



**REPORT  
CENTRES OF EXCELLENCE STAGE FIVE WORKSHOP  
FLACQ District**

**Country: Mauritius**

**Village Council: CLEMENCIA**

**Dates: 3<sup>rd</sup> to 5<sup>th</sup> September 2013**

**Venue: Bon Accueil Council Room**



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## **Acknowledgement**

Gender Links is grateful to the Australian High Commission for the financial support for the village workshops.

The first series of workshop was held during the visit of Australian Parliamentary Secretary for Pacific Island Affairs, Honourable Richards Marles in the presence of Hon. Arvin Boolell, Minister of Foreign Affairs, the Australian Ambassador, Representative of the Ministry of Gender, the Chairperson and Chief Executive Officer of Grand Port District Council, high officials of the Australian Embassy, Councillors of District and Village Councils and high officials of the District Council in March 2013. At the end of the workshop seven Gender and Gender Based Action Plans were developed for Bon Accueil, Central Flacq, St. Julien village, Clemencia, Lallmatie, Camp de Masque and L'Aventure.

From 3<sup>rd</sup> to 5<sup>th</sup> September 2013 using the funding from the AUSAid Gender Links facilitated workshops for 7 villages of Flacq. The Deputy Prime Minister, Hon Anil Bachoo made the keynote address and officially launched the workshop in the presence of Dhiraj Singh Khamajeet, Second Member for Constituency No.9 Flacq and Bon-Accueil and also Parliamentary Private Secretary and the Chairperson of the District Council, Teeruthraj Hurdoyal.

## **Buy-in for Seven villages in Flacq.**

It was agreed that after the three day each Village Council will have its own Gender Action Plan and its Gender Based Violence Action Plan. These will be sent to Gender Links to finalise before being approved by the seven Villages Councils.



Councillors both males and females from the seven villages were invited by the District Council to follow the three day workshop from 3<sup>rd</sup> to 5<sup>th</sup> September 2013 for the cascading of the Centres of Excellences to develop Gender Action Plans and Gender Based Action Plans. The workshop was facilitated by Gender Links with Resource persons from the Ministry of Health & Quality of Life, the Ministry of Environment and Sustainable Development, the National Women Entrepreneur Council.

Gender Links is grateful to the District Council for organising the workshop and for inviting District Councillors for the opening and some of them stayed for the three days. Gender Links appreciates the commitment of the Chairperson and to the Assistant Chief Executive, Mr Vishwante Sookoye from Flacq District Council.



The District Council provided facilitators to discuss about conflict resolution and budgeting.

### **Executive Summary**

This is a report on the proceedings of cascading the Centres of Excellence for Gender Mainstreaming in Local Government stage five in Bon Accueil, Central Flacq, St. Julien village, Clemencia, Lallmatie, Camp de Masque and L'Aventure.

The workshop was held during three days from 3<sup>rd</sup> to 5<sup>th</sup> September 2013 and entitled "Local Action to End Gender Based Violence". At the end of the three days participants were expected to develop a Gender Action Plan and a Gender Based Violence Action Plan.

The Centres of Excellence Training Manual and other materials from Gender Links were used and the purpose of the programme was to build the capacity of participants and empower them on the following subjects:

- Gender Concepts and Gender Planning Concept
- Key issues that work at local level
- Key concepts like gender policy and planning concepts
- The importance of understanding HIV AIDS and Care Work and HIV AIDS and GBV
- Knowledge and skills on Local Economic Development and how to start small businesses
- Climate Change and Sustainable Development and Gender and Climate Change
- The synergies around gender and budgets
- Leadership skills in negotiating with staff and councillors of the District council
- Develop a Local Gender Action Plan
- Develop a Gender Violence Action Plan
- Collection of good practices for addressing GBV at the local level
- Collection of good practices on Local Economic Development, Climate Change, Care Work and HIV and AIDS

See the full workshop programme attached at **Annex A**.

Over the three days, the workshop was attended by Councillors and two NGOs from Bon Accueil, Central Flacq, St. Julien village, Clemencia, Lallmatie, Camp de Masque and L'Aventure.

In total 20 participants comprising 11 women and 9 men attended the three day workshop. The Chairperson of the District Council attended the first day and Mr Sookoye was present the first two days.

The Draft Council Gender Action Plan that the participants developed is attached at **Annex C**.

The Draft Council Gender Based Violence Action Plan that the participants developed is attached at **Annex D**.

The GBV messages/slogans/posters and calendar will be done during a GBV workshop prior to the 16 days campaign against gender violence.

The participants evaluated the workshop as interesting as they have learnt a lot especially on HIV and AIDS, Climate Change and Gender Based Violence. Participants also said that they will share what they have learnt with the community. Some of them said that after the workshop they feel more responsible and empowered. They all agreed that subjects like stereotypes, discrimination, and power relationship are now well grasped. Some of them said that this was the first workshop where they really grasp the gender concept. Gender Links have helped them to realise the amount of problem women face in the Mauritian society. One of them said "henceforth I will not let anybody have the upper hand on me." While another one said "I now can share what I have learnt."

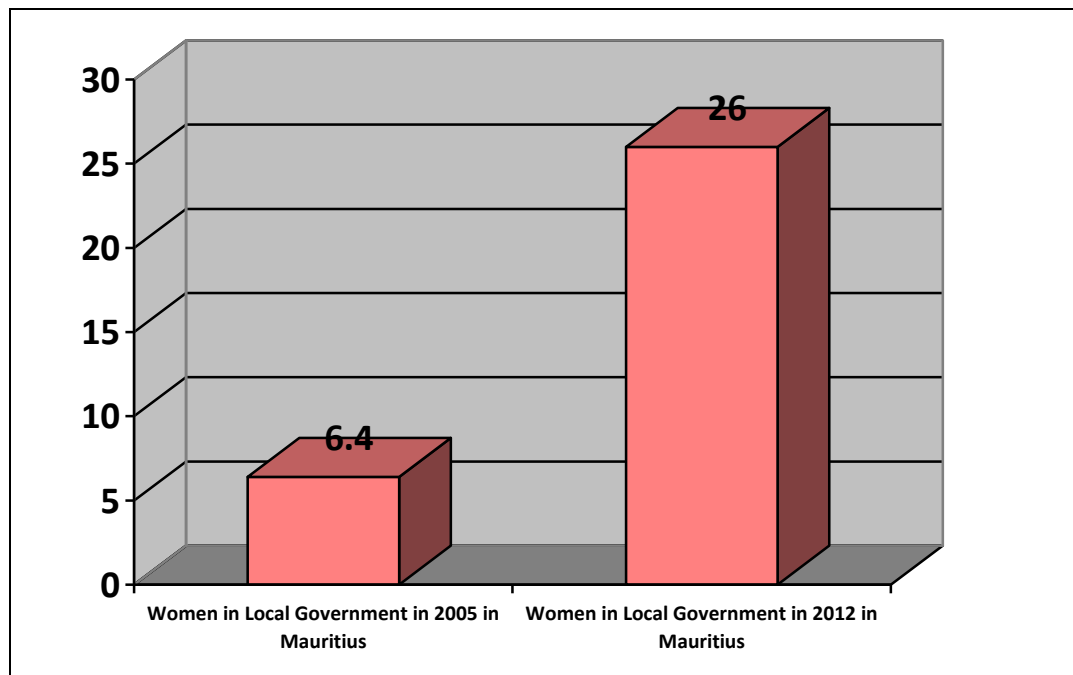
The evaluation comments has been put at the back end of GL website and a summary of the evaluation forms is attached at the end of this report as **Annex E**.

## **Background**

In 2003, GL undertook the first comprehensive study of the impact of women in politics in Southern Africa. One of the key findings of "*Ringing up the Changes, Gender in Politics in Southern Africa*" was that local government is a sadly neglected area of the gender and governance discourse. Taking heed of this finding, GL conducted ground-breaking research in 2006/2007, *At the Coalface, Gender and Local Government* covering South Africa, Lesotho, Mauritius and Namibia.

A key finding of this study was that few practical steps have been taken to mainstream gender in this tier of government or to build the capacity of councillors to lead this process. The study has since been extended to nine countries. In terms of process, once the research reports have been written up, GL hosts launch and strategy workshops in the respective countries with key stakeholders and partners, ideally the local government associations of that particular country to map out a way forward of how to roll out the strategy and host Gender and GBV action plan workshops. The launches are then followed by Gender and GBV action plan workshops that are held at a provincial, regional or district, level to ensure that all councils have gender action plans.

In 2007, GL embarked on a study in Mauritius on women's representation and participation in local government to assess the conditions necessary to increase the representation of women in local government in Southern Africa, and to ensure their effective participation.



Since 2010 GL has been convening Gender Justice and Local Government Summit and Awards to gather evidence of best practices at local level as well as localities which have put in place best practices to empower women and to combat GBV.

Mauritius participated in all the Summits and in the 2013 Regional Summit on the SADC Protocol on Gender and Development, Mauritius won five prizes : four first prizes on gender and governance; Health and HIV and AIDS; Media; best Media COE, and Best Improved Performance of localities as well as three runner up in media (print); climate change and Local Government COE.

Gender Links Mauritius has been proactive in training women to stand as candidates prior to the local elections of 2012. There was a mark improvement in the percentage of women in local government from 6.4% to 26%.

### **Process and activities**

During the three days participants engaged with facilitators and resource persons. High Officials from the District Council as well as District Councillors were present during the three days and helped participants to understand better how tenders are delivered and how budget is distributed. Mr Sookoye and the councillors discussed on the budget allocated and the various constraints that they often encounter.

The training manual that Gender Links develop for the COE Gender Mainstreaming in Local Government was distributed to participants as well as "I" Stories on HIV and AIDS, the SADC Gender Protocol leaflet and some GL pamphlets. The GL training manual on the 16 days campaign was also distributed. Materials used were thought provoking and GL Facilitator encouraged participants to use the training manuals to develop case studies on HIV and AIDS, Climate Change and Local Economic Development. During the third day participants were put in groups by villages and they developed their own Gender Action Plan and the Gender Based Violence Action Plan from a template given to them.

The programme at **Annex A** was fully implemented

## **Welcome and opening**

The Chairperson of the District Council says that it is the first time that he is attending a workshop organized by Gender Links. He thanked Loga Virahsawmy and the GL team who are doing an amazing job in Mauritius. He added that nowadays women are contributing a lot to the advancement and development of the villages of our district and our island. Moreover, he thanked the Prime Minister and Gender Links for the New Local Government Bill which says that all political parties must include at least one-third candidates of a different sex; all groups must have at least one third women and two third men or one third men and two third women.



The Deputy Prime Minister, Hon Anil Bachoo made the keynote address and officially launched the workshop. The Minister expressed his appreciation in the work of Gender Links. 'If we are all here today, it is because we want to learn and we want to really understand how women are more than valuable in this society and I am sure by the end of these three days, you will have a bigger picture of how women participation and engagement in all activities of a country promotes peace, love, achievements and comfort'. Besides he added that women can make decisions equally as men and he firmly believes in gender equality because inequalities and discriminations are not productive. They hold society back from reaching its full potential and create misconceptions in mind-sets.

In his address Dhiraj Singh Khamajeet, Second Member for Constituency No.9 Flacq and Bon-Accueil and also Parliamentary Private Secretary mentioned that without the footprint of women, nothing is achieved. 'Some people believe in the traditional idea that the woman's place is in the home, but it is our duty to educate the nation that this idea is outdated and that women should access all goings-on of a country. He firmly believes in women's potential as a part of the society which, not only they can participate in society as an employee, but also they can be more responsible in their positions than males.

In her address the Director of Gender Links, Loga Virahsawmy thanked Hon. Anil Bachoo for his commitment on gender issues and told the audience how the Minister financed the previous workshop organised in Flacq. She added that Hon Anil Bachoo is a minister who always answers calls and always willing to help when it concerns Gender Equality and a better living society. She also thanked Mr Sookoye who contacted all the councillors and made the event a success.

GL Director thanked the Chairperson of the Council, the P.P.S Khamajeet and Shyamla Ramdoyal who believe in the work of Gender Links and has always opened the doors for Gender Links to do its work. Loga also thanked the Chief Executive of the council, Ghova Ramanjooloo who unfortunately could not attend the opening due to another engagement.



She congratulated all Village Councillors especially women who had the courage of their conviction to enter into the battle. Loga explained about the three day workshop and how

after the three days, 7 action plans would be designed. She told the councillors that documentations from start to end are important as these are proofs that objectives set are being attained and this can be presented as a best practice in the GL SADC Gender Protocol Summit. Besides she added that Gender Links has signed a Memorandum of Understanding with the National Empowerment Foundation (N.E.F). Gender Links will provide training for its 75 Social workers and these social workers will do the follow up.

She also talked about the project of Gender Links on the Entrepreneurship Training for Survivors of Gender Based Violence.

## **The Workshop**

### **Gender Concepts/Gender Stereotypes/Gender in the media/Gender and advertisement**

Participants were given cards with different roles of women and men and were asked to put the cards on the wall on what are specific to women and to men. They were then asked to see which cards were inter-changeable. This session set the tone for the workshop as participants understood the different between sex and gender; how roles are changing; how women and men are breaking new grounds in activities that were only male or female dominated. This session helped them to understand that neither women nor men should be put into little boxes. Sex versus gender roles were well grasped as well as the economic differences between roles assigned to men and those assigned to women.

Participants were then put in groups to discuss about songs; soap opera; articles; proverbs and advertisements that convey distinct messages on women and men and where very often women are discriminated.

At the report back participants themselves highlighted that they did not realise the stereotypes, discrimination and the downgrading of women through these media, film and literature.

The article from the media was well analysed and the group found that the article was a missed opportunity to educate Mauritians about the danger of sending children



to the streets to sell products. They said that there were lots of voices missing in the article.

Participants were also given whole newspapers to count the number of women and the number of men in the papers. They found that women were not present in important articles let alone in the newspapers themselves. They were then given an home work to do on women's voices in any article of their choice.

### **Gender and Governance – Access, participation and transformative leadership**

Participants were asked questions on the New Local Government Act; the electoral systems in Mauritius and the different electoral systems. It was soon realised that participants had a lot to learn on : First Past the Post; Proportional Representation; Voluntary quota; legislated quota and party list. She explained what works and what does not work for women.

GL Director explained that "the New Local Government act stipulates that there should be a minimum of 30% men or women as candidates. Political parties are obliged to include to put at



least 30% women candidates otherwise their list can be rejected. Although Mauritius has made lots of progress there is still lots of work to do to reach the 50% target as per the SADC Protocol and the next local elections will be in 2018.

Women must get access to be able to participate and it is only then that will transform themselves and their community. There are several reasons why women hesitate to do politics for instance there is a lack of motivation, family, financial support and so on. What can be done so as to encourage them? We should give them the facilities but also all the support that they required.

Participants were then asked questions on Access, participation and transformation as well as

- What keeps women out of politics
- What do women bring in politics
- What should be done to involve women in politics

A discussion took place on access, participation and transformation and how when a woman is transformed the whole community is transformed.

### **Day 2**

## **HIV and AIDS and Making Care Work Count in Local Government**

Mrs Soobramanien, from the Aids Unit of the Ministry of Health and Quality of Life did an interactive session with participants and explained that the subject is a sensitive one.

“We need to differentiate between HIV and AIDS because still now people are still confused about these terms. HIV stands for Human immunodeficiency virus and AIDS stands for Acquired immunodeficiency syndrome. In other words HIV is the virus and AIDS is the illness.”



She gave a brief background of HIV/AIDS and treatment available. He said that from 1987 to 2012 there were 5508 people have been tested positive - 4375 males and 1333 female and around 623 died with AIDS related disease.

“Majority of cases of Mauritius are related to drugs but the increase case by sexual relation is very alarming and very dangerous also as the person who does not know if he or she is seropositive may infect his or her partner. In 2009 40 % housewives were tested positive while 28% of sex worker were tested positive.”

She then explained how the virus is transmitted:

1. Blood
2. Sexual contact
3. Mother to the child

He explained that treatment is free in Mauritius and went on to explain about CD4, white blood cells and when medication is administered.

Mrs. Soobramanien gave in depth explanation of PEP (Post Exposure Prophylaxis) and explained how women are more subject to violence than men. She also explained the side effects of PEP and the window period of the virus.

The challenge are as follows:

1. Reduce the stigma and discrimination against seropositive persons.
2. Encourage people to undergo an HIV screening.
3. Encourage patients to be more regular on their medical visit.
4. Reduce the transmission of HIV in the general population.

Clinical signs of HIV and AIDS:

- Loss of weight.
- Loss of hair.
- Pneumonia.
- Skin cancer.
- Aphthes.
- Candidose
- Lymphome.

He explained about the methadone treatment. The number of patients following the treatment : 5701 males and 316 females and the exchange needle programme.

### **Conflict Resolution**

Participants were divided into two groups. On one side of the house there were village councillors and NGOs and on the other side of the house there were District Councillors and Council staff. Participants were encouraged to talk about problems that they face in their respective village councils as well as with their community.

Each side made their case. Village councillors explained that during their electoral campaigns and in their electoral manifestoes they promised that the community will have a better life especially in terms of good roads, lighting and refuse collection. The debate was honest and frank. It was soon realised that there was a bad communication between District Councillors and Village Councillors. Problems at village councils were not going to the table of the District Council and Village Councillors do not get proper feedback on problems at village levels.

Conflict was identified at community level and how District Council can help in solving the problems.

### **Practical and Strategic Needs**

GL Director used the old training manual of Local Government to highlight on practical and strategic needs. Few participants highlighted that "as councillors it is important for us to tell women that they must fend for themselves. Instead of giving them fish we should teach them how to fish". Few cases in the training manual was used to grasp the difference between practical and strategic needs.

Before ending Day One participants were encouraged to inform Gender Links if they need IT training and e-mail addresses.

GL Director made a full recap of Day One and asked questions on the media, governance and HIV and AIDS as there were new participants and also to make sure that participants had a good grasp of all the issues raised on the eve.

## Gender Sustainable Development and Climate Change



Mrs Mookool of the Ministry of Environment explained the concept of global warming, climate change and sustainable and told participants that all Mauritians have a responsibility and people should not think that climate change is not a Mauritian problem.

Climate change affects every sphere of life be it social, economic and environment as well as gender. He explained the different types of waste and the length of time it takes to biodegrade if untreated. The impact of climate change in Mauritius is as follows:

- **Coastal ecosystems-** sea level, beach erosion, coral reefs, mangrove, wetlands, saline intrusion
- **Agriculture-** food security, pests and diseases, soil erosion
- **Fisheries-** hatching and spawning patterns, migratory path of pelagic fishes (tuna)
- **Biodiversity** losses
- **Humans health e.g.** infectious diseases, epidemics
- **Atmospheric/Ocean circulation e.g.** weather systems, gulf stream
- **Economic activities e.g.** tourism, property & infrastructure, EEZ
- **Social aspects e.g.** mass migration, poverty
- **Water regime & availability**

### Impacts

- Beach erosion due to sea level rise
- Coral bleaching
- Loss of wetlands, mangroves,
- Loss of agricultural lands and drop in yield
- Flooding of some coastal roads
- Higher frequency and intensity of cyclones/droughts

The Resource person from the Ministry of the Environment explained that women have a great role to play in the protection of the environment and food security. GL Director urged participants to grow their own food and to start with vegetable gardens as well as medicinal gardens. Mookool told participants that the Ministry of Environment will give them medicinal plants for free if they start their medicinal garden while AREU will give them advice for free for vegetable gardens.

### Local Economic Development

The representative of the National Women Entrepreneur Council made a presentation of the services of the NWEC and the facilities given so that women can start their own business including how to get loan and to market their products both in Mauritius and abroad.

The NWEC provides training programme to improve managerial skills and aptitudes of women entrepreneurs and create a Facilitative framework that empower existing and potential women entrepreneurs. The NWEC support services are as follows:

### ***Business Counselling***

Guide and encourage potential women entrepreneurs by providing them with relevant and useful information to develop their business ideas

Provide information on existing entrepreneurial and financial facilities for business growth and development

### ***Training Programmes***

- Women Entrepreneurship Development Programme
- Information and Communication Technology
- Human Resource Management
- Sales and Marketing
- Quality Management
- Costing
- Finance
- Business English
- Business French

### ***Marketing Assistance***

Market Centre at Phoenix to test, launch and market products  
Counselling in marketing  
Organisation of fairs

### ***Business Incubators***

- Office/workshop space
- Networking Events
- Marketing
- Training
- Mentoring services

### ***Workshops and seminars***

- Opportunities in home-based businesses, handicrafts, textiles, agro-business and services sector
- Support offered by institutions
- Financial incentives

### ***Special Services***

- Monitoring services
- Micro-enterprise loans

- Buyer/seller meetings
- Directory/product catalogue

Pultoo gave explanatory pamphlets to all participants.

Participants did not quite understand permits given by the District Council as well as business cards.

## **Gender Based Violence**

GL Director made an in-depth presentation of War @ Home – GBV Violence Indicators study. She explained the different forms of violence.

### ***Explanation of Gender Based Violence***

- Act of violence that results in or is likely to result in physical , sexual, emotional or psychological harm or suffering to a person.
- GBV occurs in both the public and private spheres.
- GBV Happens in all societies

### ***Forms of GBV***



**Overt physical abuse** includes battering at home or workplace or any form of assault, murder

**Psychological abuse** includes deprivation of liberty, harassment, intimidation at work

**Emotional abuse** includes humiliation, coercion or use of abusive language

**Sexual abuse** includes sexual assault, rape, sexual slavery, child sexual abuse,

female genital mutilation, trafficking of women and girls for prostitution

GL Director highlighted that the most common form of violence is emotional violence at yet this cannot be report as it is difficult to prove.

She talked about the patriarchal and gave in depth explanation on perceptions and attitudes of moth men and women. She said that the 25% violence that women in Mauritius have known can be explained by the attitudes and male sexual entitlements over women. She also talked about boys being abused and how this can lead to future perpetrators.

Participants were shocked to hear that GBV is 15 time higher than reported at the Family Support Bureaux and rape is 11 time higher than reported to the police while sexual violence is 61 times higher than reported to the police.

GL facilitator talked about the 16 days campaign against gender violence and encouraged participants to do a calendar for the 16 days at village level.

Participants agreed that Gender Links draft a simple questionnaire that they can administer in their respective villages on attitudes, sexual entitlements and knowledge of laws and hotlines.

### ***Empowerment by being IT Literate***

Gender Links helped participants to get e-mail addresses.

### **Outcomes**

- Gender built into policy and practise at local level, and that councils identified the need to have gender built into policy and practise at local level.
- An increased knowledge and awareness on mainstreaming gender at the local government level
- Communities and councils are informed and empowered around the HIV and AIDS and Care Work, Climate Change, Local Economic Development and the 16 days campaign
- Gender Action Planning and the Gender Based Violence Planning

### **Way forward**

Participants engaged in a very meaningful way in all of the activities and practical work and group exercises which ensured that the workshop was participatory. The use of group work proved to be an effective training method. There was much interaction, debates throughout the workshop, the participants felt free to express their views. Participants were ready to continue the work through the 16 Days campaign and projects on GBV, Climate Change, LED and HIV and AIDS as well as participating in the Summit.

The Gender and the GBV Action Plan will be sent to the President of the seven villages through the District Council for approval.

### **Evaluation Comments**

- Found all sessions professionally done
- Grasped the gender concept so well that can become a trainer on this issue
- Very good work by Gender Links
- Problems encountered by men and women well explained
- Subjects like stereotype, discrimination, power relationship became clear
- The sessions on HIV and AIDS, Local empowerment of Women and Climate Change were of upmost importance and very interesting
- Know women problems much better
- Need more session especially with the community
- Gender Action Plan very interesting
- Workshop will help us in our daily lives, with relatives and our villages

### **Outputs**

- Clemencia Council Gender and Gender Based Violence Action Plan.

Besides we collected four Changing lives and Women making a difference in politics and the Mauritius Broadcasting Corporation covered the opening of the workshop.



## Annex A



### Local Action to end Gender Based Violence

#### Gender Action Planning Workshop

Tuesday 3<sup>rd</sup> to Thursday 5<sup>th</sup> September 2013

Venue – Bon Accueil Social Centre

#### Objectives:

- (1) Cascading the Centres of Excellence in seven villages of Flacq
- (2) Gender and Gender Based Action Plans for the seven villages
- (3) Follow up : Approval of Action Plans; statement of commitment for the seven villages and Certificates of Centre of Excellence for the seven villages

| DAY/TIME   | ACTIVITY  | WHO                                   |
|--|---|---------------------------------------|
| <b>DAY ONE : Tuesday 3<sup>rd</sup> September 2013</b> |   |                                       |
| 9.00 – 9:40  | <b>Registration</b>   | Gender Links                          |
| 9:40- 9.45   | <b>Welcome and Introduction</b>   | Gender Links                          |
| 9.45-10.00   | <b>Introductions and objectives</b><br>- <b>Gender Concepts</b>   | Gender Links                          |
| 10.00 – 10.15  | <b>Tea</b>  | All                                   |
| 10.15 – 11.15  | <b>Group work on Stereotypes and report back</b>  | All                                   |
| 11.15 – 11.20  | <b>Welcome high officials</b>   | Gender Links                          |
| 11.20 – 11.25  | <b>Address by Mr Ramanjooloo, Chief Executive of the Council</b>  | District Council                      |
| 11.25 – 11.30  | <b>Address by Chairperson of District Council</b>   | District Council                      |
| 11.30 – 11.45  | <b>Keynote address by Hon. Anil Bachoo, Deputy Prime Minister and Minister of Infrastructure and Public Utilities</b> | Minister                              |
| 11.45 – 12.40  | <b>Gender and Governance – Access, participation and transformative leadership</b>                                    | Role Play (all)                       |
| 12.40 – 13.30  | <b>Lunch</b>  |                                       |
| <b>Gender, HIV and AIDS, Care work</b>                 |   |                                       |
| 13.30 – 15.00  | - <b>The unwaged work of women</b><br>- <b>HIV and AIDS and Care Work</b><br>- <b>Plenary discussions (questions)</b> | National AIDS Unit of the Ministry of |

| DAY/TIME   | ACTIVITY   | WHO   |
|--|--|---|
|  |  | Health & Quality of Life                          |
| 15.00 – 15.30  | <b>Conflict Resolution – Identifying conflict with community and Village Councils as well as Village Councils and District Council</b>   | Role Play   |
| 15.30 – 16.00  | <b>Tea</b>   |   |
| <b>DAY TWO: Wednesday 4<sup>th</sup> September 2013</b>    |  |   |
| 9.15: 9:30   | - Reflections, Eyes and ears   | Participants                                      |
| 9.30 : 10.00   | - Practical and Strategic Needs – Case Study   | Participants                                      |
| 10.00 – 10.30  | TEA  |   |
| 10.30 – 11.00  | - Gender Budgeting   | District Council                                  |
| <b>Gender, Sustainable Development and Climate Change</b>  |  |   |
| 11.00 – 12.00  | <ul style="list-style-type: none"> <li>- <b>the link between climate change and sustainable development</b></li> <li>- <b>the impact of climate change on our everyday lives</b></li> <li>- <b>what councillors and NGOs can do to mitigate the effect</b></li> <li>- <b>Projects that can be put in place.</b></li> </ul> | Ministry of Environment & Sustainable Development |
| 12.00 – 13.00  | <b>Lunch</b>   |   |
| <b>Local Economic Development – Gender and the Economy</b> |  |   |
| 13.00 – 14.00  | <ul style="list-style-type: none"> <li>- <b>Women in Development</b></li> <li>- <b>Strategies for local economic development</b></li> </ul>  | National Women Entrepreneur Council               |
| <b>Gender Based Violence</b>                               |  |   |
| 14.00 – 15.00  | <ul style="list-style-type: none"> <li>- <b>Definitions</b></li> <li>- <b>Type of GBV and who is affected most</b></li> <li>- <b>Extent of GBV – Gender Based Indicators Findings</b></li> <li>- <b>Places of safety</b></li> </ul>  | Gender Links                                      |
| 15.00 – 15.30  | <b>E-mail accounts and the internet</b>  |   |
| <b>Developing a Gender Action Plan</b>                     |  |   |
| 15.30 - 16.00  | - <b>Overview of a draft Gender Action Plan and home work</b>  | All   |
| <b>DAY THREE: Thursday 5<sup>th</sup> September 2013</b>   |  |   |
| 9.30 to 12.00  | - <b>Key Gender issues in local Government</b>   |   |
|  | - <b>Developing a Gender Action Plan.</b>  |   |
|  | - <b>Group 1: Governance: Representation, participation, communication, planning.</b>  |   |
|  | - <b>Group 2: Gender in existing programmes: Economy, informal sector, procurement, housing, transport.</b>  |   |
|  | - <b>Group 3: Gender in existing programmes: Health, HIV and AIDS, environmental health, education, social development.</b>  |   |

| <b>DAY/TIME</b>   | <b>ACTIVITY</b>   | <b>WHO</b>   |
|---|---|--------------|
|   | - <b>Group 4: Employment practices and environment: working conditions.</b>   |              |
|   | - <b>Group 5: Gender management system: gender structures, budgets, monitoring and evaluation, capacity building.</b> |              |
| 12.00 – 13.00   | <b>Lunch</b>  |              |
| 13.00 – 14.00   | <b>Five villages to finalise their Action Plans</b>   | Group Work   |
| 14.00 – 14.45   | <b>M &amp; E – Attitudes, Quiz and Citizen Score cards</b>  | Group work   |
| 14.45 – 15.30   | <b>Collecting Changing Lives, personal testimonies on GBV ( "I" Stories)</b>  | Gender Links |
| <b>Follow Up – Adoption of Action Plan and Statement of Commitment – Seven Village Councils</b> |   |              |

**ANNEX B**

**Local Action to End G.B.V  
7 Villages of Flacq District  
Date: 3<sup>rd</sup> to 5<sup>th</sup> September 2013  
Venue: Bon Accueil Welfare Centre**

| <b>NAME</b>             | <b>SEX<br/>M/F</b> | <b>ORGANISATION/POSITION<br/>IN ORGANISATION</b> | <b>PHONE</b> | <b>FAX</b> | <b>E MAIL</b>  |
|-------------------------|--------------------|--|--------------|------------|--|
| Dabee Mira Devi         | F                  | Village councillor                               | 4165354      |            |  |
| Gersey Dorotee          | F                  | Village councillor                               |              |            |  |
| Michel Arthur           | M                  | Village Councillor                               | 57835561     |            |  |
| Candasamy Nagapa Chetty | M                  | District Councillor of Flacq                     | 59365612     |            |  |
| Meharally Parvez        | M                  | Welfare Officer Black-River                      |              |            |  |
| Vishnu Mandhoo          | M                  | Village Councillor                               |              |            |  |
| Devina Ramphul          | F                  | Vice Chairperson of Village Council              |              |            |  |
| Meera Ramputty          | F                  | Village Councillor                               | 57196604     |            | <a href="mailto:meeraramputty@gmail.com">meeraramputty@gmail.com</a>       |
| Unmole Navin            | M                  | Village Councillor                               | 57637699     |            |  |
| Dhruvanand Dinnoo       | M                  | District Councillor                              | 57817842     |            | <a href="mailto:dhruvananddinnoo@yahoo.com">dhruvananddinnoo@yahoo.com</a> |
| Kurmaully Imran         | M                  | Village Councillor                               | 57521407     |            |  |
| Mary Jane Mamourax      | F                  | Village Councillor                               | 57700592     |            | <a href="mailto:mj.bianca@hotmail.com">mj.bianca@hotmail.com</a>           |

| <b>NAME</b>         | <b>SEX<br/>M/F</b> | <b>ORGANISATION/POSITION<br/>IN ORGANISATION</b> | <b>PHONE</b> | <b>FAX</b> | <b>E MAIL</b> |
|---------------------|--------------------|--|--------------|------------|---------------|
| Jaywantee Sungku    | F                  | Chairperson of Village Council                   | 59126550     |            |               |
| Seerputtee Deviani  | F                  | Village Councillor                               | 57988325     |            |               |
| Poorun Kavita Devi  | F                  | Village Councillor                               | 57898755     |            |               |
| Rohina Munogle      | F                  | President of Village Council                     | 59182164     |            |               |
| Christiane Sawmy    | F                  | Village Councillor                               | 57887148     |            |               |
| Joomun Nessuad      | M                  | Flacq District Finance Officer                   | 57390392     |            |               |
| Saraswatee Rambujun | F                  | Vice President of Village Council                | 57046549     |            |               |
| Doorgeh Somduth     | M                  | Village Councillor                               | 97509260     |            |               |

No of Participants at Opening: 58

No of participants during workshop: 20

11F & 9M

## ANNEX C & D

### GENDER AND GENDER BASED VIOLENCE ACTION PLAN FOR CLEMENCIA

The fields to be completed are:

- **Who** – who/ which department/s will responsible of the action?
- **What is the baseline data** - what is the starting point, answer the questions?
- **What is the target / indicator** – what is the ultimate goal of the council and how will achievement of this goal be measured, answer the questions?
- **When** – what is the timeframe in which this should be completed?
- **Budget** – what is the budget required for this action to be completed?

| STRATEGIC OBJECTIVE  | ACTION   | WHO                                  | BASELINE   | TARGETS/ INDICATORS   | WHEN                       | BUDGET |
|--|--|--------------------------------------|--|---|----------------------------|--------|
| <b>GENDER POLICY FRAMEWORK</b>   |  |                                      |  |   |                            |        |
| Increase council's level of awareness around national, regional, international commitments that the country has made especially the SADC Protocol on Gender and Development and the National Gender Policy | District council to prepare a consolidated document                                    | District Council and Gender Links    | Gender Workshop Links  | Council focal persons/Steering Committee to make sure that this is done | January 2014               |        |
|  | Setting of Gender Committee  | Village Council                      | None   | Gender Committee  | December/january 2013/2014 |        |
| Ensure that there is there is a gender policy in the council and it is implemented.  | Advocate for the development and implementation of a gender policy for the council.    | Village Council and Gender Committee | Gender Workshop Links and Association of Women Village Councillors | Policy document approved (in villages)                                  | December/january 2013/2014 |        |
| Gender issues are given a high political profile by the Council and has a political champion   | Provide training for key councillors on gender issues to ensure that gender issues are | Gender Committee                     | Association of Women Village Councillors                           | Political Champion on gender issues                                     | December/january 2013/2014 |        |

| STRATEGIC OBJECTIVE  | ACTION  | WHO  | BASELINE   | TARGETS/<br>INDICATORS                         | WHEN                | BUDGET |
|--|---|--|--|--|---------------------|--------|
|  | championed by key politicians.  |  |  |  |                     |        |
| <b>I. GOVERNANCE</b>   |   |  |  |  |                     |        |
| <b>Representation</b>  |   |  |  |  |                     |        |
| To increase the representation of women councillors in the next elections to ensure that the SADC target of 50% women in local government is achieved by 2015. | Ensure that there are equal numbers of women and men councillors in the council through advocating for 50/50 quota                                      | All political parties                              | Two female councillors                                     | At least 50%                                   | Next election 2018  |        |
|  | Lobby that there are equal numbers of women and men in decision-making positions in council, chairs of committees etc.                                  | Village Council                                    | There is no woman at the District Council                  | At least 50% women in decision making position | As soon as possible |        |
|  | Ensure that there is gender balance on all community committees.  | Village council                                    | Both men and women are on committees                       |  |                     |        |
| To ensure that women are equally represented in leadership positions in the Council.   |   |  |  |  |                     |        |
|  | Encourage women to participate by mentoring and coaching them into these roles  | Gender Committee                                   | The President is a woman                                   | All councillors to be trained                  | July 2013           |        |
| To educate communities and raise awareness about the importance of women's equal representation in local councils  | Raise awareness in communities on the importance of women being equally represented in local politics and the importance of voting for women.           | Those trained above                                | This was done during the village elections more to be done | Communities well trained                       | On going            |        |
|  | Host sensitisation programmes and hold dialogues that address the causes of 'pull her down' syndrome to promote better understanding of this phenomenon | Gender Committee and those trained by Gender Links | Gender Workshop  | Sensitisation programmes                       | On going            |        |
| <b>Participation</b>   |   |  |  |  |                     |        |
| To increase participation by   | Ensure that women and men   | Chairperson  | Only two women   | Training of councillors                        | July 2013           |        |

| STRATEGIC OBJECTIVE  | ACTION  | WHO  | BASELINE  | TARGETS/<br>INDICATORS  | WHEN          | BUDGET |
|--|---|--|---|---|---------------|--------|
| women because their concerns are often side-lined or overshadowed by political party concerns. | participate equally in council meetings.  |  | councillors   |   |               |        |
|  | Ensure that women have an influence on decisions taken by the council.  | Female Village Councillors                                   | Ideas from women are not taken into consideration       | Training of councillors   | July 2013     |        |
|  | Network with other local, national and provincial women's caucuses.   | Gender steering committee                                    | No networking   | Ministry of Local Government and Gender Links to help in women's caucuses | June 2014     |        |
| To empower women councillors to articulate what are regarded as "women's issues."              | Conduct a skills audit of women's councillors.  | Gender Committee   | Only those who attended GL workshop                     | Skills audit  | July 2013     |        |
|  | Induction programmes for new councillors with follow up refresher courses.  | Gender Committee   | Only those who attended GL workshop                     | Induction programme   | On going      |        |
| To empower men on gender issues and mobilise their support.                                    | Host gender training workshops for male and female councillors and officials.   | Gender Committee   | Gender Links workshop                                   | Gender Training for all councillors                                       | December 2013 |        |
|  | Host monthly gender dialogues with male councillors and officials.  | Gender Committee   | No Dialogues done                                       | Monthly dialogues   | On going      |        |
| <b>Public participation</b>  |   |  |   |   |               |        |
| To ensure that women and men participate equally in community matters                          | Collect, disaggregate and analyse data on communities.  | Village Councillors  | No audit done   | To do an audit of the needs of the community by sex                       | June 2014     |        |
|  | Encourage men to participate in public meetings and on issues that are traditionally considered to be only of concern to women.         | Gender Committee   | No male participation                                   | At least 30% men involved in meetings organised by women                  | July 2014     |        |
|  | Educate, inform and disseminate information in creole language on issues that affect women such as utilities, payment of bills, housing | Village Councillors in collaboration with NEF and Ministries | Communities at large not aware of important information | At least 50% of village people aware of services                          | December 2013 |        |



| STRATEGIC OBJECTIVE  | ACTION  | WHO   | BASELINE                                 | TARGETS/<br>INDICATORS                                  | WHEN          | BUDGET |
|--|---|---|--|---|---------------|--------|
|  | opportunities, contracts and employment opportunities and HIV and AIDS  | concerned   |  |   |               |        |
| <b>II. PLANNING</b>  |   |   |  |   |               |        |
| To ensure that targeted planning and service delivery takes place in the council women are consulted equally in policy-making processes. | Ensure targeted gender planning and service delivery takes place in the council   | Gender committee/Village Councillors and District Councillors | Women are not consulted                  | Lobby so that women are involved in planning            | June 2014     |        |
|  | Ensure strategic objectives of the Council explicitly mention gender.   | Council/Gender Committee,                                     | Gender is not mentioned                  | Lobby so that gender is mentioned                       | June 2014     |        |
|  | Ensure that there are gender indicators in all plans.   | Gender committee  | Association of Women Village Councillors | Budget for gender issues                                | June 2014     |        |
|  | Information is collected from women about their constraints, opportunities, incentives and needs and women are consulted in the drawing up of plans and policies. | Council/Gender Committee,                                     | No audit done                            | Audit on the needs and constraints of women             | June 2014     |        |
| To ensure that women are consulted about their needs when drawing up plans for the council.  | Adapt the vision and mission statement of the council to ensure that it is gender aware.  | Gender committee/Village Councillors and District Councillors | Not aware of vision and mission          | Adapted Vision and Mission to be posted on notice board | December 2013 |        |
|  | Consult with both women and men when drawing up plans.  | Gender committee/Village Councillors and District Councillors | This has never been done                 | At least 50% women involved                             | December 2013 |        |
|  | All units and departments   | Council   | No figures available                     | Business plans to                                       | December      |        |

| STRATEGIC OBJECTIVE  | ACTION   | WHO  | BASELINE  | TARGETS/<br>INDICATORS  | WHEN          | BUDGET |
|--|--|--|---|---|---------------|--------|
|  | should include gender indicators in their business plans.  |  |   | include gender indicators                                     | 2013          |        |
|  | Conduct surveys prior to planning to determine the needs of both women and men.  | Village Councillors  | No figures available                                      | Audit on needs of both women and men                          | June 2014     |        |
|  | Councils should administer customer satisfaction surveys that are disaggregated and analysed according to gender. develop a monitoring tool, box accompanied by a form   | Village Council  | Not available   | Develop a questionnaire                                       | December 2013 |        |
| <b>III. GENDER IN EXISTING PROGRAMMES</b>  |  |  |   |   |               |        |
| <b>Security and emergency services</b>   |  |  |   |   |               |        |
| To address issues of safety within communities that affect women disproportionately  | All streets should be named so that emergency services can locate women who call for assistance  | Village Council and District Council   | All streets are named                                     |   | June 2015     |        |
|  | Establish community policing posts   | Council  | Community policing done but under representation of women | 100% village councillors to be involved in community policing | August 2013   |        |
| To educate women and to raise awareness, especially of women-headed households in informal settlements, who suffer disproportionately as a result of fires that destroy their homes and livelihoods. | Awareness programmes that target women, on the prevention of fires and other natural disasters<br>Train community members on how to prevent disasters and to handle emergencies, including first aid. Train school children on the prevention of disasters | Gender committee/Village Councillors and District Councillors with the collaboration of stakeholders | Gender Links training on Climate Change                   | All members village communities to be trained                 | June 2014     |        |

| STRATEGIC OBJECTIVE   | ACTION   | WHO  | BASELINE                             | TARGETS/<br>INDICATORS  | WHEN                | BUDGET |
|---|--|--|--------------------------------------|---|---------------------|--------|
|   |  | including<br>MID   |                                      |   |                     |        |
| <b>The economy and job creation</b>   |  |  |                                      |   |                     |        |
| To facilitate equal employment opportunities because women are disproportionately affected by high levels of unemployment | Ensure that women and men benefit equally from informal trading facilities in the council. | Gender committee/Village Councillors and District Councillors  | Gender Links training                | Economic empowerment of vulnerable women in the community – at least 30 women | As from August 2013 |        |
| To obtain sex disaggregated data on unemployment levels in villages   | Conduct surveys, collect data and analyse it in conjunction with NGOs                      | Gender committee/Village Councillors and District Councillors  | No surveys done                      | Data collected  | February 2014       |        |
| <b>Poverty eradication – The National Empowerment Foundation has a mandate to eliminate poverty</b>                       |  |  |                                      |   |                     |        |
| f   | Train women on project management and sustainable livelihoods and network with NGOs        | Gender Links and NEF with the collaboration of Gender committee/Village Councillors and District Councillors | Very few women have been trained     | All councillors are trained and become trainers                               | December 2013       |        |
|   | Liaise with and support CBOs and NGOs already working with poor households.                | Gender committee/Village Councillors and District  | Audit done by NEF on poor households | All councillors to be aware of poor households                                | September 2013      |        |

| STRATEGIC OBJECTIVE  | ACTION   | WHO   | BASELINE                 | TARGETS/<br>INDICATORS   | WHEN         | BUDGET |
|--|--|---|--------------------------|--|--------------|--------|
|  |  | Councillors<br>and NEF  |                          |  |              |        |
| <b>Business support – Gender and Local Economic Development – Gender Links is embarking on a project for survivors of GBV for Moka/Flacqa District</b> |  |   |                          |  |              |        |
| To promote women's participation in the business sector where they are poorly represented  | Link women's small businesses with opportunities in the value chains of growth sectors.                | Gender committee/Village Councillors and District Councillors and NEF | No audit done            | Audit on the needs of women  | 2014         |        |
|  | Encourage public and private business partnerships.  | Gender committee/Village Councillors and District Councillors and NEF | This is new              | Work in collaboration with National Women Entrepreneur Council and SMEDA | August 2013  |        |
| To empower women entrepreneurs through business skills and support   | Facilitate skills development, access to information and finance, and business support for poor women. | Gender committee/Village Councillors and District Councillors and NEF | This is new              | Work in collaboration with National Women Entrepreneur Council and SMEDA | August 2013  |        |
| <b>Informal sector</b>   |  |   |                          |  |              |        |
| To promote equal access to markets.  | Link women to growth sectors.  | District Council and SMEDA  | This is new              | Work in collaboration with National Women Entrepreneur Council and SMEDA | August 2013  |        |
|  | Engage in campaigns to raise the profile of gender e.g. Women's Day; Father's Day,                     | Gender Focal persons  | This is new for villages | Work in collaboration with Gender Links to develop a plan                | October 2013 |        |

| STRATEGIC OBJECTIVE  | ACTION   | WHO   | BASELINE                                    | TARGETS/<br>INDICATORS                    | WHEN      | BUDGET |
|--|--|---|---|---|-----------|--------|
|  | Sixteen Days campaign.   |   |   |   |           |        |
| <b>INFRASTRUCTURE</b>  |  |   |   |   |           |        |
| <b>Housing – the NEF has a mandate to make sure that needy and vulnerable people have decent housing with infrastructure</b>                     |  |   |   |   |           |        |
| To promote the equal right of women to housing   |  |   |   |   |           |        |
| To ensure that women's needs are taken into account because they are mostly affected by inadequate housing.                                      | Disseminate information on housing issues<br>Acquire land for urban housing. | Ministry of Housing and NEF                       | Audit by NEF on housing for poor households | All poor households to have their houses  | 2014-2015 |        |
| <b>Water, sanitation and electricity</b>   |  |   |   |   |           |        |
| All houses are connected with water  | Make sure that the good service continues                                    | On going  | All houses are connected with water         | Make sure that the good service continues | On going  |        |
|  | Ensure proper waste management   | Ministry of Public Utilities                      | Waste management in all villages            | Make sure that the good service continues | On going  |        |
|  | Engage Power Supply Authority for networking                                 | Ministry of Public Utilities                      | Electricity in all household                | Make sure that the good service continues | On going  |        |
| <b>Environmental health – Climate Change and sustainable development – The Ministry of Environment has put up projects for the whole country</b> |  |   |   |   |           |        |
| To involve women, as key stewards of the environment, in environmental preservation projects or making business ventures from the                | Women are consulted in the environment projects                              | Gender committee/Village Councillors and District | Women not involved officially               | Projects on the environment               | On going  |        |

| STRATEGIC OBJECTIVE   | ACTION   | WHO  | BASELINE                                      | TARGETS/<br>INDICATORS  | WHEN         | BUDGET |
|---|--|--|---|---|--------------|--------|
| environment.  |  | Councillors<br>and Ministry<br>of<br>Environment                                     |   |   |              |        |
| <b>HEALTH – Health is free and all Districts have health care centres</b>   |  |  |   |   |              |        |
| Ensure health facilities are accessible to women  | Fully established maternity facility   | Ministry of Health   | Accessible Health care centre in all villages |   | 2015         |        |
| <b>HIV and AIDS – Making Care Work Count – Public education is being done by the Aids Unit of the Ministry of Health. ARV and PEP are all free</b>                  |  |  |   |   |              |        |
| <b>Prevention</b>   |  |  |   |   |              |        |
| To establish the gendered dimensions of HIV/AIDS and raise awareness on the disease in the council.   | Ensure that council keeps gender disaggregated data on HIV/AIDS                                      | AIDS Unit of the Ministry of Health  | Information not available for each village    | Councillors to have figures of HIV positive people in their villages    | 2014         |        |
|   | Develop gender aware HIV and AIDS public education and awareness campaign. Making Care Work Count    | Gender committee/Village Councillors and District Councillors and Ministry of Health | No Gender Aware HIV and AIDS campaign         | Gender Aware HIV and AIDS public education developed and awareness done | On going     |        |
| To educate women who are not aware of the need to avail themselves of Post Exposure Prophylaxis (PEP) and emergency contraception in the event of a sexual assault. | Integrate PEP into public awareness campaigns; Lobby to have PEP available in all health facilities. | Gender committee/Village Councillors and District Councillors and Ministry of Health | PEP is available in all health facilities     | Awareness on PEP  | On going     |        |
| <b>Treatment</b>  |  |  |   |   |              |        |
|   |  |  |   |   |              |        |
| <b>Social development</b>   |  |  |   |   |              |        |
| To make community and sporting facilities more  | The council keeps sex and age disaggregated data on the use  | Gender committee/Village   | Village Halls<br>Children's playground        | Develop a questionnaire to know the use of                              | October 2013 |        |

| STRATEGIC OBJECTIVE   | ACTION  | WHO   | BASELINE   | TARGETS/<br>INDICATORS   | WHEN                 | BUDGET |
|---|---|---|--|--|----------------------|--------|
| accessible to women and girls and ensure that they benefit equally from such facilities.  | of existing facilities, e.g. retirement centres, community centres, libraries and Women, girls, men and boys benefit equally from budget allocations for sports and recreation facilities | llage Councillors and District Councillors and Ministry of Youth and Sports | Good lighting is ongoing<br>Good security is ongoing | women on facilities available                                  |                      |        |
|   | Design programmes to ensure that women and men benefit equally from local authority facilities, for example promoting women in traditionally male sports, e.g. Soccer and boxing.         | Gender committee/Village Councillors and District Councillors               | No audit done  | To design a questionnaire                                      | October 2013         |        |
| <b>V. GENDER MANAGEMENT SYSTEM</b>  |   |   |  |  |                      |        |
| <b>Gender structures</b>  |   |   |  |  |                      |        |
| To establish structures that constitute the gender machinery and to ensure that they have the authority to carry out their work and to obtain the commitment of all managers. | The council has set up a gender structure, including a gender focal person, which has a budget and is empowered to do its work.   | Council and village Council   | Association of Women Village Councillors             | AWVC to work in close collaboration with NGOs and Gender Links | On going             |        |
| <b>Budget, monitoring and evaluation</b>  |   |   |  |  |                      |        |
| To make use of gender disaggregated data for monitoring and evaluation to ensure that gender equality is being strived for.   | A share of expenditure is explicitly targeted at promoting gender equality.   | District Council  |  | A specific budget to promote gender equality                   | Next Council meeting |        |
|   | Service, employment, procurement statistics are disaggregated by sex and gender indicators have been put in place for planning and human resource management systems.                     | Council and Ministry of Local Government                                    | No baseline  | Indicators in place  | February 2014        |        |

| STRATEGIC OBJECTIVE   | ACTION   | WHO  | BASELINE              | TARGETS/<br>INDICATORS                          | WHEN                 | BUDGET |
|---|--|--|-----------------------|---|----------------------|--------|
| To ensure that resources are being allocated to gender priorities.                      | Ensure that departments allocate resources to gender priorities.   | District Council   | Budget only to AWVC   | Budget for gender priorities                    | Next Council Meeting |        |
| <b>Capacity building</b>  |  |  |                       |   |                      |        |
| To ensure that training is done to educate all employees and community groups on gender | Diversity and gender training is provided for both men and women in the council, at all level and is done systematically   | Gender committee/Village Councillors and District Councillors with the collaboration of Gender Links | Gender Workshop Links | Establish a programme                           | August 2013          |        |
|   | Facilitate skills training for members of gender machinery; liaise with service providers to provide training;   | Gender committee/Village Councillors and District Councillors with the collaboration of Gender Links | Gender Workshop Links | Establish a programme                           | August 2013          |        |
|   | Facilitate training programmes among councillors, officials and community groups and asses impact of the training.<br><br>Gender sensitivity, analysis training for both male and female councillors and officers. | Gender committee/Village Councillors and District Councillors with the collaboration                 | Gender workshop Links | Develop a tool to assess impact of the training | August 2013          |        |



| STRATEGIC OBJECTIVE  | ACTION  | WHO             | BASELINE  | TARGETS/ INDICATORS                                     | WHEN         | BUDGET |
|--|---|-----------------|---|---|--------------|--------|
|  |   | of Gender Links |   |   |              |        |
| To raise awareness on gender issues and challenge the belief that gender is a "women's issue". | Engage in campaigns to raise the profile of gender e.g. Women's Day; Family's Day, Sixteen Days campaign. | Focal person    | Working with ministry of gender and GL on gender programmes and pamphlets, advertising, posters, logo etc | Compile a calendar of special days gender and campaigns | October 2013 |        |

### ACTION PLAN TO END GBV CLEMENCIA

#### FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE

| STRATEGIC OBJECTIVE         | ACTION  | WHO                                  | BASELINE                       | TARGETS/ INDICATORS  | WHEN           | BUDGET |
|-----------------------------|---|--------------------------------------|--------------------------------|--|----------------|--------|
| <b>365 Day Action Plans</b> |   |                                      |                                |  |                |        |
| <b>Prevention -</b>         |   |                                      |                                |  |                |        |
| Women's safety              | Ensure that all public spaces such as parks, cemeteries, and all neighbourhoods are safe with adequate street lighting.         | District Council and Village Council | All public places are safe     | Do an audit where lightings are needed                         | February 2014  |        |
|                             | Name all streets clearly so that police and other emergency services can reach residents with ease in the event of emergencies. | District Council and Village Council | Not all streets are have names | Do an audit of name plates needed and send to District Council | September 2014 |        |

| <b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b> |   |  |                       |   |                          |               |
|--|---|--|-----------------------|---|--------------------------|---------------|
| <b>STRATEGIC OBJECTIVE</b>                             | <b>ACTION</b>   | <b>WHO</b>   | <b>BASELINE</b>       | <b>TARGETS/ INDICATORS</b>  | <b>WHEN</b>              | <b>BUDGET</b> |
|  | Conduct safety awareness programmes and establish a watch-dog community including all community based structures e.g. community policing forums, etc. | District Council and Village Council   | Community policing    | To design programmes for safety awareness   | August 2014 and on going |               |
|  | Host workshops, discussion sessions, etc on topical issues related to woman and child abuse during the Campaign period – Neighbourhood watch          | District and Village Councils in collaboration with Gender Ministry and the police | No baseline           | Hold workshops on topical issues and Participate in the 16 days campaign          | August 2013 and on-going |               |
|  | Reclaim spaces that have become unsafe through community action   | District Council   | From District council | Make sure that all spaces are safe  | On going                 |               |
| <b><i>Public Awareness Campaigns</i></b>               |   |  |                       |   |                          |               |
| To educate the communities on Gender Based Violence    | Conduct awareness campaigns; take a high level political stance against GBV. Plan for and participate in the Sixteen Day Campaign.                    | District Council, Gender Ministry and Gender Links and NGOs                        | No base line          | Develop programmes and participate in the 16 days campaign with specific projects | August 2013 and on going |               |

| <b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>                                    |  |  |                     |   |                          |               |
|---|--|--|---------------------|---|--------------------------|---------------|
| <b>STRATEGIC OBJECTIVE</b>  | <b>ACTION</b>  | <b>WHO</b>   | <b>BASELINE</b>     | <b>TARGETS/ INDICATORS</b>                        | <b>WHEN</b>              | <b>BUDGET</b> |
|   | Promote involvement of men and boys in ending gender violence.   | District Council, Gender Ministry and Gender Links and NGOs  | No baseline         | Work in Collaboration of Men Against Violence     | August 2013 and on going |               |
|   | Monitor and evaluate impact of all public awareness campaigns  | District Council and village council   | No baseline         | Develop a monitoring tool                         | February 2014            |               |
| <b>Response and best practices</b>  |  |  |                     |   |                          |               |
| To support the regional and national efforts to respond to GBV<br>Showcase best practices | Supporting the development of police community forums (CPF) and initiatives and ensuring that GBV is high on the agenda.   | Gender committee/Village Councillors and District Councillors with the collaboration of stakeholders | No baseline         | Document all best practices on GBV                | On going                 |               |
|   | Establish gender units and family counselling services at community/social centres with appropriate resources<br>Refer victims of abuse and violence for additional professional intervention and assistance, if necessary | Family Support Bureaux   | No baseline         | Develop a counselling service in community centre | On going                 |               |
|   | Work with the police and communities in ensuring that cases  | Village Councils; NGOs; police and FSB   | Private room exists | Keep records of all meetings with the police      | On a monthly basis as    |               |

| <b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>         |   |   |                             |   |                  |               |
|--|---|---|-----------------------------|---|------------------|---------------|
| <b>STRATEGIC OBJECTIVE</b>                                     | <b>ACTION</b>   | <b>WHO</b>  | <b>BASELINE</b>             | <b>TARGETS/ INDICATORS</b>  | <b>WHEN</b>      | <b>BUDGET</b> |
|  | of gender violence are reported and addressed. Liaise closely with the police; ensure a private room for victims of GBV |   |                             |   | from August 2013 |               |
|  |   | Family Support  |                             |   |                  |               |
| <b>Support</b>   |   |   |                             |   |                  |               |
| To provide information on where survivors of GBV can get help. | Circulate Ministry's and NGO 's publications and pamphlets on where to get help.  | District and Village Councils   | Gender Links Workshop       | Pamphlets in hand   | June 2013        |               |
| To implement a plan and actions that support survivors of GBV  | Establish day care centres for the elderly to ensure their safety.  | Ministry of Social Security   | No day care centre          | Council to work in close collaboration with Ministry of Social Security regarding a day care centre | On going         |               |
|  | Ensure that women are economically empowered to reduce their vulnerability to gender violence.                          | District Council, Village Council and Gender Links  | The project of Gender Links | Training of survivors of GBV  | July 2013        |               |
| To facilitate a comprehensive and coordinated response to GBV  | Utilise Council's and other village meetings to disseminate information on Gender-based                                 | Village Councils with the collaboration of Child Protection Unit and the Family Support Bureaux | Gender Links workshop       | Regular dissemination of information on GBV and child abuse   | On going         |               |

| <b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>                |   |  |                       |   |                      |               |
|---|---|--|-----------------------|---|----------------------|---------------|
| <b>STRATEGIC OBJECTIVE</b>  | <b>ACTION</b>   | <b>WHO</b>   | <b>BASELINE</b>       | <b>TARGETS/ INDICATORS</b>                              | <b>WHEN</b>          | <b>BUDGET</b> |
|   | Violence and the abuse of children  |  |                       |   |                      |               |
|   |   |  |                       |   |                      |               |
|   | Creating mechanisms to ensure co-ordination and sustained momentum  | Village Council  | Gender Links workshop | Develop projects and participate in the National Summit | October 2013         |               |
| <b>Monitoring and evaluation</b>                                      |   |  |                       |   |                      |               |
| To ensure that Councils commit budget and resources to addressing GBV | Allocate budget and resources to addressing GBV   | District Council                                       | No budget on GBV      | Budget allocated  | Next council meeting |               |
|   | Include 16 Days / 365 Days in the Council's plan  | District Council                                       | No baseline           | Item on the Agenda of the Council                       | Next Council Meeting |               |
| To ensure that efforts to address GBV are monitored and evaluated     | Develop a set of targets and indicators to measure progress and ensure that these are mainstreamed into development plans.<br><br>Aligning key indicators that will be used as the basis for assessing progress at village level whole year round and | District Council with information from Village Council | No Indicators         | To develop set of indicators                            | October 2013         |               |

| <b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b> |                 |            |                 |                            |             |               |
|--|-----------------|------------|-----------------|----------------------------|-------------|---------------|
| <b>STRATEGIC OBJECTIVE</b>                             | <b>ACTION</b>   | <b>WHO</b> | <b>BASELINE</b> | <b>TARGETS/ INDICATORS</b> | <b>WHEN</b> | <b>BUDGET</b> |
|  | during 16 days. |            |                 |                            |             |               |

## **ANNEX E**

### **Which session did you find most useful?**

All session was a balance meal especially the session on Gender Based Violence. We are more aware of all the acts that can be used for helping a person suffering from these types of violence. All sessions were very enriching and fruitful and information provided enhanced our knowledge to propagate with others.

### **Which session did you find least useful?**

None. All session had its own importance.

### **How will you use what you have gained in this engagement?**

I will pass the message to my colleagues and villagers as well as friends in meeting. I would try to organize a workshop that will assemble all villagers, councilors to sensitize them on violence and the various types.

### **Any other comment**

Excellent way of briefing; a good and outstanding group work. The Government must give more facilities for further implementation and following up with the work that should and have been done. A very big thanks to Mrs Loga for her work and sacrifice she is doing.