

Country: Mauritius

Name of municipality: Curepipe

Synopsis

Why does this municipality have an interest in developing a gender policy?

The management considers that there is no discrimination among the staff and that the Council's activities and programs are geared equally towards both women and men. Since the workshop on GBV, the Council has been sensitised on gender issues and has participated in the 16 Days campaign by organising a march in the town centre.

Strengths : *Facilities and funds are made available for women for training and specific programmes. The associations fully collaborate with the Council in all its activities. The Mayor Michael Sik Yuen is committed to the gender issue.*

A code for Gender has been earmarked amounting to Rs 30,000.

Challenges: *The mindset that considers that gender is the concern of women alone and that this issue is solely the responsibility of the Welfare Department.*

Results of gender score card

Area assessed	Score Council	Score GL	Agreed score
Policy framework	30	20	20
Governance	30	10	10
Gender specific programmes	20	30	30
Mainstreaming gender into existing programmes	30	30	30
Employment practises and	30	20	20

environment			
Gender management system	20	20	20
Overall	160	130	130

SITUATION ANALYSIS

POLICY FRAMEWORK

The Council is aware of the country's national, regional and international commitments but not of the SADC protocol on gender and Development.

However no gender policy has yet been framed at this council to address existing gaps in gender participation and representation in areas of Local Government.

GOVERNANCE

Representation

Curepipe - Representation of Women and Men in Local Authorities

	No women	No of men	Total	% women	% men
Women and men councillors	1	17	18	6%	94%
	No women	No of men	Total	% women	% men
Mayors	-	1	1	-	100%
Deputy Mayors	-	1	1	-	100%
Chief Executives	-	1	1	-	100%

Participation

Both women and men councilors are given equal opportunities to participate in council meetings and decisions taken by the council are made without partiality or any gender related influence

Public participation

The council has no disaggregated data database illustrating the percentage of women/men participating in public meetings and events. But women participate more in meetings and talks.

PLANNING

Service delivery is not effected as per any gender based criteria. Citizens are considered by the Council as residents having an equal right to services delivered.

There is no discrimination while dealing with the public.

Applications for a Building and Land Use Permit like other applications are processed irrespective of applicant's sex and in line with regulation in force.

MAINSTREAMING GENDER INTO EXISTING PROGRAMMES

The economy and job creation

The council does not discriminate between male and female traders for issue of licences, given that under the existing provisions of the Local Government Act 2003 no trader can carry out a trade within the township if she/he is not a holder of municipal licence.

The requests for municipal venues for holding of fairs and exhibitions are granted to organisations on a first come first serve basis.

The Council has set up a federation regrouping women entrepreneurs of the town and they are given space for exhibition/sales and capacity building from specialised agencies.

Procurement

All procurement is carried out in accordance with the Public Procurement Act 2008 which does not make any explicit provision to cater for bidders/contractors of one specific sex.

Utilities

The council does not keep disaggregated data on these basic services as they are not under the aegis of the council; electricity, water etc are the responsibility of Central Government.

Council imparts refuse collection services to all residents and economic operators.

Transport

This service is also provided by Central government through National Transport Corporation and private companies but the stations are under the Council's responsibility for maintenance.

Health

Local Government does not cater for this service as well but the Council in collaboration with the Ministry of Health and other specialised agencies and NGO's organises awareness campaigns and other activities. Health care centres are accessible to all and make provision for prenatal and post natal treatment.

Environmental health

Plastic bags are given to households and bins also; rivulets and drains are cleaned by the council.

Most companies that are involved in the management of waste are run by men contractors.

Social development

The existing facilities that is social centres, gymnasium, sports grounds, leisure parks are used by both men and women (children, youth, handicapped and elderly)

The Council moreover sponsors women associations of the Town by providing transport for swimming sessions and educational tours.

GENDER SPECIFIC PROGRAMMES

Educare

The Council runs 2 kindergartens for low income families.

Gender based violence (GBV) flagship

The Council has an Action Plan on GBV following workshop facilitated by GL which has been approved and some items are being implemented such as talks and march. No safety audit has been effected but there is sufficient lighting on streets and public spaces and all streets are clearly named. Public transport is safe for women and children and regular patrols are effected by police at stations.

The council has organised a march for 16 days campaign and has hosted talks on violence by the Ministry of Women and Police Force. There is no data on crime but there is collaboration with police and a representative of the Welfare attends the monthly Community Policing forums.

EMPLOYMENT PRACTICES AND ENVIRONMENT

Selection and recruitment

CATEGORY	No of women	No of men
Top management		2
Senior Management	5	6
Professional	1	4
Secretarial/ clerical	54	4

Selection and recruitment are carried out by the Local Government Service Commission for filling of vacant posts and salaries attached to each post is already prescribed by the Pay Research Bureau report 2008. The same salary applicable to similar posts across the civil service. Schemes of service do not target specifically male or female candidates.

Capacity building is compulsory for all employees who are required to follow training relevant to duties of their respective grades.

Working conditions and environment

Maternity leave is granted according to legislation. There is no sexual harassment policy.

GENDER MANAGEMENT SYSTEM

Gender structures

There is no gender structure including gender focal person and gender is not written into job descriptions. A Senior Welfare Officer is in charge of the Gender file.

Monitoring and evaluation

No gender indicator have been put in place for planning and human resource management systems.

Political profile and champion

Gender issues have been given high political profile and Mayor Michael Sik Yuen is the political champion.

The work place

There are more women in the administration and indoor work and more men in technical and outdoor jobs but in Planning and Health departments, there are now women inspectors and planners.