

# **NATIONAL WOMEN'S COUNCIL**



## **EQUAL OPPORTUNITY POLICY**

**OCTOBER 2025**

## **NATIONAL WOMENS COUNCIL**

### **VISION AND MISSION**

- Our vision is that of a Republic of Mauritius where all women and men have equal rights and opportunities to shape society and their own lives. We work towards the promotion of women's empowerment for the attainment of Gender Equality.
- Our Mission, as a governmental corporate body is to work towards the social, economic and political empowerment of women, by adopting a Gender and Development (GAD) approach. We work in partnership with other stakeholders that share the same objectives for the attainment of Gender Equality.

## **This is the Equal Opportunity Policy of the Office of the National Women's Council:**

The National Women's Council is committed to building an organization that makes full use of the:

- (i) talents, skills, experience, competence, desire and willingness to work, and
- (ii) different cultural perspectives available in a multi-racial, multi-ethnic, multi-cultural and multi-lingual society and where employees feel they are respected and valued to achieve their potential regardless of their *status*, their age, caste, colour, creed, ethnic origin, impairment, *marital status*, place of origin, political opinion, race, sex or sexual orientation.

The National Women's Council will follow the recommendations of the Equal Opportunity Policy of the Equal Opportunity Commission and apply it to all its employees irrespective of grade so that:

- no employees receives less favourable treatment, by reason of his or her age, caste, colour, creed, ethnic origin, impairment, marital status, place of origin, political opinion, race, sex or sexual orientation, or is disadvantaged by any conditions, requirements, provisions, criteria, procedures or practices that cannot be justified on any or more of the above-mentioned grounds, or victimized for taking action against the employer for discrimination or for assisting a fellow employee in taking such an action;
- opportunities for training, upskilling and promotion are open to all staff irrespective of their status, that is, their age, caste, colour, creed, ethnic origin, impairment, marital status, place of origin, political opinion, race, sex or sexual orientation; and
- opportunities for access to benefits, facilities and services, will be fair and equitable and in accordance with Equal Opportunities Commission.

The Manager of the National Women's Council will be responsible for the day-to-day operation of the policy.

The policy has been communicated to all staff and placed on the organisation's website.

**Approved by the Board at its 48<sup>th</sup> Meeting held on 27<sup>th</sup> October 2025.**

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OCTOBER 2025**

**The Manager  
National Women's Council  
1<sup>st</sup> Floor, London Centre,  
Rémy Ollier Street,  
Port Louis**

 **Telephone: (230) 217-3740**



**Fax: (230) 217-3972**



**Email: [nwc@govmu.org](mailto:nwc@govmu.org)**