



***NAME OF GOOD PRACTICE : Municipal Council of Mbabane***  
***PRESENTERS NAME: Fikile Mathunjwa***  
***CATEGORY: LOCAL GOVERNMENT COE***

**COUNTRY SADC GENDER PROTOCOL SUMMIT**

**DATE: 18/03/2013**

**VENUE: Convention Centre**

**GENDER EQUALITY BY 2015, YES WE MUST!**

# Brief Description of Council

- **VISION:** The city of Mbabane will be the preferred destination in Southern Africa
- **MISSION:** To stimulate economic growth and provide all stakeholders with quality services and good governance.
- **VALUES:** Communication-Unity-Respect-Reliability-Customer focus
- **Slogan:** “Responsive quality service on time”.



# BRIEF DESCRIPTION OF COUNCIL

- The Municipal Council of Mbabane (MCM) is located in the North west part of Swaziland and has a Total population of about 95 000 51% are males and 49% are females
- MCM is highly patriarchal with 51% male in the general population, 173:58 males to females staff and 100% males in councillors and in top management the ratio of men to women is 5:3 and such data is an urgent call to promote gender diversity within the municipality
- In 2011 MCM became a COE and has since placed Gender Equality and equity as priority within Council Business, a strong inclination to achieve the ultimate goal **gender mainstreaming** is being employed as strategy and women empowerment as to complement it.



# BRIEF DESCRIPTION OF COUNCIL

- It started with CEO's buy in then management after a management meeting.
- The appointment of a Gender focal person to rollout and drive the program.
- An initial situation gender analyses to identify gender perspectives in the different sectors to use it as a baseline/benchmark and a score of 27% in the score card
- An inception workshop to define some gender concepts and the relationship between gender and governance.
- Action planning workshop which yielded the gender action plan for MCM, and the decision to include a budget for gender mainstreaming was made.



# KEY GENDER AND SERVICE DELIVERY CHALLENGES

- Highly patriarchal society : all 12 wards councillors are male
- Rates revenue/budget constraints
- Poverty
- High prevalence of HIV
- Insufficient incorporating of gender perspectives in planning and programming  
Capacity – building



# GENDER CHAMPIONS

- MCM currently has the CEO as the champion and has also appointed the Focal person both in senior position to influence decisions.
- Focal person acts as resource and planner, and implementer of the program
- Champion creates an enabling environment for the program and advocates for the program at political level thus connecting councillors to the program so that they own it
- Champion further monitors progress by demanding reports from focal person
- Has included gender in the terms of reference or job description of focal person



# HOW HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?

- Developed a draft policy for gender
- Revisited HR policies to include a gender perspective
- Development of policies that are gender responsive e.g. the sexual Harassment, HIV and wellness policies,
- Commemorate public events/ international days such as the volunteers day or international candlelight
- Participatory budgeting which involves not only staff and councillors but also the rate payers or public has an input.
- 16 days activism against GBV with community participation



# HOW HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?

- Women empowerment initiatives such as the recycling initiative
- Partnering up with the Royal Swaziland police and community Police or Lihlombe Lekukhalela
- Establishment of an entrepreneurship (recycling and reuse) that promotes local economic development (local business involvement to support)
- Has developed a volunteer retention strategy which seeks that addresses multi-tasking of women so they are compensated as well as encouraging men to be involved in care work.
- It has now been included in Council's code of conduct that when recruiting the advert should state that council is an equal opportunity employer





# Food Security for OVCs in social centres



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# HOW HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?

- The Urban Development Project specifically allows women to own land in their own rights and don't need a man to own property. At Bahai first preference will be given to women to buy the extra land after rezoning
- Gender has a set aside budget of E60 000 and was 70 preceding financial year.
- Built a health social centre costing E1,8 million last year and have just been allocated another E1.4 m
- Has disseminated and created gender awareness where ever its possible e.g., t-shirts, caps, cups, pens etc.



**HOW IS YOUR COUNCIL CONTRIBUTING TOWARDS ACHIEVING THE 28 TARGETS OF THE SADC PROTOCOL?**

<b>PROTOCOL TARGET</b>	<b>COUNCIL ACTIONS</b>
<p>ARTICLES 4 &amp;11 endeavour to enshrine gender equality equability and equity in all council legislations or policies. Protection of the fundamental rights of children e.g. right to education and health care services</p>	<p>Establishment of health and social centres to ensure that education and health care services are accessible to all, 5 soccer fields,4 parks, Revisit council policies and by-laws to ensure that social justice and human rights of women and men are not compromised.</p>
<p>Article 5 affirmative actions to eliminate barriers to meaningful participation of women.</p>	<p>Equal opportunity for training and advancement, inclusion of women in jobs historical believed to be for men e.g. municipal policing (13 : 52) 25% are women</p>
<p>Articles 6&amp;7 shall endeavour to ensure equal accessing of justice and eliminate GBV</p>	<p>Lihlombe Lekukhalela Reporting to the relevant referral such as Royal Swaziland police and social welfare cases of abuse and thereafter witness court proceedings</p>

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# 28 SADC PROTOCOL TARGETS

PROTOCOL TARGET	COUNCIL ACTIONS
ARTICLE 12 AND 13 endeavour to ensure equal representation and participation in decision making positions 50:50	The council ratio of men to women in senior management is 4:3, middle management is 12: 6
Article 14 enact laws that promote equal access education of all levels.	Has about 20 pre-schools 11 of which built by council to cater for OVC , 13 primary, 16 high schools and 3 tertiary. Council makes by laws to control the allocation of these schools.
Article 16 to adopt measures to ease the burden of multiple roles of women	Has maternity leave of 90 working days and paternity leave of 7 working days, allows flexy time for breast feeding has developed the volunteer strategy which promotes men participation in care work
17 &18adopt policies and laws to ensure equal access in trade and entrepreneurship and land	475 Women have been allocated market stalls and only 102 to men. 729 out of 2042 property is owned by women in the UDP
20,22,26 and27: eliminate GBV, sexual harassment, and promote health and prevent HIV spread	16Days activism, promote report of GBV, Sexual harassment policy, gender responsive HIV policy

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# IMPACT

- Political involvement councillors have been brought on board
- Council has established a partnership with the city of SALO in Finland which has promised to support the council in gender issues
- Council has also partnered up with Fort Worth which assisted in the building of Nkwalini Health and Social centre
- The departments such as environmental and planning have started to have specific programs on gender.
- Gender policy which is teamwork of council and not one man show and not only that but the reviewing of council policies so that they gender sensitive.



# Nkwalini Health and Social Centre



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# Nkwalini Health and Social Centre



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# Feeding at Nkwalini Health and social centre



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# CHANGING LIVES

- The story of make Kiki Dlamini: Kiki Dlamini 50years of age is a community home based care volunteers with a husband and 6 children and is a ZCC by religion. She tells it “I want to thank the CEO who brought AMICAALL and through it I was able to discover some hidden strength in me of making decisions and stand up to contribute my views in a meeting and those suggestions are sometimes accepted, I find that gratifying and as a result I’m a town leader for volunteers, and chairperson in our sowing group”. She says before she wouldn’t even stand for elections. She says her husband now even asks for her opinion in family matters and takes her views seriously.

Photograph/s of the changing lives

# CHALLENGES TO GENDER MAINSTREAMING

- HIV/AIDS
- Poverty survival in the city is equated to one's financial stability
- Not fully understanding the concept of gender mainstreaming which needs a gender expert to unpack and guide
- Insufficient budget for the program
- Serious misconceptions around gender equality
- Fear of change
- Socialization that has resulted in stereotypes (attitude)

# WAY FORWARD

- Capacitating gender champions and gender focal person so that they can be resources and assist in addressing the barriers to gender mainstreaming
- Promote gender sensitive budgets in all the departments
- Intensify information dissemination to increase gender awareness within the municipality
- incorporate women empowerment as a complement to gender mainstreaming to achieve gender equality
- Intensify gender mainstreaming advocacy both at inside council and at community level
- Mainstream gender into the council response to HIV/AIDS
- Strengthen gender networking and partnership for sustainability and sharing of ideas
- Develop and implement policies that will address the historic patriarchal structure of council at list start with the workforce



# Mayor leading the way during candle light



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# Candle light commemoration by council showing partnership



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Public, employees, partners all involved in such events by council



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# WHO IS NOT THERE



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# MCM embraces partnership in the fight against HIV/AIDS





THANK YOU

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