

THE NATIONAL YOUTH PARLIAMENT

Fourth Edition, held on 21 and 22 August 2025

Motion:

The Member of the National Youth Parliament (Ms Dulmeer) -

“This National Youth Parliament resolves that Mauritius adopt urgent legal, institutional and community reforms to reach gender equality and equal pay, strengthen protection against gender-based violence and increase women participation in leadership and decision-making.”

THE FOURTH EDITION OF THE NATIONAL YOUTH PARLIAMENT,

CONVINCED that targeted legal, institutional and cultural reforms all backed by measurable targets, transparent monitoring and youth-led action are essential to achieving the Sustainable Development Goal 5 in the Republic of Mauritius,

BUILDING UP Mauritius’ commitments under the Convention on the Elimination of All Forms of Discrimination Against Women (“*CEDAW*”) (1984), the Beijing Platform for Action (1995), the Maputo Protocol (2008), and the Universal Declaration of Human Rights, for the Republic of Mauritius to further promote equality both in law and in practice and protect the rights of Women and Girls,

RECOGNISING ALSO the commendable efforts of the Ministry of Health and Wellness in strengthening Mauritius’ HIV response through the National HIV/AIDS Strategic Framework (2023-2027), expanding access to free testing and antiretroviral therapy at regional hospitals and specialised units, and scaling up harm-reduction programmes for people who inject drugs,

ACKNOWLEDGING the role of the Ministry of Education in piloting comprehensive sexuality education modules in schools, and the Ministry of Gender Equality and Family Welfare in supporting survivors of gender-based violence and advocating for women’s empowerment,

NOTING WITH CONCERN that some young people and women still do not have access to youth-friendly SRHR services are stigmatised and having unequal access to information and care,

FURTHER NOTING the persistent gender gap in labour force participation and the concentration of women in lower-paying sectors such as hospitality, textiles, and domestic work,

RECALLING the Equal Opportunities Act 2008, the Workers’ Rights Act 2019, Section 26 on equal remuneration for work of equal value, and the Protection from Domestic Violence Act (1997, as amended in 2020) which introduced intensified penalties and expanded protection orders,

ALARMED that the gender pay gap remains at 14% according to Statistics Mauritius and even goes up to 20% according to the International Monetary Fund, and this despite legal guarantees of equal pay, and that the “Motherhood Penalty” continues to limit Women’s career progression,

FURTHER ALARMED that in 2024, 4,750 cases of domestic violence were reported, that one in four Women experiencing gender-based violence in her lifetime, and that victims face grave delay to obtain effective protection,

RECOGNISING that only 15% of STEM graduates in Mauritius are women, and that reducing gender gaps would boost Mauritius’ GDP growth by 6 to 10% over the next decade according to the World Bank and UN Women,

FURTHER AFFIRMING the role of arts and culture in shaping societal norms, challenging stereotypes, and promoting inclusive representation,

THE NATIONAL YOUTH PARLIAMENT HEREBY RESOLVES TO:

1. **PROPOSE** the adoption of a National Gender Equality Action Plan 2025–2030 which shall set ambitious, measurable and binding targets to reduce gender pay gap, increase women’s representation in Parliament, raise female labour force participation, and significantly boost women’s presence in sports, governance and leadership roles. The plan shall be supported by transparent recruitment procedures, and leadership-development initiatives, clear timelines, dedicated resources, annual progress reports, and mid-term reviews to ensure accountability and sustained impact;
2. **RECOMMEND** the creation of a National Pay Equity Tracking and Reporting System using anonymised data from the Mauritius Revenue Authority and the Pay Research Bureau, publishing annual sector-specific pay gap report, and including a secure, multilingual public portal for anonymous complaints and a ***Gender Equity Scorecard*** for sports federations and youth organisations, trying quality performance to funding decisions;
3. **CALL FOR** amendments to Labour Laws in order to strengthen enforcement of equal pay provisions, provide confidential reporting mechanisms and harsh penalties for non-compliance and address the “Motherhood Penalty” through fair promotions and pay policies;
4. **REQUEST** the creation of a dedicated institution to:
 - (a) support youth-led initiatives that advance gender equality;

- (b) develop and implement self-defence extracurricular programmes in secondary schools and through community-based initiatives for girls and women;
 - (c) provide awareness training and workshops for communities and institutions; and
 - (d) offer free ICT training to women, with priority given to housewives and women-led small and medium enterprises, to enhance digital literacy, entrepreneurship, and economic empowerment;
5. **SUPPORT** reforms towards legal frameworks, promoting an elongated validity of the protection order and creating numerous survivor centres to mitigate all forms of gender-based violence;
 6. **CALL FOR** stronger integration of gender equality, Sexual and Reproductive Health and Rights (SRHR) and HIV response to ensure the dignity, health, and empowerment of all Mauritians;
 7. **RECOMMEND** the implementation of gender sensitive policies and targeted funding in the arts and culture sector to promote equal participation, representation, and leadership opportunities for women and gender diverse individuals, including mentorship programmes, safe spaces in cultural institutions, and regular reporting on sector disparities;
 8. **FURTHER RECOMMEND** the implementation of more gender responsive budgeting ensuring at least 10% of public investments explicitly address women's need such as childcare, maternal health, and female entrepreneurship.
