

## QUTHING URBAN COUNCIL STAGE TWO REPORT

Date: 15/10/12

Place: Quthing Urban Council

District: Quthing

### SITUATIONAL ANALYSIS

<b>Name of municipality:</b> 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 mainstreaming gender as per the SADC Protocol on Gender and Development
<b>Strengths</b>	The council works very closely with the District Gender Officer who will help the council to understand mainstreaming better. It is also urban based where councillors' literacy level is a bit higher; this will help them to comprehend better some of the issues.
<b>Challenges</b>	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	<b>2</b>	<b>2</b>	<b>2</b>
Governance	<b>10</b>	<b>9</b>	<b>9</b>
Gender specific programmes	<b>8</b>	<b>5</b>	<b>5</b>
Mainstreaming gender into existing programmes	<b>29</b>	<b>22</b>	<b>23</b>
Employment practises and environment	<b>8</b>	<b>6</b>	<b>6</b>
Gender management system	<b>0</b>	<b>0</b>	<b>0</b>
Overall	<b>57</b>	<b>44</b>	<b>45</b>

#### 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?  
**At the moment the council does not have its own gender policy, however it uses the national gender policy to integrate protocol and other relevant targets.**
- ✓ Is there a gender policy in the council and it is implemented? (Get a copy of this policy)

**The council does not have the gender policy which is implemented. They use the national gender policy to advance gender issues. The council works together with the Gender Ministry on gender issues.**

**GOVERNANCE**

**Representation**

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

**The numbers of women and men are not equal. There are more women than men.**

	No.	Percentage
Men	5	41
Women	7	59
Total	12	100

- ✓ Are there equal numbers of women and men in decision-making positions in council, **Mayoral committee is chaired by the man.**

**Two out of three committees of the council are chaired by men.**

Committees	Chairperson
Social services	Female
Finance and planning	Male
Land allocation	Male

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

**There is no gender balance because some groups consist of mostly men and others mostly women depending on the type of activity the group does.**

**Participation**

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

**Women are still reluctant to raise their points at the council meetings, most of the time they feel that men are only the ones that have right to take decisions as for them to second what men has concluded.**

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

**Despite their big number in the council, they always give men a place to make final decisions. More often than not they support what men have suggested.**

**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?)

**Most of the public gatherings held by the council men still participate more than women in different communities, however the case some meetings like job creations, support groups women participate more and at the same time men also participate more again at the meetings like of crazing's and politics.**

**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)

**There are areas selected for women within the market and businesses are categorised according to type to allow fair competition and variety for customers. The council's social services committee works together with the committee of the street vendors to support their businesses.**

- ✓ 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?)

**Men and women benefit equally from the jobs created by the council. Statistics of those hired have been kept and the areas of work include office work and work for community. Developments such as road maintenance work, food for work projects.**

### **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 do consider women contractors; however there are no women contractors have been employed so far. All contracts awarded were for men. They were mostly on water projects and road maintenance within the urban areas.**

### **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 no 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 currently holding awareness campaigns to disseminate information that women can now access 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. There is a department of water affairs where these statistics can be obtained.**

- ✓ 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, management and maintenance of the basic services found in the council is highly 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 are easily accessible to women? (eg. What is the average distance that a woman has to travel to get to the closet clinic?)

**Health facilities within the council are easily accessible for women. They travel shorter distances to the next clinic or hospital as it is within this locality**

- ✓ 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, and they are 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 ways approach to fighting the spread of HIV. The campaign materials called "Essential Package Services" were developed to help the council on their campaigns.**

- ✓ Is PEP available at all health facilities and there are information campaigns surrounding this? (Visit a clinic to check this)

**PEP is available in all the clinics and the hospital, so it is available and accessible to all.**

### **Environmental health**

- ✓ Are women consulted in the management of waste? (How does this happen, get copies of meeting minutes etc)

**Consultation for management of waste is done through the market committees where most of the members are women. There is also a district waste management team which is chaired by the woman. Minutes of the committee are available.**

- ✓ Do women and men benefit equally from business opportunities in this sector? (Request examples of this)

**Yes they do because the contract hired to clean the streets are those owned by men and women although businesses owned by women are very few.**

### **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. Partners are encouraged to 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. Young women are encouraged to 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 do away with the old beliefs of having many partners. They 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 still a challenge as men are afraid to go for counselling and testing, they still believe that if their wives have tested they are fine.**
- ✓ Do women and men access treatment equally? Are men encouraged to go for treatment?  
**Treatment is available 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?  
**The council implement activities such as donga rehabilitation, tree planting and in these projects men and women are involved equally.**  
  
**The council works in partnership with the Ministry of Land Reclamation**
- ✓ 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?)

**There are no recreational facilities at the moment.**

### **GENDER SPECIFIC PROGRAMMES**

- ✓ Is the council involved in gender-specific programmes? (eg. educare, GBV programmes etc.)

**The council has not yet participated in campaigns to raise awareness on gender based violence, but has the plan to do it this year for this coming 16 days of activism against gender violence.**

### **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?)

**The council has formed the community policing forum whose role amongst others is to disseminate information on prevention of GBV and how to report cases. The forum works together with the police.**

### *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.**

- ✓ 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 some street lights along the main road but poorly maintained.**

**There are also streets but not named. A plan is underway to name the streets.**

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

**Transport is available and 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)

**There is a very good working relationship between police and women and women are represented well in their community police forums.**

- ✓ 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).

<b>CATEGORY</b>	<b>No of women</b>	<b>%</b>	<b>No of men</b>	<b>%</b>
Top management	1	100	0	0
Senior Management	2	50	2	50
Professional				
Secretarial/ clerical	5	71	2	29

- ✓ How many women and men are currently employed in each job and grade?  
**Currently there is one person employed per position; however there are more women than men.**
- ✓ Does the pattern of male and female employment indicate there are areas of 'women's work' and of 'men's work'?  
**No. people have been employed into positions by their knowledge and academic qualifications.**
- ✓ 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?  
**No particular divisions exist.**
- ✓ Is there an affirmative action policy that specifically addresses redressing gender inequalities? (Get a copy of this policy)  
**There is no such a policy from the council.**

### **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.**

### **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 maternity leave (90 days) 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).

**There is no gender structure and focal person in this council, however the council has a plan to adapt.**

- ✓ 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)

**Job descriptions of staff do not include gender as one of the roles of staff.**

#### **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. Special requests are made.**

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

**No specific resources allocated to mainstream gender.**

#### **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)

**There are no straight M & E system in place, but the council has only reports of all activities taken place.**

#### **Political profile and champion**

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

**Gender issues are taken care of but they are not given any priority in the council. This is because gender is not one of the roles of the councils.**