

## ***Situational analysis report***

**Country: Swaziland**

**Name of municipality: Hlatikulu Town Board**

### **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***

The town has got only four (4) wards which are quite smaller in size and this makes managing activities in all four wards much easier. The local authority has also allowed the HIV/AIDS program under the auspices of AMICAALL which provides a great participation of women. Among the twenty five (25) volunteers under the program, twenty two (22) of these are females while three males who are actively participating and reporting. One supervisory has been given to a female staff member who is in charge of all social centres. Under the HIV/AIDS program, gender issues are also taught in ward conversations.

### ***Challenges***

At the moment, the board does not have a gender policy. Also another challenge may be accrued to the fact that among the twenty seven (27) staff members, only eight (8) are female staff members. It can also be noted that among the board members, there is only one female board member in a board of five (5) members.

## 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

It may be said that the board is partly aware of the country's commitments because are aware of them while some are still not aware of those commitments.

At the moment there is no gender policy that has been developed, but it is on the board's pipeline to develop it.

### GOVERNANCE

#### Representation

- ✓ The number of women and men councillors is not equal. There is 1 female councillor and 4 male councillors. The 1 female councillor forms part of the finance committee in the board. This means there is 1 female involved in decision-making.

Representation of women in council		
Local level	District level	Total
1	0	1

- ✓ Are there equal numbers of women and men in decision-making positions in council, Mayoral committee, chairs of committees etc? (Include detail in a table)

Currently the Board has four man and one woman member. She is part of the finance committee.

- ✓ Is there gender balance on all community committees? (Include detail in a table)

The community committees most of the time dominated by males which makes it difficult for the voice of women to be heard in the community.

### Participation

- ✓ Do women and men participate equally in council meetings? (It might be a good idea to observe a full council meeting)

They do not participate equally in board meetings since there is only one board member who is a female so it is quite difficult for her to raise a gender sensitive motion and get support from males.

- ✓ Do women have an influence on decisions taken by the council? (You will need to consult minutes from meetings to ascertain this)

It is quite difficult but only one we have does influence a decision and manages to get support from the males because they don't regard her as inferior but as an equal member.

### Public participation

- ✓ Is there equal participation of women and men at public meetings and events? (You will need to consult records of these meetings where available, are attendance registers kept, are these disaggregated by sex?)

It depends on the nature of the event some are mostly attended by women while other meetings are attended by males

### PLANNING

- ✓ Does targeted gender planning and service delivery takes place in the council? (Get copies of planning documentation)

It does but in a haphazard manner since the board does not have a gender policy.

- ✓ Do strategic objectives of the Council explicitly mention gender? (Get copies of strategy documentation).

They do not explicitly mention gender.

- ✓ Is information collected from women about their constraints, opportunities, incentives and needs and women are consulted in the drawing up of plans and policies? (Get documentation to substantiate this).

Information is not specifically collected from women, but it is collected from all stakeholders during meetings, even though those meetings are dominated by men.

- ✓ Are there gender indicators in all plans? (Get copies of plans)

Since there is no gender policy that will inform the strategic plan, gender indicators are not in all plans.

## **MAINSTREAMING GENDER INTO EXISTING PROGRAMMES**

### **Local economic development**

- ✓ Does the council have a local economic development plan that targets women entrepreneurs as key beneficiaries? (Get a copy of this plan)

No.

- ✓ Do women and men benefit equally from informal trading facilities in the council? (Is there a policy that regulates this, what are the statistics of use of these facilities?)

Equal chances are given to all people, irrespective of the gender.

### **Procurement**

- ✓ Does the council have a procurement policy that sets a target for increasing the number and value of contracts received by women? (Get a copy of this policy, interrogate the tenders register, who is benefitting most from tenders?)

The board does have a procurement policy but it does not clearly state gender issues.

### **Housing**

- ✓ Does the council keep sex disaggregated data on title deeds? (Get this data to interrogate).

No, but data on title deeds are kept by plot numbers.

- ✓ Has the council taken steps to ensure that women benefit equally from land and housing opportunities? (How has this been done? Is there a policy? Get a copy of the policy)

From the inception of the board, equal opportunities have been given to all people, irrespective of gender. Females have been given the opportunity to own plots and houses in town.

### **Utilities**

- ✓ Does the council has sex disaggregated data on who has access to basic services i.e. Male and female headed households? (Interrogate these statistics).
- ✓ Are women are involved in the planning, management and maintenance of these services and facilities? (How does this happen, get copies of meeting minutes etc)

### **Transport**

- ✓ Are women consulted in regard to their transport needs? (How does this happen, get copies of meeting minutes etc)

### **Health**

- ✓ Are health facilities are easily accessible to women? (eg. What is the average distance that a woman has to travel to get to the closet clinic?)

Yes. The average distance that a woman travels to a health facility is approximately 500 metres to 800 metres since there is one central health facility which is the Hlatikulu Government Hospital with the assistance of health motivators and caregivers that execute household visits.

- ✓ Does the council keep sex disaggregated data on HIV and AIDS? (Check this data, is it disaggregated, what do these statistics tell you?)

Yes, the data is available. The data shows that most women access health services (get tested). Most males refuse to come out with their status.

- ✓ Is there a gender aware HIV and AIDS public education and awareness campaign? (Look at the campaign materials and messaging)

The board conduct HIV/AIDS public education through the town's AIDS program (AMICAALL) with other partners to convey messages to the public.

- ✓ Is PEP available at all health facilities and there are information campaigns surrounding this? (Visit a clinic to check this)

It is available at the one health facility that is the Hlatikulu Government Hospital.

### **Environmental health**

- ✓ Are women are consulted in the management of waste? (How does this happen, get copies of meeting minutes etc)

Women are not specifically consulted on management of waste, but every resident is consulted through public meetings.

- ✓ Do women and men benefit equally from business opportunities in this sector? (Request examples of this)

No, they do not equally benefit from it but it is worth mentioning that they are given equal opportunities.

### **HIV and AIDS and care work**

- ✓ Does the Council have a gender aware HIV and AIDS policy and programme?

No, the council still has to establish the HIV policy yet HIV/AIDS programmes are conducted by AMICAALL.

- ✓ Does this cover prevention, treatment and care?

The program mostly covers prevention, as for treatment, referrals are conducted.

- ✓ Do prevention messages include the importance of equal power relations between women and men?

Yes.

- ✓ Do prevention messages cover cross generational sex and its impact in increasing the incidence of AIDS among young women?

Yes.

- ✓ Do prevention messages cover the effects of multiple concurrent partners? Are men encouraged to change their behaviour?

Yes, since conversations are conducted and they always begin with council members.

- ✓ Is the Council involved in promoting Voluntary Counselling and testing? Are men encouraged to go for testing?

Yes, the council is involved in promotions whereby partners such as PSI Swaziland are invited to provide VCT services in public areas and men are key targets.

- ✓ Do women and men access treatment equally? Are men encouraged to go for treatment?

Yes.

- ✓ In what ways does the Council support, or could it support care givers?

When funding is available, the care givers are given training opportunities.

- ✓ Are men encouraged to be involved in care work?

Yes, but they are always few.

### **Climate change and sustainable development**

- ✓ Is the Council aware of climate change and its effects?

Some of the members are aware.

- ✓ What measures is the Council taking to mitigate against these?

None at the moment.

- ✓ Are these measures gender aware? Do they take account of the different impact of climate change on women and men and ways in which both can be involved in promoting sustainable development?

### **Social development**

- ✓ Does the council keep sex and age disaggregated data on the use of existing facilities, e.g. retirement centres, community centres, libraries and Women, girls, men and boys benefit equally from budget allocations for sports and recreation facilities? (Request to see this data – what does it tell you?)

The data is kept in some of the facilities such as social centres. The data shows that most of the facilities are utilized by women since they form a larger percentage of the population in these facilities.

### **GENDER SPECIFIC PROGRAMMES**

- ✓ Is the council is involved in gender-specific programmes? (eg. educare, GBV programmes etc.)

Yes, the council conduct programs with the assistance of the police and organisations such as SWAGAA.

### **Educare**

- ✓ Has there has been an assessment of the need for child care facilities? (Request a copy of this assessment).

Yes, this has been done through the town's social centres.

### **Gender based violence (GBV) flagship**

- ✓ Does the council have an action plan and budget for addressing GBV. Has this been mainstreamed into planning processes? (Request a copy of the plan and budget, how much has been allocated to GBV?)

### *Prevention*

- ✓ Has a safety audit been conducted to ascertain whether the city/town/ village is a safe place for women, i.e. To walk around safely at night and in the day? (Get a copy of this audit, what does it tell you about the safety of women in the city/town/ village )
- ✓ Is there sufficient lighting on streets and in public spaces and all streets are named clearly? (During your situation analysis you could check these).

Streets have been named, but they do not have marked signs with their names. Lighting is not sufficient in all the streets, it is more on the main street.

- ✓ Is public transport safe for women and children.

Yes.

### *Public awareness campaigns*

- ✓ Does the council participate in campaigns to raise awareness on gender based violence (GBV), such as the Sixteen days of activism? (Get evidence of previous participation in campaigns)

The board has not participated in campaigns so far.

### *Response and coordination*

- ✓ Does the council have up to date crime statistics disaggregated by sex? (Interrogate these statistics, what do they tell you about the safety of women in the city/town/ village)

No, crime statistics are kept at the police station nearby who in turn conduct community visits to teach on crime prevention.

- ✓ Is there a good working relationship between the police and community, especially women? Are women adequately represented in community policing forums? (Interview the police regarding this, get copies of the names of people on the community policing forums)

The police and community has a good working relationship. Policing forums are no longer existent.

- ✓ Are the Police and justice service providers given training on how to handle cases of gender based violence (GBV)? (How often does this training happen, how many have been trained etc.)

No.

### *Support*

- ✓ Has the council established or does it support victim support/ empowerment programmes (VEP), including places of safety and day care centres? (Get a list/ database of these places).



The council support victim support as they have embarked on rehabilitating social centres and building more centres in wards that do not have one.

## **EMPLOYMENT PRACTICES AND ENVIRONMENT**

### **Selection and recruitment**

- ✓ Are women and men are employed in equal numbers across jobs, grades and in management positions and are equally remunerated for equal work? (Get a breakdown of staff per job and level from HR, tabulate this information).

<b>CATEGORY</b>	<b>No of women</b>	<b>%</b>	<b>No of men</b>	<b>%</b>
Top management				
Senior Management				
Professional				
Secretarial/ clerical				

- ✓ How many women and men are currently employed in each job and grade?
- ✓ Does the pattern of male and female employment indicate there are areas of 'women's work' and of 'men's work'?
- ✓ Why do divisions exist, if they do? Is it because of the work involved? Is it because of tradition? Is it because of low pay?
- ✓ Is there an affirmative action policy that specifically addresses redressing gender inequalities? (Get a copy of this policy)

### **Capacity building**

- ✓ Is diversity and gender training provided for both women and men in the council, at all levels and is done in a systematic way? (Get a copy of the training conducted by the council from the HR dept)

## **Career pathing**

- ✓ Are women and men are given equal opportunity for growth within the council and have equal access to training and promotion opportunities? (Interrogate HR records, how many women have been promoted into senior positions, are there special training or mentor programmes?)

## **Working conditions and environment**

- ✓ Does the council provide equal benefits for women and men, including maternity and paternity leave? (Get the HR policy that regulates this)
- ✓ Is there a sexual harassment policy that is enforced? (Get a copy of the policy. Request stats on sexual harassment cases and how these have been dealt with and resolved)

## **GENDER MANAGEMENT SYSTEM**

### **Gender structures**

- ✓ Has the council has set up a gender structure, including a gender focal person, which has a budget and is empowered to do its work? (Get a copy of this structure, interview the GFP, interrogate the budget)

No..

- ✓ Is gender is written into the job descriptions and performance agreements of managers and key functionaries? (get copies of these job descriptions and performance agreements)

### **Budgets**

- ✓ Is a share of expenditure is explicitly targeted at promoting gender equality? (interrogate the budget to confirm this)

No.

- ✓ Are women able to benefit equally and meaningfully from the resources allocated to mainstream projects?

Yes.

### **Monitoring and evaluation**

- ✓ Are service, employment, procurement statistics disaggregated by sex and have gender indicators have been put in place for planning and human resource management systems? (Check this with HR)

## **Political profile and champion**

- ✓ Are gender issues given a high political profile by the Council and have a political champion?