

Country: Mauritius

Name of District Council: Pamplemousses /R du Rempart

Synopsis

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. They also point out that women councillors are more committed to the Council work at grass root level.

Strengths : Facilities and funds are made available for women

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	10	10	10
Governance	30	30	30
Gender specific programmes	10	10	10
Mainstreaming gender into existing programmes	10	10	10
Employment practises and environment	20	20	20
Gender management system	10	10	10
Overall	90	90	90

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

	No women	No of men	Total	% women	% men
Women and men councillors	23	354	377	6.1%	93.99%
	No women	No of men	Total	% women	% men
Mayors					
Deputy Mayors					
Chief Executives	-	1	1	-	100%
	No women	No of men	Total	% women	% men
Chairpersons	2	35	37	5.6%	9.4%
Dpt Chairpersons					

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.

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.

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 and sports grounds are used by both men and women(children, youth, handicapped and elderly)

The Council moreover gives financial support and logistics to women associations of the locality.

GENDER SPECIFIC PROGRAMMES

Educare

The Council does not run kindergartens nor nursery for low income families.

Gender based violence (GBV) flagship

Although the Council has an Action Plan on GBV following workshop facilitated by GL, it has not been implemented yet. 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 not yet participated in 16 days campaign but 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 in the Community Policy forums

EMPLOYMENT PRACTICES AND ENVIRONMENT

Selection and recruitment

CATEGORY	No of women	No of men
Top management		2
Senior Management	1	4
Professional	1	4
Secretarial/ clerical	23	3

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 posted 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

Monitoring and evaluation

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

Political profile and champion

Gender issues have not been given high political profile and there is no political champion.

The work place

There are more women in the administration and indoor work and more men in technical and outdoor jobs for example works, Planning and Health department.