

LG 1: LG SCORECARD – Countries with summits

GENDER SCORECARD FOR LOCAL GOVERNMENT

NAME OF COUNTRY: MAURITIUS NAME OF COUNCIL: PORT-LOUIS

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

	INDICATORS	MEANS OF VERIFICATION	PROGRESS DURING VERIFICATION	JUDGES SCORE	OWN SCORE	AGREED BASELINE 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 	<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 	Although there is no formal action plan,Councilors and staff are well aware about gender issues-with regards to equality,contribution,participation and collaboration.There is absolutely no gender discrimination at the level of the Council.	0	3	1
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 = 21 • No of women councillors =4 	Official records	21 male councillors 4 female councillors	0	2	2

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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 = 	Official records	This is not possible due to the disparity in number of men/women councillors.	2	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	All councillors, irrespective of gender have the same responsibilities and role in Council's decisions.	3	4	4
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	Both men and women participate in all activities organised by the Council.	3	4	4
MAINSTREAMING GENDER INTO EXISTING PROGRAMMES						
6. The Council has a	<ul style="list-style-type: none"> • Market places designed and no of 	LED plans, how gender reflected	Exhibition of products "expovente" by National Women entrepreneur	3	4	4

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local economic development plan that targets women entrepreneurs as key beneficiaries	<p>stands allocated to women.</p> <ul style="list-style-type: none"> 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. 	Statistics on finance schemes.	Council and women cooperative as well as women's association at Rue du Vieux Conseil on a regular basis.			
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	There is no gender discrimination. In fact in certain sections there are more women than men.	0	4	0
Procurement						
8. The Council keeps gender disaggregated data on procurement	<ul style="list-style-type: none"> No of owned companies that have received contracts in the last 	Procurement policy – how gender is integrated into this.	There is no legal provision for; the open advertised biddings to give opportunities to both men/women to participate; besides there is no	0	0	0

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and has set a target for increasing the number and value of contracts received by women.	<p>year.</p> <ul style="list-style-type: none"> No of men owned companies that have rcvd contracts in the last year. 		registered woman supplier.			
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. 	<p>Climate change policy</p> <p>Records of meetings</p> <p>Photos/video</p>	Since January 2012 , three meetings have been organised with active participations of women’s associations concerning the issue of converting Port-Louis to Green city. Council distributes plants to families mostly represented by women.	2	3	3
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 	<p>Waste management plans</p> <p>Gender statistics on waste management</p> <p>Photos; video</p>	Women are generally sensitised on waste collection issues.	3	2	2
Land and housing						
11. The Council keeps sex	<ul style="list-style-type: none"> How gender is 	Policy on land and	Although there is no such data,	3	0	0

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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	Council does not make any 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 	<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>	Until December 2011, a lady chaired the Health Committee and still exerts influence on the issue.	3	3	3
Environmental health						
13. Women are equally	<ul style="list-style-type: none"> • Types of campaigns • Involvement by 	Records of campaigns	As Chairperson, the Councillor was involved in all campaigns- chairing	2	2	2

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involved in preventive health campaigns	women	Photos/video	and rehabilitation works.			
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	Annual grants by the Council to: <ol style="list-style-type: none"> 1. PILS 2. Group A de cassis For their contribution to fight against the spread of HIV/AIDS. Free test of HIV/AIDS at the Council was held last year with all facilities being provided.	2	4	4
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 	Records of projects Examples of what these have achieved Photos, videos	Council fully supports initiative in this direction from all quarters.	2	3	3

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	<ul style="list-style-type: none"> projects No of women, no of men involved in care work 					
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	Facilities such as swimming pools,handball pitches,basket ball pitches, badminton courts are available for women activities. Municipal centres are put at the disposal of women’s association for yoga,sewing,karate and aereobic courses	4	4	4
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 		Streets are well lighted, women feel secured at night.	3	3	4
<i>Public awareness campaigns</i>						

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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 	<p>Reports Photos Video Budget</p>	<p>A workshop was organised by the City Council of Port-Louis, the Community Development Association Gabriel martial and gender Links in June 2011 following which it was concluded that economic empowerment of women can help in reducing gender violence- the theme was " Kan fam travay,violans diminie" i.e when women work,violence is reduced.</p> <p>Half day workshop on skills development programme for empowering workers on Wednesday 22 February 2012 was organised. Talks by Ms Easton(Ag Business Officer, NWECC) on following topics:Business management, Costing, Marketing and Business Human resources. November 2011 at City Council on: art and craft, curtain designing, henna designing, hand embroiding and painting on</p>	2	3	0

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			fabrics,interior decoration and fine canvas.			
<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 	Records Photos Video	Community policing has been set up by the Mauritius Police Forec. Regular meetings are held in the different regions of Port-Louis where NGO's and community leaders and volunteers are called to participate in.	3	3	3
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 	Council employment statistics	Women in the Council occupy posts such as Head Clerk, Assistant Chief executive Works inspectors, Accountant and A.uditors	3	3	3

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	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 	COE reports Changing lives profiles	Employees, irrespective of gender are given training. Heads of Department at all times advise employees not to discriminate on gender.	2	2	2
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	All leaves approved by Government are granted. Women are given facilities for breastfeeding etc.	0	2	2
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	<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	Schemes of service are approved by the Ministry of Local Government and are standard for all localities.	2	1	1

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	work. Gender is written into the job descriptions of key functionaries.					
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	Rs 676 million representing budget of the Council- out of which 10% is geared towards gender equality.	3	2	2
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. 		Although there is no proper monitoring and evaluation system, there is no case of discrimination and harassment noted.	1	2	2
TOTAL				51	53	47

ADDITIONAL COMMENTS

STRENGTHS

CHALLENGES

LESSONS LEARNED

NEXT STEPS