

Situational analysis report

Country: Namibia

Council: Kamanjab Village Council

Synopsis

The Situation Analysis seeks to give the council a gender mirror of itself. Often councils are not aware of the gender gaps within the council and in the work of councils. This audit helps to inform policies and actions that need to be taken. The scorecard is a self-assessment, as well as an assessment for the facilitator of where the council is starting from. The agreed assessment forms the baseline for that council that is revisited after one year, to assess if progress is being made.

Strengths

The council has a female dominance in council and has the potential to drive the process successfully. Participation of women is said to be good in council and also from the public side. Council is small and also growing at a steady pace and has potential to manage the gender mainstreaming in its growth. Council undertakes gender targeted planning although not committed for this planning on pen and paper. The village has almost all government services such as health facilities, ministry of gender, ministry of safety, the constituency office is also locally represented. There is good relationship between the police and council in combating GBV. There is also a community police/safety forum.

Challenges

The council has a very small budget to implement new non-financial benefitting projects. The council is under staffed and struggles to stretch resources for all projects brought to the council. The council's policy framework is not updated or available. The council has a poor m & e in place.

Results of gender score card

Area assessed	Score Council	Score GL	Agreed score
Policy framework	6	6	6
Governance	60	60	60
Gender specific programmes	48	48	48
Mainstreaming gender into existing programmes	62	62	62

Employment practises and environment	17	17	17
Gender management system	12	12	12
Overall	199	199	199

SITUATION ANALYSIS

POLICY FRAMEWORK

The council has awareness of international, regional and national commitments that the country has made, however the council does not have a gender policy that is adopted and implemented. It is also not know if the council is implementing the National Gender Policy.

GOVERNANCE

Representation

The political office compromises of two male councillors and three female councillors, resulting in dominance by female counterparts.

Male Councillors	Percentage	Female Councillors	Percentage	Total
2	43	3	57	100%

The Mayor and Chairperson of the management committee are both male, this means that the top leadership positions are already filled by male. The deputy mayor is female while other members are ordinary councillors.

The Mayoral committee is chaired by the mayor, while the management council committee is chaired by a male councillor. The local ward committee is chaired by councillor, meaning that there are 3 female chairpersons and four male chairpersons as indicated in the table above.

Participation

Participation of women in council meetings is equal as that of men leaders as they are the majority in the council; they also influence decisions taken in council.

Public participation

There is equal participation at public events and meetings by all residents. The residents also take a lot of interest in the development process of the village. There is no list of attendance to verify this information.

PLANNING

The council's planning is not targeted at gender or does not have a gender target in its plans. Planning is done according to general development needs and consults broadly when planning without any regard to gender.

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

Local economic development

Kamanjab is a very small village with almost no local development for small women traders. There are no designate trading facilities; council does not have a scheme to assist women traders. With a population of almost only 2500 people in the village, buying power is a concern.

Women traders sit under trees to sell their good. Other activities of income are shebeens and cuca shops, while the well established businesses such as supermarkets and accommodation establishments are owned by the rich minority.

The village council does not have a policy and plan that assists with the growth of small business. The council is awaiting the start of the TIPEEG capital project which they believe will create employment for a lot of the unemployed residents.

Procurement

The council does not have a procurement policy; it uses the three quotation system to buy. Capital projects tenders are facilitated by the regional council in liaison with the council.

Housing

Council manages the Build Together Housing scheme and allocates loans based on income and affordability. Men are said to be the home owners in the majority as they are the bread winners and can afford to buy or build houses.

Utilities

The council provides water, waste management and land servicing and sale and town plan development services to the village. There is no sex disaggregated data that indicates accessibility of services between male and female.

There are also no records that indicate involvement of women in planning, management and maintenance of utilities; however through the ward or suburb committees' residents both men and women are consulted in the planning, management and maintenance of services.

Transport

The council does not provide any transport services to the residents. Transport is privately owned and managed.

The council is in the process of making changes to the road because of the speed that drivers use is not safe, hence the need for improved road and marking has been identified.

Health

The village has one public health facilities (1 clinic). The facility is accessible to all residents because it is in the location where most of the residents live.

The ministry of health (clinic) keeps sex disaggregated data for Directorate of Special Programmes on HIV/AIDS for their Response, Monitoring and evaluation division. The Directorate also has national campaigns on HIV/AIDS. The materials are gender aware and carry different messages.

Post Exposure Prophylaxis is available at the clinic for rape victims. Little information is available publicly but the police are aware as they refer rape victims to the hospital for testing and counselling and PEP in the case that they are HIV negative.

Environmental health

The council have a waste management department that is responsible for the cleanliness and waste management of the village.

HIV and AIDS and care work

The council does not have a draft HIV/AIDS policy. It intends to draft one after the training with AMICAALL.

Ministry of Health (clinic) in town is driving the HIV/AIDS campaigns for the community at large.

The MoHSS has a behavioural change campaign that is gender aware in its messages as it addressed both the needs of men and women or share experiences of all. The council works with AMICAALL Namibia to implement their HIV/AIDS policy.

The community and staff rely on national HIV/AIDS campaigns for prevention messages and messages on Multiple Concurrent Partners.

All residents have access to voluntary counselling and testing. Male partners are encouraged to go for testing. Currently there is no support offered to Care Workers. Organisation like Red Cross has trained volunteers in home based care but does not provide any other support.

Climate change and sustainable development

The council is not aware of climate change and no work has been done in addressing climate change challenges. There is no policy in council, but as in the case with most councils in Namibia, the regional government in conjunction with of the Office of the PM responds to disasters when they occur.

Social development

The council does not have recreational facilities and hence does not keep any data on the use of facilities in the town.

GENDER SPECIFIC PROGRAMMES

Edu-care

The council has not had an edu-care assessment yet. However there are kindergartens and crèches where mothers can leave their children while they go to work.

Gender based violence (GBV) flagship

The council does not have a gender budget and gender based violence action plan, but works with the local police on an adhoc basis to raise awareness about GBV. The LED Officer informed us that a Drumming Event to raise awareness against GBV was held recently in the town.

Prevention

No safety audit has been conducted yet. The police station is located centrally and is accessible to all residents. There are sufficient street light in the town and women can walk safely at night.

Public transport is privately owned hence the state of safety can only assumed to be good.

Public awareness campaigns

The council has not yet has campaigns on Gender Based Violence.

Response and coordination

There is no up to date crime statistics at the council. There is generally a good relationship between the police. There is no community policing forum in the town yet.

The Police women and child protection unit officers are normally trained social workers and are also trained to handle cases of gender based violence. No data is available.

Support

The town does not have a place of safety. But support services such as counselling and others are available to survivors.

EMPLOYMENT PRACTICES AND ENVIRONMENT

Selection and recruitment

CATEGORY	No of women	%	No of men	%
Top/Senior Management	0	0	1	100
Secretarial/ Clerical	4	67%	2	33

CATEGORY	No of women	%	No of men	%
Technical	0	0	13	100%

The council has a very small staff complement, the CEO is the only senior team member. Departments of finance and HR and Technical are headed by clerks and assists which have a female dominance while the technical department has a 100% male dominance.

The council has adopted the national Labour Affirmative Action policy which encourages gender inequalities in the workplace to be narrowed.

Capacity building

The council does not have a capacity building budget and policy yet but tries to assist council employees best they can. Council relies on consultants for advice on complex matters.

Career Pathing

The council is a rather small and has not had a need for career pathing however some staff have been sent for training to be able to execute their duties. The admin clerk who is also the HR Clerk has attended courses to help her in the HR function.

Working conditions and environment

The council only provides maternity leave as per the national labour policy; there is no paternity leave in Namibia. There is a sexual harassment policy that is enforced is per the national labour policy. No stats available on sexual harassment.

GENDER MANAGEMENT SYSTEM

Gender structures

There is currently no gender structure and gender is not written in job descriptions or performance agreements. A budget allocation is not made. However both male and female benefit from resources allocated on the current budget.

Budgets

The budget allocation does not have a gender aspect or target to it. And so far budgets have not been analyzed to determine how it caters for both genders.

Monitoring and evaluation

There are very poor or no Monitoring & Evaluation system in place to track progress of gender programmes. But there are general lists and information that can be reworked to provide clear and manageable data.

Political profile and champion

The council appointed a Gender Champion during the Buy In meeting with Gender Links and will hopefully give Gender issues high political attention.

Annexure

**GENDER SCORECARD FOR LOCAL GOVERNMENT
HOW GENDER SENSITIVE IS YOUR COUNCIL?**

Administration information

Name of Municipality/ Institution	KAMANJAB VILLAGE
Country	NAMIBIA

Notes:

The scoring was done with Ms Beauty Aebes, the Admin Clerk.

TARGET	SCORE OUT OF 10			Do not know
	COUNCIL	GL	AGREED	
POLICY FRAMEWORK				
1. 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	3	3	3	
2. There is a gender policy in the Council and it is implemented.	3	3	3	
GOVERNANCE				
Representation				
3. There are equal numbers of women and men councillors in the Council.	7	7	7	
4. There are equal numbers of women and men in decision-making positions in Council, Mayoral committee, chairs of committees etc.	6	6	6	
5. There is gender balance on all community committees.	6	6	6	
Participation				
6. Women and men participate equally in Council meetings and influence decisions taken by the Council.	8	8	8	
Public participation				
7. There is equal participation of women and men at public meetings and events.	8	8	8	
PLANNING				
8. Women and men are equally consulted in the drawing up of plans.	5	5	5	
9. Gender targets and indicators are built into Council plans.	5	5	5	
MAINSTREAMING GENDER INTO EXISTING PROGRAMMES				
Local economic development - The economy and job creation				
10. The Council has a local economic development plan that targets women entrepreneurs as key beneficiaries	2	2	2	
11. Women and men benefit equally from jobs created by the council.	1	1	1	

TARGET	SCORE OUT OF 10			Do not know
	COUNCIL	GL	AGREED	
Procurement				
12. The Council has a procurement policy that sets a target for increasing the number and value of contracts received by women.	6	6	6	
Climate change and sustainable development				
13. The Council is aware of climate change and its differential effects on women and men. Women and men are consulted equally on measures to be taken.	2	2	2	
14. The Council is taking gender aware measures to "go green" and mitigate the effects of climate change as well as promote sustainable development.	2	2	2	
15. Women and men benefit equally from "green" business opportunities.	1	1	1	
Housing				
16. The Council keeps sex disaggregated data on title deeds.	4	4	4	
17. The Council has taken steps to ensure that women benefit equally from land and housing opportunities.	3	3		
Utilities				
18. The Council has sex disaggregated data on who has access to basic services i.e. Male and female headed households.	4	4	4	
19. Women are involved in the planning, management and maintenance of these services and facilities.	5	5	5	
Transport				
20. Public transport provided by the Council takes account of the needs of women, including safety, and transport to enable domestic workers to get to their places of work on time where applicable.	4	4	4	
Health				
21. Health facilities are easily accessible to women.	7	7	7	
22. The sexual and reproductive health needs of women and men are catered for	7	7	7	
23. Men are encouraged to take part in family planning initiatives.	7	7	7	
HIV/AIDS and care work				
24. The Council has a gender aware HIV and AIDS policy and a gender – aware programme on prevention, treatment and care	3	3	3	
25. The HIV and AIDS policy and programme's prevention messages include the importance of equal power relations between women and men; the dangers of multiple concurrent partnerships; cross generational sex and its impact in increasing the incidence of AIDS	7	7	7	

TARGET	SCORE OUT OF 10			Do not know
	COUNCIL	GL	AGREED	
among young women.				
26. There is a campaign to prevent transmission of HIV from parents to children (Prevention of Parent to Child Transmission).	7	7	7	
27. There is a campaign to ensure that women are aware of the dangers of HIV transmitted through sexual assault; that they are aware of Post Exposure Prophylaxis (PEP) and that this is accessible through health facilities.	7	7	7	
28. The Council is involved in promoting Voluntary Counselling and Testing and men are encouraged for testing	5	5	5	
29. Women and men access treatment equally and men are encouraged to go for treatment	7	7	7	
30. The Council supports care givers and men are encouraged to be involved in care work.	3	3	3	
Social development				
31. The Council keeps 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	2	2	2	
GENDER SPECIFIC PROGRAMMES				
Educare				
32. The Council is involved in providing educare, freeing women to be more involved in economically productive activities.	7	7	7	
Gender based violence (GBV) flagship				
33. The Council has an action plan and budget for addressing GBV. This has been mainstreamed into planning processes.	2	2	2	
<i>Prevention</i>				
34. A safety audit has 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.	2	2	2	
35. There is sufficient lighting on streets and in public spaces and all streets are named clearly.	5	5	5	
<i>Public awareness campaigns</i>				
36. The Council participates in campaigns to raise awareness on gender- based violence (GBV), such as the Sixteen days of activism.	2	2	2	
<i>Response and coordination</i>				
37. The Council has up to date crime statistics disaggregated by sex.	2	2	2	
38. There is a good working relationship between the police and	9	9	9	

TARGET	SCORE OUT OF 10			Do not know
	COUNCIL	GL	AGREED	
community, especially women. Women are equally represented in community policing forums.				
<i>Support</i>				
39. The Council has established or supports victim support/empowerment programmes (VEP), including places of safety.	8	8	8	
EMPLOYMENT PRACTICES AND ENVIRONMENT				
Selection and recruitment				
40. Women and men are employed in equal numbers across jobs, grades and in management positions and are equally remunerated for equal work. There is an affirmative action policy that for redressing gender inequalities.	3	3	3	
Capacity building				
41. Diversity and gender training is provided for both women and men in the council, at all levels and is done in a systematic way.	1	1	1	
Career pathing				
42. Women and men are given equal opportunity for growth within the Council and have equal access to training and promotion opportunities	2	2	2	
Working conditions and environment				
43. The Council provides equal benefits for women and men, including maternity and paternity leave.	7	7	7	
44. There is a sexual harassment policy that is enforced.	1	1	1	
GENDER MANAGEMENT SYSTEM				
Gender structures				
45. The Council has set up a gender structure, including a gender focal person that is empowered to do its work.	2	2	2	
46. Gender is written into the job descriptions and performance agreements of managers and key functionaries	2	2	2	
Budgets				
47. A share of expenditure is explicitly targeted at promoting gender equality.	2	2	2	
48. Women benefit equally and meaningfully from the resources allocated to mainstream projects.	2	2	2	
Monitoring and evaluation				
49. Service, employment, procurement statistics are disaggregated by sex and gender indicators have been put in place for planning and human resource management systems.	2	2	2	
Political profile and champion				

TARGET	SCORE OUT OF 10			
	COUNCIL	GL	AGREED	Do not know
50. Gender issues are given a high political profile by the Council and has a political champion	2	2	2	
TOTAL	199	199	199	

TOTAL/500/5 = 39.8%