

# **GENDER POLICY STATEMENT**

**MINISTRY OF FINANCIAL  
SERVICES AND GOOD  
GOVERNANCE**

**VOLUME 1**



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# MINISTRY OF FINANCIAL SERVICES AND GOOD GOVERNANCE

## GENDER POLICY STATEMENT

### 1. INTRODUCTION

Committed to enhance the level of governance at all levels and to instill a culture of transparency and accountability, and recognizing the need to ensure a conducive environment for effective financial services, the Government set up in December 2014 a Ministry of Financial Services and Good Governance (MFSGG). Driven by ethical behaviour, efficiency, honesty, trust, and integrity, the vision of the Ministry is to transform Mauritius into a Centre of Excellence and promote wealth and good governance.

The Mission of the MFSGG is to *“provide guidance and support for the enforcement of good governance, promotion of financial services and reengineering of public sector bodies to eradicate fraud, corruption, malpractices and irregularities in all aspects of public life and restore the national values of the country”*.

The Objectives of the MFSGG are

- To combat fraud, corruption, malpractices and establish good governance practices;
- To ensure judicious utilisation of funds by public sector organisations;
- To engage into the transformation of public sector organisations and ensure greater accountability and efficiency;
- To accelerate substance building within the Mauritian jurisdiction;
- To position the Stock Exchange of Mauritius as an attractive capital- raising platform for international and African focused financial products;
- To promote development of wealth management and asset management;
- To position Mauritius as a centre for private placements, trading of bonds and other financial instruments;

- To encourage multi nationals to set up their regional headquarters in Mauritius with more back office activities;
- To encourage investors to make use of our jurisdiction for their investment into and out of Africa;
- To extend the network of double taxation Agreements and Investment Partnership and Protection Agreements.

The new government that took office in 2014, committed to ensure an effective financial service, and strengthen measures to uphold the principles of good governance, instituted the MFSGG and took immediate actions to legislate and passed the Captive Insurance Act (2015), the Good Governance and Integrity Reporting Act (2015), Insurance Amendments Act (2015), Insurance Regulations (Industry Compensation Fund) (2015), Financial Services Act (2007) and set up regulating institutions to track down corruption and malpractices and promote good governance. The National Code of Conduct of Corporate Governance for Mauritius was published by the MFSGG in 2016, which comprises of a set of principles and guidance aimed at improving and guiding the governance practices of organisations within Mauritius.

In commitment to the protection of human rights and freedom which *"have existed and shall continue to exist without discrimination by reason of race, place of origin, political opinions, colour, creed or sex"*, in Mauritius, as entrenched in the Constitution of Mauritius, and drawing on the policy framework of the United Nations for the promotion of social justice and human rights to ensure that men and women participate on equal footings and without discrimination in the process of development, the Ministry of Financial Services and Good Governances took the initiative to develop this Gender Policy Statement. Hence this Gender Policy Statement falls within international obligations and national commitment for the promotion of gender mainstreaming as a strategy to promote gender equality within its mandate.

The adoption of **Convention for the Elimination of all forms of Discriminations Against Women (CEDAW)** in 1979, the 1980 Copenhagen 2nd Women's Conference, the 1985 Nairobi 3rd Women's Conference and the landmark Beijing 4<sup>th</sup> Women's Conference in 1995 urged all UN member states to establish national machinery to deal with the promotion of policy, research and programmes aiming at women's advancement and participation in development and ensure gender equality across the board. The Millennium Declaration and Millennium Development Goals (MDGs) in 2000 and the Sustainable Development Goals (SDGs) in 2015 contain specific goals and targets for the attainment of gender equality. Mauritius pledged to promote all these international obligations and in the same breath developed a **National Gender Policy Framework (NGPF)**.

Adopted by the Government in 2008, the NGPF embodies a vision of empowering women and recognises that gender is a cross-cutting issue. It also argues that adopting and incorporating a gender approach in all developmental issues remains a prerequisite to attain full human development.

The vision of the NGPF is to have *"a society in which all girls and boys, women and men live together in dignity, safety, mutual respect, harmony and social justice; thrive in an enabling environment in which they are able to achieve their full potential, in full enjoyment of their human rights; are equal partners in taking decisions to shape economic, social and cultural development, in determining the values that guide and sustain such development and in equally enjoying its benefits"*. The NGPF recommends that all Ministries develop their own gender policies; draw on the policy framework for revising/developing their sectoral strategies that would ensure that gender is mainstreamed in programme design, performance indicators and budgetary allocations across the board and that gender is incorporated coherently in all development agenda.

This gender policy subscribes to the vision and broad guidelines of the National Gender Policy Framework and is in congruence with international obligations and commitments of Mauritius for the promotion of gender equality.

Specifically this policy aims to ensure that gender is effectively mainstreamed in all the activities of the MFSGG and the departments and institutions that fall under its purview.

## 2. GENDER MAINSTREAMING APPROACH FOR ACHIEVING GENDER EQUALITY

Gender mainstreaming is the worldwide accepted strategy and agreed at the **1995 Beijing Platform for Action** for the attainment of gender equality. It is defined as *“the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated.”*<sup>1</sup>

In other words, gender mainstreaming which requires the integration of gender perspectives throughout all policies, programmes and practices, is not only a question of social justice, but a sine-qua-non condition for the achievement sustainable development, as clearly delineated at the **2015 Sustainable Development Goals (SDGs)**. This process does not address women’s issues in isolation but looks at the differences between men and women in terms of their activities, rights, responsibilities, assets, voices, needs and aspirations.

## 3. FINANCIAL SERVICES, GOOD GOVERNANCE AND GENDER EQUALITY: THE LINKAGE

The Government Programme (2015-2019) aims at improving “quality of life, to accelerate social integration, strengthen democracy” and bring about meaningful change through the promotion of an equitable and inclusive society, so that all components of the society are fully integrated into development mainstream as emphasized by the head of the Government. An **inclusive society** is a one that overrides differences of race, gender, class, generation, and geography, and ensures inclusion, equality of opportunity as well as capability of all members of the society to determine an agreed set of social institutions.

An inclusive society cannot be realized if men and women are not provided with opportunity to access to finances on equal footings. Given the widely recognized link between access to finance, growth, income smoothing and

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<sup>1</sup> Mainstreaming the gender perspective into all policies and programmes in the United Nations System, ECOSOS July 1997

poverty reduction,<sup>2</sup> many countries have adopted the goal of universal financial access. The United Nations (UN) committee on building inclusive financial sector recently urged central banks and countries to add the goal of universal 'financial inclusion' to the two traditional goals of prudential regulation and the stability of the financial system.<sup>3</sup> The Sustainable Development Goal (SDG) 16 of the Agenda 2030 relates to the provision of access to justice for all and the building effective, accountable and inclusive institutions at all levels with specific targets to "reduce corruption and bribery in all their forms", to "significantly reduce illicit financial and arms flows, strengthen the recovery and return of stolen assets and combat all forms of organized crime" and to ensure that "decision-making is inclusive and responsive, by sex, age, disability and population group". Financial inclusion is increasingly being viewed internationally as an important tool for eradicating poverty and narrowing income inequality between men and women and as such necessary for the promotion of an inclusive society. Unfortunately women face a number of cultural and social factors that affect their ability to seek and use financial services. Women's share in formal sector employment is proportionately less than that of their male counterparts, while participation of females in wage employment has remained low compared to men's. In 2017 while unemployment rate among males were 4.9%, the rate among women it was 10.6%<sup>4</sup>.

A report<sup>5</sup> on *Gender and Financial Inclusion in Africa Region* highlights that Mauritius has one of the highest gender gap in bank account ownership in the SADC region. The gap in account usage is still wider than account ownership. The gender gap<sup>6</sup> is worrisome because exclusion of women from economic activities means that their important contribution to economic development will be missed. Furthermore, exclusion deprives women of human rights which should allow them to have equal opportunity to participate in social and economic activities.

The linkage between gender and good governance is more than obvious. **Good governance** relates to the ways institutions conduct their affairs and manage resources. Governance is "the process of decision-making and the process by which decisions are implemented (or not implemented)".<sup>7</sup> The concept centres on the responsibility of

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<sup>2</sup> Claessens and Tzioumis, 2006, Beck et.al. 2007

<sup>3</sup> UN, 2006

<sup>4</sup> Statistics Mauritius, January 2018

<sup>5</sup> Gender and financial inclusion Analysis of financial inclusion of women in the SADC region, Finmark Trust, august 2016

<sup>6</sup> Gender gap refers to the difference in the level of financial inclusion between men and women

<sup>7</sup> "What is Good Governance". UNESCAP, 2009.

governments and governing bodies to meet the needs of the people. All the dimensions of good governance are intrinsically related to gender, namely:

**a) Accountability**

Accountability is a fundamental requirement of good governance. Government has an obligation to report, explain and be answerable for the consequences of gender sensitive decisions it has made or not. Accountable governance entails that government and institutions need to adhere to agreed standards, norms and goals including international agreements and obligations like CEDAW, Beijing Platform for action, MDGs and SDGs which specify the need to promote gender equality at all levels.

**b) Transparency:**

Men and women should be able to follow and understand the decision-making process that affects their lives and be able to 'see through' the working of governance institutions.

**c) Rule of Law**

Government should legislate to ensure that conditions are set for equal opportunity to all and that decisions are consistent with relevant legislations.

**d) Responsiveness**

Government should serve the needs of the entire community, while balancing competing interests and responding to diverse needs of men and women.

**e) Equity and Inclusiveness**

Equity and inclusiveness entails that all should have a fair treatment and the most vulnerable and disadvantaged women should be treated fairly and given opportunity to participate in decision making in consideration of their conditions. Equity is a goal as well as a principle of governance.

**f) Effectiveness and Efficiency**

Decision making process is effective and efficient when it makes best use of the men and women, resources and time to ensure the best possible results for their whole community.



### **g) Participatory**

Men and women should be able to participate in decision making on equal terms. Governance must lead to a more equitable environment where women also have choices and their rights are realised. Governance cannot be effective unless there is understanding and deliberate action pertaining to the different needs of men and women and the latter are provided with opportunities that enable them to participate in decision making on equal footings with men.

In general, the challenges facing the integration of gender concerns into governance are:

- Policies and legislation are still gender blind, despite almost all countries of the world have agreed to international commitments to eliminate gender discrimination.
- Decision making is still dominated by men. Women's participation in decision making has been limited by the assumption that women's proper sphere is the "private" sphere. Whereas the "public" domain is one of political authority and contestation, the "private" realm is associated with the family and the home.<sup>[6]</sup> By relegating women to the private sphere, their opportunity to form part of decision making is curtailed.
- Governance processes often exclude women because of their caring responsibilities.
- Governance efficiency is more profit oriented and is less concerned with welfare and gender equality.
- Policy makers often fail to draw a meaningful linkage between gender equality and good governance.

## **4. RECOMMENDATIONS**

If governance is the process of decision making and its goal is to ensure the best of services to the citizens, then this cannot be achieved unless the needs of all are effectively met, considering that needs are diverse and demand different intervention approaches. Governance is based on a set of principles like accountability, transparency, inclusiveness, responsiveness, equity, and adherence to the rule of law. All these principles need to be gender based. The challenge is to ensure that men and women participate in decision making and enjoy the same opportunities and facilities that enable them realise their ambitions without any form of discrimination and in respect of their rights and in the promotion of social justice. The financial sectors, though employing more women, are still dominated by males who occupy almost all posts at the executive levels. Being mostly market oriented,

the financial sectors are imbued with indicators of success that are totally gender blind. Institutional, structural and programmatic barriers coloured with gender prejudice and stereotypes have been identified as constraining to the process of good governance and healthy financial services.

Existing laws, policies, rules and regulations are still gender blind making all efforts to close gender gaps all the more difficult. Knowledge, skills and expertise on gender concepts and approaches for gender mainstreaming are inadequate and this is compounded by long standing gender stereotypes and practices that systematically reinforce the exclusion of women in decision making process. In addition, there is no adequate set up that would continuously ensure that gender concerns are addressed at all decision making instances, making gender mainstreaming programming almost inexistent. Detailed findings of the stakeholders' mapping are listed separately in Volume 2. Below is a set of recommendations that address these concerns. These have been clustered into three levels, namely, Institutional, Structural and Programmatic levels.

#### **4.1. Institutional Level**

1. Review legislations governing the functioning of the MFSGG and its stakeholders, together with the vision, mission, objects and their respective strategic directions to make them gender sensitive.
2. Adopt explicit gender sensitive approaches in all programme and activities at the MFSGG and its stakeholders
3. Reform accountability mechanism to enable women secure representations in governing bodies and ensure that those in power are held accountable for promoting gender equality.
4. Ensure that human rights and gender concerns permeate all the core principles of governance like participation, accountability, transparency equity and inclusiveness.
5. Develop specific goals and objectives that would promote, facilitate, and ensure women's active participation in all decision making.
6. Set up mechanism to track down exclusion of women in decision making among all stakeholders
7. Advocate for greater commitment and engagement towards the promotion of gender equality across the board for the promotion of the Sustainable Development Goals.

8. Ensure that all data are disaggregated by sex, age, ability/disability/, poverty/income levels and geographical distributions to enable better understanding of gender variations by sector and ensure a targeted programme intervention.
9. Transform traditional gender norms, values, beliefs, perceptions and social standards vis-à-vis women's worth and contributions at home, in the community and at work.
10. Ensure that the intrinsic linkages between governance and financial services, and gender are fully understood among all actors.
11. Ensure that the special needs of women are effectively addressed at worksite to enable them reconcile the personal obligations with work.
12. Establish mechanism that would facilitate women's access to resources and opportunities that would effectively include them into mainstream development.
13. Ensure that the financial sectors revise their objectives to harmonise market orientation targets with social welfare, hence captivating gender concerns.
14. Ensure effective mechanism in place to harmonize international standards of good governance and human rights obligations with the implementation of the Gender Policy.
15. Reinforce work culture and environment and establish a gender sensitive code of conduct /customer charter to ensure interests of all men and women are safeguarded in respect of human rights, and facilitate elimination of gender discrimination and stereotypes.

#### **4.2. Structural Level**

16. Ensure the setting up of an effective Gender Cell with precise terms of reference at the MFSGG and in all the institutions falling under its aegis to undertake effective roles as watchdog in the conduct of the respective programme and activities and to synergize effort for the implementation of the Gender Policy.
17. Appoint a substantive Gender Focal Point at the Ministry and all its stakeholders and ensure that he/she is fully capacitated to lead and safeguard the interest of men and women and the disadvantaged, using a gender perspective.

18. Ensure that recruitment procedures in all institutions are gender sensitive and that there is gender parity among staff and board members.
19. Develop a gender aware Management Information System that would enable monitor gender mainstreaming programme in all departments, sections, institutions and commissions.
20. Establish strategic partnerships and networking with the Ministry of Gender Equality, Child Development and Family Welfare (MGECDFW) and other organisations to promote development of expertise and competence for gender mainstreaming.
21. Ensure structural and organisational set up is in place to cater for the specific practical and strategic needs of women, including during pregnancy to facilitate women easy integration in work environment
22. Set up appropriate complaints mechanism to enable staff voice their concerns on all issues pertaining to unfair gender discrimination, including sexual harassment in strict confidentiality.
23. Set up a coordinating mechanism to harmonise gender friendly initiatives of all institutions.
24. Build coalition and set up effective networking with all departments and stakeholders (national and international) to promote exchange of experiences and sharing of best practices and ensure coherence and concerted effort at promoting gender mainstreaming.

### **4.3. Programmatic Level**

25. The MFSGG and institutions falling under its aegis to develop their respective Yearly Action Plan, based on the recommendations of the Gender Policy
26. A Gender Coordinating Committee to be instituted at the MFSGG, comprising of all the Gender Focal Points to continuously monitor implementation of the gender policy and yearly Action Plans
27. Constitute a pool of knowledgeable staff and stakeholders on gender through proper training and orientation on gender concepts, including gender analysis, for a better integration of gender equality and principles into all programme, planning, implementation, and evaluation processes as well as in report writing.
28. Conduct and facilitate researches on gender and its linkages with governance and financial services, review current research activities to incorporate gender issues and disseminate findings with all stakeholders.
29. Review existing strategies to ensure that gender concerns are fully integrated in all good governance initiatives.

30. Utilise constantly and consistently Gender Assessment Tools like gender analysis, gender audit and sex disaggregated methodologies to ensure that gender concerns are addressed.
31. Ensure the usage of Gender Responsive Budgeting for the assurance of adequate financial resources for activities promoting gender equality and to enable the assessment the impact of budgetary expenditures on men and women.
32. Facilitate exchange of experiences with other ministries where gender mainstreaming strategy is fully operational to foresee and be equipped to address operational obstacles likely to impede on implementation of the gender policy.
33. Develop gender responsive Monitoring and Evaluation Mechanism and Indicators for gender mainstreaming programming.
34. Introduce gender equity concerns in staff performance evaluation and measurement.

## **5. STRATEGIC ROAD MAP**

Five key challenges have emerged from the findings of the Situational Analysis and these have resulted to the formulation of 5 Strategic Goals and the identification of 4 Strategic Intervention Areas and these are listed below:

### **5.1. KEY CHALLENGES**

- I. The absence of an enabling environment for gender equality;
- II. A poor understanding of the linkage between good governance, financial services and gender;
- III. A lack of capacity;
- IV. A poor leadership role of women in governance ; and
- V. A lack of a proper monitoring and evaluation mechanism.

## **5.2. STRATEGIC GOALS**

### GOAL 1

Create a supporting and enabling work environment for gender mainstreaming in the MFFGG and its stakeholders

### GOAL 2

Promote understanding of the linkage between gender, governance and financial services

### GOAL 3

Promote staff capacity building and development on gender issues and concerns including training and research to facilitate integration of gender issues into programme

### GOAL 4

Strengthen Women's leadership role and ensure their greater participation in governance financial sectors

### GOAL 5

Set up an effective monitoring and evaluation mechanism to effectively implement gender mainstreaming programme.

## **5.3. STRATEGIC INTERVENTION AREAS**

To achieve the Strategic Goals, four Strategic Interventions Areas are identified and these are:

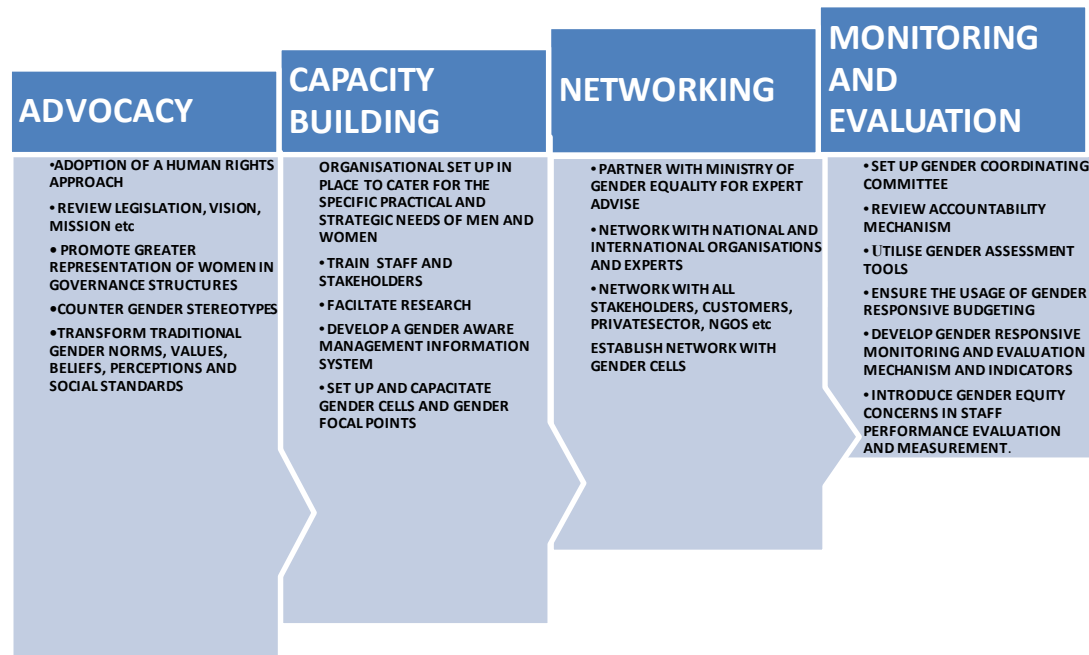
- I.     ADVOCACY
- II.    CAPACITY BUILDING
- III.   NETWORKING
- IV.    MONITORING/EVALUATION

**CHART 1: CHALLENGES, GOALS AND STRATEGIC INTERVENTION AREAS**



#### 5.4. CHART 2: THE INTERVENTION PROCESS

The chart below provides indications on possible interventions to meet the strategic goals and challenges.



The above will facilitate the development of a Yearly Action Plan by each stakeholder, taking into consideration their specificity and priority areas. Attached at Appendix 1 is a Template Action Plan that indicates the possible activities that could be undertaken to implement the Gender Policy.



## 6. CONCLUSION

Structures and process of governance should ensure that women participate effectively in decision making and remain one of the key drivers for sustainable development. The stakeholders should accommodate more women as investment in productive sectors means also investment in women. A change in governance approach and financial process that enables women to participate fully as equal partners in development brings real transformation. Governance measurement indicators based on the narrow criteria of market efficiency, and financial services that measures success on purely pecuniary terms without making provision for social welfare, coupled with chauvinistic male attitudes would continue to impede on effective gender mainstreaming into governance and financial services. A profound transformation in the ways businesses are done is necessary. This Gender Policy Statement intends to bring about the much needed institutional, structural and programmatic transformations and to ensure that gender equality becomes an integral part of governance principles and that financial management addresses the differing needs of men and women, as well as their unequal economic and social power.



## APPENDIX 1: TEMPLATE FOR ACTION PLAN

GOALS	ACTIVITIES
<p><u>GOAL 1:</u> SUPPORTING AND ENABLING WORK ENVIRONMENT</p>	<ul style="list-style-type: none"> <li>• Network with Ministry of Gender Equality to facilitate advocacy for greater commitment and engagement among staff towards the promotion of gender equality</li> <li>• Advocate for financial resources to be available and that the budget for the Ministry/ Institution makes provision for gender mainstreaming programme</li> <li>• Celebrate days of significance, including International Women’s Day, e.g. an In-house discussion on Gender Issues</li> <li>• Develop an advocacy campaign for the review of existing Mission, Vision and Strategic Directions of Ministry and stakeholders and propose amendments to reflect gender sensitivity</li> </ul>
<p><u>GOAL 2:</u> PROMOTE UNDERSTANDING OF THE LINKAGE</p>	<ul style="list-style-type: none"> <li>• Invite gender experts to discuss the tenets of the National Gender Policy Framework and the Gender Policy Statement and advise on specific issues to be addressed</li> <li>• Organize an in-house discussion on gender and the role of men in the process of gender mainstreaming</li> </ul>

<p><b>GOAL 3:</b>  <b>PROMOTE STAFF  CAPACITY  BUILDING AND  DEVELOPMENT</b></p>	<ul style="list-style-type: none"> <li>• Appoint a Gender Focal Point and set up a Gender Cell</li> <li>• Develop an Action Plan for MFSGG</li> <li>• Organize training sessions for staff and stakeholders</li> <li>• Facilitate research and documentation on Gender and Governance/ Financial Services</li> <li>• Collect gender disaggregated data</li> </ul>
<p><b>GOAL 4:</b>  <b>STRENGTHEN  WOMEN'S  LEADERSHIP ROLE</b></p>	<ul style="list-style-type: none"> <li>• Discuss with management on the facilities provided to women to meet their practical gender needs</li> <li>• Provide facilities to women in vulnerable situations to reconcile productive and reproductive roles</li> <li>• Discuss with management to integrate women in decision making instances</li> </ul>
<p><b>GOAL 5:</b>  <b>SET UP AN  EFFECTIVE  MONITORING AND  EVALUATION  MECHANISM</b></p>	<ul style="list-style-type: none"> <li>• Set up a Gender Coordinating Committee to oversee implementation of Gender Policy</li> <li>• Hold quarterly meeting of the GCC and monthly monitoring meetings of the Gender cells</li> <li>• Develop gender responsive Monitoring and Evaluation Mechanism and Indicators</li> <li>• Review accountability mechanism</li> <li>• Develop gender assessment tools to evaluate programme at all levels</li> <li>• Discuss with Finance Department for the utilisation of Gender Responsive Budgeting</li> <li>• Discuss with Human Resource Department for the introduction of gender equity concerns in staff performance evaluation and measurement.</li> </ul>

## APPENDIX 2: GLOSSARY OF GENDER TERMS AND CONCEPTS

- **Gender** refers to the social roles, responsibilities, behaviours, attitudes and identities deemed particular to men and women, and boys and girls, as a consequence of social, cultural and historical factors, as opposed to biological differences which are termed sex. Gender within a development context provides the tools to analyze the situation of men and women (often comparatively), their socio-economic status, needs, and constraints. It allows planners and policy-makers to identify approaches necessary to promote the equitable development of men and women, and boys and girls.
- **Gender Analysis:** refers to the systematic assessment of policy and practice on women and men respectively and on the social and economic relationships between the two. Gender analysis refers to the application of a gender perspective to the development issue which is being addressed. It requires an analysis of the gender division of labour, the identification of the needs and priorities of women and men, the identification of existing opportunities and constraints to the achievement of development objectives, and the choice of an intervention strategy to address these.
- **Gender Aware:** refers to recognition of the differences in the interests, needs and roles of women and men in society and how this results in differences in power, status and privilege. Gender awareness also signifies the ability to identify problems arising from gender inequity and discrimination
- **Gender Aware Policies** seek to transform existing gender relations, where necessary, to build a more equitable society. These policies may be redistributive and/ or transformative, and involve altering the balance of power between men and women, and addressing both their practical gender needs and strategic gender interests.
- **Gender Blindness or Neutrality:** the inability to perceive that there are different gender-based expectations and responsibilities and, consequently, the failure to realize that policies, programmes and projects may have different impacts on women and men.
- **Gender Concerns/Issues** arise where an instance of gender inequality is recognized as unjust. The fact that women are paid less than men for similar jobs is a gender concern and would need to be taken into account in labour legislation and practice. Other examples of gender-specific issues are violence against women, and discrimination against men in family planning services.

- **Gender Equality** means that women and men enjoy the same status. Gender equality means that women and men have equal conditions for realizing their full human rights and potential to contribute to political, economic, social and cultural development, locally, nationally and internationally, and to benefit from the results. Sameness of treatment and opportunity does not necessarily ensure equality in outcomes. Thus gender equality must be accompanied by equity (fairness).
- **Gender Equity**  
Gender equity is about equality of outcome or results. This is a stronger concept than equality of opportunity. It means that women and men, girls and boys, have an equal chance of reaching the finishing line rather than only an equal chance at the starting line. Gender equity is about fairness. It takes account of the different situations of women and men, girls and boys.
- **Sex Disaggregated Data:** the collection, collation and analysis of information on the basis of sex, e.g., data on the status and socio-economic roles of different groups of men and women, including employment status, job classification, income and sectors, and educational attainment of boys and girls.
- **Gender Sensitivity** refers to an awareness of, openness and responsiveness to the issues relating to the (social) relations between women and men, within specific societies and contexts. It also reflects an ability to apply gender analysis to areas of work and life where it is applicable.
- **Practical Gender Interests/Needs** relate to those emanating from the actual condition and experience of women and men due to differential gender roles and responsibilities ascribed to them by society. Often women's practical gender needs are related to roles as mothers, homemakers, wives, and community managers. The relative position of women to men and in society is not necessarily changed when practical gender needs are met, such as providing more adequate child care opportunities for single female heads of households.
- **Strategic Gender Needs/Interests** consider the measures required to overcome gender inequality in society. Such needs vary according to the economic, political, social and cultural context. The right to vote and to be recognized in public life raised the position of women in the society, relative to men; the right to equal pay for work of equal value will also have similar results.

- **Gender Neutral Language**  
 This is also referred to as “gender-generic”, “gender-inclusive”, “non-exist”, or “sex-neutral language”. It is language that seeks to refer neither to females nor males when discussing about an individual whose gender is unknown, for e.g. “Chairperson”. In contexts where the gender of a person or group of people is ambiguous, gender neutral language, therefore, attempts not to favour one gender over the other.
- **National Gender Machinery (NGM)**  
 The Commonwealth System describes a NGM as the body or system of bodies recognized by the Government as the institution dealing with the promotion of gender equality. In Mauritius, the NGM is represented by the Ministry of Gender Equality, Child Development, Family Welfare and Consumer Protection.
- **Gender Focal Points (GFPs)**  
 GFPs are designated Officers in line Ministries/departments and other institutions, who are responsible to promote gender mainstreaming in the planning, implementation and evaluation of all activities in their respective sectors.
- **Gender Equality- Gender Sensitive Indicators**  
 Gender-sensitive indicators are indicators disaggregated by sex, age and socio-economic background. They are designed to demonstrate changes in relations between women and men in a given society over a period of time. The indicators are a tool to assess the progress of a particular development intervention towards achieving gender equality.
- **The Gender Empowerment Measure**  
 This is a composite index measuring gender inequality in three basic dimensions of empowerment- economic participation and decision-making, political participation and decision-making and power over economic resources.
- **Management Information System (MIS)/Gender Information System (GIS)**  
 The Commonwealth system describes the MIS/GIS as a mechanism for gathering the data necessary for gender analysis, and sharing and communicating the findings of that analysis, using sex-disaggregated data and gender-sensitive indicators. The MIS/GIS is a central repository of gender information and a means by which such information is generated and disseminated to the key stakeholders in the GMS.

- **Gender Responsive Budgeting (GRB)**

GRB is a methodology that analyses the impact of actual government expenditure and revenue on women and girls as compared to men and boys. GRB is not about whether an equal amount is spent on women and men, but whether the spending is adequate to address women's and men's needs. The ultimate aim of GRB work is to have budgets that are gender-responsive, that address the needs and interests of women and men, girls and boys, and that focus on the needs of the poorest.

- **Gender Bender (GB)**

Gender bender: a person who dresses and behaves like a member of the opposite sex. GB is a person who disrupts, or "bends", expected gender roles. Gender bending is sometimes a form of social activism undertaken to destroy rigid gender roles and defy sex-role stereotypes, notably in cases where the gender-nonconforming person finds these roles oppressive. It can be a reaction to, and protest of, homophobia, transphobia, misogyny or misandry. Some gender benders identify with the sex assigned them at birth, but challenge the societal norms that assign expectations of particular, gendered behaviour to that sex.

This rebellion can involve androgynous dress, adornment, behaviour, and atypical gender roles. Gender benders may self-identify as transgender or gender queer. However, many trans people do not consider themselves "gender benders".

- **Gender Binary** is the idea that only two genders exist: men and women. In many cultures it is only acceptable for an individual to embody one of two polar gender roles.