



Ministry of Civil Service Affairs and Administrative Reforms³

20 January, 2004

Ministry of Civil Service Affairs and Administrative Reforms
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From: Senior Chief Executive, Ministry of Civil Service Affairs and Administrative Reforms
To : Supervising Officers of Ministry/Department

The Institutionalisation of the Gender Focal Points Mechanism

Mauritius is committed to mainstream gender in all its national policies and programmes so as to eliminate all forms of discrimination against women and to promote gender equality. The collaboration of all stakeholders, including Ministries/Departments, is extremely important to ensure that such policies are translated into concrete actions.

2. Government has therefore decided that a gender desk, comprising two senior officers of each Ministry (one from the Administrative Cadre and one from the Technical Cadre) be constituted to act as the Gender Focal Point (GFP). The GFPs will report to the National Gender Focal Points Committee which will be chaired by the Minister of Women's Rights, Child Development and Family Welfare.

3. The Terms of Reference of the Gender Focal Point are as follows:

- (i) To act as Liaison Officer between the Ministry of Women's Rights, Child Development and Family Welfare and the respective Ministry/Department on gender related issues.
- (ii) To coordinate and monitor the implementation of policies and gender sensitive programmes in each organization.
- (iii) To make available relevant documents, reports, studies, policies and disaggregated data and information related to gender.
- (iv) To inform the Ministry of Women's Rights, Child Development and Family Welfare of any existing gender entrenched bias or policies that are not gender sensitive.
- (v) To advise on and propose remedial actions, policies and further strategies for the promotion of gender equality.
- (vi) To submit an annual report on gender specificity of the current policies, evaluation and proposed reforms relating to the respective Ministry/Department.

4. Supervising Officers are requested to designate the GFP's in their respective Ministries/Departments and submit their names to the Ministry of Women's Rights, Child Development and Family Welfare.


(K. Ponnusamy)
Senior Chief Executive

Copy to:

Secretary to Cabinet and Head of the Civil Service
Permanent Secretary, Ministry of Women's Rights Child Development and Family Welfare