



## **SOUTH EAST DISTRICT COUNCIL STAGE TWO REPORT**

**Date: 4 TO 5 AUGUST 2014**

**Place: LEGODIMO CONFERENCE FACILITY**

**District: SOUTH EAST DISTRICT COUNCIL**

### **SITUATIONAL ANALYSIS**

#### **Synopsis**

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

- The council believes that by having a gender policy it will allow them to take conscious decisions that are gender sensitive.

#### **Strengths**

- A diverse workforce with different skills and expertise
- support from senior management

#### **Challenges**

- Few women in leadership positions(politics)
- Management changes and most are new and have not been trained on gender

## Results of gender score card

<b>Area assessed</b>	<b>Score council</b>	<b>Score GL</b>	<b>Agreed Score</b>
Policy framework	1	<b>1</b>	<b>1</b>
Governance	6	<b>6</b>	<b>6</b>
Gender Specific programmes	0	<b>0</b>	<b>0</b>
Mainstreaming gender into existing programmes	7	<b>6</b>	<b>6</b>
Employment practice and environment	5	<b>4</b>	<b>5</b>
Gender management system	0	<b>0</b>	<b>0</b>
<b>Overall</b>	<b>19</b>	<b>17</b>	<b>18</b>

	<b>INDICATORS</b>	<b>Means of Verification</b>	<b>PROGRESS During Verification</b>	<b>PROGRESS SCORE</b>	<b>OWN SCORE</b>	<b>GL SCORE</b>	<b>AGREED BASELINE SCORE</b>
<b>POLICY FRAMEWORK</b>							
1. There is a gender policy and action plan that incorporates the SADC Gender Protocol and other relevant targets. It is well known and has a high profile champion within the council.	<ul style="list-style-type: none"> <li>Existence of plan</li> <li>Plan signed and adopted</li> <li>Plan shared with Council and Community</li> <li>Plan integrated</li> <li>Public events on gender eg International Women's Day</li> </ul>	<ul style="list-style-type: none"> <li>Copy of the action plan</li> <li>Copy of the Council strategy/ work plan</li> <li>Minutes and records of meetings</li> <li>Photos</li> <li>Media coverage</li> </ul>			1	1	1
<b>GOVERNANCE</b>							
<b>Representation</b>							
2. There are equal numbers of women and men councillors in the Council.	<ul style="list-style-type: none"> <li>No of men councillors = 17</li> <li>No of women councillors =5</li> </ul>	Official records			1	1	1
3. There are equal numbers of women and men in decision-making positions in Council, Mayoral committee, chairs of committees etc.	<ul style="list-style-type: none"> <li>Mayor/Chair of Committee = 1 M</li> <li>Deputy mayor/deputy chair of committee = 1 F</li> <li>No of committees chaired by women =1</li> <li>No of committees chaired by men =6</li> </ul>	Official records			2	2	2

	<b>INDICATORS</b>	<b>Means of Verification</b>	<b>PROGRESS During Verification</b>	<b>PROGRESS SCORE</b>	<b>OWN SCORE</b>	<b>GL SCORE</b>	<b>AGREED BASELINE SCORE</b>
<b>Participation</b>							
4. Women and men participate equally in Council meetings and influence decisions taken by the Council.	<ul style="list-style-type: none"> <li>Examples of issues raised by women in Council and what difference these have made.</li> </ul>	Council Minutes			3	2	3
<b>Public participation</b>							
5. There is equal participation of women and men at public meetings and events.	<ul style="list-style-type: none"> <li>Examples of types of meetings held, representation/participation by women and men</li> </ul>	Photos Media coverage Minutes			2	2	2
<b>MAINSTREAMING GENDER INTO EXISTING PROGRAMMES</b>							
6. The Council has a local economic development plan that targets women entrepreneurs as key beneficiaries	<ul style="list-style-type: none"> <li>Market places designed and no of stands allocated to women.</li> <li>Local finance schemes of council, no of women and men who have benefited.</li> <li>Local finance schemes linked to Council, no of women and men who have benefited.</li> </ul>				0	0	0
7. Women and men benefit equally from	<ul style="list-style-type: none"> <li>No of women in jobs created by Councils <b>260</b></li> </ul>	Council employment statistics by			3	2	3

	<b>INDICATORS</b>	<b>Means of Verification</b>	<b>PROGRESS During Verification</b>	<b>PROGRESS SCORE</b>	<b>OWN SCORE</b>	<b>GL SCORE</b>	<b>AGREED BASELINE SCORE</b>
jobs created by the council.	<ul style="list-style-type: none"> <li>No of men in jobs created by councils <b>184</b></li> <li>Evidence of women and men being employed in non-traditional areas</li> </ul>	sector and area of work					
<b>Procurement</b>							
8. The Council keeps gender disaggregated data on procurement and has set a target for increasing the number and value of contracts received by women.	<ul style="list-style-type: none"> <li>No of owned companies that have received contracts in the last year.</li> <li>No of men owned companies that have rcvd contracts in the last year.</li> </ul>	Procurement policy – how gender is integrated into this.			1	1	1
<b>Climate change and sustainable development</b>							
9. 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.	<ul style="list-style-type: none"> <li>Existence of a policy on climate change how gender is integrated into this.</li> <li>Extent to which policy has been canvassed; involvement of women and men.</li> </ul>	Climate change policy  Records of meetings  Photos/video			1	0	1
10. Women are equally consulted and involved in waste management,	<ul style="list-style-type: none"> <li>How waste management is handled.</li> <li>How women are involved.</li> <li>Proportion of women in</li> </ul>	Waste management plans  Gender statistics on			3	2	2

	<b>INDICATORS</b>	<b>Means of Verification</b>	<b>PROGRESS During Verification</b>	<b>PROGRESS SCORE</b>	<b>OWN SCORE</b>	<b>GL SCORE</b>	<b>AGREED BASELINE SCORE</b>
and benefit from economic opportunities arising from this.	waste projects	waste management  Photos; video					
<b>Land and housing</b>							
11. The Council keeps sex disaggregated data on title deeds and housing, and is promoting women's equal access	<ul style="list-style-type: none"> <li>How gender is integrated into allocation houses Self Help Housing Policy (SHHA)</li> <li>No of women allocated housing by council</li> <li>No of men allocated land and housing by Council.</li> </ul>	Policy on land and housing			3	3	3
<b>Water and sanitation</b>							
12. Women are involved in the planning, management and maintenance of water and sanitation.	<ul style="list-style-type: none"> <li>No of women on water/sanitation committees</li> <li>No of men on water/sanitation committees</li> <li>No of women chairing these committees/total no of committees</li> <li>Examples of the difference women have made</li> </ul>	Policy on water and sanitation – how gender is integrated into this  Gender disaggregated statistics  Record of meetings  Photos/video			n/a		
<b>Environmental health</b>							
13. Women are equally	<ul style="list-style-type: none"> <li>Types of campaigns</li> </ul>	Records of			4	3	3

	<b>INDICATORS</b>	<b>Means of Verification</b>	<b>PROGRESS During Verification</b>	<b>PROGRESS SCORE</b>	<b>OWN SCORE</b>	<b>GL SCORE</b>	<b>AGREED BASELINE SCORE</b>
involved in preventive health campaigns	<ul style="list-style-type: none"> <li>Involvement by women</li> </ul>	campaigns Photos/video					
<b>HIV/AIDS and care work</b>							
14. The Council has a gender aware HIV and AIDS policy that is implemented and monitored.	<ul style="list-style-type: none"> <li>Existence of policy</li> <li>Messages underscore unequal power relations between women and men;</li> <li>Prevention of parent to child transmission</li> <li>Men are encouraged to go for VCT</li> <li>Women and men have equal access to treatment</li> </ul>				2	2	2
15. The Council supports care for those living with HIV and AIDS and men are encouraged to be involved in care work.	<ul style="list-style-type: none"> <li>Existence of care work projects supported by Council or in which Council is a partner.</li> <li>Remuneration /training/support for care givers in these projects</li> <li>No of women, no of men involved in care work</li> </ul>	Records of projects Examples of what these have achieved Photos, videos			4	3	4
<b>Social development</b>							
16. Social and recreational facilities are gender aware	<ul style="list-style-type: none"> <li>Types of facilities for sports and recreation, extent to</li> </ul>	Records of facilities Gender			2	2	2

	<b>INDICATORS</b>	<b>Means of Verification</b>	<b>PROGRESS During Verification</b>	<b>PROGRESS SCORE</b>	<b>OWN SCORE</b>	<b>GL SCORE</b>	<b>AGREED BASELINE SCORE</b>
and responsive	<p>which these cater to the needs of women and men.</p> <ul style="list-style-type: none"> <li>No of women, no of men who make use of facilities</li> </ul>	disaggregated data					
<b>GENDER SPECIFIC PROGRAMMES</b>							
<b>Gender based violence (GBV) flagship plan</b>							
17. There is sufficient lighting on streets and in public spaces; all streets are named clearly, and names are gender aware	<ul style="list-style-type: none"> <li>Existence of street lights</li> <li>No of streets named</li> <li>No of streets named after women</li> <li>No of streets named after men</li> </ul>				3	2	2
<b>Public awareness campaigns</b>							
18. The Council participates in campaigns to raise awareness on gender- based violence (GBV), such as the Sixteen days of activism.	<ul style="list-style-type: none"> <li>Campaigns launched during the Sixteen Days</li> <li>Budget from Council for campaigns</li> <li>Other resources mobilised</li> <li>Follow up to campaigns</li> <li>Results achieved</li> </ul>	<p>Reports</p> <p>Photos</p> <p>Video</p> <p>Budget</p>			2	2	2
<b>Response and coordination</b>							
19. There is a good working relationship between the police and	<ul style="list-style-type: none"> <li>How the Council works with the police on GBV</li> <li>Existence of committees</li> </ul>	<p>Records</p> <p>Photos</p> <p>Video</p>			1	1	1



	<b>INDICATORS</b>	<b>Means of Verification</b>	<b>PROGRESS During Verification</b>	<b>PROGRESS SCORE</b>	<b>OWN SCORE</b>	<b>GL SCORE</b>	<b>AGREED BASELINE SCORE</b>
community, especially women. Women are equally represented in community policing forums.	<ul style="list-style-type: none"> <li>on GBV</li> <li>No of women and no of men on these committees</li> </ul>						
<b>EMPLOYMENT PRACTICES AND ENVIRONMENT</b>							
<b>Selection and recruitment</b>							
20. 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 for ensuring 50% by 2015.	<ul style="list-style-type: none"> <li>-No of women in management 5</li> <li>-No of men in management 5</li> <li>-CEO/head of administration =M</li> <li>-Examples of women in non-traditional areas of decision-making eg finance 16 women 2men</li> </ul>	Council employment statistics			2	2	2
<b>Capacity building</b>							
21. Gender training is provided for both women and men in the council, at all levels and is done in a systematic way.	<ul style="list-style-type: none"> <li>Gender training conducted as part of COE's</li> <li>Changing lives as a result of gender training</li> </ul>	COE reports Changing lives profiles			1	1	1
<b>Working conditions and environment</b>							

	<b>INDICATORS</b>	<b>Means of Verification</b>	<b>PROGRESS During Verification</b>	<b>PROGRESS SCORE</b>	<b>OWN SCORE</b>	<b>GL SCORE</b>	<b>AGREED BASELINE SCORE</b>
22. The work place is family friendly; there is a sexual harassment policy that is enforced.	<ul style="list-style-type: none"> <li>• Maternity and paternity leave</li> <li>• Flexi time</li> <li>• Family days</li> <li>• Sexual harassment policy</li> <li>• How sexual harassment cases are dealt with</li> </ul>	Work place policies			1	1	1
<b>GENDER MANAGEMENT SYSTEM</b>							
<b>Gender structures</b>							
23. The Council has set up a gender structure; including a gender focal person that is empowered to do its work. Gender is written into the job descriptions of key functionaries.	<ul style="list-style-type: none"> <li>• Gender focal point – who and what level :<b>M top management</b></li> <li>• Gender committee- who and how often does it meet</li> </ul>	COE and council records			3	2	2
<b>Budgets</b>							
24. A share of expenditure is explicitly targeted at promoting gender equality. Women and men benefit from the mainstream budget	<ul style="list-style-type: none"> <li>• Specific budget line for gender – what proportion of budget</li> <li>• Gender reflected in mainstream budget</li> </ul>	Budget			0	0	0

	<b>INDICATORS</b>	<b>Means of Verification</b>	<b>PROGRESS During Verification</b>	<b>PROGRESS SCORE</b>	<b>OWN SCORE</b>	<b>GL SCORE</b>	<b>AGREED BASELINE SCORE</b>
<b>Monitoring and evaluation</b>							
25. There is an M and E system in place for gender; it is used for tracing reporting purposes	<ul style="list-style-type: none"> <li>• Regular reports to management on gender action plan.</li> <li>• Corrective action taken.</li> <li>• Score card used for benchmarking.</li> </ul>				0	0	0
<b>TOTAL</b>							

### **ADDITIONAL COMMENTS**

#### **STRENGTHS**

-The council has relevant professional to form a functional committee and their top management is gender balanced.

#### **CHALLENGES**

-Lobbying support from the management. It seems that gender is not in the agenda of the top management.

#### **LESSONS LEARNED**

-Gender issue do exist in the workplace but the workforce is not aware of them. Most of the work that is done especially that affect women is coincidental and not planned for.

#### **NEXT STEPS**

- Formulate /establish a committee
- Source fund to conduct workshops on issues of gender
- Implement gender plan
- Draw up and implement the GBV action plan.
- Attend all the gender issues