



CAPACITY BUILDING PROGRAMME ON: “INTEGRATING GENDER PERSPECTIVES: GUIDELINES FOR EFFECTIVE POLICY IMPLEMENTATION”

Background

Public institutions play an essential role in the achievement of national and local development goals, including poverty reduction, inclusive growth and gender equality. Inclusive public participation ensure that all citizens have a voice in decisions that affect them, so that public policies, investments and services can respond appropriately to the needs of different citizen groups.

The Republic of Mauritius adopted its National Gender Policy 2022-2030 in 2022, to incorporate a gender perspective into all policies and programmes. It calls on support from development partners, academia, media, and civil society organizations to ensure gender is mainstreamed in all their strategic operational plans. Strengthening capacities in gender mainstreaming in public service is at the centre of coordination, implementation, monitoring and evaluation. All Ministries and Departments are expected to design development interventions that are gender responsive.

Objectives

- To promote gender mainstreaming in public institutions in Mauritius and Rodrigues so that they are able to integrate gender equality in their work.
- To provide guidance and ensure that gender perspectives are acknowledged and taken into account in policy formulation, analysis, review, implementation and in monitoring and evaluation.
- To strengthen capacity in public service operations to respond to community needs.
- To provide practical skills and knowledge for public officers to effectively undertake sector specific gender analysis and develop gender action plans with clear monitoring and evaluation indicators for measuring success.

Target Audience

- Officers from the Gender Unit of the MGEFW
- Gender Focal Points from all Ministries and departments in Mauritius and Rodrigues

Modules

The training will follow the modules below.

Module 1:	Gender Basic Concepts
Module 2:	Gender Policy Commitment-Legal and Policy Frameworks
Module 3:	Tools to Conduct a Gender Analysis
Module 4:	Gender-Sensitive /Responsive Planning
Module 5:	Gender-Responsive Budgeting
Module 6:	Gender-Sensitive Monitoring and Evaluation system
Module 7:	Dealing with Resistance

Agenda

Trainer: Ms Winfred Lichuma, International Gender Expert (GOPA)/EU

Day 1	Monday, 7th April 2025
08 30 – 09 30	Arrival and Registration
09 30 – 10 00	Opening Ceremony <ul style="list-style-type: none"> <i>Welcome Address by Mrs V. Jodhoa, Head Gender Unit, Ministry of Gender Equality and Family Welfare</i> <i>Remarks by H.E. Oskar Benedikt, Ambassador of the European Union to the Republic of Mauritius and Republic of the Seychelles</i> <i>Address by Hon (Ms) Anishta Babooram, Junior Minister, Ministry of Gender Equality and Family Welfare</i> <i>Address by Hon. (Mrs) Marie Arianne Navarre-Marie, Minister of Gender Equality and Family Welfare</i>
10 00 – 10 30	Health Break/Group photo
10 30 – 11 30	Session 1: Introducing the Gender Training Kit and Gender Concepts <ul style="list-style-type: none"> <i>The Review of the content of the Training Kit/manual</i> <i>What does gender mean?</i> <i>What is gender mainstreaming?</i> <i>Defining Gender Concepts (Glossary of Gender Terms)</i> <i>Practical skills-Gender Quiz</i>
11 30 –12 30	Session 2: Gender Policy Commitments-Legal and Policy Framework Governing the Gender Sector <ul style="list-style-type: none"> <i>The National Legal and Policy Framework</i> <i>International Commitments</i> <i>Regional Commitments</i> <i>Group Work</i> <i>Plenary Discussions</i>
12 30 – 13 30	Lunch Break
13 30 – 14 30	Session 3: Tools for Conducting Gender Analysis <ul style="list-style-type: none"> <i>Introducing Gender Analysis Tools</i> <i>Gender Mainstreaming in Public Services</i>
14 30 – 15 30	<ul style="list-style-type: none"> <i>Group work</i> <i>Plenary</i>
15 30	Coffee and end of Day 1
Day 2	Tuesday, 8th April 2025
09 30 – 10 00	Registration
10 00 – 11 00	Session 4: Practical Skills on How to Conduct Sector Specific Gender Analysis <ul style="list-style-type: none"> <i>Recap of Session 3</i> <i>Tools to conduct Gender Analysis</i> <i>Group Work on Gender Needs Assessment</i> <i>Plenary Discussions</i>
11 00 – 11 30	Health Break
11 30 – 12 30	Session 5: Gender Responsive Planning <ul style="list-style-type: none"> <i>What is Gender Action Plan?</i> <i>Practical skills to develop sector specific Gender Action Plan</i> <i>Group Work</i> <i>Plenary Discussion</i>

12 30 – 13 30	Lunch Break
13 30 – 14 30	Session 6: Gender Responsive Budgeting <ul style="list-style-type: none"> • <i>What is Gender Responsive Budgeting?</i> • <i>Group Work-The State Expenditure Prioritization Exercise</i>
14 30 – 15 30	Plenary Discussion
15 30	Coffee Break and End of Day 2
Day 3	Wednesday, 9 th April 2025
09 30 – 10 00	Registration
10 00 – 11 00	Session 7. Gender Sensitive Monitoring and Evaluation <ul style="list-style-type: none"> • <i>Recap of Session 6</i> • <i>Difference between Statistics and Indicators</i> • <i>Examples of Gender indicators and Statistics</i> • <i>Gender Responsive Statistics and Sex Disaggregated data (Practical Examples)</i> • <i>Group work (Defining Gender Equality Indicators</i> • <i>Plenary Discussions</i>
11 00 – 11 30	Health Break
11 30 – 12 30	Session 8: Dealing with resistance against gender mainstreaming <ul style="list-style-type: none"> • <i>Brainstorming session on what is resistance and why people resist gender mainstreaming in public service</i> • <i>Role Play on resistance</i> • <i>How to deal with Resistance</i> • <i>Plenary Discussions</i>
12 30 – 13 30	Lunch Break
13 30 – 14 00	Session 9: Gathering more views on the Training Modules <ul style="list-style-type: none"> • Open Discussion in Plenary to review the selected topics- for the Training Kit What worked well and what needs improvement, Additional topics to include etc. • Evaluation of the Training
14 00 – 15 00	Closing Ceremony and Certification
	End of Training