



PRIME MINISTER'S OFFICE

NATIONAL STRATEGY AND ACTION PLAN

of the High Level Committee on the
Elimination of Gender Based Violence
in the Republic of Mauritius

2020-2024

Table of Contents

Foreword

Executive Summary 1

Introduction2

Framework Methodology of the National Strategy9

A New National Strategy 14

Implementation of the National Strategy 17

Risks to Implementation – Barriers, Resistance to Change and Slow Start..27

Action Plan 30

Annexures 97



Prime Minister
Republic of Mauritius

FOREWORD

I am delighted to launch this document that sets out a clear vision focused on eliminating Gender Based Violence in the Republic of Mauritius. It includes a roadmap to give effect to our policy and achieve government's overall goal of gender equality which is central to our development agenda.

This initiative comes at a significant moment as the world is facing unprecedented challenges due to the Covid-19 pandemic which is disproportionately affecting women and girls.

The adoption of this Strategy at the national level is especially significant as we review progress made on our way to celebrate 25 years of commitment towards achieving the 12 critical areas of concern spelt out in the Beijing Platform for Action (1995).

This Strategy is different from previous initiatives through a new approach to addressing Gender Based Violence in a holistic manner. It seeks to place Gender Based Violence response within the overall framework of achieving the Sustainable Development Goals through strong institutions. In fact, Gender Based Violence and gender issues are addressed as cross-cutting issues as informed by a systems-thinking approach underpinned by theories of change and gender mainstreaming.

I am convinced that implementation of the accompanying Action Plan will be achieved through regular monitoring and leadership. In this regard, my commitment to achieve the vision of the National Strategy is reflected through the different accountability mechanisms established to monitor and evaluate progress across different Ministries.

A public consultation was organised to gather the views of stakeholders, including civil society organisations, on the development of the strategy, thus ensuring that the process is in line with people's aspirations.

On this note, I call upon non-governmental organisations to act as agents of change to help us achieve our shared goals.

With a collaborative approach, I have no doubt that we can address the root cause of Gender Based Violence by transforming societal norms, coordinating our support services, addressing institutional discriminating practices, and having strong accountability models.

Lastly, on this solemn occasion, I wish to pay tribute to those survivors of domestic violence and gender based violence as well as those who have unfortunately lost their lives in this struggle.



*Pravind Kumar Jugnauth
Prime Minister*

17 November 2020

Executive Summary

The National Strategy Document and its accompanying Action Plan presents the new strategic direction of the Government of Mauritius to eliminate Gender Based Violence (GBV) in Mauritius. It reflects stakeholder engagement consultations and has been drafted in a participatory manner to capture the current specificities of the Republic of Mauritius. It is further informed by international best practices and frameworks to address the root cause of gender inequality and is survivor-focused.

The key elements of the National Strategy revolve around having a shared understanding of the nature and extent of Gender Based Violence in Mauritius, the commitment of multiple stakeholders, strengthening of the existing legislative and policy framework, capacity building of stakeholders; and a strong monitoring and evaluation mechanism.

In order to address the multifaceted aspects of Gender Based Violence, four sub-strategies have been developed that are aligned to the National Strategy. These are:

- (i) Change societal norms and beliefs that are against principles of gender equality and equity;
- (ii) Priority support services for survivors while holding perpetrators accountable;
- (iii) Identify and redress discriminatory practices that perpetuate gender based violence; and
- (iv) Coordinated Monitoring and Evaluation.

In order for the National Strategy to be effective, strong leadership, coordination and monitoring and evaluation will be essential. Therefore, a three-tiered accountability model has been established.

The Action Plan proposed in this document serves as a roadmap to achieve the National Strategy. The commitment of all stakeholders, including Government, civil society, development partners and the private sector will be crucial to ensure that Gender Based Violence remains as a priority issue on the national agenda and is equitably funded. To this end, the key recommendations supporting the National Strategy that are responsive to the present country context are as follows:

- (a) the adoption of a **systems-thinking approach** in responding to matters of Gender Based Violence and Domestic Violence to ensure implementation of the National Strategy through a collaborative effort and shared understanding of Gender Based Violence;

- (b) a stronger **commitment to data collection, analysis, monitoring and evaluation** and;
- (c) a paradigm shift towards capacity building of the Lead Agency to provide strategic direction to all stakeholders to effectively implement the National Strategy and Action Plan.

1. Introduction

1.1 Mauritius is signatory to a number of international and regional human rights conventions on women’s empowerment and gender equality. The Sustainable Development Goal 5 (Women’s Empowerment and Gender Equality) further calls on the elimination of Gender Based Violence (GBV) for a holistic and equitable approach to development. It is widely recognised that achieving Sustainable Development Goal (SDG) 5 has direct benefits to achieving the other Goals of Agenda 2030.



Figure 1 United Nations Global Goals (SDGs)

1.2 The international literature defines GBV broadly as an act of violence directed at a person because of their gender or sex. This violence can be in the form of physical, economic, sexual or emotional and psychological harm, or threats to harm. It can be expressed as coercion or deprivation of liberty. It is rooted in unequal gendered power relationships and is a violation of human rights. GBV can have immediate impacts on a person’s physical and psychological wellbeing as well as having the potential to have an impact on indirect victims and extended family.

1.3 In its Concluding Comments of 2018, the Committee on the Convention [ref CEDAW/C/MUS/8] on the Elimination of All Forms of Discrimination Against Women (CEDAW) has called upon the Republic of Mauritius, as State Party to the Convention, to strengthen institutional and legal frameworks to respond to domestic violence. Furthermore, the Committee has emphasised on the important role of the Parliament to ensure legislative oversight on the implementation of the articles contained in the Convention.

- 1.4 An overview of the nature and extent of GBV in Mauritius using available statistics shows that women are disproportionately impacted, with a noted increase in reporting of such cases. There has also been an emerging trend in the lethality of violence within the household, as reported by the Police Family Protection Unit.
- 1.5 Additionally, the impact of the Covid-19 pandemic and subsequent decision to require citizens to practice self-isolation and lockdown has had an unintended consequence of increasing the risk of incidents of domestic violence. In Mauritius, there has been an increase in the number of reported cases of domestic violence during the lockdown period, as compared to the same periods in 2018/19. Official figures from the Ministry of Gender Equality and Family Welfare reveal an increase from 111 in April to 520 cases reported during the period 20-30 May 2020.
- 1.6 In order to address these existing gaps at the legislative, institutional and operational levels, a High Level Committee (HLC) on the Elimination of Gender Based Violence, under the chairpersonship of the Honourable Prime Minister was established in January 2020 with a mandate of strategic national importance. The aims of the Committee are:
 - (i) To assess the current state of affairs with regard to the elimination of violence against women in terms of legislative framework and its enforcement, policies, procedures and awareness/sensitisation campaigns undertaken;
 - (ii) To identify problem areas and formulate a new strategy to eliminate violence against women.
- 1.7 The setting up of the HLC is testimony to Government's leadership and commitment to addressing GBV.
- 1.8 The services of an International Consultant on GBV was recruited by the HLC to facilitate three meetings of the HLC and guide Government on its future course of actions to eliminate GBV at all levels.
- 1.9 During its successive meetings held respectively 19 February, 17 September and 22 October 2020, the HLC:
 - took note of the existing baseline status of GBV in Mauritius;
 - was presented with a draft National Strategy; and
 - endorsed the refined National Strategy and Action Plan

The Process of Adoption of the National Strategy

1.10 During the First Meeting of the HLC, Members took cognisance of:

- around 24% of women in Mauritius had experienced some form of gender based violence, however, there should also be an acknowledgement that cases of violence and abuse within the confines of a home often go under-reported;
- the cost of intimate partner violence amounts to around Rs 2B according to a UNDP Study entitled “A Quantitative Assessment of Intimate Partner Violence and Associated Economic Costs in Mauritius”;
- the risk factors and triggers to domestic violence which relate to substance misuse, excessive use of social media, active mental health (amongst others); and its root cause as per the Study of the Parliamentary Gender Caucus entitled “Sociological Profiling of Perpetrators of Domestic Violence”;
- the existence of multiple data collection points at the levels of the Ministry of Gender Equality and Family Welfare, the Police Family Protection Unit and Police, the Citizen Support Unit, the Ministry of Health and Wellness, in Rodrigues and Shelters, implies that there is no centrally consolidated data information system on domestic violence/GBV to inform national policy;
- the limited definition of Gender Based Violence. At present cases of GBV have been documented through sexual offenses, rape attempt upon chastity, sodomy, sexual harassment child trafficking. Yet GBV encompasses a whole range of categories which are not currently being captured by qualitative and quantitative indicators in Mauritius;
- the legislative provisions in place to address domestic violence in the absence of the Gender Equality Bill;
- the limitations and opportunities (institutional and operational as well as the use of big data) towards ensuring equitable and efficient allocation of resources to prevent and respond to domestic violence;
- the practices that are not evidence-based that could be undermining the survivor’s access to justice such as mediation programmes where the survivor comes face-to-face with the perpetrator;
- the limited status of implementation of existing Action Plans, such as the National Action Plan to End Intimate Partner Violence (2017-2020), the Costed National Action Plan to Address Gender-Based Violence – (2012-2015), and the Report of the Advisory Committee on Reinforcement of Framework for Protection against Domestic Violence (2014);
- the delay in rolling-out the Domestic Violence Perpetrator Rehabilitation Programme (2019) and the limited participation rate in the Pre-Marital Counselling Programme at the level of the Ministry of Gender Equality and Family Welfare;
- existing referral pathways and services at the levels of the Police, the Police Family Protection Unit and the Family Welfare and Protection Unit to attend to cases of domestic violence; and
- survivors are almost two-to-three times more likely to report cases of domestic violence to the Police Family Protection Unit as compared to other units.

- 1.11 Members of the HLC were provided with a stakeholder mapping of processes and the ways in which existing State institutions are organised to respond to domestic violence. Specifically, the constraints faced by entities such as the Courts, the Police Family Protection Unit, the Family Welfare and Protection Unit; identifying opportunities where services and intervention approaches require further support, and providing a baseline to guide further decision making around a whole of government response.
- 1.12 Short, Medium and Long Term Proposed Actionable Areas were suggested to Members, including:
- changes within the Protection from Domestic Violence Act¹ to make it more gender sensitive, broaden the definition of “violence” to include “social media, ex-spouses, use of weapons, extended family members” to provide survivors with more protection;
 - the rolling out of the Domestic Violence Perpetrator Rehabilitation Program and the implementation of a Perpetrator Risk Assessment Screening Tool such as the ODARA² so that perpetrators receive the appropriate level of treatment;
 - reviewing the Domestic Violence Information System (DOVIS) to produce more effective social enquiry reports, and extending access to Rodrigues and the Police Family Protection Unit to avoid duplication of data while having a consolidated information system³;
 - having a clear definition of GBV and indicators to measure the extent and prevalence within the Republic;
 - setting up of the Gender Based Violence Observatory at the earliest to provide baseline data on the status of GBV in Mauritius;
 - institutionalising gender mainstreaming in all policies and programmes of Government; and
 - implementation of an official Collaboration Protocol/MoU between Partners working on domestic violence.

Members provided in principle support for the draft Strategy with permission to introduce same to Stakeholders, including civil society organisations, to refine elements contained therein.

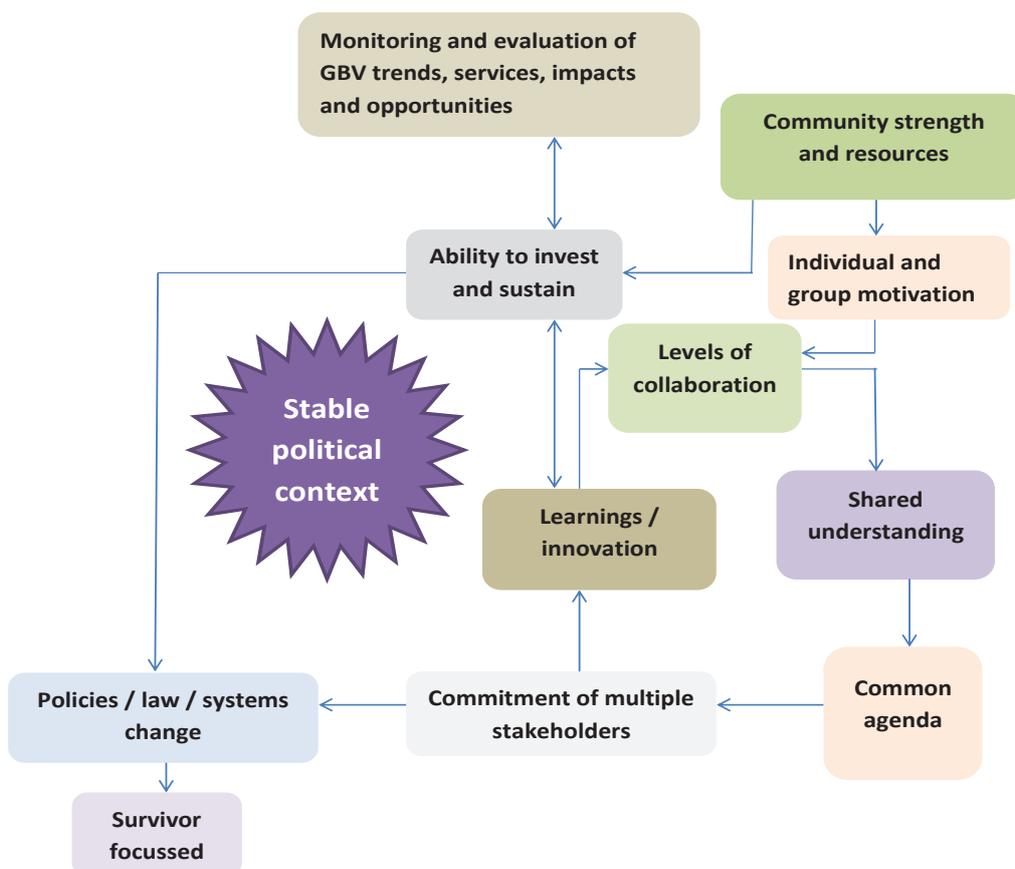
- 1.13 During the Second Meeting of the HLC, Members took cognisance of the fact that:
- consultations have been held with stakeholders including civil society organisations to formulate a draft National Strategy and Action Plan that is participatory in nature and contextualised to address the specificities of the Republic. The draft National Strategy is in line with existing theoretical frameworks and aligned to best practices;

¹ [See Annex 2 on the Provisions of the PDVA]

² ODARA: Ontario Domestic Assault Risk Assessment

³ See also CEDAW Para 13 [CEDAW/C/MUS/8]

- based on stakeholder engagement meetings, a shared understanding and common agenda was formulated to ensure that the human rights and dignities of women and men, boys and girls are being respected and that they are able to thrive in a conducive environment;
- GBV can impact lives across the lifespan, hence a collaborative and sustained commitment is required by Government with strong leadership to follow through commitments; and
- elements of the draft National Strategy were presented to Members as below:



1.14 The successful implementation National Strategy requires stakeholders to embrace a systems-wide approach designed to overcome many of the obstacles identified during the stakeholder engagement process.

The National Strategy, therefore, represents both the aspirations of the stakeholders, along with prompts for attaining both individual and collective goals. The individual elements are explained below:

(i) Shared Understanding

The shared understanding of the root cause of GBV, understanding the value of disaggregated data, and the risk posed by perpetrators are to be emphasised. The shared understanding in this context remains that the root cause of GBV is unequal gender power dynamics and gender inequality.

(ii) Common Agenda

Having a common agenda enables stakeholders to collaborate and coordinate resources more effectively, avoid duplication of work, and increase opportunities for innovation and learning. The Common Agenda entails the elimination of GBV.

(iii) Survivor-Focused

Survivor-focused ensures a human-rights based approach to equitable access to institutional service delivery, promoting increased levels of protection to survivors as well as direct and indirect victims, and ensuring discriminatory practices, including 'victim-blaming' are eliminated.

(iv) Monitoring and Evaluation

The need to have standardised and centralised data collection processes in place will enable stakeholders to begin to understand the extent and nature of GBV in the Republic. It will further enable informed policy decision making, equitable resource allocation and help identify areas for further research. Therefore, a strong accountability mechanism powered by evidence-base data has been proposed.

(v) Policies / Law / Systems Change

Having gender sensitive policies ensures that the practical and strategic gender needs and interests of women and men are accounted for in developmental processes. Therefore, the National Strategy contains elements to review, and where possible, amend policies and laws to be more gender responsive, hold perpetrators accountable and help communities progress towards gender equality. Evidence-based practice further suggests that institutional and operational changes in responding to matters of GBV will improve survivor outcomes. Improved levels of collaboration and coordination amongst stakeholders remains key to adopting holistic and integrated policies/laws as well as having strong institutions for survivor focused interventions.

(vi) Levels of Collaboration and Ownership

Levels of collaboration and ownership enable transparency and accountability to be supported and opportunities to share resources, improve overall service delivery and unlock hidden potentialities to improve survivor outcomes. Hence, there is a focus on having strong institutions, renewed collaboration across stakeholders and accountability in the way that cases of GBV are handled. It is expected that a collaborative approach will pave the way to pooling of resources and sharing of expertise from different perspectives.

(vii) Commitment of Multiple Stakeholders

Gender is a cross-cutting issue. GBV can be experienced throughout the lifespan. Therefore, multiple stakeholders have opportunities to intervene, collaborate, and provide the survivor focused approach encapsulated in the National Strategy. The coordination of services, based on a shared understanding and common agenda, enable improved use of limited resources and improved outcomes for survivors.

(viii) Capacity Building / Innovation

GBV is rooted in unequal power relations. Concurrently, it has been assessed that there is limited technical capacity to conduct sectoral gender mainstreaming in policies and programmes⁴; and to train different target groups on GBV. Thus capacity building and implementing innovative approaches will remain important to sustain efforts within different sectors to eliminate GBV.

(ix) Ability to Invest and Sustain

The successful implementation of the National Strategy requires both a level of human and financial resources. Thus Development partners, who can provide technical and financial assistance, especially projects with alignment to Sustainable Development Goals (SDGs), as well as the private sector are valuable key partners to achieving gender equality.

(x) Community Strength and Resources

The theory of change approach as well as the Socio-Ecological Model are transformative. They require different levels of changing of mindset at the level of the individual, households, organisations, community and policy levels. Implementation of campaigns to transform social norms, gendered norms and roles, requires the collaboration of the community at large. The involvement of faith-based organisations, men-as-partners,

⁴ See Parliamentary Gender Caucus, 2018, "Gender Audit in the Civil Service: Key Findings and Recommendations", National Assembly

women's groups, youth organisations, NGOs and individual community members have a key role to play in the achievement of the National Strategy. Being able to tap into these resources to both generate and consolidate change will be key to sustained efforts to identify, challenge and transform gendered norms, beliefs, systems and behaviours.

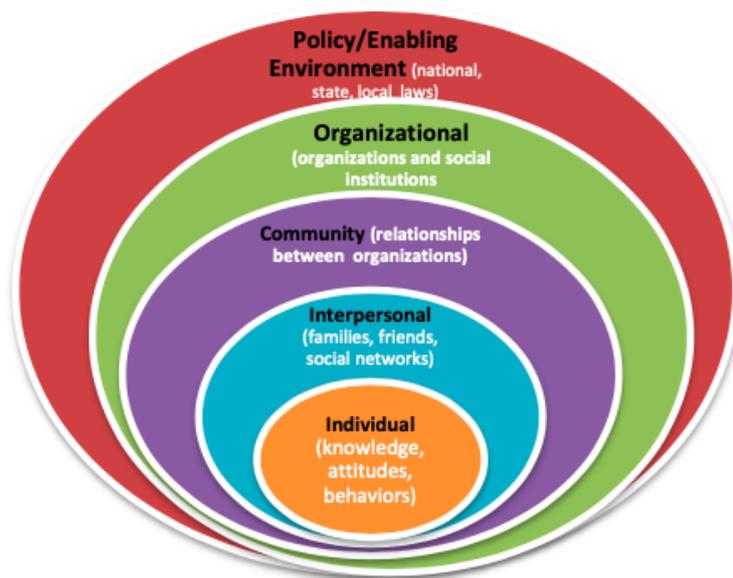
(xi) Individual and Group Motivation

Individual and group motivation is required to identify and call attention to acts, policies and outcomes that continue to perpetrate gender inequality. Individual and Collective motivation remain the key to drive the change towards equality.

2. Framework Methodology of the National Strategy

- 2.1 A stakeholder mapping analysis has revealed that there is a tendency to implement actions through a “silos” approach. Gender issues, however, are cross-cutting in different sectors whilst gender inequality and unequal power dynamics remains the root cause of GBV as determined in the international literature. Similarly, in Mauritius, the Study on the “Sociological Profiling of Perpetrators of Domestic Violence” (2018) by the Parliamentary Gender Caucus revealed that while there are risk factors and triggers, unequal gendered power dynamics remains the root cause of Domestic Violence at the national level. Gender inequality starts from the socialisation process and impacts individuals across a life-span. The understanding that gender is cross-cutting and has the potential to impact across the lifespan therefore requires a holistic approach, and provides the impetus for the selected frameworks.
- 2.2 The National Strategy has, therefore, been guided by different theoretical frameworks suited to address the cultural specificities of the Republic as well as the current institutional and operational frameworks. Based on this, the “Socio-ecological Model”, “Gender Mainstreaming frameworks” and a “Systems Thinking approach” has been adopted.

Socio-ecological Model and Gender Mainstreaming



- 2.3 The socio-ecological model views GBV as the outcome of interactions between the many factors across these different levels, namely, at the levels of the individual, interpersonal, organisations, community and public policy levels. Adopting this model entails different targeted actions at different levels, in light of the multifaceted and integrated elements that can contribute to a person or group of people being at higher risk of GBV. The National Strategy builds on the five-level social-ecological model to better understand and situate GBV and its prevention strategies at each level. It further provides an insight into the range of factors that put people at risk of being subjected to GBV or how to protect them from experiencing or perpetrating violence. The National Strategy hence provides that it is necessary to act across multiple levels of the model simultaneously for transformative change.

Gender Mainstreaming

- 2.4 Gender Mainstreaming ensures that the practical and strategic interests of women and men, boys and girls are accounted for in any intervention. In this regard, given that the root cause of GBV remains gender inequality, it is asserted that by instituting gender mainstreaming within the policy formulation, implementation and monitoring and evaluation (M&E) cycle, policies would be rendered gender sensitive and be responsive to differing gendered needs. Furthermore, at the heart of GBV is the unequal power dynamics that result in

power and control. The Duluth Model⁵ (Power and Control Wheel) provides an insight into the different ways in which GBV is perpetrated on the victim/survivor. In contrast, the Duluth Model (Equality Wheel) paves a picture of gender equal power dynamics within intimate partner relationships. Adopting a gender mainstreaming theoretical approach thus enables the realisation of gender equality at different levels of policy making through to implementation, and M&E processes. Concurrently, gender responsive budgeting should also be seen as a strategy towards the effective implementation of the National Strategy, whereby all Ministries should advocate for equitable resource allocation to ensure that funds are available thereto.

Systems Thinking

- 2.5 A systems-thinking approach enables analysis of how an entire system interacts, rather than focussing on one individual segment. System thinking views the quality of relationships amongst the entire system as key to making improvements to the system to achieve better outcomes. The National Strategy and Action Plan encourages different stakeholders within the system to coordinate, collaborate and develop a shared understanding and common agenda in the elimination of GBV.

A Theory of Change for GBV

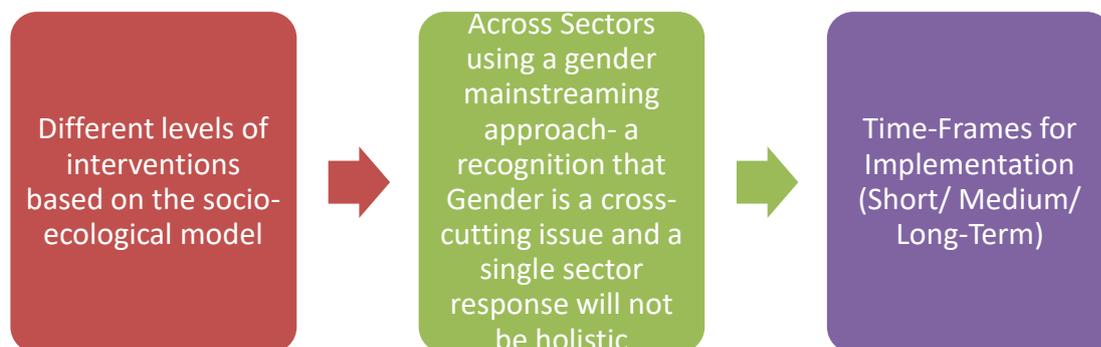
- 2.6 This theory of change reiterates that change is required at multiple levels of society. For Mauritius it assumes a stable political context with the State and its apparatus having overall responsibility for implementing policies/programmes and enacting laws for transformative change. In this context, the State is party to CEDAW and different international and regional human rights instruments in place to promote and protect women's rights and achieve gender equality. It is further cognisant that gender is a social construct affected by underlying cultural norms and practices which is especially relevant in a multi-ethnic context as in the Republic.
- 2.7 Effective interventions are thus informed by these cultural norms, specificities as well as the intersection of different identity markers (such as age, abledness, socio-economic status, nationalities, ethnicities *etc.*). The theory of change presented here further assumes that *de facto* equality does not necessarily mean *de jure* equality and legal reforms in themselves do not lead to societal change or change of deeply rooted patriarchal values and historically entrenched gender disparities. Additionally, addressing the risk factors and triggers to domestic violence will not address the unequal gender imbalance that is ultimately the root cause of GBV.
- 2.8 In order for any intervention to be sustainable, even if implemented over different time-frames, the importance of data on the present situation (a

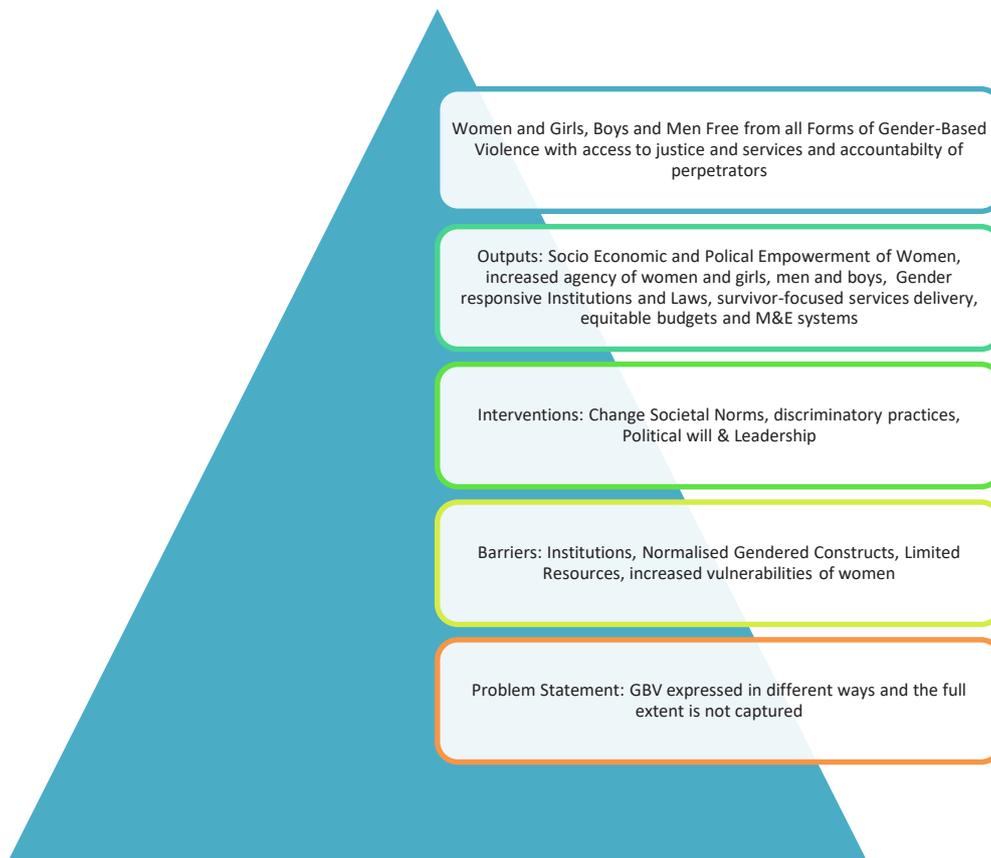
⁵ See Annex 4

situational analysis) remains the basis to then create a shared understanding of the extent of GBV, and fine tune a common goal/agenda to address the problem in a transformative, collaborative, and holistic manner targeting stakeholders at different levels, whilst also building the capacity of concerned entities (institutions and individuals) for a survivor-focused response. There is also an appreciation that social institutions, such as faith-based organisations hold influential power in constructing social roles, thus partnerships are critical across different religious bodies, especially in a multi-ethnic and multi-cultural context.

- 2.9 Concurrently, new technologies, innovation and improved targeting of interventions ensure avoidance of a “business as usual” attitude. In the same vein, whilst a survivor-focused action is required first and foremost, in parallel, perpetrators need to be held accountable for their choice to be violent or abusive, and given opportunities to learn to become non-violent men.

The theory of change approach is captured below:





2.10 To further refine the above draft National Strategy and Action Plan, a series of workshops were facilitated with relevant stakeholders across Mauritius and Rodrigues. Meetings were held with the following stakeholders to gain consensus on the draft National Strategy, Sub-Strategies and Action Plan⁶:

- Ministry of Gender Equality and Family Welfare;
- Police Department;
- Ministry of Health and Wellness;
- Ministry of Education, Tertiary Education, Science and Technology;
- Judiciary;
- Office of the Director of Public Prosecutions;
- Attorney General's Office;
- Ministry of Housing and Land Use Planning;
- Ministry of Public Service, Administrative and Institutional Reforms;
- Prisons Department;
- Rodrigues Regional Assembly; and
- Civil Society Organisations / Non-Governmental Organisations (NGOs)

⁶ See Annex 3

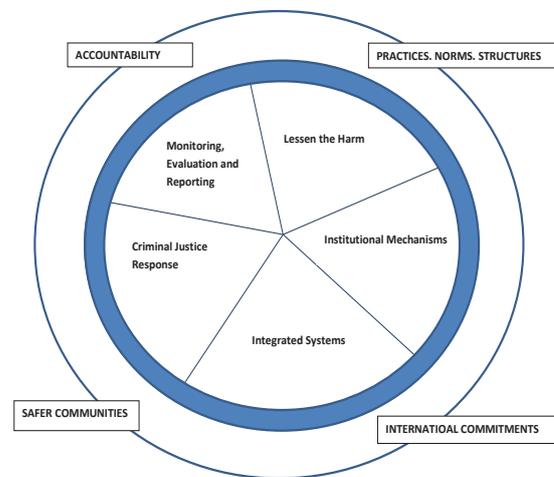
2.11 The refined National Strategy and accompanying Action Plan was presented to Members of the HLC at its third meeting, following consensus by Stakeholders.

3. A New National Strategy

Guiding Principles

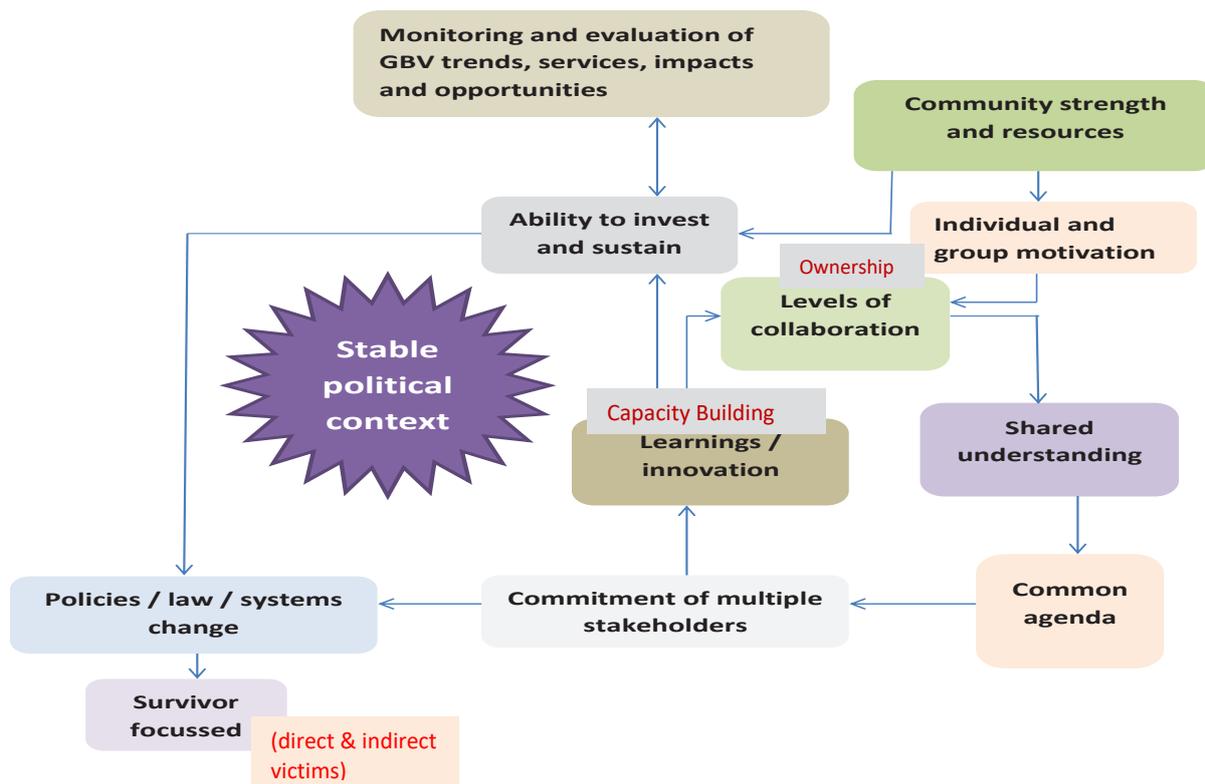
3.1 The National Strategy is guided by key principles to create and maintain a safer community, a brighter future for survivors of domestic violence and more broadly survivors of GBV, and hold perpetrators of domestic violence and GBV accountable for their actions. The principles are:

- Creating safer communities;
- Strengthening legislative response;
- achieving operational effectiveness;
- institutionalised gender mainstreaming;
- improved coordination and accountability;
- providing equitable funding;
- developing professionally trained staff;
- Increasing accountability off perpetrators; and
- Having a commitment to developing best practices through research, innovation and development.



The National Strategy

3.2 The overall vision of the National Strategy is to eliminate Gender Based Violence. The National Strategy is survivor-focused. It recognises that gender is a cross-cutting issue across different sectors, and therefore requires a shared understanding on the root cause and extent of GBV. Furthermore, there is a strong focus on capacity building of all stakeholders within their respective sectors as well as leveraging emerging technologies to address GBV. The National Strategy necessitates a strong level of ownership, commitment and collaboration across multiple institutions, including civil society organisations.



3.3 In order to achieve the overall vision in a collaborative manner, the National Strategy is divided into four sub-strategies. These sub-strategies represent different focus areas and can be categorised as:

- Changing societal norms and beliefs that are against principles of gender equality and equity
- Survivor-focused processes and practices
- Improving legal response, policy and institutional practices
- Monitoring and evaluation

(i) Sub-Strategy 1

GBV is rooted in gender inequality. Thus primary prevention efforts remain key to influence the gendered socialisation processes, and transform from an early age, beliefs and behaviours that perpetuate gender inequality.

Sub-Strategy 1 hence focuses on primary prevention as the premier approach to the prevention of GBV. To that end, primary prevention will focus on:

- Early childhood and family-based interventions;
- Changing organisational practices;
- Mobilising communities;
- Developing networks;
- Engaging men and boys as agents for changing attitudes and beliefs; and
- Empowering women economically

(ii) Sub-Strategy 2

A survivor-focused approach is critical to ensure the safety of direct and indirect victims. To this end, a survivor-focused approach is human-rights centred, while prioritising in a respectful and empowering manner, survivors' access to services. To that end, priority access to health and other services will focus on:

- Eliminating "victim-blaming";
- Perpetrator accountability;
- Non-discriminatory practices; and
- Enabling the survivor to decide for herself her own course of action

(iii) Sub-Strategy 3

The third strategy refers to identifying and redressing discriminatory practices that prevent the full realisation of human rights for women and girls. It includes taking steps to repair the damage and prevent further occurrences of violence or abuse. The laws, policies and practices that undermine efforts to achieve gender equality are targeted in sub-strategy 3. Examples of redressing discriminatory practices include:

- Changing laws and criminal justice processes that enable perpetrators to continue to commit violence and abuse with relative impunity;
- Amending policies to include gender-sensitive language;
- Coordinated mechanisms to identify discriminatory practices; and
- Building capacity of stakeholders to identify and take steps to redress discriminatory practices

(iv) Sub-Strategy 4

The final component of the strategy highlights the need to monitor and evaluate both the implementation of the Action Plan activities and initiatives as well as the impact the activities and initiatives are having on eliminating GBV. It has been difficult to identify successful initiatives, activities and projects to address GBV in Mauritius due to the lack of

disaggregated data and evaluation of outcomes. Examples of sub-strategy 4 include:

- Enhanced data collection;
- Improve coordination among stakeholders;
- Shared understanding of the need to collect and collate statistics; and
- Evaluating intervention efforts by organisations

4. Implementation of the National Strategy

4.1 To ensure the successful implementation of the National Strategy and its accompanying Action Plan, including the recommendations of the HLC, a robust institutionalised mechanism for monitoring and evaluation has been identified as essential to provide different levels of leadership and accountability. Thus, a three-tiered mechanism; namely, the High Level Committee on GBV; the National Steering Committee on GBV; and four Technical Working Groups aligned to the four Sub-Strategies, has been established.

4.2 A re-constituted High Level Committee under the chairpersonship of the Honourable Prime Minister will provide oversight to monitor and evaluate progress made on the implementation of the National Strategy, and Action Plan on a quarterly basis. The National Steering Committee on Gender Based Violence chaired by the Honourable Minister of Gender Equality and



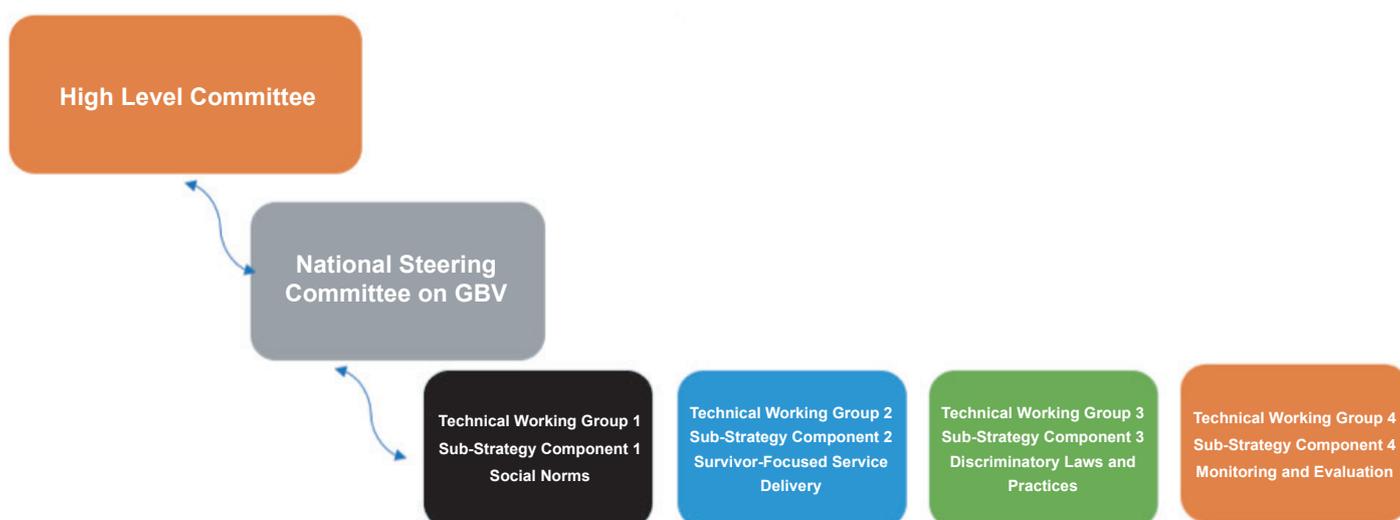
Family Welfare will report to the HLC. The latter Committee will comprise Gender Focal Points of relevant Ministries (not below the rank of Deputy Permanent Secretaries) as members. Under the National Steering Committee on GBV, the four Technical Working Groups will work towards the achievement of activities contained in each sub-strategy as follows:

- (i) Technical Working Group on social norms to be co-chaired by Ministry of Gender Equality and Family Welfare and Ministry of Education, Tertiary Education, Science and Technology;
- (ii) Technical Working Group on Survivor Focused Service Delivery to be co-chaired by the Police Department and Ministry of Health and Wellness;

- (iii) Technical Working Group on Discriminatory Laws and Practices to be co-chaired by the Attorney General’s Office and the Ministry of Labour, Human Resource Development and Training; and
- (iv) Technical Working Group for Monitoring and Evaluation to be co-chaired by Ministry of Finance, Economic Planning and Development and Statistics Mauritius

4.3 Furthermore, with a view to aligning institutions such as the Lead Agency for Gender Equality, with the Government Strategy, the Ministry of Public Service, Administrative and Institutional Reforms will carry out an audit and a review of key institutions mandated to address matters pertaining to gender based violence. This undertaking will assess the responsiveness and effectiveness of these institutions as per their mandate. It is expected that a realignment will contribute to ensuring an equitable allocation of human resources and budgetary considerations.

4.4 The Ministry of Gender Equality and Family Welfare will shift its focus towards more of a policy making body in the light of its strategic mandate and budget. Given that gender is cross-cutting in the mandate of the Four Units of the said Ministry (Planning and Research Unit, Child Development Unit, Family Welfare and Protection Unit and Gender Unit), these Units will be called upon to address GBV within their respective mandate. This will entail a multi-sectorial responsibility within the Ministry’s existing programmes and ensure pooling of resources (financial, technological and human) to counter the already limited budgetary allocations. The Ministry of Public Service, Administrative and Institutional Reforms will further advise on an effective realignment following an audit of existing services at the level of the Ministry and its partners.



Terms of Reference

- 4.5 The mandate of the HLC will shift towards giving direction and act as a high level monitoring mechanism to assume overall responsibility for the implementation of the National Strategy and Action plan.
- 4.6 It will promote a culture of gender sensitivity in system-wide collaboration, coordination and act as a knowledge-sharing platform in programme and operational areas relating to GBV. It will further advise on administrative or management reforms with the aim of improving efficiency and strengthening survivor-focused practices. Where necessary, the HLC will provide new strategic orientations for the effective implementation of the Action Plan.
- 4.7 More specifically, it will work towards achieving the following outcomes:
- **Sub-Strategy 1: Change societal norms and beliefs that are against principles of gender equality and equity**
 - Intended Outcome 1: Societal norms are rendered gender sensitive creating a conducive environment that enable women, men, girls and boys to thrive in full respect of their rights and dignities
 - **Sub-Strategy 2: Priority support services for survivors while holding perpetrators accountable**
 - Intended Outcome 2: A survivor-focused service delivery model underpinned by preventive and equitable response mechanisms, taking into account direct and indirect collateral “victims”, and holding perpetrators accountable for their actions.
 - **Sub-Strategy 3: Identify and Redress Discriminatory Practices That Perpetuate GBV**
 - Intended Outcome 3: Laws, policies institutional practices and operational processes (including budgets) are reviewed and strengthened to eliminate GBV.
 - **Sub-Strategy 4: Coordinated Monitoring and Evaluation**
 - Intended Outcome 4:
 - (i) Evidence based Decision Making and Accountability of Institutions to eliminate GBV; and
 - (ii) Ensure a contextualised approach with appropriate leadership and ownership of actions for implementation, monitoring and evaluation of the present Strategy and its Action Plan.
- 4.8 The National Steering Committee, chaired by the Minister for Gender Equality and Family Welfare will act as a reporting/oversight platform for the four technical sub-strategy groups. It will give direction, identify gaps and promote dialogue amongst different stakeholders to redress gaps.

4.9 More specifically, it will work towards achieving the following outputs:

▪ **Outputs 1:**

- (i) Engaged Community Leaders, Men and Boys and Inter-Faith Organisations as well as Government Stakeholders and Civil Society Organisations in their active role for prevention of GBV;
- (ii) Increased awareness around sexual and reproductive health and linkage to GBV; and
- (iii) Commitment of Media Houses for gender sensitive reporting on GBV.

▪ **Outputs 2:**

- (iv) Prioritised and Coordinated response by first responders and other stakeholders;
- (v) Leveraging on emerging technologies to address GBV; and
- (vi) Economic Empowerment of Survivors.

▪ **Outputs 3:**

- (vii) Formal Justice System more responsive to the needs of survivors;
- (viii) Enhanced capacity of stakeholders to respond to GBV cases;
- (ix) Revised Laws for increased gender sensitivity; and
- (x) Increased accountability of Perpetrators and Reduction in recidivism

▪ **Outputs 4:**

- (xi) Improved Integration of stakeholder interventions;
- (xii) Strengthened Monitoring and Reporting; and
- (xiii) Equitable budgetary considerations to eliminate GBV

Scorecard

4.10 The four Scorecards act as a practical M&E tool to be used to track progress against the Outputs listed in each of the four sub-strategies by presenting the results of actions taken so far, identifying any pending bottlenecks, and recommendations to mitigate the bottlenecks.

4.11 The four technical sub-strategy groups will each complete their respective Scorecards and submit to the National Steering Committee prior to their quarterly meetings.

| Sub-Strategy 1: | | | | | |
|---|------------------|--------------------|------------------|-------------------|-------------------|
| CHANGE SOCIETAL NORMS AND BELIEFS THAT ARE AGAINST PRINCIPLES OF GENDER EQUALITY AND EQUITY | | | | | |
| Intended Outcome: Societal norms are rendered gender sensitive creating a conducive environment that enable women, men, girls and boys to thrive in full respect of their rights and dignities | | | | | |
| Output | Completed | In progress | No action | Bottleneck | Mitigation |
| 1. Support to Victims by breaking a culture of silence around GBV through Recognition and Remembrance | | | | | |
| 2. Contributing to the Healing Process through the Arts | | | | | |
| 3. Men as Agents of Change | | | | | |
| 4. Faith-Based Organisations as catalysts for positive social change to combat GBV | | | | | |
| 5. Increased Engagement and Capacity enhancement of religious leaders in the shared understanding of GBV and implications for communities | | | | | |
| 6. A Gender Sensitive Culture normalised from an early age | | | | | |
| 7. Increased Reporting of GBV Cases | | | | | |
| 8. Effectiveness of Current Awareness Campaigns and target groups Evaluated | | | | | |
| 9. Sexual and Reproductive Health Rights (S&RH) of Adolescents Promoted | | | | | |
| 10. GBV amongst Female and Male Migrant Workers Highlighted | | | | | |
| 11. GBV against Young Female Workers Placed on the National Agenda | | | | | |
| 12. Awareness raised on Stigmatisation based on marginalised groups | | | | | |

| | | | | | |
|--|--|--|--|--|--|
| 13. Existing Patriarchal Ideas promoting masculinities Challenged | | | | | |
| 14. Baseline on Gender Social Norms established | | | | | |
| 15. Commitment of Government Officers to eliminating all forms of violence in the workplace | | | | | |
| 16. Positive Role Modeling from Men Leaders and creating a community of practice on positive messaging in the private sector | | | | | |
| 17. Projects that explicitly support women's socio-economic and political empowerment, leadership and gender equality are equitably funded | | | | | |
| 18. Gender Equality is an institutionalised goal | | | | | |
| 19. Increased number of journalists (women and men) with enhanced knowledge on gender sensitive reporting | | | | | |
| 20. Gender responsive Media Reporting | | | | | |
| 21. Addressing Vulnerable Women (Elderly Women and Women with Disabilities) | | | | | |
| 22. Increased awareness amongst children, particularly young girls on the importance of ending child marriage, teenage pregnancy and the right to be free from all forms of violence | | | | | |

Sub-Strategy 2:**PRIORITY SUPPORT SERVICES FOR SURVIVORS WHILE HOLDING PERPETRATORS ACCOUNTABLE**

Intended Outcome: A survivor-focused service delivery model underpinned by preventive and equitable response mechanisms, taking into account direct and indirect collateral “victims”, and holding perpetrators accountable for their actions

| Output | Completed | In progress | No action | Bottleneck | Mitigation |
|---|------------------|--------------------|------------------|-------------------|-------------------|
| 1. Strengthened accessible and timely essential health services for survivors including first line of support, care for physical and psychological injuries, fast-tracked medical treatment, sexual examination, medico-legal care in a safe and gender sensitive environment | | | | | |
| 2. Operational Hotlines that are staffed on a 24-hr basis | | | | | |
| 3. Effective use of mobile technology to address cases of GBV | | | | | |
| 4. Operationalisation of a Protocol of Assistance to Survivors | | | | | |
| 5. Fully responsive Police Family Protection Unit I with appropriate infrastructure and connection to DOVIS on a 24hr basis | | | | | |
| 6. Collaborative Capacity Building of Officers for strengthened service delivery | | | | | |
| 7. Specialist Courts responsive to the needs of Survivors and direct/indirect victims | | | | | |
| 8. Operational Model Emergency Shelter for survivors of all forms of GBV, including Trafficking and abuse of the elderly | | | | | |

| | | | | | |
|---|--|--|--|--|--|
| 9. Standardised Shelter operation | | | | | |
| 10. State Sponsored sufficient Housing for Survivors of GBV | | | | | |
| 11. Measures Implemented for Economic Empowerment of Survivors of GBV for recovery and autonomy | | | | | |
| 12. Improved levels of safety and empowerment to survivors and indirect victims | | | | | |
| 13. Accountability of Perpetrators and Reducing rates of Recidivism | | | | | |
| 14. Enhanced protection, support and assistance to victims | | | | | |
| 15. Decentralised support services available and dispensed at the level of the community | | | | | |

Sub-Strategy 3:**IDENTIFY AND REDRESS DISCRIMINATORY PRACTICES THAT PERPETUATE GENDER BASED VIOLENCE****Intended Outcome: Laws, policies, institutional practices and operational processes (including budgets) are reviewed and strengthened to eliminate Gender Based Violence**

| Output | Completed | In progress | No action | Bottleneck | Mitigation |
|---|------------------|--------------------|------------------|-------------------|-------------------|
| 1. Strengthened national legal framework to protect survivors (including indirect) in compliance with international standards and Conventions | | | | | |
| 2. Gender Responsive and survivor-focused legal provisions | | | | | |
| 3. Having a Shared Understanding of GBV amongst stakeholders | | | | | |
| 4. Raising the Profile of the Equal Opportunities Commission to deal with cases of GBV | | | | | |
| 5. A refined law for survivor-focused interventions | | | | | |
| 6. Preventing Trafficking in Persons | | | | | |
| 7. Effective Coordinated Response to victims of trafficking | | | | | |
| 8. Dismantling of Trafficking of People Networks (regional/ international collaboration) | | | | | |
| 9. Strengthened Response of the Judicial System to ensure gender sensitive experiences in Courts | | | | | |
| 10. Gender Responsive Budgeting Institutionalised | | | | | |

Sub-Strategy 4:**COORDINATED MONITORING AND EVALUATION****Intended Outcome:**

- (i) **Evidence-based decision making and accountability of institutions to eliminate Gender Based Violence**
- (ii) **Ensure a contextualised approach with appropriate leadership and ownership of actions for implementation, monitoring and evaluation of the present Strategy and its Action Plan**

| Output | Completed | In progress | No action | Bottleneck | Mitigation |
|--|------------------|--------------------|------------------|-------------------|-------------------|
| 1. Development of GBV Statistical framework | | | | | |
| 2. Enhanced Coordination amongst National Stakeholders | | | | | |
| 3. Strengthened Data Collection in Educational Sector | | | | | |
| 4. Monitoring of the implementation of amended laws | | | | | |
| 5. Improved Data Collection Rodrigues and Outer Islands | | | | | |
| 6. Rehabilitation Programmes | | | | | |
| 7. Zero Tolerance for femicide | | | | | |
| 8. Institutionalised gender disaggregated statistics | | | | | |
| 9. Improved Access to decentralised social welfare services | | | | | |
| 10. A functional M&E Mechanism | | | | | |
| 11. Budgeted Actions Monitored for efficacy | | | | | |
| 12. Capitalising on Development Partners' Support | | | | | |
| 13. Review Progress made against the National Action Plan to end Intimate Partner Violence (2017-2020) against consistency with the HLC Strategy (2020-2023) | | | | | |

5. Risks to Implementation - Barriers, Resistance to Change and Slow Start

- 5.1 Theories of Change stipulate that resistance is inevitable, and therefore expected but it is manageable. Change management theories and related models acknowledge different stages of resistance (or acceptance), including institutional resistance and emotional/individual resistance. Managing changes at these different levels requires commitment, leadership and ownership of implementation of activities contained in the different Sub-Strategies. In order to mitigate the resistance to change and overall risks towards the implementation of the National Strategy, an assessment of the potential risks has been carried out, with a view to anticipating potential slow-starts and act as a risk mitigation road-map.
- 5.2 All recognised project management methodologies identify categories of risk impeding successful implement, including limited financial and human resource to start or escalate activities, limited time-planning, staff mobility, clarity of expected outcomes and ineffective leadership, amongst others. In addition to these commonly identified risks, additional context-specific risks have been identified and informed from a gender-sensitive perspective. These are divided along each of the four Sub-Strategies and presented as follows:
- **Sub-Strategy One: Change Societal Norms and Beliefs that are Against Principles of Gender Equality and Equity**
 - Limited shared understanding of the concept of GBV and its root cause;
 - Limited leadership, coordination and collaboration demonstrated by Lead Ministries to engage the wider community on matters related to the concept of GBV and its root cause;
 - Not involving men and boys as agents for change;
 - Limited motivation to innovate using new technologies, exploring pilot programmes and aligning to best practices to enhance institutional culture and operations;
 - High mobility of staff within the civil service may lead to unfinished programmes, limited succession planning and hinder the in-depth capacity-building of sectoral Staff;
 - Limited investment in capacity building programmes for staff on GBV in a tight economic environment; and
 - Limited shared understanding on the concept and importance of gender responsive budgeting.

- **Sub-Strategy Two: Priority Support Services for Survivors while Holding Perpetrators Accountable**

- No shared understanding of the concept of GBV and its root cause, whereby a multi-sector response may be compromised if each stakeholder does not know their own responsibility within the network;
- Treating survivors as homogenous: there are different categories of women and men. For example, women with disabilities, the elderly, different forms of gendered-identities and individuals from lower socioeconomic groups, are more prone to GBV;
- Viewing GBV as a “women’s issue” rather than as a socially constructed issue and a health issue;
- Ignoring that GBV is a human rights violation;
- No investment in developing protocols/priority services to survivors of GBV (Ability to invest and sustain, capacity building, common agenda, policies, systems change);
- Lack of integration of services;
- Duplication of process (levels of collaboration, common agenda, and commitment of multiple stakeholders);
- A strong emphasis on the physical safety of GBV survivors rather than providing a range of additional supports such as addressing the longer term psychological impacts of trauma;
- Provision of short term support to GBV survivors rather than responding to the longer-term impacts faced by survivors of GBV;
- Gender is not viewed as cross-cutting within Units of Ministries;
- Gender sensitive environments for litigation of GBV cases are not in place;
- Geographical coverage for implementation of programmes does not reach women in marginalised and remote areas;
- The case management of GBV survivors is not individualised and well-integrated; and
- Limited project management skills.

- **Sub-Strategy Three: Identify and Redress Discriminatory Practices that Perpetuate GBV**

- No shared understanding on the patriarchal nature of existing legislative, or having gender blind legislative provisions that perpetuate gender systems;
- A gap between *de jure* and *de facto* equality, that is, between the existence of the law and the application thereof;
- No structured or incremental approach to capacity building;
- A “Business-as-Usual” attitude arising out of uncommitted leadership; and
- Slow progress towards changing institutional culture.

- **Sub-Strategy Four: Coordinated Monitoring and Evaluation**
 - No investment in capacity building of staff to use new technologies;
 - Inaccurate and inconsistent data recording systems and data collection processes across different Ministries and Organisations;
 - No standardised way of collecting data;
 - Absence of Information Sharing Protocols;
 - Limited capacity in formulation of gender sensitive indicators; and
 - Resource allocation is not equitable.

Sub-Strategy component 1:
**CHANGE SOCIETAL NORMS
AND BELIEFS THAT ARE
AGAINST PRINCIPLES OF
GENDER EQUALITY AND
EQUITY**

Intended Outcome: Societal norms are rendered gender sensitive creating a conducive environment that enables women, men, girls and boys to thrive in full respect of their rights and dignities.

Key Principles addressed - CEDAW: Article 5 (a): States Parties shall take all appropriate measures – to modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women.

Indicator: Human Development Index, The Gender Social Norms Index and the SDGs.

The Human Development Index (2019) ranks Mauritius 66/189 countries with the value of 0.796 and a Gender Development Index ranking Mauritius 82/162 countries with a value of 0.369.

Applicable Output(s):

- (i) Engaged Community Leaders, Men and Boys and Inter-Faith Organisations as well as Government Stakeholders and Civil Society Organisations in their active role for prevention of Gender Based Violence
- (ii) Increased awareness around sexual and reproductive health and linkage to Gender Based Violence
- (iii) Commitment of Media Houses for gender sensitive reporting on Gender Based Violence

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|--|---|--|--------------|----|----|----|----|--|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| Output 1 Support to Victims by breaking a culture of silence around Gender Based Violence (GBV) through Recognition and Remembrance | 1.1 Monument set up | Create up a “We remember” Monument | | | X | | | Ministry of Gender Equality & Family Welfare | |
| Output 2 Contributing to the Healing Process through the Arts | 2.1 Number of Art Exhibitions, Mural paintings, Theatrical demonstration, Dances, Publication of Stories, Slams | Schedule artistic activities for sensitisation through the Arts | | X | X | X | X | Ministry of Arts and Cultural Heritage | Ministry of Education, Tertiary Education, Science and Technology Ministry of Youth Empowerment, Sports & Recreation Ministry of Social Integration, Social Security & National Solidarity Ministry of Gender Equality & Family Welfare |
| Output 3 Men as Agents of Change | 3.1 Baseline Study on the Gendered Belief System in Mauritius in relation to GBV carried out | Conduct a Study on gendered belief systems to inform opportunities for improvement | | X | | | | Ministry of Gender Equality and Family Welfare | Ministry of Education, Tertiary Education, Science and Technology |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|------------------|--|--|--------------|----|----|----|----|---|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | | policies/programmes | | | | | | | Ministry of Social Integration, Social Security & National Solidarity Ministry of Health and Wellness Police Department |
| | 3.2 Number of sensitisation programmes implemented for men and boys that include examining gender and culture norms related to GBV | Organise sensitisation programmes with the active membership of men and boys | | X | X | X | | Ministry of Gender Equality and Family Welfare Office of the Ombudsperson for Children | Ministry of Education, Tertiary Education, Science and Technology Ministry of Youth Empowerment, Sports and Recreation Ministry of Health and Wellness |
| | 3.3 Number of programmes at primary and secondary levels for boys relating to values/respect/human right | Implement programmes for transformative change at the school level | | X | X | X | X | Ministry of Education, Tertiary Education, Science and Technology | |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|--|---|---|--------------|----|----|----|----|--|----------------------|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| Output 4 Faith-Based Organisations as catalysts for positive social change to combat GBV | 4.1 Specialist Faith Based Group on GBV comprising of religious leaders established | Set up a Faith Based Groups with active memberships by religious leaders | | X | | | | Ministry of Gender Equality and Family Welfare | Council of Religions |
| | 4.2 Information Pack on GBV for Religious Leaders and Religious Associations distributed to all religious organisations | Develop an Information Pack on GBV with specific guidelines for Religious Leaders to address GBV within their communities | | X | | | | Ministry of Gender Equality and Family Welfare | Council of Religions |
| Output 5 Increased Engagement and Capacity enhancement of religious leaders in the shared understanding of GBV and implications for communities | 5.1 Number of Inter Faith Religious leaders sensitised on GBV | Organise annual Symposiums on the Link between Religion and Eliminating GBV | | X | | | | Ministry of Gender Equality and Family Welfare | Council of Religions |
| | 5.2 Study conducted on Religious Practices | Conduct a Study on Religious Practices that Impede the Rights of Women and Girls | | X | | | | Ministry of Gender Equality and Family Welfare | Council of Religions |
| | 5.3 National Action Plan Formulated | Formulate a National Action Plan to implement the | | | X | | | Ministry of Gender Equality and Family Welfare | Council of Religions |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|---|--|--|--------------|----|----|----|----|---|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | | recommendations of the said Study | | | | | | | |
| Output 6 A Gender Sensitive Culture normalised from an early age | 6.1 “Working with Young People Accreditation Programme” Implemented | Develop a “Working with Young People Accreditation Programme” | | X | | | | Ministry of Education, Tertiary Education, Science and Technology | Ministry of Youth Empowerment, Sports and Recreation Ministry of Gender Equality and Family Welfare |
| | 6.2 Number of Teachers (disaggregated by sex) registered to work with Young People disaggregated by levels of teaching | Create a Database for Accredited Teachers Working with Young People | | X | | | | Ministry of Education, Tertiary Education, Science and Technology | Ministry of Youth Empowerment, Sports and Recreation |
| | 6.3 Training Programme for Teachers on GBV conducted | Develop a Training Programme for all Teachers (primary/secondary levels) | | X | | | | Ministry of Education, Tertiary Education, Science and Technology | Ministry of Gender Equality and Family Welfare |
| | 6.4 Number of teacher training programmes that include sexual and physical Violence Against | | | X | | | | Ministry of Education, Tertiary Education, | Ministry of Gender Equality and Family Welfare |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|------------------|---|--|--------------|----|----|----|----|---|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | Women and Girls (VAW/G) in their curriculums | | | | | | | Science and Technology | |
| | 6.5 Percentage of schools that train their staff on sexual and GBV issues | Create and maintain database of schools who train their staff on such issues. | | X | X | X | X | Ministry of Education, Tertiary Education, Science and Technology | Ministry of Gender Equality and Family Welfare |
| | 6.6 Proportion of Teachers, disaggregated by sex, who successfully complete the programme | Ensure accurate records are maintained and disaggregated. | | | | X | X | Ministry of Education, Tertiary Education, Science and Technology | Ministry of Gender Equality and Family Welfare |
| | 6.7 Percentage of gender-blind content found following Gender sensitive analysis of primary school curriculum | Undertake a gender-sensitive Content Analysis of the curriculum for the primary school level | | X | | | | Ministry of Education, Tertiary Education, Science and Technology | Ministry of Gender Equality and Family Welfare |
| | 6.8 Number of campaigns across multiple forums | Conduct “aggressive” sensitisation campaigns using | | X | X | X | X | Ministry of Gender Equality and Family Welfare | All sectoral Ministries in light of their Target Groups |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|---|---|--|--------------|----|----|----|----|---|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | conducted by Government, National Social Inclusion Foundation, Private sector, etc. | media avenues on gender equality | | | | | | | |
| Output 7: Increased Reporting of GBV Cases | 7.1 GBV Mobile App developed and implemented | Develop GBV Mobile Application | X | X | X | X | X | Prime Minister's Office Police Department | Ministry of Gender Equality and Family Welfare Ministry of Information Technology, Communication and Innovation Ministry of Health and Wellness |
| | 7.2 Increased trust by Survivors and Indirect Victims in First Responders | Deliver awareness campaigns on GBV to increase reporting and trust in first responders | | X | X | X | X | Police Department Ministry of Gender Equality and Family Welfare | Prime Minister's Office |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|---|---|---|--------------|----|----|----|----|--|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | 7.3 Proportion of nursing and medical teaching hospitals/schools /units that include Domestic Violence/GBV as part of their core curriculum | Organise a Training Programme for all Medical Staff (public and private sector) on GBV | | X | X | X | X | Ministry of Health and Wellness Private Clinics Hospitals | Ministry of Gender Equality and Family Welfare Police Department |
| Output 8: Effectiveness of Current Awareness Campaigns and target groups Evaluated | 8.1 Impact Analysis Study conducted | Conduct an Impact analysis Study of current programmes being implemented at the level of the Ministry of Gender Equality and Family Welfare (e.g. pre-marital counselling, Men as Partners, Mediation and Counselling for Perpetrators, etc.) | | X | | | | Ministry of Public Service, Administrative and Institutional Reforms Ministry of Gender Equality and Family Welfare | Ministry of Education, Tertiary Education, Science and Technology |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|---|---|--|--------------|----|----|----|----|---------------------------------|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| Output 9: Sexual and Reproductive Health Rights (S&RH) of Adolescents Promoted | 9.1 Number of adolescent mothers attending awareness sessions | Use formal and informal networks to invite adolescent mothers to awareness raising sessions. | | X | X | X | X | Ministry of Health and Wellness | Ministry of Education, Tertiary Education, Science and Technology Ministry of Youth Empowerment, Sports and Recreation Citizen Support Unit Ministry of Gender Equality and Family Welfare (Gender Unit, Child Development Unit, Family Unit, National Women Council, Social Welfare Division) Ministry of Social Integration, Social Security and National Solidarity |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|------------------|---|--|--------------|----|----|----|----|---|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | 9.2 Number of sexual and reproductive health campaigns conducted at the secondary and tertiary levels | Deliver Awareness Programmes for Teenage Mothers on their S&RH rights | | X | X | X | X | Ministry of Health and Wellness | Ministry of Education, Tertiary Education, Science and Technology National Social Inclusion Foundation |
| | 9.3 Number of teenage mothers reintegrating schools | Formulate and organise a Reintegration programme for teenage mothers at the level of schools | | | X | X | | Ministry of Education, Tertiary Education, Science and Technology | Ministry of Health and Wellness National Social Inclusion Foundation |
| | 9.4 Number of illegal cases of abortion registered at the level of Ministry of Health and Wellness and Mauritius Family Planning Association and other National Social Inclusion Foundation | Establish an Up to date Database on Legal and Illegal Abortion in Mauritius | | X | X | X | X | Ministry of Health and Wellness | |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|--|--|---|--------------|----|----|----|----|---|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| Output 10: GBV amongst Female and Male Migrant Workers Highlighted | 10.1 Study Conducted and Findings Disseminated | Conduct a Study on the prevalence on GBV amongst male and female migrant workers | | | X | | | Ministry of Labour, Human Resource Development and Training | Ministry of Health and Wellness Prime Minister's Office |
| Output 11: GBV against Young Female Workers Placed on the National Agenda | 11.1 Study Conducted and Findings Disseminated | Conduct a Study on the extent of exploitive work conditions for young women workers | | X | | | | Ministry of Labour, Human Resource Development and Training | Ministry of Industrial Development, SMEs and Cooperatives Ministry of Public Service, Administrative and Institutional Reforms Ministry of Gender Equality and Family Welfare Ministry of Education, Tertiary Education, Science and Technology |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|---|---|---|--------------|----|----|----|----|---|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| Output 12: Awareness raised on Stigmatisation based on marginalised groups | 12.1 Number of Awareness raising sessions to disseminate the impacts of the Study on the stigmatisation of marginalised groups | Conduct a Study on Stigmatisation of marginalised groups in Mauritius | | X | | | | Ministry of Social Integration, Social Security and National Solidarity | Ministry of Gender Equality and Family Welfare Equal Opportunities Commission |
| | 12.2 Number of Awareness raising of service providers such as Police/ Health Personnel to improve service delivery to marginalised groups | Deliver awareness raising sessions to key stakeholders. | | X | | | | Ministry of Social Integration, Social Security and National Solidarity Ministry of Gender Equality and Family Welfare | Ministry of Health and Wellness Police Department |
| Output 13: Existing Patriarchal Ideas promoting masculinities Challenged | 13.1 Targeted campaigns conducted | Organise Dialogue Forums at community levels for different age groups of women and men to discuss constructs of masculinities and related | | X | X | X | X | Ministry of Gender Equality and Family Welfare | Ministry of Labour, Human Resource Development and Training Ministry of Public Service, Administrative and |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|---|--|--|--------------|----|----|----|----|--|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | | implications on gendered identities and effects on equal opportunities and access in all areas | | | | | | | Institutional Reforms Ministry of Education, Tertiary Education, Science and Technology Equal Opportunities Commission |
| Output 14 Baseline on Gender Social Norms established | 14.1 Social Norms Perception Survey conducted and disseminated | (a) Conduct a Social Norms Perception Survey on Gender Equality amongst a specific target group; and (b) Evaluate any change in value and belief system | | | X | | X | Ministry of Gender Equality and Family Welfare | |
| Output 15 Commitment of Government Officers to eliminating all | 15.1 Number of Officers completing the training | Develop a Short course on Human Rights for Government | X | X | X | | X | Ministry of Public Service, Administrative and | |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|---|--|---|--------------|----|----|----|----|---|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| forms of violence in the workplace | | Officers on human rights and gender equality (including GBV and sexual harassment in the workplace) | | | | | | Institutional Reforms | |
| Output 16 Positive Role Modelling from Men Leaders and creating a community of practice on positive messaging in the private sector | 16.1 Percentage of Private Sector Organisations (Small/Medium/Large) participating in the initiative | Establish a “Men Role Model and Buddy Club” to act as men agents of change for gender equality at the level of the private sector | X | | | | | Ministry of Industrial Development, SMEs and Cooperatives | |
| Output 17 Projects that explicitly support women’s socio-economic and political empowerment, leadership and gender equality are equitably funded | 17.1 Gender Equitable Guidelines Developed | Enable Funding Agencies, small grants programmes, including loan disbursement institutions have a specific provision to fund women’s empowerment and gender equality programmes | | X | | | | Ministry of Finance, Economic Planning and Development | Ministry of Industrial Development, SMEs and Cooperatives Ministry of Gender Equality and Family Welfare |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|---|---|---|--------------|----|----|----|----|---|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| Output 18 Gender Equality is an institutionalised goal | 18.1 Gender Policies and Action Plan implemented in all sectoral Ministries | Formulate Gender Policies and Action Plans in all Ministries | | X | X | X | X | Ministry of Gender Equality and Family Welfare | All Ministries |
| | 18.2 Percentage of Legal Practitioners trained on gender sensitive language in Government | Train Legal Practitioners on gender concepts for gender sensitivity in legal documents | | X | | | | Institute of Judicial and Legal Studies Bar Council | Ministry of Gender Equality and Family Welfare Judiciary Magistrates' Association |
| Output 19: Increased number of journalists (women and men) with enhanced knowledge on gender sensitive reporting | 19.1. Percentage of Journalists attending training | Conduct Training and refresher programmes on a Shared Understanding of GBV for all Media Houses Conducted | | X | X | X | X | Ministry of Gender Equality and Family Welfare Media Trust | Mauritius Broadcasting Corporation Independent Broadcasting Authority |
| Output 20: Gender responsive Media Reporting | 20.1 Code of Conduct and Ethical Guidelines adopted by all Media Houses | Formulate a Code of Conduct and Ethical Guidelines for Media Reporting on GBV matters | X | | | | | Media Trust | Government Information Service |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|---|---|---|--------------|----|----|----|----|---|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | 20.2 All Consent Forms Signed for all interviews with GBV survivors | Formulate Consent Forms to be used during Interviews of respondents relating to GBV | | | X | | | Ministry of Gender Equality and Family Welfare | |
| | 20.3 Annual Report produced by the GBV Observatory on "Monitoring Media Reporting on Gender Based Violence" | Conduct a Review of Media Reporting on GBV | | X | | | | Ministry of Gender Equality and Family Welfare | Media Trust Government Information Service |
| Output 21: Addressing Vulnerable Women (Elderly Women and Women with Disabilities) | 21.1 Impact assessment conducted on the services provided to elderly women and women with disabilities | Review Social services extended to vulnerable women | X | | | | | Ministry of Social Integration, Social Security and National Solidarity | |
| | 21.2 Action Plan developed for improved services to vulnerable women | Draft an Action Plan for improved services to vulnerable women | | X | | | | Ministry of Gender Equality and Family Welfare Ministry of Social Integration, | |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|--|---|--|--------------|----|----|----|----|---|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | | | | | | | | Social Security and National Solidarity | |
| | 21.3 Gender Sensitive Disability Act Adopted | Hold consultations with key stakeholders for gender to be mainstreamed in any forthcoming Disabilities Bill | X | | | | | Ministry of Social Integration, Social Security and National Solidarity | Ministry of Gender Equality and Family Welfare |
| Output 22: Increased awareness amongst children, particularly young girls on the importance of ending child marriage, teenage pregnancy and the right to be free from all forms of violence | 22.1 Number of sensitisation programmes implemented in a bid to raise awareness on the importance of respecting the child's human rights with a focus on the girl child | Organise sensitisation programmes with children, particularly the girl child, as well as stakeholders working with vulnerable children | X | X | | | | Office of the Ombudsperson for Children | Ministry of Gender Equality and Family Welfare |

Sub-Strategy component 2:
PRIORITY SUPPORT SERVICES FOR
SURVIVORS WHILE HOLDING
PERPETRATORS ACCOUNTABLE

Intended Outcome: A survivor-focused service delivery model underpinned by preventive and equitable response mechanisms, taking into account direct and indirect collateral “victims”, and holding perpetrators accountable for their actions.

Key Principles addressed - Beijing Platform for Action: Article 29 -Prevent and eliminate all forms of violence against women and girls.

Indicator: Risk Factors and Triggers of Domestic Violence as well as root causes of gender inequality as per the Caucus commissioned Study on the Key Findings and Recommendations on the “Sociological Profiling of Perpetrators of Domestic Violence”.

Applicable Output

- (i) Prioritised and Coordinated response by first responders and other stakeholders
- (ii) Leveraging on emerging technologies to address GBV
- (iii) Economic Empowerment of Survivors

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|--|---|---|--------------|----|----|----|----|--|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| Output 1 Strengthened accessible and timely essential health services for survivors including first line of support, care for physical and psychological injuries, fast-tracked medical treatment, sexual examination, medico-legal care in a safe and gender sensitive environment | 1.1 National Protocol Signed and Circulated for health service providers (public and private), Ministry of Gender Equality and Family Welfare, Mauritius Police Force, Police Family Protection Unit for case management of survivors of GBV with clear roles and responsibilities, referral pathways | Draft a National Protocol | | X | | | | Ministry of Health and Wellness Ministry of Gender Equality and Family Welfare Police Department | |
| | 1.2 Percentage of Health Centres/ Hospitals (etc.) (public and private) displaying pamphlets on GBV and services available for | Design Pamphlets on GBV and services available for support for perpetrators and survivors | | X | | | | Ministry of Gender Equality and Family Welfare | Ministry of Health and Wellness Police Department |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|------------------|--|---|--------------|----|----|----|----|---------------------------------|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | support for perpetrators and survivors | | | | | | | | |
| | 1.3 Percentage of medical staff and police force members who have completed the training | Develop and deliver In-Service Training of Trainers training package for medical staff (public and private), and Police Force | | X | X | X | X | Ministry of Health and Wellness | Police Department |
| | 1.4 Percentage of workforce who have undertaken the sensitisation training | Conduct Cascade Training by Trainers to ensure that all Medical Staff Members/ Health Care Attendants/ Police Personnel are also sensitised to matters of GBV | | X | X | X | X | Ministry of Health and Wellness | Ministry of Public Service, Administrative and Institutional Reforms Police Department Ministry of Gender Equality and Family Welfare |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|---|---|---|--------------|----|----|----|----|---|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| Output 2 Operational Hotlines that are staffed on a 24-hr basis | 2.1 No. of trained female and male staff who are physically present at the Integrated Service Centre (ISC) with access to DOVIS | Train required number of staff so hotlines are attended to on a 24 hourly basis | X | X | X | X | X | Ministry of Gender Equality and Family Welfare | Ministry of Public Service, Administrative and Institutional Reforms (Civil Service College) |
| Output 3 Effective use of mobile technology/hotlines to address cases of GBV | 3.1 No. of calls received on 139 Hotline | All calls received are actioned Accurate recording system is in place | X | X | X | X | X | Ministry of Gender Equality and Family Welfare | Police Department |
| | 3.2 No. of calls received on 172 and 199 | All calls received are actioned Accurate recording system is in place | X | X | X | X | X | Ministry of Social Integration, Social Security and National Solidarity | |
| | 3.3 No. of Follow-up Interventions disaggregated by survivor and perpetrator action | Ensure accurate recording systems are in place | X | X | X | X | X | Ministry of Gender Equality and Family Welfare | Police Department |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|------------------|--|--|--------------|----|----|----|----|---|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | | | | | | | | Ministry of Social Integration, Social Security and National Solidarity | |
| | 3.4 No. of Cases visited on-site | Ensure accurate recording systems are in place | X | X | X | X | X | Ministry of Gender Equality and Family Welfare Ministry of Social Integration, Social Security and National Solidarity | Police Department |
| | 3.5 No. of cases requiring medical support | Ensure accurate recording systems are in place Ensure referral protocols are adhered to | X | X | X | X | X | Ministry of Health and Wellness Ministry of Social Integration, Social Security and National Solidarity | Ministry of Gender Equality and Family Welfare Police Department |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|---|---|--|--------------|----|----|----|----|---|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | 3.6 No. of cases requiring legal support | Ensure accurate recording systems are in place | X | X | X | X | X | Ministry of Gender Equality and Family Welfare Ministry of Social Integration, Social Security and National Solidarity | Judiciary Police Department |
| Output 4 Operationalisation of a Protocol of Assistance to Survivors | 4.1 No. of cases requiring psychosocial counselling | Ensure accurate recording systems are in place Ensure referral protocols are adhered to | X | X | X | X | X | Ministry of Gender Equality and Family Welfare | Office of the Director of Public Prosecutions Police Department Ministry of Social Integration, Social Security and National Solidarity Judiciary Ministry of Health and Wellness |
| | 4.2 No. of cases dissolved | Ensure accurate recording systems are in place | X | X | X | X | X | Ministry of Gender Equality and Family Welfare | Judiciary Police Department |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|------------------|--|--|--------------|----|----|----|----|---|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | | | | | | | | | Ministry of Health and Wellness |
| | 4.3 No. of cases with indirect victims requiring support | Ensure accurate recording systems are in place Ensure referral protocols are adhered to | X | X | X | X | X | Ministry of Gender Equality and Family Welfare Police Department | Judiciary Ministry of Health and Wellness National Social Inclusion Foundation |
| | 4.4 No. of cases prosecuted | Ensure accurate recording systems are in place | X | X | X | X | X | Office of the Director of Public Prosecutions Police Department | Ministry of Gender Equality and Family Welfare Judiciary Ministry of Health and Wellness |
| | 4.5 Mobile App is fully functional on a 24hr Basis | Complete technical specifications, protocols and training for emergency service personnel | X | | | | | Prime Minister's Office Police Department | Ministry of Gender Equality and Family Welfare |
| | 4.6 No of calls taken by the Command Centre of the | All survivor-focused | X | X | X | X | X | Police Department | Ministry of Gender Equality and Family Welfare |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|------------------|--|--|--------------|----|----|----|----|--|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | Mauritius Police Force | <p>interventions are actioned</p> <p>All calls received are actioned within the least possible delay</p> <p>Accurate recording systems are in place and feedback on action taken is recorded</p> | | | | | | | |
| | 4.7 No of on-site interventions by the Police relating to GBV | Ensure accurate recording and investigation of GBV matters responded to by police | X | X | X | X | X | Police Department | Ministry of Gender Equality and Family Welfare |
| | 4.8 No of referrals by the Police to the Police Family Protection Unit | <p>Develop protocol for referral to Police Family Protection Unit</p> <p>Ensure accurate recording</p> | X | | | | | <p>Police Department</p> <p>Ministry of Gender Equality and Family Welfare</p> | |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|--|---|---|--------------|----|----|----|----|-------------------|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | | systems are in place Ensure referral protocols are adhered to | | | | | | | |
| | 4.9 No of referrals by police to the Ministry of Gender Equality and Family Welfare | Develop protocol for referral to Ministry of Gender Equality and Family Welfare Ensure accurate recording systems are in place Ensure referral protocols are adhered to | | X | | | | | Police Department Ministry of Gender Equality and Family Welfare |
| Output 5 Fully responsive Police Family Protection Unit with appropriate infrastructure and connection to DOVIS on a 24hr basis | 5.1 No of trained Police Family Protection Unit Officers with access to technology to complement the first response | Ensure officers are trained in the use of technology and have appropriate access to said technology to | X | X | X | X | X | Police Department | Ministry of Gender Equality and Family Welfare Central Informatics Bureau |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|------------------|--|--|--------------|----|----|----|----|--|---------------|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | team following call from the GBV Mobile App | perform their duties as required by protocols. Extend Police Family Protection Unit services in collaboration with the Ministry of Gender Equality and Family Welfare FW to cover the 10 District Courts Upgrade the existing divisional Police Family Protection Unit offices to make them victim friendly and to accommodate staff from Family Support Bureaus | | | | | | | |
| | 5.2 No of referrals responded to by Ministry of Gender Equality and Family | Ensure accurate recording systems are in place | X | | | | | Ministry of Gender Equality and Family Welfare | |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|---|--|--|--------------|----|----|----|----|--|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | Welfare / Police Family Protection Unit | Ensure referral protocols are adhered to | | | | | | Police Department | |
| | 5.3 Signed Protocol of Assistance by the Ministry of Gender Equality and Family Welfare , the Police Family Protection Unit and the Ministry of Health | Complete Protocol of Assistance | | X | | | | Ministry of Gender Equality and Family Welfare Police Department Ministry of Health and Wellness | |
| Output 6 Collaborative Capacity Building of Officers for strengthened service delivery | 6.1 Production of a Stakeholder Mapping Directory to ensure partner coordination and integrated response | Collation of stakeholder information, referral pathways, targeted services provided, addresses, contact details etc. | X | | | | X | Ministry of Gender Equality and Family Welfare | All Ministries Judiciary |
| | 6.2 No. of Officers disaggregated by Business Units trained on International Conventions | Deliver training to business units | | X | | | X | Ministry of Foreign Affairs, Regional Integration and International Trade | All Ministries National Human Rights Commission |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|--|--|--|--------------|----|----|----|----|--|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | 6.3 No. of Officers trained at the Police Training School, disaggregated by Gender, Grade/Cadre, on identification and sensitive response to Gender Based Violence reporting, investigation, prevention and proactive policing | Create a pool of trained Officers to respond to GBV cases | | X | | | X | Police Department | Office of the Director of Public Prosecutions Attorney General's Office Ministry of Gender Equality and Family Welfare Ministry of Health and Wellness |
| Output 7 Specialist Courts responsive to the needs of Survivors and direct/indirect victims | 7.1 Conceptualisation Paper for the setting up of a Specialist GBV Court | Draft a Conceptualisation Paper for the setting up of a Specialist GBV Court | | X | | | | Judiciary | Police Department |
| | 7.2 Venue / location identified for Specialist Court | Identification of Physical Space and the setting up of the Specialist Court | | | | | X | Judiciary | Police Department |
| | 7.3 Number of Magistrates and Lawyers sensitized on CEDAW and the Optional Protocol | Training program delivered | | X | | | | Attorney General's Office Bar Council | Ministry of Gender Equality and Family Welfare |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|------------------|---|--|--------------|----|----|----|----|--|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | for reference in Court Proceedings | | | | | | | Judiciary Institute for Judicial and Legal Studies Magistrates Association | |
| | 7.4 Number of Magistrates and Officers of the Judiciary trained in handling GBV cases | Training program delivered | | X | | | | Judiciary Magistrates Association | Institute for Judicial and Legal Studies |
| | 7.5 Increased levels of protection for survivors of Intimate Partner Violence | Conduct a Longitudinal Study on the Implementation, application and outcomes of the Protection from Domestic Violence Act (include hurdles to implementation, reoffending rates, practical service of Protection | | X | X | X | | Ministry of Gender Equality and Family Welfare | Police Department Judiciary |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|--|--|--|--------------|----|----|----|----|--|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | | Order, Tenancy Orders and Occupation Orders) | | | | | | | |
| | 7.6 The Recommendations of the Longitudinal Study are implemented | Dissemination of the Key findings and recommendations of the Longitudinal Study amongst key stakeholders and Formulation of an Action Plan | | | | | X | Ministry of Gender Equality and Family Welfare | Police Department Judiciary |
| Output 8: Operational Model Emergency Shelter for survivors of all forms of GBV, including Trafficking and abuse of the elderly | 8.1 Model Shelter design identified with one-stop shops (emotional support, counselling, medical service etc.) | Conduct a Study on the Conceptualisation of the Model Emergency Shelter with one-stop shops (emotional support, counselling, medical service etc.) | | X | | | | Ministry of Gender Equality and Family Welfare | Ministry of Health and Wellness Ministry of Social Integration, Social Security and National Solidarity Police Department |
| | 8.2. Venue /location secured | Identification of physical space for | | X | | | | Ministry of Gender | Police Department |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|--|--|--|--------------|----|----|----|----|---|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | | the setting up of the said Shelter Stakeholders advised Referral pathways agreed | | | | | | Equality and Family Welfare Ministry of Housing and Land Use Planning | |
| Output 9 Standardised Shelter operation | 9.1 Number and percentage of Competency based shelter operations | Formulation of Standard Operating Procedure (SOP) for Shelters, Case Management Protocols and drafting of Non-Compliance Regulations Checks Conducted on a Quarterly Basis to ensure minimum standards of care are adhered to | | X | | | | Ministry of Gender Equality and Family Welfare Attorney General's Office | National Social Inclusion Foundation |
| Output 10 State Sponsored sufficient Housing for Survivors of GBV | 10.1 Number of prioritised housing options available for GBV survivors | Formulate a Policy Guideline (including loan facilities) to fast- | | X | | | | Ministry of Housing and Land Use Planning | Ministry of Social Integration, Social Security and National Solidarity |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|--|---|--|--------------|----|----|----|----|---|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | | track access to state-sponsored housing to Survivors of GBV | | | | | | Ministry of Gender Equality and Family Welfare | Ministry of Finance, Economic Planning and Development Police Department |
| Output 11 Measures Implemented for Economic Empowerment of Survivors of GBV for recovery and autonomy | 11.1 Number of accredited economic empowerment programme for Survivors of GBV | Formulation of an accredited economic empowerment programme for Survivors of GBV | | X | | | | Ministry of Social Integration, Social Security and National Solidarity Ministry of Gender Equality and Family Welfare | National Empowerment Foundation |
| | 11.2 No of Survivors enrolled in the said programme | Deliver programme | | | X | | | Ministry of Gender Equality and Family Welfare | Citizen Support Unit |
| | 11.3 No of Survivors acquiring paid employment following completion of the said programme | Establish accurate recording systems to track program completers | | X | | | | Ministry of Gender Equality and Family Welfare | Ministry of Labour, Human Resource Development and Training |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|------------------|--|--|--------------|----|----|----|----|---|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | | | | | | | | | Ministry of Education, Tertiary Education, Science and Technology |
| | 11.4 Number of training schemes that enable prioritised participation of survivors of GBV | Establish priority access identification mechanisms to help empower survivors of GBV Gain formal support and awareness of such schemes key stakeholders | | X | | | | Ministry of Labour, Human Resource Development and Training | Ministry of Gender Equality and Family Welfare Police Department Ministry of Social Integration, Social Security and National Solidarity |
| | 11.5 Number and percentage of free "After-School-Care" Programme for employed Survivors or while following the said course | Set up of a free "After-School-Care" Programme scheme for employed Survivors or while following the said course | | X | | | | National Social Inclusion Foundation | Ministry of Gender Equality and Family Welfare |
| | 11.6 Number of low-interest loans for a defined period | Establish a Special Scheme for Survivors of | | X | | | | Ministry of Industrial Development, | SME Mauritius |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|---|---|---|--------------|----|----|----|----|--|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | made available to GBV survivors | GBV to access low-interest loans for a defined period | | | | | | SMEs and Cooperatives | Ministry of Finance, Economic Planning and Development Ministry of Gender Equality and Family Welfare |
| Output 12: Improved levels of safety and empowerment to survivors and indirect victims | 12.1 Amendment to the Protection from Domestic Violence Act to enable teleconferencing and other online closed systems as a recognised form of participating in the legal process | Leverage I.T capabilities to ensure ongoing safety and empowerment of survivors | | X | | | | Office of the Director of Public Prosecutions Attorney General's Office | Ministry of Gender Equality and Family Welfare Police Department |
| | 12.2 Amendment to the Protection from Domestic Violence Act to include "recordings-sound-video" as a recognised form of testimony | Leverage I.T capabilities to ensure ongoing safety and empowerment of survivors | | X | | | | Attorney General's Office | Ministry of Gender Equality and Family Welfare Police Department Judiciary |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|--|---|--|--------------|----|----|----|----|--|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | 12.3 Number of legal information packs distributed to GBV survivors | Provide a Legal Information Pack on GBV to Survivors to ensure that the latter are aware of their rights/ or informed accordingly through free legal service | | X | | | | Attorney General's Office Police Department | Ministry of Gender Equality and Family Welfare Ministry of Social Integration, Social Security and National Solidarity Judiciary Office of the Director of Public Prosecutions Bar Council |
| Output 13 Accountability of Perpetrators and Reducing rates of Recidivism | 13.1 Domestic Violence Perpetrator Rehabilitation program delivered | Identify appropriate venue/space Establish agreements with key stakeholders Provide women's safety worker Train facilitators in the delivery of the programme | | X | | | | Ministry of Gender Equality and Family Welfare | Police Department |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|------------------|---|---|--------------|----|----|----|----|---|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | 13.2 Number and Percentage of Perpetrators Referred to the Domestic Violence Perpetrator Rehabilitation Programme | Establish referral protocols Establish accurate recording system | | X | | | | Judiciary Ministry of Gender Equality and Family Welfare | Police Department Ministry of Social Integration, Social Security and National Solidarity |
| | 13.3 Number and rate of Recidivism of Perpetrators following the Programme | Refine DOVIS Recording for efficient GBV information recording | | X | | | | Ministry of Gender Equality and Family Welfare | Police Department |
| | 13.4 Number and percentage of Protection Orders breached | Establish accurate recording system | | X | | | | Ministry of Gender Equality and Family Welfare | Police Department Judiciary |
| | 13.5 Number of Breaches of Protection Orders leading to death | Establish accurate recording system | | X | | | | Ministry of Gender Equality and Family Welfare | Police Department Judiciary |
| | 13.6 Number of Cases removed following issue of Protection Orders | Establish accurate recording system | | X | | | | Ministry of Gender Equality and Family Welfare | Police Department Judiciary |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|------------------|---|---|--------------|----|----|----|----|--|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | 13.7 Equitable Budget allocation to the Ministry of Gender Equality | Realignment of the Services delivered by the different Units of the Ministry of Gender Equality and Family Welfare to improve coordination to address Gender Based Violence (Gender Unit, Family Welfare and Protection Unit, Planning Research Unit, Child Development Unit) | | | X | | | Ministry of Finance, Economic Planning and Development Ministry of Gender Equality and Family Welfare | Ministry of Public Service, Administrative and Institutional Reforms |
| | 13.8 Implementation of E-Bracelets | Undertake a feasibility Study for the implementation of electronic monitoring of perpetrators (e-bracelets) | | | X | | | Police Department | Attorney General's Office Central Informatics Bureau |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|---|--|--|--------------|----|----|----|----|---|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| Output 14 Enhanced protection, support and assistance to victims | 14.1 Clear guidelines established and adhered to | Formulate a Standardised Protocol of Understanding/ Assistance between the Ministry of Gender Equality and Family Welfare, Shelters, Police Family Protection Unit for a comprehensive and integrated support to survivors following Police intervention | | X | | | | Police Department Ministry of Gender Equality and Family Welfare | Ministry of Health and Wellness |
| | 14.2 Informed and empowered decision making by survivors | Set up of a “One-Stop Assistance Centre” for Survivors/individuals at risk with inter-agency representation in one location | | | X | | | Ministry of Gender Equality and Family Welfare | Police Department Ministry of Social Integration, Social Security and National Solidarity Ministry of Health and Wellness |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|------------------|--|--|--------------|----|----|----|----|---|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | | | | | | | | | Ministry of Industrial Development, SMEs and Cooperatives |
| | 14.3 Number of survivors seeking information and referrals | Set up of a technical Committee to monitor and evaluate the activity of the One-Stop Assistance Centre | | | X | | | Ministry of Gender Equality and Family Welfare | Police Department Ministry of Social Integration, Social Security and National Solidarity |
| | 14.4 Number of people accessing the support fund | Set up of a "Survivor Support Fund" for assistance in extreme cases as determined by the Courts | | | X | | | Office of the Director of Public Prosecutions Ministry of Gender Equality and Family Welfare | Judiciary Police Department |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|---|--|---|--------------|----|----|----|----|--|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| Output 15 Decentralised support services available and dispensed at the level of the community | 15.1 Number and percentage of community based service providers able to make effective referrals | <p>Setting up of a Network of professional social workers targeting vulnerable groups at risk of Domestic Violence within the community</p> <p>Provide a sensitisation programme for community based service providers to enable appropriate referral to survivors and perpetrators</p> | | X | | | | <p>Ministry of Social Integration, Social Security and National Solidarity</p> <p>Ministry of Gender Equality and Family Welfare</p> | Ministry of Local Government and Disaster Risk Management |

Sub-Strategy component 3:
IDENTIFY AND REDRESS
DISCRIMINATORY PRACTICES
THAT PERPETUATE Gender Based
Violence

Intended Outcome: Laws, policies, institutional practices and operational processes (including budgets) are reviewed and strengthened to eliminate Gender Based Violence.

Key Principles addressed- Parts I-III of the Convention on the Elimination of Discrimination Against Women.

Indicator: CEDAW Concluding Comments (CEDAW/c/MUS/CO/8) 2018.

Applicable Output(s)

- (i) Formal Justice System more responsive to the needs of survivors
- (ii) Enhanced capacity of stakeholders to respond to Gender Based Violence cases
- (iii) Revised Laws for increased gender sensitivity
- (iv) Increased accountability of Perpetrators and Reduction in recidivism

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|--|--|--|--------------|----|----|----|----|---------------------------|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| Output 1 Strengthened national legal framework to protect survivors (including indirect) in compliance with international standards and Conventions | 1.1 Percentage of laws consistent with international standards and conventions | Conduct review to Identify discriminatory laws in Mauritius (including for the private sector, and direct and direct discrimination) | | X | X | | | Attorney General's Office | Ministry of Gender Equality and Family Welfare Ministry of Labour, Human Resource Development and Training Ministry of Foreign Affairs, Regional Integration and International Trade Ministry of Social Integration, Social Security and National Solidarity Office of the Director of Public Prosecutions Law Reform Commission |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|--|---|---|--------------|----|----|----|----|---|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| Output 2: Gender Responsive and survivor-focused legal provisions | 2.1 Number and Percentage of prosecutors provided the Toolkit on GBV case management including on the CEDAW Optional Protocol | Formulate a Toolkit for Prosecutors on GBV case management including on the CEDAW Optional Protocol | | | X | | | Office of the Director of Public Prosecutions Judiciary Attorney General's Office | Ministry of Gender Equality and Family Welfare Police Department |
| | 2.2 Percentage of cases brought before the court that are finalised within three months | Reduce the length of time in referring cases from the Ministry of Gender Equality and Family Welfare and Police Family Protection Unit to the Courts final outcomes | | | | X | | Judiciary | Ministry of Gender Equality and Family Welfare Police Department Attorney General's Office |
| | 2.3 Percentage of Magistrates attending GBV seminars | Conduct yearly Seminars for all Magistrates on GBV | | X | X | X | X | Attorney General's Office Judiciary | Ministry of Gender Equality and Family Welfare Institute for Judicial and Legal Studies Magistrates' Association |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|--|--|--|--------------|----|----|----|----|---|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | 2.4 Number and Percentage of newly registered legal practitioners attending GBV seminars | Conduct a yearly Sensitisation programme for all new registered Barristers/ Solicitors on GBV, legal Framework, International Human Rights Instruments, Standard Operating Procedures (SOPs), Referrals into the Domestic Violence, Perpetrator Rehabilitation Programme and impacts on indirect victims | | X | X | X | X | Bar Council Attorney General's Office Office of the Director of Public Prosecutions Institute for Judicial and Legal Studies | Ministry of Gender Equality and Family Welfare Magistrates' Association |
| Output 3: Having a Shared Understanding of GBV amongst stakeholders | 3.1 Gender Equality Bill contains explicit reference to GBV | Draft the Gender Equality Bill with explicit reference to GBV in consultation with all stakeholders | | | X | | | Ministry of Gender Equality and Family Welfare Attorney General's Office | |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|------------------|---|--|--------------|----|----|----|----|---|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | 3.2 Number of sensitisation campaigns | Deliver Sensitisation Campaign on Gender Equality and GBV | X | X | X | X | X | Citizen Support Unit Ministry of Gender Equality and Family Welfare | All Ministries Attorney General's Office Office of the Director of Public Prosecutions |
| | 3.3 Number and percentage of the Civil Service employees who have received the Circular | Issue a Circular in the Civil Service on Sexual Harassment and GBV with accompanying Complaints Process in the workplace | | X | | | | Ministry of Public Service, Administrative and Institutional Reforms | Ministry of Labour Human Resource Development and Training Ministry of Gender Equality and Family Welfare |
| | 3.4 No of Complaints received disaggregated by sex | | | X | X | X | X | Ministry of Labour, Human Resource Development and Training Ministry of Public Service, Administrative and Institutional Reforms | Ministry of Gender Equality and Family Welfare |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|---|--|--|--------------|----|----|----|----|--|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | | | | | | | | Ministry of Social Integration, Social Security and National Solidarity | |
| | 3.6 No of Complaints resolved disaggregated by sex | | | X | X | X | X | Ministry of Labour, Human Resource Development and Training Ministry of Public Service, Administrative and Institutional Reforms Ministry of Social Integration, Social Security and National Solidarity | Ministry of Gender Equality and Family Welfare |
| Output 4: The Equal Opportunities Commission to deal with cases of GBV | 4.1 Number of all Members of the Equal Opportunities Commission trained on GBV and CEDAW | Deliver training of all Members of the Equal Opportunities Commission on GBV | | X | | | | Equal Opportunities Commission | Ministry of Gender Equality and Family Welfare Police Department |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|--|---|--|--------------|----|----|----|----|---|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| Output 5 A refined law for survivor-focused interventions | 5.1 Strengthened Protection from Domestic Violence Act (PDVA) | Amend the PDVA to: Provide perpetrator accountability Inclusion of the referral pathway into the Domestic Violence Rehabilitation Programme Inclusion of “social media and use of arms” as a form for control and intimidation Recognition of aggravating circumstances such as “people with special needs, pregnant women, the elderly, persons incapable of resisting, offence committed | | | X | | | Ministry of Gender Equality and Family Welfare Attorney General's Office | Office of the Director of Public Prosecutions Police Department Law Reform Commission |
| | 5.2 Strengthened legal response to Intimate Partner Violence | Amendment to the existing law to account for | | X | | | | Attorney General's Office | Police Department Ministry of Gender Equality and Family Welfare |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|------------------|--|---|--------------|----|----|----|----|---|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | | “marital rape” as a sexual assault | | | | | | | Office of the Director of Public Prosecutions |
| | 5.3 Strengthened legal response to Intimate Partner Violence | Inclusion of “lack of consent” as a basis for charge of rape in relevant legislation/ Criminal Code | | X | | | | Attorney General’s Office | Police Department Ministry of Gender Equality and Family Welfare |
| | 5.4 Strengthened legal response to Intimate Partner Violence | Amendment to the Constitution (S 3, 16, 75) and Equal Opportunities Act (S 2, 5-7) for a comprehensive definition of “discrimination against women” and “pardon” granted to convicted perpetrators of GBV against women | | | X | | | Attorney General’s Office Equal Opportunities Commission | Ministry of Gender Equality and Family Welfare |
| | 5.5 Increased awareness of religious marriages being | Deliver awareness campaigns | | X | | X | | Council of Religions | |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|---|---|---|--------------|----|----|----|----|---|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | registered with the relevant authorities to ensure protection of legal rights | Develop a calendar of activities | | | | | | | |
| Output 6: Preventing Trafficking in Persons | 6.1 Strengthened policy response to Trafficking in Persons | Formulate a National Policy Framework against Trafficking | | X | | | | Prime Minister's Office Police Department Attorney General's Office | Ministry of Gender Equality and Family Welfare |
| Output 7: Effective Coordinated Response to victims of trafficking | 7.1 Number of convictions related to trafficking | Formulate a Protocol of Assistance at the (bilateral and regional) levels to (a) assist victims, (b) identify networks and (c) combat trafficking | | X | | | | Ministry of Foreign Affairs, Regional Integration and International Trade Prime Minister's Office Attorney General's Office | Ministry of Gender Equality and Family Welfare Police Department Ministry of Labour, Human Resource Development and Training |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|---|--|---|--------------|----|----|----|----|---|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | 7.2 Number of women and girls assisted by organisations providing specialised services to trafficked individuals | Ensure accurate recording systems are in place to track outcomes | | X | X | X | X | Police Department Ministry of Gender Equality and Family Welfare National Social Inclusion Foundation | |
| | 7.3 Dedicated allocated space in Shelters/ Model Shelter for victims of trafficking | Inclusion of dedicated space in any forthcoming Model Shelter to be established | | X | | | | Prime Minister's Office Ministry of Housing and Land Use Planning | Police Department |
| | 7.4 Implementation of a "reintegration" programme for citizens-victims of trafficking | Inclusion of Victims of Trafficking in any forthcoming Economic Empowerment Programme for Survivors | | X | | | | Ministry of Gender Equality and Family Welfare | Police Department Ministry of Housing and Land Use Planning Ministry of Social Integration, Social Security and National Solidarity |
| Output 8: Dismantling of Trafficking of People Networks (regional/ | 8.1 No. of prosecutions relating to | Strengthen laws to enable convictions of | | X | | | | Office of the Director of Public Prosecutions | Ministry of Foreign Affairs, Regional Integration and |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|--|---|--|--------------|----|----|----|----|--|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| international collaboration) | trafficking in persons | those involved in trafficking | | | | | | Attorney General's Office | International Trade Passport and Immigration Office Police Department |
| Output 9: Strengthened Response of the Judicial System to ensure gender sensitive experiences in Courts | 9.1 Number of "Safe Space"/ waiting room with secure toilet facilities for survivors in the Family Court/ District Courts | Set up a "Safe Space"/ waiting room with secure toilet facilities for survivors in the Family Court/ District Courts | | | X | | | Judiciary | Ministry of Gender Equality and Family Welfare Police Department |
| Output 10: Gender Responsive Budgeting (GRB) Institutionalised | 10.1 Report tabled on GRB in Mauritius | Carry out a Study on the institutionalisation of GRB | | | X | | | Ministry of Gender Equality and Family Welfare | Ministry of Finance, Economic Planning and Development |

Sub-Strategy component 4:
Coordinated Monitoring and
Evaluation

Intended Outcome:

- (i) Evidence-based decision making and accountability of institutions to eliminate Gender Based Violence
- (ii) Ensure a contextualised approach with appropriate leadership and ownership of actions for implementation, monitoring and evaluation of the present Strategy and its Action Plan

Key Principles addressed- Beijing Platform for Action (Articles 68, 104, 109, 120, 129, 196, 203, Strategic Objective H.3. (Art 206, 207,208) and Articles 256, 258, 274, 275.

Indicator: CEDAW Concluding Comments (CEDAW/c/MUS/CO/8) 2018 (Arts 39,40).

Applicable Output(s):

- (iii) Improved Integration of Stakeholder interventions
- (iv) Strengthened Monitoring and Reporting
- (v) Equitable Budgetary Considerations to eliminate Gender Based Violence
- (vi) Implementation of Para D of the CEDAW Concluding Comments (2018) on the role of Parliament

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|---|--|--|--------------|----|----|----|----|--|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| Output 1 Development of GBV Statistical framework | 1.1 Formulation of a GBV Statistical Framework | Develop a GBV Statistical framework | X | X | | | | Ministry of Gender Equality and Family Welfare Statistics Mauritius | All Ministries Judiciary Police Department |
| Output 2 Enhanced Coordination amongst National Stakeholders | 2.1 Creation of clear mandate and governance structure for reporting on progress on the elimination of GBV | Formulate a Clear Terms of Reference for the High Level Committee, National Steering Committee on GBV and Technical Working Groups | X | | | | | Prime Minister's Office | All Ministries |
| | 2.2 GBV local services identified | Produce a GBV Stakeholder Mapping Guide identifying all stakeholders operating in the field of GBV interventions | | X | | | | Ministry of Gender Equality and Family Welfare | Police Department Attorney General's Office Office of the Director of Public Prosecutions Ministry of Health and Wellness |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|--|--|--|--------------|----|----|----|----|---|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | 2.3 Percentage of stakeholder collaboration | Carry out an Impact Evaluation on the collaboration of the Lead Agency and all relevant stakeholders identified through the Stakeholder Mapping Exercise | | X | | | | Prime Minister's Office | Ministry of Gender Equality and Family Welfare Police Department |
| Output 3 Strengthened Data Collection in Educational Sector | 3.1 Number of students potentially impacted by GBV | Compile Sex Disaggregated Data on Absenteeism, enrolment, achievement and attrition rate further disaggregated by school levels | | X | X | X | X | Ministry of Education, Tertiary Education, Science and Technology | Police Department Ministry of Gender Equality and Family Welfare Statistics Mauritius |
| | 3.2 Number of students impacted by bullying | Conduct a Study on the Extent of Bullying disaggregated by sex in the primary and secondary levels | | X | | | | Ministry of Education, Tertiary Education, Science and Technology | |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|--|---|---|--------------|----|----|----|----|--|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| Output 4 Monitoring of the implementation of amended laws | 4.1 Number of convictions for Domestic Violence cases | Strengthen the Protection from Domestic Violence Act to enable prosecution of perpetrators | | X | | | | Police Department Attorney General's Office | Ministry of Gender Equality and Family Welfare |
| | 4.2 Number of breaches of orders | Increase in the application and number of harsher penalties applied (as compared to the lower end penalty) being delivered by Magistrates disaggregated by Offences (Offence 1-3) | | X | | | | Office of the Director of Public Prosecutions Judiciary | Ministry of Gender Equality and Family Welfare Police Department Institute for Judicial and Legal Studies Magistrates Association |
| | 4.3 Number and percentage of police officers trained | Sensitise police officers in effective statement and evidence gathering techniques | | X | X | X | X | Police Department | Office of the Director of Public Prosecutions |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|---|--|--|--------------|----|----|----|----|---|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | 4.4 Number of Affidavits used in legal proceedings | Improve drafting of Affidavits to improve prosecution for harsher penalties in cases of Domestic Violence | | X | | | | Attorney General's Office Ministry of Gender Equality and Family Welfare | |
| Output 5: Improved Data Collection Rodrigues and Outer Islands | 5.1 Baseline Study and Data on the extent of GBV available | Conduct a Study in Rodrigues on the status of GBV in light of specificities, disaggregated by sex, age, disability, ethnicity, location and socio-economic status; and risk factors and triggers | | X | X | | | Rodrigues Regional Assembly | Ministry for Rodrigues, Outer Islands and Territorial Integrity |
| Output 6: Rehabilitation Programmes | 6.1 Rate of recidivism identified | Conduct an Impact Analysis Study of the Perpetrator Rehabilitation Programme | | | | X | | Police Department Ministry of Gender Equality and Family Welfare | |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|--|---|--|--------------|----|----|----|----|---|---|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | | Conduct Impact Evaluation Study of the Recovery Programme by the Police Family Protection Unit | | X | | | | Police Department | |
| | | Conduct Impact Analysis of the Mediation Programme by the Ministry of Gender Equality and Family Welfare | | | | | X | Ministry of Gender Equality and Family Welfare | |
| | 6.2 Number of participants referred to and completing criminogenic programmes | Criminogenic needs programmes are delivered by state authorities. | | X | | | | Police Department Ministry of Gender Equality and Family Welfare | |
| Output 7: Zero Tolerance for femicide | 7.1 Number of independent reviews selected. | Set up a Homicide Review Committee | | X | | | | Police Department Ministry of Health and Wellness | Prime Minister's Office Ministry of Gender Equality and Family Welfare |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|---|---|---|--------------|----|----|----|----|---|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | 7.2 No. of female deaths that occurred due to GBV causes | Establish protocols for investigating and identifying deaths due to GBV | | X | | | | Police Department Ministry of Health and Wellness | |
| Output 8: Institutionalised gender disaggregated statistics | 8.1 Gender Equality Bill includes the explicit requirement to produce and/or dissemination of gender disaggregated statistics | Provision inserted in the Gender Equality Bill on the explicit production and/or dissemination of gender disaggregated statistics | | X | | | | Ministry of Gender Equality and Family Welfare Attorney General's Office | Statistics Mauritius |
| Output 9: Improved Access to decentralised social welfare services | 9.1 Number of women and men accessing support services available at the level of the community regarding GBV matters | Establish data collection agreements | | X | | | | Ministry of Gender Equality and Family Welfare | All Ministries with a community-level presence |
| Output 10: A functional M&E Mechanism | 10.1 Number of meetings as per Terms of Reference of National Steering Committee and | Review progress on the implementation of the action plan | X | X | X | X | X | Prime Minister's Office | |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|------------------|--|--|--------------|----|----|----|----|---|---------------|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | technical working groups. | | | | | | | | |
| | 10.2 Meetings held per year | Meetings of the HLC Committee held on a twice yearly basis | X | X | X | X | X | Prime Minister's Office | |
| | 10.3 All cases of GBV recorded | Establish an operational GBV Observatory as an autonomous entity | | X | | | | Ministry of Gender Equality and Family Welfare Rodrigues Regional Assembly / Commission for Women Police Department Ministry of Gender Equality and Family Welfare | |
| | 10.4 Percentage of GBV cases recorded and disseminated to appropriate stakeholders | Connect DOVIS to the GBV Observatory to enable evidence- | | X | | | | | |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|------------------|---|--|--------------|----|----|----|----|---|----------------|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | | based decision making | | | | | | | |
| | 10.5 Percentage of GBV cases recorded and disseminated to appropriate stakeholders | DOVIS extended to Rodrigues | X | | | | | Ministry of Gender Equality and Family Welfare Ministry for Rodrigues, Outer Islands and Territorial Integrity | |
| | 10.6 Percentage of GBV cases recorded and disseminated to appropriate stakeholders | Establish protocols for One-Source Data Compilation by the Lead Agency on GBV Cases within different sectors | X | | | | | Ministry of Gender Equality and Family Welfare Statistics Mauritius | All Ministries |
| | 10.7 Number of effective and evidence based criminogenic needs programmes delivered | Evaluate the Effectiveness of Programmes provided by the Ministry of Gender Equality and Family Welfare to | X | | | | | Prime Minister's Office | |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|--|---|---|--------------|----|----|----|----|--|--|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| | | address GBV/Domestic Violence | | | | | | | |
| Output 11 Budgeted Actions Monitored for efficacy | 11.1 Equitable funding allocation to Ministries | Budgetary allocations for implementation of the action plan | | X | X | X | X | Ministry of Finance, Economic Planning and Development | All Ministries |
| | 11.2 Report tabled | Create a report on an annual basis in Cabinet | | | X | | | Ministry of Gender Equality and Family Welfare | |
| Output 12 Capitalising on Development Partners' Support | 12.1 Number of projects supported by development partners | Organisation of a Round-table Dialogue with Development Partners and missions to support the GBV Agenda | | X | | | | Ministry of Finance, Economic Planning and Development | Prime Minister's Office Ministry of Gender Equality and Family Welfare Police Department |

| EXPECTED OUTPUTS | OUTPUT INDICATORS | ACTIVITIES | YEAR TARGETS | | | | | Lead Agency | Collaboration |
|--|---|--|--------------|----|----|----|----|--|---------------|
| | | | 20 | 21 | 22 | 23 | 24 | | |
| Output 13 Review Progress made against the National Action Plan to end Intimate Partner Violence(2017-2020) against consistency with the HLC Strategy (2020-2023) | 13.1 Percentage of Objectives implemented | Ensure regular reporting to the High Level Committee | | X | X | X | X | Ministry of Gender Equality and Family Welfare | |
| | 13.2 Percentage of Objectives reviewed for alignment to the High Level Committee Strategy | Ensure regular reporting to the High Level Committee | | X | X | X | X | Ministry of Gender Equality and Family Welfare | |

Annexures

Annex 1: Composition of the High Level Committee on the Elimination of Gender Based Violence

1. The Honourable Prime Minister, Minister of Defence, Home Affairs and External Communications, Minister for Rodrigues, Outer Islands and Territorial Integrity;
2. The Deputy Prime Minister, Minister of Housing and Land Use Planning and Minister of Tourism;
3. The Vice-Prime Minister, Minister of Education, Tertiary Education, Science and Technology;
4. The Minister of Land Transport and Light Rail;
5. The Minister of Finance, Economic Planning and Development;
6. The Minister of Energy and Public Utilities;
7. The Minister of Social Integration, Social Security and National Solidarity;
8. The Attorney General, Minister of Agro-Industry and Food Security;
9. The Minister of Youth Empowerment, Sports and Recreation;
10. The Minister of Labour, Human Resource Development and Training;
11. The Minister of Health and Wellness;
12. The Minister of Gender Equality and Family Welfare;
13. The Minister of Arts and Cultural Heritage; and
14. The Minister of Public Service, Administrative and Institutional Reforms

Annex 2: Protection from Domestic Violence Act

Source: Family Welfare and Protection Unit, 2020, Ministry of Gender Equality and Family Welfare

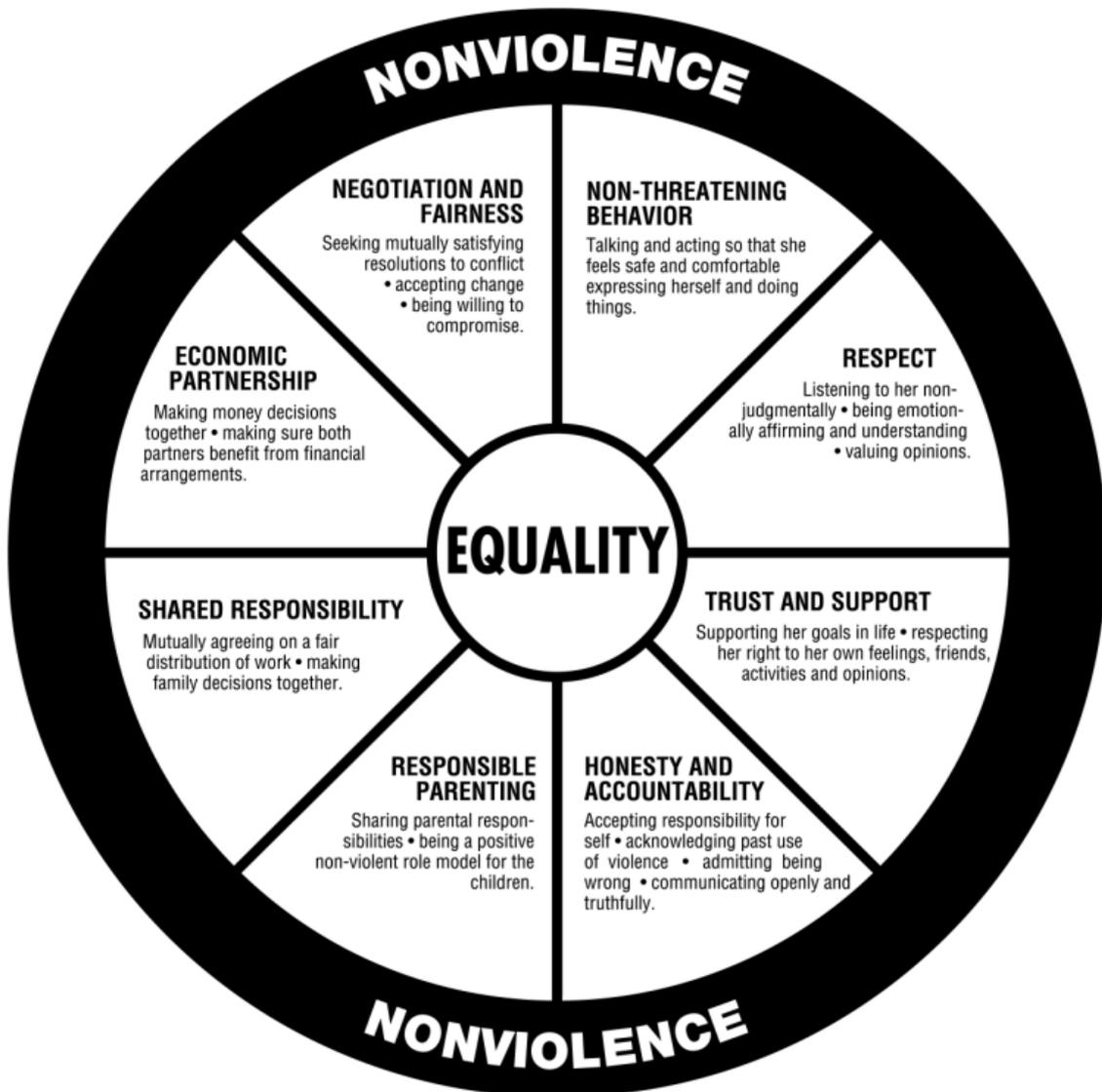
| (i) Protection from Domestic Violence Act 1997 | (ii) Protection from Domestic Violence (Amendment) Act 2004 | (iii) Protection from Domestic Violence (Amendment) Act 2007 | (iv) Protection from Domestic Violence (Amendment) (Amendment) Act 2011 | (v) Protection from Domestic Violence (Amendment) Act 2016 |
|---|---|---|---|---|
| <p>The PDVA was enacted in 1997 for the protection of spouses against domestic violence and it aims at reducing and preventing domestic violence and at ensuring that where such violence occurs there is effective legal protection. The Act provides for the issue of</p> <ul style="list-style-type: none"> • Protection Orders -restraining the abuser from further acts of violence and ordering him to be of good conduct; the order can last for a period not exceeding 2 years. • Occupation Orders - granting exclusive rights to the victim to live in the residence which may belong to the victim, the abuser or both. • Tenancy Orders - giving the victim exclusive right to occupy a rented house and the spouse who rented the house would continue to pay for the rent. <p>➤ Penalty Failure to comply with any interim or permanent protection order, occupation Order, tenancy order or an ancillary order is an offence and upon conviction one is liable to a fine not exceeding Rs 10,000 and imprisonment for a period not exceeding 2 years.</p> | <p>The PDVA was amended in 2004 to provide for the following:</p> <ul style="list-style-type: none"> ➤ Protection to all family members living under the same roof. ➤ The period for the service of notice on the respondent spouse to appear before the court was extended from 7 to 14 days. ➤ Provision has also been made for counselling subject to the consent of the parties. ➤ Penalties for offences have been increased from Rs 10,000 to 25, 000. | <p>The following amendments were brought to the Act in 2007:</p> <ul style="list-style-type: none"> ➤ Chief Justice shall make rules relating to protection orders and Courts will hear cases for application of Protection Orders as they deem fit subject to the rules as may be made by the Chief Justice. ➤ District Courts can now make orders for payment of alimony to an aggrieved spouse or to a child of the parties on terms and conditions determined by the Court. ➤ The penalty for wilful non- compliance with any order under the Act is now as follows: <ul style="list-style-type: none"> (a) on first conviction a fine of Rs 25,000 and to imprisonment for a term not exceeding 2 years (b) on second or subsequent conviction to a fine not exceeding Rs 50,000 and to imprisonment for a term not exceeding 2 years. ➤ There is also explicitly mentioned in the Act that the Police may arrest the offender and has a duty to act with diligence where a case of failure to comply with an interim order, protection order, occupation order, tenancy order or ancillary order is reported to it. | <p>The objective of this Act was to amend the Protection from Domestic Violence (Amendment) Act 2007 so as to insert therein new provisions to amend the Protection from Domestic Violence Act, in order to give to the Chief Justice, the power to make rules for the hearing of applications for occupation and tenancy orders, and for matters related thereto. The amendment also provides that Courts may hear case for applications for occupation and tenancy orders as they think fit subject to the rules as may be made by the Chief Justice. It also provides for the coming into operation of different sections of the Amendment Act on different dates.</p> | <p>The following amendments were brought to the Act in 2016:</p> <ul style="list-style-type: none"> (a) widening of the definition of (i) the term "domestic violence" by including stalking, threats and economic abuse as forms of domestic violence; and by also highlighting that compelling the spouse or the other person by force or threat to engage in any conduct or act, sexual or otherwise, from which the spouse or the other person has the right to abstain. (ii) "spouse" means a person who – <ul style="list-style-type: none"> - is or has been civilly or religiously married to a person of the opposite sex; - is living or has lived with a person of the opposite sex as husband and wife; or - whether living together or not with a person of the opposite sex, has a common child with that person; (b) increasing the powers of Enforcement Officers; (c) empowering a police officer not below the rank of Assistant Superintendent to arrest a person where he has reason to suspect that the person committed, is committing or is likely to commit an act of domestic violence and to cause him to be brought before a Magistrate at the earliest opportunity. |

| | | | | |
|--|--|---|--|--|
| | | <p>➤ The Act also provides for the referral of cases to our Ministry for psychological counselling in exceptional cases. In so doing the Court shall have regard to circumstances, including the nature of the offence and the character, antecedents, mental and psychological condition, age, health and home surroundings of the offender.</p> | | <p>(d) Increase in penalty</p> <p>Penalties Failure to comply with any Court Orders (Protection Order, Occupation Order or Tenancy Order) is an offence and upon conviction one is liable:</p> <p>1st conviction: Fine not exceeding Rs 50,000 and imprisonment for a term not exceeding one year;</p> <p>2nd conviction: Fine not exceeding Rs 100,000 and imprisonment for a term not exceeding 2 years;</p> <p>3rd or subsequent conviction: Imprisonment for a term not exceeding 5 years.</p> |
|--|--|---|--|--|

Annex 3: Calendar of Consultations held with Stakeholders

| CALENDAR OF CONSULTATIONS HELD WITH STAKEHOLDERS (JULY – AUGUST 2020 AND SEPTEMBER – OCTOBER 2020) |
|--|
| Stakeholders participating in consultations |
| <ul style="list-style-type: none">➤ Ministry of Gender Equality and Family Welfare➤ Police Department➤ Ministry of Health and Wellness➤ Rodrigues Regional Assembly (one round-table), Commission of Women’s Affairs, Police Family Protection Unit, Prison Department, Magistrate, NGO➤ Prison Department➤ Ministry of Housing and Land Use Planning➤ Ministry of Education, Tertiary Education, Science and Technology➤ Ministry of Public Service, Administrative and Institutional Reforms➤ Judiciary➤ Office of the Director of Public Prosecutions➤ Attorney General’s Office➤ National Social Inclusion Foundation (NSIF)➤ SOS Femmes➤ SOS Papa➤ Council of Religions➤ Gender Links➤ Passerelle➤ Dis-Moi➤ Chrysalide➤ Platform Stop Violans Kont Fam➤ Raise Brave Girls |

Annex 4: Power and Control Wheel and Equality Wheel



DOMESTIC ABUSE INTERVENTION PROGRAMS

202 East Superior Street
 Duluth, Minnesota 55802
 218-722-2781
www.theduluthmodel.org



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Annex 5: Key Gender Terminologies⁷

Gender

Social and cultural differences between men and women, boys and girls offer them a value, unequal opportunities and chances in life (Kabeer, 2003). The inequality rests also on masculine and feminine characteristics as well as aptitudes and perspectives concerning the comportment of women and men in society. However, these characteristics are variable and according to a well-defined timetable.

Gender Equality

The absence of discrimination based on gender in the allocation of resources, benefits and access to services.

Gender Equity

The just and fair distribution of benefits, rewards and opportunities between women, men, girls and boys.

Empowerment

The range of options that create opportunities and reinforce individual and collective capacities to exercise control over the life of individuals and offers them more choices. Empowerment of women is linked to having awareness of themselves, of knowledge, of their skills, their attitude and aptitude to have a voice.

Women's Empowerment

This address discrimination and oppression against women by devising programmes and strategies that increase women's capacities, opportunities, access and understanding of their human rights, create conditions for them to become agents of their own development and be able to find sustainable solutions for change at personal, family and civil society levels.

Gender Mainstreaming

"The process for evaluating the consequences of a certain action planned for women and men such as legislation, policies or programmes in all domains and at all levels. It is a strategy aimed at giving an integrated dimension to the extent of the issue to the concerns and experiences of women and men, as well as implementation of monitoring and evaluation of policies and programmes in all political, economic and social fields allowing women and men to equally enjoy benefits and ensuring that inequalities are not maintained. The final objective is to realise gender equality" (UN ECOSOC, July 1997).

⁷ Courtesy of Dr. A.Dabee, 2020, UNDP National Gender Expert, Compiled for the Parliamentary Gender Caucus

Gender Analysis

Qualitative and quantitative assessments to determine the differential impacts of development activities on women and men and the effect that gender roles and responsibilities have on development efforts and to trace the historical, political, economic, social and cultural explanations for these differentials.

Gender Awareness

The recognition of the differences in the interests, needs and roles of women and men in society and how they result in differences in power, status and privilege. It also means the ability to identify problems arising from gender inequity and discrimination.

Gender Blind

The situation where potentially differential policy impacts on men and women are ignored.

Gender Budget / Gender Responsive Budgeting

A budgeting method that analyses the incidence of budgets on men and women and girls and boys. Gender budgeting entails analyses of revenue and expenditure impacts so as to avoid or correct gender imbalances.

Gender discrimination

Differential treatment to individuals on the grounds of gender.

Gender division of labour

Different work roles assigned by society to men and women; for example, women tend to be engaged in unpaid domestic work, low pay, low status and informal sector jobs, while men tend to be employed in higher paid and formal sector work.

Gender Gap

A difference in any aspect of the socio-economic status of women and men, arising from the different social roles ascribed by society for women and men.

Gender Issues / Concerns

A gender issue / concern arises when there is a discrepancy, discrimination and injustice.

Gender Sensitive Indicator

An indicator that captures gender-related changes in society over time and in relation to a norm.

Gender Neutral

The assumption that policies, programmes and project interventions do not have a gender dimension and therefore affect men and women in the same way. In practice, policies intended to be gender neutral can be gender blind

Gender Policy

An organisation's policy that integrates gender in the mainstream of its programme and activities, where the policy also designates institutional arrangements, responsibilities, management functions and tools/guidelines for mainstreaming.

Gender Relations (Male / Female)

This is analysed in terms of access to resources and decision-making and the relative positions of men and women in the division of resources, responsibilities, benefits, rights, power and privileges.

Gender Sensitivity / Responsivity

A mind-set where people recognise or are aware of gender based discrimination which hinders enjoyment of human rights. It is an understanding and routine consideration of the social, cultural and economic factors underlying discrimination based on sex.

Gender Stereotyping

The constant portrayal in the media, the society, the press or in the education system, of women and men occupying certain roles according to the socially constructed gender division of labour and expectations in behaviour.

Gender Systems

Systems which define attributes, ways of relating, hierarchies, privileges, sanctions and space in which men and women are organised. In most of the developing world, for example, women are dominated by men via patriarchal power, that has been a traditional and indeed a historical privilege for men.

Gender Training

The provision of formal learning experiences and skills in order to increase gender analysis and awareness skills, which serve to recognise and address gender issues in the programming process. Training can include the three dimensions of: a) political- introducing gender concepts and analysis; b) professional- providing staff with "how-to" skills; and c) personal- challenging an individual's gender attitudes and stereotypes.

Practical Needs / Interests

These needs are shorter terms and are related to the roles, such as reproduction, production and community, that men and women currently have and which do not necessarily change their relative position in society.

Strategic Needs / Interests

Those interests which are longer term help society achieve gender equity and equality. The satisfaction of strategic gender needs improves women's status in relation to the men.

