



***CENTRE OF EXCELLENCE
LYNDA NANINE
CATEGORY: LOCAL GOVERNMENT COE***

**COUNTRY SADC GENDER PROTOCOL SUMMIT
25 MARCH 2013**

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GENDER EQUALITY BY 2015, YES WE MUST!

BRIEF DESCRIPTION OF COUNCIL

- The District council of Black River is a rural Local Authority set up to administer 13 villages which are found in the western coast of the Island. It is administered by a woman as Ag Chief Executive, a Chairman along with 13 other District councillors which consist of 3 women. There are 260 employees on the Establishment – 203 Male and 57 female employees.



KEY GENDER AND SERVICE DELIVERY CHALLENGES

- **Our Vision :** To be a local authority achieving excellence in whatever it undertakes whilst being a close partner to all stakeholders.
- **Our Mission :** Ensure efficiency in our service through our information service desk



GENDER CHAMPIONS

- Although the President is a man, the Deputy President is a woman and she makes her voices heard.
- Black River has always been a gender sensitive Council with the Acting Chief Executive a woman and the first woman to be holding this responsibility. It was also the first District Council to have more women Councillors.
- The Gender Champion of the Council is dynamic, young and means business. This has helped Gender Links a lot in the COE process.
- The Council has two female football teams. “Some of the players are married women and come to the football pitch with their babies.” The Ag. Chief Executive told Gender Links. The Council has a variety of facilities for sports for women. Women sometimes are in competition with men on petanque (throwing of balls). There are regular tournament of female boxing and female kick boxing.



HOW HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?

- Women participate equally with men and what they say are taken into consideration. Women raise issues of security and anything that has to do with the Society. Women in the Council are vocal and have a good capacity to talk. The Vice President who is a woman brings a different perspective to the debate and is well listened.
- Women and men participate equally in Council meetings and influence decisions taken by the Council.
- There are normally more women in meetings, events and campaigns. Wide range of meetings and activities including awareness campaigns on health, Open Day; training on self-sufficiency where there are more women than men. Women come with their babies in push chairs.



HOW HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?

- The Council has a local economic development plan that targets women entrepreneurs as key beneficiaries.
- Village Halls are given for free and the Council gives logistic support to women.
- The Council has a major project with the communities to make them self-sufficient:
- Mushroom Project
- Mostly women attend the training and are sometimes accompanied by their children.
- The training is financed by the Council.
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- 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.
- Female Councillor brought a case in Council for the prevention of erosion in one village. This is being looked into.
- Plantation of mangroves to allow inhabitants to live in a healthy environment.
- Plantation of filaos trees on beaches.
- Talk on health is done regularly
- The Council participates in campaigns to raise awareness on Gender based violence GBV such as the sixteen days of activism
- Cleaning campaign to reduce high risk areas



HOW HAS THE COE PROCESS CONTRIBUTED TO ADDRESSING THE CHALLENGES?

- Working in close collaboration with the Ministry of gender on social issues.
- The Council has specific budget for gender issues and the Ministry of gender finance half the cost of all our gender activities.
- Regular and proper scavenging services, sufficient lightning on street and public space. Follow up is done by the gender focal person.
- Regular reports to management on gender action plan. All reports go to Council.
- Social and recreational facilities are gender aware and responsive.
- On- going regular inspection on barelands
- Respond to complaints received through our information desk from residents



HOW IS YOUR COUNCIL CONTRIBUTING TOWARDS ACHIEVING THE 28 TARGETS OF THE SADC PROTOCOL?

PROTOCOL TARGET	COUNCIL ACTIONS
<p>ARTICLE 12-13</p> <p><i>Representation et participation</i></p>	<p>Women councillors has now increased from 15 to 23%. The deputy chair is a female councillor and there are two women sitting on the executive committee compared to five men. Women participate equally with men and what they say are taken into consideration.</p>
<p>ARTICLE 14</p> <p><i>Éducation et formation</i></p>	<p>Staff in managerial position is gender balanced and some of them are breaking non- stereotypical, e.g. Safety and health officer, Information Technology.</p>
<p>ARTICLES 15 – 19</p> <p><i>Ressources productives et emploi et renforcement des capacités économiques</i></p>	<p>There is a specific budget for gender issues and it is called Gender Links budget. Half cost for gender activities are financed by the Ministry of gender</p>

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HOW IS YOUR COUNCIL CONTRIBUTING TOWARDS ACHIEVING THE 28 TARGETS OF THE SADC PROTOCOL?

PROTOCOL TARGET	COUNCIL ACTIONS
<p>ARTICLE 20 – 25</p> <p><i>Violence basee sur le genre</i></p>	<p>Organising talks, working sessions, sexual education film projection has been a means of educating the teenagers and children hence allowing them to voice out or explain a friend or encourage a friend to talk if is victimized.</p>
<p>ARTICLE 27</p> <p><i>VIH/SIDA</i></p>	<p>Campaign & talks organised were also focused on protection / prevention : making use of condoms- condom dispenser at their disposal at 2 strategic point, safe sex, ways and means of getting contaminated</p>
<p>ARTICLE 32-35</p> <p><i>Application, monitorage et evaluation</i></p>	<p>Budget are approved by council. Regular reports to management on gender action plan. All staff and former councillors are aware of the work of gender.</p>

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IMPACT

- Women and men participate equally in Council Meetings and influence decisions taken by the Council.
- More women participate in various events and attend village halls which remain open after their working hours.
- After training support given by the Council for sculpture courses, the sculpture class participated in two exhibitions at Caudan and Cascavelle.



CHANGING LIVES

- Mrs Laurence is now responsible for regrouping & informing villagers/inhabitants for activities or meeting to be organised. Look for & motivate children/adults to participate in.
- Act as facilitator, she is being entrusted many responsibilities, so this make her feel it is her project & ensure the activities and programmes conducted are successful.



CHALLENGES TO GENDER MAINSTREAMING

- Village halls are given for free and Council gave logistics support to men and women.
- Women and men benefit equally from jobs created by the council.
- All is transparent and both men and women have equal chances on procurement policy.
- The Council has a major project with the communities to make them self-sufficient (Mushroom Project & Craft making)



WAY FORWARD

- Focusing on climate change
- More gender Activities:
- Craft making from waste materials for kids & adults extending courses
- Having more women sitting at committee

