



**DRAFT SEVEN**  
**SEYCHELLES**  
**NATIONAL GENDER POLICY**

**January 2012**



## Foreword

### Foreword from Minister

- Link to Social Renaissance announced by President
- Insert something about men's empowerment and marginalisation particular to Seychelles

## Table of Content

Foreword .....	2
Table of Content.....	2
List of Acronyms .....	3
Definition/Glossary .....	4
1. BACKGROUND.....	9
1.1. Introduction.....	9
1.2. Policy and legal framework.....	9
2. JUSTIFICATION .....	11
3. POLICY FRAMEWORK – VISION, GOAL, OBJECTIVES AND GUIDING PRINCIPLES.....	12
3.1. Vision .....	12
3.2. Mission.....	12
3.3. Policy Goal.....	12
3.4. Specific Policy Objectives .....	12
3.5. Guiding Principles.....	13
4. POLICY PROGRAMME AREAS, OBJECTIVES AND STRATEGIC ACTIONS.....	15
4.1. Gender, constitutional and legal rights.....	15
4.2. Governance.....	17
4.3. Education and training.....	<b>Error! Bookmark not defined.</b>
4.4. Productive resources and employment, economic empowerment	21
4.5. Climate change, sustainable development and disaster risk management.....	21
4.6. Food and nutrition security .....	28
4.7. Gender based violence .....	28
4.8. Health .....	32
4.9. HIV and AIDS.....	34

4.10. Peace building .....	32
4.11. Media, Information and Communications .....	32
5. INSTITUTIONAL FRAMEWORK FOR IMPLEMENTATION OF THE NATIONAL GENDER POLICY .....	42
5.1. Commitment to .....	42
6. INSTITUTIONAL ARRANGEMENTS FOR IMPLEMENTING THE POLICY ...	<b>Error!</b>
<b>Bookmark not defined.</b>	
6.1. Institutional Structures and Roles .....	<b>Error! Bookmark not defined.</b>
6.2 National Gender Policy Implementation Plan .....	46
6.3 Monitoring and Evaluation Plan .....	<b>Error! Bookmark not defined.</b>
7. References: .....	47

**List of Acronyms**  
To be worked on last

DRAFT

## Definition/Glossary

In this policy terms and expressions defined in this section shall bear the same meaning unless the context otherwise requires<sup>1</sup>:

Care giver	Means any person who provides emotional, psychological, physical, economic, spiritual or social care and support services to another.
Child	Means every human being below the age of eighteen.
Discrimination	Means any distinction, exclusion or restriction which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise, by any person, of human rights, and fundamental freedoms in the political, economic, social, cultural, civil or any other field.
Empowerment	Is the process of gaining access and developing one's capacities with a view to participating actively in shaping one's own life and that of one's community in economic, socio-cultural, political and religious terms.
Engender	Be the cause of (a situation or condition). Example: some people believe that poverty engenders crime.
Family Tribunal	The quasi-judiciary court that administers the Family Violence (Protection of Victims) Act and tries cases of child-related matters such as care, custody, access and maintenance.
Gender (Creole <i>zanr</i> )	Means the roles, duties and responsibilities which are culturally or socially ascribed to women, men, girls and boys.
Gender analysis	Quantitative gender analysis is the collection and

---

<sup>1</sup> Definitions used in this section were derived from key regional and international books:

- i. SADC Protocol on Gender and Development;
- ii. SADC Gender Mainstreaming Toolkit;
- iii. Oxford Advanced Learner's Dictionary: Fourth Edition, Indian Edition;
- iv. United Nations Gender Mainstreaming handbook;
- v. Commonwealth GMS Handbook; and
- vi. UNDP GLOSSARY

analysis of sex-disaggregated data which reveals the differential impact of development activities on women and men, and the effect of gender roles and responsibilities have on development efforts. Qualitative gender analysis is the tracing of historical, political, economical, social and cultural forces in order to clarify how and why these differential impacts, roles and responsibilities have come about.

Gender and Development (GAD) approach

This approach concentrates on the unequal relations between men and women that are limiting development. As an analytical tool, the term gender arose from an increasing awareness of inequalities due to institutional structures. It focuses not only on women as an isolated or homogenous group but on the roles and needs of both men and women. Given that women are usually in a disadvantaged position compared to men, promotion of gender equality implies an explicit attention to women's needs, interests and perspectives. The objective then is the advancement of the status of women in society, with gender equality as the ultimate goal.

Gender Based Violence (GBV)

Means all acts perpetrated against women, men, girls and boys on the basis of their sex which cause or could cause them physical, sexual, psychological, emotional or economic harm, including the threat to take such acts, or to undertake the imposition of arbitrary restrictions on or deprivation of fundamental freedoms in private or public life in peace time and during situations of armed or other forms of conflict.

Gender blind

Interventions which appear gender neutral, but are in fact implicitly male biased, because they either ignore or fail to address the gender issues and concerns.

Gender Equality  
(Creole *legalite ant fanm ek zonn*)

Means the equal enjoyment of rights and access to opportunities and outcomes, including resources, by women, men, girls and boys.

Gender Equity	Means the just and fair distribution of benefits, rewards and opportunities between women, men, girls and boys.
Gender mainstreaming	Means the process of identifying gender gaps and making women's, men's, girls' and boys' concerns and experiences integral to the design, implementation, monitoring and evaluation of policies and programmes in all spheres so that they benefit equally.
Gender management system	A network of structures, mechanisms and processes put in place within an existing organisational framework, to guide, plan, monitor and evaluate the process of mainstreaming gender into all areas of the organisation's work in order to achieve greater gender equality and equity within the context of sustainable development.
Gender sensitive	Means acknowledging and taking into account the specific gender needs of both men and women at all levels of planning, implementation, monitoring and evaluation.
Gender stereotypes	Is a set of common norms and judgements concerning existing position of men and women, norms of their behaviour, motivations and needs. Gender stereotypes fix existing gender differences and become an obstacle for changes in gender relations.
Gender-aware/redistributive/transformational policies	Interventions that seek to transform existing gender relations by changing the distribution of resources and responsibilities to make it more equitable. These policies involve altering the existing balance of power between men and women, addressing not only practical gender needs, but strategic gender interests as well.
Gender-disaggregated statistics	Statistics that adequately reflect differences and inequalities in the situation of women and men in all areas of life.
Health	Means a complete state of physical, mental, spiritual and social well-being of an individual and not merely the absence of disease or infirmity.

Human-trafficking	Means the recruitment, transportation, harbouring or receipt of persons, by means of threat, abuse of power, position of vulnerability, force or other forms of coercion, abduction, fraud or deception to achieve the consent of a person having control over another person for the purpose of amongst other things, sexual and financial exploitation. Also includes child prostitution.
Informal sector	Means the portion of a country's economy that lies outside of any formal regulatory environment.
Men	All male persons including the boy child, adolescent boys, disabled men and boys, the elderly.
Multiple roles of women	Means the several responsibilities that women shoulder in the reproductive, productive and community management spheres.
National gender machineries	Means national structures with the mandate of executing and monitoring gender and related policies and programmes in line with national, regional and international commitments.
Sex ( <i>Creole seks</i> )	Means the biological differences between females and males.
Sex-disaggregated data	Overall and thorough breakdown of all statistics relating to individuals by sex.
Sexual harassment ( <i>Creole arselman seksyel</i> )	Means any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another, whether or not such sexual advance or request arises out of unequal power relations.
Sexual reproductive rights	Means the universal human rights relating to sexuality and reproduction, sexual integrity and safety of the person, the right to sexual privacy, the right to make free and responsible reproductive choices, the right to sexual information based on scientific enquiry, and the right to sexual and reproductive health care.

Social safety nets	Means the measures taken or applied to mitigate the effects of poverty, gender based violence and other social ills.
Vulnerable groups	Includes but not limited to boys, girls; older women and men; gays and lesbians; disabled persons, sex workers, people living with HIV and AIDS, (Consider to standardise with UN terminology)
Women	All female persons including the girl-child, adolescent girls, disabled women and the elderly.
Women in Development (WID) approach	An approach that seeks to integrate women into the development process by targeting them as passive beneficiaries of programming.

DRAFT

## **1. BACKGROUND**

### **1.1. Introduction**

This is the first National Gender Policy of the Government of Seychelles. It signals Government's continued commitment to the attainment of Constitutional rights including gender equality as a corner stone for ending poverty, achieving long-term sustainable social change and meeting the aspirations of the Seychellois especially women and girls who were previously disadvantaged.

The Policy provides a guide to the design and implementation of gender programmes across all sectors within the framework of MDG three (gender equality and equity) as well as the 28 targets of the SADC Protocol on Gender and Development to be achieved by 2015. The SADC Gender Protocol encompasses commitments made in all regional, global and continental instruments for achieving gender equality. A costed National Gender Action Plan will accompany the Policy to realise the objectives set out herein.

Gender equality encompasses the empowerment of women to claim their equal rights as citizens, as well as changing the attitudes of men and engaging them in the struggle for gender equality and equity. Gender equality includes the views, interests and needs of women and men across all vulnerable groups.

Gender equality forms part of the broader commitment by the Government of Seychelles to human rights and social justice as set out in the UN International Declaration of Human Rights.

### **1.2. Policy and legal framework**

The **Seychelles Constitution of the Third Republic (1993)** is the country's supreme law and all other laws and policies are subject to it. Article 5 states that 'any other law found to be inconsistent with this Constitution is, to the extent of the inconsistency, void.'

The preamble to the Constitution, which reflects the aspirations of the people, proclaims the 'inherent dignity and the equal and inalienable rights of all members of the human family as the foundation for freedom, justice, welfare, fraternity, peace and unity'. It reaffirms that these rights include the 'rights to life, liberty and the pursuit of happiness free from *all types of discrimination.*'

The Seychellois Charter of Fundamental Human Rights and Freedoms (Chapter 3 of the Constitution), which incorporates many of the principles of international human rights instruments, guarantees 25 rights equally applicable to both men and women.

The Seychelles Constitution guarantees that "Every person has a right to equal protection of the law including the enjoyment of the rights and freedoms set out in this Charter without discrimination on any ground except as is necessary in a democratic society."

Article 30 recognises the unique status and natural maternal functions of women in society. It undertakes to take appropriate measures to ensure that all working mothers are afforded special protection with regard to paid leave and working conditions before and after childbirth.

There are no overtly discriminatory laws. The gap lies in mainstreaming gender in the legislation drafting process; the harmonisation of laws and domestication of regional and international treaties and Protocols ratified by Seychelles.

The policy is guided by the gender mainstreaming approaches of the SADC Secretariat, Commonwealth Secretariat and United Nations.

The Policy is aligned to the key provisions of the **SADC Protocol on Gender and Development** an all-encompassing sub-regional instrument that sets 28 targets to be achieved by 2015. The SADC Gender Protocol takes into consideration international and regional instruments such as the **MDGs**; Convention for the Elimination of All Forms of Discrimination Against Women **CEDAW**; **Beijing Declaration** and Plan of Action; the **Commonwealth** Plan of Action for Gender Equality 2005-2015, **AU Protocol** to the African Charter on Human and People's Rights on the Rights of Women in Africa, **AU Solemn**

**Declaration** on Gender Equality in Africa, the **IOC Gender Policy**, **COMESA** Gender Policy and Gender Mainstreaming Strategy 2008-2012 and the **MDGs**.

## 2. JUSTIFICATION

Seychelles is a leader in the African region and Indian Ocean Community in terms of socio-economic development. There are now slightly more women (50.07%) compared to men (49.3%) in Seychelles<sup>2</sup>.

The country has had a history of relative peace, has been guided by people-centred development policies and a human rights-based approach. This has led to consistent progress, resulting in the small island state achieving top social indicators comparable to many developed nations. Women are highly visible in the public sphere.

The high level of social development and the elimination of blatant discrimination against women leads to the assumption that gender equality has been achieved in Seychelles. However, challenges still exist. These include **but not limited to**: Gender Based Violence, higher levels of poverty amongst single parent households that are predominantly female; the increasing incidence of sex work and the gender dimensions of HIV and AIDS.

There is also a perception that boys and men are being marginalised in the provision of services. This needs to be rectified through reinforcing the role of men and boys as partners in promoting gender equality. There is a need to strengthen **public awareness campaigns on the necessity of targeted, gender aware programmes**.

To achieve sustainable development and full empowerment, it is vital that all emerging risks and long-term challenges are analysed with a gender lens. The growing social ills of violent crime, drug and alcohol abuse, theft, prostitution, family disintegration, domestic violence, child abuse, delinquency, poverty, unemployment, the spread of

---

<sup>2</sup> Source: National Bureau of Statistics, 2009, 2010, 2011

communicable diseases have profound gender dimensions. It is important that women, men, girls and boys sustain the gains achieved over the years, despite mounting risks and challenges and external factors.

The Ministry of Social Development and Culture, which currently holds the gender portfolio, has identified the development of a national gender policy as a priority. The development of the policy has been aided by the analysis and sex-disaggregated data gathered for the first state reports on CEDAW and the SADC Gender Protocol.

### **3. POLICY FRAMEWORK – VISION, GOAL, OBJECTIVES AND GUIDING PRINCIPLES**

#### **3.1. Vision**

A nation of women, men, girls and boys who are equal contributors to and beneficiaries of, national development **able** to achieve their full potential in both the public and private spheres; and **have the** freedom to make responsible life choices.

#### **Mission**

To achieve gender equality and equity as enshrined in the Constitution, regional and international gender-related instruments that Seychelles is party to.

#### **3.2. Policy Goal**

To provide national guidelines for institutionalising and operationalising gender **as an integral component of social, economic and political development.**

#### **3.3. Specific Policy Objectives**

- 4.4.1. Harmonise legislative and administrative frameworks of international and **(sub)regional** gender-related instruments to achieve set targets on gender equality and equity.
- 4.4.2. Promote equal representation and participation of women and men at all levels and sectors of decision-making and ensure that gender is championed in all agendas.

- 4.4.3. Ensure the mainstreaming of gender perspectives into all policies, structures, systems, programmes and activities in order to make them gender responsive and contribute to the effective achievement of sustainable socio-economic and political development.
- 4.4.4. Provide an overarching framework to guide State and Non State Actors (NSAs) in the attainment of gender equality and equity.

### 3.4. Guiding Principles

- **Rights based approach:** Women and children's rights are human rights. They are integral part to good governance, eradicating corruption and fostering democracy.
- **Harmonisation:** Harmonising national legislation, policies, strategies and programmes with relevant regional and international instruments related to the empowerment of women and girls is key to achieving gender equality and equity.
- **Empowerment of women:** Gender equality can only be achieved if women and girls have the skills, confidence and agency to claim their social, economic and political rights.
- **Male involvement:** Men and boys have a key role to play in achieving gender equality.
- **Gender is a cross cutting issue:** Achieving gender equality requires the recognition that every policy, programme, project and development process affects women and men differently and that the views, interests and needs of women and men to shape Seychelles' national development agenda.
- **Multi-sector approach:** All stakeholders including state and NSAs across all sectors need to work together as partners in a coordinated way to achieve gender equality and equity.
- **Poverty eradication:** Gender equality and equity is key to the eradication of poverty.

- ***Household and family relations:*** Equitable and responsible decision-making within households by all family members in whatever setting they find themselves, is key to peaceful, happy and thriving family relations.
- ***Identifying and responding to emerging issues:*** Gender equality can only be achieved through government and its partners' ability to identify and respond to emerging issues in an ever changing national and global environment.
- ***Sex-disaggregated data and gender-disaggregated information:*** To be responsive to the specific needs of women, men, boys and girls all government departments, non-governmental agencies and the private sector should commit to gather sex-disaggregated/gender disaggregated information in all their interventions. Such information will assist in monitoring and evaluation to measure the impact of programmes.
- ***Strategic and practical gender needs must be taken into account:*** Achieving gender equality requires the Seychelles government to be able to respond to both the immediate and longer term gender needs.
- ***Resource allocation:*** Implementation of the Policy is a national responsibility, and all sectors will be responsible for providing budgetary and human resources needed for its implementation.

## **4. POLICY PROGRAMME AREAS, OBJECTIVES AND STRATEGIC ACTIONS**

### **4.1. Gender, Constitutional and legal rights**

#### **SADC Gender Protocol targets to be achieved by 2015 (Articles 4 – 11)**

- Endeavour to enshrine gender equality and equity in their Constitutions and ensure that these are not compromised by any provisions, laws or practices.
- Review, amend and or repeal all discriminatory laws.
- Abolish the minority status of women.

#### **Key issues**

Seychelles uses a combination of English common law, French civil law and customary law to form the basis of the legal system. While gender equality and non-discrimination against women are not explicit in the Constitution, formal discrimination against women in the public sphere is no longer prevalent in Seychelles because of legislative safeguards.

The Seychelles Constitution guarantees the right to equal protection before the law for “*every person without discrimination on any ground*”. The Constitution is generally assumed to be gender neutral, making no distinction between the sexes. For instance, the word “person” refers to a citizen of the country or to any other human being. When the Constitution refers to categories of persons, it uses words with specific reference to their status or role. For example, the aged, the disabled or mothers as in the affirmation of the rights of working mothers.

The gap lies in the harmonisation of laws especially in line with regional and international treaties ratified by Seychelles and in the implementation and enforcement of these laws. The patriarchal mind-sets and consequently negative attitudes to women and gender issues sometimes influences the outcomes of legal matters such as rape and domestic violence cases. Hence, there is a need for gender training of all service providers at all levels including judges, magistrates, tribunal members, lawyers, police officers, politicians and other service providers in the chain to guarantee outcomes that are gender sensitive.

**Policy Commitment:**

The Government shall create an enabling environment that guarantees human rights, Constitutional and legal protection to every person.

**Policy Objective:**

To facilitate Constitutional and legal protection of women and men equally on all levels.

**To achieve this objective Seychelles will undertake to:**

- 4.1.1 Advocate and lobby for an amendment the Constitution of the Republic of Seychelles to integrate gender equality and equity and include non-discrimination specifically on the basis of sex.
- 4.1.2 Review, amend and or repeal all discriminatory laws and gender insensitive language. In particular areas where access to justice is especially weak, enact specific legislation where appropriate, including a specific criminal law for domestic violence.
- 4.1.3 Build capacity of the justice system to systematically and routinely protect vulnerable witnesses and deliver justice sensitively, fairly and swiftly.
- 4.1.4 Provide continuous gender sensitisation and training for all judges, magistrates, tribunal members, lawyers and legal draftsperson, police officers, politicians and other service providers including at the highest levels.
- 4.1.5 Conduct costing and budgeting for implementation of gender related laws and policies and develop a mechanism for tracking funds allocated by government to all programmes.
- 4.1.6 Enact a law that provides for a quota system for women and men in key decision-making positions across all sectors.

## 4.2. Governance

### **SADC Gender Protocol targets to be achieved by 2015 (Articles 12 – 13)**

- Endeavour to ensure at least 50 per cent of decision-making positions in all public and private sectors are held by women including through the use of affirmative action measures as provided for in Article 5.

#### **Key issues**

While Seychelles has made great strides in the area of women representation compared to other SADC countries, the country still falls short of achieving the 50% women in decision-making target set in various regional instruments in Cabinet, the National Assembly, judiciary, police, on governing boards and in business (especially proprietors of big businesses). Unpaid care work in the home remains a major barrier to increasing women's ability to compete equally with men at these levels.

All political parties have a women's wing, which form the backbone of most the party support. While none of the political parties' manifestos, except one, refer to special measures to increase women's representation in decision making structures some are beginning to make explicit reference to "putting women ahead" and put forward a gender agenda. Only one party has set a target to reserve one-third of positions for women. The absence of special measures to increase women's representation in decision-making positions at national and party levels may risk the country reversing the gains already made in this area.

There is a perception that women do not want to take on opportunities because of family responsibilities, fear of victimisation, cultural and traditional mind-sets that only men should be in politics, lack of confidence, personal sacrifice is too high and the belief that politics is a dirty game and therefore unappealing to women.

It is in the public service sector that we have surpassed the 50% women in decision-making positions target by March 2011 based on Permanent

Secretaries and senior managers<sup>3</sup>. However, participation increases at lower levels of power.

**Policy Commitment:**

The Government shall promote good governance through gender-balanced leadership in both the public and private sectors.

**Policy Objective:**

To achieve gender balanced representation and participation of women and men at all levels through capacity development of women at high-level decision-making positions and promote male participation in community-based and civil society initiatives.

**To achieve this objective Seychelles will undertake to:**

- 4.2.1. Put in place **temporary** special measures to increase the representation of women to at least 50% of all senior decision-making positions in public and private sectors.
- 4.2.2. Build capacity of women in parliament, the judiciary and political parties through holistic leadership training and mentoring programmes.
- 4.2.3. Facilitate the establishment and maintenance of support structures for women in politics.
- 4.2.4. Determine the barriers, future trends and conditions required for women's participation in politics and decision-making.
- 4.2.5. Promote women leadership as an approach to strengthening good governance, addressing corruption and making governance more accountable to the needs of communities.
- 4.2.6. Strengthen lobbying and advocacy for gender parity in and through the media and civil society including participating in a multi-sector 50/50 women in decision making campaign.
- 4.2.7. Raise awareness and build capacity of men and women decision-makers to become gender champions at all levels of government, agencies, parastatals and private sectors.

---

<sup>3</sup> Includes only line ministries and government agencies, posts Principal, Director and Deputies.

4.2.8. Promote and build capacity of men and boys in civil society to become more active and participate in the gender movement and developing gender programmes and campaigns.

4.2.9. Conduct regular research, monitoring and evaluation to facilitate representation and effective participation of women in decision-making positions.

### 4.3. Education and training

#### **SADC Gender Protocol targets to be achieved by 2015 (Article 14)**

- Enact laws that promote equal access to and retention in primary, secondary, tertiary, vocational and non-formal education in accordance with the Protocol on Education and Training and the Millennium Development Goals.
- Adopt and implement gender sensitive educational policies and programmes addressing gender stereotypes in education and gender-based violence, amongst others

#### **Key issues**

Literacy is higher among women than men. Boys and girls have equal access to ten years of compulsory schooling. The enrolment rate and primary school completion rate is nearly 100% for both sexes. There are gender gaps in vocational training but this is gradually changing. Boys lag behind girls in academic performance at primary and secondary level. The Southern and East African Consortium for Monitoring Educational Quality (SACMEQ) study (SPELL OUT?) of 2005 shows that boys in the final year of primary (P6) consistently underperform relative to girls.

Although access to education is not a problem, gender stereotyping in subject choice at the post-secondary and tertiary level is evident.

Teachers, curriculum developers and management staff of the education department have attended gender-sensitisation training and programmes. Experts have screened locally produced teaching materials for negative gender stereotypes. Most teachers are female at primary and secondary level.

The government has conducted a number of studies and implemented pilot approaches to creating school environments that are equally affirming to both boys and girls. It is necessary to ensure that the gains made in this area are not lost and the gender training is continuous and consistent. This requires that all the gains be institutionalised and that adequate monitoring mechanisms be put in place.

**Policy Commitment:**

The Government shall mainstream gender in all education and training programmes, processes and materials to ensure equal representation, participation and performance, with special emphasis on boys and young men.

**Policy Objective:**

To increase women, men, girls and boys access to quality education and training programmes to build a productive work force, free of gender stereotypes, to sustain the economy.

**To achieve this objective Seychelles will undertake to:**

- 4.3.1. Review policies, budget for implementation of gender mainstreaming programmes in education and training.
- 4.3.2. Adopt and implement gender sensitive educational policies and programmes addressing retention in primary, secondary, post-secondary, tertiary and vocational education and review policy on teenage pregnancy and school dropouts (look into links with parents, support for dropouts and retention strategies). Develop sex disaggregated data collection methods to provide empirical evidence to inform policy and programme development to address all the issues.
- 4.3.3. Promote equal access to adult learning opportunities and recognition of existing knowledge and experience.
- 4.3.4. Establish national databases of gender disaggregated information on pupil performance and participation at key levels of primary, secondary and tertiary education cycles.
- 4.3.5. Establish mechanisms to improve boys academic performance.

- 4.3.6. Mainstream compulsory and accredited generic gender modules in all primary, secondary, post-secondary, tertiary and vocational education programmes.
- 4.3.7. Promote, fund and implement Plan of Action for Gender Equality in Education.
- 4.3.8. Strengthen policies, programmes and campaigns addressing gender stereotyping in education/training, gender-based violence, bullying, alcohol and substance abuse and risky sexual behaviour; targeting teachers, students and parents, relationship skills and conflict management.
- 4.3.9. Establish mechanisms to encourage women and girls to study STEM subjects (Science, Technology, Engineering and Mathematics).
- 4.3.10. Provide career guidance in education programmes, which broaden opportunities for both girls and boys.
- 4.3.11. Promote gender responsive inclusive education programmes for children with disabilities.
- 4.3.12. Promote gender parity in teaching staff at all levels and all subjects and gender training of teacher and management staff in education.
- 4.3.13. Build leadership skills of children and youth, to equip them with necessary life skills that will lead to attitudes and behaviour change.
- 4.3.14. Provide early intervention programmes for boys and girls who are falling behind in core subjects.
- 4.3.15. Establish a multi-sector approach with a monitoring mechanism/committee with partners and agencies working to ensure gender equality in education.

#### **4.4. Productive resources and employment, economic empowerment**

### **SADC Protocol on Gender and Development targets to be achieved by 2015 (Articles 15 – 19)**

- Ensure equal participation by women and men in policy formulation and implementation of economic policies
- Conduct time use studies and adopt policy measures to ease the burden of the multiple roles played by women.
- Adopt policies and enact laws which ensure equal access, benefits and opportunities for women and men in trade and entrepreneurship, taking into account the contribution of women in the formal and informal sectors.
- Review national trade and entrepreneurship policies, to make them gender responsive
- With regard to the affirmative action provisions of Article 5, introduce measures to ensure that women benefit equally from economic opportunities, including those created through public procurement processes
- Review all policies and laws that determine access to, control of and benefit from productive resources by women.
- Review, amend and enact laws and policies that ensure women and men have equal access to wage employment in all sectors of the economy

### **Key issues**

There are no restrictions to women regarding the ownership of property and access to credit. However men continue to dominate the running of large cooperates while women operate many of the Small and Medium Enterprises (SMEs) especially cottage industries. Most economic decision-making positions are held by men. On a positive note restructuring in 2011 has led to the appointment of an increase of women as heads of some key government agencies and parastatals. However, boards of directors, chairpersons of high-level committees are predominantly men.

Seychelles has ratified most of the international and (sub)regional treaties that ensure the equal rights of women in the labour market. Our Constitution, laws and policies offer a healthy standard of protection to both men and women in the area of work life. Most women have a paid job and smaller numbers have their own businesses. While the law guarantees that women have the same rights to all employment benefits, there are tools (or forms) are used that are not checked for gender sensitivity and discriminate against women in the world of work.

For example a women can be asked if she is pregnant on a form. Following the 2008 macroeconomic reforms, additional safety nets were created to buffer the most vulnerable sections of the population. The majority of people who benefit from the Social Welfare Agency are women<sup>4</sup>. It is important that any reforms in the social benefits sector should carefully consider gender impacts and influences in order to negate unwanted negative effects.

At the time of drafting, the Policy there was no official data available on time-use studies ever done. There is a need to build the capacity of the National Bureau of Statistics to conduct time-use surveys to better inform evidence-based planning on women's contribution to the nation and economy.

There are no policies that seek to ensure equal participation of women in policy formulation processes and implementation of economic policies. There is very little to no information available on gender budgeting and at the time of drafting the policy there are no specific divisions or account codes dedicated towards gender and women specific activities – except for the gender activities vote for the Gender secretariat. It is vital to build capacity in gender budgeting in order to ensure an enabling environment for gender mainstreaming initiatives.

**Policy Commitment:**

The Government shall ensure that economic policies and programmes are gender responsive, address poverty and increase decent work and entrepreneurial opportunities equally for women and men.

**Policy Objective:**

To ensure women and men have full and equal access to, control over and ownership of the benefits of socio-economic growth and development.

**To achieve this objective Seychelles will undertake to:**

---

<sup>4</sup>Source: Excerpt from Seychelles first report to CEDAW "Implementation of the Convention on the Elimination of All Forms of Discrimination against Women (1993 – 2009). Combined initial, second, third, fourth and fifth periodic reports Seychelles. October 2011", Ministry of Social Development and Culture.

- 4.4.1 Promote gender parity and gender sensitisation at economic decision-making levels of central government, agencies, parastatals, the private sector and civil society.
- 4.4.2 Build capacity of the NBS to conduct time-use studies in order to recognise the contribution of women's unpaid care work to the national economy.
- 4.4.3 Resource mobilisation to promote the collection and utilisation of sex-disaggregated data at all levels of the national economies.
- 4.4.4 Build national capacity in Gender Responsive Budgeting at the macro and micro levels, including planning, tracking, monitoring and evaluation.
- 4.4.5 Ensure gender analysis and gender mainstreaming in all national development plans/strategies, economic reform programmes and poverty reduction strategies.
- 4.4.6 Build capacity in resource mobilisation for gender-related activities.
- 4.4.7 Identify and address the barriers for women to enter, grow and diversify their business opportunities.
- 4.4.8 Provide economic literacy training on how the economy works targeting mainly young women and women citizens who are often marginalised from the mainstream economy.
- 4.4.9 Review national trade and entrepreneurship policies and programmes to better support women in business and build the capacity of women and men in the informal sector.
- 4.4.10 Review, amend and implement laws and policies that ensure women and men have equal access to decent conditions of service in all sectors of the economy which takes into consideration gender specific needs.
- 4.4.11 Introduce measures to monitor impact of economic and loan opportunities on women, including those created through public procurement processes.
- 4.4.12 Review and adopt policy measures to ease the burden of the multiple roles played by women.
- 4.4.13 Promote responsible fatherhood and the concept of positive masculinity to ease burden of women's multiple roles and promote functional families.

- 4.4.14 Ensure development of sectoral workplace policies guided by the Public Service Ethics Code to address sexual harassment and other forms of gender-based violence as well as things like day care centres and other support.
- 4.4.15 Review the employment laws and regulations to include provisions for the safety of all staff working unsociable hours, en-route to, during and when they leave work.
- 4.4.16 Review, amend and implement legislation and policy to provide better protection and working conditions for working mothers, including provision of allowances whilst on maternity leave and implementation of PSO provisions for flexi-hours and working conditions.
- 4.4.17 Recognise the value of unpaid care work and care givers and develop appropriate support interventions.
- 4.4.18 Adopt policy measures to ensure equal participation of women on high level committees
- 4.4.19 Develop policies ensuring transparency where access to employment is based on merit for all senior positions in society rather than nominations by the government of the day.
- 4.5 Link all issues to human development targets in the MDGs.

#### **4.5. Climate change, sustainable development and disaster risk management**

##### **SADC Protocol on Gender and Development key targets to be achieved by 2015**

- Support the call for an Addendum or additional Articles to the SADC Gender Protocol and enlist support from other SADC countries.
- Once adopted and signed begin implementation ensuring budgetary allocations to achieve the commitments made.

#### **Key issues<sup>5</sup>**

---

<sup>55</sup> Source: Excerpt from Seychelles first report to CEDAW “Implementation of the Convention on the Elimination of All Forms of Discrimination against Women (1993 – 2009). Combined initial, second,

Men and women experience and respond to climate change effects differently because of their societal roles and responsibilities. In the Seychelles context, women bear a large burden of the responsibility for caring, looking after children, cooking and cleaning. Consequently in times of epidemics and natural disasters women bear a larger burden of the share of adaptation.

It is therefore important to identify gender sensitive strategies for responding to the environmental and humanitarian crises caused by climate change. Women are also important change agents and have a strong body of knowledge and expertise that can be used in climate change mitigation disaster reduction and adaptation strategies.

The key climate change related strategies and available research data are gender blind.<sup>6</sup> Gender specific impacts of climate change in energy, water, food security, and disaster management are absent or not sufficiently analysed. There are no sex disaggregated data to guide the development of targeted responses. Vulnerable groups are not clearly identified or their vulnerabilities analysed. The role of women as change agents is not recognized or targeted.

The only reference to gender in the Seychelles National Climate Change Strategy is a recommendation to identify the main gender issues in connection with climate change and implement capacity building programmes to address any specific gender-biased needs. This activity programmed to take place over two years, is not top of the priorities and is to be led by NGOs. There is no other reference to gender in the document.

There is a lack of scientific data on women's role in climate change and an absence of a strong advocacy base for gender during the process of writing the strategy.

---

third, fourth and fifth periodic reports Seychelles. October 2011", Ministry of Social Development and Culture.

<sup>6</sup> For example: Seychelles National Climate Change Strategy published in November 2009 by the Seychelles National Climate Change Committee; Climate Change and Disaster Risk Reduction: A Background Document for the Red Cross Society of Seychelles by Rolph Payet; Food Security Strategy 2008-2011 published by the Agriculture Department; and Environment Management Plan of Seychelles 2000-2010; Managing for Sustainability published by the Ministry of Environment and Transport in 2000.

The National Food Security Strategy (2008-2011) does not acknowledge women's crucial role in food security and ensuring household production, distribution and nutrition security. The document is gender blind and does not offer any special options for any vulnerable groups including women.

The draft Seychelles Sustainable Development Strategy 2012-2020 which will supersede the Environmental Management Plan for Seychelles (EMPS) 2000-2010, includes strengthened interventions on gender.

The overarching national 'Medium Term National Development Strategy' being developed by the Ministry of Foreign Affairs should take the National Gender Policy into account.

### **Policy commitment**

The government shall recognise the gender perspective in the development of any policy, strategy or programme relating to sustainable development, climate change, and disaster risk reduction management.

### **Policy objective**

To ensure the equal participation of women and men and recognise gender impacts in addressing issues of climate change, sustainable development and disaster risk reduction management.

- 4.5.1 Incorporate climate change objectives into national plans by establishing coherence among stakeholders.
- 4.5.2 Analyse and identify gender specific impacts and protection measures related to floods, droughts, diseases and other environmental changes.
- 4.5.3 Take gender responsive measures to address impact of rising sea level to ensure the protection of human settlements.
- 4.5.4 Draw on and make use of women's unique knowledge, best practices and coping mechanisms.
- 4.5.5 Evaluate local population dynamics - e.g., the variable impact of aging, household size and urbanisation on climate change (and vice versa) when designing mitigation and adaptation programmes.

- 4.5.6 Develop, create and disseminate sustainable technology that is responsive to women and men.
- 4.5.7 Review documents related to risk and disaster management to mainstream gender.
- 4.5.8 Review programmes and projects related to risk and disaster management to mainstream gender.

#### **4.6. Food and nutrition security**

##### **SADC Protocol on Gender and Development key targets to be achieved by 2015**

- Ensure that the Addendum or additional articles to the SADC Gender Protocol on Climate Change, Sustainable Development and Disaster Risk Management provide for food and nutrition security and set clear targets.

##### **Policy Commitment:**

The Government shall provide appropriate support to ensure food and nutrition security for all persons in Seychelles.

##### **Policy Objective:**

To ensure that **women and men** in Seychelles have access to sufficient quantities of safe, nutritious and culturally acceptable food at all times so as to live an active and healthy life.

##### **To achieve this objective Seychelles will undertake to:**

- 4.6.1. Formally recognise and establish the relationship between gender and food and nutrition security in Seychelles.
- 4.6.2. Promote gender responsive programmes and practices that will enhance national food and nutrition security.
- 4.6.3. Promote the inclusion of women and youth in food production and men and youth in food preparation at both the household and commercial levels.
- 4.6.4. Review the National Food Security Strategy to integrate a gender perspective and include nutrition security.
- 4.6.5. Build capacity of both men and women to allow them to contribute to building a nation that is food and nutrition secure.

#### 4.7. Gender based violence

##### **SADC Protocol on Gender and Development key targets to be achieved by 2015 (Articles 20 – 25)**

- Enact and enforce legislation prohibiting all forms of gender-based violence.
- Ensure that laws on gender-based violence provide for the comprehensive testing, treatment and care of survivors of sexual offences.
- Review and reform their criminal laws and procedures applicable to cases of sexual offences and gender based violence.
- Enact and adopt specific legislative provisions to prevent human trafficking and provide holistic services to the survivors, with the aim of re-integrating them into society.
- Enact legislative provisions, and adopt and implement policies, strategies and programmes, which define and prohibit sexual harassment in all spheres, and provide deterrent sanctions for perpetrators of sexual harassment.
- Adopt integrated approaches, including institutional cross sector structures, with the aim of reducing current levels of gender-based violence by half by 2015.

##### **Key issues**

Police statistics show that GBV disproportionately affects women and girls. [Statistics from the Probation Services and the Legal Service and Child Protection Section within the Ministry of Social Development and Culture reflect underreporting in the Police statistics, as many survivors prefer non-legal redress.](#)

Since the beginning of 2011, there has been a significant rise in the number of crimes and murders, some of which are gender-based. The President of the Republic in 2011, announced the initiation of a “social renaissance”, beginning with national dialogues.

The Social Development Department launched a costed National Action Plan on Gender-Based Violence (GBV) 2010-2011 and a UNiTE for Peace campaign to end GBV, which is aligned with the Africa UNiTE campaign to end violence against women and girls. The Action plan is a major pillar of the National Gender Plan of Action. It is important that both

government and development partners continue to provide financial and human resources to ensure implementation of these activities. A coordinating mechanism already exists including the gender management team and national working group with government and civil society representatives.

Legislative changes are required to recognise domestic violence as a criminal offence because at the moment the cases are dealt with as assault crimes. Police seem reluctant to intervene in domestic violence cases.

There is need to build on the 2006 Survey on Domestic Violence by the Ministry of Health to develop comprehensive indicators to measure prevention, support and response to all forms of gender based violence. This is would also require standardised definitions, data collection methods and categories for domestic violence, family violence, etc. by all service providers.

The study should be repeated periodically to measure progress. For example, the SADC Gender Protocol calls on governments to reduce by half current levels of gender based violence by 2015; Seychelles therefore needs to have baseline against which progress can be measured.

Government agencies who provide services to survivors need to put in place specialised facilities including support mechanisms in a coordinated manner. This should be accompanied by training of all the service providers as identified in the National Gender Based Violence Action Plan.

Even though there is high awareness of domestic violence, that is 95% men and 94% women according to a 2006 survey by the Ministry of Health and Social Development, this has not translated to behaviour change. Therefore, there is need for sustainable campaigns at all levels including young people, adults, teachers and ensure that we are targeting the whole continuum of the individual, households, communities and society at large to achieve behaviour change.

**Policy Commitment:**

The Government shall promote an environment of zero tolerance to all forms of gender based violence at all levels, in order for women, men, girls and boys to live a life united in peace and free from violence.

**Policy Objective:**

To prevent and eliminate all forms of gender based violence in the public and private sphere and to provide integrated services to survivors and perpetrators.

**To achieve this objective Seychelles will undertake to:**

- 4.7.1 Raise public awareness under the banner *UNiTE for Peace to End Gender Based Violence*.
- 4.7.2 Build on the 2006 domestic violence survey to develop indicators and a comprehensive baseline study to measure levels of gender based violence against which progress in reducing these can be measured in line with the SADC Gender Protocol target for 2015.
- 4.7.3 Enact and implement a specific law on domestic violence and sexual offences that is administered by a criminal court to end impunity of perpetrators.
- 4.7.4 Enact and implement a specific law on human trafficking, to protect the girl and boy child from child prostitution and women and men from coerced/forced prostitution.
- 4.7.5 Review Employment Act and the Public Service Ethics Code to clearly define sexual harassment in all spheres, and provide clear complaint procedures, deterrent sanctions and penalties for perpetrators of sexual harassment.
- 4.7.6 Review and amend all other laws and procedures applicable to Gender Based Violence accordingly.
- 4.7.7 Fund and implement integrated approaches to gender based violence service provision.
- 4.7.8 Build capacity of service providers in gender based violence, including training on standardised procedures.
- 4.7.9 Provide effective and comprehensive rehabilitation programmes for perpetrators and psycho-social support to survivors of gender based violence.
- 4.7.10 Strengthen capacity in research, monitoring and evaluation of gender based violence.
- 4.7.11 Ensure safety and security in public spaces.

4.7.12 Lobby for budgetary allocations and political commitment to develop, fund and implement systematic efforts to end gender-based violence.

#### 4.8. Health

SADC Protocol on Gender and Development key targets to be achieved by 2015 (Articles 26)

- In line with the SADC Protocol on Health and other regional and international commitments by Member States on issues relating to Health, adopt and implement legislative frameworks, policies, programmes and services to enhance gender sensitive, appropriate and affordable quality health care.
- Reduce the maternal mortality ratio by 75%.
- Develop and implement policies and programmes to address the mental, sexual and reproductive health needs of women and men.
- Ensure the provision of hygiene and sanitary facilities and nutritional needs of women, including women in prison.

#### Key issues<sup>7</sup>

As from 1977, government abolished health fees and invested massively in infrastructure, decentralisation and training. Over the years, health policies have been reviewed to meet rising public expectations and increasing challenges brought about by modern lifestyles. In particular there have been increasing trends of non-communicable diseases including cardio vascular diseases, diabetes cancers and respiratory diseases, and injuries. Reproductive Health also brings about major concerns to be addressed on a national level. Communicable diseases like HIV AIDS, STIs, Leptospirosis; Hepatitis C also need to be addressed.

The National Sexual and Reproductive Health policy is guided by a number of principles which highlight respect for human rights, choice in family planning matters and equity. The main goal of the sexual and

---

<sup>7</sup> Source: Excerpt from Seychelles first report to CEDAW “Implementation of the Convention on the Elimination of All Forms of Discrimination against Women (1993 – 2009). Combined initial, second, third, fourth and fifth periodic reports Seychelles. October 2011”, Ministry of Social Development and Culture.

reproductive health programme is to ensure that all Seychellois have the best possible chance of enjoying safe and satisfying sexual relationship(s), can determine whether and how often they have children, and give their children the best possible start in life. All programmes are encouraged to consider gender differences and encourage positive attitudes regarding sexuality and gender roles for greater gender equity and equality.

In this regard women have full access to the whole range of health facilities provided by the state and no cultural barriers hinder enjoyment of health rights. Spousal consent is not needed for reproductive health services or sterilisation. Health indicators show that women are the major beneficiaries of health programmes and more receptive to education, prevention and advisory services. Health districts record more female attendance. Female adolescents also make up the majority of clients at the Youth Health Centre in 2009 (4527 females to 1201 males.). The closer monitoring of women's health through maternal and child care programmes delivered at community level has undoubtedly resulted in early detection of illnesses and helped women to build closer relationships with and develop confidence in health personnel.

Free antenatal and postnatal maternal care have considerably reduced maternal deaths, which are now a rare occurrence, for example in 2011 there were no maternal deaths recorded. According to MoH statistics, HIV and AIDS prevalence is more acute for men. The Gender Links Barometer Report 2009, states that Seychelles is one of two countries in the SADC region which have more men infected with HIV and AIDS infected population. This corresponds to recorded HIV infection trends in other countries, which observed higher incidences of HIV infection amongst MSM during early phases of the spread of the virus.

In general, more men than women die of diseases of the circulatory system. Reproductive health programmes available in health centres have targeted and empowered women making them active health seekers with greater choice in the exercise of their reproductive health. Men are seen to be lagging behind to access to sexual and reproductive health services.

### **Policy Commitment:**

The Government shall ensure that all Seychellois have the best possible chance of enjoying safe and satisfying sexual relationships, can determine whether and how often they have children, and give their children the best possible start in life.

**Policy Objective:**

To ensure access to sexual and reproductive health information and services for women and men and encourage male involvement in sexual and reproductive health issues.

**To achieve this objective Seychelles will undertake to:**

- 4.8.1. Accelerate prevention efforts to reduce levels of HIV and STIs and other blood borne viruses.
- 4.8.2. Ensure safe motherhood and encourage male involvement where possible **if the partner**.
- 4.8.3. Ensure access to family planning and contraception options.
- 4.8.4. Provide facilities for pregnancy testing.
- 4.8.5. Reduce prevalence of infertility and improve access to information and services for infertile couples.
- 4.8.6. Reduce incidence of abortions.
- 4.8.7. Offer reproductive health services to reduce cancers of the reproductive system – breast cancer, cervical cancer and prostate cancer all of which have been on the rise in Seychelles.
- 4.8.8. **Support and address** gynaecological dysfunction and menopause.
- 4.8.9. **Provide programmes for** sexual dysfunction.
- 4.8.10. **Provide targeted support programmes for** vulnerable groups – Men, sex workers, Men that have sex with men, People in prison, migrant workers, sailors and travellers, drugs and alcohol abusers
- 4.8.11. **Lobby for accessible** youth and adolescent reproductive health

**4.9. HIV and AIDS**

SADC Protocol on Gender and Development key targets to be achieved by 2015 (Articles 27)

- Develop gender sensitive strategies to prevent HIV new infections.
- Ensure universal access to HIV and AIDS treatment for infected women, men, boys and girls.
- Develop and implement policies and programmes to ensure the appropriate recognition, of the work carried out by care givers, the majority of whom are women; the allocation of resources and psychological support for care-givers as well as promote the involvement of men in the care and support of People Living with Aids.

### **Key issues**

HIV and AIDS presents a real and surmountable challenge for Seychelles because of its small close-knit population, limited resources and risky sexual behaviour of young people. Providing medical care for those infected will present a huge burden on the economy if the rate of new infections is not controlled. It is also important to recognise that HIV and AIDS is also a problem of pandemic proportions. Seychelles as a SIDS needs to be aware of the risks posed by the large numbers of potentially HIV and AIDS positive immigrants and tourists entering the country. The growth in prostitution and intravenous drug use pose an additional challenge to this issue.

On a positive note **we are** among the **four** island countries with the lowest prevalence of HIV and AIDS compared to the rest of Southern Africa. **WHAT IS THE PREVALENCE RATE AND YEAR?** As already mentioned, more males (58.3%) are infected and living with HIV and AIDS than women. Anti-Retroviral Therapy (ART) has been made available free of charge to all patients in need since August 2002. All HIV-positive pregnant women receive antiretroviral to reduce the risk of Mother To Child Transmission (MTCT). This is possible because all births take place in hospital and tests are offered twice during pregnancy. There has been no reported case of HIV transmission through blood transfusion.

A Knowledge Attitude and Practices (KAP) study conducted in 2003 between the population ages of 16 to 65 years showed that awareness of HIV and AIDS was high but certain misconceptions exist. Women were more aware than men on a number of issues related to the

transmission of HIV. 66.9% of women compared to 63.4% of men answered questions on prevention and misconceptions correctly.

The HIV epidemic is concentrated in Seychelles. Specific groups are considered as key populations at higher risk of exposure. These are injecting drug users, men who have sex with men, prison inmates; and sex workers. Recent studies (2011) among men who have sex with men and injecting drug users have shown that the HIV prevalence among IDUs (injecting drug users) is 3.8% , whereas the prevalence among MSM (men who have sex with men) is 13.2%. An outbreak of Hepatitis C in recent years has also been confirmed by these studies. Hep C prevalence is 41.9% among MSM and 60.9% among IDUs. Clinical data show an element of increasing of Hep. C among prison inmates as well, and a qualitative study conducted by the Ministry of Social Development and Culture (2010) has documented an increased practise of male and female sex work.

The National Policy on HIV and AIDS and STIs of 2012 adopted by the Ministry of Health has replaced the 2001 policy. A few of the objectives are gender specific aiming to increase the capacity of women as a vulnerable group to protect themselves against HIV and AIDS and STIs and to promote stable relationships and family values conducive to the control of the condition.

A number of structures are in place for the plan's implementation. A Directory mapping out interventions by different organisations/agencies has been created. These are: a National AIDS Council (NAC) - a multi sector body chaired by the President of the Republic created in 2002; a National AIDS Trust created in 2002 for the mobilisation of resources for prevention and control of HIV and AIDS; a Technical Advisory Committee within the Ministry of Health that discusses emerging issues on a regular basis; civil society (including NGOs and Faith based organizations) and the private sector that are involved in the national response and represented in various structures that deal with issues related to social services such as financial benefits, homecare and employment.

Workplace policies on HIV and AIDS have been developed and implemented to protect employees against discriminatory and unfair

labour practices in the workplace and to reduce the risk of infections in work places. The laws are applicable to the public and private sector. Minimum standards for HIV and AIDs workplace programmes have also been prescribed.

Annual campaigns on safer sex have been organised since 2001. Other campaigns include Information Education and Communication (IEC) including age specific information and education through Personal and Social Education (PSE) in schools; promotion and distribution of both female and male condoms are done in all hospitals, district health Centres. HIV testing of all immigrants seeking employment in Seychelles is also encouraged.

### **Policy commitment**

The Government shall ensure that all Seychellois have equal access to HIV continuum of prevention, care and treatment, and that gender-based barriers are reversed.

### **Policy objective**

Creating an enabling environment to prevent and support HIV and AIDS interventions for both men and women and address all gender-based concerns that increase HIV risk, vulnerability and impact on HIV comprehensive prevention, care, treatment and support service access.

### **To achieve this objective Seychelles will undertake to:**

- 4.9.1. Ensure and encourage HIV testing programmes for all citizens/residents.
- 4.9.2. Ensure HIV Testing and Counselling for all pregnant women in antenatal clinics.
- 4.9.3. Ensure availability, access and quality of prevention of parent to child transmission for all pregnant HIV positive women and HAART (highly active anti-retroviral therapy) for all women at the AIDS stage.
- 4.9.4. Provide customized treatment, care and support to men and women involved in injecting drug use and in sex work and implement all relevant harm reduction measures support them.
- 4.9.5. Encourage women and men leadership in the HIV field and support women and men organisations in the integration and

mainstreaming HIV/AIDS and other STIs in their planning processes.

- 4.9.6. Assess the specific vulnerability of girls and women to HIV and AIDS and implement a customized national agenda for accelerated country action for women, girls, gender equality and HIV.
- 4.9.7. Assess specific risks of boys and men to HIV infection.
- 4.9.8. In collaboration with relevant stakeholders, make available resources and implement programmes that would increase women and men's access to HIV prevention.
- 4.9.9. Ensure a gender balanced representation of the country to HIV related regional and international meetings.
- 4.9.10. Encourage networking and support groups among women living with HIV
- 4.9.11. Implement specific interventions targeting stigma and discrimination
- 4.9.12. Ensure greater participation of men in care giving.
- 4.9.13. Facilitate greater leadership in the AIDS response at a strategic level.

#### **4.10. Peace building**

### **SADC Protocol on Gender and Development key targets to be achieved by 2015 (Articles 28)**

Put in place measures to ensure that women have equal representation and participation in key decision-making positions in conflict resolution and peace building processes, in accordance with UN Council Resolution 1325 on Women, Peace and Security.

#### **Key issues**

Seychelles enjoys relative peace and security and has not experienced national conflict situations. Nonetheless, it should be pointed out that conflict situations at personal level are frequent – in the home, in schools, in public spaces like playgrounds and nightclubs. Statistics show that there is a marked rise in violent and criminal activities in the country.

Women are largely absent from highest leadership roles in the security sector. As of March 2011 women are underrepresented in the Police

Force (40%) but form more than half of the staff working in prisons (52%). Statistics on human resources of the Department of Defence were not available for security reasons.

A “glass ceiling” can clearly be seen, where women are completely absent from the two most senior posts in the sector and the “leaky pipe” phenomena is evident as the proportion of women reduce steadily the higher up the ranks. For example, at the level of Lance Corporal women hold 45% of posts, whilst higher up the ranks there is only one female Inspector compared to 11 male Inspectors as of September 2011.

Reasons for this were identified as women’s reluctance to choose the security forces as a career choice due to gender stereotyping. A slight increase has recently been observed in the number of young female recruits, following *ad hoc* efforts to encourage female recruits. Capacity building programmes in the Seychelles People’s Defence Forces (SPDF) are gender-neutral and presumed to be non-discriminatory against either sex.

At present there are no gender training courses available to cadets, however some sensitisation forums have been held as part of activities for the Sixteen Days of Activism on Gender Violence. It is important to note that a female representative from the SPDF sits on the Gender Based Violence Working Group.

**Policy commitment:**

The government shall ensure that Seychelles continues enjoying peace and stability.

**Policy objective:**

To create an enabling environment to foster women representation and participation in the national affairs including defence, police and peace-keeping processes.

**To achieve this objective Seychelles will undertake to:**

4.10.1 Increase women in leadership in peace and security structures across all sectors in line with the 50% women in decision-making target to be achieved by 2015.

- 4.10.2 Building national capacity in conflict resolution and promote women's participation in national, regional and international peace building processes (such as the East African Standby Force comprising military, police and civilians).
- 4.10.3 Foster favourable work environments for women in police and defence forces, and encourage women to consider career paths in these areas.
- 4.10.4 Involve women in the implementation of the Reilly report recommendations on improvements in policing of peace and public order to ensure safety in public spaces.
- 4.10.5 Increase women's participation in combating piracy that is an emerging security issue.
- 4.10.6 Mainstream gender in curriculum development within peace and security related training institutions and courses.
- 4.10.7 Build a pool of gender trained citizens and security forces that can be used as reserves for maintaining peace and security in the country and in regional peacekeeping missions.

#### **4.11. Media, Information and Communications**

#### **SADC Protocol on Gender and Development key targets to be achieved by 2015 (Articles 29 - 31)**

- Take measures to promote the equal representation of women in ownership of, and decision-making structures of the media, in accordance with Article 12.1 that provides for equal representation of women in decision-making positions.

**Policy commitment:** The government shall promote gender equality and equity in and through the media.

**Policy objective:**

To mainstream gender in all information, communication, electronic media, and media policies, strategies and laws; and increase programmes for, by, and about women and challenge gender stereotypes in the media.

**To achieve this objective Seychelles will undertake to:**

- 4.11.1 Take measures to promote ownership of media houses by women.
- 4.11.2 Ensure gender balance and sensitivity in publicly funded media institutional structures in line with promoting 50% women representation in decision-making positions.
- 4.11.3 Develop gender sensitive statutory and regulatory instruments to ensure gender accountability in relation to the media.
- 4.11.4 Ensure that women and men are given equal voice through the media.
- 4.11.5 Support gender training for all journalists and media practitioners.
- 4.11.6 Raise awareness on gender research findings that identify areas of concern in the media.
- 4.11.7 Encourage media bodies including advertisers to review policies on gender sensitive ethical standards (including principles of gender equality and commitment to gender aware media portrayal of both women and men).
- 4.11.8 Increase women's access to ICT-resources and knowledge especially to new communication technologies in a framework of respect for cultural diversity, as well as for regional and local needs and priorities.

## 5. INSTITUTIONAL FRAMEWORK FOR IMPLEMENTATION OF THE NATIONAL GENDER POLICY

**SADC Protocol on Gender and Development key targets to be achieved by 2015** (Article 35) Implementation, Monitoring and Evaluation: State Parties shall ensure that national action plans with measurable time frames are put in place, and that national and regional monitoring and evaluation mechanisms are developed and implemented. State Parties shall collect and analyse baseline data against which progress in achieving targets will be monitored.

### 5.1. Commitment to create an enabling environment

The Government shall create an enabling environment for gender mainstreaming initiatives.

#### Strategies:

- 5.1.1. Sustain commitment from the Cabinet of Ministers to promote gender equality across all line ministries.
- 5.1.2. Strengthen the Gender Secretariat with adequate human and financial resources so that it has the capacity to facilitate the implementation of the national gender policy.
- 5.1.3. Strengthen, enact and implement legislative and administrative frameworks.
- 5.1.4. Promote increased participation of women in decision making positions at all levels and engage men as gender advocates.
- 5.1.5. Establish a mechanism to ensure the set up of permanent gender mechanisms in all line-ministries.

### 5.2. Commitment to establish appropriate institutional structures

The Government shall set up effective institutional structures for implementing and monitoring the national gender policy and allocate adequate financial and human resources to facilitate the implementation and operationalisation of the gender policy.

#### Strategies:

**5.2.1. Establish gender committees/focal points in all line ministries and departments. CONSIDER ANNEXING ORGANISATIONAL CHART**

The Gender Management System (GMS), will consist of institutions, structures, roles and mechanisms to ensure effective implementation of the policy. The GMS will encompass the following institutions and functions:

- i. Gender Focal Points
  - Propose and adopt appropriate and effective gender mechanisms within their respective institutions.
  - Provide support and direction for gender mainstreaming initiatives within their respective sector.
  - Monitor the implementation of gender-related activities within their respective institution and report to the NGMT representative if different.
- ii. Gender Secretariat
  - Coordinate the implementation, monitoring and evaluation of the policy at the national level
  - Act as the secretariat to the NGMT and GBV working group.
  - Network with local, regional and international gender focal points on matters regarding the implementation of the national gender policy.
  - The Gender Secretariat will be supported by the ministry responsible for gender....
- iii. National Gender Management Team
  - Coordinate the implementation, monitoring and evaluation of the policy at the sector level.
  - Raise awareness of the national gender policy at sector level.
  - Ensure organisational policies and programmes are gender responsive and implemented appropriately.
  - Include gender mainstreaming role/targets in job description of representative sitting on the committee.
  - Establish a gender IT platform to facilitate sharing of ideas and collaborative initiatives and strengthen standardisation.

- iv. GBV Working Group
    - Oversee the coordination of the implementation, monitoring and evaluation of GBV related activities.
  - v. Gender Commission
    - Facilitate the popularisation and implementation of the national gender policy within civil society members.
  - vi. Women in Politics Association
    - Strengthen linkages with the national assembly and ensure women and men parliamentarians take full responsibility to promote the implementation of the policy at national and sector level.
- 5.2.2. Develop sector specific guidelines and tools for facilitating gender mainstreaming activities at all levels.
  - 5.2.3. Strengthen strategic collaboration, networking and partnership between government, civil society and the private sector in order to strengthen gender competencies nationally.
  - 5.2.4. Strengthen networking and collaboration with international, regional and sub-regional development partners, for technical and financial support in the implementation of the national gender policy.

### **5.3. Commitment to support gender mainstreaming mechanisms**

The Government shall support gender mainstreaming mechanisms for all sectors including civil society and private sector as appropriate.

#### **Strategies:**

- 5.3.1. Support sector level gender analysis and gender responsive planning.
- 5.3.2. Promote gender responsive budgeting as a tool for mainstreaming gender.
- 5.3.3. Provide generic and sector specific gender training and sensitisation to government, civil society and the private sector to ensure a thorough understanding of gender

- concepts, gender responsive planning, budgeting, monitoring and evaluation and linkages with other cross-cutting issues.
- 5.3.4. Strengthen the Management Information System, through the *Gender Seychelles* website
  - 5.3.5. **Mainstream gender** in the performance appraisal system to ensure indicators on the promotion of gender equality and equity at the individual and organisation level.
  - 5.3.6. Incorporate gender awareness as a criteria for recruitment and career development
  - 5.3.7. **Engage existing private sector structures in gender mainstreaming**

#### **5.4. Commitment to effective policy monitoring and evaluation**

The Government shall put in place innovative strategies to towards the attainment of the 28 targets contained in SADC Protocol on Gender and Development including ensuring that baseline information is available across all sectors against which progress can be measured in 2015.

##### **Strategies:**

- 5.4.1. The Gender Secretariat shall be responsible for developing a Monitoring and Evaluation framework with a time bound plan, which the NGMT shall use for reporting on implementation on the national gender policy to take into consideration different levels (input, process, impact etc.) of indicators of gender equality in line with national, regional and international indicators for which government should provide periodic reports.
- 5.4.2. Strengthen national and sectoral capacity in the production of reliable and timely gender disaggregated statistics to feed into advocacy and lobbying efforts.

#### **5.5. Commitment to the gender responsive budget**

The Government shall develop a gender responsive budget through strengthening its gender responsive budgeting techniques as part of costing, budgeting and resource allocation systems.

##### **Strategies:**

- 5.5.1. Promote capacity building of the Ministry of Finance and line ministries in gender responsive budgeting and monitoring and evaluation.
- 5.5.2. Lobby the **Ministry of** Finance and development partners for adequate and appropriate financial and human resources to be deployed for the implementation of the National Gender Policy and gender programmes identified by each Ministry.
- 5.5.3. Promote the development of gender budgeting guidelines and implementation plans for all public and private sector organisations.
- 5.5.4. Lobbying and advocacy for appropriate financial and human resources to be disbursed for the full implementation of gender programmes and policy commitments set in the National Gender Policy.

## **5.5. Commitment to National Gender Policy Implementation Plan**

Develop a costed national gender plan of action will be developed to operationalise the Policy and identify policy priority areas by the Gender Secretariat on its coordination role. The plan will stipulate timeframes and be subject to periodic reviews as appropriate based on shifting priority areas and stakeholder consultations.

The Gender Secretariat will assist NGMT representative members and other focal points to develop their own gender sector strategies and plans based upon the national priorities using the national gender policy and plan of action as a point of reference.

## 7. References:

### **Regional**

SADC Gender Policy

2008 SADC Protocol on Gender and Development

SADC Engendered Position Paper on Climate Change at COP 17

[Seychelles Country Barometer Report, 2011](#)

### **National**

[Seychelles initial state party report on CEDAW – October 2011](#)

Seychelles National Sexual and Reproductive Health Policy – January 2011

Plan of Action for Gender Equality in Education

National Action Plan for Gender Based Violence for the Republic of Seychelles – January 2010 – December 2011

DRAFT