

Country: SWAZILAND

Name of municipality: LAVUMISA

Synopsis

The centres of excellence for gender mainstreaming in local government is to try to find and guarantee that councils are identified across the region, and worked with closely to ensure their process of getting gender balance 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. The councils are working towards ensuring that gender is mainstreamed within their programmes

The council is interested in developing a gender policy to meet our country in fulfilment of the requirements of the SADC protocol.

Strengths

There is low crime rate at this town though it is a busy town with so many goods trucks coming in and out of the border gate. Lavumisa town's population is small and it is manageable.

Challenges

Though the town has a small population most people in this town are illiterate. There is high poverty prevalence rate and employment opportunities are limited. The worst part of it is that the town is underdeveloped.

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

The council is not aware of national, regional, international commitments that the country has made let alone the SADC Protocol on Gender and Development and the National Gender Policy.

GOVERNANCE

Representation

In my research I discovered that there are no women councillors at Lavumisa, there are four (4) male councillors only. Gender is not balanced in the community committees. During elections women vote men this is because there is no trust amongst them their mind-sets are focused in that men are the only decision makers and leaders.

Participation

There is no equal participation in the council meeting. There is no influence from women participation as the council is dominated by men only.

Public participation

Yes there is equal participation of both men and women in public meetings; the lists are kept but they are not disaggregated by sex.

PLANNING

There are no gender planning and delivery taking place in the council. Strategic objectives of the council do not explicitly mention gender. No information collected from women about their constraints, opportunities and needs, women are not consulted in the drawing up of plans and policies, and the town uses the national policies from the ministry. There are no gender indicators in all plans.

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

The economy and job creation

So far the council does not have a local economic development plan targeting women entrepreneurs as key beneficiaries. Women do not benefit equally from informal trading facilities in the council.

Procurement

There is no procurement policy in the council.

Housing

Sex disaggregated data on title deeds are not kept at Lavumisa town, and the town have not taken steps to ensure that women benefit equally from land and housing opportunities.

Utilities

I discovered that there are no sex disaggregated data on male and female headed households as a result there are no statistics.

Transport

No, but there are some women who own public transport.

Health

Health facilities are easily accessible to women at Lavumisa. Travelling to the closest clinic is about 1.5km it is right in town opposite the taxi rank. The council keep sex disaggregated data on HIV and AIDS; it is kept by the AMICAALL office in the HBC reports. There is a gender aware and HIV and AIDS public education and awareness campaign and PEP is available at all health facilities.

Environmental health

Women are consulted in the management of waste. Women and men do benefit equally from business opportunities in this sector, this happens especially with women owning businesses.

Social development

The council does not keep sex and age disaggregated data on the use of existing facilities.

GENDER SPECIFIC PROGRAMMES

Lavumisa town is involved in gender specific programmes and this is under the AMICAALL wing.

Educare

There has never been assessment of the need for child care facilities in this council.

Gender based violence (GBV) flagship

The council does not have an action plan and budget for addressing GBV.

Prevention

Safety audit has never been conducted to ascertain to the town that is safe for women. There are lights in some of the streets but they are not sufficient and the streets are not named. Public transport is safe for women and children. For public awareness the council fully participate in campaigns to raise gender based violence (GBV).

Response and coordination

The council does not have an up to date crime statistics, they rely on the police statistics of which they are not disaggregated by sex. There is a very good working relationship between the police and the community, but the police and justice service providers are given training on how to handle cases of gender based violence (GBV).

Support

Yes, but there are no day care centers but Early Childhood Care and Development for the children feeding in the social centres are available.

EMPLOYMENT PRACTICES AND ENVIRONMENT

Selection and recruitment

Lavumisa town is small in such a way that there are only three people in management (2 women and 1 man). Numbers of Women and man employed in Lavumisa across jobs, grades and in management are not equal.

CATEGORY	No of women	%	No of men	%
Top management	1	50	1	50
Senior Management	1	100	0	0
Professional	0	0	0	0
Secretarial/ clerical	1	100	0	0

There is no affirmative action policy that specifically addresses redressing gender inequalities. Capacity building and gender training is not provided for both women and men in the council. For career pathing women and men are not given equal opportunities for growth within the council. The town does not provide equal benefits for women and men, including maternity and paternity leave, there is only maternity leave. The council does not have a sexual harassment policy and there are no sexual harassment cases reported so far.

GENDER MANAGEMENT SYSTEM

Gender structures

There is no gender structure at the council and there is no gender focal person. Gender is not written into the job descriptions. For budgets a share of expenditure does not target at promoting gender equality in the council. Women are able to equally and meaningfully benefit from the resources allocated to mainstream projects.

Monitoring and evaluation

Services, employment, and procurement statistics are not disaggregated by sex and gender indicators have never been put in place for planning and human resource management systems. Gender issues are given a high political profile by the council and have a political champion the Town Clerk working collaboratively with the Mayor.

The work place

There are four (4) women, two (2) labourers, two (2) accounts clerk, six (6) men (Town Clerk a driver and four labourers) Yes the pattern of male and female employment does indicate that there are areas of 'women's work' and of 'men's work'.

Divisions exist because of the nature of work involved in the council.