

Annex F: Situation analysis report- Aroab

Country: Namibia

Date: 6 September 2011

Name of Municipality: Aroab Town Council

SITUATION ANALYSIS

The Aroab Village Council situated in the remotest of areas with a population of just 2500 people. Unemployment stands at 60 percent and most of the residents are pensioners. Lack of housing, little development and limited infrastructure are just some of the added challenges at this Council.

Despite this grim outlook however the village council strives to improve the living conditions of its residents through initiatives contained in their strategic plan 2008/9 till 2012/13.

Contained in this plan are short and long term goals such as village council capacity building, physical development, community social development, and local economic development among others. This plan is aligned to the country's national development goals as well as vision 2030.

However, there are still gender disparities although some progress has been made at political level.

Women remain marginalised in most arenas of power and these disparities combined with the general burdens of household work, give women a low social status.

Commendable though is their policy on Hiv-Aids with its strong focus on gender equality.

There is no gender desk or gender focal person or gender programs in place at the council and it is clear that a gender budget does not exist. Development is thus expected to empower both men and women regardless of their status in society.

Training and guidance is needed at this council to ensure gender budgeting and gender programs are made part of their daily programs. Although residents are consulted, it is not clear how much of an impact women have on decisions taken at council level.

Policy framework

GOVERNANCE

Representation

REPRESENTATION OF WOMEN IN COUNCIL		
MEN	WOMEN	TOTAL
4	1	5

Participation

Public participation

Overall there is an indication that all stakeholders including residents are consulted on issues that affect them. The Council in its strategic plan acknowledges that it had consulted widely with all stakeholders, including residents. It further admits that support is needed at grassroots to make these strategies a success. In that one finds that the council values the input of each and every resident because one of the expected outcomes of this strategic plan is stakeholder satisfaction.

However there are low levels of community information and education. Thus there is a need to strengthen communication strategies for greater inclusion. The council has identified a stakeholder management plan to improve communication. This includes bi weekly community meetings and setting up of community structures to support this initiative.

PLANNING

The findings at this council are that all planning is done for the benefit of all residents. There is no indication that women and vulnerable persons are identified as a special group that needs special focus and greater consultation.

However the council does want greater participation and community involvement on its decisions, but these do not include planning and how women can play a part.

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

The economy and job creation

The Council has set itself goals to create employment through tourism, SME development, and upgrading of its infrastructure such as roads, recreational facilities, servicing of erven, better systems for service delivery and improved solid waste management amongst others.

However women are not close to sharing into these plans. No data is available on how women who are the most marginalized in this town would benefit through these initiatives.

Procurement

The results indicate that the council does have a procurement policy in place. There is no data available on who provide services to council and if at all SME's run by women are among those beneficiaries.

Housing

Housing is one of the biggest challenges faced by this council. The build together project is the only project that the inhabitants can use to obtain housing but in the absence of serviced erven, this plan cannot be realized. Although this calls for long term solution, the council has managed in its small way to resettle some pensioners, disabled persons and those with hiv-aids. Sofar 36 residents are to benefit from affordable housing.

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.

Transport

Findings also showed that there is a policy on council vehicles and such rules apply to both men and women employed there. It mostly deals with maintenance and procedures on usage of such vehicles.

Health

The council has a policy in place for HIV-Aids while also adhering to the national and global laws regarding the treatment of workers with Hi-v-aids.

Gender equality is key in this policy as it seeks to support women more.

Risk reduction and management as well as monitoring and evaluation mechanism are also in place and formal procedures are there to protect their employees against discrimination and stigma.

This is commendable for such a small community who is situated remotely with no access to proper infrastructure and support.

Environmental health

The council has a safety policy that set out guidelines for working in the sun or rain, with fire or electricity, grinding and welding and sewerage systems. It is committed to ensure that their workers are protected and adhere to such safety practices.

Social development

The Council has recreational facilities for the youth but this need to be maintained and improved. There are schools, clinic, post office and police station, some shops and a service station. The establishment of an IT centre is also on the cards.

The council initiates clean up campaigns as well as garden competitions to raise awareness on these issues.

The council does not keep sex and age disaggregated data on the usage of existing facilities, thus it is difficult to determine if women find these interventions useful.

GENDER SPECIFIC PROGRAMMES

The council does not have gender specific programmers and campaigns, although its hiv-aids policy supports gender equality in the care, support and treatment of people with hiv-aids.

Educare

The findings revealed that the council does not have any training programs for staff. However its strategic plan commits to the training of staff in order to improve their competencies.

Gender based violence (GBV) flagship

According to the findings of the scorecard there is an established relationship between the community and the police. There is however no mention of any existing policy in place the directly addresses the issue of GBVs.

Sexual Harassment Policy

The council does not have a sexual harassment policy but it is assumed national laws as contained in the labour act will apply.

EMPLOYMENT PRACTICES AND ENVIRONMENT

Selection and recruitment

The Council has no policy of recruitment. However its strategic plan urges for a human resources development plan, which would look into issues of staffing, structure, recruitment and remuneration packages amongst others.

Composition of Staff

CATEGORY	No of women	%	No of men	%
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Top management	1	100	0	0
Senior Management	1	0	0	0
Professional	1	0	0	0
Secretarial/ clerical	1	50	1	50
Semi- Skilled	2	10	9	90
Un-skilled	2		10	0
Overall total	8	28.5	20	71.4

The above results, give an indication in terms of the employment trend. Women are few but make up more of the senior management cadre while the majority who are men are semi skilled or unskilled. It appears that men are at the bottom of decision making, although very few women are employed. Women are thus more competent and qualified to run this council.

Capacity building- training

The council supports efforts by the Karas Regional council to lobby for an institution of higher learning in the region. They furthermore want to set up an IT centre to provide the necessary skills to their inhabitants. There is no initiative targeted at women's empowerment through training.

Career pathing

There is a lack of a clear career pathing in terms of growth opportunities available for men and women within the council. However the council is working on a human resources development plan which would cover such issues/

We also assume that the council is guided by the Country's Affirmative Action provisions that would promote the empowerment of women in key positions generally dominated by men.

Working conditions and environment

The Council strives to create a conducive working environment for its entire staff. Therefore policies such as for occupational health and safety, hiv-aids and vehicles, use of telephones and faxes do exist. There are no personnel regulations though and one would assume that the country's labour laws would apply.

GENDER MANAGEMENT SYSTEM

Gender structures

The Council has no gender structures in place for gender programme implementation and there is no appointed gender focal person or desk within the council.

Budgets

Like many other village councils, Aroab does not have a specific budget to address issues of men and women according to their daily needs.

Monitoring and evaluation

Since there is no gender structure in place, there are also no monitoring and evaluation mechanisms in place.

Political profile and champion

The Council does not have a gender champion. No-where in its structures is there an indication of such a role.