

Annex F: Situation analysis report

Country: Namibia

Name of municipality: Karibib

Synopsis

councils are identified across the region, and worked with closely to ensure their process of getting gender on their councils agenda.

This process will take place through various interventions that will include policy implementation, capacity building through on the job training, monitoring and evaluation. This process will also include us working closely with our local government associations, with whom we have close links. To ensure and assist councils with gender mainstreaming within their programmes.

The first stages of the COE deals with ***Meetings with Council and management team.***

During this stage key municipal councils need to be identified that have gender and GBV action plans that would like to work with GL around council level policies and action plans around gender - and a GL country facilitators will engage councils around hosting meetings with management teams of these councils to get buy in and support for the policy and action plan process.

The second stage 2, ***Situational Analysis*** – During this stage country facilitators need to do situational analyses of the identified councils, i.e. they need to define and interpret the state of the council wrt to gender issues, e.g. where gender is on the council's agenda in terms of gender mainstreaming across departments and programmes, etc.

Why does this municipality have an interest in developing a gender policy?

This is one of the Councils that has shown interest during stage one and two, that they would like to have a policy on gender to address gaps or inequality in the Council/Municipality. This can be only realised with a gender policy. The Council has only a Gender Action Plan –GAP in place but would like to see a policy that will help them address and plan for gender equality.

Strengths

It was difficult to realise during our visit there. But from discussion with Council and one management team, HR and Acting CEO, the Council has the potential to introduce a gender policy that with the assistance with Genderlinks.

Challenges

No gender champion in the Council. CEO only in an acting capacity. The HR manager dealing with issues related to gender.

Results of gender score card

Area assessed	Score Council	Score GL	Agreed score
Policy framework	90	40	
Governance	85	20	
Gender specific programmes	62	25	
Mainstreaming gender into existing programmes	61	15	
Employment practises and environment	62	40	
Gender management system	62	20	
Overall	492	160	

SITUATION ANALYSIS

Policy framework

On policies the Council score very high as some for this gender instruments, are some of the local ones, like the ones of the Ministry of Gender Equality and Child welfare.

GOVERNANCE

My research in this field as 85% shows high representation in many areas, but there si no sex disggregated date to this regards

Representation

There is an indication from the results that there is an unequal representation of men and women at council level. But shows women speak out more on issues of gender and women.

REPRESENTATION OF WOMEN IN COUNCIL		
MEN	WOMEN	TOTAL
3	4	7

Participation

Contrary to the scorecards results of 49% the results indicated that there was an unequal amount of representation of between women and men in the council, at 29% out of a council of 7 members.

Public participation

There are no indication on public participation between men and women as no evidence available.

PLANNING

There are no records that shows there is consultation of women when it comes to service delivery. When budget is planned no records indicates that women's voices are present in planning services for the town.

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

The economy and job creation:

The town has a policy on how to plan the towns' economic activities. SMS and parks where to sell products are established though there is no data how many women and men make use of these services.

Plan

There is no Procurement policy in place or availed for scrutiny. The local government must ensure that they have due regard for gender equity, and need to address the issue of multiple disadvantages faced by women so that women should also be targeted in the awarding of municipal tenders. This is included in the Strategic three year planner 2010-13 where all activities and budgets are formulated. Issues of water, sanitation, electricity, housing, debussing, street names are all budgeted, but no data exist again who access these services.

Housing

The research results from the council indicated that the council did not keep sex disaggregated data on title deeds. Thus making it difficult to establish the number of women who own property. There is no housing policy in place to unsure equal ownership of housing facilities and access thereof.

Utilities

The research results from the council shows no sex disaggregated data on who has access to basic services. There is no information that suggest that women are involve are involve in the planning, management and maintenance these services and facilities. Also indications are that there is no clear sex disaggregated data that indicates the equitable, representation of women and their accessibility to these utilities and facilities. It is however indicated in town profile the town intends to on its water and electricity supply as well as other municipal civic services over the past years.

Transport

Findings also showed that there is a lack of consultation of women, in terms of transport services that are available to women. There is also no clear address of this issue within the managing policies and instruments of the council. The council however has a fleet

management and transport policy. The policy aims at effectively and efficiently utilizing available transport means to realize certain set Council objectives.

There is no sex disaggregated data in terms of gender representation on the fleet management committee.

Health

The Council in most health issues, make use of the Ministry of Health and Social Services Policy frame work. But has an documents on HIV and AIDS and workplace.

The council engaged with other stakeholders in assessing, policy development, training IEC material development Carae and support and Monitoring and Evaluation efforts. PEP is also administered at all health clinics through out the country. This is a Health Policy that says how men and women can access these facilities.

Environmental health

The research indicated that women are not consulted on various issues pertaining to waste management. The government has brought clinics and hospitals closer to the people. Women have now access, even to ARVs. The Council has no sex disaggregated data on a number of women accessing these services. There si even no statistics in this regard.

Social development

The Council does not keep sex and age disaggregated data on the usage of existing facilities. There is no sex disaggregated data on parks, cemeteries, retirement centres, community centres, libraries. My research does not indicate who does receive these services. The absence of these data is not helpful to plan better.

GENDER SPECIFIC PROGRAMMES

The Council does not have gender specific programmes, leave alone specific budget for gender programming. Although the score is high, this is not what the research has found. This town is not home to GAP, GBV Action Plans and has only now included in COE stage 1 & 2.

Educare

The findings do not suggest any of this type of services. The Council has not thought of that at this point in time.

Gender based violence (GBV) flagship

The Council does not have specific programmes to the curbing of GBV at the town, but participate in programmes from Civi groups and government.

According to the findings of the scorecard there is no established relationship between the community and the police but the issue of safety was highlighted as this scoring was lower.

Sexual Harassment Policy

The council does not have any policy in place to address of Sexual harassment but there is a code of conduct for managers, a policy document that holds the manager accountable for his/her action. This avoids all cases of sexual harassment.

EMPLOYMENT PRACTICES AND ENVIRONMENT

Selection and recruitment

The council has an employment of temporary and casual employees policy. The council also has an induction policy.

Composition of Staff

CATEGORY	No of women	%	No of men	%
Top management	0	0	1	100
Senior Management	5	63	3	37
Professional	1	25	4	75
Secretarial/ clerical	5	16	26	84

In the Personnel Rules adapted from the Local Authorities Act, of 1992 maternity leave is provided. The induction policy is aimed at reducing the start-up costs for new employees, reducing the amount of anxiety and isolation from other employees, reduces personnel turnover, to mention but a few.

Capacity building- training

The council through the performance ensures that managers develop and encourage their subordinates through appraisal. The performance Management process normally provides an excellent opportunity for the appraiser and the performance appraiser to jointly set strategic initiatives

The council calls for the training and capacity building to be based on the council's vision and mission. The council calls for commitment from top management in the process. The policy calls for a development of individuals in the same light the policy calls for the equipment of employees with key competencies.

The objectives are to ensure, that the training and development section staff are and adequately and efficiently equipped to arrange. To assist under-equipped job incumbents. The loopholes are that there are no clear gender related policies as all policies generalise.

The employees are encouraged to study through many other means, like study bursaries and scholarships offered by the municipality.

The training programme is designed to assist an employee to reach a specific level of competency to produce the required results.

Career pathing

The results indicated that there is a career pathing in terms of growth opportunities available for men and women within the council. The council indicated in their plan actions to have 7 out of 16 permanent posts awarded to women. The council does an affirmative action plan in place but the recruitment strategies that have been put in place do not favour women. The poor representation of women within the council could also be due to organisational culture, which often tends to be hostile to women's life patterns.

Working conditions and environment

Research indicated that the Council is trying to make working conditions friendly and free from intimidation. In its documents, Council, does not say if both men and women equality benefit except maternity leave. There is no sexual harassment policy, but cases of that nature are dealt with in disciplinary hearings. It can be found in HR documents.

GENDER MANAGEMENT SYSTEM

Gender structures

The score indication here illustrated that there are no gender structures and gender specific focal officer..

Budgets

There is no gender budget created for the implementation of gender related programming to women and men. All in all women are not benefiting from any resources

Monitoring and evaluation

There is only an HIV & AIDS monthly monitoring and evaluation scheme in place.

Political profile and champion

The results indicated that the Council does give gender issues a medium political profile, and that there is no gender champion within the council.