How does this happen, get copies of meeting minutes etc)

Involvement of women in the planning and management and maintenance of the basic services found in the council considered because they form part of the community committees for these services, for example, a village water committee.

Transport

- ✓ Are women consulted in regard to their transport needs? (How does this happen, get copies of meeting minutes etc)

The council does not perform any function related to transport.

Health

- ✓ Are health facilities easily accessible to women? (eg. What is the average distance that a woman has to travel to get to the closest clinic?)
No, only one health facility that is nearer but it does not cater for all women in the council. In some places women travel long distances to the nearest health centre.
- ✓ Does the council keep sex disaggregated data on HIV and AIDS? (Check this data, is it disaggregated, what do these statistics tell you?)
The statistics are kept with the help of the HIV and AIDS support groups, however, they are not sex disaggregated. Women are found to be more infected than men.
- ✓ Is there a gender aware HIV and AIDS public education and awareness campaign? (Look at the campaign materials and messaging)
There is HIV and AIDS public education and awareness campaigns conducted by the council as part of the gate way approach to fighting the spread of HIV. The campaign material called "Essential Package Services" was developed to help the council on its campaigns
- ✓ Is PEP available at all health facilities and there are information campaigns surrounding this? (Visit a clinic to check this)

Environmental health

- ✓ Are women consulted in the management of waste? (How does this happen, get copies of meeting minutes etc)
No waste management activities are conducted in the council.
- ✓ Do women and men benefit equally from business opportunities in this sector? (Request examples of this)
No business of this nature.

HIV and AIDS and care work

- ✓ Does the Council have a gender aware HIV and AIDS policy and programme?
Yes, the council has the policy and programmes on HIV and AIDS awareness.
- ✓ Does this cover prevention, treatment and care?
Yes.
- ✓ Do prevention messages include the importance of equal power relations between women and men?
Yes. That partners should discuss what prevention methods they can use.
- ✓ Do prevention messages cover cross generational sex and its impact in increasing the incidence of AIDS among young women?
Yes. That young women should abstain from sex until married and be faithful to one partner.
- ✓ Do prevention messages cover the effects of multiple concurrent partners? Are men encouraged to change their behaviour?
Yes. Men are encouraged to hold to and should be faithful to one partner and use condoms always.
- ✓ Is the Council involved in promoting Voluntary Counselling and testing? Are men encouraged to go for testing?
There are different activities held in the communities to teach people the importance of knowing their status hence voluntarily go for counselling and testing. Although this is a general challenge where men are afraid to go for counselling and testing.

- ✓ Do women and men access treatment equally? Are men encouraged to go for treatment?
Treatment is availed to all men and women equally. All are also encouraged to go for treatment but men always do not visit the health centres very often.
- ✓ In what ways does the Council support, or could it support care givers?
The care givers can be supported by providing them with first Aid kits that they can use when helping the sick. There is also a need for regular training to familiarise them with the changes and boost their moral. Finally, give them an allowance for their work.
- ✓ Are men encouraged to be involved in care work?
Yes, but men still consider care work as work of women.

Climate change and sustainable development

- ✓ Is the Council aware of climate change and its effects?
Yes
- ✓ What measures is the Council taking to mitigate against these?
There are projects within the council to plant trees, rehabilitate dongas, range management and public awareness campaigns to stop burning the vegetation as a way to curb the effects of climate change.
- ✓ Are these measures gender aware? Do they take account of the different impact of climate change on women and men and ways in which both can be involved in promoting sustainable development?
Although not specific, they do take care of gender issues.

Social development

- ✓ Does the council keep sex and age disaggregated data on the use of existing facilities, e.g. retirement centres, community centres, libraries and Women, girls, men and boys benefit equally from budget allocations for sports and recreation facilities? (Request to see this data – what does it tell you?)
No.

GENDER SPECIFIC PROGRAMMES

- ✓ Is the council is involved in gender-specific programmes? (eg. educare, GBV programmes etc.)
Yes, the council always get involved during the 16 days but as part of the district or national activity.

Educare

- ✓ Has there has been an assessment of the need for child care facilities? (Request a copy of this assessment).
No.

Gender based violence (GBV) flagship

- ✓ Does the council have an action plan and budget for addressing GBV. Has this has been mainstreamed into planning processes? (Request a copy of the plan and budget, how much has been allocated to GBV?)
No.

Prevention

- ✓ Has a safety audit been conducted to ascertain whether the city/town/ village is a safe place for women, i.e. To walk around safely at night and in the day? (Get a copy of this audit, what does it tell you about the safety of women in the city/town/ village)

No safety audit has been done, but from the observation made women are not safe to walk around during the night and during the day in some places, like crossing a river alone.

- ✓ Is there is sufficient lighting on streets and in public spaces and all streets are named clearly? (During your situation analysis you could check these).

There are no streets, even lights as this is a rural council and there are no street names.

- ✓ Is public transport is safe for women and children.

Transport is a challenge in this council due to poor roads; however, the transport is always safe for women and children.

Public awareness campaigns

- ✓ Does the council participate in campaigns to raise awareness on gender based violence (GBV), such as the Sixteen days of activism? (Get evidence of previous participation in campaigns)

Yes. The council participated in the district activity.

Response and coordination

- ✓ Does the council have up to date crime statistics disaggregated by sex? (Interrogate these statistics, what do they tell you about the safety of women in the city/town/village)

The council does not keep the statistics of crime but the police.

- ✓ Is there is a good working relationship between the police and community, especially women? Are women are adequately represented in community policing forums? (Interview the police regarding this, get copies of the names of people on the community policing forums)

The working relations with the police are good. There are some village community policing forums formed where women are members.

- ✓ Are the Police and justice service providers given training on how to handle cases of gender based violence (GBV)? (How often does this training happen, how many have been trained etc.)

Yes.

Support

- ✓ Has the council has established or does it support victim support/ empowerment programmes (VEP), including places of safety and day care centres? (Get a list/ database of these places).

No.

EMPLOYMENT PRACTICES AND ENVIRONMENT

Selection and recruitment

- ✓ Are women and men are employed in equal numbers across jobs, grades and in management positions and are equally remunerated for equal work? (Get a breakdown of staff per job and level from HR, tabulate this information).

CATEGORY	No of women	%	No of men	%
Top management	0	0	2	100
Senior Management	0	0	1	100
Professional	0	0	0	0
Secretarial/	4	75	1	25

CATEGORY	No of women	%	No of men	%
clerical				

- ✓ How many women and men are currently employed in each job and grade?
At the moment only one post is held by one person.
- ✓ Does the pattern of male and female employment indicate there are areas of 'women's work' and of 'men's work'?
The pattern is not indicative except that cleaner is a woman and guard is a man
- ✓ Why do divisions exist, if they do? Is it because of the work involved? Is it because of tradition? Is it because of low pay?
The divisions that exist is because of the nature of work to be done.
- ✓ Is there an affirmative action policy that specifically addresses redressing gender inequalities? (Get a copy of this policy)
No.

Capacity building

- ✓ Is diversity and gender training provided for both women and men in the council, at all levels and is done in a systematic way? (Get a copy of the training conducted by the council from the HR dept)
No gender training has been conducted in the council before.

Career pathing

- ✓ Are women and men are given equal opportunity for growth within the council and have equal access to training and promotion opportunities? (Interrogate HR records, how many women have been promoted into senior positions; are there special training or mentor programmes?)
Yes, all are given equal opportunities for training; however, no promotions have been given to people.

Working conditions and environment

- ✓ Does the council provide equal benefits for women and men, including maternity and paternity leave? (Get the HR policy that regulates this)
Women are provided with three months maternity leave but men are not provided with any paternity leave.
- ✓ Is there a sexual harassment policy that is enforced? (Get a copy of the policy. Request stats on sexual harassment cases and how these have been dealt with and resolved)
The council does not have its own sexual harassment policy but uses the national policy as a guiding tool to deal with such cases. At the moment there has not been a case of sexual harassment reported in the council.

GENDER MANAGEMENT SYSTEM

Gender structures

- ✓ Has the council has set up a gender structure, including a gender focal person, which has a budget and is empowered to do its work? (Get a copy of this structure, interview the GFP, interrogate the budget).
The council does not have a gender structure and the gender focal person empowered to do the work. There is not even a budget for gender activities.
- ✓ Is gender is written into the job descriptions and performance agreements of managers and key functionaries? (get copies of these job descriptions and performance agreements)
No.

Budgets

- ✓ Is a share of expenditure is explicitly targeted at promoting gender equality? (interrogate the budget to confirm this)

No line item in the budget that is explicitly targeted to promoting gender equality or any gender activities.

- ✓ Are women able to benefit equally and meaningfully from the resources allocated to mainstream projects?

No specific benefits for women in any projects. No projects towards empowerment of women.

Monitoring and evaluation

- ✓ Are service, employment, procurement statistics disaggregated by sex and have gender indicators have been put in place for planning and human resource management systems? (Check this with HR)

No.

Political profile and champion

- ✓ Are gender issues given a high political profile by the Council and have a political champion?

Gender issues are not given any priority in the council. This is because gender is not one of the roles of the councils.