

PROGRESS SCORE CARD

GENDER SCORECARD FOR LOCAL GOVERNMENT
NAME OF COUNTRY: MAURITIUS NAME OF COUNCIL: Curepipe MC
Date of Verification – Friday 15th February 2013

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

	INDICATORS	PROGRESS DURING VERIFICATION In 2012	BASELINE SCORE	PROGRESS REPORTED IN 2013	PROGRESS SCORE (Council plus GL)	Judges 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 	Sensitization campaign is ongoing. Positive results as regards security. There is Council’s commitment to provide a conducive social environment.	3	<p>There is an Action Plan. The Action Plan was approved by Council.</p> <p>The Council has sign an MOU with GL</p> <p>The Plan integrates events and gender activities.</p> <p>Pictures are available as well as clippings</p>	4	
GOVERNANCE						
Representation						
2. There are equal numbers of women	<ul style="list-style-type: none"> • No of men councillors = 16 	A new local Government Act	0	Before the local elections of 2012	4	

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	and men councillors in the Council.	<ul style="list-style-type: none"> No of women councillors =1 		has been enacted whereby a minimum of five women should be elected for the town of Curepipe. there was 1 woman in the Council out of 24 and it has increased to 6 out of 15. The percentage increase went from 6.6% to 40%.		
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 = 	4	One woman Officer is chairing an important meeting :Tender Committee in the capacity of Deputy Chief Executive. 4 women are heads of departments namely Finance, Welfare, library and administration.	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. 	3	Important committees like Permits and Licences and Tender Committees are being chaired by a There is no equal number of men and women. But women's voices are heard. They will raise issues which are specific to women and they are	3	

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		Senior female staff who give recommendations to the Council.		listened to.		
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 	Regular meetings are held at the Town Centre and in the different regions of Curepipe for example sports, religious, environmental, social and cultural events.	4	There are more women in meetings, events and campaigns. The council is will also support campaigns held by NGOs. The Council is very much involved in back yard composting and water harvesting campaigns.	4	
6. The Council has a local economic development plan that targets women entrepreneurs as key beneficiaries	<ul style="list-style-type: none"> Market places designed and no of stands allocated to women. Local finance schemes of council, no of women and men who have 	- Basic courses are held in launching small enterprises co-operative movement	4	The council help women to start their own businesses by issuing them permits. SMEDA organise sessions to the locals. This is an opportunity for women to develop their entrepreneurial	2	

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	<p>benefited.</p> <ul style="list-style-type: none"> Local finance schemes linked to Council, no of women and men who have benefited. 	<ul style="list-style-type: none"> s. - A municipal building has been allocated to women association (Small and Medium Enterprises Development Authority) - Stalls at the Curepipe market and at Le Forum fair are being occupied by a high percentage of women. - Municipal space 		<p>skills. The Council then gave all logistics for free and received in kind support as well.</p>		

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		situated at a prime site in the Town Centre is regularly put at the disposal of women entrepreneurs for sale of handicraft works.				
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 	Recruitment is conducted by the Local government Service Commission. But there are equal opportunities for all as per Equal Opportunities Act. For example at least 30% of municipal staff are women.	0	Council does not create jobs. All vacancies have to go through the Local Government Service Commission (LGSC). There is no gender discrimination but Equal chances are given to both women and men.	2	

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Procurement						
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"> No of owned companies that have received contracts in the last year. No of men owned companies that have rcvd contracts in the last year. 	Tenders are allocated to successful bidders be it on any tender. However to increase the chances of women being awarded a contract, the ,the public procurement act has been amended to encourage the award of small contracts to small and medium enterprises.	0	This is regulated by law. There is a bid evaluation committee. This consist of three stages: 1.Making sure that the quality has been respected according to specifications 2.Look for the lowest price 3. Then names are looked into. All is transparent and both women and men have equal chances.	4	
9. The Council is aware of climate change and its differential effects on women and men. Women and men are	<ul style="list-style-type: none"> Existence of a policy on climate change how gender is integrated into this. Extent to which 	The Council has approved a campaign for awareness on climate change and sustainable development.This	4	The Council is aware of Climate Change. The health inspector has come up with Environmental campaigns for the community-regular	4	

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consulted equally on measures to be taken.	policy has been canvassed; involvement of women and men.	is an outcome from a workshop organised by Gender Links Mauritius at Curepipe. The slogan was "Curepipe bizin vert"(For a greener Curepipe). Women associations and educational institutions of Curepipe were decision makers in formulating an action plan for this campaign.		talks and campaigns are done in community centre and schools on the judicious use of water. A successful project on Compostage was done last year. The Council did a solid waste campaign		
10. Women are equally consulted and involved in waste management, and benefit from economic opportunities arising	<ul style="list-style-type: none"> • How waste management is handled. • How women are involved. • Proportion of women in waste projects 	1. Solid waste management within the township is done by the Council	4	There are no women involved in waste management but they are involved on waste projects	2	

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from this.		<p>where women staff are involved.</p> <p>2. In all sensitisation campaigns, educational institutions and women associations are highly involved.</p>				
Land and housing						
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"> • How gender is integrated into allocation of land and houses • No of women allocated land and housing by council • No of men 	Municipal housing units have been sold to needy inhabitants without any discrimination.	3	Housing permits are given in the shortest delay. The Council gave 19 families housing opportunities. The Council participate in the	3	

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	allocated land and housing by Council.			distribution of keys to owners who receive these low cost 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 	<ol style="list-style-type: none"> 1. With regards to maintenance of drains, rivulets and canals women staff are also involved. 2. A Senior woman staff is also in charge of the complaint handling system. 	3	A major project is being undertaken by the Council concerning water harvesting. During the brainstorming session, women are involved and allowed to give their ideas.	3	
Environmental health						

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13. Women are equally involved in preventive health campaigns	<ul style="list-style-type: none"> • Types of campaigns • Involvement by women 	The Council puts at the disposal of Health Authorities, Municipal Community Centres and Town Halls managed by women municipal staff for vaccination, HIV prevention campaign, other health awareness campaign and blood donation campaign.	4	Regular campaigns on sanitation Wrote to the Ministry of Health to get vaccine for Hepatitis Cleaning of bare lands are done when necessary Blood donation-facilities provided	3	
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 	Financial support and logistics are granted to NGO's working to combat HIV/AIDS. Ministry of Health is also our collaborator.	4	The National Agency for the Treatment and Rehabilitation of Treatment Abuse provides talks on HIV. It is done in the presence of both husband and wife. All the logistics are	2	

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	<p>encouraged to go for VCT</p> <ul style="list-style-type: none"> • Women and men have equal access to treatment 			put into place for workshop organised by Gender Links on HIV/ AIDS		
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 	Back up is given by the Council. But carework/individual carework is conducted by NGO.	3	The Council has not yet been involved in care work for people attained with HIV/AIDS. But the council supports NOGs which cater for people attained with the disease.	1	
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. 	Free access to 14 multi-purpose complexes and 20 sports complexes. Free transport facilities to attend seminars/worksho	4	<p>The newly appointed mayor is a sports person and he invests in sports.</p> <p>A variety of sports facilities including</p>	4	

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	<ul style="list-style-type: none"> No of women, no of men who make use of facilities 	<p>ps icw GBV and other activities. Children's playgrounds. Free access to Pre-Primary shools for deprived children.</p>		<p>football, netball, basketball, pitches for both women and men.</p> <p>Lighting has been put in all pitches so that women can do their jogging early in the morning or late at night without any worry</p> <p>Football and volleyball for girls</p>		
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 	Efforts are multiplied to create a secure environment. This is part of one of the main statutory duties of the Council.	4	<p>All streets are lighted and this is regularly checked.</p> <p>Newly names streets do not bear the names of people but of flowers and fruits. But previously it was names after the</p>	4	

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				request of the inhabitants.		
<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 	Talks, conferences, cyber dialogues ,marches, drama/sketches and exhibition on the theme gender violence are held. Publication of the pledge with the collaboration of written and spoken press. Circulation and signing of the pledge in the township.	4	<p>The Librarian of the Council did a cyber-dialogue training and participated in the 16 days campaign on the GBV indicators. There talks on GBV in villages by NGOs.</p> <p>The Council will support NGOs which militates for GBV and will make a follow up</p>	3	
<i>Response and coordination</i>						
19. There is a good working relationship between the police	<ul style="list-style-type: none"> • How the Council works with the police on GBV • Existence of 	The Council has meetings with Police Force and community for	4	Good collaboration with the police. The councillors are invited whenever there are	4	

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	and community, especially women. Women are equally represented in community policing forums.	committees on GBV <ul style="list-style-type: none"> No of women and no of men on these committees 	community policing on a monthly basis and regular meetings on traffic issues with relevant authorities are held.		road and safety talks. Records can be obtained from the police Whenever there are problems within the markets, the police is always present	
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 	The Deputy Chief Executive, the Financial Controller, the Senior Librarian, the Principal Welfare Officer are female. We are already 100% as the law has been amended in this respect in this respect Section 70 of Local Government Act 2011. Examples in non-	4	The remuneration is based on experience and merit. There is no discrimination.	2	

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		traditional areas-Health				
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 	Training is provided irrespective of any discrimination.	4	The council provides a computer course for both men and women. Works in close collaboration with the Small medium enterprise development association. NGOs are invited to talk in the different social centres. Staffs participate in all gender training. Gender Links gave training to staff, councillors and NGOs The Council also has a Gender Links Library	4	
Working conditions and environment						
22. The work place is family friendly; there	<ul style="list-style-type: none"> • Maternity and paternity leave • Flexi time 	Maternity and partnership leaves are granted.	4	Maternity and paternity leave are given according to	3	

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is a sexual harassment policy that is enforced.	<ul style="list-style-type: none"> • Family days • Sexual harassment policy • How sexual harassment cases are dealt with 	Sexual harassment are dealt with very severely in line with Criminal laws.		law. They do exist and staff know their rights. There is a breast feeding policy. There has been no case of sexual harassment recorded and Council has not thought of having a Sexual Harassment Policy. But severe sanction will be taken if there is ever a case.		
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 work. Gender is written into the job descriptions of key functionaries.	<ul style="list-style-type: none"> • Gender focal point – who and what level • Gender committee- who and how often does it meet 	At Council level, we work as a team and we are struggling to reduce gender violence in the township by mobilising all staff to implement gender issues. As such, we do not have a special	3	There is gender champion and a gender focal point. But the council work as a team when it comes to gender issues	4	

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		desk but the Welfare Department is the liaison Office.				
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 	A budget of about Rs 30,000 has been allocated to issues related to the promotion Gender Equality.	4	There is a specific budget for gender issues and workshops. This budget was approved after the Gender Action Plan went to Council.	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. 	Monitoring and evaluation on Gender related issues is done by the department of the Council (Welfare Department). Welfare Officers are involved in the implementation of gender linked	4	The Council keeps all the records systematically.	4	

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		activities and reports				
TOTAL			82		79	
