GENDER ANALYSIS AND GENDER ACTION PLAN FOR CLIMATE CHANGE MITIGATION

MINISTRY OF ENVIRONMENT, SOLID WASTE MANAGEMENT AND CLIMATE CHANGE

GENDER ANALYSIS AND GENDER ACTIONPLAN FOR CLIMATE CHANGE MITIGATION

Developed under the Nationally Appropriate Mitigation Actions (NAMA) for Low Carbon Island Development Strategy for the Republic of Mauritius (NAMA Project)

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Republic of Mauritius
GENDER ANALYSIS AND GENDER ACTION PLAN FOR CLIMATE CHANGE MITIGATION

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LIST OF ACRONYMS

AFOLU	Agriculture, Forestry and Other Land Use
BM	Business Mauritius
CEB	Central Electricity Board
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
DCC	Department of Climate Change
EE	Energy Efficiency
EEMO	Energy Efficiency Management Office
FAREI	Food and Agricultural Research and Extension
InstituteFS	Forestry Service
FSA	Farmers Service Agency
GAP	Gender Action Plan
GCF	Green Climate Fund
GDI	Gender Development Index
GDP	Gross Domestic Product
GGGI	Global Gender Gap Index
GGGR	Global Gender Gap Report
GHG	Greenhouse Gas
HBS	Household Budget Survey
HDI	Human Development Index
HEI	Higher Education Institution
HFC	Hydrofluorocarbon
IFAD	International Fund for Agricultural Development
IPP	Independent Power Producer
IPPU	Industrial Processes and Product Use
KIP	Kigali Implementation Plan
LCDS	Low-carbon Development Strategy
LED	Light Emitting Diode
MAIFS	Ministry of Agro Industry and Food Security
MARENA	Mauritius Renewable Energy Agency
MCIA	Mauritius Cane Industry Authority
M&E	Monitoring and Evaluation
MEL	Metro Express Limited
MEPU	Ministry of Energy and Public Utilities
MESWMCC	Ministry of Environment, Solid Waste Management and Climate Change
METEST	Ministry of Education, Tertiary Education, Science and Technology
MFEPD	Ministry of Finance, Economic Planning and Development
MGEFW	Ministry of Gender Equality and Family Welfare
MIE	Mauritius Institute of Education
MITCI	Ministry of Information Technology, Communication and Innovation
MITD	Mauritius Institute of Training and Development
MLTLR	Ministry of Land Transport and Light Rail
MNICD	Ministry of National Infrastructure and Community Development
MUR	Mauritius Rupee

NAMA	Nationally Appropriate Mitigation Action
NCCMSAP	National Climate Change Mitigation Strategy and Action Plan
NGP	National Gender Policy
NGPF	National Gender Policy Framework
NLTA	National Land Transport Authority
NDC	Nationally Determined Contribution
NIR	National Inventory Report
NOO	National Ozone Office
OECD	Organisation for Economic Co-operation and Development
ODS	Ozone Depleting Substances
PA	Paris Agreement
PS	Private Sector
RAC	Refrigeration and Air Conditioning
RE	Renewable Energy
REHF	Renewable Energy Hybrid Facility
SDG	Sustainable Development Goal
SEDEC	Service Diocésain de L'Éducation Catholique
SIDS	Small Island Developing States
SIGI	Social Institutions and Gender Index
SWM	Solid Waste Management
SWMD	Solid Waste Management Division TMRSU
	Traffic Management and Road Safety Unit
UNEP	United Nations Environment Programme
UNFCCC	United Nations Framework Convention on Climate Change
USD	United States Dollar
WMA	Wastewater Management Authority
MSCL	Mauritius Shipping Corporation Ltd
STC	State Trading Corporation
URA	Utility Regulatory Authority

FOREWORD

Various studies have indicated that gender equality is an underlying condition for successfully transitioning to low-carbon pathways. Similarly, it has been found that climate change responses could potentially redress existing gender imbalances, thereby contributing to achieving a greater gender equality. A gendered approach, through enhanced gender-responsive and gender-equitable sustainable development and climate change policies, has thus been recognised and supported by the international community through multilateral processes and agreements.

It is a given fact that the effects of climate change are more likely to impact women than men due to existing gendered vulnerabilities in terms of their position in the community, the livelihoods they depend on, their roles within the household and access to assets and resources. Pursuant to the commitment of Government to make every possible effort to incorporate a gender perspective into all policies and programmes, due consideration has been given by my Ministry to incorporate a gender perspective as a cross cutting subject matter in the Climate Change Act 2020 and the 2021 updated Nationally Determined Contributions. Furthermore, in order to make every possible effort to enhance this perception into all climate change related policies and programmes, the Gender Action Plan has been formulated under the Nationally Appropriate Mitigation Action project.

During the process, a gender analysis has been conducted for each greenhouse gas emissions sectors and sub-sectors using statistics and data for the Republic of Mauritius. Gender terminologies have equally been defined to facilitate comprehension. This analysis has revealed that climate change mitigation, which relies predominantly on technological and engineered solutions, is an area that is dominated by male participation. Moreover, the gender analysis has revealed that this male bias can be related to the low participation of girls and young women in specific fields of study namely Science, Technology, Engineering and Mathematics (STEM).

The Gender Action Plan, which contains forty six actions which would require an investment of some USD 17 million by 2030, has been formulated in alignment with the National Gender Policy 2022 – 2030 as well as with the requirements of the Gender Action Plan adopted by the United Nations Framework Convention on Climate Change in 2017. As Minister responsible for the portfolio of climate change, I would like to make an appeal to all stakeholders for their positive contribution in ensuring that the actions therein are fully implemented in order to mainstreaming gender and climate change in our sectors which is vital for our country to achieve its development goals.

I seize this opportunity to place on record the meaningful support secured from the Global Environment Facility, the United Nations Environment Programme and the UNEP Copenhagen Climate Centre for the formulation of this Gender Action Plan.

Honourable Rajesh Anand BHAGWAN
Minister of Environment, Solid Waste Management and Climate Change

EXECUTIVE SUMMARY

A Gender Action Plan (GAP) has been formulated to accompany the implementation of the National Climate Change Mitigation Strategy and Action Plan (NCCMSAP) 2022–2030. A gender analysis has been conducted for each greenhouse gas (GHG) emissions sector and sub-sector using statistics and data for the Republic of Mauritius. The analysis has revealed that climate change mitigation, which relies predominantly on technological and engineered solutions, is an area that is dominated by male participation. The gender analysis has revealed that this male bias can be related to the low participation of girls and young women in Science, Technology, Engineering and Mathematics (STEM). In fact, the low involvement of girls and women in STEM is a systemic issue that impacts all socioeconomic sectors, and it is not specific to climate change mitigation. A gender-responsive action plan needs to also address sectoral issues related to access to information and access to resources as a means of implementation.

The GAP has been formulated in alignment with the National Gender Policy (NGP) 2022–2030, and, in particular, with Priority 8 – Gender; Environmental Protection and Climate Change. Nevertheless, the GAP is also supportive of Priority 2 – Gender; Education and Training, and Priority 7 – Gender; the Media, Information, Communication and Technology. In the medium to-long term, implementation of the GAP can be expected to fully support Priority 4 – Gender; Employment and Economic Empowerment. Further, the GAP has been aligned with the requirements of GAP adopted in 2017 by the United Nations Framework Convention on Climate Change (UNFCCC).

The GAP has been formulated to address both system-wide and emissions-sector-related issues when it comes to the mainstreaming of gender in climate change mitigation. The actions to address system-wide gender issues are expected to have positive spillover effects beyond just climate change mitigation. The sector-related actions, in turn, have been separated into actions that are common to all emissions sectors and those that are specific to each sector. The GAP provides for costed actions; identification of responsible institutions and organisations; and a monitoring and evaluation framework with action specific indicators and time-bound targets. Where applicable, the Gender Actions make reference to Mitigation Actions in the NCCMSAP, and the Priority Area and Activity found in the UNFCCC GAP.

The GAP contains forty-six (46) Gender Actions for achieving twenty-three (23) Gender Objectives between 2023 and 2030, for a total cost of at least USD 17,266,828. The Objectives and Actions have been formulated to address challenges that are: (i) systemic in character and are economy-wide; (ii) common to all mitigation sectors; and (iii) specific to a mitigation sector. The Gender Objectives and Gender Actions are summarised in the table below.

GENDER OBJECTIVES	GENDER ACTIONS	BUDGET (USD)
ACTIONS TO ADDRESS SYSTEMIC CHALLENGES		
Gender Objective 1: *Increasing the self-efficacy of educators at all levels of education and in both academic and vocational training*	**Action 1.1.** Educators at all levels of teaching are duly trained in pedagogical approaches to reduce and eventually eliminate sex stereotypes in STEM education. **Action 1.2.** Increasing the visibility of women role models in STEM through (i) more frequent use of images of female mathematicians and scientists in educational materials, and (ii) use of case studies or assignments that contextualise female achievements in STEM, among others.	5,988,341
Gender Objective 2: *Enhancing the role of parents in the process of eliminating gender stereotypes in STEM education*	**Action 2.1.** Increasing parental roles in pro-STEM subject choices and activities at all levelsof education through (i) closer school engagements with parents regarding better supportfor girls' and young women's choice of STEM subjects; (ii) active awareness campaigns to identify and address parental stereotypes in STEM education.	210, 436
Gender Objective 3: *Increasing access to STEM outside the classroom for girls and young women at all levels*	**Action 3.1.** Establish STEM clubs targeting the cohort of students in the 9-year schoolingcycle to give the experience of STEM to girls (and boys) as being fun and not difficult (supported by Gender Objectives 1 and 2). **Action 3.2.** Establish a system of internships in STEM areas for girls and boys in middle and upper secondary education. The internship programme should also include a processof mentoring in order to give a positive real-world experience to young women and girls regarding STEM careers (i.e. confidence-builder). **Action 3.3.** Establish a National Chapter for Women in Science, Engineering, and Technology organisation to promote women in STEM.	435,028
Gender Objective 4: *Capacity building of workforce to reduce and eventually eliminate gender stereotypes*	**Action 4.1.** Mandatory training on work-related gender inclusiveness for all public sector officers through a combination of online and face-to-face courses dispensed by the Civil Service College. **Action 4.2.** Programme for gender inclusiveness in the private sector by Business Mauritius for strong Social Capital and Inclusive Growth	120,750
Gender Objective 5: *Enhancing pro-women leadership skills in public and private organisations*	**Action 5.1.** (a) Training provided by the Mauritius Institute of Directors (MIoD) on gender at work as part of its Director Development Programme (DDP); (b) Strengthening gender leadership advocacy of the Women Directors Forum. **Action 5.2.** Outreach activities of the National Women Council to promote women in STEM careers and to support a mentorship programme for young girls and women in STEM careers.	273,750
ACTIONS COMMON TO ALL SECTORS		
Gender Objective 6: *Cross-sectoral approaches to mainstream gender in climate change mitigation*	**Action 6.1.** Carry out Gender, Children and Youth Analysis as part of baseline assessmentswhen formulating sectoral climate mitigation strategies and projects/programmes in collaboration with relevant organisations (GY1.1; Priority Area A: A.1). **Action 6.2.** Formulate Gender, Children and Youth Action Plan for all sectoral climate strategies and projects/programmes in collaboration with relevant organisations (GY1.2; Priority Area A: A.1). **Action 6.3:** Enhance the human capacity of specialised focal person(s) dealing with gender, children and youth. Also, to propose best practices for institutional coordination in other institutions, such as academia and the private sector (GY2.1; Priority Area B: B.4). **Action 6.4**: Capacity building of public and private institutions to carry out Gender and Youth Analysis, and to develop Gender, Children and Youth Action Plan for climate-related initiatives (GY2.2; Priority Area B: B.4). **Action 6.5:** To carry out gender-responsive Technology Needs Assessments for climate change mitigation (TT1.1 – TT1.4; Priority Area D: D.2). **Action 6.6**: Integrate gender statistics in the sectoral M&E framework for mitigation (M&E Framework for the NCCMSAP; Priority Area E: E.1 (b)).	663,500

GENDER OBJECTIVES	GENDER ACTIONS	BUDGET (USD)
SECTOR-SPECIFIC ACTIONS		
Energy Industries ***Gender Objective 7:*** *Outreach on the socio-economic and environmental benefits of renewable energies (REs) among all consumers segment, ensuring equal gender representation.*	**Action 7.1.** Carry out awareness-raising among households on the benefits of REs, including incentive schemes for investments in RE generation, ensuring representation of women-led households. **Action 7.2.** Carry out awareness-raising among commercial and industrial operators on the benefits of REs including incentive schemes for investments in REgeneration, ensuring higher representation of women.	277,500
Gender Objective 8: *Increase knowledge of EE appliances and equipment among households targeting men, women and youth*	**Action 8.1.** Carry out awareness-raising among households on the benefits of EE, including how to use lifecycle assessments to make buying decisions in order to increase gender balance in access to information for decision-making. **Action 8.2.** Develop tools to calculate the socio-economic and environmentalbenefits of EE appliances and carry out clinics to train households in order to ensure greater gender balance in decision-making.	682,000
Gender Objective 9: *Awareness raising on the use of solar passive design of buildings, ensuring access to information to both men and women*	**Action 9.1.** Carry out awareness-raising among households, targeting men, women, and children equally, on the benefits (socio-economic and environmental) ofbuilding solar passive design, including the adoption of solar water heating. **Action 9.2:** Capacity building of architects (men and women) on the use of solar passive building designs and building materials with appropriate thermophysical properties for the local climate.	412,500
Land Transport ***Gender Objective 10:*** *Promotion of sustainable modes of transportation, equally targeting men, women, and children*	**Action 10.1.** Carry out awareness-raising of the population on the types and benefits of sustainable modes of transportation, including incentive schemes to adopt a low-carbon model of transportation, ensuring access to knowledge and information for men, women and children.	412,000
Solid Waste Management ***Gender Objective 11:*** *Outreach activities for the adoption of the Reduce-Reuse-Recycle hierarchy in waste management, ensuring equal participation of women, men and children*	**Action 11.1.** Carry out awareness-raising of households, targeting men, women and children equally, on the socio-economic and environmental benefits of adopting the 3R hierarchical approach to solid waste management. **Action 11.2.** Develop and promote incentives for the adoption of 3Rs in all schools, ensuring the participation of young girls and boys at all levels.	312,000
Gender Objective 12: *Capacity strengthening of actors in the solid waste value chain, targeting both women and men*	**Action 12.1.** Capacity development of private operators in the solid waste value chain on innovative approaches and technologies for solid waste management, ensuring participation of men and women operators and workers	120,000
Waste Water Management ***Gender Objective 13:*** *Increase knowledge on alternative low-carbon wastewater management among all staff of the WMA*	**Action 13.1.** Carry out awareness-raising among staff (men and women) of WMA and technical staff of MEPU on low-carbon wastewater management technologies.	70,500
Agriculture (crops) ***Gender Objective 14:*** *Train small-scale farmers in the use of organic fertilisers as a substitute for chemical fertilisers, as well as alternative natural soil-nourishing techniques emphasising gender balance*	**Action 14.1.** Carry out in-field training on the use of organic fertilisers and other good agricultural practices to reduce the use of chemical inputs using gender-sensitive training approaches.	2,225,000
Gender Objective 15: *Improved access to resources (land and finance) for women entrepreneurs*	**Action 15.1**. Develop a scheme to provide access to land for sustainable food crop production, with emphasis placed on women entrepreneurs (in combination with **Action 15.2**) **Action 15.2.** Incentivise female planters to become entrepreneurs/farm managers using existing financial schemes (in combination with **Action 15.1**).	4,200,000
Agriculture (livestock) ***Gender Objective 16:*** *Increase knowledge among breeders on low-carbon animal waste management techniques and technologies among women and men breeders.*	**Action 16.1.** Carry out on-farm training on the use of practicable means to manage animal waste sustainably using a gender-sensitive pedagogical approach.	253,800
Gender Objective 17: *Develop financial instruments to increase the use of biogas digesters as an environmentally sound alternative to managing animal excrement among men and women breeders*	**Action 17.1.** Train livestock farmers (men and women) to access financial instruments, with a focus on female breeders. **Action 17.2.** Train technical staff in the design and building of biodigesters, ensuringadequate women's representation.	256, 90

GENDER OBJECTIVES	GENDER ACTIONS	BUDGET (USD)
	SECTOR-SPECIFIC ACTIONS	
Agriculture (sugar cane)		
Gender Objective 18: *Support small cane planters in the ex-teabelt to carry out a benefit-cost analysis ofalternative land uses*	***Action 18.1.*** Carry out benefit-cost analyses on alternative land uses. ***Action 18.2.*** Dissemination of results of benefit-cost analyses among small cane planters to help them decide on future use of leased land.	*48,522*
Gender Objective 19: *Establish a platfom to regroup women cane planters in the ex-tea belt to increase the scale of economies*	***Action 19.1.*** Establish the platform for women cane planters. ***Action 19.2***. Develop a strategic plan, including investments and communication increasing productivity.	*31,250*
Gender Objective 20: Increase knowledge of women small sugar cane planters on emerging technologies for increasing cane productivity	*Action 20.1.* Carry out training for low-productivity growers to adopt best *practices* *Action 20.2*: Enhance communication, including the use of emerging technologies for the dissemination of information regarding best practices in field management , and train growers on the use of emerging technologies such as Apps developed.	*32,051*
Forestry		
Gender Objective 21: *Increased women's participation in sustainable forest management*	**Action 21.1.** Awareness campaigns among prospective female groups on forest conservation job profiles to dispel sex stereotypes.	90,000
Refrigeration and Air Conditioning (RAC)		
Gender Objective 22: *Training of practitioners (men and women technicians and engineers) in the RAC value chain for the phase-down of HFCs*	**Action 22.1.** Set up a demonstration refrigeration project for hydrocarbon-based refrigerants. **Action 22.2.** Carry out training of men and women practitioners using the set-up in **Action 22.1**. **Action 22.3.** Use existing refrigeration demonstration projects using natural refrigerants to carry out awareness campaigns targeting young girls and women (this is directly linked with **Action 23.3** below).	75,000
Gender Objective 23: *Establish an Association of Refrigeration and Air Conditioning Practitioners that will carry out women's advocacy*	**Action 23.1.** Establish the Association of Refrigeration and Air Conditioning Practitioners ofMauritius, including a database of all practitioners in the Republic of Mauritius. **Action 23.2.** Develop a strategic plan for attracting female practitioners to work in the RAC value chain. **Action 23.3.** Carry out outreach activities targeting young girls and women.	76,000

The Gender Action Plan also contains a monitoring and evaluation framework with the identification of indicators and targets for measuring the implementation of each action, as well as responsible institutions and a timeline for implementation. The budget is also further disaggregated for each Gender Action. Selected examples of the three types of Gender Objectives and Actions are given below.

Systemic Gender Actions

A total of ten (10) Systemic Gender Actions are proposed under five Gender Objectives for a total cost of at least USD 7,028,305 for the period 2023–2030. A selected sample of system-wide Gender Objectives and Gender Actions is given in the table below.

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OBJECTIVE	ACTION	INDICATOR AND TARGETS	RESPONSIBLE / INSTITUTION	TIMELINE	BUDGET (USD)
Gender Objective 1: *Increasing the self-efficacy of educators at all levels of education and in both academic and vocational training*	**Action 1.1.** Educators at all levels of teaching are duly trained in pedagogical approaches to reduce and eventually eliminate sex stereotypes in STEM education.	Baseline: 0 (2022) Indicator: # of educators (primary and secondary) trained, differentiated by gender Target: 30% of all educators (2025), 100% of all educators (2030).	Ministry of Education, Tertiary Education, Science and Technology (METEST) Mauritius Institute of Education (MIE)	2023 – 2030 2023 –2030	121,750 5,866,
	Action 1.2. Increasing the visibility of women role models in STEM through (i) more frequent use of images of female mathematicians and scientists in educational materials and (ii) use of case studies or assignments that contextualise female achievements in STEM, among others.	Baseline: 0 (2022) Indicator: # of schooling materials updated at primary and secondary levels (9-year schooling materials developed by the MIE and MITD) Target: 40% (2025), 100% (2030).	Service Diocésain de L'Éducation Catholique (SEDEC) Mauritius Institute of Training and Development (MITD) Private Secondary Education Authority (PSEA)		
Gender Objective 2: *Enhancing the role of parents in the process of eliminating gender stereotypes in STEM education*	**Action 2.1.** Increasing parental roles in pro-STEM subject choices and activities at all levels of education through (i) closer school engagements with parents regarding better support for girls' and young women's choice of STEM subjects; (ii) active awareness campaigns to identify and address parental stereotypes in STEM education.	Baseline: 0 (2022) Indicator: % of parents engaged in school meetings to support pro-STEM subject choices, including participation Target: 25% of all parents (2025), 75% of all parents (2030).	METEST SEDEC MITD PSEA	2023 – 2030	210,436
Gender Objective 3: *Increasing access to STEM outside the classroom for girls and young women at all levels*	**Action 3.1.** Establish STEM clubs targeting the cohort of students in the 9-year schooling cycle to give the experience of STEM to girls (and boys) as being fun and not difficult (supported by Gender Objectives 1 and 2).	Baseline: 0 (2022) Indicator: # of STEM clubs in primary, secondary and technical institutions Target: at least 35% of institutions in each category (2025); 100% institutions (2030)	METEST SEDEC MITD PSEA	2023 – 2030	323,917
	Action 3.2. Establish a system of internships in STEM areas for girls and boys in middle and upper secondary education. The internship programme should also include a process of mentoring in order to give a positive real-world experience to young women and girls regarding STEM careers (i.e., confidence-builder).	Baseline: 0 (2022) Indicator: # of STEM clubs in primary, secondary and technical institutions Target: at least 35% of institutions in each category (2025); 100% of institutions (2030)	METEST MITD Private Sector METEST	2023 – 2030	0
	Action 3.3: Establish a National Chapter for Women in Science, Engineering, and Technology organisation to promote women in STEM.	Baseline: 0 Indicator: # of Chapters to established Target: 1 Chapter established by end 2023		2023	111,111

Cross-Sectoral Gender Actions

Six (6) Cross-Sectoral Gender Actions are proposed for a total cost of USD 663,500, covering the period 2023 to 2030.

OBJECTIVE	ACTION	INDICATOR AND TARGETS	RESPONSIBLE / INSTITUTION	TIMELINE	ALLOCATED BUDGET (US$)
Gender Objective 6: *Cross-sectoral approaches to main streaming gender in climate change mitigation*	**Action 6.1.** Carry out Gender, Children and Youth Analysis as part of baseline assessments when formulating sectoral climate mitigation strategies and projects/programmes in collaboration with relevant organisations (GY1.1; Priority Area A: A.1)	Baseline: 0 (2022) Indicator: # emissions sectors/sub-sectors having completed analysis Target: 10 (2027)	DCC; institutional stakeholders (for all actions)	2023 – 2030 (for all actions)	170,000
	Action 6.2. Formulate a Gender, Children and Youth Action Plan for all sectoral climate strategies and projects/ programmes in collaboration with relevant organisations (GY1.2; Priority Area A: A.1)	Baseline: 0 (2022) Indicator: # emissions sectors/sub-sectors having Action Plan Target: 10 (2027)			85,000
	Action 6.3: Enhance the human capacity of specialised focal person(s) dealing with gender, children and youth. Also, to propose best practices for institutional coordination in other institutions such as academia and the private sector (GY2.1; Priority Area B: B.4)	Baseline: 0 (2022) Indicator: % of Gender Focal Points / Experts trained Target: 40% (2025), 100% (2030) Same for **Action 6.3** (public sector)			0 0 (for the public sector)
	Action 6.4: Capacity building of public and private institutions to carry out Gender and Youth Analysis, and to develop Gender, Children and Youth Action Plan for climate-related initiatives (GY2.2; Priority Area B: B.4)	Baseline: 0 (2022) Indicator: % of listed companies trained Target: 100% (2030)			8,500 (for private sector training)
	Action 6.5: To carry out gender-responsive Technology Needs Assessments for climate change mitigation (TT1.1 – TT1.4; Priority Area D: D.2)	Baseline: 0 (2022) Indicator: # emissions sectors completing TNA Target: 5 (2025), 10 (2028)			400,000
	Action 6.6: Integrate gender statistics in the sectoral M&E framework for mitigation (M&E Framework for the NCCMSAP; Priority Area E: E.1(b))	Baseline: 0 (2022) Indicator: # emissions sectors collecting gender-disaggregated data Target: 10 (2027)			0

Sector-Specific Gender Actions

A total of thirty (30) sectoral Gender Actions are proposed to achieve seventeen (17) Gender Objectives between 2023 and2030 for a total cost of USD 9,575,023. An example of measures proposed for the Agriculture sector is shown below as anexample of sector-specific actions.

OBJECTIVE	ACTION	INDICATOR AND TARGETS	RESPONSIBLE / INSTITUTION	TIMELINE	ALLOCATED BUDGET (US$)
FOOD CROPS					
Gender Objective 14: *Train small-scale farmers in the use of organic fertilisers as a substitute for chemical fertilisers, as well as alternative natural soil-nourishing techniques Emphasizing gender balance*	**Action 14.1.** Carry out in-field training on the use of organic fertilisers and other good agricultural practices to reduce the use of chemical inputs using gender-sensitive training approaches	Baseline: 1,375 persons (672 female) (2022) Indicator: Number of persons trained, differentiated by sex Target: at least 6,240 planters (1,365 women) (2025); 12,500 planters (2,737 females) (2028)†	FAREI Ministry of Agro-Industry and Food Security (MAIFS) Small Planters Welfare Fund (SFWF)	2023 – 2028	2,225,000
Gender Objective 15: *Improved access to resources (land and finance) for women entrepreneurs*	**Action 15.1.** Develop a scheme to provide access to land for sustainable food crop production, with emphasis placed on women entrepreneurs (in combination with **Action 15.2**) **Action 15.2.** Incentivise female planters to become entrepreneurs / farm managers using existing financial schemes (in combination with **Action 15.1**)	Baseline: 0 females (2022) Indicator: Number of female planters targeted Target: 750 female planters (2025); 2,737 female planters (2030) [same for both actions]	FAREI Ministry of Agro-Industry and Food Security (MAIFS) Small Planters Welfare Fund (SFWF)	2023 – 2030	4,200,000 0
LIVESTOCK					
Gender Objective 16: *Increase knowledge among breeders on low-carbon animal waste management techniques and technologies among women and men breeders*	**Action 16.1.** Carry out on-farm training on the use of practicable means to manage animal waste sustainably using a gender-sensitive pedagogical approach	Baseline: 524 persons (182 female) (2022) Indicator: Number of breeders trained, differentiated by sex Target: 800 breeders (250 women) (2024); 1,269 breeders (314 females) (2026)†	FAREI Ministry of Agro-Industry and Food Security (MAIFS) Breeders	2023 – 2026	253,800
Gender Objective 17: *Develop financial instruments to increase the use of biogas digesters as an environmentally sound alternative to managing animal excrement among male and female breeders*	**Action 17.1.** Train livestock farmers (men and women) to access financial instruments, with focus on female breeders **Action 17.2.** Train technical staff in the design and building of biodigesters, ensuring adequate women representation	Baseline: 0 Indicator: Number of breeders trained, differentiated by sex Target: 800 breeders (250 women) (2024); 1,269 breeders (314 females) (2026) Baseline: 0 Indicator: Number of persons trained Target: 25 persons (at least 40% women) (2025)	FAREI MAIFS Development Bank Breeders	2023 – 2026 2023 – 2025	126,900 130,000

SUGAR CANE					
Gender Objective 18: *Support small cane planters in the ex-tea belt to carry out benefit-cost analysis of alternative land uses*	**Action 18.1.** Carry out benefit-cost analyses on alternative land uses **Action 18.2.** Dissemination of results of benefit-cost analyses among small cane planters to help them decide on future use of leased land	Baseline: 0 Indicator: Number of benefit-cost analysis, with at least 3 alternative uses completed Target: 1 Baseline: 0 Indicator: Number of cane planters in the ex-tea belt targeted, disaggregated by sex Target: 883 growers, of which 367 women	MCIA	2023–2024 2024–2025	25,472 23,050
Gender Objective 19: *Establish a platform to regroup women cane planters in the ex-tea belt to increase the scale of economies*	**Action 19.1.** Establish the platform for women cane planters Action 19.2. Develop a strategic plan, including investments and communications, aimed at increasing productivity	Baseline: 0 Indicator: Number of platforms established Target: 1	MCIA Baseline: 0 Indicator: Number of strategic plans Target: 1	2024–2025 2024–2025	10,000 21,250
Gender Objective 20: *Increase the knowledge of women small sugar cane planters on emerging technologies for increasing cane productivity*	**Action 20.1**. Carry out training of low-productivity growers to adopt best practices **Action 20.2.** Enhance communication, including the use of emerging technologies for the dissemination of information regarding best practices in field management, and train growers on the use of emerging technologies such as Apps developed	Baseline: 0 Indicator: (a) Number of trainings carried out; (b) number of women beneficiaries with increased field productivity Target: (a) 10; (b) at least 250 Baseline: 0 Indicator: (a) Number of Apps developed; (b) percentage of women farmers utilising Apps Target: (a) 10; (b) 100%	MCIA	2024–2030	18,073

1 BACKGROUND

1.1 Why Gender and Climate Change?

The historical social construction of gendered differences in expected roles for men and women has influenced the knowledgethey have access to or their respective control and power over the resources that underpin their decision-making capacity.These gendered differences, therefore, have important implications for the lived experiences of climate change for men andwomen. These differentiated experiences of men and women have been given increasingly more attention in the climate change literature and policy conferences in recent decades. There is wide consensus in the body of literature that, in general,the impact of climate change risks is more likely to impact women than men due to existing gendered vulnerabilities in termsof their position in the community, the livelihoods they depend on, their roles within the household, and access to assets andresources.

These gendered differences in the experiences of local and regional environmental degradation generally stem from the contrasting tasks and work patterns of women and men (in both the workforce and the household). It is reported that men suffer more from exposure to environmental hazards related to their employment (e.g. driving to work, working in mining, or other potentially hazardous industries), while women suffer disproportionately more from environmental hazards in the home environment (e.g exposure to gas or wood-fire stove smoke). Men and women interact differently with the environment; therefore, their opportunities to protect it are also different. The implementation of environmental protection policies intendedto mitigate the effects of degradation can inadvertently detrimentally affect the livelihoods of women, as the implications forthem are often different from those for men.[1]

Men and women have also been observed to adopt different strategies and apply distinct sets of knowledge regarding environmental protection. For instance, women with multiple roles in the household and society as the breadwinner, homemaker, and community manager may adopt unfavourable environmental practices at the household level due to time constraints. These women may have no choice but to rely on “time-saving” appliances, despite their inefficient use of natural resources. Moreover, women's domestic responsibilities in terms of resources' procurement (e.g. fuel and water) may lead them to opt for unsound environmental practices in light of resource scarcity. On the other hand, men adhering to the traditional attitudes of masculinity may be deterred from adopting environmentally sound practices in terms of motor vehicle choice, which may represent a status symbol for some.

As for differentiated knowledge of environmental benefits, since women are more frequent users of public transportation than men, they are better informed about the convenience of bus schedules and routes, which should be called upon whenplanning for public transportation. Since they largely hold the role of “healer” or “carer” in communities, women may also possess knowledge of environmentally sustainable practices (i.e. benefits derived from medicinal plants and other non- timber forestry products[2]). A gender-differentiated approach is not only limited to the need to mitigate vulnerabilities oftenassociated with women but also recognises both the intrinsic and instrumental values of women's agency to address climate risks as the primary caregivers in their households and often holds local knowledge of sustainable resource management and practices at the household and community level, making them invaluable stakeholders in low-carbon strategies. However, women's unequal participation in decision-making processes and access to labour markets exacerbate inequalities and prevent women from making contributions to climate-related planning, policymaking and implementation.

Gender responsiveness highlights awareness of these differences and the importance of being gender-equitable in policy and project implementation. Well-intended policies can also have inadvertently adverse effects on women if policy planningand implementation are not adequately gender sensitive. For example, a study by the International Fund for Agricultural Development (IFAD) revealed that gendered division of labour is a factor that, if not considered carefully in policy planning, leads to significantly greater burdens on women who have to bear the additional workload and costs of programme recommendations that are designed to benefit the whole community.[3] Given the difference between men and women in the support they need to build their resilience and their experiences of mitigation interventions, greater gender sensitivity in policy planning and implementation is paramount in avoiding the exacerbation of existing inequalities.

These gender inequalities are evidenced by data indicating that women are more likely to die than men in large-scale disasters or climate-related extreme events.[4] Social and cultural norms help explain these inequalities, as well as the salientfact that women often have less access to physical assets, financial, human, social, and natural capital-required to cope withclimate-related disasters. A nascent branch of the literature explores the household dynamics that impact gender equality within the context of climate change in light of evidence suggesting that gender-based violence is increasing in areas undergreater climatic stress. This indirect threat of increased risks for women reinforces the need to ensure that they are includedin the dialogue and are fairly represented in policymaking processes.

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1 https://environment.govmu.org/Documents/CCIC%20Data%20Repository/4.%20Toolkits%20for%20Key%20Sectors/Gender%20mainstreaming%20of%20climate%20change/Gender%20Mainstreaming%20in%20Practice.pdf?csf=1&e=wLQML0

2 https://environment.govmu.org/Documents/CCIC%20Data%20Repository/4.%20Toolkits%20for%20Key%20Sectors/Gender%20mainstreaming%20of%20climate%20change/Gender%20Mainstreaming%20in%20Practice.pdf?csf=1&e=wLQML0

3 FAD. 2014. The Gender Advantage: Women on the front line of climate change. Rome: International Fund for Agricultural Development (IFAD).

4 Bradshaw, S., and Fordham, M. 2013. Women, Girls And Disasters: A Review For DFID. London: Department for International Development

Gender equality is an underlying condition for successful adaptation strategies and the transition to low-carbon pathways (especially in developing countries). Likewise, climate change responses can potentially redress existing gender power imbalances, thereby contributing to achieving greater gender equality. As mentioned earlier, the focus has predominantly been on women's specific vulnerabilities, which emphasised approaches whereby women are recipients of adaptation responses and small-scale low-carbon initiatives. However, these ostensible gendered approaches have often failed to explore the underlying differences in vulnerability and have lacked consideration of the roles, preferences, needs, knowledge, and capacities of men and women at the national and regional levels, particularly in efforts to mitigate climate change.[5] As such, it is important to recognise that gender equality is conducive to increasing the efficiency of low-carbon development strategies (LCDS) by:

- enhancing the sustainability of LCDS design and implementation by ensuring the full and active participation of women and men;
- identifying and providing solutions to lift women and men out of poverty; and
- understanding how women's and men's differentiated consumer patterns affect their carbon footprint.[6]

1.2 Green Economy, Sustainable Consumption and Production, and Gender

In its simplest expression, a green economy is low-carbon, resource-efficient and socially inclusive.[7] Since there is carbon embodied in all products that are produced and consumed, increasing resource efficiency in the production process will simultaneously reduce GHG emissions. Now, sustainable consumption and production (SCP) refers to "the use of services and related products that respond to basic needs and bring a better quality of life while minimising the use of natural resources and toxic materials, as well as the emissions of waste and pollutants over the life cycle of the service or product, so as not to jeopardise the needs of future generations".[8] Consequently, direct linkages can be drawn between the green economy agenda, climate mitigation, and SCP. A model of SCP is the circular economy, which involves sharing, leasing, reusing, repairing, refurbishing, and recycling existing materials and products as long as possible.[9] It can, therefore, be seen that the concepts of climate change mitigation, green economy, circular economy, and SCP are interlinked.

Another link that can be drawn is that between gender and SCP, and by extension, with the concepts of green economy and circular economy. An OECD study[10] has reported that global surveys have shown that women tend to be more sustainable consumers and are more sensitive to ecological, environmental, and health concerns. Also, women were more likely to recycle, minimise waste, buy organic food and eco-labelled products, and engage in water and energy-saving initiatives at the household level.[11] They also placed a higher value on energy-efficient transport and, in general, utilised public transport more than men. In contrast, men had more environmental knowledge than women, and in some regions, they expressed higher concerns about environmental problems.[12] The OECD study argued for: [13] (i) the need to systematically collect gender-disaggregated data on the environmental damage caused by unsustainable production and consumption patterns and on the role of women in driving change towards more sustainable production and consumption patterns. This would support evidence-based decision-making; and (ii) engage women in the circular economy, especially through raising awareness of SCP in leadership and managerial roles.

The IPCC special report on limiting global warming to 1.5°C above pre-industrial levels through large-scale reductions in GHGs has also looked at the sustainable development co-benefits (or synergies), as well as trade-offs (or negative effects),[14] and it emphasised the linkages discussed above. The special report assessed the linkages between mitigation and the Sustainable Development Goals (SDGs) for three mitigation options: energy supply, energy demand, and land use. For all options, there was greater potential for synergies with SDG5 (Gender Equality) and SDG12 (Responsible Consumption and Production).

The Gender Action Plan (GAP) has been designed to account for gendered roles in SCP, and the contribution of SCP towards climate change mitigation.

1.3 Multilateral Processes: Gender in Sustainable Development and Climate

The case for a gendered approach has been recognised and supported by the international community through the many multilateral processes and agreements that recognise the need for more gender-responsive and gender-equitable sustainable development and climate change policies. **Table 1** provides excerpts from multilateral agreements that highlight the need for gender-responsive approaches for sustainable development and climate change.

5 IDS (2011). http://resource-centre-uploads.s3.amazonaws.com/uploads/5798.pdf
6 https://ledsgp.org/app/uploads/2016/06/CDKN_LEDS_CB_Gender_final_web-res-1.pdf
7 UNEP (2011) Towards and Green Economy: Pathways to Sustainable Development and Poverty Eradication; www.unep.org/explore-topics/green-economy - accessed March 21, 2023.
8 https://www.unep.org/explore-topics/resource-efficiency/what-we-do/sustainable-consumption-and-production-policies - accessed March 21, 2023.
9 https://www.europarl.europa.eu/news/en/headlines/economy/20151201STO05603/circular-economy-definition-importance-and-benefits - accessed March 21, 2023.
10 https://www.oecd-ilibrary.org/sites/7ff96708-en/index.html?itemId=/content/component/7ff96708-en - accessed March 21, 2023.
11 Z. Zhao et al. (2021) Gender-Related Beliefs, Norms, and the Link With Green Consumption, Frontiers in Psychology 12; https://doi.org/10.3389/fpsyg.2021.710239.
12 Ibid.
13 https://www.oecd-ilibrary.org/sites/7ff96708-en/index.html?itemId=/content/component/7ff96708-en - accessed on March 21, 2023.
14 IPCC (2018) Global Warming of 1.5˚C - an IPCC special report on the impacts of global warming of 1.5˚C above pre-industrial levels and related global greenhouse gas emission pathways in the context of strengthening the global response to the threat of climate change, sustainable development, and efforts to eradicate poverty - Summary for Policymakers.

MULTILATERAL AGREEMENT	GENDER EMPOWERMENT GUIDELINES
Rio Principle 20 (1992)	Women play a vital role in environmental management and development. Their full participation is therefore essential to achieving sustainable development.
Paris Agreement (Decision 1/ CP.21)	*Acknowledging* that climate change is a **common concern of humankind**, parties should, when taking action to address climate change, **respect, promote, and consider their respective obligations on human rights**, the right tohealth, the rights of indigenous peoples, local communities, migrants, children, persons with disabilities, and peoplein vulnerable situations, and the right to development, as well as **gender equality, empowerment of women,** and intergenerational equity.
SAMOA Pathway (A/RES69/15)	27(*h*) **Promoting and enhancing gender equality and women's equal participation, including in policies andprogrammes** in the public and private sectors in small island developing States; **Gender equality and women's empowerment** 76. We recognise that gender equality and women's empowerment, and the full realisation of human rights for women and girls, have a transformative and multiplier effect on sustainable development and are a driver of economic growth in Small Island Developing States. Women can be powerful agents of change.
Africa Union (2015) The Africa We Want	28. We aspire that by 2063, Africa will: - Be a continent where democratic values, culture, practices, **universal principles of human rights, gender equality**,justice, and the rule of law are entrenched.

Table 1: Selected International Agreements highlight the Need for Gender Responsiveness

These multilateral processes, led principally by UN entities, have aided in providing a concerted framework within whichto integrate gender issues into the climate change rhetoric and have been good departure points that have been builton since the 1990s. Parties to the UNFCCC have acknowledged the importance of involving women and men equally in UNFCCC processes and in the development and implementation of national climate policies that are gender-responsive byestablishing a dedicated agenda item under the Convention addressing issues of gender and climate change included inthe overarching text in the Paris Agreement.[15] The Paris Agreement that will operationalise the objectives of the Conventionreiterates the need for gender equality and women's empowerment in dealing with climate change.[16] Under Article 4(2) of the Paris Agreement, "each Party is to prepare, communicate, and maintain successive Nationally Determined Contributions(NDCs) that it intends to achieve. Many governments have recognized in their NDCs that women, while being affected differently by climate change, can provide a unique perspective and contribute differently to climate change action[17].

Gender concerns have also been reflected in regional agreements and at conferences specifically for Small Island Developing States (SIDS) which is most pertinently reflected in the 2014 SAMOA Pathway (SIDS Accelerated Modalities of Action)[18] andthe 2015 Agenda 2063: The Africa We Want.[19] These two frameworks have provided contextually good points of departure for Mauritius – by virtue of being an African SIDS - in incorporating gender considerations when planning its low-carbon strategies. In light of the inherent vulnerabilities that SIDS is faced with, coupled with financial constraints, they remain a special case for sustainable development. In the context of Mauritius, which has sought to comply with the objectives of theSAMOA Pathway since 2014, "a lack of coordination and awareness" has been reported to be hindering the implementationof the SAMOA Pathway in a 2019 National Review Report.[20] Challenges in the collection of qualitative information, poorlegislation enforcement, and a lack of impact assessment frameworks and feedback mechanisms have also been identified as important factors impeding more efficient performance in meeting environmental targets. As will be discussed in thecountry context analysis below, these challenges are also born of gender mainstreaming.

The gender objectives elucidated in the international agreements are also underpinned by the UN's Sustainable Development Goal (SDG5-Gender Equality)[21] called for gender equality and empowerment of girls and women across the social,economic, and environmental dimensions with the objective of embedding gender considerations across all policy sectors and discourses - climate change included.

1.4 Gender Mainstreaming and Terminologies

Generally, incorporating gender into policymaking and low-carbon plans involves: changes in the process of policy design and planning; ensuring that process is gender-inclusive; incorporating gender issues in the plans of key sectors, and includingthe goal of gender equality as part of the objectives of the plan. Whilst gender equality is the ultimate policy goal, gender mainstreaming is the process leading to gender-inclusive and equitable goals. Gender mainstreaming was first recognized as a global strategy in the Beijing Platform for Action from the Fourth United Nations World Conference on Women in 1995.[22]

15 *UNFCCC https://unfccc.int/gender*

16 *UNFCCC (2015) Report of the Conference of the Parties on its twenty-first session, held in Paris from November 30 to December 13, 2015. https://unfccc.int/resource/docs/2015/cop21/eng/10a01.pdf.*

17 *https://ledsgp.org/app/uploads/2016/06/CDKN_LEDS_CB_Gender_final_web-res-1.pdf*

18 *UNGA (2014) Resolution adopted by the General Assembly on November 14, 2014. https://www.un.org/ga/search/view_doc.asp?symbol=A/RES/69/15&Lang=E. Accessed January 24, 2022.*

19 *AUC (2015) Agenda 2063: the Africa we want. https://au.int/sites/default/files/documents/36204-doc-agenda2063_popular_version_en.pdf. Accessed January 27, 2022.*

20 *Ministry of Foreign Affairs, Regional Integration and International Trade 2019, https://environment.govmu.org/Documents/CCIC%20Data%20Repository/2.%20Information%20%26%20Reports/Reports/Mauritius%20VNR%20Report%202019.pdf?csf=1&e=Qv9a5n*

21 *UNGA (2015) Transforming our world: the 2030 agenda for sustainable development. https://sustainabledevelopment.un.org/content/documents/21252030%20Agenda%20for%20Sustainable%20Development%20web.pdf - accessed January 25, 2022.*

22 *https://www.un.org/womenwatch/daw/beijing/beijingdeclaration.html - accessed January 27, 2022.*

Gender mainstreaming is defined as "*the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension 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. The ultimate goal is to achieve gender equality.*"[23]

Behavioural observations suggest that men may be less responsive to environmental protection or clean-up policies due tothe nature of their roles in society. Gender mainstreaming is, in this context, an important tool in considering the divergentneeds of and effects of men and women to design more effective sensitisation campaigns and policies redressing environment protection, including climate change. More generally, gender mainstreaming is pivotal in ensuring that men and women are granted equal protection from environmental degradation.[24] Consequently, Gender mainstreaming aims to develop policies and plans that consider the different priorities and knowledge of men and women.[25]

TERM	DEFINITION
Gender	The **social, behavioural, and cultural attributes, expectations, and norms associated with being male or female**. This is a set of culturally specific characteristics defining the social behaviour of women and men, boys and girls, and the relationships between them.
Gender analysis	**Gender analysis examines the relationships between females and males, their respective access to and control of resources, and the constraints they face relative to each other**. Gender analysis involves a critical examination of how differences in gender roles, activities, needs, opportunities, and rights or entitlements affect men, women, girls, and boys incertain situations or contexts. A gender analysis should be integrated into all sector assessments or situational analyses to ensure that gender-based injustices and inequalities are not exacerbated by interventions and that, where possible, greater equality and justice in gender relations are promoted.
Gender equality equally.	Ensuring that the different behaviours, aspirations, and needs of women and men are considered, valued, and favoured
Gender equity	**The process of being fair to women and men**. To ensure equity, measures often need to be taken to compensate (or reduce) disparities derived from historical and social disadvantages that prevent women and men from otherwise operating on an equitable basis. **Equity leads to equality**.
Gender sensitive	Raising **awareness and consideration of gender norms**, roles, and relations **without necessarily addressing inequalities generated by unequal norms**, roles, or relations through remedial action goes beyond creating gender awareness.
Gender responsive	**Due consideration being given to gender norms, roles, and relations and to addressing inequalities generated by unequal norms**, roles, and relations through remedial action **beyond creating gender awareness**.
Gender mainstreaming	The process of **assessing the implications for women and men, respectively, of any planned action, including legislation, policies, or programmes,** in all areas and at all levels. This is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring, and evaluation of policies and programmes inall political, economic, and social spheres so that women and men benefit equally and inequalities are not perpetuated. Theultimate goal is to achieve gender equality.
Women's empowerment	The ability and agency of every woman to shape her own destiny, exercise her own rights, and make her own choices. Women's empowerment has **five components**: women's sense of **self-worth**; their **right to** have and to **determine choices**; their right to have **access to opportunities and resources**; their right to have the **power to control their own lives**, both within and outside the home; and their **ability to influence the direction of social change** to create a more just social and economic order, both nationally and internationally.

Table 2: Definitions of Terminologies related to Gender

Source: UDP (2018) Guidance for a Gender-Responsive Technology Needs Assessment

23 *https://www.unwomen.org/en/how-we-work/un-system-coordination/gender-mainstreaming - accessed January 27, 2022.*

24 *https://environment.govmu.org/Documents/CCIC%20Data%20Repository/4.%20Toolkits%20for%20Key%20Sectors/Gender%20mainstreaming%20of%20climate%20change/Gender%20Mainstreaming%20in%20Practice.pdf?csf=1&e=wLQML0 - accessed January 27, 2022.*

25 *ibid.*

2 METHODOLOGICAL APPROACH

The methodological approach is based on an analysis of gendered roles in the different emissions sectors in Mauritius. The gender analysis was carried out using the template shown in **Table 3**. Two methods were used to complete the gender analysis. These are:

1. Literature review and collection of secondary data: The background for situating the need for a gendered approachto mitigation action planning and the country context were developed using secondary research of the gender literature, multilateral processes favouring gender mainstreaming, national policies and strategies, and gender-related statistics from national and international sources. The gender literature was also used to inform potential mitigation actions in cases where local data were not available or forthcoming; and

2. Primary data collection: Data were collected to better understand the sector-specific gendered roles, and any patterns were corroborated with the country context. Data were collected through members of the sectoral technical working groups, and the sources of data are duly acknowledged in sections 3.2 to 3.6.

1. What is the context? *(Literature Review and desk research)*	To help better understand: legal rights and status; the status of women and gender relations in the local and national context and project substantive technical area; relevant background information. Guiding questions: What is the legal status of women in the country of intervention? Are there national policies, plans, or commitments on gender equality and women's empowerment? What are commonly held beliefs, perceptions, and stereotypes relating to gender? Are there differences between women and men in the local context in terms of rights, resources, participation, and gender-related mores and customs?
2. Who does what?	*To help better understand:* Time and the gendered division of labour. How the gender division of labour and patterns of decisionmaking effect mitigation actions, and vice versa, how the low-carbon development strategy affects the gender division of labour and decision-making. *Guiding questions:* What is the division of labour among women and men? Discuss the gendered division of labour relevant to mitigation interventions including how the gendered division of labour and patterns of decision-making effect mitigation actions/ technologies, and vice versa how the project could affect the gendered division of labour and decision-making. Identify and analyse any additional issues related to who does what in the specific areas of work and types of intervention related to the project.
3. Who has access and controls what?	*To help better understand:* Activities surrounding access to control over resources. It includes a perception of gender differentials of access to and control over resources, income, time, technologies, and services. In addition, it helps us identify who has the best means to opportunities. *Guiding questions*: Who has access to and control over resources (information, finance, access to markets etc…)? Do women and men benefit equally from these resources? Identify who benefits from opportunities, for example, in regard to mitigation technologies. What are the barriers and opportunities in relation to access to information, finance, market and technologies related to mitigation actions?
4. Who decides?	*To help better understand:* Power and decision-making; women's priorities, restraints, and motivations. This set of information refers to people's ability to decide, influence, control, and enforce individual and governmental power. It examines the capacities of existing institutions and the mechanisms in place to reach out equitably to girls and boys, women and men, and to promote gender equality among target groups. *Guiding questions:* Who participates in the decision-making regarding the adoption, development, and diffusion of mitigation technologies? Are the bargaining positions of women and men different? Are women involved in making economic decisions?
5. Who knows what?	*To help better understand:* Capacity needs, skills, knowledge level, and the value associated to women's and men's knowledge and capacity to manage mitigation technologies. This can help identify practical and strategic needs and constraints related to knowledge and capacity. *Guiding questions:* What are the training, education, and literacy levels of women and men? Do women and men have equal access to education, technical knowledge, and/or skill upgrading? Identify and analyse any additional issues related toknowledge and capacity in the specific areas of work and types of intervention related to the project.

Table 3: Gender Analysis Template
Source: UNDP

The costing of proposed actions was carried out using a combination of three elements, namely: (i) time input for resource persons providing training and developing training materials using the product of the number of days worked and a daily fee that has been assumed to be USD 850 per day; (ii) using unit costs (multiplied by the number of units) for budget expensessuch as printing materials, events hosting people, and financial support provided to school clubs; and (iii) lump sum costs foritems such as typesetting training materials and awareness campaigns. The detailed cost of each action is provided in the Excel file given in Annex 1.

3 BASELINE ANALYSES

This section provides an analysis of the gender country and sectoral contexts. It serves as the baseline for developing the Gender Action Plan in Section 4.

31 Country Context

3.1.1 Gender National Policy

Mauritius ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1984 - including the Optional Protocol to the Convention. A monitoring committee was set up to follow up on the implementation of the various recommendations from the CEDAW committee. The Beijing Declaration and Platform for Action has underpinned the national agenda in addressing women's issues relating to education, poverty, economic empowerment, legal measures, violence against women, the girl-child, and the environment since its ratification in 1995.26 Box 1 lists the relevant international agreements relating to women's empowerment to which Mauritius is Party.

BOX 1: RELEVANT INTERNATIONAL AGREEMENTS

- Mauritius has ratified the Convention for the Elimination of All Forms of Discriminations Against Women (CEDAW);
- Mauritius is party to the 1997 SADC Declaration on Gender
- Mauritius is party to the 1998 Addendum on the Prevention and Eradication of Violence against Women and Children,
- Mauritius has signed the African Union Declaration on Gender Equality in 2004
- Mauritius has signed the Commonwealth Plan of Action on Gender Equality 2005-2015.
- Mauritius has signed and ratified the Protocol on the Rights of Women of the African Charter on Human and People's Rights in 2005.
- Mauritius is party to the 2018 Charter Establishing the SADC Women in Science, Engineering and Technology Organisation.

Source: Gender assessment for FP033: Accelerating the transformational shift to a low-carbon economy in the Republic of Mauritius; 20180621SADCCharterWomenScience.pdf (dirco.gov.za) – accessed 20 March 2023

Being a Party to all these different treaties and conventions, Mauritius had to align its national development strategies and policies with gender-sensitive goals. In this context, Mauritius adopted the National Gender Policy Framework (NGPF) in 2008 to mainstream gender in all sectoral policies. A Gender Audit in the Civil Service in Mauritius commissioned by the Parliamentary Caucus in 2018 found that gender mainstreaming in the sectoral Ministries was offset by constraints that included human and financial resources, as well as a lack of systematic approaches and technical capacity to affectively undertake the role of mainstreaming as required.[27]

A National Gender Policy (NGP2022-2030)[28] has been formulated by the Gender Unit of the Ministry of Gender Equality andFamily Welfare (MGEFW) to provide principles that will support and translate the Government's commitment into concrete gender measures and actions.[29] The Policy is based on fundamental human rights, approaches to equality and non-discrimination, transparency and accountability, respect and dignity, and inclusivity. It would apply to both state and non-state actors. The Policy would enable all stakeholders to develop their gender policies for implementation at sectoral and institutional levels.[30]

The NGP has been designed using an all-inclusive approach to support implementation of Sustainable Development Goal 5 (SDG 5): "Achieve gender Equality and Empower all Women and Girls". It provides a clear framework for addressing the gender inequalities that are deeply embedded in Mauritian society. The scope of the NGP is far-reaching as it applies to the public sector, statutory bodies including Commissions, Rodrigues Regional Assembly, Local Governments, the private sector,civil organisations, the media and academia. The Policy vision, goal, policy approaches and priority areas of the NGP 2022-2030 are summarized in **Table 4.**

26 https://www.mu.undp.org/content/mauritius_and_seychelles/en/home/blog/2020/unfinished-business--the journey-to-women-s-equality-in-mauritiu.html-accessed December 14,2021

27 Republic of Mauritius (2022) National Gender Policy 2022 – 2030, Ministry of Gender Equality and Family Welfare, Port Louis.
28 Ibid.
29 Ministry of Gender Equality and Family Welfare (2021) Annual Report on Performance FY 2020/2021; https://gender.govmu.org/Documents/2021/Annual%20Report%20FY%202020-2021.pdf – accessed February 3, 2022.
30 See note 19.

Vision An inclusive and just society free from all forms of discrimination where men and women; boys and girls have a choiceto effectively participate in social, economic, political, and cultural activities equitably and equally for their growth and development.
Goal The overarching goal is to attain gender equality and empower women and girls.
Policy Approaches Gender mainstreaming and empowerment of women and girls through affirmative measures will be promoted and implemented at all levels in the public and private sectors; 1) every Ministry, department or institution will be required to formulate its sectoral gender policy with key actions relevantto its mandate; 2) gender analysis will be carried out prior to the adoption and implementation of any law, policy, or programme including administrative procedures; 3) statistics and data collected by every institution will be disaggregated by sex and intersection parameters such as ageand disability, among other variables; 4) non-state actors will be required to develop their respective gender policies and 5) active male involvement and participation will be ensured in addressing gender concerns.
Priority Areas Priority 1 – Gender inequality in legislations and policiesPriority 2 – Gender; Education and Training Priority 3 – Gender; Responsive Governance and Decision-Making Priority 4 – Gender; Employment and Economic Empowerment Priority 5 – Gender-Based Violence Priority 6 – Gender; Health and Wellbeing Priority 7 – Gender; the Media, Information, Communication and Technology Priority 8 – Gender; Environmental Protection and Climate Change

Table 4: Summary of the National Gender Policy Framework

Source: National Gender Policy 2022-2030

As far as Priority 8 is concerned, and more specifically related to climate change mitigation, the NGP 2022-2030 makes reference to the Nationally Appropriate Mitigation Actions (NAMAs) for Low Carbon Island Development project that will integrate gender dimensions in the low-carbon development of Mauritius. It is pointed out here that the Gender Analysis and Gender Action Plan – i.e. the present document – has been developed under the NAMA project.

In order to increase gender responsiveness in the management of the environment, the NGP 2022-2030 proposes a numberof strategies, including: [31]

1. Enhance sensitisation on the gendered approach to mitigate and adapt to climate change;
2. Implement the State Parties-agreed United National Framework Convention on Climate Change (UNFCCC) Gender Action Plan as adopted in 2017;
3. Integrate gender perspectives into the proposed Blue Economy Strategy and Implementation plan.
4. Integrate training on gender responsiveness in planned actions, for example Disaster Risk Management, Natural Resource Management and Environment Management;
5. Design gender mainstreaming programmes for inclusion in the revamped programmes on climate change, for example, programmes geared towards the support of victims of floods or other calamities and the elimination of waste through recycling;
6. Promote gender responsiveness in renewable energy planning and focus on clean energy for domestic use; and
7. Promote programmes that will enable women to engage in green business development for income generation and contribute effectively to a green economy.

The MGEFW has through its National Steering Committee on Gender Mainstreaming has ensured that gender equality is addressed at various levels across all public policies. Since 2018, each Ministry has been receiving MUR 200,000 for the implementation of gender mainstreaming strategies with the Ministry of Finance, Economic Planning and Development (MFEPD) responsible for ensuring that the budget is utilised towards the right ends.[32]

31 Republic of Mauritius (2022) National Gender Policy 2022 - 2030, Ministry of Gender Equality and Family Welfare, Port Louis, pp. 42-43.
32 See note 21.

Recognising that cross-sectoral gender mainstreaming is challenging, the Gender Unit was created to achieve genderequality using a two-pronged approach: [33]

1. Policy level by coordinating, overseeing, and assisting Ministries to mainstream gender in their policies and programmes; and
2. Programming through the implementation of women's empowerment programmes.

3.1.2 Gender in Context

In 2020, women represented 50.5[34] percent of the Mauritian population - 639,712 women compared to 626,028 men. Women outnumbered men by 13,684, and they outlived men by an average of 6.8 years. It is therefore warranted that environmental policies include and empower women in their participation in socio-economic and political activities. Prohibition of all discrimination on the basis of sex is clearly stated in the Constitution, and a number of gender legislative frameworks havebeen introduced over the years to improve the situation of women, namely: the Equal Opportunities Act, the Protection fromDomestic Violence Act, Children Protection Act, Combatting of Trafficking in Persons Act and the National Women's Council Act.[35] In spite of these gender equality frameworks, there are large disparities in equality measurements between men and women that persist, as discussed below.

3.1.2.1 Employment

In 2021, the active Mauritian population (aged 16 years and older) stood at 532,800 with 318,800 men and 214,000 women. Some 41.1% of women of working age were in the labour force, compared to 65.3% of men.[36] However, the status and roles of the population remain gendered, with 4.7 percent of women in charge of domestic duties (compared to 2 percent of men),and while 83.4 percent of females are employees, only 0.7 percent of them are employers (see **Table 5**).

EMPLOYMENT STATUS	MALE (%)	FEMALE (%)
Employer	4.2	1.7
Own account worker	19.4	8.7
Employee	75.9	87.9
Contributing family worker	0.5	1.7
All status	100.0	100.0

Table 5: Distribution (%) of Employed Population by Employment Status and Sex, 2021

Source: Continuous Multi-Purpose Household Survey (CMPHS) Published in Gender Statistics 2021, Statistics Mauritius

These unequal gender dynamics on the labour market are demonstrated in **Figure 1**. Positive increases were recorded in female employment in non-agriculture sectors (up by 4.4 percentage points over nearly two decades) and in the percentage ofwomen occupying senior/middle management positions (increasing from 21.3 percent in 2011 to 31 percent in 2018). However,female unemployment and female youth unemployment remained persistently higher compared to men over the period 2000-2019, as indicated by the higher female to male ratio in **Figure 1**. Although the ratio of female to male unemployed hasbeen on an overall downward trend since 2010, the inequality in men's and women's employment remains an important issue.

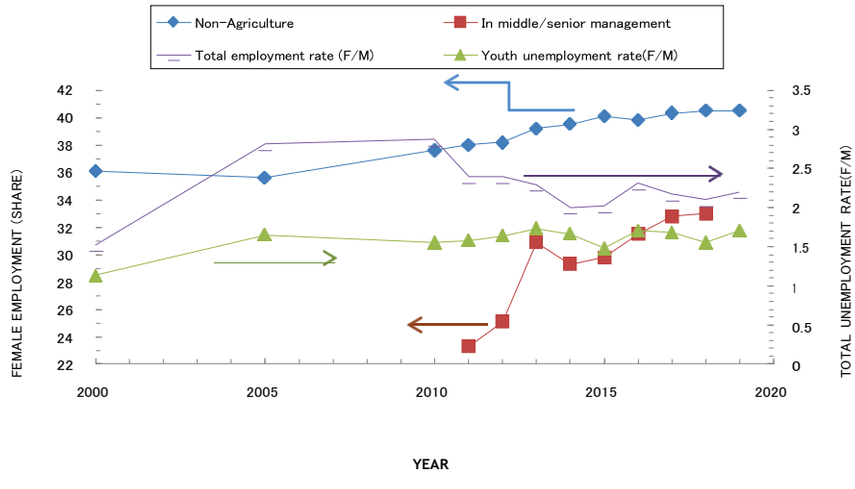

Figure 1. Female Employment (Non-Agriculture and Management) and Unemployment Ratio, 2000 – 2019

33 *IBID.*
34 *Statistics Mauritius (2021) Gender Statistics 2020; https://statsmauritius.govmu.org/Documents/Statistics/ESI/2021/EI1599/Gender_Stats_Yr20_190721.pdf - accessed February 10, 2022.*
35 *https://environment.govmu.org/Documents/CCIC%20Data%20Repository/2.%20Information%20%26%20Reports/Reports/Mauritius%20VNR%20Report%202019.pdf?csf=1&e=Qv9a5n*
36 *Statistics Mauritius (2022) Gender Statistics 2021.*

Additionally, gendered livelihood pathways and income-earning activities are largely determined by educational pathways, with a greater propensity for women to gravitate towards sectors that contribute to their employment choices and possibilitiesto break through the glass ceiling. This can be seen in **Figure 2**, which shows that more women were enrolled in topics such as administration and accounting, as compared to information technology and engineering in 2020 at the tertiary level. Sincethe area of study at the tertiary level is directly linked with the choice of subjects at the middle and upper secondary levels, itis not surprising that the uptake of subjects such as Physics, Computer Studies, and Design and Technology was very low forgirls at O and A-levels.[37] This was despite the fact that female enrolment at O and A-levels exceeded male enrolment duringthe study period (2013 – 2018). From an environmental lens, it can also be noted that women, through their educational choices, were less likely to acquire the skills needed to contribute towards a low-carbon economy, a conclusion that is substantiated when sectoral gendered roles are discussed below.

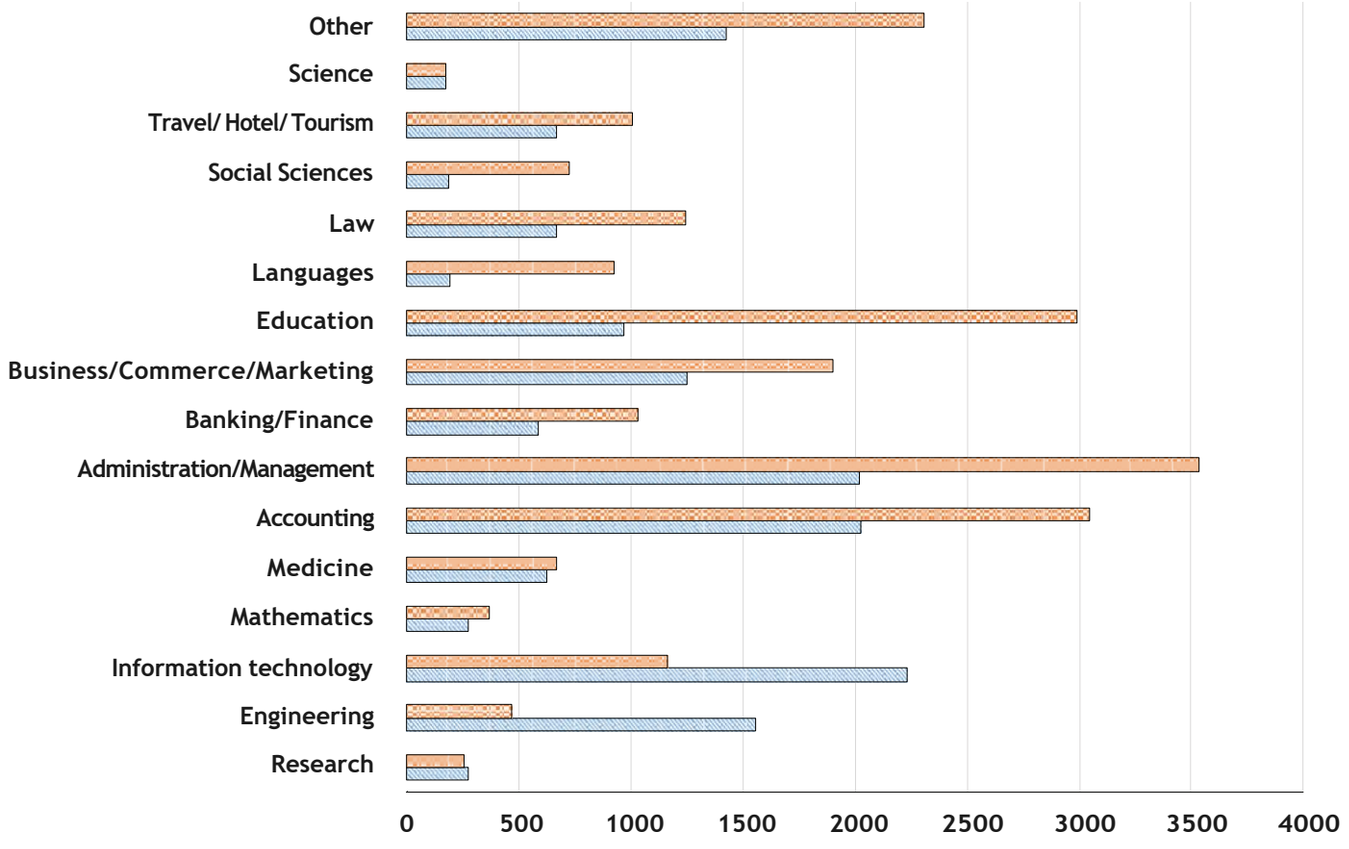

Figure 2. Number of Student Enrolled in Tertiary Institutions by Field of Study, 2020 (Source: Gender Statistics 2021, Statistics Mauritius (2022)).

37 *M. Madhou, K. Fowdar, D.N. Modi and B.S. Moosun (2020) STEM Education in the Republic of Mauritius; a Gender Perspective, Paper presented at the 10th International Conference on Science, Mathematics & Technology Education 2019, Mauritius Institute of Education (MIE), Reduit, Mauritius; https://www.repository.mu/mrc/out/out.FrontDocumentDetails.php?documentid=876 - accessed November 11, 2022.*

3.1.2.2 Gender-Differentiated Human Development and Poverty

As of now, women in Mauritius are more likely to be poverty-stricken than men. The 2017 Household Budget Survey (HBS)[38]found that 11 percent of the female population was living below the poverty line compared to 9.6 percent for the males; andfemale headed households were over twice as likely to be in poverty as male headed households (15.9 percent compared to 7.6 percent). Both the extent and depth of poverty have increased between 1996/97 and 2017. From 1996/97 to 2017, poverty depth, as measured by the income gap ratio, increased from 21.0% to 23.8%. At the same time, poverty intensity went up from 1.7% in 1996/97 to 2.5% in 2017. In 2017, the poverty gap ration (PGR) was 2.5%, and the amount of money needed to move people out of relative poverty was estimated at Rs 1.9 billion.[39] These observations are summarised in the types of households that were more likely to be in relative poverty:[40]

- Households with 3 or more children (30.2%)
- Households headed by divorced / separated persons (25.1%)
- Households with one parent and unmarried children only (19.2%)
- Female-headed households (16.1%)
- Households with 5 or more members (13.2%)
- Households headed by persons who did not have at least a School Certificate qualification (13.0%)

An important point to note is the high level of indebtedness (23% of households) that lived below the poverty line, with 14% of income used on a monthly basis to serve debts. Nevertheless, there has been a net improvement in the income situationof households living below the poverty line between 1996/97 and 2017, and even more so from 2012 to 2017. There is nevertheless a persisting trend that there are more females than males who live in poverty (**Table 6**). Government measureshave a positive effect on reducing the poverty gap. The rate of poverty would have been 34% instead of 9.6% in 2017 without Government transfers and free public services (e.g. health care, education and transport).[41]

YEAR	1996/97	2001/02	2006/07	2012	2017
% of persons (male)	7.6	6.1	6.3	5.0	3.3
% of persons (female)	8.8	6.6	7.1	5.6	3.7

Table 6: Trend in Poverty Level Based on Fixed Threshold by Sex in Mauritius: 1996/97 – 2017
Source: Statistics Mauritius (2020) Poverty Analysis 2017 (Chart 22)

The trend in Rodrigues is the same as in Mauritius, albeit with higher rates of poverty, as shown in **Table 7**. In 2017, there werealso more females in poor households (55.9%) compared to non-poor households (51.6%).[42]

YEAR	1996/97	2001/02	2006/07	2012	2017
Proportion of households in relative poverty (%)	12.7	15.6	17.9	17.1	17.1

Table 7: Trend in Poverty Level in Rodrigues: 1996/97 - 2017
Source: Statistics Mauritius (2020) Poverty Analysis 2017 (Table 26)

38 HBS - https://statsmauritius.govmu.org/Pages/Censuses%20and%20Surveys/Surveys/HBS.aspx
39 Statistics Mauritius (2020) Poverty Analysis 2017; https://statsmauritius.govmu.org/Documents/Statistics/By_Subject/Poverty/Poverty_Analysis_Rep_Yr17.pdf - accessed March 23, 2023.
40 Statistics Mauritius (2020) Poverty Analysis 2017.
41 Ibid., pg. 27.
42 Ibid., pg. 38.

Despite the Gender Development Index (GDI)[43] displaying positive progress over the last two decades, with the value getting closer to 1 in recent years and improvements in the Gender Inequality Index (GII)[44] with lower values in recent years;there is prevalent gendered inequality in social wellbeing, which is the lower Human Development Index (HDI) value once inequality is adjusted for (as shown in **Figure 3**). When adjusted for inequality, the HDI decreases by around 13.7 percent. The largest contributor to the overall loss in HDI is inequality in income.[45] There is a need to address these unequal gender power dynamics that have cross-cutting effects across society and have important implications for addressing environmental degradation. In this context, the National Women's Entrepreneur Council has launched several entrepreneurial projects to address gender-related poverty (in 2017, 70,942 out of 131,300 Mauritians who were poverty-stricken were women).[46]

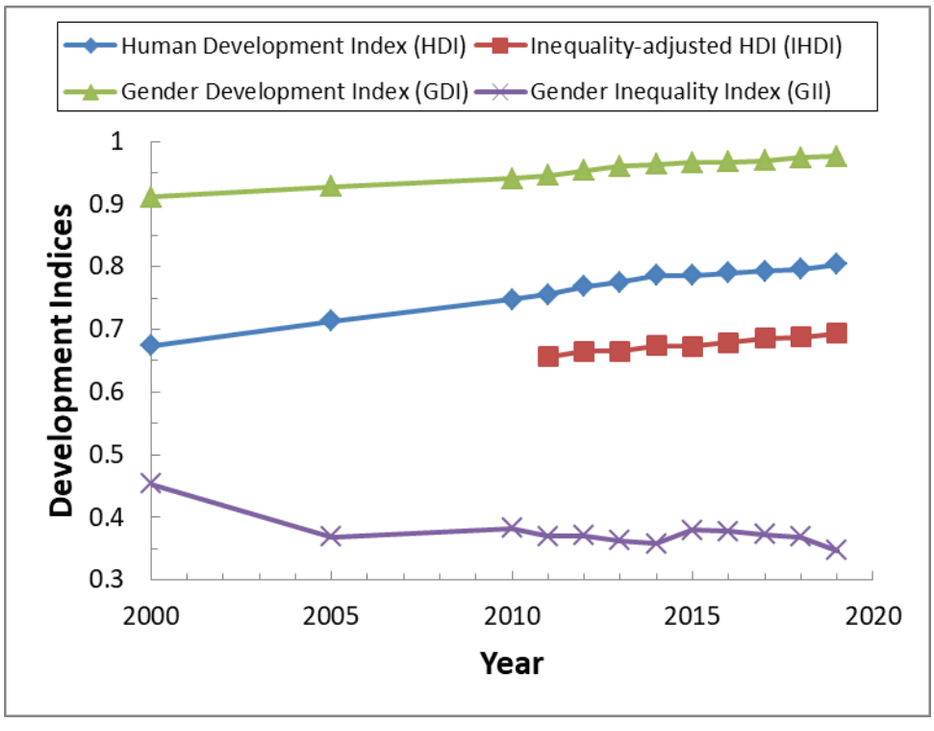

Figure 3. Development Indices for Mauritius, 2000 – 2019

3.1.2.3 Economic and Political Participation

While there has been notable improvement in some aspects of gender empowerment, Mauritius is still underperforming in terms of women's economic participation and political representation. In spite of female nominations for key political positions in recent years, women remain underrepresented in decision-making positions in the Government cabinet, with only 3 out of 24 cabinet ministers being women in 2020. In 2021, the number of ministries was reduced to 21, and with the number of female ministers remaining at 3.[47] **Figure 4** shows how Mauritius has yet to meet the Beijing Platform for Actiongoal of 30 percent female representation in Parliament. This under-representation is also true at the municipal level, where,in spite of increases in the proportion of women elected at Municipal Council elections following the 2011 Local GovernmentAct mandating at least one-third women representation,[48] in 2020 there were no female mayors in the five municipalities.

43 The Gender Development Index (GDI) is the ratio of female to male Human Development Index (HDI) values. The GDI measures the gender gap in human development achievements by accounting for disparities between women and men in 3 basic dimensions of human development: a long and healthy life, knowledge, and a decent standard of living. The ratio is calculated as female HDI to male HDI. A value equal to 1 indicates development equality between genders, while values further from 1 have less development equality between genders. (https://resourcewatch.org/data/explore/soc002rw1-gender-development-index-gdi?section=Discover&selectedCollection=&zoom=3&lat=0&lng=0&pitch=0&bearing=0&basemap=dark&labels=light&layers=%255B%257B%2522dataset%2522%253A%2522cf069d6d-27b0-4282-8ff3-ee04d90e841d%2522%252C%2522opacity%2522%253A1%252C%2522layer%2522%253A%252221b1bfc0-24cf-43b8-9865-d719070a5542%2522%257D%255D&aoi=&page=1&sort=most-viewed&sortDirection=-1)

44 The gender inequality index (GII) provides insights into gender disparities in health, empowerment and the labour market. Unlike the human development index (HDI), however, higher values in the GII indicate worse achievements. (https://www.who.int/data/nutrition/nlis/info/gender-inequality-index-(gii))

45 https://hdr.undp.org/sites/default/files/Country-Profiles/MUS.pdf - accessed March 11, 2022.

46 Republic of Mauritius (2021) Update of the Nationally Determined Contribution of the Republic of Mauritius; https://environment.govmu.org/DocumentsList/Update%20of%20the%20Nationally%20Determined%20Contribution%202021.pdf – accessed January 15, 2022.

47 Statistics Mauritius (2022) Gender Statistics - 2021

48 Republic of Mauritius (2011) The Local Government Act 2011 - Act 36/2011

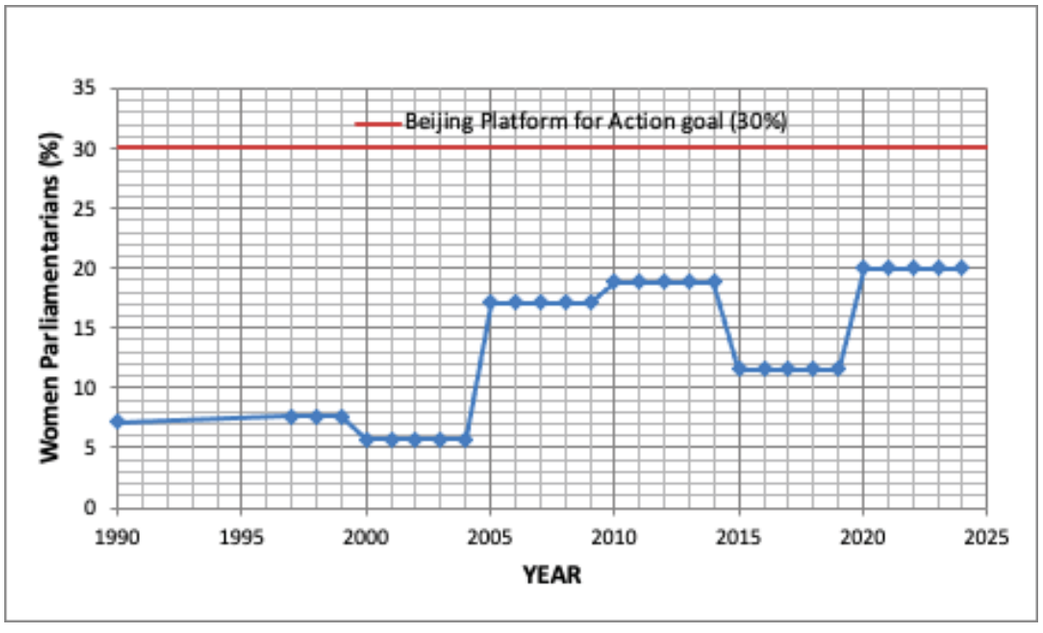

Figure 4. Women's Constituency in Parliament

There has, however, been progress in the proportion of women occupying the most senior positions[49] in the public sector, which has increased from 23.1 percent in 2000 to 39.7 percent in 2020 (**Figure** 5).[49] In 2021, the number of women in most senior positions in the public sector decreased to 37.8%.[50] But even so, the fact remains that over 60 percent of these samepositions are being held by men. As previously discussed, having women in decision-making positions is important for ensuring that their voices are fairly represented in climate change discussions and policymaking.

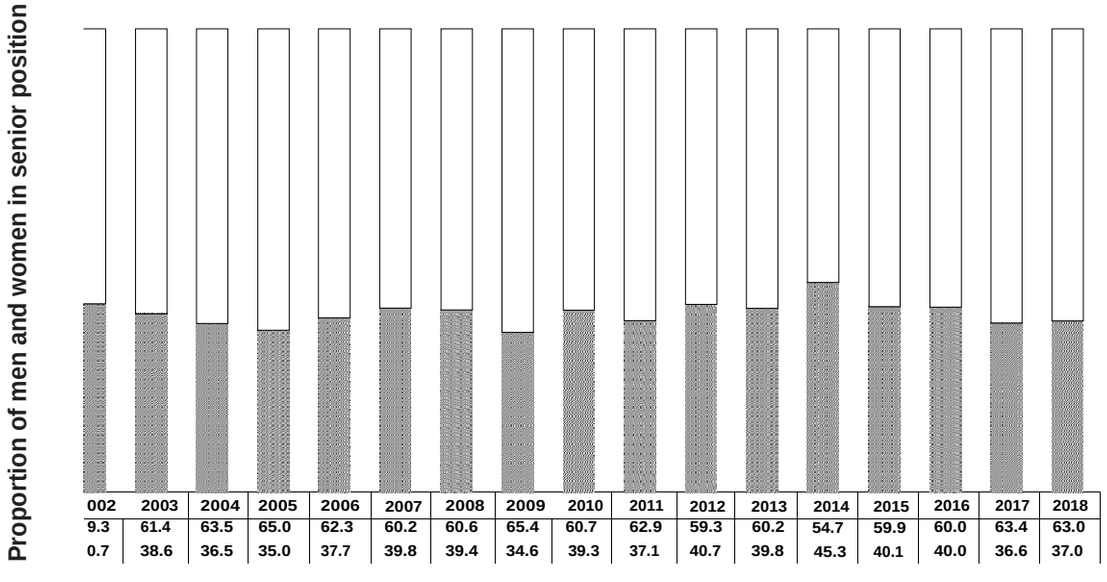

Figure 5. Senior Position in Government Services, 2000–2020

(Source: Survey of Employment and Earnings, published in Digest of Gender Statistics 2020, Statistics Mauritius)

Cross-country comparisons, as reported in the World Economic Forum's latest Global Gender Gap Report (GGGR) [51 and] the OECD Development Centre's Social Institutions and Gender Index (SIGI) report, [52] more poignantly reveal the underachievement of Mauritius on the gender equality front. The Global Gender Gap Index (GGGI) measures gender equality by quantifyingthe relative gaps between women and men across four key areas, namely: (i) economic participation and opportunity; (ii) educational attainment; (iii) health and survival; and (iv) political empowerment. The equality benchmark is represented by a value of 1 when there is no gap between men and women. As shown in **Table 8**, Mauritius has breached inequalities on its education attainment and health fronts, with indices nearing 1. However, in terms of global ranking, Mauritius has fallen to 110 (from 109 in 2018) out of 155 countries, [53] mainly due to women's relatively low economic participation and even lower political empowerment. In the sub-Saharan African ranking, Mauritius was ranked 21st in spite of boasting the second-highest Gross Domestic Product (GDP) per capita in the continent.

49 Statistics Mauritius (2021) Gender Statistics – 2020.
50 Statistics Mauritius (2022) Gender Statistics – 2021.
51 World Economic Forum (2022) Global Gender Gap Report 2021; https://reliefweb.int/sites/reliefweb.int/files/resources/WEF_GGGR_2020.pdf - accessed August 28, 2020.
52 https://www.genderindex.org/ranking/
53 In comparison, South Africa and Madagascar were ranked 17th and 62nd, respectively

YEAR	OVERALL	ECONOMIC PARTICIPATION	EDUCATIONAL ATTAINMENT	HEALTH SURVIVAL	POLITICAL EMPOWERMENT
2008	0.647	0.527	0.988	0.980	0.091
2009	0.651	0.546	0.988	0.980	0.091
2010	0.652	0.549	0.988	0.980	0.091
2011	0.653	0.544	0.989	0.980	0.099
2012	0.655	0.554	0.990	0.980	0.095
2013	0.660	0.574	0.991	0.980	0.096
2014	0.654	0.551	0.990	0.980	0.097
2015	0.646	0.534	0.991	0.980	0.078
2016	0.652	0.550	0.991	0.980	0.087
2017	0.664	0.595	0.992	0.980	0.090
2018	0.663	0.585	0.991	0.980	0.097
2019	0.665	0.596	0.992	0.980	0.094
2020	0.665	0.596	0.992	0.980	0.094
2021	0.679	0.600	0.992	0.980	0.144

Table 8: Global Gender Gap Index For Overall and Four Key Areas, Republic of Mauritius, 2008 -2021
Source: Global Gender Gap Report 2020, World Economic Forum

The ratings for the indicators for the two components against which Mauritius fares the worst are listed in **Table 9**.

	rank	score	avg	female	male	f/m
Economic participation and opportunity	**116**	**0.600**	**0.583**			
Labour force participation rate, %	116	0.664	0.655	52.8	79.5	0.66
Wage equality for similar work, 1-7 (best)	90	0.626	0.628	–	–	4.38
Estimated earned income, int'l $ 1,000	118	0.495	0.494	15.2	30.7	0.50
Legislators, senior officials and managers, %	88	0.433	0.349	30.2	69.8	0.43
Professional and technical workers, %	94	0.826	0.755	45.2	54.8	0.83
Political empowerment	**105**	**0.144**	**0.218**			
Women in parliament , %	103	0.250	0.312	20.0	80.0	0.25
Women in ministerial positions, %	113	0.149	0.235	13.0	87.0	0.15
Years with female/male head of state (last 50)	42	0.066	0.144	3.1	46.9	0.07

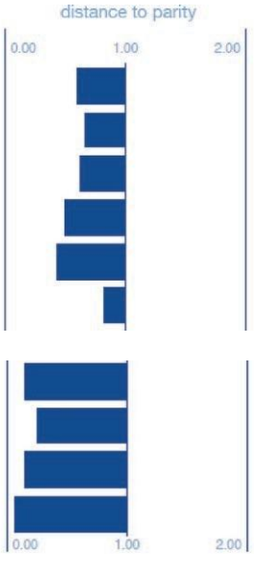

Table 9: Ratings for Economic Participation and Political Empowerment in GGGI
Source: Mauritius Country Profile, Global Gender Gap Report 2021, World Economic Forum

The OECD Development Centre's Social Institutions and Gender Index (SIGI) is "a cross-country measure of discrimination against women in social institutions (formal and informal laws, social norms, and practices) across countries".[54] The SIGI covers four dimensions of discriminatory social institutions, spanning major socio-economic areas that affect women's lives:[55]

- Discrimination in the family: Captures power dynamics within the household and evaluates the extent to which girls and women are undervalued (e.g. Do women and men have equal decision-making power at home? Do they benefitfrom equal inheritance and divorce rights? Can women and men marry at the same age?);
- Restricted physical integrity: Captures social institutions that make women and girls vulnerable in these areas and limit their control over their bodies and reproductive autonomy (e.g. Are women protected from all forms of violence, including intimate partner violence, rape and sexual harassment, and female genital mutilation? To what extent are newborn girls being discriminated against? Are women's reproductive health and rights adequately protected?);
- Restricted access to productive and financial resources: captures women's restricted access to and control over such critical productive and economic resources and assets (e.g. Do women and men have equal legal rights to access landand non-land assets? Do they have equal legal rights to open a bank account and obtain credit from a formal financial institution? Do women and men benefit from the same rights and opportunities in the workplace, whether in terms of maternity/paternity and parental leave, or in terms of choosing their profession or registering a business?); and
- Restricted civil liberties: Captures social institutions that restrict women's access, to participation in, and voice in the public and social spheres (e.g. Do women and men have the same citizenship/nationality rights? Are they able to travelfreely within and outside their country on equal terms? Do they have the same legal rights to vote and hold public andpolitical office? Do they have the same rights to access justice?).

The SIGI's variables quantify discriminatory social institutions such as unequal inheritance rights, child marriage, violence against women, and unequal land and property rights. It provides a strong evidence base to effectively address the discriminatory social institutions that hold back progress on gender equality and women's empowerment, and allows policymakers to scope out reform options and assess their likely effects on gender equality in social institutions. The SIGI values from the 2019 *'Gender, Institutions and Development Database'*[56] are presented in **Table 10**. In interpreting the SIGI values, discriminatory attitudes and patriarchal cultural norms can be identified, whereby the perpetuation of gendered roles recognises men as breadwinners and heads of the household, while women are the care-takers for the children and household. Out of the fourdimensions that the index considers, 'Discrimination in the family' registered the highest signs of inequality. These patternswithin the household unit are reflected in the country's labour force participation, where women drop out of the workforceonce married due to household responsibilities.[57] Higher values in **Table 10** indicates higher inequality. Percentages range from 0 to 100, while legal variables are categorised as 0%, 25%, 50%, 75%, or 100%.

And although access to financial and productive resources appears to be fairly equal on the surface, with a percentage of 13 percent, if the disaggregated components of the index are considered, we find that the share of managers and account holdersis disproportionately skewed towards men. This type of workplace gender imbalance is happening in spite of ostensibly well-defined legal frameworks for women due to a weak enforcement of laws. These discriminatory practices are further pronouncedin differences in unemployment between women and men, the gender wage gap in both the public and private sectors, and the occupational segregation between women and men, as has been discussed above. These findings hold serious implications for women's economic empowerment and hinder their ability to participate in dialogues on climate change.

54 https://www.genderindex.org/ranking/ - accessed August 26, 2020.
55 https://www.genderindex.org/sigi/ - accessed March 20, 2023.
56 https://www.genderindex.org/wp-content/uploads/files/datasheets/2019/MU.pdf - accessed 26 August 2020.
57 C. Dieterich, A. Huang, and A. Thomas (2016) Women's Opportunities and Challenges in Sub-Saharan African Job Markets, IMF Working Paper WP/16/118; https://www.imf.org/-/media/Websites/IMF/imported-full-text-pdf/external/pubs/ft/wp/2016/_wp16118.ashx - accessed January 15, 2022.

Discrimination in the family	53%
Legal framework on child marriage	50%
Percentage of girls under 18 married	7%
Legal framework on household responsibilities	50%
Proportion of the population declaring that children will suffer if mothers are working outside home for a pay	-
Female to male ratio of time spent on unpaid care work	3.8
Legal framework on inheritance	50%
Legal framework on divorce	75%

Restricted physical integrity	N/A
Legal framework on violence against women	50%
Proportion of the female population justifying domestic violence	-
Prevalence of domestic violence against women (lifetime)	-
Sex ratio at birth (natural =105)	105
Legal framework on reproductive rights	25%
Female population with unmet needs for family planning	13%

Restricted access to productive and financial resources	19%
Legal framework on working rights	25%
Proportion of the population declaring this is not acceptable for a woman in their family to work outside home for a pay	5%
Share of managers (male)	69%
Legal framework on access to non-land assets	25%
Share of house owners (male)	-
Legal framework on access to land assets	25%
Share of agricultural land holders (male)	-
Legal framework on access to financial services	0%
Share of account holders (male)	51%

Table 10: SIGI 2019 Mauritius Country Profile
Source: https://www.genderindex.org/wp-content/uploads/files/datasheets/2019/MU.pdf - accessed August 26, 2020.

SIGI values for 2023[58] show that there has been an improvement regarding 'Discrimination in the family' with a lower scoreof 47. There has been a pronounced improvement in the category 'Restricted access to productive and financial resources' with a score of 6. The category 'Restricted civil liberties' now has a score of 37.

3.2. Energy Sector

The Energy sector accounted for 80.26% of total emissions in 2016.[59] Consequently, it is expected that mitigation actions in this sector should provide the largest opportunities for decarbonisation. In turn, it is also a sector where a gender-responsive approach can be most fruitful. In this gender analysis, the Energy sector is disaggregated into its two largest sub-sectors, namely energy industries and land transport.

58 *https://www.oecd.org/stories/gender/social-norms-and-gender-discrimination/sigi?country=MUS - accessed March 20, 2023.*
59 *Republic of Mauritius (2021) National Inventory Report (NIR) to the United Nations Framework Convention on Climate Change.*

3.2.1 Energy Industries

The Energy Industries – i.e. electricity generation - comprise the largest emissions sub-sector in Mauritius. According to thelatest national inventory report (NIR) it accounted for about 60% of all emissions in the Energy sector.[60] Data were collectedfrom both public and private electricity producers, using a variety of renewable and non-renewable sources.

The largest employer in the energy industries is the Central Electricity Board (CEB), which is the public utility involved inpower generation (hydroelectric and thermal generation), transmission and distribution, and sales of electricity in Mauritius.It currently employs some 2,172 people, and the sex-differentiated roles are summarised in **Table 11**. Over ninety percent of employees (1,957) are male. Among the female employees, the vast majority are involved in administrative positions, andabout only nineteen[61] percent are involved in power generation, transmission and distribution that involve more technicallyor engineering-oriented tasks. This situation corresponds very well with the gender-differentiated educational preferences discussed in the previous section. Another pertinent observation is the very high male to gender ratio of more than 6 to 1 inthe Renewable Energy & Strategic Project department. This is an important observation, since the most significant strategic orientation for decorbonising the energy industries is through investments in renewable electricity generation. It is notedhere that CEB is also entirely responsible for electricity generation, distribution and sales in Rodrigues – i.e. there are no independent power producers in Rodrigues.

DEPARTMENT	SEX	NUMBER OF EMPLOYEES	POSITION HELD
Audit	Female	10	Audit Clerk, Audit Officer, Senior Audit Officer, Senior Audit Executive
	Male	10	
Customer Service	Female	54	Office Attendant, Handy Worker, Cadet Technician, Customer Service Agent, Reception Agent, Senior Customer Service Officer, Senior Cashier, Principal Administrative
	Male	366	Assistant, Engineer, Customer Service Officer, Office Assistant, Meter Reader
Finance	Female	23	Administrative Assistant, Senior Accountant, Senior Financial Operations Officer, SAP Controller, Office Assistant, Capex & Assets Clerk, Accountant, Financial Operations
	Male	20	Officer
GM's Office	Female	40	Handy Worker, Cleaner, Administrative Assistant, Engineer, Administrative Secretary, Office Assistant, Administrative Secretary, Senior Confidential Secretary, Assistant Legal
	Male	132	Officer, Corporate Secretary, Environmental Affairs Officer, Office Attendant, CadetTechnician, Surveyor, Reception Agent
Human Resources	Female	12	Secretary/Confidential Secretary, Human Resources Executive, Administrative Assistant, Office Assistant, Human Resources Officer, Human Resources Manager
	Male	32	
IT/MIS	Female	10	Senior Analyst, Assistant IS Analyst, Analyst, IT Technician, Assistant ICT Analyst,
	Male	17	Administrative Assistant, Computer Database Operator, Cadet Technical Officer (ICT)
Non-Utility Generation	Female	0	*Not provided*
	Male	1	
Production	Female	0	Power plant operators, maintenance technicians
	Male	399	
Renewable Energy & Strategic Project	Female	13	Administrative Assistant, Senior Professional, Engineer, Office Assistant
	Male	79	
Supply Chain	Female	12	Senior Supplies Officer, Administrative Assistant, Office Assistant, Assistant Payroll
	Male	59	Officer
Transmission and Distribution	Female	41	Stores/Tools Attendant, Handy Worker, Technician, Cadet Technician, Office Attendant/ Senior Office Attendant, Trainee Technician, Senior Engineer, Secretary/Confidential
	Male	842	Secretary, Administrative Assistant, Senior Administrative Officer-Engineering, SeniorDraughtsman, Engineer, Office Assistant, Draughtsman

Table 11: Employment at CEB Differentiated by Sex

Source: Central Electricity Board

Data has also been collected from private operators in Mauritius. The results obtained from two independent power producersare listed in **Table 12**. The overall situation is not dissimilar in the private sector, with women comprising only eight percent oftotal jobs and with women mainly employed in administrative and clerical positions. Out of the 11 positions held by women, only 4 relate to technical and scientific areas, and only 1 position relates to renewable energy sources.

60 Ibid.
61 This number can be even lower, since these departments also entail administrative positions. Hence, there is an overestimation of technical and engineering positions.

INDEPENDENT POWER PRODUCER	JOB PROFILES
Terragen Ltd	- 50 employees, of which 4 women - Positions held by women: 1 Finance Manager; 1 Administrative Manager; 1 Administrative Assistant; 1 Biomass Engineer
Omnicane Ltd	**La Baraque** - 86 employees, of which 7 women - Positions held by women: 1 Storekeeper; 1 Assistant Chemist; 1 Safety Health Environment and Quality Manager; 1 Safety Health Environment and Quality Coordinator; 1 Financial Assistant; 1 Assistant Accountant; 1 Administrative Assistant **St Aubin** - 43 employees, of which 2 women - Positions held by women: 1 Administrative Assistant; 1 Cleaning Attendant

Table 12: Job Profiles from Selected Independent Power Producers
Source: Terragen Ltd; Omnicane Ltd

Information has been collected more specifically on solar PV and wind energy installations, and the job profiles are summarisedin **Table 13**. Again, the data shows the very low participation of women in renewable energy projects.

PROJECT DESCRIPTION	JOB PROFILES
2 MW solar PV plant (Henrietta)	– Number of employees = 7 of which 1 woman - Position held by women: 1 Project Manager
Helios Beau Champ PV Farm	– No employees for plant operation. - Maintenance is outsourced to a contractor
Eole Wind Farm	– No women are employed in wind farm management.

Table 13: Job Profiles Related to Renewable Energy Projects
Source: Alteo Energy Ltd., Harel Mallac & Co Ltd., and Qair Energy

Another important aspect of climate change mitigation relates to the awareness on renewable energy sources and energy efficiency measures. The Continuous Multipurpose Household Survey (CMPHS) provides longitudinal data regarding such awareness among households. Selected results of household awareness related to different aspects of energy use are listed in **Table 14**. The results generally show that there is an increase in the adoption of solar water heaters, low energy consumption electrical appliances and air conditioners. However, the level of adoption of LED lamps and awareness of Energy Efficiency Label were relatively low in 2017. In contrast, the level of awareness of renewable energy was higher, albeitthat most households had a low level of knowledge regarding economic and financial incentives to procure such systems. Also, passive ways to reduce the impact of building envelope heating deserve more attention against an increasing uptake of air conditioners.

TOPICS OF AWARENESS	2004	2009	2012	2014	2017
Using a solar water heater	3.1	8.3	19.7	-	30.5
Use of low-consumption electrical bulbs	27.1	64.3	73.8	-	-
Use of low-consumption electrical appliances	15.1	22.8	-	-	-
Household equipped with an air conditioner	-	-	-	14.2	20.5
Alternatives to an air conditioner	–	-	-		
- Cross ventilation of rooms				59.3	78.4
- Use of electric fans				91.1	83.2
- Use of heat-reflecting paint on the roof to reduce heat gain				6.9	4.1
- Plant trees to shade home from the sun				48.7	37.0
Aware of an Energy Efficiency Label	–	–	–	34.8	48.6
Using LED lamps / tubes	-	-	-	-	39.1
Aware of renewable energy					72.2
- Existing schemes for encouraging the use of renewable energy					67.9
- Grant facility for the purchase of a solar water heater					
- Tax incentives for the installation of a solar photovoltaic system on your rooftop					22.9
					27.7

Table 14: Households on Energy Uses (%): 2004-2017
Source: Continuous Multi-Purpose Household Survey published in Statistics Mauritius (2022) Digest of Energy and Water Statistics - Year 2021

3.2.2 Land Transport

In 2016, the transport sub-sector contributed 28% of all emissions in the Energy sector.[62] Data has been sought from the National Land Transport Authority (NLTA) regarding sex-disaggregated data on private vehicle ownership in Mauritius. Dataare not available for the entire stock of vehicles in Mauritius, but are only partially available for hybrid and electric vehiclesthat are shown in **Table 15**.[63] There were 12,278 hybrid and electric vehicles that were possessed by male or female owners,with 68.4% of owners being male – i.e. a factor of 2.16 more male owners than female owners. In absolute terms, thereare more male owners of hybrid and electric vehicles, which could just reflect the broader male-dominated ownership of private vehicles. Hence, the interpretation of these data remains incomplete in the absence of data on sex-differentiated ownership of conventional vehicles. For a more thorough analysis, it would be necessary to know the ratio of male to female ownership of conventional vehicles, as well as ownership by vehicle type and engine capacity. This would then allow the direct comparison of the male to female ownership ratio of conventional and hybrid/electric vehicles. This more complete data set would also allow comparisons of sex-disaggregated ownership by vehicle type and engine capacity.

HYBRID/ELECTRIC VEHICLES	MALE	FEMALE	HEIRS / SUCCESSION	JOINT	OTHER	TOTAL
Diesel hybrid	3	1			6	**10**
Electric	115	25			160	**300**
Hybrid Electric	8	1			7	**16**
Hybrid Petrol	6,687	3,376	20	11	4,206	**14,300**
Petrol + Electric	1,580	482	3		248	**2,313**
TOTAL	**8,393**	**3,885**	**23**	11	**4,627**	**16,939**

Table 15: Ownership of Electric and Hybrid Vehicles in Mauritius

Source: NLTA

Insight into the gender dimension of land transport can also be obtained by looking at the sex-disaggregated statistics of the issuance of driving licences. **Figure 6** shows the changes in the male to female ratio of the annual issuance of learner's and competent licences between 2005 and 2020. A ratio exceeding one (1) reveals higher numbers of licences issued to males compared to females. The historical trend shows that the male to female ratio for learners' licences has varied between 1 and 1.4 before 2015, with the value decreasing gradually to 0.93 in 2019. The values less than 1 after 2015 show a higher numberof learner's licences issued to women than men. The data point for 2020 shows a reversal of this trend, but it has to be kept in mind that the statistical data are provisional. The trend line for competent licence shows an overall decrease in the male tofemale ratio, albeit with larger variability in data points. Despite the general decreasing trend, the ratio is always higher than1 for the entire period. The results show that there are a higher number of males than females who convert their learner's licence into a competent licence.[64] Since ownership of a competent licence is usually a prerequisite for motorised vehicle ownership, the results in **Figure 6** partly explain the higher male ownership of vehicles, as shown in **Table 15**.

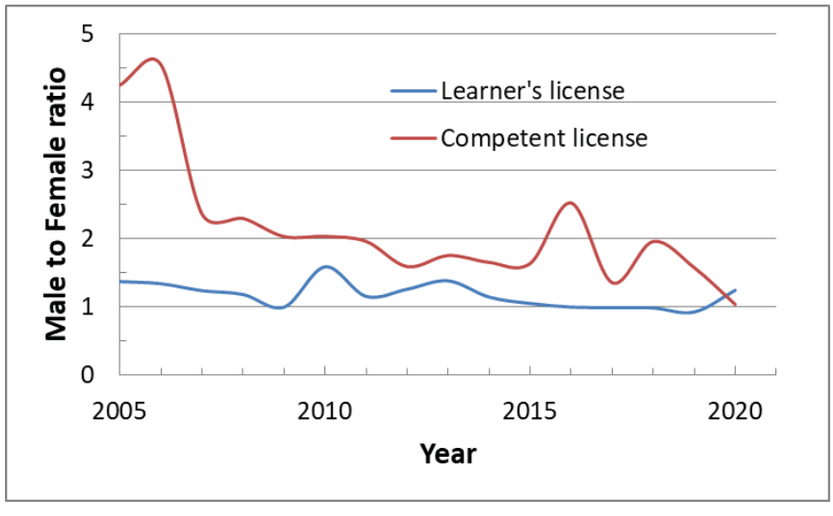

Figure 6. Male To Female Ratio of Learners' and Competent Licences Issued: 2005-2020

62 *Ibid.*

63 *Data provided by NLTA in November 2020. Please note that new data received on March 6, 2023 revealed the total number of electric and hybrid cars to be 28,843 (Diesel hybrid = 63; Electric = 5,190; Hybrid Electric = 16; Hybrid Petrol = 21,297; Petrol + Electric = 2,277). However, data disaggregated by sex and type of ownership was not available.*

64 *The analysis does not take into account the buffering effect that takes place due to delays between the conversion of a licence from learner's to competent. This buffering effect is assumed to play out over short time intervals (e.g. 1 year) so that the long-term trend is not affected significantly.*

3.3 Waste Management

3.3.1 Solid Waste Management

In Mauritius, sorting of solid waste at source is not institutionalised. Those who practice sorting waste at source do so on their own accord, and using private means to drop sorted solid waste in dedicated drop-off zones, usually managed by civil society organisations or local government. In 2019, the bulk of solid waste (95%) was unsorted, and there was quasi- 100% door-to-door collection of this waste that was ultimately landfilled.[65] The remaining 5% of solid waste was landfilled. The mitigation actions proposed in the National Climate Change Mitigation Strategy and Action Plan for solid waste management consist principally of composting, anaerobic digestion, and recycling.[66] Since there is no composting or anaerobic digestion facility in operation today, a survey was carried out among recyclers through the Solid Waste Management Division (SWMD), MESWMCC. The results from the seven respondents (out of 21 solicited for the survey) are shown in Annex 2. All the personnel were employed on a full-time basis.

The seven companies that were surveyed employed a total of 90 people on a full-time basis, out of which 64 were male and 26 were female. Out of the 26 female workers, 19 worked in positions related to administrative work (administration, sales / shop assistants and cleaners). Three women worked in upper management positions such as supervisor, manager, or director. Only four female employees worked on the factory floor, and they all worked for the same company. Incidentally,this company provides on-the-job training on solid waste management techniques to its employees through a dedicated Sustainability Department.[67] In contrast, male workers occupied positions mainly geared towards factory floor operators, technicians, drivers, and high-level management (manager and director); they did not perform administrative functions to the same extent as female employees (only 4 males worked in administration or as shop assistants).

The results shown in Annex 2 seem to suggest that companies engaged in recycling – i.e. recyclers – employ more people, and perform a wider range of functions. Exporters employed 27 people, out of whom 5 were women – i.e. 18.5% female workers as opposed to 33.3% female workers among recyclers. This result indicates that increasing investments in recycling as a mitigation strategy will create more job opportunities for women. Nevertheless, there will be a need to redress the sex-related job profiles so that there are more opportunities for women in technical positions.

3.3.1 Wastewater Management

There are 578 members of staff working at the Wastewater Management Authority (WMA),[68] of which 104 are female staff. However, there are only 27 female workers related to the core activities of the WMA. Of these, there are 12 female Engineering, Technical and Scientific Cadre, and 15 female Workers Class. All else being equal, and given the highly engineering-related technologies used in the treatment of wastewater, it is observed that the male-dominated bias observed for other sectors is applicable to wastewater management.

In the case of Rodrigues, there is no sewered wastewater, and the main wastewater management techniques are pit latrines and absorption pits.

3.4 Agriculture

Since the mitigation actions for the agriculture sector are related to low-carbon practices in food production and livestock husbandry, the gender analysis has focused on small-scale farmers. All data used in the analysis have been provided by the Food Agricultural Research and Extension Institute (FAREI) and the Small Farmers Welfare Fund (SFWF). Compared to other emissions sectors, the Agriculture, Forestry, and Other Land Use (AFOLU) sector is quite peculiar since it involves access to land (land ownership) and low-skilled jobs.

65 For more details, please see the National Climate Change Mitigation Strategy and Action Plan.
66 The waste-to-energy option, if implemented, would be done in 2030, and it would involve a centralised state-of-the-art technology. All else being equal, the involvement of women in waste-to-energy may be expected to be reflected by the low representation in large-scale renewable energies.
67 On-the-job training cannot be related to female employment in technical positions, as evidenced by the last respondent having no female employees at all.
68 Data was received from WMA on March 6, 2023 upon review of the 2nd draft of the report.

3.4.1 Food Crops

Out of the 10,000 planters, there are 7,750 male and 2,250 female planters, and the sex-differentiated distribution of planters by type of farm work carried out is given in **Table 16**. The first observation is that the number of male workers exceeds that offemale workers by a factor of 3.4. When it comes to the type of field work that is performed, female workers are concentratedmainly around three jobs, namely (i) labourers, (ii) grading/sorting/packaging, and (iii) agro-processing. It, therefore, appearsthat women are more generally associated with unskilled farm work. Whereas most jobs (9 out of 10) listed in **Table 16** arerelated to on-farm activities, the function of an entrepreneur deserves specific attention when it comes to gender analysis.One key element of gender analysis relates to 'who controls resources' and 'who has access to information'. To be a successful entrepreneur requires having both control over resources, such as time, land, mobility, and finance, as well as access to information for developing a business plan and operating a farm, implying knowledge of farm operation, financial analysis, marketing, and technology, among others. Among small-scale farming entrepreneurs, 70% are male, which reveals that men have significantly more control over resources and access to information that are required to run a farming operation.

JOBS	MALE (%)	FEMALE (%)
Labourers	40	60
Sprayerman	100	0
Operator	100	0
Driver	90	10
Watchman	100	0
Grading/Sorting/Packing	10	90
Entrepreneur	70	30
Agro-processing	25	75
Distributors	90	10
Accounting	60	40

Table 16: Planters' Allocation of Farm Work bby Sex Category.
Source: FAREI

More insight regarding entrepreneurship is obtained from membership data provided by the SFWF, as shown in **Table 17**. Membership in the SFWF is related to the ownership of agricultural land by an individual. Out of the 12,487 registered planters with the SFWF in 2021/22, only 22% were female, [69] revealing that control and access to agricultural land are contributors to low female entrepreneurship among small-scale planters. The situation is different among tea planters, where there is more equal ownership of land between males and females. However, tea planters represented only 8.4% of all small planters in need 2021/22. This analysis shows that a gender-differentiated approach to low-carbon development in food crop production will to focus on both access to resources, especially land, [70] and access to information that is further discussed below.

SEX	PLANTERS	BREEDERS	TEA PLANTERS	TOTAL
Male	9,750	955	582	**11,287**
Female	2,737	314	557	**3,608**
Total	**12,487**	**1,269**	**1,139**	**14,895**

Table 17: Membership in SFWF by Sex Category
Source: SFWF (registered farmers for 2021/22)

For women-owned enterprises, the sex-differentiated management of the company is given in **Table 18**. Apart from the function of planning, which may reflect a higher contribution to the part of the female owner, all other functions are dominatedby male workers.

69 The percentage is 24.2% when considering both planters and tea planters.
70 The Charter for Engagement: Women Leading Climate Action mentions that "while one fourth of all economically active women are engaged in agriculture, women own just 15% of the world's agricultural land, which prevents them from adopting or scaling sustainable technologies and innovations that could increase on-farm yields by 20-30%"; https://www.womens-forum.com/wp-content/uploads/2020/04/Women4Climate-Charter.pdf - accessed November 22, 2022.

ACTIVITY	MALE (%)	FEMALE (%)
Planning	40	60
Supervision	60	40
Financial Aspect	55	45
Marketing	70	30
Linkage with other stakeholders	50	50

Table 18: Sex-Differentiated Management Roles in Women-Owned Companies

Source: FAREI

3.4.2 Livestock

There are a total of 3,954 livestock breeders in Mauritius, of which 1,083 (i.e. 27.4%) are female breeders. The proportion of female breeders is similar to that of female planters. Women livestock breeders are involved in the day-to-day managementof their farms. They are not only involved in livestock production but also active in the value chain. They have to market their products, and some even process their products prior to marketing.

3.4.3 Sugar cane

Of the 10,556 small sugar cane planters on the island, nearly 30% (representing 3,158 planters) are female; with nearly 1,000 female planters in the East (FUEL, Constance) and 437 female planters in the Centre (Highlands, Mon Desert Alma). More than70% of the female planters are over 60 years old.

Mauritius obtained in 1995 an additional quota of 85,000 metric tonnes of sugar under the Special Sugar Agreement to meetthe EU Refiners' Deficit, and one measure taken at that time was the development of lands formerly under tea into Sugar cane. Thus, this practice has led to an increase in ex-tea land being converted to Sugar cane fields, which amounted to nearly 9,600 ha in 2021. The most vulnerable of the female planters are found in the ex-tea lands. Out of 883 planters on the ex-tea lands, 42% (367) are female and are currently exploiting leased lands. Out of the 367 female planters, 256 are above the ageof 60 years (**Table 19**).

	FEMALE					MALE					TOTAL
	<40 YR	40-60 YR	>60 YR	AGE NA	TOTAL	<40 YR	40-60 YR	>60 YR	AGE NA	TOTAL	
Mon Trésor	0	5	25		30	1	21	21		43	**73**
Riche en Eau	2	12	29		43	2	18	44	2	66	**109**
Rose Belle	0	2	13		15	0	10	12		22	**37**
FUEL	0	31	59		90	4	49	44		97	**187**
Highlands	0	14	34	1	49	0	28	52		80	**129**
Mon Desert Alma	4	39	96	1	140	6	100	102		208	**348**
Total	**6**	**103**	**256**	**2**	**367**	**13**	**226**	**275**	**2**	**516**	**883**

Table 19: Number of Small Sugar cane Planters on Ex-tea lands

Source: Farmers Service Agency

The Mauritius Cane Industry Authority (MCIA) has worked on the future prospects of small sugar cane planters on ex-tea lands, and the results of discussions are:

- Capacity building for women in the Sugar cane sector in order to empower them in light of the various challenges theycurrently face, including farm productivity or diversification of activities;
- Adoption of innovative technologies, such as the use of drones as a means to lower costs of production and thescarcity and high cost of manual labour, as well as the ageing labour force;

- Development and use of user-friendly Apps to exchange information, including awareness campaigns, the best agronomic practices, new varieties, control of weeds, and transfer and diffusion of technology;
- Increasing the participation of women in maximising the use of abandoned or marginal lands in the context of the National Biomass Framework, especially the ex-tea belt. The generation of green energy from mixed/energy canes is promising, and the need for follow-up in terms of other woody biomass (bamboo, eucalyptus) could offer new avenuesfor women to contribute to the declining land use, cane, and sugar productivity whilst at the same time increasing energy production from renewable sources, thereby taking advantage of the incentives and prices from bagasse, and assisting the Government of Mauritius in its strategy to phase out coal in electricity generation; and
- Increased value addition through Fairtrade certification, among others.

3.4.4 Low-carbon capacity development

Information provided by FAREI shows that there has been active engagement with farmers and livestock breeders regardinglow-carbon agricultural practices. In general, capacity building has been provided to farmers on the following:

3.4.4.1 Crop production at the household and commercial levels

3.4.4.2 Livestock production

3.4.4.3 Good agricultural practices and good husbandry practices for quality and sustainability

3.4.4.4 Compost making

The sex-disaggregated numbers of beneficiaries of training on low-carbon agricultural practices are listed in **Table 20**. Outof the total 1,899 beneficiaries between 2020 and 2022, approximately 45% were female planters and livestock breeders. The percentage is slightly higher at approximately 49% for training provided to food crop producers. These results reveala gender-inclusive approach regarding training that has been provided to small farmers (crops and livestock) despite the existing bias towards male-dominated entrepreneurship and farmworkers in the sector.

TRAINING	NUMBER OF BENEFICIARIES (MALE)	NUMBER OF BENEFICIARIES (FEMALE)
Crop production	703	672
Livestock production	342	182
Total	1,045	854

Table 20: Sex-Disaggregated Beneficiaries of Training on Low-Carbon Agricultural Practices: 2020-22
Source: FAREI

Regarding more specifically livestock, breeders have been made aware of waste management techniques through training, group meetings, and demonstrations. The capacity building interventions covered the following aspects of low-carbon livestock waste management:

3.4.4.5 Compost production and biogas production

3.4.4.6 Use of Efficient Micro-organisms

3.4.4.7 Solarisation of manure

3.5 Forestry (and Other Land Use Changes)

Tree planting, afforestation, and reforestation are the only means of carbon offset in the National Climate Change Mitigation Strategy and Action Plan (NCCMSAP) 2022-2030. In 2018, the total extent of forest cover in Mauritius was 47,048 ha, out of which around 25,000 ha were under private ownership and the remaining 22,048 ha on state lands. The Forestry Service (FS) has jurisdiction over 14,540 ha of State Forest Land. The FS also has surveillance oversight over 6,540 ha of privately owned mountain and river reserves, 73 making it the outright national organisation having control over most forest lands in Mauritius. In this respect, the gender analysis has focused on the sex-disaggregated statistics obtained from the FS. Annex 3 gives the sex-disaggregated data for the staff of FS as of November 2022. There are 84.7% male staff and 15.3% female staff out of a total of 438 persons. Among the professional and technical staff, males outweigh females by a factor of 10; the ratio is 4.8 for non-technical personnel. There were around 295 persons (i.e. 87.3%) of non-technical staff who were directly involved in field work related to forest management (e.g. general worker, gardener, nursery attendant, insecticide operator, field survey, woodcutter, security guard). Out of these, 256 were males and 39 females, revealing the significant male bias regarding field work related to forest management. There were also a total of 95 Enforcement Officers in different technical grades, out of which 87 were males.

The Management of the native terrestrial biodiversity and its ecosystem falls under the purview of the National Parks and Conservation "Service (NPCS). The mainland national parks of Mauritius namely Bras Deau National Parks and Black River Gorges National Park and 8 islet National Park, i.e. a forested area of 7199.2 ha are under the jurisdiction of the NPCS where forest restoration is carried out.

The NPCS employs 104 staffs on a permanent basis and 237 on contract basis. Among permanent staffs there are 27 female staffs ranging from post of Senior Scientific Officer, Senior Technical Officer, Senior Nursery Attendant, and General workers and among staff on contract basis there are 35 females who are all contributing in the restoration of degraded forest in the National Parks and at the same time offering nature based climate change mitigation solutions.

The Forestry Staff in Rodrigues, although subject to technical directions from the Conservator of Forests, is answerable in all day-to-day matters to the Departmental Head, Commission for Environment. In 2018, there were 162 employees in the Forestry Services in Rodrigues, 74 out of which some 119 persons (i.e. 73.5% of total employees) were involved in on-the-ground forest management activities. There were 3,427 ha of forest land in Rodrigues in 2018, including 3,180 ha of plantations, 47 ha of nature reserves (24 ha on the mainland and 23 ha on islets), and 200 ha of private-owned forests.

3.6 Refrigerants and Air Conditioning

The decarbonisation of refrigerants for cooling purposes will proceed through the phase-down of fluorinated Ozone-Depleting Substances (ODS), namely hydrofluorocarbons (HFCs), as well as the banning of certain categories of cooling equipment, including refrigerators using HFCs. The approaches that will be adopted for phasing down HFCs will be similar to those that have been successfully applied inthe past for phasing out chlorofluorocarbons (CFCs) and hydrochlorofluorocarbons (HCFCs) according to the ODS TerminalPhase-Out Management Plan (TPMP) and the HCFC Phase-Out Management Plan (HPMP), respectively.[76] The approachesthat were used are:

- Changes in regulatory frameworks, such as amendments to the Consumer Protection (control of imports) Regulations to ban the import of appliances;[77]
- Training of trainers, refrigeration technicians, and customs officials (enforcement of legal provisions) regarding thephase-out of ODS;
- Recovery and safe disposal (recycling) of ODS;
- Implementation of policy measures and instruments;[78] and
- Proof-of-concept of new refrigerants, including research on natural refrigerants.

The Kigali Implementation Plan (KIP) provides the mechanism for the phase-down of HFCs, and the banning of appliances. The KIP will be based on similar approaches mentioned above and the gender action plan will add the gender dimension to its existingactivities. Since the mitigation actions related to refrigerants will be carried out through national regulation and accompanyingpolicy instruments, the HFC phase-down approaches and activities are equally applicable in Mauritius and Rodrigues.

71 It is estimated that 15,847 ha of privately owned land is under scrub forest and is mostly managed for deer ranching and ecotourism.
72 Forestry Service (2018) Annual Report of the Forestry Service 2018, Ministry of Agro-Industry and Food Security, Port Louis.73 Although privately owned, these reserves are protected under the Forests and Reserves Act 1983.
74 Forestry Service (2018), p. 39.
75 Ibid, p. 40.
76 Presentation by D.S. Chamilall and A. Kawol entitled 'Activities carried out by Mauritius under the Montreal Protocol, Way Forward and role of Media'; provided by A. Kawol on November20, 2021. 77 Following amendments to the Environmental Protection Act in 2002 and 2008, the Environmental Impact Assessment (EIA) mechanisms were used to control the setting up of enterprises where ODS was involved, and alternative refrigerants were proposed to investors and project developers.
78 Example is the exemption of custom duty on ozone-friendly refrigerants such as hydrocarbons.

4 GENDER ACTION PLAN

The Gender Action Plan (GAP) has been developed following the baseline analysis given in Section 3 and taking into account gender-differentiated outreach activities on climate change that have been carried out by the Department of Climate Change (DCC) in 2021 (**Table 21**). In an environment that is dominated by men, the outreach activities carried out by the DCC revealthe ongoing effort to redress the gender imbalance in access to information. The GAP also includes a set of indicators for tracking progress in implementation. The institutional responsibilities for implementing actions and tracking implementation progress are also provided. The GAP has been aligned with that of the United Nations Framework Convention on Climate Change (UNFCCC)[79] and cross-references are provided to indicate integrations between the national-level GAP and the global-level GAP. In the first instance, the GAP is a direct response to Priority Area A (capacity-building, knowledge sharing,and communication) that requires Parties to develop gender-responsive policies, plans, and programmes.[80] It is expected that the GAP will support the process of integrating the gender dimensions of development into sector-specific gender policystatements and sector-specific gender strategies and action plans, as proposed in the NGP 2022-2030.[81] The GAP is also supportive of other actions related to the green and circular economy and responsible consumption and production.

	OUTREACH ACTIVITIES	MALE	FEMALE	TOTAL
1	*Online awareness session with Students (Friday 8 October 2021)*	55	65	120
2	*Online awareness session with NGOs-Rotary Club and JCI (13 October 2021)*	70	80	150
3	*Online awareness session with media (14 October 2021)*	12	8	20
4	*Awareness workshop with youth leaders and officers (15 October 2021)*	15	35	50
5	*Online awareness session with Cooperative Community (20 October 2021)*	13	7	20
6	*Awareness workshop with women leaders (21 October, 2021)*	0	50	50
7	*Online awareness session with local authorities (26 October, 2021)*	15	25	40
8	*Online awareness session with trainee teachers (22 October 2021)*	80	70	150
TOTAL		**260**	**340**	**600**

Table 21: Outreach Activities of the Department of Climate Change, 2021
Source: Department of Climate Change

While gender-differentiated capacity building on different aspects of climate change is necessary, the gender analysis regarding mitigation sectors shows that this will not be sufficient. Except for the AFOLU sector, the reduction of GHGs – i.e.low-carbon development – involves the use of more advanced technologies and engineering solutions. However, the gender analysis presented in the previous section has shown that there is, in the first place, a significant imbalance between male and female employment in these mitigation sectors. In mitigation sectors that rest on technological and hard engineering solutions for low-carbon development and which sectors are male-dominated, investments in capacity building, albeit useful,may remain marginal in terms of gender impacts.

The GAP, therefore, adopts a two-pronged approach by proposing actions: (i) to address the root causes of gender imbalancein sectors that are heavily oriented towards technology and engineering, and (ii) to provide equal access to informationand resources related to climate change mitigation. There is a significant qualitative difference between the two types of responses in that the first will require system-wide changes over the timescale of at least one generation. For the second type of gender response, there are two elements, namely: (a) actions that are common to all emission sectors; and (b) actionsthat are specific to each sector.

79 UNFCCC (2017) Gender and climate change – FCCC/SBI/2017/L.29, Subsidiary Body for Implementation, Bonn.
80 Activity A.1 of Priority area A is: 'Through the use of such mechanisms as workshops, technical assistance, etc., enhance the capacity of Parties and stakeholders to develop gender-responsive policies, plans, and programmes on adaptation, mitigation, capacity-building, technology, and finance.'
81 National Gender Policy, 2022-2030 (2022), pp. 44-50.

4.1. Addressing Systemic Challenges to Gender Inclusiveness

The NGP 2022-2030 makes a number of observations related to the skewed participation of men in science-based careers (see also **Figure 2**). First, it notes ***that '[w]omen are still underrepresented in science-based careers, for example, engineering and technology, because girls are still less motivated to take up science subjects'. It concludes that 'there is a need to improve girls' access to vocational training, science, technology, and continuing education'. While stating that 'Government seeks to address the challenges to keep track with gender parity in education at both lower and higher levels of learning for boys and girls',*** it is not explicit about the challenges regarding the gender gap in Science, Technology, Engineering, and Mathematics (STEM) nor is it explicit about the practical means to overcome these challenges. Since the National Gender Policy Framework is a guiding document, it is expected that these challenges and means to overcome themwill be the subject of sectoral policies, strategies, and action plans.[82] Nevertheless, the NGP 2022-2030 argues that one strategic orientation that is vital when it comes to the systemic challenges for better women's participation in technology and engineering is to develop gender-responsive guidelines for increasing the number of women in STEM subjects andfor introducing mentorship programmes to encourage girls to venture into science subjects.[83] For this, there is a need for systemic and holistic approaches[84] that involve a wide range of stakeholders.

While the focus here is on climate change mitigation, it is important to note that the direct relationship between the low participation of girls and women in STEM and the low number of girls and women that undertake studies in engineering and technology affects all economic sectors that rely on engineering and technology skills. The Human Resource Development Council (HRDC) conducted Skills Studies in 2017/2018. Among the main findings, a lack of STEM skills was reported by employers across all the economic sectors of Mauritius. This is related to a gradual decline in enrolment in STEM subjectsat the secondary education level and subsequently at tertiary education level. This state of affairs is leading to a growingmismatch between the skills of jobseekers and those required by the work market. It has been found that the mismatch of skills relates mainly to STEM skills that include problem-solving skills, higher-order thinking skills, innovation, and creativity,among others. Such skills are mainly developed through STEM subjects taught at school level.[85] As shown in **Figure 2**, thereis low enrolment of young women in STEM-related studies at tertiary level. Hence, the gender issue at hand is an economy-wide or systemic challenge that is in no way limited to climate change. Hence, the proposed actions to address gender-related systemic challenges are expected to have ripple effects across the entire economy. Another dimension in the gender-STEM nexus is that around 47% of jobs are expected to disappear in the digital revolution, and 65% of these jobs are currentlyheld by women.[86] Addressing the low number of female students should be a priority to prepare a more gender-balancedpipeline for the jobs of the future.

In order to develop an effective response to this systemic gender imbalance, it is vital to better understand the root causesthat result in low STEM uptake by girls in education. Linking the under-representation of women in careers related to engineering and technology solely to girls' motivation to take up STEM subjects is inadequate.[87] Mauritius is not unlike many countries around the world that exhibit a deficit of girls' engagement with STEM subjects, resulting in the correspondingly low representation of women and girls in the fields of engineering and technology.[88] Several factors, namely personal, behavioural, and environmental contribute to explaining the gender differential,[89] and a conceptual framework has been proposed to better understand the gender gap in STEM tertiary education (**Figure** 7).[90]

82 National Gender Policy, 2022-2030 (2022), pg. 37.
83 Ibid, pg. 38.
84 V. Tandrayen-Ragoobur and D. Gokulsing (2022) Gender gap in STEM education and career choices: what matters?, Journal of Applied Research in Higher Education 14(3): 1021-1040; M. Madhou, K. Fowdar, D.N. Modi and B.S. Moosun (2020).
85 https://www.hrdc.mu/index.php/projects/349-an-assessment-of-secondary-school-students-interest-in-stem-subjects; accessed November 11, 2022.
86 Quoted in the Women's Forum (2021). The Women's Forum barometer on gender equity; https://www.womens-forum.com/wp-content/uploads/2021/06/Barometer-WF_220621_DEF.pdf - accessed November 22, 2022.
87 National Gender Policy 2022-2030 (2022), pg. 22.
88 OECD (2015) OECD Science, Technology, and Industry Scoreboard 2015: Innovation for Growth and Society, OECD, Paris; Stoet, G. and Geary, D.C. (2018), "The gender-equality paradox in science, technology, engineering, and mathematics education", Psychological science, Vol. 29 No. 4, pp. 581-593.
89 V. Tandrayen-Ragoobur and D. Gokulsing (2022) Gender gap in STEM education and career choices: what matters?, Journal of Applied Research in Higher Education 14(3): 1021-1040.
90 The choice of field of study in tertiary education is determined by the choice of subjects in late secondary education.

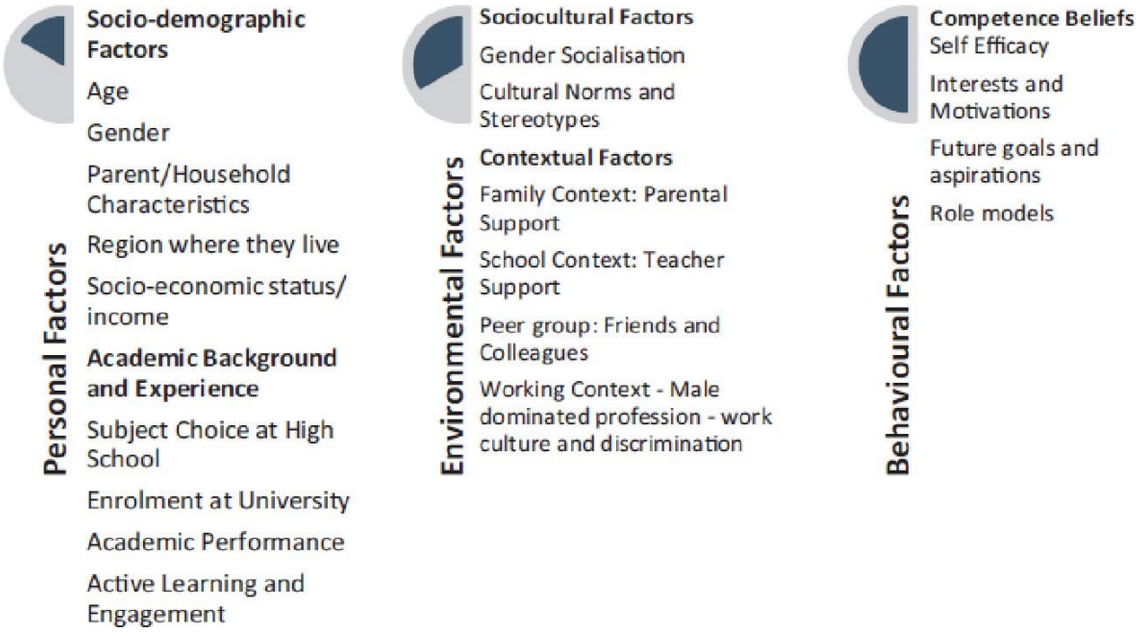

Figure 7. Conceptual Framework for the Gender Gap in Stem Tertiary Education
(Source: Tandrayen-Ragoobur and Gokulsing, 2022)

The determinant variables that explain the lower enrolment of young women in STEM studies are a lack of parents' and teachers' support, self-efficacy, and the student's poor academic performance in STEM subjects at the secondary school level. Young women are more likely than men to enrol in STEM higher education if they are encouraged and supported by their parents and teachers. The skewed gender imbalance is compounded by women in STEM careers facing a numberof challenges in terms of discrimination at work, the glass ceiling, male-dominated attitudes, and non-participation in the decision-making process.[91] Hence, two types of actions are proposed to redress these gender imbalances, namely: (a) providing the enabling conditions for uptake of STEM subjects by girls and young women during schooling (**Table 22**); and
(b) creating a more conducive work environment for women in STEM careers (**Table 23**). The proposed Gender Objectivesand Actions are fully supportive of the requirements of the UNFCCC GAP for gender-responsive formal and informal trainingand leadership at all levels.[92]

91 Tandrayen-Ragoobur and Gokulsing, 2022.
92 Activity B.4 under Priority Area B: gender balance, participation, and women's leadership is: 'Cooperate in, promote, facilitate, develop, and implement formal and non-formal education and training programmes focused on climate change at all levels, targeting women and youth in particular at the national, regional, and local levels, including the exchange or secondment of personnel to train experts.'

OBJECTIVE	ACTION	INDICATOR AND TARGETS	RESPONSIBLE / INSTITUTION	TIMELINE	ALLOCATED BUDGET (USD)
Gender Objective 1: *Increasing the self-efficacy of educators at all levels of education and in both academic and vocational training.*	**Action 1.1:** Educators at all levels of teaching are duly trained in pedagogical approaches to reduce and eventually eliminate sex stereotypes in STEM education.[93] **Action 1.2.** Increasing the visibility of women role models in STEM through (i) more frequent use of images of female mathematicians and scientists in educational materials and (ii) use of case studies or assignments that contextualise female achievements in STEM, among others. .	Baseline: 0 (2022) Indicator: # of educators (primary and secondary) trained, differentiated by gender Target: 30% of all educators (2025), 100% of all educators (2030). Baseline: 0 (2022) Indicator: # of schooling materials updated at primary and secondary levels (9-year schooling materials developed by the MIE and MITD) Target: 40% (2025), 100% (2030).	Ministry of Education, Tertiary Education, Science and Technology (METEST) Mauritius Institute of Education (MIE) Service Diocésain de L'Éducation Catholique(SEDEC) Mauritius Institute of Training and Development (MITD) Private Secondary Education Authority (PSEA)	2023 – 2030 2023 –2030	121,750 5,866,591
Gender Objective 2: *Enhancing the role of parents in the process eliminating gender stereotypes in STEM education.*	**Action 2.1.** Increasing parental roles in pro-STEM subject choices and activities*of* at all levels of education through (i) closer school engagements with parents regarding better support for girls' and young women's choice of STEM subjects;[94] (ii) active awareness campaigns to identify and address parental stereotypes in STEM education.	Baseline: 0 (2022) Indicator: % of parents engaged in school meetings to support pro-STEM subject choices, including participation Target: 25% of all parents (2025), 75% of all parents (2030).	METEST SEDEC MITD PSEA	2023 - 2030	210,436
Gender Objective 3: *Increasing access to STEM outside the classroom[95] for girls and young women at all levels.*	**Action 3.1:** Establish STEM clubs targeting the cohort of students in 9–year schooling cycle to give the experience of STEM to girls (and boys) as being fun and not difficult (supported by Gender Objectives 1 and 2).[96]	Baseline: 0 (2022) Indicator: # of STEM clubsin primary, secondary and technical institutions Target: at least 35% of institutions in each category (2025); 100% institutions (2030)	METEST SEDEC MITD PSEA	2023 – 2030	323,917
	Action 3.2: Establish a system of internships in STEM areas for girls and boys in middle and upper secondary education. The internship programme should also include a process of mentoring in order to give a positive real-world experience to young women and girls regarding STEM careers (i.e. confidence-building).	Baseline: 0 (2022) Indicator: # of STEM clubsin primary, secondary, and technical institutions Target: at least 35% of institutions in each category (2025); 100% of institutions (2030)	METEST MITD Private Sector	2023 –2030	0[97]
	Action 3.3: Establish a National Chapter for Women in Science, Engineering, and Technology organisation to promote women in STEM.	Baseline: 0 Indicator: # of Chapters to establish Target: 1 Chapter established by the end of 2023	METEST	2023	111,111

Table 22: Actions to Create Enabling Conditions for the Uptake of Stem Subjects by Girls and Young Women

93 This will include hosting informal talks with female students about STEM on a regular basis, sharing information, asking questions, and also talking about what they like or do not like about STEM. This will help teachers know their feelings and the STEM areas that are holding them back. This information and knowledge can then be used as part of an adaptive management system to evaluate the relevance of the proposed gender actions.

94 To ensure coherence in messages and the vernacular used at school and at home. This action can also include an annual school fair at both primary and lower-secondary levels on the topic 'women in STEM education, research, and careers'.

95 For example, access to science museums and STEM clubs during or after school hours and summer breaks.

96 A good example of extracurricular activity is the early-years informal science education programme offered by the Rajiv Gandhi Science Centre. For details please see: J. Naugah, B.K. Applasawmy, I. Li Kim Khiook, S. Rungoo and A.K. Maulloo (2022) Early Years Informal Science Education Programme in Mauritius: A Systemic Approach by the Rajiv Gandhi Science Centre, in Play and STEM Education in Early Years (eds. S.D. Tunnicliffe and T.J. Kennedy), Springer, Switzerland, pp. 425-437.

97 Assumed that the cost of internship is borne by the participant, and any stipend that is provided is at the discretion of the host institution.

98

OBJECTIVE	ACTION	INDICATOR AND TARGETS	RESPONSIBLE / INSTITUTION	TIMELINE	ALLOCATED BUDGET (US$)
Gender Objective 4: *Capacity building of the workforce to reduce and eventually eliminate gender stereotypes.*	**Action 4.1:** Mandatory training on work-related gender inclusiveness for all public sector officers through a combination of online and face-to-face courses dispensed by the Civil Service College.	Baseline: 0 (2022) Indicator: % of public officials completing online course and % of non-technical staff[99] trained on gender at work Target: 40% (2025), 100% (2030).	Ministry of Public Service, Administrative and Institutional Reforms; Civil Service College	2023 - 2030	66,750
	Action 4.2. Programme for gender inclusiveness in the private sector by Business Mauritius for strong Social Capital and Inclusive Growth.[98]	Baseline: 0 (2022) Indicator: % of Corporate Sustainability Officers trained on gender issues Target: 100% of CSOs in listed companies (2025).	Business Mauritius; Private companies; Civil Service College	2023 - 2030	54,000
			Mauritius Institute of Directors	2023 – 2024	161,250
Gender Objective 5: *Enhancing pro-women leadership skills in public and private organisations.*	**Action 5.1**: (a) Training provided by the Mauritius Institute of Directors (MIoD) on gender at work as part of its Director Development Programme (DDP); (b) Strengthening gender leadership advocacy of the Women Directors Forum.[100]	Baseline: 0 (2022) Indicator: (a) Updated DDP; (b) # of women leaders supported Target: DDP reviewed and gender mainstreamed (2024); 25 (2025); 75 (2030).			
	Action 5.2. Outreach activities of the National Women Council to promote women in STEM careers and to support a mentorship programme for young girls and women in STEMcareers.	Baseline: 0 (2022) Indicator: (a) # of persons (differentiated by sex) reached out; (b)# of young girls and women mentored Target: (a) 150 (at least 50% women) (2025); 350 (at least 50% women) (b) 50 (2025); 200 (2030)	National Women Council; Secondary Schools (upper); Higher Education Institutions; Private Sector	2023 – 2025	112,500

Table 23: Creating Positive On-The-Job Experiences for Women in Stem Careers

4.2. Access to Information and Resources for Mitigation Actions

Access to information and access to resources (e.g. time and financial resources) are key elements for taking action in any area of endeavour, including climate change.[101] As shown in **Table 21**, the DCC carried out a number of gender-differentiated outreach activities for different target groups. In addition, there have been a number of pro-women information sharing and outreach activities that have been carried out, as summarised in **Table 24**. Despite the fact that most of the outreach activities and training materials have focused on climate change adaptation, the information contained in **Table 21** and **Table 24** formsa strong basis for gender mainstreaming in climate change mitigation.

99 Business Mauritius to also support the Action 5.2 (Gender Objective 5) among its members.

100 A Training of Trainers activity is proposed for Action 4.1. The Trainers should be the Gender Focal Point / Specialists that already exist in line ministries.

101 The mainstreaming of gender in companies would focus on the needs and benefits of including women participation in decision-making, achieving gender parity at the level of Boards, fairness in workplace evaluation, having a zero-tolerance approach to women harassment, and work-life balance for all employees, among others.

102 Please see Charter for Engagement: Women leading climate action; https://www.womens-forum.com/2019/07/04/charter-for-engagement-women-leading-climate-action/ - accessed November 22, 2022; UNFCCC (2017) Gender and climate change – FCCC/SBI/2017/L.29, Subsidiary Body for Implementation, Bonn.

OUTREACH ACTIVITY	DESCRIPTION
Africa Adaptation Programme (2010 – 2013)	A pool of 70 women leaders were trained to conduct awareness-raising on climate change and its gendered impacts. The training materials are available online.[102] Other training materials are: • Training Manuals have been formulated for target groups such as youth and women.
Climate Change Division	A Toolkit containing 111 Actions to help combat climate change in Mauritius has been formulated to inspire, inform, and involve youth, family, and women in taking action on climate change.
Women's Forum Mauritius 2016	A Women's Forum on the Economy and Society[103] was held in 2016 for the African region, and it was organised by the Office of the President of the Republic of Mauritius. Three hundred and fifty (350)local and foreign participants, including scientists, policymakers and business leaders from Africa, Europe and Asia, partook in the Forum that addressed the climate challenge for Africa.
Women and Climate Change; Third National Communication 2016	A sensitization toolkit has been developed on the theme of Women and Climate Change.[104]
Capacity Development on Climate Change in the Republic of Mauritius (2014-2016)	• A climate change video clip;[105] • An interactive 3D digital model to help citizens understand the impacts on coastal zones due tosea level rise and storm surges;[106] • A climate change card game, which is an individual or group learning tool for climate change terminologies;[107] and • Nine climate change imaginary island depiction panels illustrating the causes and consequences of climate change and the possible solutions to these problems.[108]

Table 24: Summary of Outreach Activities For Women Empowerment and Leadership in Mauritius

The remaining subsections tabulate the Gender Actions that are common to all emissions sectors (section 4.2.1) and those that are specific to each sector (sections 4.2.2 to 4.2.8).

102 https://environment.govmu.org/Documents/CCIC%20Data%20Repository/4.%20Toolkits%20for%20Key%20Sectors/Gender%20mainstreaming%20of%20climate%20change/Egalite%20de%20Genre,%20CC.pdf?csf=1&e=uLxvQ1 – accessed March 17, 2023.

103 The Women's Forum is a leading international platform for transforming the power of women's voices and perspectives into forward-thinking economic and policy initiatives for societal change. For more details, please see: https://www.womens-forum.com/initiatives/about/ - accessed November 22, 2022.

104 https://environment.govmu.org/Documents/CCIC%20Data%20Repository/2.%20Information%20%26%20Reports/Third%20National%20Communication%20for%20RoM/Sensitisation%20materials/Awareness%20Toolkits/Final%20Women%20Manual.pdf?csf=1&e=8oop25 – accessed March 17, 2023.

105 https://environment.govmu.org/Pages/CCIC-Data-Repository.aspx#Toolkits – accessed March 17, 2023.

106 https://environment.govmu.org/Documents/CCIC%20Data%20Repository/5.%20Publications%20and%20Video/Capacity%20Development%20on%20Climate%20Change%20Measures-%20JICA/Guideline%20for%20Climate%20Change%20Adpatation%20Strategy%20(Coastal%20Setback)/Guideline%20on%20Coastal%20Setback%2016.05.16.pdf?csf=1&e=5SFlvd – accessed March 17, 2023.

107 https://environment.govmu.org/Documents/CCIC%20Data%20Repository/5.%20Publications%20and%20Video/Capacity%20Development%20on%20Climate%20Change%20Measures-%20JICA/Climate%20Change%20Card%20Game%20and%20Manual/Climate%20Change%20Card%20Game%20Manual.pdf?csf=1&e=pfv1iM – accessed March 17, 2023.

108 https://environment.govmu.org/Documents/CCIC%20Data%20Repository/5.%20Publications%20and%20Video/Capacity%20Development%20on%20Climate%20Change%20Measures-%20JICA/Climate%20Change%20Imaginary%20Island%20Depiction%20Panels%20and%20Manual/Climate%20Change%20Imaginary%20Island%20Depiction%20Panels%20Manual.pdf?csf=1&e=WWeOdF – accessed 17 March 2023.

4.2.1. Common Sectoral Actions

As per the NCCMSAP and the UNFCCC GAP, there are gender actions that are common to all emissions sectors. **Table 25** gives the gender actions that are common to all sectors. They are tagged with the actions and activities in the NCCMSAP and UNFCCC GAP, respectively.

OBJECTIVE	ACTION	INDICATOR AND TARGETS	RESPONSIBLE / INSTITUTION	TIMELINE	ALLOCATED BUDGET (US$)
Gender Objective 6: *Cross-sectoral approaches to mainstream gender in climate change mitigation.*	**Action 6.1:** Carry out Gender, Children and Youth Analysis as part of baseline assessments when formulating sectoral climate mitigation strategies and projects/ programmes in collaboration with relevant organisations (GY1.1; PriorityArea A: A.1).	Baseline: 0 (2022) Indicator: # emissions sectors/ sub-sectors[111] having completed analysis Target: 10[§] (2027)	DCC; institutional stakeholders (for all actions)	2023 – 2030 (for all actions)	170,000
	Action 6.2: Formulate Gender, Children and Youth Action Plan forall sectoral climate strategies and projects/programmes in collaboration with relevant organisations (GY1.2; Priority Area A: A.1).	Baseline: 0 (2022) Indicator: # emissions sectors/sub-sectors having Action Plan Target: 10[§] (2027)			85,000
	Action 6.3: Enhance the human capacity of specialised focal person(s) dealing with gender, children, and youth. Also, to propose best practices for institutional coordination in other institutions such as academia and the private sector[109] (GY2.1; Priority AreaB: B.4).	Baseline: 0 (2022) Indicator: % of Gender Focal Points / Experts trained Target: 40% (2025), 100% (2030) Same of for **Action 6.3** (public sector)			0[112]
	Action 6.4: Capacity building of public and private institutions to carry out Gender and Youth Analysis, and to develop a Gender, Children and Youth Action Plan for climate-related initiatives (GY2.2; Priority Area B: B.4).	Baseline: 0 (2022) Indicator: % of listed companies trained Target: 100% (2030)			0 (for public sector) 8,500 (for private sector training)
	Action 6.5: To carry out gender-responsive Technology Needs Assessments for climate change mitigation (TT1.1 – TT1.4; Priority Area D: D.2).	Baseline: 0 (2022) Indicator: # emissions sectors completing TNA Target: 5 (2025), 10 (2028)			400,000
	Action 6.6: Integrate gender statistics in the sectoral M&E framework for mitigation (M&E Framework for the NCCMSAP; Priority Area E: E.1(b)).[110]	Baseline: 0 (2022) Indicator: # emissions sectors collecting gender-disaggregated data Target: 10 (2027)			0

Table 25: Gender Actions Common to all Emissions Sectors

Notes: [§] The designated Gender Focal Persons for the sectors / sub-sectors will be involved in carrying out gender analysis and gender action planning, leading to institutional strengthening of gender mainstreaming in climate change mitigation through learning-by-doing.

109 Please note that Action 5.2 includes a component of Training for Trainers, wherein the Trainers are identified as the Gender Focal Points / Experts in line ministries. All actions related to Gender Objectives 5 and 6 are supportive of Action 6.3.

110 Gender-related data and information will be collected when carrying out sectoral gender analyses, which, among others, will generate data on (i) who has knowledge and access to knowledge; (i) who controls decision-making; and (iii) who has control and access to resources as a means of implementation, among others. Data will also be collected as per the M&E Framework of the NCCMSAP for mitigation strategy formulation, implementation, and evaluation.

111 The sectors / sub-sectors are: Energy Industries; Transport (land; aviation; maritime); Solid Waste; Wastewater; Agriculture (crops); Agriculture (livestock); Forestry and Other Land Use; IPPU (RAC; industrial processes).

112 The cost is subsumed in Action 5.1 on Training of Trainers, as well as the learning-by-doing capacity development of Gender Focal Points in Action 6.1 and 6.2.

4.2.2. Energy Industries

The Gender Actions that are specific to the Energy Industries are listed in **Table 26**. Actions are given for both electricity generation and electricity end use (i.e. Energy Efficiency). For the Energy Industries, six (6) Gender Actions are proposed to achieve three (3) Gender Objectives for a total cost of USD 1,372,000. The proposed actions take cognizance of the GAP thathas previously been developed for the Green Climate Fund (GCF) project that is being implemented in this sector.[113]

OBJECTIVE	ACTION	INDICATOR AND TARGETS	RESPONSIBLE / INSTITUTION	TIMELINE	ALLOCATED BUDGET (US$)
ELECTRICITY GENERATION					
Gender Objective 7: *Outreach on the socio-economic and environmental benefits of renewable energies among all consumer segments, ensuring equal gender representation.*	**Action 7.1:** Carry out awareness-raising among households on the benefits of REs, including incentive schemes for investments in RE generation and ensuring representation of women-led households.	Baseline: (a) 72.2%; (b) 27.7% (2017) Indicator: % of households aware of (a) renewable energies and (b) incentive schemes(sex-disaggregated number of persons inhouseholds) Target: (a) 100%; (b) 60% (2025), (a) 100%; (b) 100% (2028)	Ministry of Energy and Public Utilities (MEPU) Central Electricity Board (CEB) Mauritius Renewable Energy Agency (MARENA)	2023 – 2028	217,500
	Action 7.2: Carry out awareness raising among commercial and industrial operators on the benefits of REs, including incentive schemes for investments in RE generation and ensuring higher representation of women.	Baseline: 40% (2022) Indicator: % of operators aware (sex-differentiated number of persons) Target: 60% (2025); 100% (2028)	Utilities Regulatory Authority (URA)	2023 - 2028	60,000
ENERGY EFFICIENCY					
Gender Objective 8: *Increase knowledge of EE appliances and equipment among households targeting men, women, and youth.*	**Action 8.1.** Carry out awareness-raising among households on the benefits of EE, including how to use lifecycle assessmentsto make buying decisions in order to increase gender balance in access to information for decision-making.	Baseline: 49% (2017) Indicator: % of households targeted, (with the number of persons differentiated by sex and age group) Target: 75% (2025), 100% (2028)	EEMO MEPU	2023 – 2028	312,000
	Action 8.2: Develop tools to calculate the socio-economic and environmental benefits of EE appliances and carry out clinics to train households in order to ensure greatergender balance in decision-making.	Baseline: 0 (2022) Indicator: % of households targeted, (with the number of persons differentiated by sex and age group) Target: 75% (2025), 100% (2028)		2023 – 2028	370,000
Gender Objective 9: *Awareness raising on the use of solar passive design of buildings, ensuring access to information to both men and women.*	**Action 9.1:** Carry out awareness-raising among households, targeting men, women, and children, equally, on the benefits (socio-economic and environmental) of building solar passive design, including the adoption of solar water heating.	Baseline: 30.5[114] (2017) Indicator: % of households targeted, (with number of persons differentiated by sex and age group) Target: 65% (2025), 100% (2028)	Construction Industry Development Board (CIDB) Ministry of National Infrastructure and Community Development (MNICD) EEMO Green Building Council Mauritius (GBCM)	2023 – 2028	370,000
	Action 9.2: Capacity building of architects (men and women) on the use of solar passive building designs and building materials with appropriate thermophysical properties for the local climate.	Baseline: 0% (2022) Indicator: % of architects targeted, (with number of persons differentiated by sex) Target: 65% (2025), 100% (2027)		2023 – 2027	

Table 26: Gender Actions for the Energy industries

113 www.greenclimate.fund/sites/default/files/document/gender-assessment-fp033-undp-mauritius.pdf; https://www.greenclimate.fund/sites/default/files/document/gender-action-plan-fp033-undp-mauritius.pdf - Accessed 13 December 2022.

114 Using the uptake of solar water heaters for residential use as benchmark

4.2.3. Land Transport

The Gender Actions proposed for Land Transport are listed in **Table 27**. One Gender Action is proposed for a cost of USD 412,000.

OBJECTIVE	ACTION	INDICATOR AND TARGETS	RESPONSIBLE / INSTITUTION	TIMELINE	ALLOCATED BUDGET (US$)
Gender Objective 10: *Promotion of sustainable modes of transportation, equally targeting men, women and children.*	**Action 10.1:** Carry out awareness raising of the population on the types and benefits of sustainable modes of transportation, including on incentive schemes to adopt low-carbon model of transportation, ensuring access to knowledge and information to men, women and children.	Baseline: 40% (2022) Indicator: # of persons aware, differentiated by sex and age group Target: 60% (2025), 100% (2028)	Ministry of Land Transport and Light Rail (MLTLR) Traffic Management and Road Safety Unit (TMRSU) National Land Transport Authority (NLTA) Metro Express Ltd (MEL)	2023 – 2028	412,000

Table 27: Gender Actions for Land Transport

4.2.4. Solid Waste Management

The Gender Actions specific to Solid Waste Management are listed in **Table 28**. Three (3) Gender Actions are proposed to achieve two (2) Gender Objectives for a total cost of USD 432,000.

OBJECTIVE	ACTION	INDICATOR AND TARGETS	RESPONSIBLE / INSTITUTION	TIMELINE	ALLOCATED BUDGET (US$)
Gender Objective 11: *Outreach activities for the adoption of the Reduce-Reuse-Recycle hierarchy in waste management, ensuring equal participation of women, men, and children.*	**Action 11.1:** Carry out awareness-raising of households, targeting men, women, and children equally, on the socioeconomic and environmental benefits of adopting the 3R hierarchical approach to solid waste management.	Baseline: 0 (2022) Indicator: # of individuals targeted, and age groupTarget: Individuals comprising 40% of the population (2025); Individuals comprising 100% of the population (2030)	SWMD MESWMCC	2023 – 2030	312,000
	Action 11.2: Develop and promote incentives for the adoption of 3Rs in all schools, ensuring the participation of young girls and boys at all levels[115]	Baseline: 0 (2022) Indicator: # of students by sex and age groupTarget: Students corresponding to 40% of the total student population at the primary and secondary levels and vocational levels (2025); 100% (2028)	SWMD METEST SEDEC MITD PSEA	2023 - 2028	0[116]
Gender Objective 12: *Capacity strengthening of actors in the solid waste value chain, targeting both women and men.*	**Action 12.1:** Capacity development of private operators in the solid waste value chain on innovative approaches and technologies for solid waste management, ensuring participation of men and women operators and workers.	Baseline: 0 (2022) Indicator: # of individuals targeted, Target: Individuals comprising 40% of the operators (2025); Individuals comprising 100% of the operators (2030)	SWMD Private Operators	2023 – 2030	120,000

Table 28: Gender Actions for Solid Waste Management

115 As a pedagogical approach, the school is used as an entry point to produce a spill-over effects in families. This Action can be implemented through Environmental Clubs in schools.
116 Included in the cost of operating STEM clubs proposed under Action 3.1.

4.2.5. Wastewater Management

The Gender Actions specific to Wastewater Management are listed in **Table 29**. For this sector, one Gender Action is proposed at a cost of USD 70,500.

OBJECTIVE	ACTION	INDICATOR AND TARGETS	RESPONSIBLE / INSTITUTION	TIMELINE	ALLOCATED BUDGET (US$)
Gender Objective 13: *Increase knowledge on alternative low-carbon wastewater management among all staff of the WMA.*	**Action 13.1:** Carry out awareness-raising among staff (men and women) of WMA and technical staff of MEPU on low-carbon wastewater management technologies.	Baseline: 0 (2022) Indicator: # of staff targeted, differentiated by sex Target: 100% staff (2025)	Wastewater Management Authority (WMA) MEPU	2023 - 2025	70,500

Table 29: Gender Actions for Wastewater Management

4.2.6. Agriculture

The Gender Actions proposed for Agriculture (food crops and livestock) are shown in **Table** 30. For this sector, twelve (12) Gender Actions are proposed for seven (7) Gender Objectives for a total cost of USD 7,047,523.

OBJECTIVE	ACTION	INDICATOR AND TARGETS	RESPONSIBLE / INSTITUTION	TIMELINE	ALLOCATED BUDGET (US$)
Gender Objective 14: *Train small-scale farmers in the use of organic fertilisers as a substitute for chemical fertilisers, as well as alternative natural soil-nourishing techniques emphasising gender-balance.*	**Action 14.1:** Carry out in-field training on the use of organic fertilisers and other good agricultural practices to reduce the use of chemical inputs using gender-sensitive training approaches.	Baseline: 1,375 persons (672 females) (2022) Indicator: Number of persons trained, differentiated by sex Target: at least 6,240 planters (1,365 women) (2025); 12,500 planters (2,737 females) (2028)	FAREI Ministry of Agro-Industry and Food Security (MAIFS) Small Planters Welfare Fund (SFWF)	2023 - 2028	2,225,000
Gender Objective 15: *Improved access to resources (land and finance) for women entrepreneurs*	**Action 15.1:** Develop a scheme to provide accessto land for sustainable food crop production, with emphasis placed on women entrepreneurs (in combination with **Action 15.2**).	Baseline: 0 females (2022). Indicator: Number of female planters targeted. Target: 750 female planters (2025); 2,737 female planters (2030).	FAREI Ministry of Agro-Industry and Food Security (MAIFS)	2023 - 2030	4,200,000
	Action 15.2. Incentivise female planters to become entrepreneurs / farm managers using existing financial schemes (in combination with **Action 15.1**).	[same for both actions]	Small Planters Welfare Fund (SFWF)		0

Objective	Action	Indicator and Targets livestock	Responsible Institution	Timeline	Allocated Budget
Gender Objective 16: *Increase knowledge among breeders on low-carbon animal waste management techniques and technologies among women and men breeders.*	**Action 16.1:** Carry out on-farm training on the use of practicable means to manage animal waste sustainably, using a gender-sensitive pedagogicalapproach.	Baseline: 524 persons (182 female) (2022) Indicator: Number of breeders trained, Target: 800 breeders (250 women) (2024); 1,269 breeders (314 females)	FAREI Ministry of Agro- Industry and FoodSecurity (MAIFS) Breeders	2023 - 2026	253,800
Gender Objective 17: *Develop financial to increase the use of biogas digesters as an environmentally sound alternative to managing animal excrement*	**Action 17.1:** Train livestock farmers (men and women) to access financial instruments, with a focus on female breeders	Baseline: 0 Indicator: Number of breeders trained Target: 800 breeders (250 women) (2024); 1,269 breeders (314 female) (2026)	FAREIMAIFS Development Bank Breeders	2023-2026	126,900
	Action 17.2: Train technical staff in the design and building of biodigetsers , ensuring adequate women's representation	Baseline: 0 Indicator: Number of persons trained Target: 25 persons (at least 40% women) (2025)		2023-2025	130,000
		SUGAR CANE			
Gender Objective 18: *Support small cane planters in the ex-tea belt to carry out a cost benefit analysis of alternative landuses.*	**Action 18.1:** Carry out benefit-cost analyses on alternative land uses.	Baseline: 0 Indicator: Number of benefit-cost analysis, with at least 3 alternative uses completed Target: 1	MCIA	2023-2024	25,472
	Action 18.2: Dissemination of results of benefit-cost analyses among small cane planters to help them decide onfuture use of leased land	Baseline: 0 Indicator: Number of cane planters in the ex-tea belt targeted, disaggregated by sex Target: 883 growers, of which 367women		2024-2025	23,050
Gender Objective 19: *Establish a platform to regroup women cane planters in the ex-tea belt to increase the scale ofeconomies.*	**Action 19.1:** Establish the platform for women cane planters	Baseline: 0 Indicator: Number of platformsestablished Target: 1	MCIA	2024-2025	10,000
	Action 19.2: Develop a strategic plan, including investments and communications, aimed at increasing productivity	Baseline: 0 Indicator: Number of strategic plansTarget: 1		2024-2025	21,250
Gender Objective 20: *Increase the knowledge of women small sugar cane planters on emerging technologies[117] for increasing cane productivity*	**Action 20.1.** Carry out training of low- productivity growers to adopt best practices.	Baseline: 0 Indicator: (a) Number of trainings carried out; (b) number of female beneficiaries with increased fieldproductivity Target: (a) 10; (b) at least 250	MCIA	2025-2030	13,978
	Action 20.2. Enhance communication, including the use of emerging technologies for the dissemination of information regarding best practices in field management, and	Baseline: 0 Indicator: (a) Number of Apps developed; (b) percentage of women farmers utilising Apps Target: (a) 10; (b) 100		2024-2030	18,073

Table 30: Gender Actions Specific to Agriculture

Note: The decreasing proportion of women beneficiaries corresponds to the lower number of women farmers and breeders.

117 For example, the use of user-friendly Apps to exchange information (e.g. awareness campaigns, the best agronomic practices, new varieties, weed control).

4.2.7. Forestry

The Gender Actions for Forestry are given in **Table 31**. For the Forestry sector, one Gender Action is proposed for a cost of USD 90,000.

OBJECTIVE	ACTION	INDICATOR AND TARGETS	RESPONSIBLE / INSTITUTION	TIMELINE	ALLOCATED BUDGET (US$)
Gender Objective 21: *Increased women's participation in sustainable forest management.*	**Action 21.1.** Awareness campaigns among prospective female groups on forest conservation job profiles to dispel sex stereotypes.	Baseline: 0 (2022) Indicator: # of women and young girls targeted Target: 150 (2024), 300 (2026).	Forestry Service (FS) MAIFS	2023 – 2026	90,000

Table 31: Gender Action Specific to Forestry

4.2.8. Refrigerants and Air Conditioning

The Gender Actions for Refrigerants and Air Conditioning (RAC) sub-sectors are given in **Table 32**. For the RAC sub-sector, a total of six (6) Gender Actions are proposed for two (2) Gender Objectives, for a total cost of USD 151,000.

OBJECTIVE	ACTION	INDICATOR AND TARGETS	RESPONSIBLE /INSTITUTION	TIMELINE	ALLOCATED BUDGET(US $)
Gender Objective 22: *Training of practitioners (men and women technicians and engineers) in the RAC value chain for the phase down of HFCs*	**Action 22.1:** Set up a demonstration refrigeration project for hydrocarbon based refrigerants	Baseline: 0 (2022) Indicator: # of demonstration projects set up Target: 1 (2024)	Université des Mascareignes (UdM) MITD	2024 2024-2028 2023-2030	50,000 25,000 0[118]
	Action 22.2: Carry out training of men and women practitioners using the set up in Action 22.1	Baseline: 0(2022) Indicator: % of practitioners trained, differentiated by sex. Target:40% (2025),100% (2028)	National Ozone Office Private Operators		
	Action 22.3: Use existing refrigeration demonstration projects using natural refrigerants to carry out awareness campaigns targeting young girls and women (this is directly linked with Action 23.3 below)	Please see **Action 23.3**			
Gender Objective 23: *Establish an Association of Refrigeration and Air Conditioning Practitioners119 that will carry out women's advocacy.*	**Action 23.1:** Establish the Association of Refrigeration and Air Conditioning Practitioners of Mauritius, including a database of all practitioners in the Republic of Mauritius.	Baseline: 0 (2022) Indicator: Database of practitioners containing sex disaggregated data by type of practitioner's profile Target: 1 (2025)	Université des Mascareignes (UdM) (NOO) Private Operators	2025 2025-2027 2025-2030	30,000 21,000 25,000
	Action 23.2: Develop a strategic plan for attracting female practitioners to work in the RAC value chain.	Baseline: 0 (2022) Indicator: # of strategic plans Target: 1 (2027)			
	Action 23.3: Carry out outreach activities targeting young girls and women.	Baseline: 0 (2022) Indicator: # young girls and women targeted Target: 150 (2026); 500 (2030)			

Table 32: Gender Actions Specific to RAC

118 No incremental cost was incurred over and above that for Action 23.3.
119 The appellation is tentative, and it is only used to illustrate the idea.

ANNEX 1- GAP COSTING

Gender Objective 1		- Costing is done for the Republic of Mauritius																		
- Action 1.1																				
	- 1.1a Gender expert in STEM training of educators																			
	29,750	days	35	fees	850	USD/day														
	- 1.1a Printing of training materials (after 1.1e)																			
	75,000	USD	- lumpsum																	
	- 1.1c Training of trainers																			
	17,000	days	20	fees	850	USD/day														
	- 1.1d Training of educators																			
	0	- no cost since it is assumed that training will be dispensed in existing educators' development programmes																		
	- 1.1e Course evaluation and adjustments to training materials and pedagogical tools																			
	8,500	days	10	fees	850	USD/day														
	121,750																			
- Action 1.2																				
	- 1.2a Review of course STEM course materials by MIE																			
	17,000	days	20	fees	850	USD/day	- pedagogical expert to support MIE staff													
	- 1.2b Tysetting of course maetrials (assumed to be outsourced)																			
	25,000	USD	- lumpsum																	
	- 1.2.c Printing of course updated course materials (for one year only)																			
	5,824,591	23	USD/copy		Maths	Science	Number of grades													
				Primary	77,051	77,051	6		- enrolment is total for one year and adjusted down from 2021 data (80,621 total primary enrolment) given in Digest of Education Statistics - 2021											
	5,866,591			Seconda	51,090	51,090	3		- data for republic of Mauritius											
					128,141	128,141														
					256,282															
									2022	2023	2024	2025	2026	2027	2028	2029	2030			
Gender Objective 2								%	0%	5%	15%	25%	35%	45%	55%	65%	75%			
- Action 2.1									0	6407	19221	32035	44849	57663.45	70477.55	83291.65	96105.75			
	- 2.1 Engagement of parents at school								0	284.8	854.3	1424	1993	2562.82	3132.336	3701.851	4271.367			
	18,224	- total number of students			128,141	- assume each student receives a parent invitation form														
		- cost of printing invitation			0.0444	USD/copy														
	192,212	- cost of hosting one parer			2	USD/parent			0	12814	38442	64071	89699	115326.9	140955.1	166583.3	192211.5			
									0	12814	25628	25628	25628	25628.2	25628.2	25628.2	25628.2			
	210,436																			

Gender Objective 3																				
- Action 3.1										2022	2023	2024	2025	2026	2027	2028	2029	2030		
	- 3.1a Establish one STEM club in each primary and secondary institutions									0%	15%	35%	50%	75%	100%	100%	100%	100%		
		- number of primary institutions							319	0	76.05	177.5	253.5	380.25	507	507	507	507		
		- number of secondary institutions							178	0	8450	19717	28167	42250	56333.33	56333.33	56333.33	56333.33		
		- number of MITD centres							10											
	323,917	- annual budget for suppo		111.11		8	years		507											
- Action 3.2																				
	0	- assumed that the cost of internship is borne by the participant, and that any stipend provided is at the discretion of the host institution																		
	6,522,694		**6,917,194**																	

Gender Objective 4												
- Action 4.1: Training Public Sector - CSC												
	- 4.1a Develop online certification course for public officers											
		29,750	35	days	850	USD/day						
	- 4.1b Develop online portal for dispensing course											
		20,000	- lumpsum									
	- 4.1c Training of trainers by CSC for on-the-job training (non technical personnel)											
		17,000	20	days	850	USD/day						
	- 4.1d Training of non-technical personnel by Trained trainers											
		0	- assumed to be done by trainers who are already remunerated									
		66,750										
- Action 4.2: Business Mauritius												
	- 4.2a Technical assistance to integrate gender in the Inclusive Growth work stream											
		17,000	20	days	850	USD/day						
	- 4.2b develop online portal for dispensing course developed by CSC (public-private partnership)											
		20,000	- lumpsum									
	- 4.2c Training of Corporate Sustainability Officers on Gender issues											
		17,000	20	days	850	USD/day						
	- 4.2d In-house training by CSO											
		0	- assumed to be done by CSOs									
		54,000										
Gender Objective 5												
- Action 5.1: MIoD - DDP												
	- 5.1a Technical assistance to integrate gnder in the DPP											
		17,000	20	days	850	USD/day						
	- 5.1b Training of MIoD trainers (selected) on gender mainstreaming											
		4,250	5	days	850	USD/day						
	- 5.1c Support to the Women Directors Forum											
		140,000	20,000	USD/year	7	years						
		161,250										
- Action 5.2: NWC outreach and mentoring programme												
	- 5.2a Outreach programme for publicising women in STEM research										2023	2024	2025
		112,500	- lumpsum per event			7,500	USD		# events		5	5	5
											37,500	37,500	37,500
	- 5.2b Mentorship programme								#particpar		50	50	50
		0	- assumed that all costs are borne by participants and host institutions										
		112,500											
		394,500											

Gender Objective 6												
- Action 6.1 - Gender Analysis												
		170,000	- cost of one GA		20	days	850	USD/day				
			- number of GAs		10							
- Action 6.2 - GAPs												
		85,000	- cost for one GAP		10	days	850	USD/day				
			- number of GAPs		10							
- Action 6.3 - Capacity building for gender focal points												
		0	- covered under other actions									
- Action 6.4 - Capacity building for carrying out GA - GAP												
		0	- for public institutions									
			- private sector									
			- 6.4a Training of one person in each listed company									
		8,500			10	days	850	USD/day				
- Action 6.5 - Gender-responsive TNAs												
			- cost for one TNA (based on funding from Global TNA project)									
				40,000	USD/sector							
		400,000		10	sectors							
- Action 6.6 - M&E and data												
		0	- assumed that the data will be generated from Action 6.1 as well as data already collected in surveys carried out by Statistics Mauritius									
			- data will also be collected through surveys carried out by thrid parties and institutional stakeholders as part of existing and ongoing wo									
		663,500										

Gender Objective 7																			
- Action 7.1 - awareness raising for households																			
	210,000	- mainly through TV and radio programmes						35,000	USD/year		6	year							
	7,500	- pamphlets / leaflets																	
	217,500																		
- Action 7.2 - awareness for commercial / industrial operators																			
		- mainly through internet and printed materials																	
	60,000	- lumpsum		10,000	USD/year														
	277,500																		
Gender Objective 8																			
- Action 8.1 - household outreach																			
	300,000	- mainly through TV and radio programmes						50,000	USD/year										
	12,000	- pamphlets																	
	312,000																		
- Action 8.2 - tool + clinics																			
	100,000	- develop tool for socio-economic and environmental benefits								- Excel based tool with interface									
	270,000	- clinics		3	clinics/year			6	years			15,000	USD/clinic						
	370,000																		
	682,000																		
Gender Objective 9																			
- Action 9.1 - solar passive design of residential houses																			
	370,000	- same as for Action 8.2																	
- Action 9.2 - traning architects																			
	34000	- lump sum training		5	days			850	USD/day	4250	USD/training		2	training/year		4	years		
	8500	- training material		10	days														
	42,500																		
	412,500		**1,372,000**																
		- Obj7-20	9,463,200																

Gender Objective 10							
- Action 10.1 - capacity building sustainable modes of transportation							
	412,000	- using same appraoch as for EE related to Action 8.1 and 8.2					
	412,000						

Gender Objective 11																			
- Action 11.1 - household awareness																			
	312,000	- uses the same appraoch as Action 8.1																	
- Action 11.2 - schools																			
		- same approach as for Action 3.1 but uses different targets																	
	0	- no incremental cost						2022	2023	2024	2025	2026	2027	2028	2029	2030			
								0%	15%	25%	40%	60%	80%	100%	100%	100%			
	312,000							0	76.05	126.75	202.8	304.2	405.6	507	507	507			
Gender Objective 12																			
- Action 12.1 - caapcity building in solid waste value chain																			
	120,000	- lumpsum		15,000	USD/year		8 years												
	120,000		**432,000**																

Gender Objective 13																			
- Action 13.1 - training of MEPU and WMA staff																			
	17000	- training materials preparation						20	days		850	USD/day							
	8500	- training of trainers						10	days										
	45000	- training of personnel						1	training/year			3	years		15,000	USD/training			
	70,500																		
	70,500																		

Gender Objective 14																
- Action 14.1 - in-field training on GAP					2022	2023	2024	2025	2026	2027	2028					
				1375	1375			6240			12,500					
	2,225,000				0			4865			11,125					
		- annual increase inn trained farmers						1621.667			2086.667					
		- cost of training one farmer				200	USD/person									
Gender Objective 15																
- Action 15.1 - access to resources																
	4,200,000		- access to land			50	USD/month/ha		12	months/year			7	years	1000	ha
- Action 15.2 - incentivise entrepreneurship																
	0		- no incremental cost													
	6,425,000															
Gender Objective 16																
- Action 16.1 - training breeders in low-carbon animal waste management																
		- same approach as for Action 1			2022	2023	2024	2025	2026							
	253,800				0		800		1269							
	253,800						400		234.5							
Gender Objective 17																
- Action 17.1 - train breeders to access financial instruments																
	126,900	- same approach as for Action 16.1 except that the cost of training is halved														
	126,900															
- Action 17.2 - training biodigesters																
		- 17.2.a	- fabricating 5 pilot plants													
	125,000		25,000	USD/plant		5	digesters									
		- 17.2.b	- training of persons to builld biodigesters													
				25	persons											
			- learning-by-doing around Activity 17.2.a													
	5,000		- incremental cost of			200	USD/trainee									
	130,000															
	510,700		**6,935,700**													

Gender Objective 18																
- Action 18.1 - Cost-benefit analysis																
			- recuit a national consultant to carry out analyses													
		19,250	35	days												
			550	daily rate	USD	- all inclusive fee						Rs/person	# persons	USD/session		
		6,222	777.7778	unit		- lumpsum cost for 1 meeting						1000	35	777.7778		
			8	sessions		- number work sessions										
		25,472														
- Action 18.2 - Disseminationn of results																
											pages	Rs/page	USD-Rs	USD/copy	# copies	
		1,400		- printing costs							140	9	45	28	50	
		1,650		- consultancy fees												
				3	days											
				- logistics												
		20,000		9	sessions											
								100	persons/session							
		23,050						2222.222	USD / session							
Gender Objective 19																
- Action 19.1 - Set up Platform (used the same appraoch as from Action 23.1)																
	10,000	- cost to set up the platform (administrative costs included)														
- Action 19.2 - develop strategic plan for women small planter																
		19250	35	days		- will make use of results from 18.1										
										pages	Rs/page	USD/copy	#copies			
		2000	- publication costs							100	9	20	100			
		21250			- training is done under Objective 20											

Gender Objective 20											
Action 20.1											
550	resource person										
35	material										
777.7778	logistics										
1362.778	traning cost per session (35 persons)										
	10	sessions									
13627.78											
10	pages										
	4.5	Rs/page									
35	USD/session										
350											
1	day										
13978											
Action 20.2											
	- develop App										
4444.444											
	2	Apps									
	100,000	Rs per App		- information obtained from Rajeev Khoodeeram (Head of Emerging Technologies Laboratory,							
13627.78	- training on use of apps										
18073											

Gender Objective 21								
- Action 21.1 - Awarenes campaign								
				2023	2024	2025	2026	
				75	75	75	75	
				75	150	225	300	
		- number of persons per awareness session					25	
		- number of session		3	3	3	3	
		- cost of one session			7,500	USD/session		
	90,000			22500	22500	22500	22500	
	90,000							

Gender Objective 22 (discussed with Jessen Sooben)								
- Action 22.1 - set up hydrocarbon demo project								
	50,000	- this will complement the demo plant at UdM and can be located at MIT						
- Action 22.2 - training of practitioners								
	25,000	- lumpsum (since total number of practitioners not known)						
- Action 22.3 - outreach using facilities								
	0	- Covered under Action 20.3						
		- here only the facilities (sunk cost) are used for training / demonstrations etc …						
	75,000							
Gender Objective 23 (discussed with Jessen Sooben)								
- Action 23.1 - set up Association and database of practitioners								
	10,000	- 20.1(a) - set up the Association (administrative costs)						
	20,000	- 20.1(b) - set up and populate the database						
	30,000							
- Action 23.2 - Develop gendered strategic plan								
	17000		20	days	850	USD/day		
	4,000		- printing costs (lump sum)					
	21,000							
- Action 23.3 - Outreach activities (open doors; audiovisual programmmes; etc…)								
	25,000	- lumpsum		5,000	USD/year	5	years	
	76,000		**151,000**					

ANNEX 2 – SURVEY OF RECYCLING COMPANIES IN MAURITIUS

COMPANY	EXPORTER/ RECYCLER	DEPARTMENT	FUNCTION	# MALE STAFF	# FEMALE STAFF	TOTAL STAFF	CAPACITY-BUILDING NEEDS
Mauritius Glass Gallery - Recycling Business Unit	Recycler	Glass blowing	Glassworker	2	0	22	On-the-job training is already carried out by the Sustainability Department on Solid Waste Management techniques.
			Glassblower	2	0		
			Team Leader	1	0		
			Factory workers finishing	0	3		
			Finishing forewomen	0	1		
			Night operator	3	0		
		Glass fusing/ metal	Senior Tradesman	2	0		
		Sales	Shop Assistants	1	3		
		Administration	Accounting/admin	0	3		
		Graphic Design	Designer	1	0		
Steel Scrap Ltd.	Exporter	Not specified	Not specified	5	1§	6	Not needed
Compagnie Mauricienne de Commerce Ltd.	Recycler	Technical Team	Factory operator level 1	10	0	25	CMC currently does not have any training needs but remains open to any opportunity that may arise.
			Foreman level 2	1	0		
			Qualified operator level 1	1	0		
		Administrative Team	Administrative Officer	2	0		
			Head of Factory	1	0		
			Finance Manager	0	0		
			Accounts Supervisor	0	1		
			Administrative Assistant	1	0		
			Admin and Accounts Officer	0	1		
			Accounts Receivable Officer	1	1		
			Accounts Officer	0	2		
			Human Resources Manager	0	1		
			General Manager	1	0		
			Chief Operations Officer	1	0		
Shivmahashaktishali Steels Ltd.	Exporter	Administrative	Administration work	5	2	7	Not specified
Virgin Oil Company (Mauritius) Ltd.	Recycler	Refinery work	Refinery workers	12	3§	15	Not needed
Bioil Ltd.	Exporter	Logistics	Drivers	5	0	8	Not needed
		Administrative	Sales Director	0	1		
			Director	1	0		
			Administrative Assistant	0	1		
Recyclage Valorisation Environnement (RVE) Ltd.	Recycler & Exporter	Administrative & Logistics	Recycling Technicians	2	0	6	Training is needed mainly for the recycling technicians who are responsible for the dismantling of E-waste. Quite often, experts from RVE Reunion come to RVE Mauritius to carry out training for the technicians. Training concerning the dismantling and segregation processes, and health and safety at work.
			Lorry Helpers	2	0		
			Diver	1	0		
			Sales Director	1	0		

Table 33: Summary of Results of the Survey among Recyclers

Note: § administrative / cleaner positions

ANNEX 3 – SEX-DISAGGREGATED STAFF DATA FOR FORESTRY SERVICE

SN	GRADE	NUMBER OF MALES	NUMBER OF FEMALES
1	Conservator of Forests	1	0
2	Deputy Conservator of Forests	0	1
3	Assistant Conservator of Forests	1	0
4	Divisional Forest Officer	2	0
5	Chief Forest Conservation and Enforcement Officer	8	0
6	Principal Forest Conservation and Enforcement Officer	11	0
7	Senior Forest Conservation and Enforcement Officer	25	0
8	Forest Conservation and Enforcement Officer	43	8
	Total (Professional & Technical)	**91**	**9**
9	Surveyor	1	0
10	Senior Survey Technician	1	0
11	Technical Design Officer	1	0
	Trainee Technical Design Officer	1	0
12	Principal Procurement and Supply Officer	0	1
13	Assistant Procurement and Supply Officer	1	0
14	Office Management Assistant	0	1
15	Management Support Officer	3	11
16	Confidential Secretary	0	1
17	Word Processing Operator	0	2
18	Agricultural Clerk	2	0
19	Office Clerk	0	1
20	Receptionist/Telephone Operator	1	0
21	Head Office Auxiliary	1	0
22	Office Auxiliary/Senior Office Auxiliary	3	2
23	Mason	1	0
24	Tradesman Assistant Mason	1	0
25	Carpenter	1	0
26	Tradesman Assistant Carpenter	2	0
27	Tradesman Assistant Welder	1	0
28	Painter	1	0
29	Tradesman Assistant Painter	1	0
30	Motor Mechanic	0	0
31	Tradesman Assistant Plumber and Pipe Fitter	1	0
32	Head Survey Field Worker	1	0
33	Survey Field Worker	8	0
34	Driver (up to 5 tonnes & above 5 tonnes)	14	0
35	Field Supervisor	6	0
36	Head Gardener/Nursery Attendant	8	0
37	Senior Gardener/Nursery Attendant	10	1
38	Gardener/Nursery Attendant	10	0
39	Woodcutter	21	0
40	Insecticide Sprayer Operator	6	0
41	Security Guard	2	0
42	Lorry Loader	18	0
43	Sanitary Attendant	0	1
44	Stores Attendant	1	0
45	General Development Worker	14	0
46	General Assistant	1	0
47	General Worker	77	7
48	Casual General Worker	59	30
	Grand Total	**371**	**67**

Table 34: Sex-Disaggrated Data for Staff of the Forestry Service
Source: Forestry Service (data as at 7 November 2022)

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