

**STANDARD LETTER OF AGREEMENT BETWEEN
THE UNITED NATIONS DEVELOPMENT PROGRAMME AND
THE MINISTRY OF GENDER EQUALITY AND FAMILY WELFARE
TO SUPPORT THE IMPLEMENTATION OF AN ECONOMIC EMPOWERMENT
PROGRAMME FOR WOMEN SURVIVORS OF GENDER-BASED VIOLENCE**

Dear Dr (Mrs) R.Y. Moorghen,

1. Reference is made to the consultations between officials of the United Nations Development Programme (**hereinafter referred to as "UNDP"**) in Mauritius and officials of the Ministry of Gender Equality and Family Welfare, (**hereinafter referred to as "the MGEFW"**), with respect to implementing an economic empowerment programme for women survivors of gender-based violence residing in different shelters in Mauritius" which MGEFW has been selected as Implementing partner.
2. In accordance with the following terms and conditions, we confirm our acceptance of the activities provided by **the MGEFW** towards the financial assistance as specified In **Attachment 1: Description of Activities (hereinafter referred to as "Activities")**. Close consultations will be held between **the MGEFW** and **UNDP** on all aspects of the Activities.
3. **The MGEFW** shall be fully responsible for carrying out, with due diligence and efficiency, all **Activities** in accordance with its financial regulations, rules and other directives, only to the extent they are consistent with UNDP's Financial Regulations and Rules. In all other cases, UNDP's Financial Regulations and Rules must be followed.
4. In carrying out the activities under this Letter, the personnel and sub-contractors of **the MGEFW** shall not be considered in any respect as being the employees or agents of UNDP. **UNDP** does not accept any liability for claims arising out of acts or omission of **the MGEFW** or its personnel, or of its contractors or their personnel, in performing the Activities or any claims for death, bodily injury, disability, damage to property or other hazards that may be suffered by **the MGEFW**, and its personnel as a result of their work pertaining to the Activities.
5. Any subcontractors, including NGOs under contract with **the MGEFW**, shall work under the supervision of the designated official of **the MGEFW**. These subcontractors shall remain accountable to **the MGEFW** for the manner in which assigned functions are discharged.



6. Upon signature of this Letter, **UNDP** will make payments to **the MGEFW**, according to the Plan of Activities specified in *Attachment 1: Schedule of Activities, Facilities and Payments*.

Bank Name: Bank of Mauritius
Account Name: Accountant -General's General Account
Account No: 01401000001

7. **The MGEFW** shall not make any financial commitments or incur any expenses which would exceed the budget for the Activities as set forth in **Attachment 2**. **The MGEFW** shall regularly consult with UNDP concerning the status and use of funds and shall promptly advise UNDP any time when **the MGEFW** is aware that the budget to carry out these Activities is insufficient to fully implement the project in the manner set out in *Attachment 2*. UNDP shall have no obligation to provide **the MGEFW** with any funds or to make any reimbursement for expenses incurred by **the MGEFW** in excess of the total budget as set forth in *Attachment 2*.

8. **The MGEFW** shall submit a *cumulative financial report* after disbursement of each tranche to implement activities under **Attachment 2**. The report will be submitted to UNDP through the UNDP Resident Representative within **30 days** following those dates. The format will follow the standard UNDP expenditure report. UNDP will include the financial report by **the MGEFW** in the financial report for the 00121827-*"Japanese Supplementary Budget (JSB) Project -Implementing an economic empowerment programme for women survivors of gender-based violence residing in different shelters in Mauritius"*

9. **The MGEFW** shall submit such progress reports relating to the Activities as may reasonably be required by the project manager in the exercise of his or her duties.

10. **The MGEFW** shall furnish a final report within **3 months after the completion** or termination of the Activities, including a list of non-expendable equipment purchased by **the MGEFW** and all relevant audited or certified financial statements and records related to such Activities, as appropriate, pursuant to its Financial Regulations and Rules.

11. Equipment and supplies that may be furnished by UNDP or procured through UNDP funds will be disposed as agreed, in writing, between UNDP and **the MGEFW**.

12. Any changes to the Project Document which would affect the work being performed by **the MGEFW** in accordance with *Attachment 2* shall be recommended only after consultation between the parties.



13. For any matters not specifically covered by this Letter, the Parties would ensure that those matters shall be resolved in accordance with the appropriate provisions and any revisions thereof and in accordance with the respective provisions of the Financial Regulations and Rules of **the MGEFW** and **UNDP**.
14. The arrangements described in this Letter will remain in effect until the end of the project, or the completion of activities of **the MGEFW** according to *Attachment 2*, or until terminated in writing (with 30 days' notice) by either party. The schedule of payments specified in *Attachment 3* remains in effect based on continued performance by **the MGEFW** unless it receives written indication to the contrary from UNDP.
15. Any balance of funds that is undisbursed and uncommitted after the conclusion of the Activities shall be returned within 90 days to UNDP.
16. Any amendment to this Letter shall be effected by mutual agreement, in writing,
17. All further correspondence regarding this Letter, other than signed letters of agreement or amendments thereto should be addressed to **Amanda Serumaga, UNDP Resident Representative, 6th Floor, Anglo Mauritius House, Intendance Street, P.O Box 253, Port Louis, Mauritius.**
18. **The MGEFW** shall keep the UNDP Resident Representative fully informed of all actions undertaken by them in carrying out this Letter.
19. UNDP may suspend this Agreement, in whole or in part, upon written notice, should circumstances arise which jeopardize successful completion of the Activities.
20. Any dispute between the **UNDP** and **the MGEFW** arising out of or relating to this Letter which is not settled by negotiation or other agreed mode of settlement, shall, at the request of either party, be submitted to a Tribunal of three arbitrators. Each party shall appoint one arbitrator, and the two arbitrators so appointed shall appoint a third arbitrator, who shall be the chairperson of the Tribunal. If, within 15 days of the appointment of two arbitrators, the third arbitrator has not been appointed, either party may request the President of the International Court of Justice to appoint the arbitrator referred to. The Tribunal shall determine its own procedures, provided that any two arbitrators shall constitute a quorum for all purposes, and all decisions shall require the agreement of any two arbitrators. The expenses of the Tribunal shall be borne by the parties as assessed by the Tribunal. The arbitral award shall contain a statement of the reasons on which it is based and shall be final and binding on the parties.
21. If you are in agreement with the provisions set forth above, please sign and return to this office two copies of this Letter. Your acceptance shall thereby constitute

the basis for the Ministry of Gender Equality and Family Welfare participation in the implementation of the project.

Yours sincerely,



Amanda K. Serumaga
Resident Representative
UNDP Mauritius and Seychelles

Date: 11/12/2020

Signed on behalf of the Ministry of Gender Equality and Family Welfare



Dr (Mrs) R.Y. Moorghen
Permanent Secretary
Ministry of Gender Equality and Family Welfare
Port Louis, Mauritius

Date: 3/12/2020

Attachment 1

Description of Activities


Economic Empowerment of Women Survivors of Gender Based Violence in Shelters

Outcome: Implementation of the National Strategy and Action Plan on the Elimination of Gender Based Violence in Mauritius	
Sub-Strategy 2	Priority Support Services for Survivors
Output 8	Measures Implemented for Economic Empowerment of Survivors of GBV for recovery and autonomy
Output Indicator	(a) Formulation of an accredited economic empowerment programme for Survivors of GBV; and (b) Number of Survivors enrolled in the said programme



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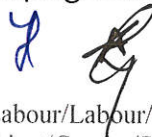


Background

In 2019, according to the Global Gender Gap Index (GGI) of the World Economic Forum, Mauritius was ranked 115 out of 153 countries worldwide compared to 109 in 2018. The GGI measures gender equality across four key areas, namely: (a) economic participation and opportunity, (b) educational attainment, (c) health and survival and (d) political empowerment. In terms of the economic participation of women, Statistics Mauritius notes that unemployed women were generally more qualified than their male counterparts, women were more likely than men to live in poverty, poor households were more likely to be headed by women, and the average monthly income tends to be lower for women than men – Rs 19,100 against Rs 25,100 in 2019. Concurrently, amongst the unemployed population, 60% were females¹.

Concomitantly, there is a widespread perception that incidence of violence against women varies with the economic cycle and that rising unemployment could provide a ‘trigger’ for violent situations in the home. Given that the Government is committed towards ending all forms of violence against women, which is not limited to economic violence, a High-Level Committee (HLC) on the Elimination of Gender Based Violence has been established under the Chairpersonship of the Hon. Prime Minister with a view to:

- (a) assessing the current state of affairs with regard to the elimination of violence against women in terms of legislative framework and its enforcement, policies, procedures and awareness/sensitization campaign undertaken; and



¹ https://statsmauritius.govmu.org/Pages/Statistics/ESI/Labour/Labour/LF_Emp_Unemp_Yr19.aspx
https://statsmauritius.govmu.org/Pages/Statistics/By_Subject/Gender/SB_Gender.aspx

- (b) identifying problem areas and formulate a new strategy to eliminate violence against women.

During its successive meetings, the HLC undertook a situational analysis of the institutional, policy and operational processes, identifying gaps and opportunities for redress in order to have a more effective and survivor focused mechanism with the overall vision of eliminating Gender-Based Violence (GBV) in Mauritius.

To that end, a National Strategy and its accompanying Action Plan was formulated through a participator approach with different sectoral stakeholders, civil society organisations and faith-based groups, given that gender is a cross-cutting issue and gender inequality remains the root cause of GBV.

Rationale

In Mauritius, it is noted that women are disproportionately represented amongst the poorest and violence against women continues to be a predominant manifestation and driver of gender inequality, impacting every area of woman's lives. The National Strategy and Action Plan supports the achievement of two mutually reinforcing medium-term objectives: (a) Improved agency, self-reliance and well-being of marginalized women; and (b) improved enabling environment for marginalized women's economic participation and prevention of GBV. As a result of the pervasive nature of gender equality and violence against women at the level of the private and public spheres in which women operate, these objectives can only be achieved if the multi-level holistic approach combines strategic interventions at the individual level, and the institutional level, which comprises the household, community, and societal levels.



In this context, Sub-Strategy 2 of the National Strategy relates to “Priority support services for survivors while holding perpetrators accountable” with an applicable output relating to the “Economic Empowerment of Survivors”.

This output has been formulated in an evidence-based manner, and in the light of a UNDP supported Study on the “Sociological Profiling of Perpetrators of Domestic Violence”, as commissioned by the Parliamentary Gender Caucus. Amongst the key findings and recommendations of the Study, it was recommended that an economic empowerment programme for survivors be implemented with a view to equipping women from vulnerable background with the skills and opportunities to socio-economically empowered.

A need assessment of around 48 Survivors residing in the 4 Shelters in Mauritius was carried out to identify sectors of economic empowerment programmes that would be more appealing to Survivors. A meeting was held on 21 October 2020 that regrouped representatives of Shelters as well as the Ministry of Gender Equality and Family Welfare and the Mauritius Institute of Training and Development (MITD) to discuss on the possibility of formulating a tailor-made economic empowerment programme specifically for Survivors. It was agreed that the course would need to be nationally recognized and participants would be able to follow the course in a safe and conducive environment.

Based on dialogue between the Shelters and Government, it is expected that such a programme would be transformative and enable women to reach their full potential. The rationale of the programme is also underpinned by a theory of change approach² whereby the project will address the underlying structural barriers that women face in striving to become full participants in their economies and societies.



² See Annex 1

Additionally, a tailor-made programme based on the realities of the Mauritian labour market (and gaps), a holistic women's economic resilience programmes will have a deep economic impact for them and their families.

Overall, it is viewed that the activity linked to the economic empowerment of survivors is embedded within the broader outputs of the National Strategy to eliminate GBV. The economic empowerment component will comprehensively address GBV through a series of interrelated intervention strategies that target individual marginalized women's agency, decision-making and personal development combined with efforts to shift the enabling environment in which they live. This activity is rooted in an empowerment approach that involves engaging women holistically to build economic, social and leadership capabilities. This will be complemented by a sustainable support through the networks of the Shelters.

Request for Assistance

The assistance of the United Nations Development Programme (Mauritius) is being sought to assist the Ministry of Gender Equality and Family Welfare, in collaboration with Shelters, to implement a key activity contained in the National Strategy and Action Plan with a view to achieving the overall vision of the Elimination of Gender Based Violence (SDG 5- Women's Empowerment and Gender Equality).

Overall Objectives

- To formulate and implement an economic empowerment programme for Survivors of Domestic Violence residing in Shelters.

Specific Outputs

- Identify interested women survivors to follow an economic empowerment training (Target group 20-25)
- Conduct a needs assessment of Survivors in regard to specific economic empowerment programme that is suitable to the present context



- Design a tailor-made nationally recognised MITD course (totally suitable hours) for survivors of domestic violence, based on their needs and interests
- Deliver the course at a suitable venue for survivors
- Provide the necessary conducive environment and equipment for survivors to follow the course (course materials, stationary etc.)
- Provide suitable transport for survivors to be able to attend the course to ensure their physical and emotional safety
- Issue a Nationally Recognised Certificate upon completion of the Course.

Institutional Arrangements & Monitoring and Evaluation Matters

A Project Steering Committee will be established under the Chairpersonship of the Permanent Secretary under the Ministry of Gender Equality and Family Welfare to:-

- (a) provide oversight and direction to the implementation of the project;
- (b) identify bottlenecks and provide advice accordingly; and
- (c) carry out overall monitoring and evaluation of different stages of implementation of the project

Members of the Committee will comprise representatives from the:

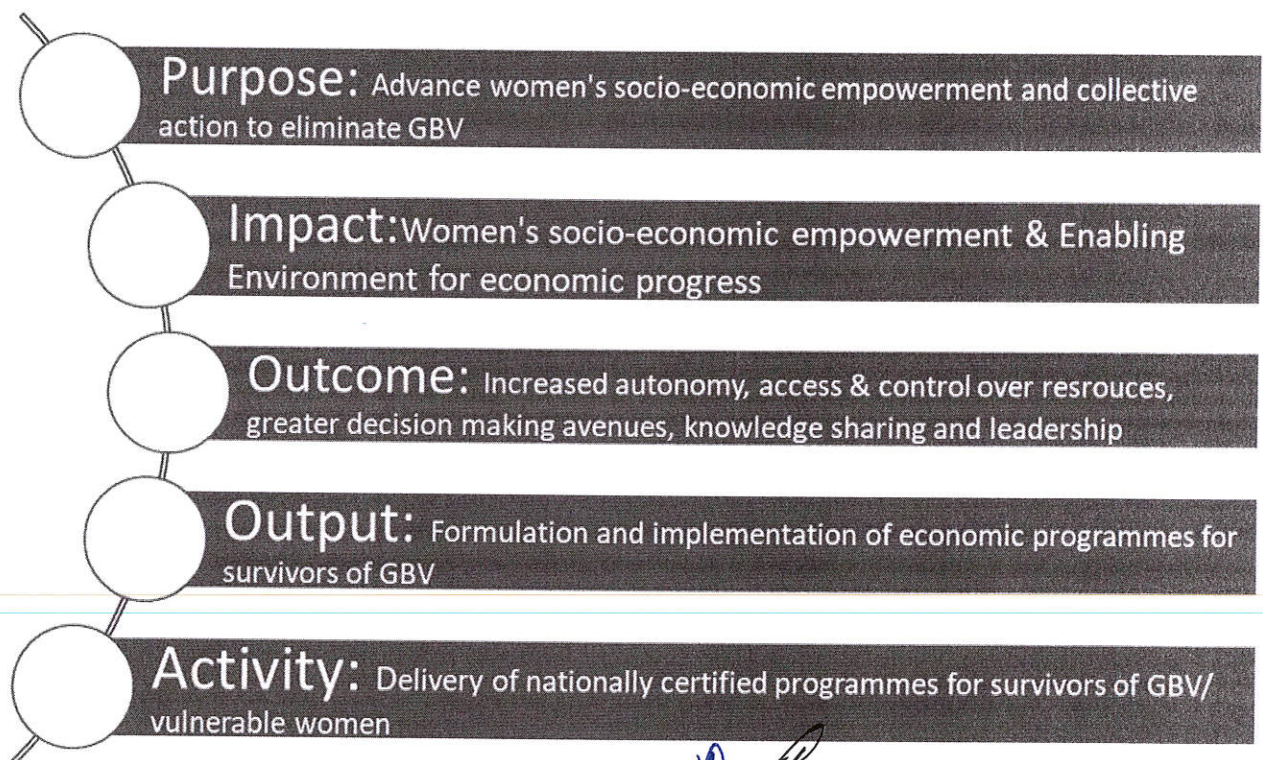
- a) Prime Minister's Office
- b) Citizen Support Unit;
- c) UNDP Socio Economic Development Unit and/or relevant Project Managers
- d) Mauritius Institute of Training and Development
- e) National Empowerment Foundation
- f) four Shelters; and
- g) other co-opted members as relevant.



Risk Mitigation

- GBV Survivors will be provided with transport facilities to ensure physical safety to attend courses
- MITD will ensure that courses conceptualized will be at a level targeted for the participants

Theory of Change- Economic Empowerment of Survivors



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Attachment 2

Schedule of Activities, Facilities and Payments

EXPECTED OUTPUTS	PLANNED ACTIVITIES <i>List all activities to be undertaken during the year towards stated outputs</i>	PLANNED BUDGET (MUR)	SCHEDULE OF PAYMENT
Output 1: Economic Empowerment of Women (Vulnerable Groups) and Elimination of Gender Based Violence	Conceptualization of a Nationally Recognized Vocational Course by the Mauritius Institute for Training and Development and conducting of training for identified individuals (around 20-25)	495,000/	by 15 December 30 November 2020
	Purchase of Equipment and Supplies	500,000/	28 February 2021
	Certificate Handing and Equipment Handing Ceremony	5,000	08 March 2021
TOTAL (Rs)		1000,000/	

