

PROGRESS SCORE CARD

GENDER SCORECARD FOR LOCAL GOVERNMENT
NAME OF COUNTRY: MAURITIUS NAME OF COUNCIL: Moka/Flacq
Date of Verification – Monday 11th February 2013

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

	INDICATORS	PROGRESS DURING VERIFICATION In 2012	BASELINE SCORE	PROGRESS REPORTED IN 2013	PROGRESS SCORE (Council plus GL)	Judges Score
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 		3	Calendar prepared for 2013 for activities. The agenda has integrated part of Gender Action plan.	4	
GOVERNANCE						
Representation						
2. There are equal numbers of women and men councillors in the Council.	<ul style="list-style-type: none"> • No of men councillors = 16 • No of women councillors =1 		0	Female Councillors = 3 Male Councillors =17 A major increase from 0% to 17.6% of	2	

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				women councillors.		
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 = 	Mayor chairs the Executive Committee and the Council meeting	0	Welfare Committee and Management Committee are both chaired by women	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	0	Newly appointed women are welcome to bring new ideas for the Agenda 5 Assistant Chief Executives	2	
Public participation						
5. There is equal participation of women and men at public meetings and events.	<ul style="list-style-type: none"> • Examples of types of meetings held, representation/participation by women and men 	More women attend public meetings and events	4	More women than men participate in public gatherings and they are very helpful	4	

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6. The Council has a local economic development plan that targets women entrepreneurs as key beneficiaries	<ul style="list-style-type: none"> 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. 		4	<p>A big market was constructed for all hawkers-it is mostly women who do this work on the streets. The market is more secured, hygienic and clients are more available.</p> <p>Training is given to women for embroidery and basketry. Follow up is done to give women with real talent facilities.</p> <p>International Youth of cooperatives for students in the region.</p>	4	
7. Women and men benefit equally from jobs created by the	<ul style="list-style-type: none"> No of women in jobs created by Councils No of men in jobs 		0	<p>There is no discrimination in recruitment. More women were</p>	2	

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council.	<p>created by councils</p> <ul style="list-style-type: none"> Evidence of women and men being employed in non-traditional areas 			employed Heads of Sections.		
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. 		2	Infrastructure development is the main aspect of the council as women benefit from it. The contract is given to anyone as long as the contractor satisfies the standards.	2	
9. The Council is aware of climate change and its differential effects on women and men. Women and men are	<ul style="list-style-type: none"> Existence of a policy on climate change how gender is integrated into this. Extent to which 		2	Created an Environment award where all the village councils were invited to participate. It was over 8 months and a panel of jury went on	3	

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consulted equally on measures to be taken.	policy has been canvassed; involvement of women and men.			the site, visited the progress after 3 months and the final visit was to award. In Post de Flacq sensitization campaign where women participated actively on Environment.		
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 		4	Among the waste inspectors, 2 are women. Projects are being put into place where both men and women are involved.	3	
Land and housing						
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 		0	The Council facilitates procedures for those under the National Empowerment Fund and most of these are women There is no	2	

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	<ul style="list-style-type: none"> No of men allocated land and housing by Council. 			discrimination		
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 		2	There is a Public Health Committee with Four Female Councillors, 1 female staff and 4 male staff. There is a good policy on water sanitation	4	
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	4	Pamphlets are distributed Vaccination is done for the elderly	4	

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		<p>municipal centres and to households though collection of waste system.</p> <ul style="list-style-type: none"> - There is a project for bins to all households 		The Council works in close collaboration with several NGOs and assists in health campaigns		
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 		0	Work in collaboration with NGOs. Give facilities to PILLS (Prevention information et Lutte contre le SIDA) And work with NATRESA National Agency for treatment rehabilitation for substance abusers.	2	

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	have equal access to treatment					
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 	Logistics support to Ministry of Health for their activities.	1	The Council will offer support and logistics facilities to any caregivers	2	
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 	All municipal social centres and sports grounds are accessible to both men and women. 2 sportswomen have been sponsored this year by the	4	The council offers a variety of sports to the community. Football, Petang, volleyball among others. It is open to both men and women.	4	

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		Council to participate in regional competition in the field of athletics and swimming.				
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 		4	A budget was assigned to it and all streets are well lit. It was for the security of the community. The streets are well named and named after flowers and birds.	4	
<i>Public awareness campaigns</i>						
18. The Council participates in campaigns to raise awareness on gender-based violence (GBV), such as the Sixteen days	<ul style="list-style-type: none"> • Campaigns launched during the Sixteen Days • Budget from Council for campaigns • Other resources mobilised 		2	The Council takes part each year in 16 days campaigns. It has provided all the necessary resources to Gender Links to facilitate a workshop	4	

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of activism.	<ul style="list-style-type: none"> Follow up to campaigns Results achieved 			on Gender Based violence where councillors, staff and relevant NGOs were invited.		
<i>Response and coordination</i>						
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	4	The Council has a very good relationship with the police. There are present anytime.	4	
Selection and recruitment						
20. Women and men are employed in equal numbers across jobs, grades and in management positions and are	<ul style="list-style-type: none"> No of women in management No of men in management CEO/head of administration 		2	Women are in management across jobs and grades, e.g Library, HR, Welfare, Finance, Health Inspector	2	

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equally remunerated for equal work. There is an affirmative action policy for ensuring 50% by 2015.	=M/F <ul style="list-style-type: none"> • Examples of women in non traditional areas of decision-making eg finance 					
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.	<ul style="list-style-type: none"> • Gender training conducted as part of COE's • Changing lives as a result of gender training 		4	The SMEDA provides training for the women in the locality. Together with the ministry of commerce and the SMEDA, the council did a 2 days' workshop for sewing classes. Follow up is done.	4	
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 		2	All is done according to law and the PRB Report. But the Council is prepared to have a sexual harassment policy. In any case of Sexual	2	

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	<ul style="list-style-type: none"> How sexual harassment cases are dealt with 			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.	<ul style="list-style-type: none"> Gender focal point – who and what level Gender committee- who and how often does it meet 		4	The Council has a gender focal person who is ready to take actions concerning gender.	3	
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 	Funds for activities are earmarked in the Welfare Budget.	4	Funds for activities are earmarked. Most activities which include women and their consideration is taken equally as that of men.	4	
Monitoring and evaluation						
25. There is an M and E	<ul style="list-style-type: none"> Regular reports to 		4	A good system of	4	

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system in place for gender; it is used for tracing reporting purposes	management on gender action plan. <ul style="list-style-type: none"> • Corrective action taken. • Score card used for benchmarking. 			monitoring is put into place. The council as all its records for future need.		
TOTAL			60		77	

