



LOCAL GOVERNMENT CENTRES OF EXCELLENCE FOR GENDER MAINSTREAMING

Mauritius COE Analysis report

Implementing through Innovation

April 2014



Verification process in Vacoas/Phoenix District Council



Key facts:

-) In 2013/2014 a record number of new Councils completed the Centres of Excellence process with workshops that Gender Links did in villages
-) 10 Councils have been elevated to stages 11-15 through the FLOW project
-) All Councils that GL works with have Gender Action Plans and Gender Based Violence Action Plans
-) During the year 2012, nine Councils formed part of the Centres of Excellence (COE) process. But after the December 2012 local elections, three District Councils were split according to law, making a total of seven District Councils instead of the original four. For the purpose of the verification, Gender Links therefore decided to work with Five Municipal Councils and Four District Councils making a total of nine Councils. Five village Councils joined the COE in March 2013 and another 30 Village Councils joined the end of 2013 making a total of 47 COE for Mauritius (Nine Municipalities; Seven District Councils and 35 Village Councils).
-) All 12 Councils have been part of the Centres of Excellence (COE) process with all 12 are currently active as COE councils
-) Gender Links GL had a challenge to get verification done in Port Louis, Pamplemousses and Flacq in 2014
-) These 12 COE councils cover the whole population of Mauritius which is 1,200,000 of which 52% are women
-) The COE's include councils that are based in rural and urban settings. There are 5 Urban councils namely Port Louis, Beau Bassin/Rose Hill, Quatre Bornes, Curepipe and Vacoas/Phoenix. 7 rural councils – Pamplemousses, Riviere du Rempart, Moka, Flacq, Grand Port, Savanne and Black River
-) At the 2012 Local Elections a record of 973 women in the 130 villages of the seven Districts stood as candidates and 302 of them were elected
-) Currently the number of women in management positions at 26% and this is a cause for concern therefore interventions need to be put in place to ensure equal representation of women within key decision-making positions
-) A high proportional number of women are employed within the councils at however this is not an indication that these women are employed within management positions. Very often these women are mostly employed at the clerical or administrative levels.
-) The 12 COE Councils administered the Gender in Local Government Score Card and an average baseline score of 61% was determined at the start of the project. However there has been a significant increase in terms of the current progress overall score of the council based on the verification exercise to 79% increase in improvement in councils which were verified.
-) Gender Action plans have been developed and incorporated into existing Integrated Development Plans (IDP) of the current COE councils.
-) The nine Councils that were verified this year had a baseline score of 61% while the average score during verification process was 79% making an increase of 18%.

-) Six Councils made presentations at the 2014 Summit. The average score of these six Councils during verification was 80%, and the average score by the judges during the Summit for these six Councils was 58% making a difference of 22%.
-) Two Survivors of GBV who followed training with GL through FLOW presented papers at the 2014 Summit.
-) It must be noted that progress is evident on the ground with projects. The Municipal Council of Curepipe, which won the first prize at the 2012 National Summit won the runner up at the Regional Summit on Climate Change. This year, for the 2013 Summit they have won in the Climate Change category as well as Constitutional and Legal Rights and Governance while Black River won on Education and Economic Development. 2014 Summit Grand Port won the Local Government Rural prize, Beau Bassin Rose Hill won the prize for Local Government Urban. Riviere du Rampart was the most improved council; Quatre Bornes was the runner up and Savanne was a winner in the women's rights category.
-) During the 2013 Summit, GL succeeded in getting the Association of Urban Authorities (AUA) to commit in working with Gender Links.
-) All 12 COEs, have a gender action plans and out of these 12 councils there are 9 that are implementing the action plan. Annex A
-) Case Studies of winners is at <https://genderlinks.sharepoint.com/Shared%20Documents/Forms/AllItems.aspx?RootFolder=%2FShared%20Documents%2FSummit%20Gender%20Protocol%202014%2FMauritius%2FSummit%20report%20podcast%20videos%20articles%20case%20studies%2FCase%20Studies&FolderCTID=0x012000481DFC47805BA840AE546F483EB985E0&View=%7B779F4082-DE4B-423A-947A-77EE4B46B5C4%7D>
-) Gender Links saved 193,015 Rands in terms of in-kind support for the Summit. From June 2013 to December 2013, Gender Links saved 35,000.Rands through in-kind support given by Councils through venues, audio visual, sound system equipment, catering. Two Councils announced specific budgets for the Gender Action Plan and to gender specific projects. Although these amounts are relatively small, they underscore a significant commitment to the process.
-) The COE process has resulted in high level political support, across ministries and political parties, as reflected in the high level attendance at the summit.
-) The New Local Government Act of 2012 includes a gender neutral quota for women in local elections. This has opened the door for more women to stand as candidates and be elected. While the Act mentions at least 33% women or 33% men must stand as candidates, the result is close to the number of candidates; 31% elected are now councilors. This was 6.4% before the December 2012 local elections.
-) GL, with the support of Australian Aid worked with 35 villages of Mauritius in 2013
-) GL Mauritius launched "War @ Home" – Gender Based Violence Indicators Study. The findings are now being used in Stage of V of the COE Workshops.
-) MOU was signed with the National Empowerment foundation and they have received ToT from GL Mauritius and helped with the Village workshops (21 villages for 2014)

National Summit 2014 - SADC Gender Protocol@Work Summit

The SADC gender protocol summit took place in Hennessy Park Hotel from the 25th to the 26th of March 2013. For presentations made at the summit please refer to <http://www.genderlinks.org.za/page/mauritius-gender-summit>, as well as the summit booklet attached. A summary of the summit proceedings and winners going on to the regional summit is contained in the press release.

Below are quick facts for the summit:

	Male	Female	Total	%Male	% Female
Entrants	13	32	45	28.80%	71.10%
Official	3	2	5	60%	40%
Chairs	1	2	3	33.30%	66.60%
Judges	6	3	9	66.60%	33.30%
Partner	10	22	32	31.25%	68.75%
Donor					
Staff	4	11	15	16.60%	73.30%
Embassy	0	2	2	0%	100%
TOTAL	37	74	111	33.33	66.67

Background

Members of the Alliance, Media and Local Government needed to come together, as we are rapidly moving towards the deadline of the SADC Protocol Alliance. It was necessary to take stock and turn up the pressure for implementation of and accountability towards the Protocol. In addition it was a platform by which the participants would develop a post 2015 strategy for the continued work of the Protocol after its evaluation. Similarly, the MDGs also have a deadline of 2015, so the summit was intended to profile and affirm the work of different stakeholders. Prior to this monumental event, GL held 2 District Local summits for Local government Centres of Excellence councils. Thus this was the platform on which the 3 entities would engage and come up with strategies and synergies.

-) Number of participants in all categories are 42 of which (30 are women and 12 were men)
-) Number of women and men winners : twelve Women and Four Men
-) Number of men and women runner ups : Three Men and six Women
-) Number of organisations represented : 27 organisations were represented
-) Number of councils represented : two rural and four Urban
-) Number of media houses represented : Two Media Houses
-) Number of government entities represented : two

CATEGORY	AWARDS	ORGANISATION	WINNER'S NAME
Alliance and coalition building	• Winner	Institut Cardinale Jean Margeot for Zezi Vre Zom	Marie Desire Jean-Max Appanah
	• Runner up	Women in Networking Limited	Murielle Adelson - Lai Chin Kon

Government	• Winner	Ministry of Gender	Bhunjun Jayseeree
	• Runner up	NATRESA	Mrs. Jadunundun
Local government COEs	• Best Urban Council	Beau Bassin Rose Hill	Janita Soopal
	• Best Rural Council	Grand Port	Mamta Koonjan Jugroop
	• Most Improved Council	Riviere du Rampart	Anoushia Mahadeo
Media COEs	• Best Media COE	Mauritius Broadcasting corporation	Dhanjay Callikan
	• Most Improved Media COE	Le Defi Media Group	Imran Bahadoor
Leadership	• Winner	Mauritius Broadcasting corporation	Soondaree Devi SOBORUN
	• Runner up	Women in Networking Limited	Bruneau Woomed
Gender based violence and conflict resolution	• Winner	ANPPCAN	Ghura Shiksha
50/50	• Winner	Media Watch Organisation (Alliance)	Mary Coopan
Women's rights and post 2015	• Winner	Association of Councilors of Savanne	Priscilla Bignoux
	• Runner up	Union Park Women Association	Luxshmee Gunness
Climate change and sustainable development	• Winner	Ministry of Environment & Sustainable Development	Maxwell Sardoo
	• Runner up	Platinum Solutions/ CWA	Zaheeda CHUTTOO – JADHAKHAN
media Radio	• Winner	Mauritius Broadcasting corporation	Nathalie Didier
	• Runner up	Mauritius Broadcasting corporation	Yacoob Ghanty
Media TV	• Winner	Mauritius Broadcasting corporation	Utam Ramchurn
	• Runner up	Mauritius Broadcasting corporation	Kendy Mangra
media print	• Winner	5 Plus group	Laura Samoisy
	• Runner up	Le Defi Media Group	Jenilaine Ancily Moonean
Media Photojournalism	• Winner	Mauritius Broadcasting corporation	Kendy Mangra
Emerging entrepreneurship	• Winner		Noelette Simirone
	• Winner		Veronique Celestin
	• Runner up		Geraldine Celeste

Synopsis

This report concerns the Gender Justice and Local Government programme for Gender Links Mauritius from April 2013 to April 2014. The work focuses on cascading and strengthening in Mauritius of pioneering work on Centres of Excellence (COE's) on Gender Mainstreaming for Local Government across the Southern African Development Community (SADC) region by Gender Links (GL) and localities of Mauritius. The report incorporates the analysis of council institutional profiles and projects obtained through the Centres of Excellence (COE) process and the SADC Protocol 2014 summit. The report covers the activities undertaken in all localities of Mauritius and the activities that Gender Links Mauritius has been doing in conjunction with its partners throughout Mauritius.

Executive Summary

This paper addresses the inception of the COE processes in Mauritius. The Centres of Excellence for Gender Mainstreaming in Local Authorities was introduced in 2011 in Mauritius. A research was done in 2007 in which Mauritius one of the four countries which were selected as pilot projects. This was done to establish how women's voices were presented in Local governance. At that time Mauritius representation in Local governance stood at 6.4%. But after 2012 there was a fourfold increase and women councillors are now at 26%. It was a great evidence of impact of Gender Links work in Mauritius. The New Local Government Act provides for a gender neutral quota.

At the GL Gender Justice Local Government Summit 2013, Hon. Herve Aimee, Minister of Local Government and Outer Islands, in his keynote address, credits Gender Links and civil society organisations with getting more women elected: "The New Local Government Act is indeed a milestone towards gender equality. I would like to thank (GL Francophone Director) Loga Virahsawmy and Gender Links for all their help over the last two years ensuring that the radical changes I proposed became reality. The new Local Government Act is another step in line with the Government's philosophy of the role of women in modern Mauritius. I want to empower women through local government. Their presence is one of proximity, as all councillors must reside in their local council area. Many are becoming leaders of their communities. It is my intention that local government should become a stepping stone for women to emerge for participation at the national level, where less than 20% of the members of the National Assembly are female."

In 2009 Gender Links has introduced Gender Action Plans in all the Councils it works with.

The purpose of the programme was to;

- Build participants understanding around key gender concepts
- To empower participants around personal empowerment
- Build capacity around issues of gender, democracy and good governance
- Look at what makes good leaders through looking at transformative leadership
- Look at key concepts like gender policy and planning concepts
- Assist participants in understanding the importance and synergies around gender, the economy and budgets
- Develop a Combined Local Gender Action Plan
- Inform councils about the collection of good practices for addressing GBV at the local level and in the Gender Justice and Local Government Summit.
- Assist local Authorities with sustainable campaigns and case studies on GBV for Summit come 2012.

Background

In 2003, GL undertook the first comprehensive study of the impact of women in politics in Southern Africa. One of the key findings of “Ringing up the Changes, Gender in Politics in Southern Africa” was that local government is a sadly neglected area of the gender and governance discourse. Taking heed of this finding, GL conducted ground breaking research in 2006/2007, At the Coalface, Gender and Local Government covering South Africa, Lesotho, Mauritius and Namibia.

A key finding of this study was that few practical steps have been taken to mainstream gender in this tier of government or to build the capacity of councillors to lead this process. The study has since been extended to nine countries. In terms of process, once the research reports have been written up, GL hosts launch and strategy workshops in the respective countries with key stakeholders and partners, ideally the local government associations of that particular country to map out a way forward of how to roll out the strategy and host Gender and GBV action plan workshops. The launches are then followed by Gender and GBV action plan workshops that are held at local level to ensure that all councils have gender action plans.

PROCESSES:

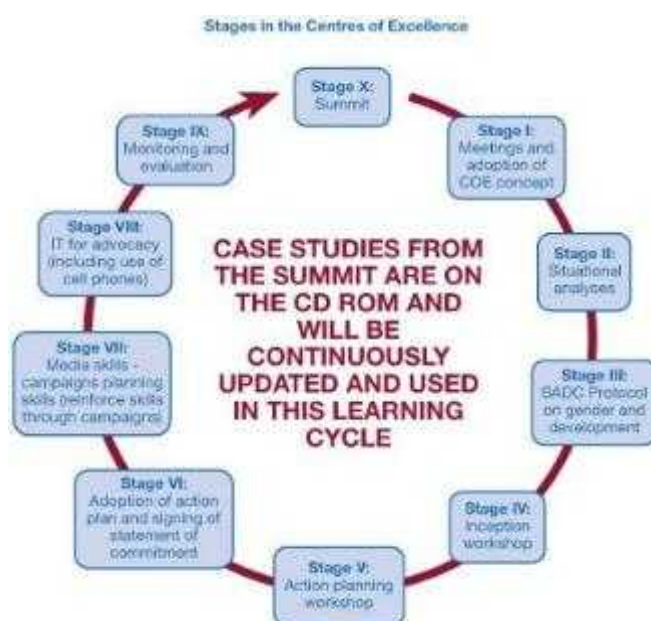
The process was navigated from a three stage process to a ten stage. Another process was added in 2012. The Cascading and rolling out the COE model

The COE process

The stages covered are illustrated in the diagram.

Key principles include:

- Political support: Getting buy-in at decision-making level.
- An evidence-based approach: Conducting a situation analysis that is council-specific and will help to address the needs of that council.
- Context specific interventions: Conducting council-specific gender and action plan workshops that localise national and district gender policies and action plans.



- Community mobilisation: SADC Gender Protocol village level workshops that familiarise communities with the provisions of the sub-regional instrument and empower them to hold their council's accountable.

- Capacity building through on-the-job training with council officials and political leaders.

- Application of skills: Assisting councils and communities to apply these new skills through running major campaigns, e.g. 365 Days to End Gender Violence; the 50/50 campaign etc.

- Monitoring and evaluation: Administration of score cards and other monitoring and evaluation

tools that can be used to measure change in the immediate, medium and long terms.

- Knowledge creation and dissemination: Working to gather and disseminate best practises, case studies, etc. that can be presented at the annual gender justice and local

government summit and awards that provide councils and communities with a platform to learn from each other on empowering women and ending violence at the local level.

- Cascading the COE's: GL is working with local government associations across the region on innovative strategies for cascading the COE's that include working through gender focal points of the associations and peer support.

Key additions to the COE process as it has evolved include:

-) Additional theme areas - including care work (the unwaged work of women) and climate change.
-) The strategic communications module now has a specific module on IT aimed at ensuring proficiency and empowerment in this area.
-) The targets of the planning framework have been aligned to the SADC Protocol on Gender and development.
-) Monitoring and evaluation has been strengthened through the administering of a score card at the beginning and end of the process. GL now proposes to strengthen this even further by monitoring the prevalence and attitudes towards GBV at the beginning and end of the process. The aim is to show that community by community the SADC Gender Protocol target of halving gender violence by 2015 can be achieved.

Objectives for 2014/2015

The Mauritius Centres of Excellence in Gender Mainstreaming Programme sought to:

-) Raise support for the in-country Gender Justice and Local Government summit in April 2014, leading to the regional summit in May
-) Raise support for the roll out of the COE's to all the 12 Municipal and District Councils and the 110 Village Councils by 2015, the deadline for the achievement of the 28 targets of the SADC Protocol on Gender and Development. This rollout started with 9 Councils since 2010 and today we have the buying of all 12 councils.
-) Popularise and enhance application of the SADC Gender Protocol through the village workshops that accompany the COEs and incorporating its targets in the local action plans in order to increase community outreach and impact of the Protocol@work.
-) Share the GBV findings at the local level and use the findings to impact on the gender and local government initiatives, as well as build up on the findings to help localities to start projects on GBV. This session is vital for the FLOW project that Gender Links embarked on in 2013 as well as for reaching the SADC target of halving gender violence by 2015. Mauritius has now succeeded with the following:

Pre-2013 target councils	2014 target councils
<u>Grand Port</u> Rose Belle Mahebourg Petit Bel Air Grand Bel Air Mare d'Albert	<u>Grand Port</u> Bambous Virieux Bananes Beau Vallon Bois des Amourettes Camp Carol Cluny Grand Sable
<u>Pamplemousses</u> Arsenal Baie du Tombeau	<u>Pamplemousses</u> Congomah Crève Coeur

Pre-2013 target councils	2014 target councils
Calebasses D'Épinay Triolet <u>Rivière du Rempart</u> Cap Malheureux Goodlands Grand Baie Grand Gaube Petit Raffray <u>Moka</u> Dubreuil Dagotière La Laura Quartier Militaire Providence <u>Flacq</u> Bramsthan Camp de Masque Clementia Lalmatie Laventure <u>Savanne</u> Baie du Cap Bel Ombre Benares Bois Chéri Camp Diable <u>Black River</u> Case Noyal Chamarel La Goulette Petite Rivière Albion Total = 35	Fond du Sac Le Hochet Long Mountain Morcellement Saint André Notre Dame <u>Rivière du Rempart</u> Amaury Cottage Goodlands Mapou Piton Plaines des roches pointe aux Iascar Poudre d'or hamlet poudre d'or village Roche noire <u>Savanne</u> Bel Air (Rivière Sèche) Bramsthan Brisée Verdrière Camp de Masque Pavé Camp Ithier Clemencia Ecoignard TOTAL= 31

GL Mauritius is working with the Ministry of Gender Equality, Child Development and Family Welfare, the Ministry of Health and Quality of Life, the Ministry of Environment and the National Women Entrepreneur Council for their support in getting resource persons. The just ended 2014 summit has profiled the COE programme in Mauritius; strengthened partnerships and garner support.

The National Empowerment foundation signed an MOU with GL Mauritius. This shows their commitment to better train their staff and councillors in all 12 councils and ensure the 28 targets of the protocol are followed and reached. An MOU was signed with the SMEDA and this helped with the FLOW project on empowerment of survivors. Combined with the media and alliance networks, a total of 16 winners were awarded certificates and 2 best improved for excelling in best practices on gender mainstreaming and will proceed to compete at a regional level.

Prior to the summit GL Mauritius undertook an on-the ground verification exercise of the COEs where evidence of progress was gathered and an update scoring exercise done through the local government scorecard. This level of monitoring and evaluation further strengthened through establishing levels of gender issues and projects at Council level. The verification exercised is benchmarked using the council action plans, which include the gender based violence plans all based on the SADC protocol on gender and development.

Target groups

The target groups for the programme are the local government councils both rural and urban in Mauritius. Working from the ground upwards has proven the best way to integrate policy and community actions in gender mainstreaming as this is streamlined into the service delivery approach of local government. The programme has raised a critical mass of women and men who are pushing the gender equality agenda in the form of gender champions (the councillors) and gender focal persons (the technical persons). Prior to the local elections Grand Port/Savanne (now Grand Port and Savanne – 2 Councils) organised a mock council meeting to train potential councillors on how to participate in a Council Meetings. The Ladies councilors of the Savanne council have done an Association of Women Counsellors to ensure that work on the ground is being done. This programme won the first prize during the national summit.

Gender Links Mauritius with the collaboration of localities and other partners will facilitate three day workshops on Women in Politics for various political parties. The skills and techniques that will be used will encourage women to stand as candidates and in the 2015 general elections. Women will be targeted in the programme through the personal accounts of the action that they are taking at a local level in the form of stronger women Politicians and Changing Lives stories. These personal accounts will show how the programme is showing impact on the ground.

COE& Summits:

The year 2014 has witnessed a growth and extension of COEs in Mauritius. The Summit concept has been decentralised to villages. Gender Links has introduced another concept of the Summit to make sure all councils get a fair chance to present their best practices in terms of service delivery. Councils had the chance to compare notes on how best practices in Councils can replicate with success stories.

Gender Links Mauritius this time around has decentralised the mode of deliverables with Village Councils.

The 2014 COE paper confirms breakthrough of the Gender Justice and Local Government programme and activities for Gender Links Mauritius from 2013 to May 2014. The work focuses on cascading and strengthening the Centres of Excellence (COEs) on Gender Mainstreaming for Local Government across Mauritius.

The objectives of the SADC Gender Protocol Summit and Awards aims to achieve the following at country and regional level;

-) To take stock and turn up the pressure for implementation and accountability to the 2015 deadline.
-) Bring together all key stakeholders to share strategies and good practises for achieving the 28 targets of the SADC Gender Protocol in the count down to 2015.
-) Profile and affirm the work of media and local government Gender Centres of Excellence and create synergies between their efforts.
-) Build linkages between the media and local government work on the ground as part of the broader objective of gender responsive governance and accountability, and developing a critical citizenry around the SADC Gender Protocol and the MDGs.
-) Develop strategic partnerships and networking opportunities. (Concept Note)
-) Pressure for implementation and accountability in the final count- down to 2015.
-) Make use of the upcoming Mauritius General Elections of 2015 and in the SADC region to demand women's equality.
-) Lobby for a strong post 2015 SADC Gender Protocol that incorporates missing areas such as sustainable development, and strengthens the commitment to women's rights.
-) Profile and affirm the work of media and local government Gender Centres of Excellence and create synergies between their efforts.
-) Develop strategic partnerships and networking opportunities.
-) Strengthen the gender movement from local to national to regional to international level.

The three summits were meant to take stock of progress made in terms of gender responsive policy development and implementation of activities that are in line with gender mainstreaming. The report covers the activities undertaken in all the Councils of Mauritius and the activities that Gender Links Mauritius has been doing in partnership with the Alliance partners and localities.

COE programme

Before the passing of the New Local Government Action Mauritius was divided into five Municipal Councils and Four District Councils. Since December 2012 Mauritius is divided into 12 localities with five Municipal Councils and seven District Councils. This covers the whole of Mauritius with its 1.2 million populations. Furthermore there are 110 villages forming part of the District Councils.



http://gemcommunity.genderlinks.org.za/gallery/main.php?g2_item_id=44699

Photo: Olivier Von Mally
Loga welcoming Hon Herve Aimee, Minister of Local government and outer islands for his speech.

The COE process has the strong support of the Minister of Local Government and Outer Islands who have been active in all activities of Gender Links. He makes it a point to make keynote addresses and opens Gender Links Workshops and Summits. At the 2014 Summit, the Minister of local government and outer islands Hon. Aimee announced the efforts of his ministry to collaborate with Gender Links. He talked on the emancipation of women in politics, brought by the Local Government Act in 2011, how this Law has brought an increase in the women representation in local authorities in Mauritius. He ends by shedding light on the progression of the classification of Mauritius among the countries of the SADC in terms of women representation in municipal and district councils.

We are classified 6th amongst the 15 member countries, which make us positive for achieving the targets of the SADC Protocol. Currently, all District and Municipal Councils are part of the COE process and five Village Councils joined in 2013. The COE approach includes a unique blend of research and evidence, applied to strategies and action planning, with on-the-job capacity building and applied learning, vigorous Monitoring and Evaluation, affirming of good practise, and sharing of learning at the annual summits. Emerging evidence suggests that this is an effective and sustainable model. Learning from the first phase has been incorporated in the second phase that has expanded the original six phases to ten phases. Strengthening of action plans through additional content and practise on climate change and sustainable development; care work and local economic development, and IT skills of councillors will be strengthened as part of the communications component.

The split of District Councils from four to seven has been a great challenge for Gender Links to do the verification. From four District Councils there are now seven and verification was done in four of them (Black River, Riviere du Rempart, Grand Port, Black River and Moka/Flacq). Gender Links Mauritius also did verification in four Municipal Councils as with all the changes due to the December local elections results it has been difficult to get appointment in the Council of Port Louis (which is the capital of Mauritius).



Anushka Virahsawmy doing verification in Curepipe Municipal Council.

Through the COE process, nine councils and five village councils have gender action plans, which include gender based violence action plans. The on-the job nature of the

COE process has equipped gender focal persons and champions with skills to facilitate some of the COE workshops and to introduce peer to peer learning between councils. Gender mainstreaming is therefore firmly on the agenda of service delivery in these councils. An additional 30 village councils are being targeted in 2013 to bring to 47 the number of COEs in Mauritius. A challenge with the COE process roll out has been the incorporation of stage 6 (statement of commitment) of the process which councils feel they have already affirmed through the Gender Action Plan. The summary of stages completed per council is as follows:

Council	COE stages									
	1	2	3	4	5	6	7	8	9	10
Curepipe	1	1	1	1	1	1	1	1	1	1
Beau-Bassin/Rose Hill	1	1	1	1	1	1	1	1	1	
Quatre Bornes	1	1	1	1	1	1	1	1	1	
Vacoas Phoenix	1	1	1	1	1	1	1	1	1	1
Port Louis	1	1	1	1	1		1	1		
Grand Port (formerly Grand Port Savanne)	1	1	1	1	1	1	1	1	1	1
Riviere du Rempart (formerly RdR/ Pamplemousses)	1	1	1	1	1	1		1	1	1
Black River	1	1	1	1	1	1	1	1	1	1
Moka/ Flacq	1	1	1	1	1	1	1	1	1	
Mahebourg	1	1	1	1	1					
Rose Belle	1	1	1	1	1					
Petit Bel Air	1	1	1	1	1					
Grand Bel Air	1	1	1	1	1					
Mare D'Albert	1	1	1	1	1					

Training of trainers workshops

The Mauritian model for cascading the COEs

The implementation of the COE activities is beyond the scope of one NGO. It is also not desirable that GL drives every one of the COE stages and therefore ownership is important. Gender Links, therefore, works with partners. The Ministry of Health and Quality of Life, the Ministry of Environment and Sustainable Development, the Ministry of Gender, Child Protection and Family Welfare and the National Women Entrepreneur Council send resource persons to all Gender Links Workshops.

Furthermore the Deputy Chief Executive of Grand Port has agreed to be a resource person for village workshops. Skills building and transfer are also essential for sustainability. Gender mainstreaming needs to be embedded within councils and council practise. As such, GL identified one high level official to help at village levels. Gender Links also signed an MOU with the National Empowerment foundation and a Training of Trainers was done to get more trainers to help in different villages L will go and work this year. The NEF works in all the villages in Mauritius and they have all required contacts and knowhow of getting people in to get the action plan up and going. 14 people were trained from the NEF in March and training in villages will start in July 2014

) Gender focal points: In Mauritius since working with GL, most Councils have GFPs and Gender Steering Committee and as such, GL took advantage of those already existing structures to organise workshops and get venue for free. The strategy is to identify and use the existing GFPs within each Council who will be tasked with driving the process from within. The GFP's have received training and can make sure that projects are put in place. In addition they will help with village workshops.

) Gender champions: Since working with GL, almost all councils in Mauritius have Gender Champions. As from 2014 each District council will be asked that their gender champions have special responsibilities with helping at village workshops and help with the SADC Gender Protocol Village workshops and community mobilisation linked to this. A few already have champions and it is working really well

COE Verification Process 2013/2014

Gender Links (GL) undertook its annual verification process. This process is part of the monitoring and evaluation exercise (also known as the stage 9 in the Centre Of Excellence 10 stage process) done by the organization to assess how the councils that are in the COE process are progressing in terms of mainstreaming gender in policies which will result in good service delivery. In 2014 nine councils underwent the verification process. For the 2014 verification Gender Links could not get appointment with the Municipal Council of Port Louis, Flacq due to shortage of staff and it was not possible to get verifications done in Pamplemousses again due to lack of staff. Very important to reiterate that Moka and Flack have been separated and are now two different councils and same for Riviere du Rempart and Pamplemousse that were together until 2012 and they have severe lack of staff. This year only eight verifications were done. And six of them presented of them presented their localities (Grand Port, Vacoas-Phoenix, Riviere du Rempart, Curepipe, Quatre Bornes and Beau Bassin Rose Hill.

Methodology of the verification

Gender Links Mauritius identified Councils where the Chief Executive Officer have remained the same Councils after the December 2012 local elections. Nine Councils were therefore identified for verification: Municipal Councils of Quatre Bornes, Vacoas-Phoenix, Beau Bassin-Rose Hill, Curepipe and Port Louis and District councils of Grand Port, Riviere du Rempart, Black River, Moka/Flacq for verification. This was quite challenging specially Francophone Director doing verification for Madagascar as well. Appointments with the Municipal Council of Port Louis have been postponed several times until it was too late to do the verification. This will now be done after the Summit.

The process involved councils reviewing their gender score-card (see Annex B 1) for any changes in the score that they were allocated at the previous summit. They had to score themselves for the past year then Gender Links scored them and a agreed score was negotiated. Councils had to collect as much testimonial evidence as possible e.g. gender-sensitive housing policy, minutes showing their drive towards a gender responsive council. GL compiled institutional profiles of all the Councils (see example of Grand Port below) the full set of institutional profiles can be found in the summit document that accompanies this report. Progress in each council and supporting documents can be found on GL website.

Outcomes of the verification exercise	Outputs of the verification
<ol style="list-style-type: none"> 1. Verified councils had done exceptionally well in progressing with gender issues. 2. Participants realised the need to be more gender sensitive in their service delivery. 3. The verification process highlighted the need for councils to come up with more structured monitoring and evaluation tools to complement the existing tools. 4. Capacitation of GFPs is a necessity as well as having gender inscribed in their job descriptions. 5. Budget for gender activities must be clearly spelt out 	<ol style="list-style-type: none"> 1. GL collected a sizeable number of files in which councils had evidence of the actual work they were doing e.g. policies, budgets, minutes. 2. Photography of COE work being done on the ground. 3. Institutional Case studies for the 8 verified councils. 4. Women in politics and changing lives accounts. 5. Leaflets of materials used for projects

Institutional profiles of Beau Bassin Rose Hill council

Beau-Bassin/Rose Hill is the cultural town of Mauritius with its theatre, the British Council, the French Cultural Centre and the Promenade Roland Armand



The Municipal Council of Beau-Bassin /Rose-Hill host one of the oldest theatres of the island.

http://gemcommunity.genderlinks.org.za/gallery/main.php?g2_itemId=23853

Photo:Mena Gopaul

Quotable quotes

Beau-Bassin/Rose Hill Municipal Council believe in the work of NGOs and hence not only give them funding but offices with all facilities for free. Media Watch Organisation gets an office for free in the heart of Rose Hill

COUNTRY	Mauritius
COUNCIL	Municipal Council of Beau-Bassin/Rose Hill
WHY SELECTED	Stage 9 of COE verification
Score when score card first administered	56 %
Agreed score at summit/during verification	83 %
Population	115,000
Key characteristics	Beau-Bassin is the heart of culture with the Plaza Theatre, the British Council, ancient buildings, churches. Arab Town Shopping Centres and different Kovils. The Promenade Roland Armand is THE place for joggers of all ages.
Contact person	J Soopal
Designation	Welfare Officer
Contact details	+ 230 494 3082

More workshops have to be done with the Council now that it has a new administration and more women councillors.

Work in collaboration with the women councillors and women involved in social work so that the COE process can be cascaded to the whole community.

Women take the lead in Grand Port

Subhowantee Coonjan Jugroop



Deputy Commissioner of Mauritius Prison, G.Aubeeluck addressing to the children of Phillipe Rivalland RCA Primary School.

http://gemcommunity.genderlinks.org.za/gallery/main.php?q2_itemId=18426

Photo: Mauritius Prisons.

What are the characteristics of this group that distinguish it from the others?

All streets are lit and have names. While walkers and joggers are in the promenade they feel safe as there is always a police patrol. Waste lands are cleaned on a regular basis.

It is among the few council that has women as waste collectors and street sweepers. In the council kindergarten, one of the teachers is a man, which is a first as it was previously a job exclusively for women. The Council has signed an MOU with LEAD, an NGO dealing with HIV/AIDS. It takes an active participation in sensitizing the community. In addition, the council is proactive when it comes to GBV. It has offered logistic facilities in the form of a hall. Raymond Chal, where different organisations can distribute pamphlets or do their talks.

What changes in intervention design might or have been made to increase these benefits?

While working in the community and with the COE of her locality in mind, Jugroop identified many problems that women were facing, e.g. gender based violence HIV/ Aids, environmental health, women not being empowered economically as well as issues at council level. She put her full weight in the COE process and set up a gender balance Steering Committee. A budget of Rs. 70,000 (R20,500) was approved for a year to implement the Gender Action Plan.

Away from the kitchen and serving the community has not been an easy task, the leader has had to bear negative attitudes and remarks from the opposite sex before the introduction of the policy to have one third female in a group of councillors. She heard all sorts of comments such as "the council will be a kitchen now" and they will look good on lorries". She had to fight the stereotypes and eventually she is the honorary president for gender equalities for a village.

Her journey is more field work and involving much interaction with people. The leader has had a lot to deal with males attitude and putting a policy of having 1/3 women as councillors. She made sure that the millennium development goals are achieved at both rural and urban level. Workshop and seminars were organized such as gender equality, talks on water borne diseases like malaria, dengue, and chikungunya, and also talks on child mortality. Many campaign of awareness were held to erase the thoughts that women should not have equal rights as the men and stop the negative thinking such as women are treated as an object. Implementation these values have enable men to recognize the value of women and make people more conscious .The women have been able to voice out whenever there were violence and abuse. The leader has made sure that girls are encourage to study, go to school and get more schorlarship instead of early marriages while many courses such as artisanal courses were introduced so that housewives can mingle with the society.

She has been able to mainstream gender in the Council as well as in the community so that men and women get equal chances and benefits.

She takes credit in getting her Council of signing an MOU with Gender Links. She has helped to reach different groups of men, women and the physically handicapped. This good practice helps to improve effectiveness of Council operations. For instance, the infrastructure and resources will be more widely and optimally used and sustained by all user groups, rich, poor women and men. This good practice also helps to increase efficiency in Council operations.

Progress in implementation: The average baseline score for councils in Mauritius as measured by the Gender in Local Government Score Card for eight localities are 59.9% and the average score during the verification process of 2013 are at 71.9%. This shows an increase of 12%. Only five of these Councils did presentations at the Summit and while the verification gave an agreed average score of 71.8% for these localities this was brought down to 61.02% by the independent adjudication process at the summit (judges scores are taken as final) making a decrease of 10.78%

- 1) Overall there is significant progress over the year. These scores are based on 25 indicators of gender responsive governance. They reflect women's increased representation, participation, and access to resources and services as a result of the COE process.

- 2) The Monitoring and Evaluation process is participative; honest and fair. The fact that judges scores are in line with self-scoring in most instances shows that Councils have taken ownership; improved evidence gathering skills and are highly motivated.

Change reflected in programmes: Projects showcased as summit entries (please see accompanying booklet) reflect the extent to which Councils are mainstreaming gender in their programmes – see examples below:

Summary and analysis of projects emerging from the COEs as evidence

Name of COE	Project name and description
Curepipe	<ol style="list-style-type: none"> 1. Judicious use of water resources with a gender approach 2. From Social Worker to Councillor 3. Education and Economic Development as a tool to combat GBV
Black River	Educating children and Economic Empowerment of Women through a Mushroom Project
Vacoas-Phoenix	Project on waste reduction and recycling
Beau-Bassin/Rose Hill	<ol style="list-style-type: none"> 1. Prevention, Support and Care for people living with HIV and AIDS 2. Educating the Community to promote development and eradicate poverty
Grand Port	<ol style="list-style-type: none"> 1. The New Era of Women in Politics 2. Knowing rights through laws 3. The relation between poverty, environment and women

Drivers of Change

Marie-Michelle Leprédour: De survivante à conseillère municipale

Marie-Michelle Leprédour aurait pu se cantonner à son rôle de victime de violence et continuer à s'apitoyer sur son sort. Au lieu de quoi, elle a mis à profit sa rage de survie pour s'émanciper, être institutrice, faire du social et même entamer une carrière politique. De survivante, elle est devenue conseillère municipale à Curepipe, une des cinq mairies de l'île.

Ne jamais renoncer à ses rêves, c'est ce qui a permis à Marie-Michelle Leprédour de survivre à un mariage précoce et violent. N'en pouvant plus de subir la violence, malgré trois enfants en bas âge, elle puise dans ses réserves le courage de demander le divorce. Si le deuxième mariage qu'elle contracte par la suite est heureux - et ce souvenir lui met des étoiles dans les yeux et un sourire aux lèvres -, elle a le malheur de perdre son compagnon quelques années à peine après leur union.

Plutôt que de pleurer sur son sort, Marie-Michelle Leprédour se laisse guider par André Radegonde, activiste religieux de la Cité Mangalkhan, région périphérique de Curepipe, qui l'encourage à se mettre au service des autres et à faire sienne la devise «Travailler pour le bien-être de la cité. » C'est ainsi qu'elle prend la présidence du comité de quartier de la Cité Mangalkhan avant de fonder et de présider l'organisation non-

gouvernementale Fam Arkansiel. Fondée en 1999, cette association regroupe quelques femmes volontaires de la cité. Leur objectif est d'éradiquer les maux sociaux qui rongent leur localité.

Non satisfaite, il lui en faut toujours plus. Elle vise alors la présidence du 'Protection Child Committee' tombant sous l'égide du ministère de la Femme, rebaptisé depuis ministère de l'Égalité du Genre. Comme elle s'investit énormément dans tout ce qu'elle touche, elle est bientôt nommée vice-présidente du 'Women's Regional Committee' (WRC), dont les membres militent pour l'autonomisation de la femme afin que l'égalité du genre devienne une réalité. Le WRC permet aussi aux associations féminines de s'occuper de tous les autres problèmes affectant la Mauricienne.

Après plusieurs années dans le social, Marie-Michelle Leprédour rejoint le 'Pre-School Trust Fund' à Mare Tabac et agit comme puéricultrice. Son dernier emploi est coordonnateur à Terre de Paix, une expérience qui lui a beaucoup apporté. « Malgré tous ces engagements, je ressentais toujours un vide en moi, » raconte-t-elle. Elle voulait se prouver qu'elle peut faire davantage malgré ce qu'en pensait son défunt père. Elle se souvient encore des paroles de ce dernier qui disait «qu'une fille ne peut être infirmière car elle ne doit pas sortir le soir. Elle peut travailler comme enseignante ou être femme au foyer. » Ayant toujours voulu faire de la politique et ayant admiré les quelques rares femmes qui avaient réussi à se hisser dans cet univers masculin, Marie-Michelle Leprédour songe finalement à se lancer. Le coup de pouce encourageant vient de Gender Links.

Cette organisation non-gouvernementale de l'Afrique australe anime justement des formations destinées à encourager les femmes à faire de la politique active. Marie-Michelle Leprédour est de toutes les formations et de tous les ateliers de travail destinés à autonomiser les femmes en politique. « Grace à Gender Links, j'ai eu de l'assurance et j'ai appris à mieux m'exprimer en public, » raconte-t-elle.

Forte des formations reçues, elle monte aussi le projet Lakaz Zenfan chapeauté par Fam Arkansiel. Il s'agit d'un projet d'encadrement des jeunes dont les parents sont en déphasage. Elle n'y serait pas parvenue sans le soutien financier d'un parrain anonyme dont elle ne tarit pas d'éloges.

Même si le social occupe une bonne partie de sa vie, Marie-Michelle Leprédour n'a pas rangé pour autant ses ambitions politiques au placard. « Avec les formations reçues de Gender Links, j'ai pu assurer ma campagne politique. » Elle est consciente de la contribution de cette organisation non-gouvernementale de l'Afrique australe dans les amendements au Local Government Act de 2011 permettant aux partis politiques d'aligner au moins 33% de candidats des deux sexes. Ce qui a permis à plus de 28% de femmes d'être élues. « Ces amendements ont permis aux femmes de rattraper leur retard en politique et d'être plus présentes sur la scène publique puisqu'un grand nombre d'entre elles ont été élues conseillères de districts et de villages. » C'est par ce biais qu'elle a été élue conseillère municipale à Curepipe.

Si Marie-Michelle Leprédour se voit transformée sur le plan personnel et professionnel, son quartier en a grandement bénéficié également. Elle révèle, avec fierté, qu'il y a eu une progression considérable au niveau des résultats du Certificate of Primary Education chez les jeunes de la Cité Mangalkhan, preuve qu'un encadrement adéquat et soutenu, aide au développement de l'enfant. « A présent, il y a moins d'enfants qui traînent les rues. Les travailleurs sociaux sont là pour les prendre en main. »

L'année butoir pour l'application des dispositions du Protocole de la SADC sur le Genre et le Développement, qui encourage les Etats membres à faire avancer la parité dans toutes les sphères de la vie publique et privée, est 2015. Mais beaucoup reste encore à être fait. Marie-Michelle Leprédour dont le regard est tourné vers le futur, voit un changement certain pour les femmes en politique car 2015, c'est l'année des élections

générales. « On dit que les femmes ont les même droits que les hommes. Alors pourquoi n'y a-t-il toujours pas d'égalité au Parlement ? »
Idéaliste, elle ose rêver de voir une femme occuper le poste de Premier Ministre après 2015. « Il ne faut pas se laisser abattre. Au contraire, il faut se battre pour notre participation. Alor lev lame lao e kriye pou nou plas* .»
J) Alors levons nos mains tout haut et crions pour notre place dans la société.

Priscilla Bignoux : The amazing Councillor from Savanne who is empowering other female councillors. District Council who is doing so much for the lady councillors.

During a GL workshop on about violence against women at Souillac, I learned about the various actions we as women can actually take to stop this malpractice. I heard about various actions that can be undertaken but in depth that was the first time I realized that each and every woman can help contribute to end this ill. Then at another workshop in Rose Belle, a survivor of Violence came and talked about her experience. I was shocked. I never thought someday someone would come forward and explain in so much details the nightmare s/he has been through.

At the council, we have an active "service d'ecoute" where we lend our ears to people who need to talk. I am also responsible for a kindergarten.

Through GL, I have come to know the depth of the problem in real. I then decided to start writing stories about them as way of sharing their pain.

The day I listened to the woman talk about her experience had been a life-changing instance for me.

By nature, I am very empathetic person. With GL, I have come to see things and persons especially victims of violence differently. I have learned to say "Non" and I have learned and I firmly believe that we can come out of anything we want to , be it violence, drugs or alcohol.

When you've gone through the experience, you cannot but change. Furthermore, GL provided us the tools and made the way out easier. Only dumb people wouldn't want to come out.

I would give GL full credit for this transformation. Had they not provided me the tools, had they not listened to me, I would have never been able to become this person I am now.

I have been able to communicate well with my family, most importantly listen and then react.

How do these close relations respond to the change? Please quote them if possible.
My kids respond better and the behavior of my husband has changed drastically.

Now that I have understood the importance of listening and being listened to, I wanted to give back. I thus engaged myself in an active "service d'ecoute".

The main challenge has been culture. Not everyone can speak out. It's not easy at all. People are scared of their family and relatives and they prefer suffer in silence rather than speak out in public and be the attention. Listening to someone and providing advice without judging is not an easy task.

Way Forward

Residential Study visit for all localities for peer learning, sharing of best practices, implementation of the Gender Action Plan and the Gender Based Violence Action Plan

Analysis of Mauritius Local Government Gender mainstreaming work 2013

	Council	Population	% of female councilors	% women employees	% women managers	Baseline score	Progress score	Judges score	Gender structures Examples	Gender action plan	Examples of gender specific programmes	Examples of gender mainstreamed in programmes	Gender specific budget allocations examples	Gender mainstreamed in budgets - examples
1	Beau-Bassin/RoseHill	110,363	33.3% (9% - before New Act)	23%	16.5%	56%	65%	Did not present at Summit	Gender Focal Person /Gender Champions	Yes	Economic Empowerment of women Cyberdialogue	16 days of activism Increase of women councillors	Rs 50,000	Rs 50000
2	Black River	70,046	21% (14% before New Act)	21.3%	25%	72%	77%	68%	Gender Focal Person /Gender Champions/Gender Steering	Yes	Cyber dialogues to raise GBV awareness. Mushroom planting	16 days of activism Increase of women councillors Council building	Rs 50000	Rs 75000

									Commi ttee		Recycli ng project on waste materia ls.	gs being upgrad ed to accom modate people living with disabilit ies		
3	Curepi pe	84,200	47% (18% before new act)	12.5%	33.3%	82%	79%	71.7%	Gender Focal Person /Gende r Champi ons/Ge nder Steerin g Commi ttee	Yes	Climate change Cyberdi alogue Hotline s	16 days of activis m Increas e of women councill ors Council Places for women in market s	yes	yes
4	Moka	81,288	6% (4% with Flacq			60%	77%	Did not present at	Gender Focal Person /Gende	Yes	Econo mic empow erment	Breakin g stereot	Rs5000 0	Rs 50000

			before Act)					Summit	r Champions		of women	types in sports		
5	Grand Port	115,391	11.1% (6% with Savanne before Act)	17.8%	33.3%	63%	97%	77%	Gender Focal Person /Gender Champions/Gender Steering Committee	Yes	Economic Empowerment of women Cyberdialogue Compost bins	16 days of activism Increase of women councillors Council Places for women in markets Climate change	Rs 75000	Rs50000
6	Pam/Riv. du R	138,339	10% (6% with R.dR before Act)	15.8%	50%	29%	42%	27.7%	Gender Focal Person /Gender Champions	Yes	Education of women		Rs50000	Rs50000
7	Port Louis	155,226	25% (9% before	17.6%	27.6%	47%	NA	NA	Gender Focal person	Yes	Clean-up	Climate Change	Rs 30000	Rs 30000

			New Act)								campai gn Climate change			
8	Quatre Bornes	90,810	53% (17% before New Act)	15.1%	21.4%	63%	69%	Did not present at Summit	Gender focal person	Yes	Bins to all households	LED Programme on gender for the year	Rs10000	Rs20000
9	Vacoas - Phoenix	105,559	28% (8% before New Act)	15.2%		54%	69%	60.7%	Gender Focal Person /Gender Champions	Yes	Compost bins LED Climate change	Compost bins LED Climate change Rain water harvesting	Rs 65000	Rs30000
	Total			138%	207.1%	526%	575%	305.1%						
	Average of 9 councils		26.1%	17.3% (8 councils)	29.6% (7 councils)	58.4%	71.9% (7 councils)	61% (5 councils)						

Gender Links worked with 5 council for the empowerment programme

Background

GL is in the process of training GBV survivors on entrepreneurship in the 100 councils in ten countries and link them to local economic development. Through the entrepreneurship training GL is testing the hypothesis that economic empowerment will increase women's agency and self-realisation thereby increasing their ability to negotiate safe relationships or to leave abusive relationships. The training will focus on a combination of:

-) Life skills including confidence building; writing; public speaking; decision making.
-) Business skills such as IT; developing business plans and applying for tenders.
-) Networking such as developing joint proposals; working as collective to access tenders from local government.

Participants will write their personal accounts or "I" stories at the inception and conclusion of the project as one ways of documenting the changes in their lives through the training and related activities.

Objectives

The purpose of the training is as follows:

-) To increase women's agency and independence empowering them to participate fully in all aspects of their personal and public lives.
-) To explore and document the link between economic empowerment and GBV.
-) To link women in the communities with local economic opportunities in the COE councils in ten Southern African countries.
-) Create agency and improve GBV survivor's economic status.

Key component of the training programme

The training is divided into two phases. The first inception or foundation phase followed business planning and financing in phase two and growing your business in phase three. A description of each phase follows.

PHASE ONE: INCEPTION (FIVE DAYS)

Day one: Growing agency

- List methods for building positive self-image
- Explain ways that self-concepts are destroyed and built
- Understand personal values
- Identify and evaluate personal strengths

Day two: Business basics

- Understand the link between GBV and economic development
- Elements of economic development (including local economic development and social entrepreneurship)
- Recognise personal strengths and weaknesses as entrepreneur
- Identify a business ideas

Day three: Markets and money

- Recognise the importance of business planning
- Understand market research
- Understand Financial planning basics
- Recognise important aspects of costing for a small business

Day four and five: IT for entrepreneurship

- Computer basics
- Microsoft Word
- Microsoft Excel
- Internet and email

PHASE TWO: BUSINESS PLANNING AND FINANCING (THREE DAYS)

Day one: Interventions from the council on opportunities

Day two: Growing your business and accessing business opportunities

Day three: Finalising business plans.

Acknowledgement

Gender Links would like to send their gratitude to the village council of Grand Port for welcoming the participants and staff warmly. The council staffs were all very helpful and offered tea and cakes for the morning and afternoon breaks to all the participants. Gender Links would also like to thank the NEF who provided one social worker and a trainer who co-facilitated the workshop

The Workshop

The workshop started on the 16th September with a participation of 26 ladies and on the 2nd day we had 26 people, on the 3rd day 23 people, the forth day 24 people and on the 5th day, the 20th September, there were 25 people. All the ladies are GBV survivors undergoing mainly physical/psychological violence.

Materials used were:

-) Each participant had a bag with their manual, (a file with punched documents) a pen, a writing pad and a name tag
-) Colouring pencil were also used

Through the workshop participants engaged with all the materials and were encouraged to stop the facilitators if they had questions, queries or needed further information and help.

Prior to the start of the workshop counseling was given to couple of ladies who were katagelophobic. They were in tears and petrified to be in the course. Anushka spent some time talking to them and made them feel comfortable and spent a good part of the first day with them until a huge smile appeared on their face.

Anushka introduced herself and talked about the project and the objectives. Each lady was then asked to introduce themselves and they were thrilled to speak in a microphone and a few said that it was the first time that this happened to them. During the introduction a few ladies talked said that they were very happy to get out of the house and meet new friends, Cindy Trevedy, who gave permission to use her real name is a former substance abuser who is now on methadone, said that she wanted to share her story as this might empower the other ladies to come out of any abusive relationship they have. Cindy explained how by sheer determination she is slowly coming out of her addiction; she is now working with an NGO and helping people out of GBV. The poignant story of Cindy was an eye opener to the other ladies.

We also had a few children with us in the workshop and GL team organized a 'Kids Corner' for them and they were delighted to have so many people caring for them. The parents were extremely pleased that they could bring along their children as this allowed them to stay the whole day for 1 week and not worry about babysitters.

The use of Pictionary for the session on Gender and Sex was very appreciated as 34% of the ladies could neither read nor write. This session was very lively and participants contributed actively and were very engaged to what was taught. When the concept was clear, a few ladies used the terms openly during the rest of the day. The concept was reiterated during the week to ensure that it was second nature to use the term. All key definitions were translated in Creole and that made it very effective for explanation. The text was read to them and questions were asked.

Mary's story was translated in creole and was read to the participants. The ladies enjoyed the story and there was an instant uproar in the room as they could connect to the story one way or another. That session was very lively and nearly all participants wanted to share their story. It was a very poignant moment as there was anger, hurt and deep sadness. It took some time to get them back to the next topic as they needed time to evacuate everything. Couple of very shy ladies who would not talk at first finally took the microphone and shared their stories.

The fact that all the ladies shared their story, compassion and love was oozing in the room. This helped with the group synergy and made group works very lively and enriching. The group was even spoilt by a lady who did a drawing for the group.

On the second day GL staff welcomed 2 new participants in the course as they were invited by 2 of our participants. Both ladies were undergoing physical abuse, so GL staff ensured that they were well taken care of. One of them was homeless and had a baby and the solidarity of the participants were fantastic as she got shelter from a participant and help from a social worker who was present in the session on who to contact and the kind of help she could get.

The Growing Agency topic came as a blast. The ladies suddenly realized that they were worth something in life that they should be respected. The tree of life exercise was welcomed and they all shared their trees to the class. The feedback the GL staff got

from the ladies was that they feel they were living again and they will now change their lives for the better.

All the ladies completed their business plan and were excited to start working on the computers. Part of the work was done in the garden as they were feeling tired in a room. The collaboration between the ladies were so much strengthened that the ones who could read and write were helping other to write their business plan. Below are a few pictures as they speak for themselves.

At the end of the training each participant and their babies got a certificate of attendance.

Challenges/recommendations

-) Limited time to translate/adapt materials in creole and it is imperative to have the case studies and fact sheets in local language as materials are read aloud.
-) A lady had an accident while coming to the training and Anushka took her to the hospital. GL staff should follow a First Aid course.
-) In cases where there are people going through GBV, GL staff need to know all the numbers and process to take to help the victims
-) Facilitator had difficulty to grasp the different concepts. Would recommend that a GL staff is there to help with the training.
-) Training should be done for one locality at any one time as logistics and help they can get vary from one locality to the other.

Way forward

-) Continuous work to be done with all the 12 councils
-) The scorecards should be done differently during the meetings and the councils should be contacted two months before the start of the verification process.
-) The Drivers of change should be done throughout the year and not concentrate during the Summit
-) Case studies and articles of all the winners should be done right after the summit
-) Devise a new system to facilitate the task of the judges during the scoring and assessment and verifications.
-) The power points presentations should be shorter as presenter cannot do all in 10 mins of presentation
-) Including Climate Change and food security in the training we are doing.
-) Further training should be done in municipal councils like Port Louis and District council like Flacq, Pamplémousses, Moka
-) Village training and more access on Climate Change and Food security and carry with GBV
-) GBV indicator in Grand port in 2015
-) GBV indicator in Port Louis the capital in 2017
-) Entrepreneurship group 2015 to 2016 – do more of a national one and identify mentors from the beginning of the project.
-) Training Academy – to dispense paid courses and working in close collaboration with main stakeholders and private sector
 - o Leadership and professional development

- Mentoring and counseling
 - Finance and administrations
 - Story writing
 - Journalism
 - Advanced entrepreneurship for group of Ladies we trained who need specific trainings
 - Get GL academy get an accreditation from a University
-) Have yearly study visits in different councils to learn from each other have an Action plan to monitor change
 -) Climate change, food security and alleviation of poverty training similar to the Entrepreneurship training
 -) MOU with University of Mauritius and the University of technology for GIME
 -) Media training in universities and colleges

Annex A

PROGRESS SCORE CARD

GENDER SCORECARD FOR LOCAL GOVERNMENT

NAME OF COUNTRY: MAURITIUS NAME OF COUNCIL: Rose-Hill

Date of Verification – Tuesday 5th February 2013

SCORE OUT OF FOUR WHERE 0=none; 1=POOR; 2=SATISFACTORY; 3=GOOD; 4=VERY GOOD

	INDICATORS	MEANS OF VERIFICATION	PROGRESS REPORTED IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
POLICY FRAMEWORK							
1. There is a gender policy and action plan that incorporates the SADC Gender Protocol and other relevant targets. It is well known and has a high profile champion within the council.	<ul style="list-style-type: none">) Existence of plan) Plan signed and adopted) Plan shared with Council and Community) Plan integrated) Public events on gender eg International Women's Day 	<p>Action Plan will be adopted and circulated</p> <p>Activities organised for International Women's Day; quite a few activities on gender issues and records and pictures kept</p>	<p>The Council has activities planned for women.</p> <p>The Council is taking the MOU into consideration</p> <p>The council has a significant budget earmarked for women</p>	<p>Same as last year and more progress. Improve on number and quality of activities. Set up different plans for women well ness and self-defence courses for women. Started with 7 women and is now 100 pax</p>	1	3	4
GOVERNANCE							
Representation							
2. There are equal numbers of women and men	<ul style="list-style-type: none">) No of men councillors = 13) No of women councillors =3 	<p>The Deputy Mayor is a Lady and the Council had a Women Mayor</p>	<p>The percentage number of councillors has moved up from 23.3% to 33.3%</p>	<p>The number is 33.3 % 6 on 18</p>	2	3	3

	INDICATORS	MEANS OF VERIFICATION	PROGRESS REPORTED IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
councillors in the Council.							
3. There are equal numbers of women and men in decision-making positions in Council, Mayoral committee, chairs of committees etc.	<ul style="list-style-type: none">) Mayor/Chair of Committee = M/F) Deputy mayor/deputy chair of committee = M/F) No of committees chaired by women =) No of committees chaired by men = 		No equal representation in decision making position.	1 woman as decision makers, 2 deputy chair person. They are in sub committees and our of the 18 people as councillors 6 are women	1	1	2
Participation							
4. Women and men participate equally in Council meetings and influence decisions taken by the Council.	<ul style="list-style-type: none">) Examples of issues raised by women in Council and what difference these have made. 	No women in the council	<p>Newly appointed women are welcome to bring new ideas for the Agenda.</p> <p>Out of 7 departments only in Library and Welfare that women are heads.</p>	Participation of the women has gone up, women make their voices heard. Women are closer to the population and bring their motions to the committee. They are knowledgeable.	2	2	3
Public participation							

	INDICATORS	MEANS OF VERIFICATION	PROGRESS REPORTED IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
5. There is equal participation of women and men at public meetings and events.	) Examples of types of meetings held, representation/participation by women and men	More women attend public meetings and events	More women than men participate in public gatherings and they are very helpful	More women than men are there to help out in different activities and they make a difference. For the elderly there is equal participation	3	4	4
6. The Council has a local economic development plan that targets women entrepreneurs as key beneficiaries	) Market places designed and no of stands allocated to women.) Local finance schemes of council, no of women and men who have benefited.) Local finance schemes linked to Council, no of women and men who have benefited.	Stalls occupied by Women: 126 Men: 510	There is a market in Barkley where women are given the chance to expose their products. No rigid laws on the issuing of permits. The Council also gives the opportunity to Rodrigues women to expose their products. Most of the stalls in fairs are occupied by women	Economic development plan. Sewing project, they women will get the opportunity to go into fairs with the collaboration of the council. Opportunity to sell their project in the fairs. They are getting known. There are different centres made available for them	3	3	4
7. Women and men benefit equally from jobs	) No of women in jobs created by Councils	Same post means same salary	There is no discrimination in recruitment.	Scavengers are women and there are more attendants	2	2	3

	INDICATORS	MEANS OF VERIFICATION	PROGRESS REPORTED IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
created by the council.	<ul style="list-style-type: none">) No of men in jobs created by councils) Evidence of women and men being employed in non-traditional areas 			women, office attendants			
Procurement							
8. The Council keeps gender disaggregated data on procurement and has set a target for increasing the number and value of contracts received by women.	<ul style="list-style-type: none">) No of owned companies that have received contracts in the last year.) No of men owned companies that have rcvd contracts in the last year. 	<ul style="list-style-type: none"> - Unknown - An estimate of about 90% as per contracts signed. 	There are no discrimination on that front. The Council will give a contract to anyone offering the best opportunities.	Women doing catering and The Council will give a contract to anyone offering the best opportunities.	1	2	2
9. The Council is aware of climate change and its differential effects on women and men. Women	<ul style="list-style-type: none">) Existence of a policy on climate change how gender is integrated into this.) Extent to which policy has been 	Climate change awareness	<p>The council does segregation of waste and Compostage.</p> <p>Energy saving bulb in the locality are given</p>	Work with NGOs to get help and they come train the participants, AREU helping to educate participants	1	3	3

	INDICATORS	MEANS OF VERIFICATION	PROGRESS REPORTED IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
and men are consulted equally on measures to be taken.	canvassed; involvement of women and men.		Campaign among the youth to make them more environmentally aware. Bulky waste campaign				
10. Women are equally consulted and involved in waste management, and benefit from economic opportunities arising from this.	) How waste management is handled.) How women are involved.) Proportion of women in waste projects	There are women scavengers in the council which was a job reserved for men.	10 out of 150 waste collectors are women. The council has women who are street sweepers Half of the attendant staff is women	... out of Waste collector are women Same as last year	3	3	3
Land and housing							
11. The Council keeps sex disaggregated data on title deeds and housing, and is promoting women's equal access	) How gender is integrated into allocation of land and houses) No of women allocated land and housing by council) No of men allocated land and housing by Council.		The Council facilitates procedures for those under the National Empowerment Fund and most of these are women There is no discrimination within the council	The council is setting up of an information desk for housing authorities. Women will get more information	2	2	2

	INDICATORS	MEANS OF VERIFICATION	PROGRESS REPORTED IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
Water and sanitation							
12. Women are involved in the planning, management and maintenance of water and sanitation.	<ul style="list-style-type: none">) No of women on water/sanitation committees) No of men on water/sanitation committees) No of women chairing these committees/total no of committees) Examples of the difference women have made 		<p>Cleaning of the drains throughout the locality.</p> <p>Women are indirectly involved in this process</p>	Cleaning of drains, cleaning gardening. More acceptance and collaboration from women	2	2	3
Environmental health							
13. Women are equally involved in preventive health campaigns	<ul style="list-style-type: none">) Types of campaigns) Involvement by women 	- Council distributes pamphlets on waste collection through 16 municipal centres and to	<p>Screening of HIV/AIDS</p> <p>Regular talks on diseases</p> <p>The council has offered a hall, Raymon Chal, specifically for health. Distribution of pamphlets, blood donation etc are done for free</p>	<p>Screening, sensitisation campaign. Talks, distribution of pamphlet, blood donation, visits of health experts. Dispensary for Trefles.</p> <p>Hours of work has changed and rescheduled to fit</p>	2	3	4

	INDICATORS	MEANS OF VERIFICATION	PROGRESS REPORTED IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
		households through collection of waste system.	A dental primary care is offered for free at the local dispensary-Jaque Rougeot.	activities. Empower the people and give a space at a very low price to help people get a decent place to do their personal activities			
HIV/AIDS and care work							
14. The Council has a gender aware HIV and AIDS policy that is implemented and monitored.	<ul style="list-style-type: none">) Existence of policy) Messages underscore unequal power relations between women and men;) Prevention of parent to child transmission) Men are encouraged to go for VCT) Women and men have equal access to treatment 	<p>Council initiates Awareness Campaign only.</p> <p>Provides venue facilities to NGO's and Ministries.</p>	<p>The Council has signed an MOU with LEAD (Leadership Empowerment action and development) and fully support their activities.</p> <p>The Council support the NGO which deals with HIV/AIDS</p>	HIV and AIDS. Rehabilitation work. Working with prison officers and putting resources at their disposition. Signed MOU with Lead, candle light memorial that has been earmarked% Centre de solidarity that there is an amount earmarked at the municipality for them	4	4	4
15. The Council supports care for those living with	<ul style="list-style-type: none">) Existence of care work projects 	Logistics support to Ministry of	The Council will offer support and logistics	Jardin Bharati, upgrade done and the people taking	1	1	3

	INDICATORS	MEANS OF VERIFICATION	PROGRESS REPORTED IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
HIV and AIDS and men are encouraged to be involved in care work.	<p>) supported by Council or in which Council is a partner.</p> <p>) Remuneration/ training/support for care givers in these projects</p> <p>) No of women, no of men involved in care work</p>	Health for their activities.	facilities to any caregivers	methadone has a better place. More of a green environment and lighting to help people at night			
Social development							
16. Social and recreational facilities are gender aware and responsive	<p>) Types of facilities for sports and recreation, extent to which these cater to the needs of women and men.</p> <p>) No of women, no of men who make use of facilities</p>	<p>Courses in different disciplines for women.</p> <p>- Mostly women who attend recreational events</p> <p>- 350 women are involved.</p>	The Council is very sport oriented. A variety of sports are offered by the council like Tai chi, Aerobic, Zumba and football for girls.	To add a self-defence and line dancing, and wellness courses. Rekhi classes, how to learn about spiritual awareness. Football etc the number please Walks on the synthetic tracks in the RH stadium. Promenade Rolad Armand upgraded lighting planning benches etc.football grounds are available	3	3	4

	INDICATORS	MEANS OF VERIFICATION	PROGRESS REPORTED IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
GENDER SPECIFIC PROGRAMMES							
Gender based violence (GBV) flagship plan							
17. There is sufficient lighting on streets and in public spaces; all streets are named clearly, and names are gender aware	<ul style="list-style-type: none">) Existence of street lights) No of streets named) No of streets named after women) No of streets named after men 	<ul style="list-style-type: none"> - 99% streets are lighted - Most streets are named 	<p>There are 7500 lighting points around the council.</p> <p>95% of them use energy saving bulbs</p> <p>The streets are now named after flowers and birds.</p>	Same as last year	4	4	4
Public awareness campaigns							
18. The Council participates in campaigns to raise awareness on gender-based violence (GBV), such as the Sixteen days of activism.	<ul style="list-style-type: none">) Campaigns launched during the Sixteen Days) Budget from Council for campaigns) Other resources mobilised) Follow up to campaigns) Results achieved 	<ul style="list-style-type: none"> Talks, conferences, cyber dialogues on the theme gender violence are held. 	<p>Children whom parents just came out of prisons go to kindergarten for free.</p> <p>Free nursery is provided for young single mothers</p> <p>The Council organises campaigns and talks on Gender based violence.</p> <p>Each year the council takes part in 16 days</p>	<p>Ongoing programme and working with women associations. A part time lawyer to be set up shortly to help people with GBV</p> <p>Union des femmes des villes soeurs, help the NGO.</p> <p>Training to help women with self-defense, giving free nurseries. Giving free</p>	2	4	4

	INDICATORS	MEANS OF VERIFICATION	PROGRESS REPORTED IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
			campaign program of Gender Links.	care to babies of prison inmates			
Response and coordination							
19. There is a good working relationship between the police and community, especially women. Women are equally represented in community policing forums.	<ul style="list-style-type: none">) How the Council works with the police on GBV) Existence of committees on GBV) No of women and no of men on these committees 	Council is represented in Community Policing organised by the Police Force in all the regions of the Town	<p>Regular meetings with the police</p> <p>Give infrastructure for community policing</p> <p>The council made an exhibition on public safety with the collaboration of the police for the community</p>	Community policing. Staff to attend close monitoring. Convene the NGOs. Listen to the people and itemise of the requests and report back and follow-up	4	4	4
Selection and recruitment							
20. Women and men are employed in equal numbers across jobs, grades and in management positions and are equally remunerated for equal work.	<ul style="list-style-type: none">) No of women in management) No of men in management) CEO/head of 	Women form part in non-traditional areas-Health Inspectors, Town Engineer and many women attendants and gardeners.	<p>There is only one woman head of department but women are across all departments.</p> <p>There is a man who is a teacher the Council's kindergarten</p>	Increase of women recruit in middle management and operational and lower grades	2	2	3

	INDICATORS	MEANS OF VERIFICATION	PROGRESS REPORTED IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
There is an affirmative action policy for ensuring 50% by 2015.	administration =M/F Examples of women in non traditional areas of decision-making eg finance		Remuneration depends on merit. So both men and women stand an equal chance.				
Capacity building							
21. Gender training is provided for both women and men in the council, at all levels and is done in a systematic way.	Gender training conducted as part of COE's Changing lives as a result of gender training	Training is provided irrespective of any discrimination.	The council provide computer courses for locals. Cooking and sewing courses are offered to women in particular Computer courses are offered several times a year to both men and women	Participation of women in different trainings. Same as last year. More courses to be done. Follow ups of meeting for the benefits of women. Line dancing cooking, sewing, gardening etc	2	2	4
Working conditions and environment							
22. The work place is family friendly; there is a sexual harassment policy that is enforced.	Maternity and paternity leave Flexi time Family days Sexual harassment policy	Maternity and partnership leaves are granted. No specific sexual harassment policy	All is done according to law and the PRB Report.	Meet for lunch, workplace is family friendly. Family and sports day. A staff club go out for outings, residential	2	2	3

	INDICATORS	MEANS OF VERIFICATION	PROGRESS REPORTED IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
	) How sexual harassment cases are dealt with		In any case of Sexual harassment, severe actions will be taken.				
GENDER MANAGEMENT SYSTEM							
Gender structures							
23. The Council has set up a gender structure, including a gender focal person that is empowered to do its work. Gender is written into the job descriptions of key functionaries.	) Gender focal point – who and what level) Gender committee- who and how often does it meet		The Council has a gender focal person in the person of the newly elected Karen Fookyun, who is ready to take actions concerning gender.	An HR officer plays several roles and actions are taken	1	2	2
Budgets							
24. A share of expenditure is explicitly targeted at promoting gender equality. Women and men benefit from the	) Specific budget line for gender – what proportion of budget) Gender reflected in mainstream budget	No specific budget earmarked but there are funds in Welfare code to empower women and reduce gender inequality .	A budget of Rs300,000 is earmarked for women only. Union des femmes des villesoeurs ensure that this budget is well spread out.	An increase in the budget. Calendar of activities and ensure an equal participation of members. Empowerment of women	3	4	4

	INDICATORS	MEANS OF VERIFICATION	PROGRESS REPORTED IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
mainstream budget							
Monitoring and evaluation							A
25. There is an M and E system in place for gender; it is used for tracing reporting purposes	<ul style="list-style-type: none">) Regular reports to management on gender action plan.) Corrective action taken.) Score card used for benchmarking. 	Monitoring and evaluation on Gender related issues is done by the department of the Council (Welfare Department). Welfare Officers are involved in the implementation of gender linked activities and report	A good system of monitoring is put into place. The council as all its records for future need.	PMS (performance Management System) legal system and have to abide by it. Records are kept	3	3	4
TOTAL					56	63	83%

GENDER SCORECARD FOR LOCAL GOVERNMENT

NAME OF COUNTRY: Mauritius

NAME OF COUNCIL: Grand Port DC

SCORE OUT OF FOUR WHERE 0=NONE; 1=POOR; 2=SATISFACTORY; 3=GOOD; 4=VERY GOOD

DATE:

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
POLICY FRAMEWORK							
1. There is a gender policy and action plan that incorporates the SADC Gender Protocol and other relevant targets. It is well known and has a high profile champion within the council.	<ul style="list-style-type: none">) Existence of plan) Plan signed and adopted) Plan shared with Council and Community) Plan integrated) Public events on gender eg International Women's Day 	<ul style="list-style-type: none">) Copy of the gender policy/action plan) Copy of the Council strategy/work plan) Minutes and records of meetings) Photos) Media coverage 	<p>There is an Action Plan. The Action Plan was approved by Council. There are Notes of Minutes. A Steering Committee has been set up.</p> <p>The Plan integrates events and gender activities</p> <p>All activities are recorded in the Notes of Meeting. Pictures are available as well as clippings</p> <p>Council agreed to a mock council meeting to give further training to women after the course that Gender Links facilitated</p>	<p>An Action plan that was approved in the council. There is a steering committee that was set up and there are a vast majority of women in it. Notes of meeting and collection s of clippings as evidence. Women are in different committees and their voices are heard</p>	3	4	4
GOVERNANCE							
Representation							

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
2. There are equal numbers of women and men councillors in the Council.	<ul style="list-style-type: none">) No of men councillors = 25) No of women councillors = 3 	Official records	Before the local elections of 2012 there were no women on the Council and from 0 it is now 3.	25 men and 3 women counsellors and there are now more women in leadership position	0	2	3
3. There are equal numbers of women and men in decision-making positions in Council, Mayoral committee, chairs of committees etc.	<ul style="list-style-type: none">) Mayor/Chair of Committee = M) Deputy mayor/deputy chair of committee = F) No of committees chaired by women =) No of committees chaired by men = 	Official records	A woman is on the Executive Committee. Although women chairs Committee they are staff and not councillors. A woman chairs the Permits and Licence Committee	The chairperson of nearly all committees are women. There are more women chairs than men	3	2	2
Participation							
4. Women and men participate equally in Council meetings and influence decisions taken by the Council.	<ul style="list-style-type: none">) Examples of issues raised by women in Council and what difference these have made. 	Council minutes	Women participate equally with men and what they say are taken into consideration. These are all in Minutes. Women raise issues of security and anything that has to do with the society. Women in the Council are vocal and have good capacity to talk. Women argue to get their views accepted	Women participate equally with men. Women are decision makers and takers. Women are the eyes of society.	1	4	4

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
Public participation							
5. There is equal participation of women and men at public meetings and events.	) Examples of types of meetings held, representation/participation by women and men	Photos Media coverage Minutes	There are normally more women in meetings, events and campaigns. Wide range of meetings and activities including awareness campaigns on HIV and AIDS; literacy course; Local Economic Development; back yard composting, etc.	The women are advocates of change. They will voice out their opinion and would raise issue on health, economic empowerment of women and also the environment	3	4	4
MAINSTREAMING GENDER INTO EXISTING PROGRAMMES							
6. The Council has a local economic development plan that targets women entrepreneurs as key beneficiaries	) Market places designed and no of stands allocated to women.) Local finance schemes of council, no of women and men who have benefited.) Local finance schemes linked to Council, no of women and men who have benefited.	LED plans, how gender reflected Statistics on finance schemes Women hold more permits than men Council space given to women for sale of handicrafts.	A LED was approved by Council to help women to start their own businesses. NGOs were invited to participate. This was done in collaboration with the Small and Medium Enterprises Development Authority (SMEDA). The Council gave all logistics for free and received in kind support as well	An entrepreneurship programme was put together to help women with a SME. Workshops were given to help with the application of permits. A caravan de l'entreprenariat visits the council regularly to give free training to women.	3	4	4

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
7. Women and men benefit equally from jobs created by the council.	<ul style="list-style-type: none">) No of women in jobs created by Councils) No of men in jobs created by councils) Evidence of women and men being employed in non-traditional areas 	Council employment statistics by sector and area of work Women do activities at Council level, e.g. scavenging, pre primary school, sewing classes	Council does not create jobs. All vacancies have to go through the Local Government Service Commission (LGSC). There is no gender discrimination but Equal chances are given to both women and men. The Head of Planning is a woman. There is a woman Inspector and Health Inspectors are women. The Assistance Secretaries are also women	Council does not create jobs. All vacancies have to go through the Local Government Service Commission (LGSC). No discrimination there are more women than men in the council. Head of Planning Inspector and Health Inspectors are women. The Assistance Secretaries are also women	2	4	4
Procurement							
8. The Council keeps gender disaggregated data on procurement and has set a target for increasing the number and value of contracts	<ul style="list-style-type: none">) No of owned companies that have received contracts in the last year.) No of men owned companies that have received contracts in the last year. 	Gender mainstreamed in procurement Tenders are allocated to successful bidders	This is regulated by law. There is a bid evaluation committee. This consists of three stages: 1. Making sure that the quality has been respected according to specifications 2. Look for the lowest price 3. Then names are looked into.	In addition to what was there last year on bid evaluation (quality, lowest price and names). The council has put women as security guards, as the responsible person for the	1	3	4

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
received by women.			All is transparent and both women and men have equal chances	cleaning of the market.			
Climate change and sustainable development							
9. The Council is aware of climate change and its differential effects on women and men. Women and men are consulted equally on measures to be taken.	<ul style="list-style-type: none">) Existence of a policy on climate change how gender is integrated into this.) Extent to which policy has been canvassed; involvement of women and men. 	Climate change policy Cyclone committee Sensitisation campaign on landslide, tsunami and another natural disasters. Refugee centre for victims Records of meetings Photos/video Scan from press conference	The Council is aware of Climate Change. There is a project for rain harvesting in the market. There is a project to train 1000 women to start their own composting	Projects are: rain harvesting, Eco points (recycling of plastic and glass bottles), composting, and segregation of waste, planting of +5000 trees last year and 5000 trees this year.	3	4	4
10. Women are equally consulted and involved in waste management, and benefit from economic opportunities arising from this.	<ul style="list-style-type: none">) How waste management is handled.) How women are involved.) Proportion of women in waste projects 	Waste management plans Gender statistics on waste management Photos; video	Composting from domestic waste. The reduction of garbage	Women are being trained on point 9 above and also encouraged to do their own composting and this is helping the council a lot with reduction of waste and amount of perishables that needs to be collected	3	4	4
Land and housing							

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
11. The Council keeps sex disaggregated data on title deeds and housing, and is promoting women's equal access	<ul style="list-style-type: none">) How gender is integrated into allocation of land and houses) No of women allocated land and housing by council) No of men allocated land and housing by Council. 	<p>Policy on land and housing</p> <p>Permits processed on a weekly basis.</p> <p>40% women</p>	<p>There is a fast track from all applications for low cost housing where people are given permits. Good collaboration between the Ministry of Social Integration and the National Empowerment Fund.</p> <p>The Council participate in the distribution of keys to owners who receive these low cost housing</p>	<p>Work with NEF and they make use of very good collaboration to ensure that a family who has less than Rs6000 a month will get help from the programme.</p>	3	4	4
Water and sanitation							
12. Women are involved in the planning, management and maintenance of water and sanitation.	<ul style="list-style-type: none">) No of women on water/sanitation committees) No of men on water/sanitation committees) No of women chairing these committees/total no of committees) Examples of the difference women have made 	<p>Policy on water and sanitation – how gender is integrated into this</p> <p>Gender disaggregated statistics</p> <p>Record of meetings</p> <p>Photos/video</p> <p>Water Sanitation Committee.</p> <p>More women involved in sanitation</p> <p>Women are trained to sort out waste</p>	<p>The Planning and Health as well the Safety Departments are run my women. They are not afraid to go on the ground. Make sure all logistics are working including lorries.</p> <p>Women do make a difference as they are committed to do their jobs well</p>	<p>Women have been given key roles in the council. They look after the Health and safety department, sensitisation campaigns at school, waste collection</p>	2	4	4
Environmental health							

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
13. Women are equally involved in preventive health campaigns	<ul style="list-style-type: none">) Types of campaigns) Involvement by women 	<p>Records of campaigns Photos/video Regular fogging. The priority of Council is to combat viruses</p>	<p>Regular campaigns on how to eradicate Chikungunya; mosquitoes There is a vector management system. Work in close collaboration with the Ministry of Environment. Cleaning of bare lands are done regularly Fogging done regularly With climate change women are more affected by water and hence good system in place</p>	<p>Chikungunya campaigns vector control/management, drain cleaning (5 million rupees spent last year) Work in close collaboration with the Ministry of Environment. Cleaning of bare lands are done regularly</p>	3	4	4
HIV/AIDS and care work							
14. The Council has a gender aware HIV and AIDS policy that is implemented and monitored.	<ul style="list-style-type: none">) Existence of policy) Messages underscore unequal power relations between women and men;) Prevention of parent to child transmission) Men are encouraged to go for VCT) Women and men have equal access to treatment 	<p>HIV and AIDS policy – gender dimensions</p>	<p>The HIV and AIDS policy forms part of the Gender Action Plan. HIV and AIDS issues are taken seriously by Council Workshops have taken place on HIV and AIDS</p> <p>ARV is free in Mauritius and there are good programmes by Government to HIV positive people</p>	<p>Working with Natresa parastatal organisation The HIV and AIDS policy forms part of the Gender Action Plan. Counselling and sensitisation campaigns Asking Drs to deliver talks</p>	3	2	3

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
15. The Council supports care for those living with HIV and AIDS and men are encouraged to be involved in care work.	<ul style="list-style-type: none">) Existence of care work projects supported by Council or in which Council is a partner.) Remuneration/training/support for care givers in these projects) No of women, no of men involved in care work 	Records of projects Examples of what these have achieved Photos, videos	The Council has an item called Social aid in the budget and give full support to all those in need. Consider positively all hardship cases. The Council organises regular cancer screening and blood donation campaign	Regular checks are done through the Ministry of health. Close follow up of 2 medical check up yearly, Invite ministries and hospitals to help out when necessary. Cases known are given all support	0	2	4
Social development							
16. Social and recreational facilities are gender aware and responsive	<ul style="list-style-type: none">) Types of facilities for sports and recreation, extent to which these cater to the needs of women and men.) No of women, no of men who make use of facilities 	Records of facilities Gender disaggregated data There are football grounds in villages and women are encouraged to play football. There is a woman football team	A variety of sports facilities including football, netball, basketball, petangue pitches for both women and men. Lighting has been put in all pitches so that women can do their jogging early in the morning or late at night without any worry. The Council has adopted a new concept called green space for health. There are gymnasiums in village halls as well	A wide variety of sports and leisure activities available. 35 football grounds, 37 green spaces for footing and jogging. Activities like Yoga and aerobic is also available	4	4	4
GENDER SPECIFIC PROGRAMMES							

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
Gender based violence (GBV) flagship plan							
17. There is sufficient lighting on streets and in public spaces; all streets are named clearly, and names are gender aware	<ul style="list-style-type: none">) Existence of street lights) No of streets named) No of streets named after women) No of streets named after men 	<p>GBV due to dark streets</p> <p>Streets without names</p> <p>Names given to streets</p> <p>90% street lighting and streets with names</p>	<p>Names plates are obligatory</p> <p>All streets are lighted</p> <p>Streets do not bear the names of people but of flowers and fruits</p> <p>Rs. 20 million is earmarked for scavenging per year</p>	<p>Same as last year and there is a constant monitoring to ensure that everything is in proper working order. Names plates are obligatory</p> <p>All streets are lighted</p> <p>Streets do not bear the names of people but of flowers and fruits</p> <p>Rs. 20 million is earmarked for scavenging per year</p>	4	4	4
Public awareness campaigns							

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
18. The Council participates in campaigns to raise awareness on gender- based violence (GBV), such as the Sixteen days of activism.	<ul style="list-style-type: none">) Campaigns launched during the Sixteen Days) Budget from Council for campaigns) Other resources mobilised) Follow up to campaigns) Results achieved 	Reports Photos Video Budget Talks and conferences after GL workshops. Participated in the 16 days campaign	When the Action plan was approved by Council a budget of Rs.75,000 was approved for activities. There is a budget for Gender Links for the 16 days campaign. The Librarian of the Council did a cyber-dialogue training and participated in the 16 days campaign on the GBV indicators. There talks on GBV in villages by NGOs including Brahma Kumari, Rotary Club. Follow up is done and problems areas are solved	The council participated fully in the GL 16 days campaign and they are making sure that it is 365 days campaign. They got inspired by the slogan of peace begins at Home to have each village have a world to describe it (village of peace, integrity, happiness...) The religious movement Brahma Kumari is also helping the council achieve this goal	2	4	4
Response and coordination							
19. There is a good working relationship between the police and community, especially women. Women are	<ul style="list-style-type: none">) How the Council works with the police on GBV) Existence of committees on GBV 	Records Photos Video Notes of Meeting	Good collaboration with the police. There is a community policing and Councils work with them Records can be obtained from the police	Excellent working relationship with the police and there is community policing and neighbour watch	4	4	4

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
equally represented in community policing forums.	) No of women and no of men on these committees						
EMPLOYMENT PRACTICES AND ENVIRONMENT							
Selection and recruitment							
20. Women and men are employed in equal numbers across jobs, grades and in management positions and are equally remunerated for equal work. There is an affirmative action policy for ensuring 50% by 2015.	) No of women in management) No of men in management) CEO/head of administration =M) Examples of women in non traditional areas of decision-making eg finance	Council employment statistics	The CEO is a male but the Deputy CEO is a female, The head of Planning, Head of Health and Safety, The Assistant Planner and the HR are all women	Women have mostly top jobs in the council and more and more openings are given to them (security, main cleaning in markets, inspectors)	3	3	4
Capacity building							
21. Gender training is provided for both women and men in the council, at all levels and is done in a systematic way.	) Gender training conducted as part of COE's) Changing lives as a result of gender training	COE reports Changing lives profiles Training is provided	Staff participate in all gender training. NGOs are invited to talk in the different social centres Gender Links gave training for develop the Gender Action Plan as well as Women in Politics	Regular trainings are given to men and women by Gender Links, other NGOs, by the police, health ministry	3	4	4

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
			The Council has since organise a Mock Council Meeting which was a great success. The Council also has a Gender Links Library Four changing lives were done for this locality and they are on GL website	The Council also has a Gender Links Library Four changing lives were done for this locality and they are on GL website			
Working conditions and environment							
22. The work place is family friendly; there is a sexual harassment policy that is enforced.	<ul style="list-style-type: none">) Maternity and paternity leave) Flexi time) Family days) Sexual harassment policy) How sexual harassment cases are dealt with 	Work place policies No Sexual harassment policy and there has been no case of sexual harassment	Maternity and paternity leave are given according to law. They do exist and staff know their rights. There is a breast feeding policy. There has been no case of sexual harassment recorded and Council has not thought of having a Sexual Harassment Policy but is prepared to do one with the help of Gender Links. Family Days are organised regularly in villages	The points from last year are monitored and maintained and there also family days that are organised, there is a registered staff club, The council has purchased pool tables and there are yoga and aerobic classes. Outings and team buildings are organised	3	4	4
GENDER MANAGEMENT SYSTEM							
Gender structures							

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
23. The Council has set up a gender structure, including a gender focal person that is empowered to do its work. Gender is written into the job descriptions of key functionaries.	<ul style="list-style-type: none">) Gender focal point – who and what level) Gender committee- who and how often does it meet 	COE and council records There is a Gender Steering Committee with job description	There is gender champion and a gender focal point. There is also a Steering Committee on gender and all decisions are sent to Council.	There is a gender Champion and the gender Focal point. The executives encourage the staff to think out of the box	4	4	4
Budgets							
24. A share of expenditure is explicitly targeted at promoting gender equality. Women and men benefit from the mainstream budget	<ul style="list-style-type: none">) Specific budget line for gender – what proportion of budget) Gender reflected in mainstream budget 	Budget Gender is mainstream in the budget	There is a specific budget for gender issues and workshops. This budget was approved after the Gender Action Plan went to Council.	60% of welfare budget is gender orientated and at Grand Port they call it Gender Links budget. This budget was approved after the Gender Action Plan went to Council.	0	4	4
Monitoring and evaluation							
25. There is an M and E system in place for gender; it is	<ul style="list-style-type: none">) Regular reports to management on gender action plan. 	All reports go to Council	The Gender Steering Committee makes regular review on the gender action plan	Steering committee, would discuss about the objectives and ensure that they	3	4	4

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION IN 2013	PROGRESS REPORTED IN 2014	SCORE 2012	SCORE 2013	SCORE 2014
used for tracing reporting purposes	<ul style="list-style-type: none">) Corrective action taken.) Score card used for benchmarking. 			have been met. A detailed analysis of issues not covered would be discussed to understand the way forward			
TOTAL					60	90	96