

## ***Annex F: Situation analysis report- Arandis***

**Country: Namibia**

**Date: 24-25 June 2010**

**Name of municipality: Arandis Town Council**

### **Synopsis**

The centres of excellence for gender mainstreaming in local government seeks to ensure that 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.

In the second stage, ***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?**

Amongst many The Council and its Municipality want to comply with all Government instruments that speak to gender equality. They singled out Vision 2030, Ministry of gender Policy, Affirmative policy, the labor Act and the Local Authority Act. All these Policies addresses and empowers women and girls. And there is no way that they cannot embrace the COE that will lead to a Gender Policy one day. In the same token, they would like to see a Local Authority Gender Policy.

### ***Strengths***

Without given policy on gender, the town Council and its management is practicing Gender equality in the Council with 4 women and 3men. In the community women are well represented within the SME industry. The staff complement is 60 % women. Middle management has

majority of women and in technical environment position are occupied by females. The Municipality and Council have a Sustainable Strategic Development Plan in place.

### **Challenges**

The Council and No specific gender budgets, only every year R30,000 are allocated for gender Action GBV activities. The Town Council promised to Increase town's budget next year for all gender related Activities. The main challenge is that the Municipality, hence welcoming the envisage Gender Policy in Local Authority.

### **Results of gender score card**

<b>Area assessed</b>	<b>Score Council</b>	<b>Score GL</b>	<b>Agreed score</b>
Policy framework	<b>35</b>	<b>10</b>	
<b>Governance</b> Representation Participation Public participation	<b>86</b>	<b>50</b>	
Gender specific programmes	<b>59</b>	<b>20</b>	
Mainstreaming gender into existing programmes	<b>46</b>	<b>25</b>	
Employment practises and environment	<b>71</b>	<b>60</b>	
Gender management system	<b>50</b>	<b>30</b>	
<b>Overall</b>	<b>347</b>	<b>195</b>	

## **SITUATION ANALYSIS**

### **Policy framework**

The council is t aware of national, regional and international commitments that the country has made, including the SADC Protocol on gender and development and National Gender Policy.

But here is no gender policy in the council.

## **GOVERNANCE**

### **Representation**

There is an indication from the results that there is an unequal representation of men and women at council level.

<b>REPRESENTATION OF WOMEN IN COUNCIL</b>
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<b>MEN</b>	<b>WOMEN</b>	<b>TOTAL</b>
80	20	100

There are no equal numbers of women and men in decision-making positions in the council as well as councillors. No data was available on gender balance on community committees.

### **Participation**

Contrary to the scorecards results of (no records available) No data was available on sex disaggregated information in terms the participation of women and men in council meetings and decision making. However the patterns in the representation section will somehow prove to be consistent in this section.

### **Public participation**

There seems to be a strong public participation in the affairs of the town but not clear indication that public participation is either balanced or tilting in terms of gender equality.

In the Arandis Municipal Council Strategic plan for 2008- 2012 the council strives to involve all locals in different areas of society. There seems to be record of consultations and dialogue with the public.

Dependent on the Community Education and Awareness platform of engagement the council aims at addressing the issue of the representation of men and women and their level of participation.

There is no data available to show the participation of women and men. But representation figures may however influence this section.

### **PLANNING**

The research results indicate that there is consultation of women when it comes to service delivery, and equal participation in terms of planning and an accountability which can ensure a better system for the delivery of goods and services.

The reviewed Arandis Municipal Council Strategic plan accounts for efforts initiated by the Council to crate sustainable platforms between the council and the community.

Targeted gender planning and services does not take place. Strategic objectives of the council do not explicitly mention gender and there is no information system about the constraints of women. There are no gender indicators in all plans.

## **MAINSTREAMING GENDER INTO EXISTING PROGRAMMES**

At the time of this research, no data existed on how to mainstream gender into programmes.

### **The economy and job creation**

They Town does not have a Economic policy to develop the tow, but has in its Strategic plan how to create job for the residents. The research shows that there is no information available on whether women and men benefit equally from economic opportunities.

### **Procurement (still in draft)**

There town does not have a procurement policy in place, but a housing manual related to land, housing, leasing and servicing. It does not have data as to how many women and benefited from housing

### **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, lease or land ownership. However the council offers 13% of the staffs' monthly salary as housing allowance, thus making it easier for many women to own a house. All employees paying monthly instalments on home loans also receive 30% of their monthly salary as a subsidy, again making it easy for all to own houses. In settlement such as DRC, poor facilities are evident. Its is also not known how many women make use of these services.

### **Utilities**

The research results from the council also indicated that there is no clear sex disaggregated data that indicates the equitable, representation of women and their accessibility to these utilities and facilities. On water and sanitation in settlement areas, much need to be done.

### **Transport**

Findings also showed that there is a lack of consultation of women, in terms of transport services that are available to women. The council pays a fixed amount of \$200 Namibian dollars as a transport allowance for all its employees. In the same spirit senior management receive car allowances.

### **Health**

The council initiated non-favouring Civil Disaster Management Plan. The plan is focused on emergencies and has established working committees to that effect: The council also provides 60% coverage on medical aid of employees.

The council also makes mention of a maternity leave for all its female employees at all levels. The council also has a HIV/AIDS policy which is based on the following key areas:

1. Condom use and access
2. Transmission, prevention and control
3. Treatment

- 4. Counselling
- 5. Current HIV/AIDS trends etc

### Composition of working Committees

CATEGORY	No of women	%	No of men	%
Fatalities of Committees	4		3	
Fire Committee	-		7	
Power failure Committee	-		7	
Water Committee	1		6	
Outbreak of diseases Committee	1		6	
Medical service Committee	2		4	
Windstorms Committee				Not clear
Civil arrest				Not clear

The above illustration shows greater disparity. Most of the Committees are men dominated. These are areas until now considered men occupation, as they all most excel in most categories. These Committees have not been engendered since colonial times. It is not stated how the Council will overcome to address gender balance in these Committees.

### Environmental health

The research questions why water and Waste management is not prioritised for women as many women do not benefit from these services.

### Social development

The results pointed out that the council does not keep sex and age disaggregated data on the usage of existing facilities. The lack of keeping this sex and age disaggregated data could be disadvantageous, as the council would not be able to keep record of the beneficiaries who utilise these facilities.

## GENDER SPECIFIC PROGRAMMES

The council does participate in gender specific programmers and campaigns, however there needs to be more evidence to support and substantiate this, as there is no clear indication who benefits from suc programmes..

### Educare

The findings from the gender scorecards indicated that there was an indication of council involvement with educare and development, further more the council is committed to supporting early childhood development, in conjunction with relevant government and civil society stakeholders. However the council promotes education and empowerment through other means.

### Gender based violence (GBV) flagship

There is no specific Gender based violence flagship programme but the issue might or might not be included within the Human Resources Policy and code of conduct.

### Sexual Harassment Policy

The council has developed a crime prevention policy through the Civil arrest Committee working committee which consists of the Youth the police 2 women and 2 men, which is committed towards creating a work environment and living atmosphere where the dignity of employees and locals is upheld. The policy does however not address the topic: Sexual harassment.

The council code of conduct however lacks in clearly stating the need for a sexual harassment policy.

## EMPLOYMENT PRACTICES AND ENVIRONMENT

### Selection and recruitment

The council has several working documents like the Human Resources Policy other codes of conducts.

#### Composition of Staff

CATEGORY	No of women	%	No of men	%
Top management	2	33	6	67
Senior Management	5	26	14	74
Professional	6	13	39	87
Secretarial/ clerical	59	74	21	26

The council has a signed agreement with a local trade union and thus ensuring that all workers rights (including women) are protected. The council uses the local legal labour instruments in its recruitment processes and also subject to Affirmative action Policy.

Vacancies within the council are advertised in the local media so that anyone may apply. Under the Affirmative Action Policy the council has highlighted the following key points:

1. There shall equitable representation in the workforce.
2. There shall be equal employment/opportunities at all levels of employment and also equitable contracting opportunities in the award of all Council contracts.

The council clearly states that women are on of the groups referred to as designated groups in the policy.

### **Capacity building- training**

The council pays 10% of the employee's salary as part of a traing and capacity building initiative. This levels the playing field as education is the greatest equaliser.

### **Career pathing**

The results indicated are vast opportunities in terms growth for men and women within the council. The council pays foreign experts to train locals in certain professions.

The council does not have an affirmative action plan in place though there may be recruitment strategies that have been put it in place. With the absence of an affirmative action policy in place, these recruitment strategies may not necessarily be adhered to. . 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**

Findings further indicated that the council has been making means to ensure that there is a working environment that aims to adopt, and implement measures that will ensure positive representation of women and men

The council has various code of conducts which creates a conducive working environment for all

## **GENDER MANAGEMENT SYSTEM**

### **Gender structures**

The council uses the Affirmative Action Policy to addresses issues relating to women but there are tangible gender structures within the council.

### **Budgets**

Research findings, indicated that the Council does not have a clear budget aimed at promoting gender equality, or sustaining existing gender related programmes. There was also further

indication that showed that women do not always benefit from the resources allocated to mainstreaming.

### **Monitoring and evaluation**

In their strategic Yearly Plans, the Council is taking stock on activities done according to budget allocation. A report is forwarded to the Council for perusal.

### **Political profile and champion**

The Community Liaison officer works with Genderlinks on any activities, be it workshop or organising a workshop for Genderlinks there. He is regarded as a gender Champion there.

The results indicated that the Council does give gender issues a high political profile. The Council has in its 2009/10 financial put aside R30,0000.00 to help implement Gender Action Plan-GBV at the Council with Civil Society and other partners. Some of these monies will be used for the 16/365days Activism Against GBV.