

**PROGRESS SCORE CARD**

**GENDER SCORECARD FOR LOCAL GOVERNMENT**  
**NAME OF COUNTRY: MAURITIUS NAME OF COUNCIL: Rose-Hill**  
**Date of Verification – Tuesday 5<sup>th</sup> February 2013**

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

	<b>INDICATORS</b>	<b>MEANS OF VERIFICATION</b>	<b>PROGRESS REPORTED IN 2013</b>	<b>PROGRESS REPORTED IN 2014</b>	<b>SCORE 2012</b>	<b>SCORE 2013</b>	<b>SCORE 2014</b>
<b>POLICY FRAMEWORK</b>							
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"> <li>• Existence of plan</li> <li>• Plan signed and adopted</li> <li>• Plan shared with Council and Community</li> <li>• Plan integrated</li> <li>• Public events on gender eg International Women's Day</li> </ul>	<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>	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	1	3	4
<b>GOVERNANCE</b>							
<b>Representation</b>							
2. There are equal numbers of women and men	<ul style="list-style-type: none"> <li>• No of men councillors = 13</li> <li>• No of women</li> </ul>	The Deputy Mayor is a Lady and the Council	The percentage number of councillors has moved up from 23.3% to 33.3%	The number is 33.3 % 6 on 18	2	3	3

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	councillors in the Council.	councillors =3	had a Women Mayor					
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"> <li>• Mayor/Chair of Committee = M/F</li> <li>• Deputy mayor/deputy chair of committee = M/F</li> <li>• No of committees chaired by women =</li> <li>• No of committees chaired by men =</li> </ul>	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	
<b>Participation</b>								
4.	Women and men participate equally in Council meetings and influence decisions taken by the Council.	<ul style="list-style-type: none"> <li>• Examples of issues raised by women in Council and what difference these have made.</li> </ul>	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
<b>Public participation</b>								
5.	There is equal participation of	<ul style="list-style-type: none"> <li>• Examples of types of meetings held, representation/parti</li> </ul>	More women attend public	More women than men participate in public	More women than men are there o help out in	3	4	4

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women and men at public meetings and events.	icipation by women and men	meetings and events	gatherings and they are very helpful	different activities and they make a difference. For the elderly there is equal participation			
6. The Council has a local economic development plan that targets women entrepreneurs as key beneficiaries	<ul style="list-style-type: none"> <li>Market places designed and no of stands allocated to women.</li> <li>Local finance schemes of council, no of women and men who have benefited.</li> <li>Local finance schemes linked to Council, no of women and men who have benefited.</li> </ul>	Stalls occupied by Women: 126 Men: 510	<p>There is a market in Barkley where women are given the chance to expose their products.</p> <p>No rigid laws on the issuing of permits.</p> <p>The Council also gives the opportunity to Rodrigues women to expose their products.</p> <p>Most of the stalls in fairs are occupied by women</p>	Economic development plan. Sewing project, they women will get the opportunity to go into fares 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 created	<ul style="list-style-type: none"> <li>No of women in jobs created by Councils</li> </ul>	Same post means same salary	There is no discrimination in recruitment.	Scavengers are women and there are more attendants women,	2	2	3

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by the council.	<ul style="list-style-type: none"> <li>No of men in jobs created by councils</li> <li>Evidence of women and men being employed in non-traditional areas</li> </ul>			office attendants			
<b>Procurement</b>							
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"> <li>No of owned companies that have received contracts in the last year.</li> <li>No of men owned companies that have rcvd contracts in the last year.</li> </ul>	<ul style="list-style-type: none"> <li>- Unknown</li> <li>- An estimate of about 90% as per contracts signed.</li> </ul>	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 and	<ul style="list-style-type: none"> <li>Existence of a policy on climate change how gender is integrated into this.</li> <li>Extent to which policy has been</li> </ul>	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

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	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.	<ul style="list-style-type: none"> <li>• How waste management is handled.</li> <li>• How women are involved.</li> <li>• Proportion of women in waste projects</li> </ul>	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
<b>Land and housing</b>								
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"> <li>• How gender is integrated into allocation of land and houses</li> <li>• No of women allocated land and housing by council</li> <li>• No of men allocated land and housing by Council.</li> </ul>		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

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<b>Water and sanitation</b>							
12. Women are involved in the planning, management and maintenance of water and sanitation.	<ul style="list-style-type: none"> <li>No of women on water/sanitation committees</li> <li>No of men on water/sanitation committees</li> <li>No of women chairing these committees/total no of committees</li> <li>Examples of the difference women have made</li> </ul>		<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
<b>Environmental health</b>							
13. Women are equally involved in preventive health campaigns	<ul style="list-style-type: none"> <li>Types of campaigns</li> <li>Involvement by women</li> </ul>	- Council distributes pamphlets on waste collection through 16 municipal centres	<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>	Screening, sensitisation campaign. Talks, distribution of pamphlet, blood donation, visits of health experts. Dispensary for Trefles. Hours of work has changed and rescheduled to fit activities. Empower the	2	3	4

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		and to households though collection of waste system.	A dental primary care is offered for free at the local dispensary-Jaque Rougeot.	people and give a space at a very low price to help people get a decent place to do their personal activities			
<b>HIV/AIDS and care work</b>							
14. The Council has a gender aware HIV and AIDS policy that is implemented and monitored.	<ul style="list-style-type: none"> <li>• Existence of policy</li> <li>• Messages underscore unequal power relations between women and men;</li> <li>• Prevention of parent to child transmission</li> <li>• Men are encouraged to go for VCT</li> <li>• Women and men have equal access to treatment</li> </ul>	<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"> <li>• Existence of care work projects supported by</li> </ul>	Logistics support to Ministry of Health for their	The Council will offer support and logistics facilities to any caregivers	Jardin Bharati, upgrade done and the people taking methadone has a	1	1	3

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HIV and AIDS and men are encouraged to be involved in care work.	<p>Council or in which Council is a partner.</p> <ul style="list-style-type: none"> <li>• Remuneration/training/support for care givers in these projects</li> <li>• No of women, no of men involved in care work</li> </ul>	activities.		better place. More of a green environment and lighting to help people at night			
<b>Social development</b>							
16. Social and recreational facilities are gender aware and responsive	<ul style="list-style-type: none"> <li>• Types of facilities for sports and recreation, extent to which these cater to the needs of women and men.</li> <li>• No of women, no of men who make use of facilities</li> </ul>	<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
<b>GENDER SPECIFIC PROGRAMMES</b>							
<b>Gender based violence (GBV) flagship plan</b>							
17. There is sufficient	<ul style="list-style-type: none"> <li>• Existence of street</li> </ul>		There are 7500 lighting	Same as last year	4	4	4



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lighting on streets and in public spaces; all streets are named clearly, and names are gender aware	lights <ul style="list-style-type: none"> <li>No of streets named</li> <li>No of streets named after women</li> <li>No of streets named after men</li> </ul>	- 99% streets are lighted - Most streets are named	points around the council.  95% of them use energy saving bulbs  The streets are now named after flowers and birds.				
<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"> <li>Campaigns launched during the Sixteen Days</li> <li>Budget from Council for campaigns</li> <li>Other resources mobilised</li> <li>Follow up to campaigns</li> <li>Results achieved</li> </ul>	Talks, conferences, cyber dialogues on the theme gender violence are held.	Children whom parents just came out of prisons go to kindergarten for free.  Free nursery is provided for young single mothers  The Council organises campaigns and talks on Gender based violence.  Each year the council takes part in 16 days campaign program of Gender Links.	Ongoing programme and working with women associations. A part time lawyer to be set up shortly to help people with GBV  Union des femmes des villes soeurs, help the NGO.  Training to help women with self-defense, giving free nurseries. Giving free care to babies of prison inmates	2	4	4
<i>Response and</i>							

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<i>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"> <li>• How the Council works with the police on GBV</li> <li>• Existence of committees on GBV</li> <li>• No of women and no of men on these committees</li> </ul>	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
<b>Selection and recruitment</b>							
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	<ul style="list-style-type: none"> <li>• No of women in management</li> <li>• No of men in management</li> <li>• CEO/head of administration =M/F</li> <li>• Examples of women in non traditional areas of decision-making eg</li> </ul>	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> <p>Remuneration depends on merit. So both men and women stand an equal</p>	Increase of women recruit in middle management and operational and lower grades	2	2	3

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action policy for ensuring 50% by 2015.	finance		chance.				
<b>Capacity building</b>							
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"> <li>Gender training conducted as part of COE's</li> <li>Changing lives as a result of gender training</li> </ul>	Training is provided irrespective of any discrimination.	<p>The council provide computer courses for locals.</p> <p>Cooking and sewing courses are offered to women in particular</p> <p>Computer courses are offered several times a year to both men and women</p>	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
<b>Working conditions and environment</b>							
22. The work place is family friendly; there is a sexual harassment policy that is enforced.	<ul style="list-style-type: none"> <li>Maternity and paternity leave</li> <li>Flexi time</li> <li>Family days</li> <li>Sexual harassment policy</li> <li>How sexual harassment cases are dealt with</li> </ul>	<p>Maternity and partnership leaves are granted.</p> <p>No specific sexual harassment policy</p>	<p>All is done according to law and the PRB Report.</p> <p>In any case of Sexual harassment, severe actions will be taken.</p>	Meet for lunch, workplace is family friendly. Family and sports day. A staff club go out for outings, residential	2	2	3
<b>GENDER MANAGEMENT SYSTEM</b>							
<b>Gender structures</b>							

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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"> <li>• Gender focal point – who and what level</li> <li>• Gender committee- who and how often does it meet</li> </ul>		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
<b>Budgets</b>							
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"> <li>• Specific budget line for gender – what proportion of budget</li> <li>• Gender reflected in mainstream budget</li> </ul>	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
<b>Monitoring and evaluation</b>							
25. There is an M and E system in place for gender; it is	<ul style="list-style-type: none"> <li>• Regular reports to management on gender action plan.</li> </ul>	Monitoring and evaluation on Gender related	A good system of monitoring is put into place. The council as all its	PMS (performance Management System) legal system and have	3	3	4

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used for tracing reporting purposes	<ul style="list-style-type: none"> <li>• Corrective action taken.</li> <li>• Score card used for benchmarking.</li> </ul>	issues is done by the department of the Council (Welfare Department). Welfare Officers are involved in the implementation of gender linked activities and report	records for future need.	to abide by it. Records are kept			
<b>TOTAL</b>					56	63	83%

