

Westrand District Municipality, Gauteng

Country: South Africa

Name of municipality: Westrand District Municipality

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.

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

Westrand District Municipality , acknowledges the existing gender inequalities and imbalances within their council and ultimately what addressing these imbalances would mean. Therefore a need was identified for a special focus in assisting to address these issues.

Currently there is no gender policy in place for Westrand the council also does not have a sexual harassment policy There is however a need for the development of a gender policy for the council/ municipality to ensure that issues of gender are addressed in a way that holds the council/ municipality accountable for implementation. There is also a need to formulate a gender action plan as well as a gender policy by the Council. This formulation of a gender policy will ensure that the action plan is implemented and that gender is integrated into all municipal structures, policies and processes.

Strengths

My research around this council indicated that they have identified the need to redress some of the "inequalities" that still exists within their council. i.e. - Employment Equity. The council also has a fully integrated institution with a number of staff with variety and experience. (see IDP- Annexure A)

The council also has community consultation meetings at Ward level: meetings were held at different wards to determine the needs of the community.

There also seems to be an identified need to entrench gender, and to create an institution where the incorporation of women's perspectives within decision making at all levels will be encouraged.

Ultimately, this should result in the achievement of equity or substantive equality for men and women, principally through the empowerment of all special focus groups as prioritised in the integrated development plan



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the Council is not aware of national, regional and gender and development, and also ensuring meaningful participation.

Challenges

Findings from the research indicated that the council has taken transformation forward however in terms of Of employment women being employed within senior management, gender balance is still a challenge.

There is also a lack of sex disaggregated data, which could give a clear indication of opportunities awarded to women and men.

Results of gender score card

Area assessed	Council Score	Score GL	Agreed score
Policy framework	8	5	
Governance	9	6	
Gender specific programmes	7	5	
Mainstreaming gender into existing programmes	8	5	
Employment practises and environment	8	5	
Gender management system	9	6	
Overall	48	33	

SITUATION ANALYSIS

Policy framework

GOVERNANCE

Representation

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

REPRESENTATION OF WOMEN IN COUNCIL		
MEN	WOMEN	TOTAL
45%	45%	100

(See [Annual Report 2010/2011](#))

The results indicated that there was an equal amount of representation of both women and men in the council, and the score in this category indicated that **there** were an equal number of women and men within the councils

Public participation

There was an indication that public participation between men and women is fairly equal.

In the IDP (s) it is further stated that the Council aims to further encourage meaningful dialogue and communication to ensure the participation of the community especially the poor, vulnerable youth and women in decision making matters affecting them.

The council even went further, by also ensuring that they have full community participation by having a community needs assessment meetings (See Annexure A). The IDP is presented to the community who therefore also have an in out to make in terms of what they would like to see. They then forward their concerns presented to the community and they had an opportunity to provide verbal comments which were incorporated into the final document

It is clear that there is a consultation with the community and it does give a clear indication of the public participation of men and women.

PLANNING

The research results indicate that there is limited women when it comes to service delivery, there is public participation that does take place however there needs to be equal participation in terms of planning and an accountability which can ensure a better system for the delivery of goods and services.

The reviewed IDP for WestRand i was drawn up in consultation with the community, and strategic partners. To ensure that they are part of the decision making process, in terms of service delivery and other council related matters. (

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

The economy and job creation

The results also indicate that the council has a procurement policy in place to ensure that equal opportunities are awarded to men and women.

The council also has a Municipal Supply Chain Management Policy (see -attached Annexure E) which gives clear indications in terms of procurement processes.

A further aim of this of this policy is to also provide a framework within which the Municipal Manager and the Chief Financial Officer institute and maintain a supply chain management system which is transparent, efficient, equitable and competitive.

The policy further makes provision under the Broad Based Economic Empowerment (Act No 53.2003) which seeks to promote effective equality and fair participation of black people in the economy this could also include women.

It is further stated in the Municipal Supply Chain Management Policy (see attached – Annexure E) that one of the key objectives within the council is to facilitate the creation of employment for the people of Westrand

Procurement policies of local government must ensure that they have due regard for gender equity, and need to address the issue of multiple disadvantages faced by women so that women should also be targeted in the awarding of municipal tenders

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. Further indication from the results showed that the council has not taken sufficient steps to ensure that women benefit from housing.

Further indication from the IDP – (see attached IDP-Annexure B) the municipality is confronted with a huge housing backlog as a result of a continuous influx of people (job seekers) into the area. Thus highlighting the need to prevent the development of social imbalances and extensive conditions of poverty, lack of services, unemployment and lack of infrastructure.

The council has does not have a clear plan which will indicate a comprehensive strategy and programme towards the eradication of the housing backlogs within the council.

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.

However it was noted in the IDP of the council that the council has initiated several projects, which involve the creation and maintenance of existing utilities. there is no clear indication of women who have access to these utilities.

There is a lack of consultation of women, in terms of transport services that are available to women. However it was further noted in the IDP of the council that the council is experiencing a problem of unregistered public transport, illegal and unroadworthy scholar transport, shortage of proper public transport facilities because most of the public transport facilities are privately owned, uncontrolled operation of routes and lack of co-operation amongst the different Taxi Associations that result to taxi violence which affects the community.

Health

Further more the results showed that there are health facilities available to women and further support towards HIV/AIDS has been put into place.

The council has also has taken further steps to ensure that there is an HIV/AIDS policy for employees of the Municipality as well. The aim of this HIV/AIDS policy is to assist with developing strategies, for employees who are affected/ infected with the virus. As well as to create a conducive environment in the workplace in dealing with HIV/AIDS.

The council has also taken steps to ensure that employees, are educated, informed, and capacitated through ongoing health education programmes. The council is also actively involved in District Wide Awareness campaigns.

Environmental health

My research results, pointed out that women not a consulted in terms of Waste Management and that women do not always benefit from developments within this sector.

There further indication from the IDP of the council though, that the municipality experiences some severe environmental problems including underground fires, gas emissions, air pollution, water pollution and general environmental degradation due to open cast mining activities.(see IDP-Annexure B)

The council also has an integrated waste management plan that gives an indication as to how the council is addressing waste management.

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.

The council is also faced with other social issues within their municipality, the issue of HIV/AIDS remains one of the key challenges for the municipality. (



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and dynamics within some communities of the council spread as women are usually not in a position to as they depend on abusive relationship for their economic survival

GENDER SPECIFIC PROGRAMMES

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

Educare

The findings from the gender scorecards indicated that there was no educare system or plan to have one within the council and therefore this poses as one of the challenges.

Gender based violence (GBV) flagship

According to the findings of the scorecard there is an established relationship between the community and the police but the issue of safety was highlighted as this scoring was lower.

Sexual Harassment Policy

The council has not developed a sexual harassment policy, a development of this programme would ensure that there is a committed towards creating a work environment where the dignity of employees is upheld.

EMPLOYMENT PRACTICES AND ENVIRONMENT

Selection and recruitment

There is also a highlighted need that point out to representation and employment. It also further states that this Council is really serious about prioritising equitable access and to ensure the empowerment for all. The council also undertakes to remove unfair discrimination, whether direct or indirect in policies.

Analysis of the personnel profile

Gender	Black	White	Indian	TOTAL
Female	40	7	2	49%
Male	45	5	1	51%

The results reflected in the table above indicate, that the current high-level workforce profile is 51% male and 49% female. With results indicating that Black, Indian as well as White women are under-represented in the total staff component.

an Affirmative Action Policy (AA) process; this policy that equity is established in the workplace. The main action policy is to make sure that measures are implemented to address, sufficient representation, of the designated groups in the personnel composition.

CATEGORY	No of women	%	No of men	%
Top management	1	30	3	70
Senior Management	3	64	5	36
Professional	13	100	0	0
Secretarial/ clerical	46	82	4	18

The above results, give an indication in terms of the employment trend. Men are employed within senior management level/top management, and the majority of women are located within the secretarial/ clerical division. This division is separated/ categorised in a gendered manner, i.e. - what is seen as women’s work- secretarial vs. and men’s work- managerial.

Capacity building- training

The results from the score card indicated that the council does have capacity building initiatives however the score in this section was average. Suggesting that perhaps the capacity building and training that does take place would have to be analysed to establish who the main beneficiaries are.

Career pathing

The council does have an affirmative action plan in place, it is incorporated into the Employment Equity plan.(see –Annexure A) In terms of recruitment the council is guided by the Affirmative Action policy, which prescribes the appointment of internal employee distribution in all occupational categories and levels in order to be more representatives of population Patterns to further ensure that, these recruitment strategies are adhered to. .

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

GENDER MANAGEMENT SYSTEM

Gender structures

The score indication here illustrated that there is no gender structure within the Council, and there is no appointed gender focal person within the council. The

s indicating that this could be an area that would support.

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

Further findings indicated that there were monitoring and evaluation systems in place within the council, further more the council has also successfully developed a performance management system , that has improved organisational efficiency , and effectiveness and account for municipal resources. Most systems supporting operations are in place; however it would also need to be assessed in terms of how effective the implementation has also been.

However is it not clear how these monitoring and evaluation tools can also be used to establish information, internally with regard to HR and sex disaggregated data.

Political profile and champion

The results indicated that the Council does give gender issues a profile however there is no gender champion within the council.