



Most significant Change Case Study
Mauritius: From Zero to Hero: Women in local government in Mauritius
June 2013



Mauritian women campaigning during the 2012 local elections. Photo: Shenaz Sooba



"The New Local Government Act is indeed a milestone towards gender equality. I would like to thank (GL Francophone Director) Loga Virahsawmy and Gender Links for all their help over the last two years ensuring that the radical changes I proposed became reality. The new Local Government Act is another step in line with the Government's philosophy of the role of women in modern Mauritius. I want to empower women through local

government. Their presence is one of proximity, as all councillors must reside in their local council area. Many are becoming leaders of their communities. It is my intention that local government should become a stepping stone for women to emerge for participation at the national level, where less than 20% of the members of the National Assembly are female." - Hon. Herve Aimee, Minister of Local Government and Outer Islands, at the GL Gender Justice and Local Government Summit, 2012.

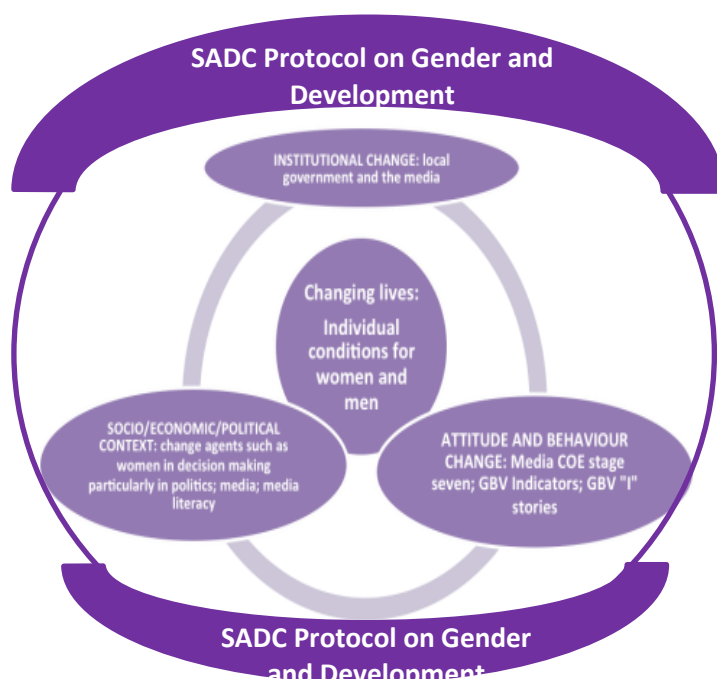
Result statement

In Mauritius, the proportion of women in local government increased from 6% to 26% in the December 2012 elections following a multi-dimensional campaign led by Gender Links (GL) that resulted in an amendment to the Constitution and the introduction of a quota to the local government election act. The new women councillors, who received campaign training prior to the elections and now through the local government Centres of Excellence (COE) project, demonstrate how gender balance enhances equity and efficacy in service delivery.

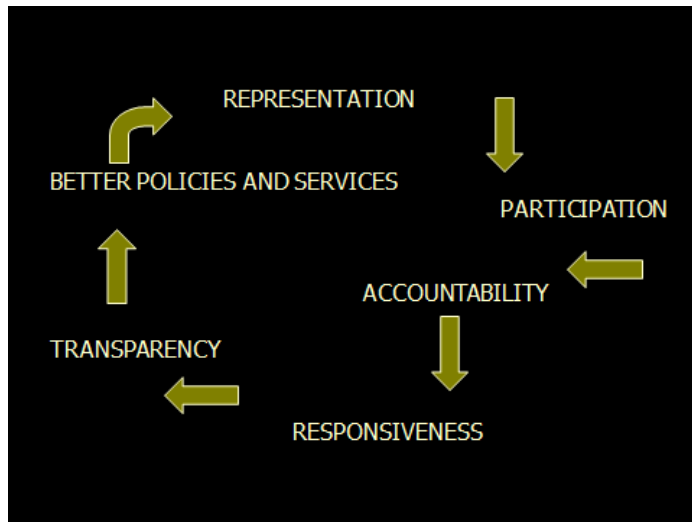
Theory of Change

Of all the sources of inequality and exclusion across the globe, gender is the most cross-cutting of all. Reinforced in formal and informal ways, gender inequality is so *normalised* that it often goes unnoticed, including by women who have been socialised to accept their inferior status. In Southern Africa, women constitute the majority of the poor, the dispossessed, the unemployed, those infected and affected by HIV and AIDS, and afflicted by violence in their homes. They are excluded from all forms of decision-making – from the bedroom to the boardroom.

GL's vision is a region in which women and men are able to participate equally in all aspects of *public and private life* in accordance with the provisions of the SADC Protocol on Gender and Development (SGP). GL led the campaign for the adoption, now the implementation of the SGP, a unique sub-regional instrument with 28 targets to be achieved by 2015. GL integrates the targets of the Protocol, that include equal representation and participation in decision-making, in its core media, justice and governance programmes.



Because politics is one of the most public of all spaces, it is a sphere that has been especially hostile to women. Yet, as long as women – half the population- remain excluded from political decision-making, no country in the world can claim to have achieved democracy – government for the people, by the people, not by men, for men.



One of GL's "nested" [Theory of Changes](#) is that women's equal *access and participation in* political decision-making is a pre-requisite for gender responsive governance. GL posits that gender equality is central to representation, participation, accountability, responsiveness and transparency. These, in turn, hold the key to better policies and services that will begin to *normalise* women's equal participation in decision-making.

Context

On the face of it, Mauritius is one of the most solid and vibrant democracies in Southern Africa. The multi-cultural Indian Ocean island of just over one million people has had an elected Parliament for over a hundred years, and local government of one form or another for over two hundred and fifty years. Yet until recently, women have been glaringly missing from politics in Mauritius. In the 2009 national elections, women's representation in parliament rose from 5.6% to 19%. Before the December 2012 local elections, women comprised a mere 6.4% of all councillors.

Mauritius is one of two countries, the other being Botswana, that are yet to sign the SGP. However, Mauritius has demonstrated that it is committed to the ideals and targets of the SGP which encompasses and enhances existing sub-regional, regional and international gender instruments that it is a signatory to. The SGP calls on signatories to endeavour to achieve 50% representation of women at all levels of decision-making by 2015.

Mauritius had reservations about signing the Protocol because its Constitution did not allow for affirmative action or positive discrimination. The main problem lay in Article Five of the SGP, which provides for affirmative action and special measures to increase women's representation and participation in decision-making positions. The graphic summarises the strategies and processes that have gradually prised the door open, making way for change.

Approaches, methods and tools

Central issue: Increasing women's representation and participation in local government.

Local elections December 2012: Percentage of women in localities increases from 6.4% to 26%

Gender Links embarks on a series of workshops to train women to stand as candidates .

New Local Government Act passed in 2011 to make provision for 30% women or men as candidates.

Prime Minister promises a White Paper on Electoral Reform to make provision for Gender Fairness in national elections. – expected July 2013.

Minister of local government attends 2013 SADC Protocol@Work Summit; agrees to host Malagasy winners on a Study Tour ahead of the elections in **Madagascar** to share the Mauritian model.

Article in the GL Opinion and Commentary (O and C) Service; Meeting with Minister of Local

A series of stories on how women make a difference in politics. Minister writes for the O and C.

The Constitution is amended to make way for special measures

Amendment removes the main obstacle to the SADC Protocol being signed.

Laying the ground work: The campaign to increase women's political representation in Mauritius dates back to before the 2005 elections. GL and Media Watch Organisation (MWO - the Alliance focal network) invited leaders of the main political parties for a one day training workshop on the elections. The civil society partners held parties to account on the gender gap in Mauritian politics. The Leader of the Opposition and Leader of the Labour Party, Dr. Navin Ramgoolam (now Prime Minister), the former Prime Minister and Leader of the MMM (Mouvement Militant Mauricien), Paul Raymond Berenger (now Leader of the Opposition), and the Leader of the PMSD, (Parti Mauricien Socialiste Democrate), now Vice Prime Minister and Minister of Finance and Pravin Jugnauth, all participated.

In front of the 73 women and 18 men present Ramgoolam decried the first past the post system as "a major impediment for women while a proportional representation (PR) or a mixed system can be favourable for women." He concluded his presentation in saying "I shall endeavour to ensure that all reforms have a gender perspective with a view to promote the rights and interests of women and men so that they play their role as citizens fully."



In 2009 Gender Links trained 40 women from the Labour Party and the MSM ahead of the 2010 elections. With 5.6% women in Parliament, Mauritius was the lowest in the SADC ranking of women in Parliament. The percentage increased to 19% in the 2010 General Elections: a commendable first victory. The next General Elections will take place in 2015. Local elections in Mauritius have a different cycle. The last local elections took place in 2012.

Lobbying and advocacy: Soon after the 2010 General Elections, the Director of Gender Links Mauritius requested an appointment with the newly elected Minister of Local Government Herve Aimee to share GL's concern about the low representation of women in local government. She shared GL's research, [*At the Coalface, Gender in Local Government in Southern Africa*](#) that includes case material on Mauritius. This research shows that women's presence is necessary in local government for improving responsiveness and the quality of service delivery.

Use of the media: Virahsawmy followed up the meeting with a widely-publicised article on the GL Opinion and Commentary Service on the low percentage of women in local government. In his keynote address at the opening of the Gender Justice and Local Government Summit in 2012, Aimee reflected on how "the article came at a crucial time, as there was some grumbling going on with regard to the participation of women as contained in the new law.





Some people said that it would be difficult to get so many candidates while others wondered whether the measures were constitutional.

"The optimistic and upbeat way that the article was written was definitely a great help. In that article, Loga mentioned how she had met me in June 2010 and told me of Gender Links' frustration at the low percentage of women in local government. She noted that I listened carefully, but did not pronounce myself. Of course, I had already provided for this problem in the first draft of the Local Government

Bill. But it was too early for it to be made public. My apologies to Loga for making her suffer a little bit more! All's well that ends well. As Loga said in that article, it's not every day that politicians do what they promise to do!"

Aimee went further, writing an article of his own for the service, in which he commented: "The new Act will facilitate women's participation at local government level and further facilitate progression at national level."

Throughout the campaign, GL Mauritius kept up the media pressure. GL's media monitoring (see **Annex A**) shows a total of Print 13 Print; 10 TV and 10 Radio interviews. GL issued several press releases, and maintained a lively debate on its website as well as through its various newsletters.

Strategic friends and allies: During the campaign, Mauritius appointed its first women Vice-President after four decades of independence. Talking to the media soon after her nomination Vice President Monique Oh San Bellepeau said "The Prime Minister believes in the capacity of women and wants women to go forward."

On International Women's Day 2011 in front of hundreds of women at the Grand Baie Convention Centre the Prime Minister Dr. Navin Ramgoolam broke new ground when he declared: "I think that finally we have to put a quota system" He publicly thanked Virahsawmy for her work in encouraging women to join politics.





Debate and discussion: On 28 May 2011 Gender Links organised a debate around the quota for women in local government elections. Parliamentarians of the Labour Party, the MSM and the PMSD participated in the debate. Former Minister of Gender Equality, Child Development and Family Welfare, Sheila Bappoo (now Minister of Social Security) talked about the impending electoral reforms for local government to make space for women but did not officially commit herself.

Strategy and tactics – a gender neutral quota: Four months after the debate, the New Local Government Bill 2011 which marked a revolutionary step in the history of Mauritius went to Parliament. Government amended the Constitution in to allow for a gender-neutral quota to quell potential opposition and backlash. The Local Government Act requires at least 30% of either sex to be candidates on all party lists. Minister Louis Herve Aimee declared:

“2012 was a landmark year with regard to the advancement of women in politics in my country. When I presented the Bill in the National Assembly, there was very little objection from any quarter, be it religious or social, and certainly not political, as the opposition voted with the government in Parliament to ensure that a Constitutional amendment, brought by the Prime Minister, was passed at the same time as the main legislation, guaranteeing the changes. This was necessary to ensure that any potential legal challenge to the changes could be dealt with swiftly, and positively, by the Supreme Court, should the need arise.”

He challenged gender activists such as Gender Links to encourage women to enter politics and added that “knowing the track record of Gender Links, I have no doubt that you will be up to the task.”

The experience of implementation

Finding women candidates: Gender Links and gender activists took to the streets to find women candidates. Barriers cited by women included financial, family, lack of confidence and multiple roles. Conducting campaigns at night; lack of transport as well as some women being illiterate were also major constraints. GL reached across all parties to give substance to the 30% women candidate provision.



Customising content: From 2010 to 2012, Gender Links embarked on a series of training programmes on Media Literacy and Leadership Skills for Women in Politics. Although this is a module in the Centre of Excellence Process Gender Links Mauritius developed its own training manual using case studies, statistics and electoral system from Mauritius. At the end of the workshops participants gave mock radio and television interviews. They designed the campaigns on a series of issues including gender based violence, health care and health centres, poverty, unemployment, youth and social problems. They used the issues in the campaigns to design their electoral manifestoes as well as leaflets.

Adapting content to local realities: One locality, Grand Port/Savanne took the training even further by organising a mock council meeting so that women trained by Gender Links had in-depth knowledge on Council meetings, its challenges and how a Council is run – from Standing orders, the Agenda, the debates, budget and what items can be brought to the Council. In Triolet, councillors talked about the tensions between the private and the public on the election trail.

Bamini Kheta talked about her traumatic experience with her husband:

"Little did I realise that all his promises would turn out to be lies and he tricked me by giving my name as a candidate. He never helped me let alone come with me on the campaign trail or even when I had to do meetings at night. In fact he used me. During my absence while I was campaigning he was going out with all sorts of women. It was only then that I came to know the other side of my husband – a playboy having sexual relationships all over the place and who did not care about family life. I turned this psychological violence into a challenge and decided that with or without him I will face the music and get elected. It was not an easy job at all.



"An Indian woman in a village doing door to door campaigns! How can a woman dressed in a sari knock at people's doors to present her programme? I had my own challenges with people calling me names. I also counted my blessings with people who said that I have given them so much while doing my social work that they wanted to help me. When I had to go to meetings at night my brother in law would accompany me.

"I was elected and became a village councillor. Of course my husband had his ego to deal with. How can a woman be better than a man? How can a woman become a leader? The everyday fight was too much to bear. He was giving me names in public and even my own children started to lose confidence in me. But I knew what I was doing and raised my head even higher. Our relationship ended on a bad note and we lived separately. I am grateful to Gender Links. The training gave me the courage to stand for these elections. I can confirm that I will stand as candidate for the next village election."

Profile and participation: Ministers and gender activists financed workshops in six localities of Mauritius. GL trained 182 women. Ministers and high level officials opened the workshops and committed themselves to make space for women, to encourage them to stand as candidates in the local elections. Councillors also helped by engaging with participants on how Councils work. GL partnered with other NGOs such as Women in Politics a branch of Women in Networking to maximise impact.

Delivering results: When elections came in December 2012, women won 36% of the seats in the municipal, and 26% in village elections to give an overall proportion of 26% - four times the previous level. In Grand Port where there were no women on the Council there are now 3 women out of a total of 28: two of them trained by Gender Links. Quatre Bornes now has a majority of women councillors (53%) compared to 17% in 2005. In Curepipe, the proportion of women increased from 4% to 47%. From second lowest, Mauritius now occupies sixth position in SADC region after Lesotho (48%), Namibia (42%), South Africa (38%), Mozambique (36%) and Tanzania (34%).



	2005		2012			
	No women stood	No won (Women)	No women stood	No won (Women)	Total No of Councillors	% women Councillors
Municipal	44	16	98	32	90	36
Villages	398	97	1177	300	1170	26
Total	442	113	1275	332	1260	26

Key facts regarding the rural areas include:

- In 2005 there were NO women candidates in 15% of the villages. In 2012 100% of the villages had women candidates.
- In 2005 there were only 7% women candidates in the villages. In 2012 there were 30%.
- In 2005, NO women were elected in 49% of the villages. In 2012, only 5% had NO women elected councillors.
- In 2005, only 2% of villages had one-third elected women councillors. In 2012, 52% had at least one-third women councillors.
- In 2012, at least one village had a majority of elected women councillors.
- In 2011 there were 12 women Chairpersons and 3 women Vice-Chairpersons. In 2012 there were 40 women Chairpersons and 54 women Vice-Chairpersons.



As far as the urban areas are concerned:

- In 2005, in the 5 municipalities, there were 12% women candidates, and 13% elected women councillors. In 2012, there were 28% women candidates, and 36% elected women councillors.
- One municipality had a majority of elected women Councillors.



Minister Aimee credits Gender Links and civil society organisations with getting more women elected: "The local government elections, held in December last year, can be considered a culmination of all the efforts put over many years by Gender Links and the other women organisations in Mauritius. I am happy to have been the facilitator in my function as Minister of Local Government."

"Mauritius has shown us that with political will, nothing is impossible," said GL Chief Executive

Officer Colleen Lowe Morna in a press release after the elections. "The challenge now is to follow through this phenomenal breakthrough. The Constitutional changes to allow for a quota in the local government elections have effectively nullified Mauritius' reasons for not signing. This phenomenal result should also encourage Mauritius to extend the quota to the national level for the 2015 elections." she added.

What distinguishes the Mauritian elections from others in the region is that parties had to field one third either women or men, but with no guaranteed or reserved seats for them. The danger with such an arrangement is that voters can decide not to vote for women – however many stand as candidates. "What is unique about these elections is that voters affirmed women candidates," said Lowe-Morna. "This reflects a high degree of mobilisation, conscientisation and political commitment by all."

Cehl Meeah, a Member of Parliament and leader of the Mauritian Solidarity Front (FSM), commented at a political meeting at Vallée Pitot on 27 November: "Citizens are moving away from such blatant stereotypes towards a more affirming position that women make a difference in politics by voting for them."

Securing results: Gender-responsive governance

GL's Theory of Change on Political Participation does not end with numbers. GL posits that women need to constitute at least one third of decision-making bodies to change their culture, content and delivery. A strong component of the theory is that once women are in office, they need to be supported, and gender mainstreamed in these institutions, if we are to progress from women's representation to gender responsive governance.

Prior to the elections, all nine districts of Mauritius joined the Centre's of Excellence for gender in local government programme. GL Mauritius is now cascading the COEs to 133 villages in Mauritius with support from the Australian Government for 35 workshops. The National Empowerment Foundation will provide additional support.

Village Councillors especially women work at grassroots level and are best equipped to deal with immediate problems that affect the community. On the last day of the workshop they have to develop Gender and Gender Based Violence Action Plans. While developing the plans they realise the importance of educating the community. They take a holistic approach on gender based violence and relate it to HIV and AIDS, Climate Change and Economic Empowerment of Women.

One Councillor, Neermala Mohur told Gender Links that she is now making full use of the hall of the Village Council. "This hall was not being used as it should. I have decided to give women training on sewing to start with then we will train them on other skills." Mohur went on to say that she wants to make sure that the streets as well as play grounds have proper lightings so that women and girls can take full advantage.



Long Term Impact

Paving the way for Mauritius to sign the SADC Gender Protocol? Pushing the envelope, the GL Francophone Director asked the Prime Minister if Mauritius would proceed to sign the SGP at a meeting in January 2012. She received a positive response. In his keynote address at the SADC Gender Protocol Summit in April 2013, Minister Aime again raised hopes when he said: "Since Mauritius amended its Constitution so that parliament could pass the 2011 Local Government Act, by allowing a gender-neutral quota in local elections, this has opened the door for the country to change its mind about signing."

Soon after member of the opposition Lysie Ribot asked the Prime Minister "whether he is aware that Mauritius is among the two only countries that have not signed the SADC Protocol on Gender and Development which advocates gender parity in political decision-making." The Prime Minister replied: "I cannot sign it because it will go against our Constitution, here, in Mauritius. Once we have done the amendment that we need to do, then there will be no problem for me to sign it."

Opening the door to women's increased representation in parliament: Soon after parliament approved the local government act, the Prime Minister announced that there would soon be major electoral reform for the general elections. He said this would radically change the electoral system for the next parliamentary elections scheduled for 2015 the deadline for achieving the SADC Gender Protocol targets and MDG3.



The Prime Minister quoted the Government Programme stipulating that "Government will ensure that the country has an electoral system which is more equitable and which promotes nation building for better representation of women...We will lead a national dialogue. Government will present a White Paper on electoral reform including proposals on gender

fairness." The Prime Minister quoted the tremendous strides made in local government, and the need to cascade these successes to the national level.

With this long term perspective in mind, GL is facilitating workshops for the National Women's Council which is under aegis of the Ministry of Gender, to start encourage young girls to be interested in politics. Over 100 girls from secondary colleges from all over Mauritius attended the first workshop in June 2012. Those interested in politics will get further mentoring from GL. The Ministry of Youth and Sports is also working with Gender Links on capacity building of young girls on a series of issues including politics. All the workshops are financed by the Ministries and the organisations concerned.

Changing lives: GL's Theory of Change begins with change at the individual level – empowering women to claim their rights and find their voice. Political participation at the local level is a powerful route for achieving this, as illustrated in the examples that follow:

Poonam Sewnarain says: "Never in my wildest dream I would have thought that my voice would be heard. It did not happen just like that not even after my first encounter with Gender Links at the Village Workshop. But after the second workshop on "Media Literacy and Women in Politics" we did the mock radio interview. You encouraged me to talk. I will always remember how I was smiling and not replying to your questions until you asked me very down to earth question on my husband and children. Then you started asking me questions on issues raised at the workshop itself and what I intend to put in my electoral manifestoes. This triggered me and it was like a revision of the three day I spent with you. While I was talking I did not even realise that it was me talking as never in my life I have talked on such important issues."



She went on to say that working with Gender Links since 2008 has helped her to communicate better. "I gained confidence in myself which is of utmost importance for the kind of work that I do. If I do not have confidence in myself how can I get all these vulnerable children to get confidence in themselves and live a different life? After their schooling with us, we have to make sure that they do not go on the streets again and we help them to find jobs. We want them to live in a healthy environment. During Gender Links training when we were told to prepare our manifestoes and were given ideas on how to do

this, the problems of these children immediately came to my mind and social integration of vulnerable children was one of the points in the manifestoes."

One of the Councillors in Curepipe trained by GL, **Marie Michelle Lepredour** won an award at the 2013 Mauritian SADC Protocol @ Work Summit and went on to present a paper at the regional summit in Johannesburg. This was the first time that she presented a paper not only in Mauritius but in another country.

Nirmala Mohur, District Councillor of Grand Port, is now among the three women who sit on a previously all-male Council. Trained by GL for the elections, she also presented a paper at the national summit on Legal and Constitutional Rights: "I make sure that my community understands that men and women should be treated the same and have the same opportunity in all spheres of society including treatment in the house." She does not miss the opportunity to talk about talking on the low representation of women in politics and wants to make sure that the SADC Protocol is implemented on gender and governance so that by the next local elections in 2018 there are even more women councillors.



"Meeting Gender Links has been a blessing for me," she says. "I never thought that politics was made for me but all the training I got for Gender Links prepared me to stand as candidate. And when I was asked to be a candidate at the village elections in 2012 I immediately accepted as I was confident in running a campaign and talking in public meetings."

Now that she is a Village and a District Councillor she wants to make sure that the hall of the Village Council is in full use. "I want to give training to women and young girls so that they can help in the family budget. I want my village to be free of violence. I want streets to have names and proper lightings. Whenever there is a wasteland or there are problems with refuse collection I take it up at District Council. This is why it is important to have women at District Council level. We deal with grassroots problems and take the problems of the community at heart. There is a football pitch in the village but it has been abandoned. I would like to revive it so that women and girls can also have access. This is one way of looking after their health and breaking stereotypes by getting girls to play football."

Hindu Priest and former Village Councillor, **Satyam Chummun** told Gender Links that after a four day workshop with Gender Links in Mauritius on Media Literacy and Leadership Skills for Women in Politics she realised that "We cannot dissociate culture, tradition, religion and the media with GBV. I read the newspapers and the watched the news with new eyes. I listened to the radio with new ears. I am so proud that now I am helping survivors of GBV to come out of their traumatic experience through prayers. Among my many experiences there are two that I will always remember. After learning from the



media that a 72 year old woman was raped, the first thing that came to my mind is that it is humanly impossible to come out of such an atrocious crime. As a woman, a Village Councillor and a Hindu Priestess I wanted to help the lady. I got the blessings of my religious organisation to go ahead. Together with a few colleagues we went to see her. After the prayer she started crying but did not talk. I have since been to pray and talk to her a couple of times. She is now much better and has started to talk. She is staying with her neighbour and her case is in the hands of the police."

Peer learning and sharing: Madagascar study visit: In the past, GL summit prizes included cameras and laptops. In 2013, as part of the on-going learning cycle that culminated in the 12 country and regional SADC Protocol@Work summit, GL is arranging study visits for prize winners. After hearing about Mauritius' success in increasing women's political participation at the local level, Madagascar winners expressed interest in going on a study visit to Mauritius as Madagascar is due to have elections later this year. Minister Aimee immediately responded positively to the request. In a good example of leveraging and Value for Money (VFM), the UNDP in Madagascar is supporting five of the winners to go to Mauritius.



The MOU with Gender Links states: "This initiative follows the fourth regional summit organized by Gender Links in Johannesburg last April. Madagascar won two trophies in the categories of "constitutional rights, legal and governance" and "Media". The winners have been offered an exchange trip to Mauritius for a period of one week.

"The choice of Mauritius is justified because of the successful implementation of the gender neutral quota in Mauritius, it is interesting to see how the country has made to achieve the objectives. The Mauritian Minister of Local Government and Outer Islands was present at the last Summit in Johannesburg. He is also champion who has led the adoption of the quota to the competent authorities in Mauritius. The Minister and Gender Links team in Mauritius are ready for the Madagascar to share their good practice. For the above, this exchange visit and study in Mauritius is a unique opportunity for Madagascar to fight for the implementation of affirmative action in Madagascar and especially the gender quota."

In May 2012 Malagasy women parliamentarian created the association Vehivavy Miara Mientana ao amin'ny Kongresy (VMMK) at the Legislative Assembly. The Association comprises women parliamentarians of the Transition Congress and personnel of the Legislative Assembly. This association has submitted a proposal for a law on gender equality. The law was validated with gender commission of the National Assembly. But although lobbying was done with Parliamentarians the proposal was rejected at the National Assembly.

Evidence assessment

Evidence Assessment Scale								
Headline result being assessed:		Name of assessor:				Date of assessment:		
	Criteria	1	2	3	4	N/A	Comments / evidence	Score
1) Voice and Inclusion We present beneficiaries' views on the effects of the intervention, and identify who has been affected and how	1a. Are the perspectives of the most excluded and marginalised groups included in the evidence?				x			4 / 4
	1b. Are findings disaggregated according to sex, disability and other relevant social differences?			x				3 / 4
	Total score for voice and inclusion:							7 / 8
2) Appropriateness We use methods that are justifiable given the nature of the intervention and purpose of the assessment	2a. Are the data collection methods relevant to the purpose of the enquiry and do they generate reliable data?			x				3 / 4
	2b. Are the data analysed in a systematic way that leads to convincing conclusions?				x			4 / 4
	Total score for appropriateness:							7 / 8
3) Triangulation We make conclusions about the intervention's effects by using a mix of methods, data sources, and perspectives	3a. Are different data collection methodologies used and different types of data collected?				x			4 / 4
	3b. Are the perspectives of different stakeholders compared and analysed in establishing if and how change has occurred?				x			4 / 4
	Total score for triangulation:							8 / 8
4) Contribution We can show how change happened and explain how we contributed to it	4a. Is a point of comparison used to show that change has happened (eg. a baseline, a counterfactual, comparison with a similar group)?			x				3 / 4
	4b. Is the explanation of how the intervention contributes to change explored?				x			4 / 4
	Total score for contribution:							7 / 8
5) Transparency We are open about the data sources and methods used, the results achieved, and the strengths and limitations of the evidence	5a. Is it clear who has who collected and analysed the data, and is any potential bias they may have explained and justified?			x				3 / 4
	5b. Is there a clear logical link between the conclusions presented and the data collected?				x			4 / 4
	Total score for transparency:							7 / 8
Total Score for Result :							36	

For the evidence in this assessment, GL has given itself a score of 36/40 = 90% on the following grounds:

- **Voice and inclusion:** The voices of those most directly affected are at the heart of this case study. Their lived experiences and testimony provide the most convincing evidence that change is taking place.
- **Appropriateness:** We include quantitative and qualitative evidence. Some of this is best measured over time, but we believe an eight year time span, which is what this case study covers, is a good beginning for a longitudinal study.
- **Triangulation:** we compare the views of decision-makers with beneficiaries, as well as many other sources of documentary evidence, for example media coverage.
- **Contribution:** We quote others, especially the Minister of Local Government, on the contribution made by GL, and the symbiotic relationship that led to these results.
- **Transparency:** All the data sources are available, and most of this information can be verified on our website – for example the articles in the O and C service that first led to the clamour for a quota, GL's Theory of Change, Training reports, the COE process etc.

Value for Money

	Women	Men	Total
GL training prior to elections	<i>246</i>	<i>5</i>	<i>251</i>
Flacq-Bon Accueil Women in Politics Workshop	27	0	28
Grand-Port WIP Workshop on 30 th June 2012	26	0	26
Moka-Flacq WIP Workshop on 23 rd June 2012	33	0	33
Gabriel Martial WIP Workshop	33	0	33
Quatre-Bornes WIP Workshop on 03 rd & 04 th July 2012	23	0	23
Valley des Prêtres WIP Workshop	34	5	39
Triolet Women in Politics Workshop	30	0	30
Executive Committee of the Labour party	20	0	20
Executive committee of the MSM	20	0	20
GL training post elections	<i>58</i>	<i>17</i>	<i>75</i>
Local Action to End GBV 5 TH TO 7 TH March 2013	28	8	36
Local Action to End GBV 19 th to 21 st June 2013	30	9	39
GRAND TOTAL	304	22	326

Description	Gender Links	Australian Aid	In Kind Support	Council Budget allocation to Gender
Allocation by council to Gender in budget				GBP 6,833
Mauritius Minister & Local GVT Participants to Regional Summit	GBP 4,023		GBP 1,176	
Study Visit	GBP 4,934		GBP 8,223	
Summit in Mauritius	GBP 16,241		GBP 1,952	
Training for Elections			GBP 7,680	
Training Post Elections		GBP 7,400		
Total	GBP 25,199	GBP 7,400	GBP 19,032	GBP 6,833

Economy

The first table shows that GL trained 326 councillors before and after elections – 93% women. The training cost GBP 32 599, or approximately GBP 100 per head. While Mauritius is a high cost country, GL is able to operate cost effectively thanks to the excellent relations built over time with councils, and with the local government ministry. GL tracks the in-kind support leveraged through its work (i.e what it would have cost to run these workshops without local partners contributing). The contribution amounts to GBP 19 032, more than 50% of GL's contribution. Considering the results achieved – a four- fold increase in women's representation and gender action plans at district, municipal and village level, the modest amounts spent, and the amounts saved, indeed represent VFM.

Efficiency

Having training hosted by councils is also more efficient. Council facilities are, by their nature, accessible. This cuts transport costs and time losses getting back and forth to events. It also means that busy officials who may not be able to participate in full courses can be involved at key points, ensuring ownership and follow up. Being near budgets and key documents is especially important for action planning.

Effectiveness

As the women councillors trained come from all districts on Mauritius, the potential impact extends across the entire island. In all GL local government training, the focus is gender responsive governance. GL's COE slogan is to move from *"jobs for the girls to gender equality for the nation."*

To ensure effective linkages, Gender Links gets high calibre resources persons for free for all workshops. Experts as well as Medical Doctors from the Ministry of Environment, the Ministry of Health, the Ministry of Gender and the National Women Entrepreneur Council make presentations at all workshops in their respective fields so that participants have a good grasp on the topics before drafting their Gender and their Gender Based Action Plans. The needs of the community are reflected in all Action Plans. Participants very often become trainers themselves and train the community using GL training manuals.

The high degree of ownership by Councils not only cuts costs; more importantly this enhances ownership and sustainability. A key measure is the extent to which localities have bought into the gender mainstreaming agenda is the fact that they have allocated GBP 6833 for gender equality work. One locality, Black River, calls this the "Gender Links" fund!



ANNEX A: MEDIA COVERAGE- GENDER AND LOCAL GOVERNMENT IN MAURITIUS

DATE	PUBLICATION	SUMMARY
PRINT		
25 th June 2012	L'express	Damnini Devi Rampooratab, Counselor of Morcellement St Andre Gender Links does a lot for the evolution of women, so she seized the opportunity to follow the workshop that took place in Triolet for two days.
29 th June 2012	Le Quotidien défi	The article how Gender Links is advocating for more women in politics. The Minister Herve Aimee says more women in politics will boost up our economy and diversify it.
24 th September 2012	Le Mauricien	Women representation in local collectivises compare to the other countries of the community of Development of Southern Africa (SADC) in local collectives is drastic.
9 October 2012	Le Quotidien défi	Local Government Act what women think about the debates on the sanctions? It is high time for this amendment said Loga Virahsawmy, director of Gender Links. Our politicians had found that the situation was really alarming as the Mauritian government was losing face in national as were as international level.
19 October 2012	Le Quotidien Défi	The official launch of Gender Links report on Gender Based Violence which was held at the Gold Crest Hotel. This articles also gives an overview of the outcomes of the surveys.
19 October 2012	L'express	The article explains in details the different surveys and researches conducted by Gender ink and what are the different outcomes. And also how alarming the situation is in Mauritius.
25 October 2012	L'express	A documentation center for women in New Grove visited by Colleen Lowe Morna, CEO of Gender Links as well as Loga Virahsawmy Mauritius has visited the library.
1 st December 2012	L'express	The opinion of different political figures and how they are shocked knowing the current situation of GBV in Mauritius after the launching if the report war @home by Gender Links.
2 nd December 2012	Weekend	The article explains in details the different surveys and researches conducted by Gender ink and what are the different outcomes. And also how alarming the situation is in Mauritius.
6 December 2012	L'express	This articles talks about women participation in politics. There has been mention about the various reasons of women entry in politics. Despite, this new step forward, women are still under-represented. The main reason cited was because of the patriarchal structure of society.
9 December 2012	L'express dimanche	Villages' elections. The minimum objective is to elect 30% of women in villages' councils has not been achieved. The organizations that handled the workshops in politics are quite satisfied. Even if there is a bit of deception, Loga Virahsawmy director of Gender Links, is satisfied with the results of the 297 women elected. The reason all those who followed the workshop given by the association and who were candidates has been elected.

DATE	PUBLICATION	SUMMARY
13 December 2012	Le Mauricien	The group Men Against Violence (MAV) has for mission to help reduce violence against women. They describe domestic violence as a silent crime. In this article they explain the importance of their goal.
15 th December 2012	Le Matinal	Women representation in local collectivities in the SADC. After the villages elections of last December, women percentages have rose from 5.8 % to 25.5 %, the results of the Municipal elections of the 10 th December are as good, with a percentage of women from 12.7 % to 35.5 %.
TELEVISION		
14 February 2012	MBC TV	Press release for summit 2012
09 March 2012	MBC TV	Gender Links has rewarded 7 Participants from different Associations and Institutions who have been chosen to represent Mauritius at the 3rd Gender Justice and Local Government Summit, which will be held in April, in South Africa.
09 April 2012	MBC-French mainstream NEWS	LV interviewed about what was the workshop about. She said it was to give skills, knowledge on how to report better on HIV and Aids.
09 April 2012	MBC-News in Hindi	LV was interviewed about what was the workshop about. She said it was to give skills, knowledge on how to report better on HIV and Aids.
24 June 2012	MBC	Gender Links appeared in the Hindi News (Samachar). Loga Virahsawmy explained that women should be more and more active in the society and play a leading role. Many women/participants are pleased with the training of Women in Politics and leadership skills. At the end of the 2 days' workshop, there should be few women who will surely be participating in upcoming village elections.
September 2012	MBC	Information on Gender Links working in the 13 countries of the SADC with officers in ten countries. The vision and mission of Gender Links. Gender Links Mauritius works on Gender and the Media, Gender and Governance and Gender Justice.
18 October 2012	MBC	The MBC covered GL SADC protocol workshop, where Loga Virahsawmy and Colleen Morna facilitated the workshop. The Minister of Gender Equality and family welfare, the Honourable Mrs Martin opened and commented on the workshop.
18 October 2012	MBC	The MBC covered GL GBV validation workshop with all the major stakeholders. Loga Virahsawmy was asked to give her opinion on Mauritius findings.
18 October 2012	MBC	The validation workshop was shown in the main Hindi news.
18 October 2012	MBC	GL launched the Barometer in Mauritius in the presence of several high profile people and media houses. Gender Links was the highlights of the mainstream news.
RADIO		

DATE	PUBLICATION	SUMMARY
24 February 2012	MBC radio	Interview of Loga Virahsawmy at the workshop of Women In Triolet in the North of Mauritius. LV explains the importance of the workshop and why women need to be candidates at the next Local Government elections and the importance of women representation in Municipal councils and District councils. Some participants were also interviewed to know their real motivation and also what they learned during these two days workshops.
10 March 2012	MBC Kool FM	LV talked on the Articles 20-25: Gender Based Violence. She explained that the above article makes provision for the implementation of a variety of strategies, including enacting, reviewing, reforming and enforcing laws, aimed at eliminating all forms of gender based violence, and trafficking.
24 September 2012	MBC Kool FM 97.3mhz	LV explained on Gender Links and its mission and vision. She also talked on SADC, and gave a good explanation of it.
25 September 2012	MBC Kool FM	LV explained on SADC and listed the 15 countries. She also talked on the SADC Gender Protocol which will be explained soon
26 September 2012	MBC Kool FM	LV explained what are conventions and its purposes and the specific targets to be achieved by 2015.
27 September 2012	MBC Kool FM	Details: LV explained on Articles 1-3: Principles and Objectives. She said that the Protocol aims to bring together existing commitments: enhance these through time frames; create effective mechanisms for implementation; sharing of best practices and deepening regional integration.
28 September 2012	MBC Kool FM	LV started to explain Articles 4-11: Constitutional and Legal Right.
01 October 2012	MBC Kool FM	LV gave an in depth explanation on laws that are discriminatory to women to be repealed. She also highlighted that the law provides equality in accessing justice, marriage and family rights and the rights of widows, elderly women, the girl child, women with disabilities and other socially excluded groups. She also highlighted the specific targets to be achieved by 2015.
05 October 2012	MBC-Radio Kool FM	LV talked on the percentage of Women in Politics in Mauritius. She highlighted that the figures are really low and much work need to be done to change the situation. She also explained the new local government act which Honourable Hervé Aimée has helped to modify.
08 October 2012	MBC-Radio Kool FM	LV talked on Article 14: Education and training. She explained the article in details and also gave the figures of Girls doing better in Education in Mauritius than boys.