

Stage 2 Situational Analysis Report

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Country: Swaziland

Name of municipality: Pigg's Peak Town Council

Synopsis

The centres of excellence for gender mainstreaming in local government try to find and guarantee that councils are identified across the region, and worked with closely to ensure their process of getting gender in their councils plan or programme.

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

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

The Council has interest in developing a Gender policy because of the following reasons;

- ❖ The Council seeks to provide a requisite framework for action which will ensure equal access to women and men of resources and opportunities.
- ❖ The Council seeks to reaffirm the commitment of Gender mainstreaming as a means of fostering poverty reduction, economic development and gender equality in the town.

Strengths

In terms of women representation, the Council has 2 women Councillors who are actively involved in decision making. In fact one of the women was the Chairperson of the Finance Committee and has been recently re-elected as the Deputy Mayor. The other one is Minister's appointee.

Challenges

The Council is beset with the challenge of insufficient and dwindling donor funds to implement policies of any nature. This is a threat to any programme initiative for the town, for instance, last year the council approved the employee wellness programme which will partly address topical issues such as gender and sexual harassment amongst others but this has not started due to shortage of funds. The other challenge is women's lack of knowledge about existing laws, which are designed to protect them, constitutes a barrier to their empowerment.

The other challenge is the slow evolution in societal attitudes, practices and beliefs that are unfavourable to the advancement of women.

Activities such as Community dialogues, debates and conversations which are possible through funding have been halted due to the shortage of funds. Such activities help sensitize especially children and women on issues of GBV. The town council through AMICAALL affords men and women opportunities through which they can jointly address issues relevant to their own development and question the equal relations of gender between themselves with a view to changing them.

Results of gender score card

Area assessed	Score Council	Score GL	Agreed score
Policy framework			
Governance			
Gender specific programmes			
Mainstreaming gender into existing programmes			
Employment practises and environment			
Gender management system			
Overall			

SITUATION ANALYSIS

POLICY FRAMEWORK

Piggs Peak Town Council has no gender policy in place, but currently the Council has an Employee Wellness Program which addresses gender issues such as GBV amongst other topical issues. Recently, there was a dialogue for employees on Personal Finance Management and Planning. Other dialogues on sexual harassment, gender Based Violence, HIV & AIDS are still in the pipeline.

GOVERNANCE

Representation

In terms of representation there are two women councillors and six men councillors in the Council. These women are actively involved in decision-making just like their male counterparts. As mentioned above, one of the women councillor is the Deputy Mayor.

In terms of management, there is one woman over four men.

REPRESENTATION OF WOMEN IN COUNCIL		
LOCAL LEVEL	DISTRICT LEVEL	TOTAL
2	1	3

Participation

Women do participate equally in council meetings and freely express themselves without any intimidation from men. In the meetings, the minutes do reflect suggestions made by female councillors just like their males but then the minutes do not indicate any influence since women representation (2/6) is little and due to the fact a decision is collectively taken.

Public participation

Piggs Peak Town Council records show that there are more women than men attending community meetings or dialogues. Such data is disaggregated by sex and is kept for documentation. The trend is that women attend meetings that deal with social and health issues whereas men attend meetings that deal with economic issues. Women's viewpoints are adequately taken into account during project identification and design.

PLANNING

There is no targeted gender planning and services delivery in the council. In fact each financial year the municipality is required to prepare a budget to guide its operations and actions towards services delivery. The budget assumptions are guided by the Strategic Plan, previous budget actual expenditure and consumer price index and quotations for services. Most of the planning and budgeting is done collectively by the Council. The council especially the former Mayor did openly mention gender strategic objectives. There are no indicators and information collected from women for now.

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

The economy and job creation

The Town Council has developed an Integrated Development Plan (IDP). However this is a new planning directive from the Ministry of Housing to ensure a comprehensive framework for Council's budgeting process. It entails the following: Town Planning Scheme, Capital Improvement Program, Local Economic Development Strategy, Financial Viability strategy and Service Delivery Model. This is the first IDP for the council and will also include the strategic plan.

The objectives of the IDP is to facilitate the towns; economic development and job creation, public safety, service delivery excellence, good governance and customer care and HIV/AIDS Intervention programmes.

The Local Economic Development policy will target beneficiaries such as women entrepreneurs. The general observation is that women tend to benefit more than men in terms of informal trading facilities in the town. Perhaps this can be attributed to that fact that in Swaziland informal trade is a domain for women compared to men who do blue collar jobs.

Procurement

The town does have a procurement policy. This policy is designed to regulate the financial process within the town council, management and financial committee, in their pursuit of council objectives to ensure transparency and accountability in their delivery services.

Housing

In my research I discovered that the town does document data of house owners but it is not disaggregated. The council does not take any steps on ensuring that women benefit equally from land and housing opportunities. The Housing and Building Act of 1969 provides guidelines and standards for buildings and the application process for development.

Utilities

There are no limitations in terms of males and females' accessibility of the basic services. Women are involved in meetings involving the planning, management and maintenance of these services.

Transport

There are concerns on transport and safety measures that are taken, of which again it is not clearly stated if the safety is based on women or men.

Health

Health facilities are easily accessible for women. In fact there is a central situated government hospital right in town. Women have to travel on foot to access even VCT facilities. In terms of HIV/AIDS the council through AMICAALL does referrals to local health care institutions. Such data is disaggregated and documented.

The town frequently hosts public education and awareness campaigns on HIV/AIDS, Human Trafficking, Gender Based Violence, Candlelight Memorial etc. Recently, in April the town introduced the Prevention-of-Mother-to-Child-Transmission a.k.a PMTCT programme.

The Pigg's Peak Government Hospital does provide PEP, however there are no information campaigns done on this except for information sessions and counselling which are done on PEP.

Environmental health

Women are consulted in the management of waste and this is done during community meetings. Women and men does benefit equally from business opportunities in this sector.

The general observation here is that women especially the illiterate ones, are not well acquainted or inclined to participate in issues of environmental health. In terms of business opportunities none are existent in this category, except for employment opportunities which are equally available for both men and women.

Social development

The council does not keep sex and age disaggregated data on the use of existing facilities that is with the recreational centre facilities which are in place. Everyone is freely allowed to use these facilities.

GENDER SPECIFIC PROGRAMMES

The council is involved in gender specific programmes that are done through the wing of AMICAALL. These include activities such as Commemoration of the Day of the African Child, 16 Days of Activism against GBV etc. The town also has committees in place to address issues of crime and gender issues amongst others such as Child Protection Committees, Community police etc.

Edu- care

For now the town through AMICAALL and World Vision offers Early Childhood Care and Development (ECCD) in three social centres. These ECCD centres service the six communities / wards in Pigg's Peak. The main beneficiaries are orphaned and vulnerable children between the ages of 3-6 years. Enrolment fluctuates but currently stands at 54 children. This information is disaggregated according to age and sex.

Gender based violence (GBV) flagship

The council does not have a specific action plan and budget for addressing GBV except for that it is included as a topical issue on the Employee Wellness Programme. However, the Council does recognize the need for

Prevention

Community Safety meetings are held with the Child Protection Committees and Community Police are held every quarter. Safety for women and children is being promoted by local police together with the municipality. Every annum a consultative and review meeting is held by the Station Commander and the Council. The main aim of these meetings is to reinforce safety in communities especially on crimes such as rape especially on children. No audit has been conducted so far.

There are safety lights on the streets and currently the Town Council is in the process of naming them.

Since Pigg's Peak is a small town, there is no transport for places near town, so most residents travel to and from town. Most of the streets are lit and maintained. The Council also works hand in hand with the Local Kombi Association to address issues of transportation. However the Council realizes the need to improve transport needs.

Public awareness campaigns

The council does participate in campaigns to raise awareness on gender based violence through the wing of AMICAALL and partners in town. Although the town has been beset with the challenge of budget constraints a few activities have been conducted this financial year. Other activities such as the Youth Day, 16 Days of Activism against GBV, World AIDS Day are in the pipeline. However, these have been budgeted for.

Response and coordination

The council does not have crime statistics that is either disaggregated by sex. In cases where such information is needed the council consults with the police. In actual fact the Council maintains a good working relationship with the police and community police.

The town council does host a consultative meeting every annum with the local police Station Commander. These parties sit at table and discuss efforts to reinforce safety and reduce crimes in the town. Police respond positively when invited for town meetings even during on campaign marches. Minutes are documented and kept to prove this.

Support

The council has established partnerships to assist with these programmes. Such partnerships make it possible for the town to make referrals of victims. In another development, the council through AMICAALL has recently encouraged the formation of support groups in the communities. Currently, the Council works closely with two support groups from the communities.

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				
Senior Management	1	10%	4	90
Professional	1	10	4	90
Secretarial/ clerical	1	10	0	0

Pigg’s Peak Town Council does not have an affirmative action policy that specifically addresses gender inequalities. However, when jobs are advertised female candidates are encouraged to apply.

Capacity building

Training is provided for both women and men in council. This is done in a systematic way. In fact both women and men partake equally, there is no discrimination.

Career pathing

Women and men are given equal opportunity for growth within the council and have equal access to training and promotion opportunities. Records indicate that in March 2008 one woman was recruited through an internal vacancy from Receptionist to Accounts Clerk. In terms of trainings, these are awarded to individuals according to need.

Working conditions and environment

Pigg's Peak Town Council does provide maternity leave but not paternity leave. However all other benefits are equal.

GENDER MANAGEMENT SYSTEM

Gender structures

The council had set up an HIV/AIDS Focal person who amongst other issues also looks into issues of gender. This post is advertised and can be undertaken by any person of any sex or sexual orientation. Gender is not written in the job description and performance agreements of managers and key functionaries.

Budgets

The budget is drawn according to the needs and priorities of the town. The budgeting process allows for public participation and comments. The advent of the Integrated Development Plan (IDP) is to ensure that the budgeting process takes aboard all operational activities of the Council in a holistic, rational and logical manner.

Monitoring and evaluation

Service, employment, procurement statistics are not disaggregated by sex and does not have gender indicators that is put in place for planning. When looking at the procurement policy it is just general.

Political profile and champion

Gender issues are given a high political profile by the Council. As mentioned the chairperson does remind or make the council aware of gender issues such as female representation in every council body be it Finance committee.

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

The work place

Currently the council has almost one woman or more in each job grade. The pattern of male and female employment does not indicate the areas of 'women's work' and of 'men's

work'. The general observation is that there is a high concentration of men than women in the manual jobs. Then in terms of staff there are 35 employees (25 being women and 10 men).