

Centre of Excellence – Mauritius

Report on Stage 2 – Situation Analysis at the Moka/Flacq District Council

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Synopsis

In June 2010 the Country Facilitator received buy-in for the COE process but when she went back for the situation analysis and the next steps of the COE she was met with a stumble block.

After several telephone calls and meeting with the Minister of Local Government, an official letter was received in November 2010 to inform Gender Links that the District Council only recognise the Ministry of Gender and will henceforth work with that Ministry on gender issues.

In February 2012 the Chief Executive, the Mayor and the Parliamentarian of that constituency I came for the opening of a workshop for Women in Politics and a strong commitment was taken to work with Gender Links. This commitment was followed by an official letter to say that henceforth the District Council of Moka/Flacq will henceforth work with Gender Links on the COE process.

Soon after the Mauritian National Summit in March 2012, Francophone Director took an appointment with the Chairperson and the Chief Executive to discuss the score card. Gender Links and the District came to an agreed score of 74% which is quite high. The locality was the first to sign an MOU with Gender Links and the MOU was officially launched in April 2012. The Deputy Chairperson attended the regional Summit in April 2012. The Gender Score Card is attached at Annex A

Situation Analysis

The situation analysis was done on Thursday 17th May.

Although there are no women councillors in this District Council, management considers that there is no discrimination among the staff and that all activities of the Council as well as programmes in place are gender sensitive. Some of the activities for women are as follows:

- Stalls for women in the market

- Positioning themselves as facilitators for women who want to do their own businesses
- Accommodating the Small and Medium Development Authority with large rooms comprising of all facilities in villages so that training can be given to women to become economically independent
- Make sure that all streets in villages have proper lighting for the safety of women, men and children
- All 36 Village Councils are equipped with computers so that women can become IT literate
- 250 women have been selected to start their own businesses through the incubator project
- MID (Mauritius Durable Island) has an environmental club and there are more girls in the club
- Women are part of a cooperative to sell their products
- Facilities have been put in place for women to join sports and badminton and table tennis courts have been put at their disposition
- Two scholarships have been given to girls for athleticism
- Through the National Women’s Councils activities are organised for the 16 days campaign
- The HR Manager is a woman and there are women in the Inspectorate Department (formerly a male dominated job)

Strengths : High level buy-in to work with Gender Links. Facilities and funds will be made available for Gender Links Workshops. The Chief Executive and the Senior Welfare Officer are Gender Champions.

The Council has a little booklet on “Moka Flacq Sports Festival May/June 2011” and this book gives details of all the villages with the names of Chairperson and Deputy Chairpersons.

Challenges: There are no women councillors in this locality. On the 36 villages there are only three women Chairperson in Poste de Flacq, Queen Victoria and Saint Pierre. Gender Links will have to start work from scratch.

EMPLOYMENT

Category	No of Women	%	No of Men	%
Top management	4	44.4	5	55.6
Senior Management	3	15	17	85
Professional	17	54.8	14	45.2
Secretarial/ clerical	23	92	2	8

As can be seen from above women predominates in the Professional category as well as the Secretarial/clerical.

All councillors including the President and the Vice President of the Moka/Flacq District Council are male with the result that the Chairs of Committees are also male. The Head of the Human Resources Department is a woman. There is also a woman at the Head of the Key service delivery.

Way Forward

Inception workshop has been confirmed for 18th June 2012 when male councillors, female village councillors as well as NGOs will be present. The workshop will be funded by the District Council. Gender Links will officially give the Certificate of MOU to the Chair on that day.

Annex A

GENDER SCORECARD FOR LOCAL GOVERNMENT

NAME OF COUNTRY: MAURITIUS NAME OF COUNCIL : MOKA/FLACQ

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

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	OWN SCORE	GL SCORE	AGREED BASELINE SCORE
POLICY FRAMEWORK						
1. There is a gender policy and action plan that incorporates the	<ul style="list-style-type: none"> • Existence of plan • Plan signed and adopted • Plan shared with 	<ul style="list-style-type: none"> • Copy of the gender policy/action plan 		3	2	3

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	OWN SCORE	GL SCORE	AGREED BASELINE SCORE
SADC Gender Protocol and other relevant targets. It is well known and has a high profile champion within the council.	Council and Community <ul style="list-style-type: none"> • Plan integrated • Public events on gender eg International Women's Day 	<ul style="list-style-type: none"> • Copy of the Council strategy/work plan • Minutes and records of meetings • Photos • Media coverage 				
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 = • No of women councillors = 	Official records		0	0	0
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 	Official records		0	0	0

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	OWN SCORE	GL SCORE	AGREED BASELINE SCORE
	chaired by men =					
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		0	0	0
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 	Photos Media coverage Minutes		4	4	4
MAINSTREAMING GENDER INTO EXISTING PROGRAMMES						
6. The Council has a local economic development plan that targets women entrepreneurs as key	<ul style="list-style-type: none"> Market places designed and no of stands allocated to women. Local finance schemes of council, 	LED plans, how gender reflected Statistics on finance schemes.		4	4	4

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	OWN SCORE	GL SCORE	AGREED BASELINE SCORE
beneficiaries	no of women and men who have benefited. <ul style="list-style-type: none"> Local finance schemes linked to Council, no of women and men who have benefited. 					
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		4	0	0
Procurement						
8. The Council keeps gender disaggregated data on procurement and has set a target for increasing the number and value of	<ul style="list-style-type: none"> No of owned companies that have received contracts in the last year. No of men owned 	Procurement policy – how gender is integrated into this.		4	0	0

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	OWN SCORE	GL SCORE	AGREED BASELINE SCORE
contracts received by women.	companies that have rcvd contracts in the last year.					
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 Records of meetings Photos/video		4	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		4	4	4
Land and housing						
11. The Council keeps sex	<ul style="list-style-type: none"> How gender is 	Policy on land and		0	0	0

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	OWN SCORE	GL SCORE	AGREED BASELINE SCORE
disaggregated data on title deeds and housing, and is promoting women's equal access	<p>integrated into allocation of land and houses</p> <ul style="list-style-type: none"> • No of women allocated land and housing by council • No of men allocated land and housing by Council. 	housing				
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>		4	4	4

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	OWN SCORE	GL SCORE	AGREED BASELINE SCORE
Environmental health						
13. Women are equally involved in preventive health campaigns	<ul style="list-style-type: none"> • Types of campaigns • Involvement by women 	Records of campaigns Photos/video		4	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 	HIV and AIDS policy – gender dimensions		4	4	4

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	OWN SCORE	GL SCORE	AGREED BASELINE SCORE
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 	<p>Records of projects</p> <p>Examples of what these have achieved</p> <p>Photos, videos</p>		4	4	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 	<p>Records of facilities</p> <p>Gender disaggregated data</p>		4	4	4
GENDER SPECIFIC PROGRAMMES						
Gender based violence (GBV) flagship plan						

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	OWN SCORE	GL SCORE	AGREED BASELINE SCORE
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	4	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 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		4	4	4
<i>Response and coordination</i>						
19. There is a good working relationship	<ul style="list-style-type: none"> • How the Council works with the 	Records		4	4	4

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	OWN SCORE	GL SCORE	AGREED BASELINE SCORE
between the police and community, especially women. Women are equally represented in community policing forums.	police on GBV <ul style="list-style-type: none"> • Existence of committees on GBV • No of women and no of men on these committees 	Photos Video				
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.	<ul style="list-style-type: none"> • No of women in management • No of men in management • CEO/head of administration =M/F • Examples of women in non traditional areas of decision-making eg finance 	Council employment statistics		4	4	4
Capacity building						

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	OWN SCORE	GL SCORE	AGREED BASELINE SCORE
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 	COE reports Changing lives profiles		4	4	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 • How sexual harassment cases are dealt with 	Work place policies		4	4	4
GENDER MANAGEMENT SYSTEM						
Gender structures						
23. The Council has set up a gender structure, including a gender focal person that is	<ul style="list-style-type: none"> • Gender focal point – who and what level • Gender committee- who and how often 	COE and council records		4	4	4

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	OWN SCORE	GL SCORE	AGREED BASELINE SCORE
	empowered to do its work. Gender is written into the job descriptions of key functionaries.	does it meet				
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		4	4	4
Monitoring and evaluation						
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. 			4	4	4
TOTAL				83	70	74

