

Unshackle Sosio- Economic Empowerment and Safety For All

PRESENTERS NAME: Jeffrey J. Kasupi

CATEGORY: Local Economic Development

INSTITUTION: Rehoboth Town COUNCIL

Namibia SADC GENDER PROTOCOL SUMMIT

DATE: 2-5 April 2013

VENUE: Polytechnic of Namibia- Media Technology Building

GENDER EQUALITY BY 2015, YES WE MUST!

Brief Description of Council

- The Logo of the town is PRO BONO OMNIUM, meaning ***“To The Benefit of All”***
- Rehoboth is the largest settlement area approximately 90 kilometers south of Windhoek. The population is estimated to be 40 000 inhabitants with diverse cultural, socio-economical and political backgrounds.
- The local authority serves the town and the surrounding rural areas in terms of service provision and other needs.
- About 70% of the workforce is commuting daily to and from Windhoek.
- The local authority consists of seven councilors of whom three are women, one the Mayor, one member of the Management Committee and the other one an ordinary member, a remarkable improvement compared to the recent years when there was only one women representative.
- There are one hundred and forty seven employees of whom approximately 47% are women.
- Council has been involved with and is part of the COE for the recent three years
- Currently Council is entering the implementation stage of the establishment of the GAP

SWOT Analysis

Strenghts

- Strong Political will
- Proximity of town
- Diversity of employees
- Association with GL
- Available resources, natural and human
- Positive existing Networking
- Availability of draft regional GAP
- Political mandate by virtue of the Local Authorities Act and other legislature
- Functioning Junior Council

Challenges

- Frequent change of political office bearers
- Limited or constraint budgetary provision
- Staff transfers, resignations and amendment on job descriptions
- Difficulty with implementation of policies
- Duplicated committee membership, impeding commitment in terms of public participation resulting in no functionality, e.g. PPRC, RAA, LADC and others

Local Authority Council Rehoboth



GENDER EQUALITY BY 2015, YES WE MUST!

Junior Council Rehoboth



GENDER EQUALITY BY 2015, YES WE MUST!

Mainstreaming Gender into Existing Programmes

- **Farming Land on Townlands**

The Rehoboth Town Council consists of an area of 54 000 Hectares. 28 farming camps have been reserved for the purposes of farming and related activities. Women were never accommodated on the farming land as contract holders.

With the intervention of GL and deliberate resolutions to accommodate women on all levels of development, Council has allocated land to a group of women, known as the #Oan//Ob Hot Spring Farmers who have received aid from external sources to start with farming. Without the allocated land, they wont be able to qualify for loans.

COE has resolved to:


1. Allocate 2440 Hectares
2. Grazing fees will be determined as communal and not commercial
3. A fifteen year contract signed already
4. An office was granted at the Community Hall without any rental fees



Procurement

- Tenders

In the past Council policies determined that certain services be outsourced including refuse removal. No women groups were allocated tenders before the GL intervention after which;

1. a massive number of 7 out of 8 tenders were awarded to companies owned by women.
2. Council has deliberately requested women to register companies for this purposes. 
3. The wage bill per company is between N\$20 000 and N\$ 30 000 per month
4. Single and unemployed mothers are granted a smaller tender of taking care of 6 skip containers at N\$ 300 per month



Mainstreaming Gender into Existing Programmes

Students

COE has embarked on a programme where students from low income households should be assisted in order to attend tertiary education institutions. Emphasis is however placed on girls . School support policies are in progress with HR.

Vendors

In the absence of formal markets, vendors are granted special permits to sell their produce and products

Catering

Council has an established resolution that various local groups will be given equal opportunity for catering at various events

Cheques handed over for the payment of registration fees at Unam and Polytech



Land and Housing

Decentralized BTP

The program is a sub national program for the provision of affordable housing to the lower income group.

The funds are apportioned to the local authority, which eventually manages the program.

The maximum loan per beneficiary amounts to N\$40 000,00.

Incentives of COE

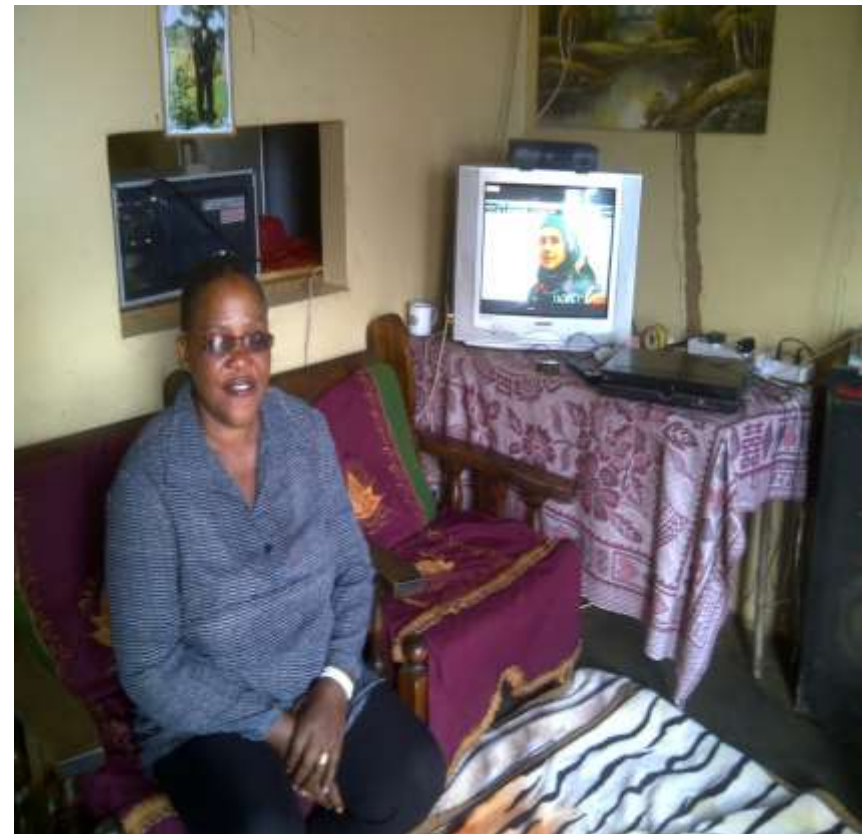
1. Land is sold at N\$ 5000,00 to beneficiaries; actual cost N\$ 30 000 to N\$ 50 000,00.
2. Services; water, sewer, and electricity provided free of charge, too good to be true
3. Council monitors progress
4. COE provides similar assistance to Shack Dwellers Federation
5. Provides Social Housing Scheme

Housing Extended

From there



To here



GENDER EQUALITY BY 2015, YES WE MUST!

Housing Extended

Completed



To be completed.....



Employment Practices

Previous Situation

- A group of employees were employed by council on a temporary, casual or part-time contract. The majority of the employees were woman. The periods have exceeded the required 6 months or 3 years in terms of Section 128 Labor Act , Act 11 of 2007.

Current Situation

- Council has resolved to employ all 65 temporary employees, based on the need and expression of platforms created by women councilors, driven by problems facing single parent households, unemployment and employment inequality.

Employment Practices...

- Pre-amble on employment adverts of the Rehoboth Town Council:
- “...encourage suitable qualified applicants from designated groups defined in the Affirmative Action Act...”



HIV/AIDS and Health

With the intermediation of AMICAAI, a Work Place Policy has been designed and adopted.

Council favors the existence of a sufficient environment within its core business to be considerate and sensitive to the HIV/AIDS reality and the threatening impact of the pandemic on both the work force and Council operations, as well as the customer base in service.

The policy focuses on internal institutional strengthening through the development and implementation of work place based responses that should promote advocacy, awareness and prevention of HIV/AIDS infections, treatment, care and support to the employees.

The policy is non discriminatory and values confidentiality. The Rehoboth Town Council is currently chairing the Rehoboth Aids Association with membership of all relevant stakeholders.

Gender Specific Social Development

COE Provides space at community hall for women living with disabilities at no cost as part of GL intervention



Assistance has been acquired from donor partners towards the development of early childhood education programmes. COE



Social Development

Recreational

The local sport complex has been damaged to the extent that it has been closed. The honorable Mayor has taken upon herself to gather various stakeholders.

A committee has been established to coordinate the renovations and upgrading of the facility.

Netball was not included in the sporting codes which were accommodated on the field, but the Mayor has donated an established court, adjacent to the tennis code, for the establishment of a netball court.

Junior Council

Council has established the Junior Council chaired by Lifeline/Childline. The Jnr. Council is led by a girl as the mayor and additional council. The JC serves as an extended arm of town council which addresses social and other issues affecting the youth, including GBV and create an awareness among the youth, both school going and others, on the functions, activities, responsibilities ,etc. of the Local Authority.

CHANGING LIVES – Video Material



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LESSONS LEARNT

- Employees understand their rights at work place in terms of gender when involved continuously
- Staff members respect each other
- Top management buy into the objectives of programmes and projects, given necessary information and involvement



WAY FORWARD

- **Council has taken a resolution that gender should be a standing agenda item on council meetings**
- **Additional functions were added to the Public Relations and Community Development to serve as Gender and HIV/Aids desk**
- **The Junior Council will be utilised more**
- **GAP should be institutionalised, adopted and implemented**
- **Gender specific Budget will be implemented for all relevant departments.**
- **Networking with other authorities and institutions must be stabilised**
- **Willing staff members should be brought on board and trained**