

## **Situation analysis report for Aganang Local Municipality, Moletji Limpopo**

**Country: South Africa**

**Name of municipality: Aganang Local 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?**

Aganang Local Municipality acknowledges the need for the council to have a gender policy to ensure good governance and the equal representation of women across all levels of employment within the council.

There is no gender policy the council however the council is aware that there is 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***

There seems to be an enthusiasm within the council to ensure that there are programmes that will be aligned to gender mainstreaming, the council is also very actively involved with programmes that deal with HIV/AIDS and community development.

The council also has good governance and participation which ensures that there is development and capacitation of communities in order to effect meaning participation. Communities are eager to be involved in municipal activities and programmes.

The council also has a clear direction and eagerness to explore issues of local economic development, and there is a clear desire that this is an issue with the broader public as the final recipients should local economic development takes off within the council.

## **Challenges**

Findings from the research indicated that there is a lack of making the connection in terms of addressing and creating opportunities of growth for women for example see attached (Annex- IDP) there is a desire to create and make LED one of the key areas of focus however lack of a revenue base and the lack of secondary economic activities is a major challenge.

However there is potential for growth opportunities the other main challenge is the issue of land ownership much of the land is still under the Tribal Authorities and the infrastructural development then becomes hampered as the issue of land ownership becomes problematic.

## **Results of gender score card**

<b>Area assessed</b>	<b>Council Score</b>	<b>Score GL</b>	<b>Agreed score</b>
Policy framework	<b>0</b>	<b>0</b>	<b>0</b>
Governance	<b>10</b>	<b>9</b>	<b>8</b>
Gender specific programmes	<b>7</b>	<b>5</b>	<b>5</b>
Mainstreaming gender into existing programmes	<b>10</b>	<b>7</b>	<b>8</b>
Employment practises and environment	<b>11</b>	<b>10</b>	<b>11</b>
Gender management system	<b>15</b>	<b>9</b>	<b>9</b>
<b>Overall</b>	<b>53</b>	<b>40</b>	<b>41</b>

## **SITUATION ANALYSIS**

### **Policy framework**

### **GOVERNANCE**

#### **Representation**

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

<b>REPRESENTATION OF WOMEN IN COUNCIL</b>		
<b>MEN</b>	<b>WOMEN</b>	<b>TOTAL</b>
50%	50%	100

## **Participation**

The results indicate that there is an equal amount of representation of both women and men in the council, and the score in this category indicated that there were equal numbers of both men and women within the council.

### **Public participation**

There is limited indication of the public participation between men and women within the council there is a forum which has been created for public participation however the only time that the council has public participation is when there is an event or an issue to be engaged upon.

Many events of the council include community dialogue sessions and also many events tend to centre on commemorative days. However there are a few planned events that include women's dialogues and community engagements that have also been budgeted for accordingly. The community has indicated to the council that they are keen to partake in the council activities and also have meaningful engagements.

Municipalities are stakeholders driven. They must develop mechanisms, processes and procedures for Community and Community organizations involvement in matters of Local Government. This further relates to the development of policies and by laws that will effect meaningful participation and Good Governance.

## **PLANNING**

The research results indicate that there is a limited consultation of women when it comes to service delivery, and 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 Plan for 2012/2013 indicates the need to establish a vibrant institutional structure for the Municipality is key to service delivery. This institutional structure should be continuously transformed to meet the challenges of time. Aganang Local Municipality should continuously strive for improvement and excellence

## **MAINSTREAMING GENDER INTO EXISTING PROGRAMMES**

### **The economy and job creation**

#### **Procurement**

The results also indicate that the independence of procurement processes needs to be assessed and the council also has a challenge in terms of ensuring that equal opportunities are awarded to men and women.

The Municipality has established the supply chain management unit. A number of SCM policies have been developed and adopted in order to give guidance to the unit.

However the unit still needs to be strengthened in order to be able adequately deal with SCM issues

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 tender

<b>Income</b>	<b>Percentage</b>
No income	57.3%
R1-R400	11,79%
R401-R800	8.86%
R801-R1600	12%
R1601-R3200	1.5%
R3201-R6400	3%
R6401-R12800	2.39%
R12801-25600	0.51%

Source: Community Survey 2010

There are high levels of economic activities within the council the above scenario poses a challenge for the Municipality to robustly engage in employment creation initiatives that can turnaround the situation of the Communities for sustainable livelihoods.

## **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. Aganang Municipality is neither a housing authority nor provider. Currently housing provision is done by the Department of Local government and Housing and the Municipality only assist in the coordination of the provision. There is a high current rural housing backlog within the Municipality, The Municipality with the assistance of DLGH has developed a draft housing chapter which will be catalyst to housing development within the Municipality.

## **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. There is no Waste and Refuse removal within the Municipality however with the assistance of the District a landfill site is still the process of establishment. The majority of households use own dumps as depicted by the table above. provinces. Although there is no clear indication of women who have access to these utilities, other challenges faced by the Municipality to provide water include:

## **Developmental Challenges**

- Establishment of landfill site
- Establishment of waste management unit
- Waste management campaigns

## **Health**

Further more the results showed that there are health facilities available to women and further support towards HIV and AIDS has been put into place. Aganang Municipality has one hospital and 10 Clinics, there is also a systems of mobile clinics to all the villages of the Municipality .There is also team of home based carers and drop in centres which operate within the Municipality which are critical to health and Welfare services to their immediate Communities.

In addition the results also point out that the council is involved with HIV and AIDS awareness campaigns.

The municipality has developed both the HIV/Aids Strategy and plan to fight the epidemic. This strategy is premised on four pillars of the national strategy that is, prevention, treatment, research and human rights. The primary source of HIV/AIDS statistics is W.F. Knobel hospital. Community home based Organisation and drop in centres are central in the fight against HIV/aids although they have challenges of funds that are available to them for their work.

### **Developmental Challenges**

- Improvement of health services in terms of customer care
- Lack of medications at Clinics and mobile clinics
- Failure of mobile clinics to honour schedules
- Support to home based carers
- Lack of funds by drop in centres
- Lack of pay point shelters
- Funding and support of Community Homes Based Care Organization and Drop in Centres.

## **Social development**

The results pointed out that the council does not keep sex and age disaggregated data on the usage of existing facilities. There is an establishment of focus group forums which will give financial support whilst creating awareness campaigns and encouraging the development of youth development programmes as well as women development programmes within the council

## **GENDER SPECIFIC PROGRAMMES**

The council does participate in gender specific programmes and campaigns; the special focus unit is extensively involved with dissemination of information to communities with regard to human rights issues. The special focus unit has also been vital in ensuring that the council mainstreams gender issues within the municipality and also creating awareness on gender issues.

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

The council has a few GBV flagship initiatives and projects that they are involved in extensively however the council also receives a lot of support from their external stakeholders and partners. There is a concern however with regard to the resources and the funds allocated to these specific initiatives that highlight issues of GBV.

## **Sexual Harassment Policy**

The council does not have a sexual harassment policy in place however they are in process of formulating the sexual harassment policy which will assist them to deal with the gender dynamics within the council.

## **EMPLOYMENT PRACTICES AND ENVIRONMENT**

### **Selection and recruitment**

Skills development is critical for the development of employees and Communities in general. Annually the Municipality reviews Workplace Skills Plan (WSP) aimed at capacitating Councillors and employees. In order to implement the WSP the Municipality annually allocate budget towards training and capacity building.

### **Affirmative Action Policy**

Analysis of the personnel profile

<b>Gender</b>	<b>Coloured</b>	<b>White</b>	<b>Black</b>	<b>TOTAL</b>
Female	0%	0%	45%	40%
Male	0%	0%	55%	60%

(See Employment Equity Plan- Annexure E)

The results reflected in the table above indicate, that the current high-level workforce profile is 60% male and 40% female. With results indicating that Whites and Coloureds as well as women are very under-represented in the total staff component.

Aganang Municipality implements an Affirmative Action Policy (AA) process, whereby employment equity is established in the workplace, however due to the geographical location of the council other racial groups do not apply for vacancies within the council. The main objectives of the Affirmative Action policy is to make sure that measures are implemented to address, sufficient representation, of the designated groups in the personnel composition.

## **Capacity building- training**

The results from the score card indicated that the council does have capacity building initiatives the Municipality annually reviews and adopts Service Delivery and Budget Implementation Plan (SDBIP). This forms the basis of the Municipality's Organizational Performance Management System. Quarterly performance reviews are done at different levels. These are done at the level of department, Management, Executive Committee and Council.

One of the clear measures that the council has undertaken is to focus on is to develop an accelerated training and development programme, which will assist and capacitate persons from certain designated groups. (See Employment Equity Plan-Annexure E)

## **Career pathing**

The results indicated that there is a lack of a clear career pathing in terms of growth opportunities available for men and women within the council.

There is also an indication that even though the council may have an affirmative action policy, it may not necessarily be adhered to, even though it may be there and those recruitment strategies are not aligned to indicate the representation of women. This could also be due to organisational culture, which often tends to be hostile to women's life patterns.

## **Developmental Challenges**

- Continued development of institutional capacity
- Continued development and review of human resource policies.
- Skills development
- Cascading PMS to lower levels

## **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, however there is a an appointed gender focal person within the council.

## **Budgets**

Research findings, indicated that the Council does not have a clear budget aimed at promoting gender equality. 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 is proper monitoring and evaluation systems in place which could be used to establish information with regard to HR and the council does keep the information sex-disaggregated

## **Political profile and champion**

The results indicated that the Council does give gender issues a high political profile, and that there is a gender champion within the council