



**Ministry of Social Affairs, Community Development and
Sports
Gender Secretariat, Social Affairs Department**

Seychelles National Review: Beijing + 20

*Implementation of the Beijing Declaration and Platform for Action
(1995) and the outcomes of the twenty-third special session of the
General Assembly (2000)*

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List of abbreviations and Acronyms

AIDS	Acquired Immune Deficiency Syndrome
AFD	Agence française de développement
AFR	Adolescent Fertility Rate
APHI	Association of People with Hearing Impairment
ASFF	Alliance of Solidarity for the Family
ASP	Agency for Social Protection
AWF	African Water Facility
CARE	Campaign for Awareness, Resilience and Education (Against Drug and Alcohol Abuse)
CBD	United Nations Convention on Biological Diversity
CBS	Central Bank of Seychelles
CDCU	Communicable Diseases Control Unit
CEDAW	United Nations Convention on the Elimination of All Forms of Discrimination Against Women
CITES	Convention on International Trade in Endangered Species
DAC	Drug and Alcohol Council
EEZ	Exclusive Economic Zone
EFF	Extended Fund Facility
EFOIS	Entreprenre au Féminin Océan Indien Seychelles Chapter
EIA	Environmental Impact Assessment
EIB	European Investment Bank
EMTCT	Eliminate Mother-to-Child Transmission
ERSP	Economic Reform Social Programme
EU	European Union
GDP	Gross Domestic Product
GNI	Gross National Income
GOS	Government of Seychelles
HIV	Human Immunodeficiency Virus
HDI	Human Development Index
HTC	HIV Testing and Counselling
IBBS	Integrated Behavioural and Biological Survey
ICPD	International Conference on Population and Development
IEC	Information, Education and Communication
IMF	International Monetary Fund
IPU	Inter-Parliamentary Union
IUCN	International Union for Conservation of Nature
KAPB	Knowledge, Attitude, Practices and Behaviour Study
LUNGOS	Liaison Unit for Non-Governmental Organisations of Seychelles
MDG	Millennium Development Goals
MoF	Ministry of Finance
MoH	Ministry of Health
MSM	Men who have sex with men
NAFT	National Aids Trust Fund
NCD	Non-Communicable Diseases

NDP	National Development Plan
NGOs	Non-Governmental Organisations
NSB	National Statistics Bureau
NYC	National Youth Council
OECD	Organization for Economic Cooperation and Development
PMTCT	Prevention of Mother-to-Child Transmission
PPP	Purchasing Power Parity
PUC	Public Utilities Company
PWD	People With Disability
PWID	People Who Inject Drugs
SACOS	State Assurance Company of Seychelles
SAWOP	Seychelles Association of Women Professionals
SBFA	Small Business Financing Agency
SCCI	Seychelles Chamber of Commerce and Industry
SDD	Social Development Department
SEnPA	Small Enterprises Promotion Agency
SIDS	Small Island Developing State
SME	Small and Medium Enterprises
SSA	Seychelles Scouts Association
SW	Sex Workers
SWTF	Seychelles Women Trust Fund
TFR	Total Fertility Rate
UNDP	United Nations Development Programme
UNFCCC	United Nations Framework Convention on Climate Change
UNFPA	United Nations Population Fund
UNODC	United Nations Office on Drugs and Crime
WASO	Women in Action and Solidarity Organisation
WHO AFRO	World Health Organization African Region
WHO	World Health Organization
WHO/POA	World Health Organization / Plan of Action

Country profile

1. The Seychelles is an archipelagic democratic Republic consisting of 155 islands located in the Western Indian Ocean 55.6 degrees east of Greenwich meridian and 5 degrees south of the equator. The total land area is 451km² and the Exclusive Economic Zone (EEZ) comprises of 1.3 million KM² of ocean. The archipelago is largely composed of granitic and coralline islands. The geopolitical location of the Seychelles is in Eastern Africa with 100% boundaries consisting of more than 600 km of coastlines and is relatively isolated.

Demographics

2. According to the national Bureau of Statistics (NBS) annual report, *Seychelles in Figures 2013*, the population of Seychelles was estimated at 88,300 persons in 2012. There were 43, 300 males and 44, 900 females. There are an estimated 61, 600 persons in the age group 15 to 64 years.
3. The projected population estimates by the National Bureau of Statistics (NBS) is shown in Table 1 below. It is expected that the population will grow to 105, 000 by the year 2027. The composition presently is mostly of African origin. However, there are also descendants of Malagasy slaves, their French masters, other Europeans, as well as Asians (Indian and Chinese), and Arab traders. There is a 'metissage' of all these populations which now make up this particular nation called the Seychellois.

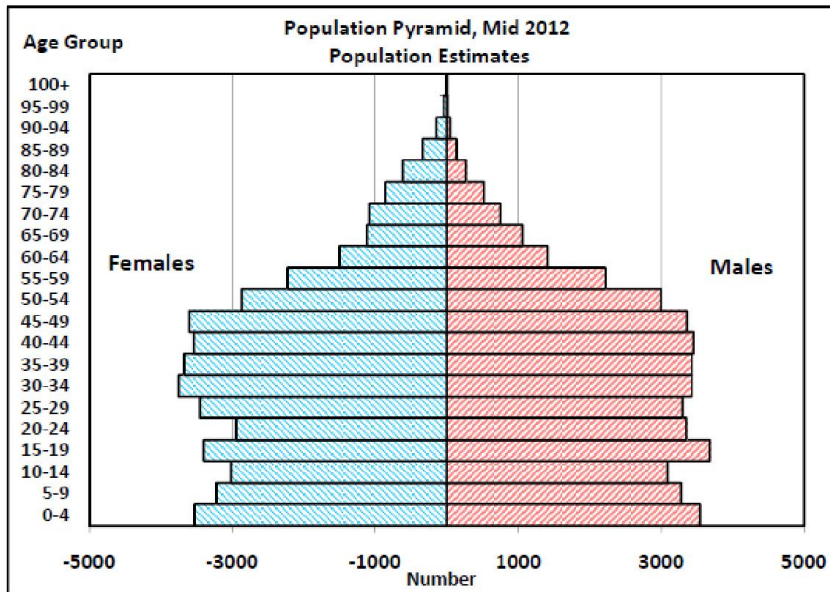
TABLE 1: Projected Population

Population	2017	2022	2027
Males	47, 500	49, 800	51, 900
Females	48, 200	51, 000	53, 800
Total	95, 700	100, 800	105, 700

Source: NSB, 2012

4. Around 20% of the population is less than 15 years of age. 9% are aged 65 and over. 68% of the population is in the 15 to 63 year bracket. 76% of the population lives on the main island, Mahé. 11% live on the two other main islands – Praslin and La Digue. The official languages are English, French and Creole. The latter is the native language of most Seychellois and is French-based.

Figure 1: Population pyramid



Source: NSB (2014)

Economy

5. Seychelles' mainstays of the economy, tourism and fisheries, centre on the sea. The country has recently attempted to diversify its tourist markets given the persistent difficult external environments in traditional source markets affected by the Eurozone crisis. Both tourism and fishery had been negatively impacted by Somali piracy which became serious in 2009 and 2010. However, due to vigorous marine surveillance and patrols, successful prosecution, as well as incarceration and repatriation programmes with the assistance of the United Nations Office on Drugs and Crime (UNODC) and the European Union (EU), piracy has significantly dropped.
6. Oil and gas exploration on offshore sites are ongoing and may provide diversification of the economy. Since the economic crisis caused by external debt of more 150% of GDP and the adoption of the IMF-driven comprehensive reforms in 2009, the Government's economic policy has been consistent with the maintenance of a fiscal policy of reducing public debt. The success of the macro-economic reforms have also led to Seychelles' Outlook being revised to positive from stable by Fitch ratings.

TABLE 2: Seychelles economic outlook

	2011	2012	2013	2014
Real GDP growth	5	2.8	3.2	4.3
Real GDP per capita growth	4.6	2.5	2.9	4
CPI inflation	2.6	7.1	4.4	3.9
Budget balance % GDP	2.5	2.6	0.3	-2
Current account % GDP	-22.6	-25.8	-28.4	-29.2

Source: www.AfricanEconomicOutlook.org

Seychelles Human Development Index

7. For 2012, according to the United Nations Development Programme (UNDP), the Seychelles' HDI value is 0.806, placing the country in the very high human development category. As a result, the country is now ranked 46 out of 187 countries and territories. The Seychelles has achieved such high human development especially due to its investments in social and health programmes, as well as its relatively good economic achievements.

Section One: Overview analysis of achievements and challenges since 1995

Major achievements in the promotion of gender equality and the empowerment of women since the adoption of the Beijing Declaration and Platform for Action and the twenty-third special session of the General Assembly

8. The Seychelles does not currently have a national gender policy or a ministry specifically dedicated to gender issues. However, there are a number of national policy documents that address the issue of gender, some more directly than others. These include the *National Plan of Action on Social Development (NPASD) 2005 – 2015*, the *National Population Policy for Sustainable Development* (2007) and its *Plan of Action*, the *Social Development Strategy for Seychelles Beyond 2000*, the *National Strategy for Domestic Violence 2008-2012*, the *Seychelles Health Strategy 2005-2009*, to name a few.
9. The *National Population Policy for Sustainable Development* (2007), for example, reaffirms the need to promote gender equality and equity and to integrate gender into all economic and social policies and plans at all levels.
10. The *National Plan of Action on Social Development (NPASD) 2005 – 2015* outlines the national priorities for social development in particular the need for public participation in social policy development, addressing challenges that undermine the social fabric of the Seychelles, human resource development, human well-being, gender and human-centred development.
11. The *World Health Organisation Country Cooperation Strategy 2008-2013 for Seychelles* outlines the level and type of cooperation with WHO and other partners to reduce the burden of major diseases in Seychelles, which includes paying to sexual and reproductive health issues for both men and women.
12. In particular, the main objectives of the *Social Development Strategy for Seychelles Beyond 2000* are :
 - 1) To alleviate poverty;
 - 2) To realize distributive justice;
 - 3) To enhance popular participation; and
 - 4) To ensure an integrated approach to social development.

Moreover, effective mainstreaming of gender is recognized as a key strategy for achieving these objectives.

13. There have also been a number of major achievements, which include the setting up of a Gender Secretariat to spearhead national programmes to promote gender equality, the continual strengthening of civil society organisations especially non-governmental organisations with special focus on gender issues, the increased number of women parliamentarians and the appointment of women in key posts of national importance.

The Gender Secretariat

14. The history of the Gender Secretariat can be summarised as follows: since the first national gender focal point was established in 1992 under the Ministry of Foreign Affairs, Planning and Environment (MFAPE), there have been numerous changes of structure, status and ownership. From a focal point in 1992, the role of the person or unit responsible for gender in the country has evolved to its present status of dedicated secretariat in the Ministry of Social Affairs, Community Development and Sports in 2014 (Table 3).

15. The key functions of the Gender Secretariat are to:

- Initiate, strengthen and institutionalise the GMS;
- Be responsible for the overall co-ordination and monitoring of the GMS;
- Play a strategic and catalytic advocacy role, by introducing critical gender concerns into the policies, plans, programmes at all levels;
- Develop national policy guidelines for gender mainstreaming;
- Ensure that key targets and indicators on the status of women and men are set, agreed upon and met;
- Lead the overall monitoring and evaluation of the impact of the gender mainstreaming process;
- Manage the flow of information on gender issues and communicating policy changes and results; and
- Facilitate capacity building for gender mainstreaming.

16. The Gender Secretariat also operates a website where a number of documents are available for downloading, its activities are highlighted and its programmes are presented. (<http://www.genderseychelles.gov.sc/>) The main documents available for downloading are as follows:

(a) Gender and Law Manual

(http://www.genderseychelles.gov.sc/Resources/Seychelles_Gender_and_Law_Manual_2012.pdf)

(b) National action plan for gender-based violence for the Republic of Seychelles
January 2010 to December 2011

(<http://www.genderseychelles.gov.sc/Resources/National%20Action%20Plan%20for%20Gender%20Based%20Violence%202010-2011.pdf>)

(c) Costed national action plan for gender-based violence for the Republic of Seychelles

(<http://www.genderseychelles.gov.sc/Resources/National%20Action%20Plan%20for%20Gender%20Based%20Violence%202010-2011.pdf>)

Table 3: Evolution of the Gender Secretariat from 1992 to 2014

Year	Responsible ministry	Role
1992	Ministry of Foreign Affairs, Planning and Environment (MFAPE)	Coordinate the work of the National Gender Committee & monitor the implementation of the Human Resources Development Plan (1994-2000), developed to address critical shortage of skilled manpower & encourage entry of women into labour market.
1995	<p>Ministry of Administration and Manpower (MAM)</p> <p>The main idea was to, instead of creating new mechanisms for gender, place responsibility for gender mainstreaming at the institutional level in HRD units within each ministry.</p> <p>However, there were numerous constraints such as the lack of skilled personnel and funds in the HRD units to fully operationalise the programme as well as poor coordination at the national level due to movement of key people, lack of clear mandates of the various focal points and government restructuring.</p>	<p>Gender was to be mainstreamed in the Human Resource Development (HRD) process. 3 main focal points selected: Ministry of Foreign affairs, Planning & Environment (MFAPE), MAM & Seychelles Institute of Management (SIM).</p> <p>MFAPE = integration of gender into policy formulation & planning & coordination of gender mainstreaming including sourcing of funds.</p> <p>MAM = ensuring integration of gender within all HR development programmes at sectoral level</p> <p>SIM = strengthen gender capacity & develop competence at organizational level through its role as an in-service training & management development institution.</p>
1998	Ministry of Social Affairs and Manpower Development	
2001	Social Development Division within the Ministry of Social Affairs and Employment	Staffed by one person
2004	Ministry of Social Affairs and Employment (MSAE)	Relaunch the National Gender Steering Committee (NGSC) during the national celebrations of International Women's Day on 8th March. NGSC members were from government, NGOs & civil society.
2005	Name changed to Gender Secretariat & housed in Policy Planning section of the Social Development Department of the Ministry of Health and Social Development.	Following high level lobbying efforts, the gender unit received a tenfold budget increase in 2006, facilitating the employment of two more fulltime staff members. Staffed by two full-time Senior Research Officers (one male and one female) & reports directly to the Principal Secretary for Social Development.
2014	Ministry of Social Affairs, Community Development and Sports	2 staff members (1 male & 1 female)

Strengthening of civil society

17. Civil society organisations working in the field of gender has gradually grown from one or two NGOs in the 1990's promoting gender equality to a grouping or alliance of NGOs addressing gender issues as wide as sexual and reproductive health, socioeconomic empowerment, gender-based violence and promotion and status of professional women. These NGOs are presented in the table below.

Table 4: NGOs working in the field of gender equality and empowerment of women

Acronyms	Names	Focus of work
ASFF	Alliance of Solidarity for the Family	Sexual and reproductive health (provision of primary health care for men, including gay men and women, counselling)
EFOIS	Entreprenre au Feminin Ocean Indien Seychelles	Association / cooperative of women handicraft workers
WASO	Women in Action and Solidarity Organisation	Socioeconomic empowerment of women through training, creation of small or medium-sized home-based businesses, with nurturing in a Business Incubator, Time Bank and operation of an Empowerment Helpline, used for education, employment and gender-based violence
GEMPLUS	Gender and Media Association	Monitors with the collaboration of Gender Links (South Africa) the portrayal, prominence and role of women in all forms of media
SAWOP	Seychelles Association of Women Professionals	Professional association which promotes girls and women into professionals and provides some funding for local small-scaled projects with emphasis on the education of the girl-child
SOROPTIMISTS	Local chapter of SOROPTIMISTS International	Provides funding for local projects which benefit girls and women, especially social protection and economic empowerment
LUNGOS COMMISSIONS	<ul style="list-style-type: none"> • Gender • Socioeconomic 	<p>Regroups NGOs working the field of gender equality and empowerment of women</p> <p>Regroups NGOs working in the field of socioeconomic empowerment with special focus on disadvantaged and vulnerable women (teenage pregnancy, sex workers, unemployed girls and women)</p>

18. To help further promote gender equality and the empower women, the Seychelles Government has created in 2011 by an act of parliament a trust fund, the Seychelles Women’s Trust Fund (SWTF). The SWTF operates under the aegis of the Ministry of Finance. The Board is composed of seven members, most of whom are women. The main role of the SWTF is to propose and fund programmes, activities and research into existing problems with national social and economic impact faced by women.
19. In 2014, there has been a call for proposals to study the effects of shift work on women. The proposed funding is SR100, 000/- (approx. US\$8, 000/- US\$ = SR12/-). The main purpose of the study is to identify issues faced by women doing shift work and to make proposals for policy development and programmatic actions.

Appointment of women to key posts

20. Another major achievement has been the appointment of women since 2000 into key positions of national prominence. These include the ombudsman, the human rights commissioner, magistrates and judges as well as the governor of the Central Bank. Women are not seen only as being able to manage ‘soft’ ministries and organisations that deal with education, health and social issues, but that they are also able to run ‘hard’ ones such as finance and economy.

Table 5: Appointments of women to key national posts

Posts	Date of Appointment
First female Seychellois magistrate	6 th July 2005
Second female Seychellois magistrate	19 th October 2006
First Seychellois female Senior Magistrate	14 th November 2008
Second Seychellois female Senior Magistrate	18 th September 2013
First Female Puisne Judge to the Supreme Court	11 th January 2013
First Female Judge to the Court of Appeal	17 th March 2011
Governor of the Central Bank	7 th March 2012
Ombudsman	15 th February 2010
Human Rights Commissioner	27 th March 2014

21. Perhaps, the most significant achievement in terms of women empowerment or the symbol thereof is the increase in the number of women parliamentarians which has now reached 43.8% of the total number since 2011 during the last parliamentary elections. This has led to a greater voice for girls and women in the National Assembly, leading to greater participation in national issues and priorities.

22. One more achievement of note is the fact that the Seychelles recognises that gender encompasses both men and women. As a result, there are numerous activities organised to include boys and men in policy development and programmatic actions for gender equality and empowerment of men and women. Indeed, the Ministry of Social Affairs, Community Development and Sports had created a Family Council. The group organises training sessions for men and women on a variety of issues and seek to address gender gaps in socioeconomic development, such as the lack of presence of good male role models in Seychellois society, the absence of fathers in their homes, gender-based violence including date rape and sexual and reproductive health issues.
23. The Seychelles has since 2011 regularly celebrated International Men’s Day (19th November) with activities organised principally by NGOs working in the field of gender equality. In 2014, the LUNGOS Gender Commission led the programme of activities with seminars for men and awareness campaigns on radio and television. These activities are seen as examples of partnerships between men and women as both sexes are involved in their planning and implementation. Perhaps, there is now a need to develop joint national projects to build on the alliance created at the time of the International Men’s Day celebrations.

Reasons and evidence for the reported achievements

24. The major achievements mentioned above have helped to highlight the need for gender equality and have led to the active promotion of same. Most of all, these actions have also led to tangible progress in gender equality through projects and programmes from a variety of organisations, both state and non-state actors, which have engaged both men and women from all levels of society to undertake concrete measures in their everyday life to ensure that gender equality becomes a reality.
25. The more symbolic actions such as appointments of women in posts of national prominence serve to educate the public about the potential and capacity of women and help young girls realise that they can dare to dream and develop lofty but achievable ambitions. These appointments also teach young girls that at least in the public sphere there is no ‘glass ceiling’.
26. There has also been a greater synergy between various stakeholders, with gender focused NGOs working with government ministries (Social Affairs, Health, Youth, Community Development), groups for men (Fathers’ Association, when it was still functional; Family Council, which has a lot of men as board and ordinary members) and other civil society organisations such as Faith-Based Organisations (Alliance for the Promotion of Solid and Humane Families – APSHF).

Policies and mechanisms to maintain or build on success

27. All national policies developed in the Seychelles embody the principles of non-discrimination on the basis of gender. Some national policies even ensure that the principle of gender equality is enshrined in their texts. A sample of these policies is presented in Table 5 (Exhaustive list of policies in Annex 4).

Table 6: Policies and mechanisms for success

Sector / Policies	Year	Gender equality provisions
Health National Policy on the Prevention and Control of HIV and AIDS and Sexually Transmitted Infections	2012	Par. 23 reaffirms the need for gender issues to be explicitly laid in the national policy.
National Strategic Framework for the Prevention and Control of HIV and AIDS and Sexually Transmitted Infections	2012 - 2016	Par 38 (2) Respect of the <i>International Covenant on Civil and Political Rights (ICCPR)</i> , especially the non-discrimination principle on the basis on race, colour, nationality, religion, status and gender is also expressed
Employment National Productivity Strategic Plan National Employment Policy 2014 National Policy on HIV and AIDS in the Workplace 2013	2014-2018	All three documents at various points reaffirm the importance of gender equality and non-discrimination in the workplace in line with the Constitution, the Employment Act (1995 amended in 2008) and international human rights instruments signed by the Seychelles
Education Education for All: National Action Plan	2001 – 2015	pp. 25 -26 Reiterates the importance of gender equality in education at all levels, especially the need for students and teachers to develop positive attitudes and to engage in gender sensitive behaviours.
Education for a Learning Society	2000	Gender equity is a pivotal principle and gender disparities in academic and other types of performance in schools are to be addressed.
Gender-Based Violence	2010 2011	Development of the National Policy and Plan of Action on gender-based violence
Protection and Promotion of Women The Seychelles Women’s Trust Fund set up under the Public Finances Act, S.I. 46	2011	The SWTF’s mission is “ <i>To mobilise resources both nationally and internationally and leverage them effectively for results-based outcomes that will improve the lives of women and girls in Seychelles</i> ”

28. Progress has been possible due to a number of factors such as the presence and funding of dedicated organisations and units with trained personnel which keep gender equality and empowerment of women on the national agenda.
29. Moreover, there have been concrete examples of active promotion of the civil society organisations, working in this field, through funding by external donors. The European Union (EU) funded a project called Seychelles Alliance for Women's Development (SAWD) which was done jointly by a local NGO, Women in Action and Solidarity Organisation (WASO) and FORMAPER, the Milan Chamber of Commerce, Industry, Craft and Agriculture. The aims of the project were to provide vulnerable and disadvantaged women with opportunities to start small or medium-sized home-based businesses, through training in a Business Incubator and Time Bank, as ways to alleviate poverty. The project provided further support with an Empowerment Helpline for gender-based violence, education and employment.
30. The United States Ambassador Self-Help Fund has also assisted a number of gender NGOs with funds to conduct community-based projects with vulnerable and disadvantaged women, for example the funding of sewing machines and other equipment for girls and women to learn a trade for business development or employment.

Major challenges in the achievement of gender equality and the empowerment of women

31. There are a number of major challenges that the Seychelles face to achieve gender equality and empowerment of women. There is still inequality in terms of economic empowerment, especially regarding ownership of companies of national importance.
32. Gender-based violence continues to be a major source of distress and vulnerability for families, especially women and children. The latter two groups are disproportionately represented in cases of violence reported to various institutions, such as the Family Tribunal or Probation Services or the Police.
33. In recent years, there has been an increase in the number of young girls and women engaged in street-based prostitution due to rise in injecting drug use, especially heroin. There have been at least four murders of sex workers in the last three years, with one in early 2014, where the woman and her unborn child were killed. The problem is compounded by the lack of specialised rehabilitation facilities for girls and women. One NGO, the Centre d'Accueil de la Rosiere, affiliated to the Roman Catholic Diocese, but providing services to all drug-dependent persons no matter what their denominations are, is planning to open a drug rehabilitation centre for girls and women in late 2014.

34. It is important to note that despite the great strides made by women in Seychelles, national attitudes regarding girls and women tend to place the blame on the victims. For instance, in the case of the murders of sex workers in recent years, public attitude shows lack of understanding and sympathy for the victims who are seen as having caused their own demise.
35. Poverty in the Seychelles remains feminised, especially for women who are heads of households.
36. The increase in drug addiction especially heroin, places an overwhelming burden placed on mothers, spouses, partners and sisters. As noted above, there are no facilities catering to the special needs of female drug-dependents. Nearly all tasks, such as attending court cases, taking care packages to prison, provision of support are carried out by women, with the males present in the household preferring to wash their hands off the situation and offering advice such as throwing the addict out of the house.
37. The Seychelles have had problems with being on time with its reporting obligations for a variety of international treaties and conventions. Not enough resources are allocated to the process and the sections responsible do not have adequate personnel to write the reports as they are usually busy with their routine duties.
38. Teenage pregnancy (12 to 19 years) continues to be high, representing 16.0% in 2009, 16.8% in 2010, 29.3% in 2011, and 15.4% in 2012. In spite of the ***Teenage Pregnancy Policy*** of the Ministry of Education, a number of the pregnant girls choose to become school drop-outs. This action affects not only their education, but also their subsequent ability to find employment that are personally satisfying and bring enough wage to economically provide their new family.

Why are these considered to be the major challenges?

39. Sexual exploitation and sex work imply that the relationships between the girls and women and their sexual partners are unequal, with most of the power lying with the persons exploiting and paying for sex. These relationships between the sexes or even when they are of a same-sex nature keep girls and women as servile creatures, who are disempowered and passive.
40. The burden of the variety of social problems in Seychelles is on girls and women both as sufferers, survivors and workers (counsellors, nurses, social workers). Girls and women are the first to be affected by overcrowded housing, lack of social and financial support from their partners and substance abuse situations with their partners and children. As they are in the home, they are directly affected and have to find ways and means to cope with the situation. In some cases, where the boys and men return for only meals and to sleep, these problems remain unshared and the girls and women may feel isolated.
41. Anecdotal reports suggest that during the dry season in Seychelles (June to September), water collection and management of water resources are left to the girls and women. The boys and men come home and expect to have water to drink and to wash. This situation is particularly interesting in terms of socialisation processes and socioeconomic distribution of power in Seychellois homes that the issue has been considered for further study by NGOs such as GEMPLUS and Water for Life.

Strategies to address the challenges

42. There have been numerous national efforts to address these challenges. Selected ones are presented in the table below.

Table 7: Measures to address national challenges

Challenges	Actions taken
Socioeconomic power and disparity	<p>UNDP study in 2012 on the multidimensional factors in poverty</p> <p>Study by the Agency for Social Protection on the profiles of applicants for social assistance in 2012</p>
Feminisation of poverty	<p>The creation of the Small Enterprises Promotion Agency (SEnPA) in 2004.</p> <p>The launch of the Economic Reform Social Programme through an MoU signed between the government and LUNGOS to provide funding for small projects leading to socioeconomic empowerment. SR1m granted annually for the projects. 4th cycle completed in 2013 and over 20 projects funded.</p> <p>Poverty alleviation project with the EU through FORMAPER with WASO to create small home-based businesses for vulnerable and disadvantaged women in 2012 / 2013.</p>
Gender-based violence	<p>Development of Costed National Action Plan for Gender Based Violence 2010-2011</p> <p>Annual marking of the 16 Days of Activism</p> <p>Health services offered by ASFF for men and women</p> <p>Empowerment helpline operated by WASO since 2013</p> <p>UNITE campaign and Orange day are being commemorated nationally</p>
Sexual exploitation and sex work	<p>Three studies on sex work were conducted: Drug and Alcohol Council (DAC) Youth Study 2010, DAC Study on Street-Based Commercial Sex Work (2010) and Social Affairs Department Study on Sex Work.</p> <p>Analysis and discussions at high levels on the Trafficking in Persons Reports from the United States of America</p> <p>Discussions under way to provide night shelter with counselling, social and health services to sex workers.</p>

Table 7: Measures to address national challenges (cont.)

Challenges	Actions taken
National attitudes towards girls and women	No major national campaign on this particular issue. However, these issues were presented in the CEDAW Report and Concluding observations on the combined initial to fifth periodic reports of Seychelles recommended that actions be taken to resolve this issue.
Substance abuse	<p>Opening of one more drug rehabilitation centre operated by the Roman Catholic Church, with a new centre in Victoria built for women only</p> <p>Drug treatment services offered by the Seventh Day Adventist Church</p> <p>Opening of an Opioid-Substitution Programme (OSP) for both men and women</p> <p>Discussions on the draft National Harm Reduction Policy to study the possibility of scaling up services for drug-dependent persons including women</p> <p>Opening of an NGO called Parents with Hope, which group primarily women who have drug-dependent children</p>
Burden of social problems	No specific action undertaken to reduce burden of social problems on girls and women
Teenage pregnancy	<p>No new actions undertaken</p> <p>Continuing programmes include Personal and Social Education lessons in primary and secondary schools which focus on relationships, life skills and sexual and reproductive health, sessions conducted in post-secondary institutions and counselling and health services offered by the Youth Health Centre.</p>
Delays in reporting	Various sections are now employing consultants to draft the reports, with the financial assistance from the UNDP.

Major setbacks and reversals in progress towards gender equality and the empowerment of women

43. There continues to be progress, but some actions have represented setbacks, even if these may not be considered as being major ones. In recent years, there have been at least one or two incidents annually of gender-based violence where spouses and partners have been murdered by both men and women. Some murders have been shocking to the nation due to their particularly gruesome nature which is of rare occurrence in Seychelles.
44. Due to the high prevalence of injecting drug use, there has been a corresponding increase in street-based sex work.

Mitigation measures or other actions, if any, implemented to counter the setbacks

45. No special laws on girls and women have been passed, but there have been debates in the national parliament about the levels and types of violence exhibited in the murders and the issue of street-based sex work.
46. It is difficult to calculate the approximate share of the national budget that is invested in the promotion of gender equality and the empowerment of women, as centrally funded government programmes are not calculated in this manner. All programmes except those specifically targeting men or women are open to both sexes. Indeed, national planning and budgetary allocations in preparation of development plans and budgets at national and local levels do not yet use gender as a factor in final calculations.
47. However, the Gender Secretariat has conducted workshops in 2011 and to create awareness of key stakeholders in the need to have Gender Responsive Budgetting exercise as part of the national budgetting exercise.

Mechanisms are in place for regular dialogue between Government and civil society

48. The Government of Seychelles has signed a Memorandum of Understanding with LUNGOS which details the kinds of collaboration that the two can have. Presently, LUNGOS receives a grant from the government. NGOs are also free to have direct links with the government for financial support or to develop joint projects.
49. LUNGOS members have been nominated to be members of key national organisations such as the Economic Council, the Electoral Reform Committee, the Drug and Alcohol Council and the National AIDS Council, to name a few.

Formal mechanisms of civil society to monitor and implement the Beijing Declaration and Platform for Action

50. Civil society organisations have been involved right from the beginning of the process and continue to be so. NGOs and other civil society organisations help with the completion of the national report, through collection of data in their own fields and work sites, and they also assist with developing projects and programmes to implement the Beijing Declaration and Platform for Action.
51. However, there is less such involvement of academia in the process. This may be due to the fact that the University of Seychelles is new. Faith-Based Organisations are also less likely to participate.
52. The main reasons for non-participation is the lack of awareness of the Beijing Declaration and Platform for Action, which is more known amongst the civil society organisations working in the field of gender equality and equity, and in government departments responsible for providing data for the national reports. There is no particular interest in the country as a whole and the Beijing Declaration and Platform for Action are not seen as important components of routine work.
53. Internationally, a number of NGOs have links with various partners. Some examples are as follows: the gender and media NGO, GEMPLUS, has links with Gender Links of South Africa for projects on monitoring role in women in mass media and for the implementation of the Southern African Development Community (SADC) Protocol on Gender and Development; the Seychelles Association of Women Professionals (SAWOP) is the national chapter for Forum for African Women Educationalists (FAWE), and SOROPTIMISTS Seychelles is an affiliate of SOROPTIMISTS INTERNATIONAL.
54. Other examples are the Alliance of Solidarity for the Family (ASFF) receives funding from and is seeking to become an affiliate of International Planned Parenthood Federation (IPPF) and Women in Action and Solidarity Organisation (WASO) has worked with the Milan Chamber of Commerce, Industry, Craft and Agriculture.
55. However, the main cooperation Seychelles is engaged in to support sharing of knowledge and experiences in the monitoring and implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly is conducted by two organisations: on the government side, the Gender Secretariat and on the civil society's side, the Gender Commission of LUNGOS.
56. These collaborative efforts have led to better awareness (albeit not sufficient) of the Beijing Declaration and other international and national instruments to achieve gender equality and NGO members and government officials have been able to participate in a number of local and overseas workshops and conferences to learn how to achieve the goals through policy development and programmatic actions.

57. Moreover, the cooperation has kept gender equality and women empowerment on the national agenda and given more impetus to local actions to achieve the set goals. The cooperation could be improved through the involvement of more civil society organisations, such as professional organisations like the Seychelles Chamber of Commerce and Industry (SCCI), faith-based organisations such as Seychelles Inter-Faith Committee (SIFCO), formed in 2009 and launched officially in February 2012 and community-based organisations.
58. Given the reporting requirements and the support given by government and multilateral partners such as UNDP, the National Millennium Development Goals (MDGs) Reports are regularly produced (2000, 2010 and 2013). As a result, the gender-related MDGs are monitored and there are more serious efforts to collect data on the set targets and to ensure that programmes have been developed to help achieve these. Therefore, the MDGs have facilitated or even strengthened the implementation of the Beijing Declaration and Platform for Action.

Section Two: Progress in the implementation of the critical areas of concern of the Platform for Action since 2009

A. Women and poverty

Strategic objective A.1. *Review, adopt and maintain macroeconomic policies and development strategies that address the needs and efforts of women in poverty*

Economic Reform Social Programme

59. The Seychelles has undergone a macro-economic reform programme as a result of the debt burden which had reached 150% of GDP by November 2008. The country had sought the assistance of the International Monetary Fund (IMF) and the reform programme established was to reduce public debt through cuts in the public service employment, floating of the rupee and fiscal and legal reforms.

60. As a result, more than 1, 600 persons, mostly women with little professional skills (carers, caterers, clerks, and cleaners) were made redundant overnight and with the free fall of the rupee from about SR5 to the US dollar to SR16, inflation skyrocketed. The most vulnerable and disadvantaged were most affected with a sudden rise in demand for social assistance.

61. To alleviate the resultant precariousness of some families and especially unemployed women, the government and LUNGOS launched the Economic Reform Social Programme which has been discussed. The annual grants of SR1m are used by civil society organisations to train vulnerable girls and women so that they are able to find other employment or to develop their own small home-based businesses.

Leve Debrouye Campaign

62. In November 2009, the government launched a campaign to boost productivity in the workplace and to encourage people to move off social and financial assistance and to seek gainful employment. The campaign was called “Leve Debrouye” (Get to work) and it hoped to have workers develop a more positive mindset to improve performance at work and national productivity. Moreover, the campaign also included a component called “Off welfare to work!”, realising the fact that many people who were applying for social welfare benefits were employable. It sought to encourage people to become self-sufficient. Examples of activities conducted are given in the article (exhibitions, public speaking competitions, theme songs) <http://www.nation.sc/article.html?id=228818>.

Seychelles Alliance for Women’s Development

63. This project funded by the EU has been discussed above. It was developed to target 125 vulnerable and disadvantaged women and girls to help them become self-sufficient through employment or a small home-based business. The main methods of assistance were nurturing businesses in a business incubator, providing training

and sharing through a time bank and aid to those who are experiencing gender-based violence through an empowerment helpline.

Small Business Financing Agency (SBFA)

64. The government launched the Small Business Financing Agency (SBFA) in 2012 and it came into operation in 2014 *“to encourage the growth of small enterprises to enable them to contribute to the realisation of a stable and vigorous economy.”* Loans are made available to small businesses with no consideration of gender, starting from SR25,000 to SR300, 000.(US dollar2,000 to 25, 000) The main businesses are the productive sector such as tailoring, arts, graphics, handicraft, bakery, snack production and food processing, hairdressing, cleaning services amongst others. For Cottage Industry the interest on the loans is 2.5% per annum and for other loans is 4% per annum. The grace period for the SBFA loans are up to with a grace period of six months and repayment period of up to seven years.

Small Enterprises Promotion Agency (SEnPA)

65. SEnPA was established in 2004, as the first point of contact for all matters relating to small enterprises in Seychelles. The vision of the agency is *“to ensure that small enterprises in Seychelles become the primary contributors towards the growth of the country’s economy as a whole, by producing a high standard of quality products and services that are fully competitive both locally and internationally.”*

66. The objectives are:

- To promote small enterprises and development of crafts and cottage industries in collaboration with the concerned ministry;
- To implement the policies and strategies of the government in relation to crafts and cottage industries;
- To administer the Atelier des Métiers du Bois;('Workshop for Wood Craft ')
- To supervise the construction of, and manage upon completion, the infrastructure relating to any micro-enterprise centre projects;
- To identify obstacles to the sustainable development of small enterprises, crafts and cottage industries and to propose solutions thereto, and
- To provide training and other business advisory services to small enterprises

Department of Entrepreneurship Development and Business Innovation

67. A new department, the Department of Entrepreneurship Development and Business Innovation, was created in the Office of the President in June 2013. The new department is tasked with the mandate to empower, support and encourage the growth of enterprises, various forms of industries, and small businesses. The Principal Secretary for Entrepreneurship Development and Business Innovation is female.

Strategic objective A.2. *Revise laws and administrative practices to ensure women's equal rights and access to economic resources*

68. All laws in Seychelles unless otherwise stated are not gender specific and apply to both men and women equally, especially those addressing issues of access to economic resources. There are no gender restrictions for access to loans and credit. There are also no restrictions to ownership of land and property, as women are also independent owners and can dispose of their possessions as they so wish.

69. However, some institutions, perhaps realising that men still had greater access to credit, have started implementing programmes with civil society organisations to give greater access to credit to women. A commercial bank such as Barclays has developed a Partnership Programme which encourages NGOs working with women and girls to help them develop business ideas, such as cooperatives for handicraft, horticulture, flower arrangements or retailing.

70. More specifically, there is access to credit through a number of institutions such as Development Bank of Seychelles, the Concessionary Credit Agency and the Seychelles Credit Union.

Development Bank of Seychelles (DBS)

71. The Development Bank of Seychelles (DBS) was established in 1977 under Decree No.21 as a development finance institution with a specific mandate to assist in the economic development of the Seychelles. The Bank finances mainly small to medium-sized businesses, including start-up businesses.

Table 8: DBS Highlights

Loans approved / Years	2010	2011
Number of loans	486	325
Value of loans (SR)	271.7	181.27
Sectors:		
• Agriculture	3.5	12.69
• Fisheries	6.5	5.43
• Industrial	22.8	1.81
• Tourism	159.9	38.07
• Services	78.9	121.45

Source: DBS (2014)

http://www.dbs.sc/index.php?option=com_phocadownload&view=category&id=2&Itemid=58

72. There are some minor fluctuations over the years as to which sector dominates in terms of loan allocation. In 2010 and 2011, the tourism and services sectors had more loan approvals (Table 8), but there was an increase for the agriculture sector

in 2011, to SR12.69m from SR3.5m in 2010. There was a significant decline for industrial sector, from SR22.8m in 2010 to SR1.81m in 2011.

73. No data is available for 2012 and 2013.

Seychelles Credit Union (SCU)

74. The Seychelles Credit Union is a co-operative savings bank set up in March 1970 founded on the philosophy of co-operation and its central values of equality, equity and mutual self-help. It affirms its commitment to principles of non-discrimination in relation to race, sex, religion and politics. Its main role and objectives are to encourage savings and thrift among its members through the mobilization of savings in order to give loans to its members at a fair rate of interest.

Strategic objective A.3. *Provide women with access to savings and credit mechanisms and institutions*

75. The issue has been discussed above.

Strategic objective A.4. *Develop gender-based methodologies and conduct research to address the feminization of poverty*

76. A number of studies have been conducted on household expenditures and poverty in Seychelles. The study on multidimensional poverty conducted by Muller (2012) confirms that poverty has a feminine face in the Seychelles and is also linked to lower educational attainment and profession. There have been no studies conducted specifically to study feminisation of poverty, per se.

77. The Gender Secretariat has attempted to introduce gender sensitive and responsive budgetting through sensitisation workshops in 2011 and 2012. However, the concept has now yet taken root in government planning and budgetting.

B. Education and training of women

Strategic objective B.1. *Ensure equal access to education*

78. The Seychelles Constitution, the Children Act of 1982, revised in 2005 and the Education Act of 2004 make provision for all children in Seychelles to have equal and fair access to schools and education appropriate to their needs. This is also an MDG and has been largely achieved in the Seychelles. The ratio is nearly 1:1 in primary and secondary schools, with a higher number of girls in tertiary education, almost three times the number of boys. (Table 9)

TABLE 9: Ratios of girls to boys in crèches, primary and secondary schools
Crèches

	2009	2010	2011	2012	2013
Nos. students	2,928	2,935	2,916	2,858	2,940
Nos. teachers	193	232	176	172	195
Student-teacher ratio	15:1	13:1	17:1	17:1	15:1

Primary schools

	2009	2010	2011	2012	2013
Nos. students	8,624	8,607	8,695	8,701	8,682
Nos. teachers ²	624	691	656	693	661
Student-teacher ratio	14:1	13:1	13:1	13:1	13:1

Secondary schools

	2009	2010	2011	2012	2013 ¹
Nos. students	7,487	7,221	7,113	7,123	6,910
Nos. teachers ²	596	592	603	605	595
Student-teacher ratio	13:1	12:1	12:1	12:1	12:1

Source: *Seychelles in Figures, 2009 Edition; Ministry of Education, 2010; UN Statistics, 2013*

79. Over the years, net enrolment has also been consistent with nearly 100% every year. There are years when enrolment is above 100% due to the large contingent of children of foreigners working in Seychelles. Since 2010, this has been the case, with ratios of 111 in 2010, 107.4 in 2011 and 101.3 in 2012 (Table 10).

80. There seems to be no discernable inequalities for this strategic objective. Seychellois parents and guardians readily enroll their children in primary school. They also seek to enroll their children for kindergarten or crèche which is not part of the compulsory education requirement as stipulated in the Education Act (2004).

TABLE 10: Net enrollment ratio for primary education

Indicators/ Years	2009	2010	2011	2012
Net enrollment ratio in primary education	99.2	111	107.4	101.3

Source: Ministry of Education (2013)

81. There are indications that girls are outperforming boys in all subjects and at all levels of the education system. According to Pardiwalla (2009), the main problem may be the way the parents themselves raise boys and girls, placing more emphasis on girls' education and being more complacent about boys' academic performance. This is further compounded by teachers who may not give enough attention to boys in their classrooms, in spite of a high teacher-student ratio (In 2013, the ratio was 15:1 for pre-primary, 13:1 for primary and 12:1 for secondary).

Strategic objective B.2. Eradicate illiteracy among women

82. Literacy rate for both sexes is high, averaging 95% from 1990 to 2010 (Table 11). The literacy rate for women is slightly higher than that of men.

Table 11: Literacy rates by gender

Literacy Rate (aged 12 plus)	2009	2010
Both Sexes	96	94
Male	96	94
Female	96	95

Source: National Bureau of Statistics (2014)

83. Employers indicate that there are still students and job-seekers who have difficulty in reading and writing, especially with tasks such as completing application forms for banks, employment and a variety of services. It is also noted that nearly all forms in Seychelles are in English, with Creole and French, the other two national languages, being rarely used in public and private sectors.

84. The Adult Learning and Distance Education Council (ALDEC) which conduct classes for students who wish to improve their career prospects with acquisition of a

variety of nationally and internationally recognised certificates (Cambridge University International Examinations for Ordinary and Advanced Levels) and diplomas also offers these for prison inmates of both sexes.

85. The next two strategic objectives (B3 and B4) will be addressed together.

Strategic objective B.3. *Improve women’s access to vocational training, science and technology, and continuing education*

Strategic objective B.4. *Develop non-discriminatory education and training*

86. There are presently seven post-secondary institutions and one university in Seychelles. These are Seychelles Institute of Technology (SIT), Maritime Training Centre (MTC), School of Advanced Level Studies (SALS), School of Visual Arts (SVA), School of Business Studies and Accounting (SBSA), National Institute of Health and Social Studies (NIHSS) and Seychelles Agricultural and Horticultural Training Centre (SAHTC). They all accept male and female students and selection for enrolment is criteria driven.

87. There are no formal impediments to girls having access to vocational training, science and technology and continuing education. The only ones that exist are gender stereotypes in the Seychellois culture in relation to career choices, where girls are expected to choose careers in health, education, cultural and social fields. However, this is changing as more girls choose to attend post-secondary institutions such as SIT, MTC and SAHTC. It is interesting to note that best student awards from these ‘non-traditional’ schools have been won consistently by girls.

88. Table 12 shows the enrolment in post-secondary institutions and the student-teacher ratio. Table 9 (p. 27) shows there is a much higher ratio of girls in tertiary education.

Table 12: Enrollment and Student-Teacher Ratio in post-secondary institutions

Levels / years	2009	2010	2011	2012	2013
Post-Secondary (Non Tertiary)					
Schools	9	9	9	9	7
Enrolment	1,995	2,125	1,986	2,196	1,652
Teaching Staff	131	175	126	134	138
Pupil/Teacher ratio	15:1	12:1	16:1	16:1	12:1

Source: Ministry of Education (2014)

Strategic objective B.5. *Allocate sufficient resources for and monitor the implementation of educational reforms*

89. Seychelles has undergone a number of reforms in the education sector since 2009 to implement the sector's policies Education for All and Education for a Learning Society and the provisions of the Tertiary Education Act of 2011, as well as recommendations from studies and consultancies on the quality of education in the country. The most recent reforms involve the development of the **Education Sector Medium Term Strategy** for the period 2013-2017, which itself followed a recommendation from the **Education Reform Plan 2009-2010**. It lays out the Ministry of Education's goals for the further transformation of the education system, and identifies the main areas of action in the short and medium term in order to realize these goals.
90. The Strategy links together 13 inter-related components of the education and service delivery. A summary is given below.
- (a) Early Childhood Care and Education (ECCE) Sub-Sector – Building Solid Foundation for Learning
 - (b) The Primary Education Sub-Sector – Reinforcing Confidence in Learning and Achievement
 - (c) The Secondary Education Sub-Sector – Establishing Strong Transition Through Adolescence to Adulthood
 - (d) Tertiary Education Sub-Sector – Enhancing Relevance and Responsiveness to National Human Resources Needs
 - (e) The Technical Vocational Education and Training Sub-Sector – Fostering Lifelong Skills Development and Employability
 - (f) Life Long Learning and Open and Distance Education Sub-Sector - Fostering a Culture of Continuous Training and Lifelong Learning for Employability and Increasing Productivity
 - (g) Information Communication Technology
 - (h) Curriculum and Assessment Sub-Sector - Preparing Individuals to better Respond to the Realities and Challenges of a Changing World
 - (i) Teacher Recruitment, Deployment, Development and Retention – Supporting the Teaching Professions for Better Student Learning Outcomes
 - (j) Risk and Disaster Preparedness and Management – Developing and Maintaining a Culture of Safety and Disaster Preparedness with a View to Build Resilience to Disasters within the School Communities and Nationally
 - (k) Governance, Management and Quality Assurance – Enhancing and Improving the Efficiency and Effectiveness of the Governance and Management of Educational Institutions in a Environment of Reduced Resources

- (l) Infrastructure Quality and Standards and Maintenance – Ensuring Optimum Quality and Safety of Educational Infrastructure to Promote Quality Access, Teaching and learning for All
- (m) System Management Reform- Transforming the Ministry of Education

91. The financial, human and material resources allocated to the education sector are discussed below. Table 13 shows the student teacher ratio in both public and private schools at all levels of education. The ratio is quite low under 20:1 for all levels of the system, with the highest ratio of 17:1 in primary and the lowest of 3:1 in the schools for disabled children.

Table 13: Student Teacher Ratio Public and Private Schools

Section	2009	2010	2011	2012	2013 ⁽¹⁾
CRECHE					
No. of Students	2,928	2,935	2,916	2,858	2,940
No. of Teachers ⁽²⁾	193	232	176	172	195
Student/Teacher Ratio	15:1	13:1	17:1	17:1	15:1
PRIMARY					
No. of Students	8,624	8,607	8,695	8,701	8,682
No. of Teachers ⁽²⁾	624	691	656	693	661
Student/Teacher Ratio	14:1	13:1	13:1	13:1	13:1
SPECIAL EDUCATION					
No. of Students	73	64	55	56	72
No. of Teachers	26	26	31	29	28
Student/Teacher Ratio	3:1	3:1	2:1	2:1	3:1
SECONDARY					
No of Students	7,487	7,221	7,113	7,123	6,910
No of Teachers	596	592	603	605	595
Student/Teacher Ratio	13:1	12:1	12:1	12:1	12:1
POST SECONDARY (NON -UNIVERSITY)					
No of Students	1,995	2,125	1,986	2,196	1,739
No of Teachers	131	175	126	134	139
Student/Teacher Ratio	15:1	12:1	16:1	16:1	13:1

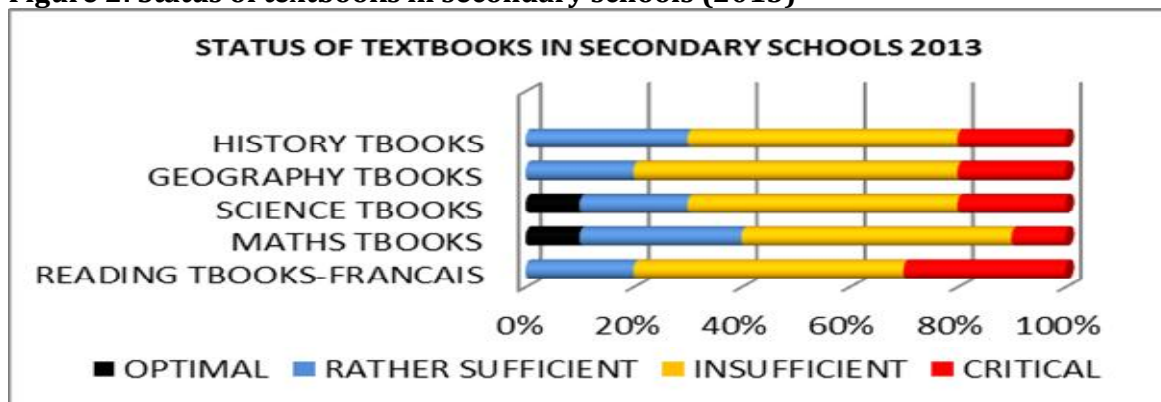
Source: Ministry of Education (2014)

(1) The data for 2013 excludes the figures for Private Schools

(2) The figures exclude that of Teacher Assistants

92. In terms of teacher qualifications, there are 107 (14%) teachers who are un-certificated in the pre-primary and primary sub-sector. These “Supply Teachers” for the most part do not have proper pedagogical training. The Ministry of Education employ them because of difficulties in finding sufficient numbers of qualified teachers. At present, un-certificated teachers who represent a non-negligible share of the total number of crèche and primary teachers are not sufficiently prepared before they start teaching.
93. This situation obviously represents a threat to the quality of the education services delivered at crèche and primary level. The return of the ex-National Institute for Education (NIE) from the University of Seychelles to the Ministry of Education as the new Seychelles Institute for Teacher Education (SITE) this year will serve to ensure that educational institutions are adequately staffed with quality teachers.
94. The problem is also compounded by the fact that qualified teachers, notably holders of Diploma Part Two, are resigning at an alarming rate in primary schools. For example, more than 30 teachers resigned in 2012.
95. In terms of basic furniture, (each student having a desk and a chair in the classroom), at 50% of secondary students have those. In 2012, 6 schools were furnished with all the chairs needed for every student, with the rest to benefit in 2013. Students’ desks however, are still lacking, together with other furniture like teachers’ desks, cupboard, lockers and shelves. The lack of furniture creates a situation where students have to move around with chairs and bags.
96. The status of textbooks in secondary schools is critical with coverage of about 30% or less for most subjects with maths faring better at 38%, i.e., having sufficient textbooks for the students and teachers to use (Figure 1). This indicates that not all students have a personal text book. However, since textbooks are used on a rotational basis with students sharing a book on most occasions; this implies that the majority of students have access to the required textbooks.

Figure 2: Status of textbooks in secondary schools (2013)

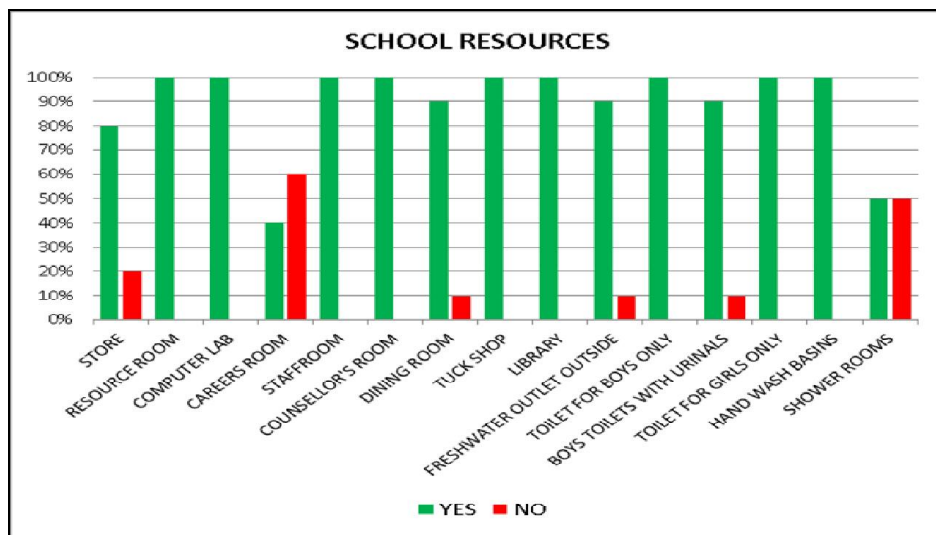


Source: Ministry of Education (2013)

97. In terms of other resources such as halls, library, counsellor’s room. Laboratory and storeroom to name a few, the situation is better with most schools reporting having these facilities. Ten percent of schools report not having dining rooms, fresh water outlets outside and boys’ toilets with urinals whereas 20% have no storeroom and 50% and 60% have no showers and career rooms. However, it seems that the most of the more essential facilities have been adequately covered (Figure 2).

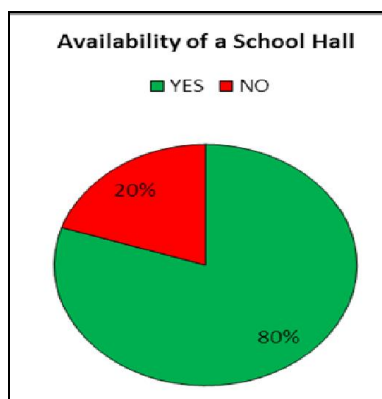
98. At least 80% of schools have a school hall for assembly and other types of activities where the students and teachers have to meet as a whole community. This is also important for communication and team-building as well as protection from the elements when school meetings are conducted (Figure 3).

Figure 3: School resources (2013)



Source: Ministry of Education (2013)

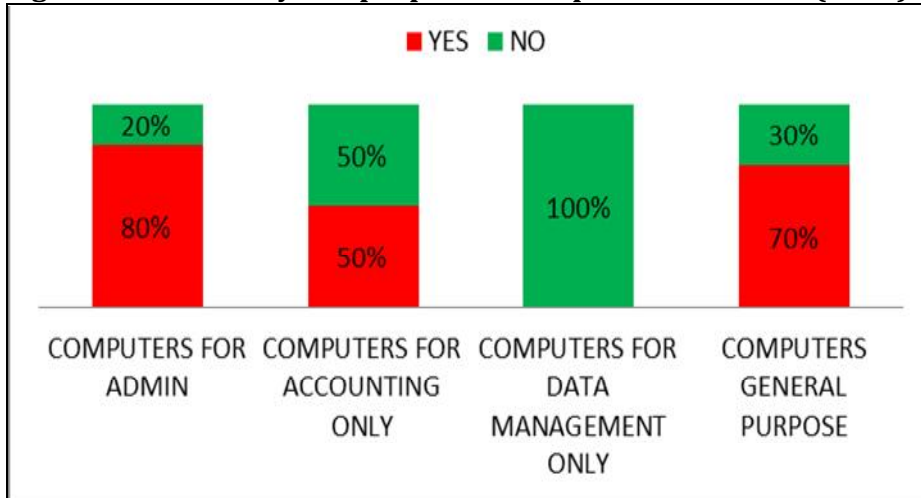
Figure 4: Availability of school halls (2013)



Source: Ministry of Education (2013)

99. In terms of ICT, which is a major component of the sector’s medium-term strategy, at primary level, there are limited trained teachers and not enough computers for teachers. Moreover, access to internet, the maintenance of ICT equipment and programmes for students with learning difficulties are three major problems that persist in schools. At secondary school level, although there are computers for teaching and learning, administration purposes and even one in school libraries, their quantity and quality is a concern (Figure 4).

Figure 5: Availability and purpose of computers in schools (2013)



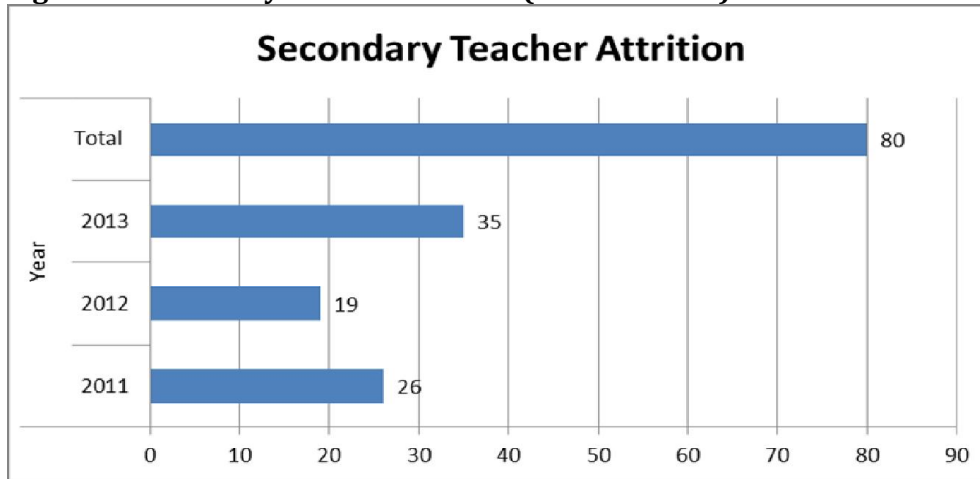
Source: Ministry of Education (2013)

100. The challenge of providing sufficient resources for quality education persists with a shortage of teachers at secondary level, with some teachers having to teach additional classes. Retention of teachers is a major challenge, in specialized areas such as mathematics and sciences where attrition is high due to workload, conditions of work and stress, as indicated by exit interviews from the Schools Division (2010-2013). As of July 2013, there is an average of about three vacancies per school, and the situation has been worsened by an average of three resignations per school.

101. In 2011, there were 26 teachers who left the profession, compared to 2012 when 19 left and 2013, when 35 chose to leave as well. For the last three years, there were 80 resignations accepted (Figure 5).

102. Enticing new candidates to the teaching profession also remains a challenge. Teachers’ Scheme of Service was last revised in 2010, with the aim of attracting more teachers into the system, but on its own, it has not changed the situation as attrition continues, due to other factors such as working conditions, ethos, discipline and attitude of both students and teachers.

Figure 6: Secondary teacher attrition (2011 to 2013)



Source: Ministry of Education (2013)

103. The recruitment of expatriate teachers has allowed the Ministry of Education to fill in most vacancies in secondary schools, even if the situation with the behaviour of students poses a challenge to their classroom management.

Strategic objective B.6. Promote life-long education and training for girls and women

104. This issue has been discussed above.

105. Life-long education is available through the Adult Learning and Distance Education Council programme of courses offered. Some of these courses also have international examinations. Girls and women are attending these classes in greater number than boys and men. For example, for literacy classes, there was almost 10 times the number of women (205) attending classes compared to men (23) in 2010 and more than 5 times the number of women (174) compared to men (32). In general, there is an overwhelming majority of women attending literacy classes (Table 14).

Table 14: Participants in literacy classes by gender (2010 to July 2013)

Participants of Literacy Classes, 2010 to July 2013				
Year	Male	Female	Total	% W
2010	23	205	228	90%
2011	38	177	215	82%
2012	38	147	185	79%
2013	32	174	206	84%

Source: Ministry of Education (2013)

106. There is a fairly good predictor for lifelong education. At the primary level, for instance, completion rates are quite high for both sexes (Table 15). Children, especially girls are more likely to finish school unless interrupted by a pregnancy.

TABLE 15: Primary Completion Rates

Primary Completion Rate for both sexes

2009	2010	2011
125.1	133.1	125.0

Primary Completion Rate for boys

2009	2010	2011
124.0	134.6	123.0

Primary Completion Rate for girls

2009	2010	2011
126.2	131.6	127.0

Source: Ministry of Education, 2013

107. The Education Sector is dominated by women at all levels, as managers, administrators, teachers and ancillary staff (see Table 36 in Annex 2). Ninety-two percent of Head teachers are women compared to 8% of men whilst all Deputy Head teachers are women as are Early Childhood Coordinators, Special Needs Coordinators, Subject Coordinators Languages and Senior Teachers. Ninety-one percent of Subject Coordinators for Maths and Science are women compared to 9% of males.

108. This situation merits study as most households in Seychelles are headed by a woman while at the same time, the next social sphere where children are socialised and gender roles formalised – the schools – are also dominated by women.

109. C. Women and health

Strategic objective C.1. *Increase women’s access throughout the life cycle to appropriate, affordable and quality health care, information and related services*

110. The situation in Seychelles is presently more favourable to girls and women with health services offered to them through the public primary health care system, specialised clinics such as antenatal clinics and training sessions organised for expectant mothers since 2013 and other specialised services provided by NGOs such as IPPF affiliated ASFF. The recent study on men’s health by the Department of Social Affairs (2012) and on men’s perception of health services by ASFF (2013) indicate that the issue for Seychelles is to provide better and targeted access to boys and men.

111. Table 16 shows that life expectancy for women is higher than that of men in Seychelles, with an average of 10 years more (9.5 years in 2009, 8.4 years in 2010, 10.3 in 2011 and 10.1 in 2012). There is higher male mortality in all age groups except for the over 65 years and in some age groups (15 to 24 years and 45 to 64 years) the ratio is 3:1 for male mortality. The life expectancy study of 2012 shows that *“there were also nearly three times more men dying from diseases of the genito-urinary system (31 males and 10 females) and of the digestive system (26 males and 10 females). Perhaps, more telling was the data for atherosclerosis where there were 4 female deaths, but there were 28 male deaths, seven times the total.”* (Vel, 2012)

Table 16: Life expectancy at birth (2009 to 2012)

Life expectancy at birth (years)	2009	2010	2011	2012
Both Sexes	72.9	73.2	72.6	74.2
Male	68.4	69.1	67.7	69.3
Female	77.9	77.5	78.0	79.4

Source: NBS (2014)

Strategic objective C.2. *Strengthen preventive programmes that promote women’s health*

There are a variety of programmes targeting women’s health, especially breast, ovarian and cervix cancers, as well as lung and throats cancers for smokers and heavy drinkers of alcohol. With the collaboration of the Ministry of Health, Cancer Concern Association (CCA) regularly throughout the year organises national campaigns in cancer awareness, including billboards and posters placed on public buses. In October 2013, the national parliament joined the CCA and the Ministry of Health to commemorate the Cancer Awareness Campaign.

112. The Ministry of Health also has a unit that regularly prints leaflets, posters and booklets and prepares health promotion campaigns on communicable and non-communicable diseases, with special attention to diabetes, hypertension, and protection from influenza, sexually transmitted infections and HIV and AIDS.
113. In 2013, the Ministry of Health and the Social Affairs Department have worked together to prepare a Parenting Manual for trainers who are delivering the antenatal sessions on substance abuse and parenting for antenatal and postnatal classes. Most pregnant women have attended at least one session and the programme is on-going. Women are encouraged to bring their partners to the sessions.
114. All pregnant women attending antenatal care are counselled and encouraged to take the HIV test. The uptake is almost 100% and women detected with HIV are subsequently referred for antiretroviral therapy and to follow PMTCT management guidelines in an effort to prevent mother to child transmission of HIV/AIDS.

Strategic objective C.3. Undertake gender-sensitive initiatives that address sexually transmitted diseases, HIV/AIDS, and sexual and reproductive health issues

115. Sexual and reproductive health issues are given prominence in the Seychelles. Some key indicators show that there is a high level of achievement. For example, maternal mortality is very low in Seychelles as indicated in Table 17. In some years (2009, 2011 and 2012), the rate is zero. The figure of 133 in 2010 represents 2 deaths. Nearly 100% of births in most years are attended by midwives (Table 18). There are thus very few women who do not attend antenatal clinics and whose child is delivered at home or without attendance from skilled health professionals.

TABLE 17: Maternal mortality rate (modeled estimate, per 100,000 live births*)

Year	2009	2010	2011	2012
Ratio	0	133	0	0

Source: Ministry of Health, 2013

*The calculation for maternal mortality is per 100,000 live births, meaning that the data in Seychelles which never goes beyond 2,000 live births is recalculated to fit the required model. Hence, 1 death per 100,000 comes to 65.

TABLE 18: - Births attended by skilled health staff (% of total)

Year	2009	2010	2011	2012
% of Total	99	99	99	99

Source: Ministry of Health, 2013

116. Table 19 shows that contraceptive use has improved slightly from low prevalence of 36% in 2009 to above 45% in 2010 onwards and a higher rate of 49% in 2012. It is also still difficult to have an accurate picture on the contraceptive

prevalence of women aged 15 to 49 years as the data is either unavailable or unclear. The family planning clinics, private health facilities, the Youth Health Centre, pharmacies and NGOs who distribute contraceptives have their own mechanisms for collection of the information.

TABLE 19: Contraceptive prevalence (% of women aged 15 – 49 years)

Year	2009	2010	2011	2012
% of Women ages 15–49 years	36	46	47	49

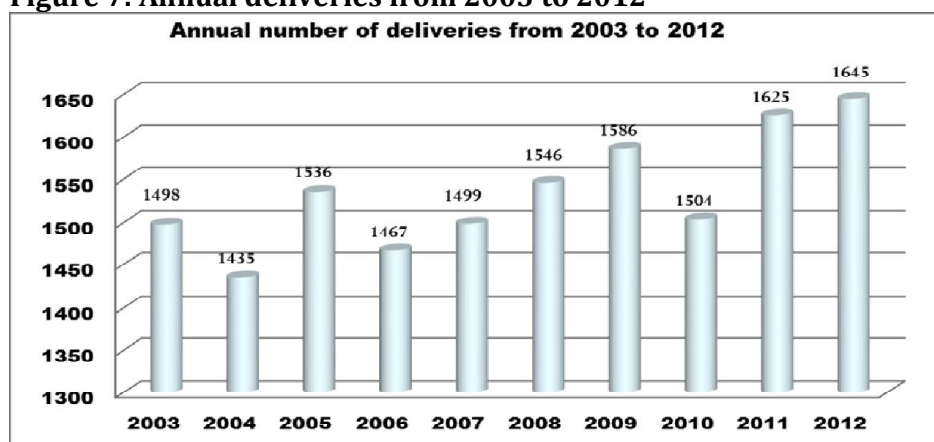
Source: Ministry of Health, 2013

117. Unfortunately, HIV and AIDS programmes in Seychelles are not yet sufficiently targeted to specific populations, age and gender. They are delivered for the general population on radio and television and through leaflets, posters and booklets. There have been training in the past of focal points in the workplace, but these are insufficient. This is thus an area that needs urgent action as even if the national prevalence is low (0.8%), the prevalence in Men who have sex with men (MSM) and People who inject drugs (PWID) is higher: 14% for MSM and 4% for PWIDs.

118. However, key organisations such as ASFF, the Youth Health Centre and WASO do conduct training sessions and produce Information, Education and Communication (IEC) materials on STIs, HIV and AIDS and sexual and reproductive health issues for girls and women, especially focusing on breast examination, conducting pap smears and improving their diet and levels of exercise.

119. Sentinel sites data shows that the annual number of births has increased slightly from 1586 in 2009 to 1645 in 2012, representing a 3.6% increase (Figure 6).

Figure 7: Annual deliveries from 2003 to 2012



Source: Ministry of Health (2013)

Strategic objective C.4. *Promote research and disseminate information on women's health*

120. There have been Integrated Behavioural and Biological Surveillance Surveys (IBBS) done with Men who have sex with men (MSM) and People who inject drugs (PWID). Both studies involved women as lead researchers, data collectors and respondents. The IBBS on the general population done in 2012 was also led by women who were 28 out of the 35 data collectors, . There were fewer males than females who agreed to participate in the survey, with 538 males and 647 females or 45.4% compared to 54.6%.
121. Another IBBS will be conducted in 2014 with sex workers (SW) by the Ministry of Health.
122. There have been three studies conducted on sex workers in Seychelles. In a situational analysis amongst sex workers conducted by the Drug and Alcohol Council (DAC) in 2010, 94% of the 33 respondents admitted to abusing drugs. This reinforces the link between drug usage and SWs. The preferred drug amongst SWs is heroin. From the same study, it was found that out of 26 respondents who stated that they had been arrested while on the streets, only 6 had been formally charged and out of the 6 only one had been convicted for a felon. There are both male and female prostitutes, and some have been reported as being younger than 18.
123. In 2011, the Social Development Department contracted out a study on the situation of prostitution in Seychelles, with the aim was to establish the gravity of the situation, identify the causes and target groups involved in this activity and recommend strategies to tackle the problem. The following recommendations included expanding and adding to professional services available, as well as increasing social efforts to tackle drugs and alcohol.
124. The Ministry of Health also collects and maintains statistics on women's health, notably sexual and reproductive health. Some selected results have been presented above.

Strategic objective C.5. *Increase resources and monitor follow-up for women's health*

125. The Ministry of Health budget represents about 25% of the total national budget and has increased steadily over the years to reach 26.3% in 2012. There are more resources available for women's health as there are new services offered, e.g., ASFF clinic, the Youth Health Centre and the new antenatal and postnatal training sessions.

Table 20: Public expenditure on health (2010 to 2012)

as percentage of:	2010	2011	2012
Total public expenditure	24.3	25.3	26.3
GDP at market prices	2.8	2.8	2.7

D. Violence against women

Strategic objective D.1. *Take integrated measures to prevent and eliminate violence against women*

126. Violence against girls and women continue to be a serious issue as indicated by the statistics for violence done to children (Table 21). In 2012, girls were more likely to be exposed to sexual abuse (82%) compared to physical abuse for boys (59%).

Table 21: Child abuse cases (2012)

Issue	Male	Female	Total	M %	F %
Physical Abuse	41	29	70	58.6	41
Sexual Abuse	25	115	140	17.9	82
Sexual Play	4	5	9	44.4	56
Sexual Exposure	0	2	2	0.0	100
Indecent Act	1	1	2	50.0	50.0
GRAND TOTAL			223		

Source: Social Affairs Department (2013)

127. The mechanisms in place to address the issue of domestic and gender-based violence are the placement of social workers in all districts, the Child Helpline, the WASO Empowerment Helpline, Probation Services for counselling the Family Squad of the Police Department and the Family Tribunal, established under the Family Violence Act of 2000. There have been increases in the Family Tribunal registered cases from 500 in 2009 to 670 in 2013. However, the data is not sex disaggregated, although most cases are likely to have been brought forward by women (Table 22).

Table 22: Domestic violence cases Family Tribunal (2009 – 2013)

Description	2009	2010	2011	2012	Q1 of 2013
Registered applications	500	472	589	670	157
Total applications	1492	1429	1494	1702	368
• New	373	395	429	539	110
• Old	1119	1034	1065	1163	258
Applications not put to FT	237	204	364	495	1606

Source: Family Tribunal (2013)

128. The number of cases registered may be too much for the Family Tribunal to handle, as indeed 1606 cases have not been brought before the Court (Table 22). The Tribunal as a quasi-judicial instrument can also help to reduce or eliminate the impact of the violence on the victim and the children, if there are any. Some of their actions involve protection orders, evictions, referrals for marital counselling, usually by Probation Services, drug and alcohol rehabilitation and incarceration for breach of orders (Table 23).

Table 23: Actions taken by the Family Tribunal by gender and year

Orders of the Family Tribunal	2009	2010	2011	2012	Q1 of 2013
Protection orders	282	276	297	163	23
Referrals:					
Probation Services	87	120	140	74	23
Centre Mont Royal Drug Rehabilitation Centre	9	4	9	1	0
• Male	7	4	9	1	0
• Female	2	0	0	0	0
Eviction	89	92	92	64	11
• Male	84	90	84	57	11
• Female	5	2	8	7	0
Prison sentence for breach of order	27	26	34	10	3
• Male	25	26	32	10	3
• Female	2	0	2	0	0

129. From Table 23, it can be seen that most of the cases involve males being the perpetrators of violence on their female partners, representing 100% of cases which required incarceration for breach of orders in 2010, 2012 and the first quarter of 2013. Males also accounted for over 90% of eviction cases from 2009 to 2013.

130. The Empowerment Helpline operated by the Women in Action and Solidarity Organisation (WASO) through the Seychelles Alliance for Women’s Development (SAWD) Project in collaboration with the Milan Chamber of Commerce, Industry, Craft and Agriculture (FORMAPER) has shown that there is an urgent need to further strengthen the Helpline. In 2013, the helpline received an average of 2 calls per day, with 113 over the year of which 97 were from women and 16 from men. So

far, 103 people have been assisted. To continue to provide help to the callers, WASO needs to scale up its activities and services.

131. It has also been proposed that the enactment of a Domestic Violence Act for Seychelles which will lend support to the existing national Domestic Violence Strategy developed in 2008. Discussions have been launched with key stakeholders in August 2013 to finalise the preparations for the proposed Act to go to national parliament. The project has received seed money under the EU's 10th European Development Fund (EDF). The work is in progress and it is hoped that it will come to fruition and enacted before the end of this year.

132. There are no current reports on the implementation of the ***National Action Plan for Gender Based Violence for the Republic Of Seychelles, January 2010-December 2011***. There is a clear need to review the actions carried out and those outstanding which are critical in nature..

Strategic objective D.2. *Study the causes and consequences of violence against women and the effectiveness of preventive measures*

133. The Gender Secretariat conducted a nationwide survey on domestic violence, to investigate its extent, causes and consequences in the Seychelles context in -2006. Preliminary findings suggest that domestic violence is a significant social problem that affects both men and women.

134. There have been no new studies on violence against women.

Strategic objective D.3. *Eliminate trafficking in women and assist victims of violence due to prostitution and trafficking*

135. Seychelles is seen as lacking the legal framework for the prevention and prosecution of human trafficking, particularly the fact human trafficking has not yet been criminalized, nor has the government taken measures in trafficking-prone industries to discourage it. There have, however, been discussions on how to address the issue of trafficking in persons and assisting victims of prostitution and trafficking in the national parliament, especially following the USA Trafficking in Persons Reports 2012 and 2013.

136. The UN Special Rapporteur on Trafficking in Persons, especially women and children, Dr Joy Ngozi Ezeilo conducted an official visit to Seychelles from the 27th to 31st of January, 2014. She was the second Special Rapporteur to visit Seychelles, following a standing invitation issued to the Special Procedures mechanism of the UN by the Government of Seychelles in November 2012. The purpose of the visit was to study the situation in the Seychelles and formulate recommendations to combat trafficking and protect the human rights of its victims in Seychelles.

137. The Minister for Home Affairs and Transport presented the Prohibition of Trafficking in Persons Bill, 2014 in the National Assembly in April 2014. The National Assembly also strongly supported the urgent need to enact the necessary laws to combat trafficking in persons.

E. Women and armed conflict

Strategic objective E.1. *Increase the participation of women in conflict resolution at decision-making levels and protect women living in situations of armed and other conflicts or under foreign occupation*

Strategic objective E.2. *Reduce excessive military expenditures and control the availability of armaments*

Strategic objective E.3. *Promote non-violent forms of conflict resolution and reduce the incidence of human rights abuse in conflict situations*

Strategic objective E.4. *Promote women's contribution to fostering a culture of peace*

Strategic objective E.5. *Provide protection, assistance and training to refugee women, other displaced women in need of international protection and internally displaced women*

Strategic objective E.6. *Provide assistance to the women of the colonies and non-self-governing territories*

138. The Seychelles is not involved in any armed conflict and the set of objectives do not apply to it.

F. Women and the economy

Strategic objective F.1. *Promote women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources*

Strategic objective F.2. *Facilitate women's equal access to resources, employment, markets and trade*

139. The issue has been discussed in par. 69 to 78.

140. It is also important to note that of the 4, 960 applications for social welfare assistance received from the public in 2012, 79.9% are from women and 29.1% are from men. Of these applications, only 17.7% or 878 are new ones compared to 82.8% which are meant for review. A cause for concern is that the majority of the applications are for supplementation of monthly earnings (47.1%), with unemployment benefit being a close second (31.8%) and to assist with medical expenses (21.0%).

141. The situation in Seychelles regarding the majority of welfare seekers and recipients being women is unclear. Anecdotal reports suggest that there may be some cultural factors influencing this phenomenon, such as decision-making processes in the home, final choices on items to buy with the money received and 'pride' of Seychellois men which may prevent their coming forward themselves to seek assistance. This situation warrants further research.

142. According to the Labour Force Survey 2011/2012, the inactive population includes, amongst others, those persons who are in school or in training, involved in housework, retired even those who have no desire to work. There are more females (10,660) than males (7,240), and the unemployed rate is 4.1% of the labour force (Table 24).

Table 24: Working age population, Labour Force (by employed, unemployed) and population not economically active (by reason) by sex, 2011/2012

	Male	Female	Both sexes
Working age population	30,840	33,290	64,130
Labour Force	21,060	20,610	41,670
Employed population	96.2	95.5	95.9
Unemployed population	3.8	4.5	4.1
Total	100.0	100.0	100.0
Population not active	7,240	10,660	17,900
In school or training	29.6	21.1	24.5
Family responsibilities, housework	1.2	9.0	5.8
Pregnancy	-	1.5	0.9
Illness, injury or disability	18.7	14.1	16.0
Retired or too old to work	35.7	43.4	40.3
No desire to work	3.9	2.1	2.8
Other reason	4.9	3.7	4.3
Not stated	6.0	5.0	5.5
Total	100.0	100.0	100.0

Source: National Bureau of Statistics, LFS 2011/2012

Notes: Numbers in italics are %. Counts are given to nearest tens.

Strategic objective F.3. *Provide business services, training and access to markets, information and technology, particularly to low-income women*

Strategic objective F.4. *Strengthen women's economic capacity and commercial networks*

143. There are various schemes in place to assist low-income women some of which have been discussed before.

144. However, the Ministry of Labour and Human Resource Development also runs a number of programmes for unemployed young people, the majority of whom are girls and women. These include:

- (a) Development of a new **National Youth Employment Strategy** to increase youth employment, especially in sectors where there is a lack of Seychellois and retention is problematic.
- (b) **Soft Skills Programme** designed to fine-tune attitudes and behaviours in the workplace, covering topics such as politeness, customer care, ethics and communication.
- (c) **Apprenticeship Scheme** to help young people learn a trade;
- (d) **Entrepreneurial Scheme** to help young people develop small and medium-sized businesses and to rely on their own mettle to find work.

145. SEnPA also assists low-income with developing small businesses and women form the majority of their registered members, about three-quarters in 2011 and 2012 (Table 25).

Table 25: Registered members of SEnPA by gender

Registered Members	2011	2012
Female	387	116
Male	117	49
Total	504	165
% Female	77%	70%

Source: NBS (2014)

Strategic objective F.5. Eliminate occupational segregation and all forms of employment discrimination

146. The Principle of Non-Discrimination is expressed in the Preamble of the Constitution which notes that the Seychellois are made up different racial and ethnic ascendance and origins and that they constitute one multiracial Nation under God. Indeed, one of the first conventions acceded to by Seychelles, immediately after independence, was the UN International Convention on the Elimination of All Forms of Racial Discrimination of 1966. Moreover, the country has also signed the Convention to Eliminate All Forms of Discrimination Against Women, amongst others.

147. Seychelles has also made a concerted effort to eliminate discrimination against persons through open discussions and debates. Thus, on numerous occasions national television has broadcasted live prime time debates with phone-ins and instant messaging for participants to answer queries from the audience. Key

populations and their needs have been debated widely, since 2010: prison inmates, PLHIV, Men who have sex with men (MSM), sex workers, migrants and women. National radio stations, both AM and FM channels, have also taken up the issues with forums, discussions and public debates.

148. The Employment Act of 1995 and amendments of 2008 make provisions to address possible situations of discrimination in the workplace. People who feel that their rights have been violated can use mechanisms such as internal procedures in the workplace, the Employment Tribunal, the Public Service Appeal Board, the Human rights Commission, the Ombudsman and the public courts to seek redress.

149. To date there have been no cases registered for discrimination based on gender from 2009 to 2013 for all the institutions mentioned above.

Strategic objective F.6. *Promote harmonization of work and family responsibilities for women and men*

150. The major provisions in the various laws are listed below.

Table 26: Provisions for harmonisation of work and family

Laws	Provisions
Reg. 16(1) Employment (Conditions of Employment) Regulations, 1991. Maternity leave.	Makes provision for paid maternity leave of 14 weeks and 4 weeks unpaid leave for all female workers in full time or part time employment
Employment Act 1995 Reg. 16 (2) Employment (Conditions of Employment) Regulations, 1991: Maternity leave	Regulates overtime and night duty work for women from the time they are six months pregnant up to three months after confinement.
Maternity protection: Reg. 23	Makes provision for job transfer without loss of wages upon production of a medical certificate if current work is detrimental to the health of mother and child.

G. Women in power and decision-making

Strategic objective G.1. *Take measures to ensure women's equal access to and full participation in power structures and decision-making*

Strategic objective G.2. *Increase women's capacity to participate in decision-making and leadership*

151. These two objectives have been achieved, with more women in positions of national prominence. For example, there are now 44% of women in the national parliament since the last legislative elections of 2011 (Table 27). The positions in government agencies are still male dominated, but there is progress with the district administration structures where there are 67% women as district administrators (Table 28).

TABLE 27: Proportion of seats held by women in the National Assembly

Assembly Terms	No. of Women	No. of Men	Total	% Women
1993 – 1998	9	24	33	27
1998 – 2002	8	26	34	24
2002 – 2007	10	24	34	29
2007 – 2011	8	26	34	24
2011 to present	14	18	32	44

Source: Social Affairs Department (2014)

TABLE 28: Women and men in the government, 2013

Post title	% women	% men
Minister	27%	73%
Principal Secretaries	44%	56%
Chief Executive Officers	36%	64%
Members of National Assembly (Parliamentarians)	44%	56%
Director-General	48%	52%
District Administrators	67%	33%

Source: Ministry of Foreign Affairs & Ministry of Social Affairs, Community Development and Sports, 2013

H. Institutional mechanisms for the advancement of women

Strategic objective H.1. *Create or strengthen national machineries and other governmental bodies*

Strategic objective H.2. *Integrate gender perspectives in legislation, public policies, programmes and projects*

Strategic objective H.3. *Generate and disseminate gender disaggregated data and information for planning and evaluation*

152. The Gender Secretariat has been given the portfolio to address these issues. The subject has been discussed above.(par. 14 - 16)

153. Much of the data is still not disaggregated by gender. However, this issue is being addressed by the National Bureau of Statistics and the Ministry of Foreign Affairs Millennium Development Goals Steering Committee, which also has a Statistics Sub-Committee. Some of the agencies, especially the Ministry of Health and the Ministry of Education now produce gender disaggregated data.

I. Human rights of women

Strategic objective I.1. *Promote and protect the human rights of women, through the full implementation of all human rights instruments, especially the Convention on the Elimination of All Forms of Discrimination against Women*

Strategic objective I.2. *Ensure equality and non-discrimination under the law and in practice*

154. Seychelles has undertaken steps to meet its international obligations in this area. It acceded without any reservations to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) on 5th May, 1992 which entered into force for the republic on the 4th June 1992. Moreover, the country also signed its Optional Protocol on 22nd July 2002, and ratified on the 1st March 2011. It came into force on 1st June 2011.

155. Regionally, Seychelles has also signed the ***South African Development Community (SADC) Declaration on Gender and Development*** signed on 8th September 1997 and its Addendum on the Prevention and Eradication of Violence against Children and Women signed on 14th September 1998. Moreover, the ***Indian Ocean Commission Gender Policy*** was adopted in 4th April 2009.

156. Nationally, the Constitution guarantees gender equality through the Preamble and the Seychellois Charter of Fundamental Human Rights and Freedoms (Chapter 3 of the Constitution). All rights, except for Article 30 addressing the issue of working mothers, listed in the latter are applicable to both men and women. The Preamble itself 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”* and reaffirms that these rights include the rights to life, liberty and the pursuit of happiness free from all types of discrimination”.
157. Moreover, national laws recognize women as person and individual or ‘femme sole’, as indicated in the Civil Code 1976, Commercial Code Act 1977 and the Status of Married Woman Act 1948. Thus, women, no matter what their civil status in terms of marriage or other legal unions may dispose of their movable and immovable assets and properties as they so choose, without intervention of trustees or needing consent of the husband.
158. In addition, the Public Service Order 1996, updated in December 2003, in Order 32 ensures that all employment offers are made to both men and women with some minor exceptions (maternity protection). There will be no difference between salaries and terms of service for both men and women.

Special Protection for Women

159. Seychelles also recognizes that women need some special protection. The Constitution in Article 30 notes *“the unique status and maternal functions of women in society”* and provides for appropriate measures to ensure appropriate protection in terms of paid leave and work conditions.
160. The Employment Act of 1995 ensures that for pregnant women working in continuous employment for a fixed term or part time are entitled to 14 weeks of paid maternity leave (Regulation 16.1), that they should not be inducted to return to work before the end of their entitlement leave (Reg. 18), that they should not be involved in overtime work or night shift from 10pm to 5am during pregnancy after 6 months and before 3 months after confinement (Reg.23.1) and finally, during the same period, that they are entitled to have other work duties appropriate to their condition without loss of wages.
161. The Public Service Order 1996, updated in December 2003, Order 147 notes that maternity leave is to be given to all employees regardless of their marital status. The rights to protect working women are also included in the International Trade Zone (Conditions of Employment) Order of 1997.
162. Other forms of protection for women, especially against violence, are in the Family Violence (Protection of Victims) Act 2000. This Act seeks to empower the Family Tribunal, established under the Children Act, to make protection orders to ensure safety and security from violence and property damage as a result of domestic violence. Bigamy is illegal, as stipulated in the Penal Code 1955, Section 160 and Civil Status Act 1893, Section 42.

Strategic objective I.3. Achieve legal literacy

163. In 2011, there had been some training done by the local NGOs with the collaboration of the UNDP on improving legal access for vulnerable groups, such as disadvantaged women. However, these efforts have not been sustained.

J. Women and the media

Strategic objective J.1. Increase the participation and access of women to expression and decision making in and through the media and new technologies of communication

164. It has not been possible to gather information on this issue.

Strategic objective J.2. Promote a balanced and non-stereotyped portrayal of women in the media

165. Much of the portrayal of women in the media is still problematic. For example, the women in media study done by GEMPLUS and Gender Links (South Africa) shows that women are used primarily to present the news and when they are newsmakers, it is usually for a 'human interest' story regarding disasters, social and health issues. Men are used mostly for 'hard' news on the economy and finance.

166. Thus, this objective has not yet been achieved as not much has changed since the last reporting cycle.

K. Women and the environment

Strategic objective K.1. *Involve women actively in environmental decision-making at all levels*

Strategic objective K.2. *Integrate gender concerns and perspectives in policies and programmes for sustainable development*

The Constitution of the Republic of Seychelles (Article 38 & 40) states that it is the right of every person to live in and enjoy a clean, healthy and ecologically balanced environment. It is a duty of every citizen to protect, preserve and improve the environment.

167. The Environment Protection Act of 1994 is the main legal framework for the environmental impact assessment process, the establishment of sensitive areas, coastal zone management, waste management standards and makes provision for prevention, control and abatement of environmental pollution. The Town & Country Planning Act of 1972 has been the most important instrument with regards to physical development and construction. However, it needs urgent revision to incorporate sustainability principles and also modern tools and approaches to planning and development. (SSDS 2012-2020).

168. In terms of governance issues, women are not as visible in the environment sector as men. The Minister of Environment has been male since the 1990's. The first Minister with portfolio responsibility for environment was however female and the legislation guiding environment development and conservation was enacted under her leadership. The CEO of the Energy Commission is male and the post has always been occupied by a male. Most of the environment NGOs are headed by males.

169. However, the SSDS 2011-2020 recognises the vital role of women and gender is part of the very first chapter which discussed human interactions, social development and the environment. The chapter was jointly drafted by a male and female consultant.

Strategic objective K.3. *Strengthen or establish mechanisms at the national, regional and international levels to assess the impact of development and environmental policies on women*

170. The Environmental Impact Assessment exercise is still more concerned with flora and fauna, with little examination of impact on humans, much less women. The proposal to use a Social Impact Assessment model for development projects, should it be acceptable, may help to change the status quo.

L. The girl child

Strategic objective L.1. <i>Eliminate all forms of discrimination against the girl child</i>
Strategic objective L.2. <i>Eliminate negative cultural attitudes and practices against girls</i>
Strategic objective L.3. <i>Promote and protect the rights of the girl child and increase awareness of her needs and potential</i>
Strategic objective L.4. <i>Eliminate discrimination against girls in education, skills development and training</i>
Strategic objective L.5. <i>Eliminate discrimination against girls in health and nutrition</i>

171. The educational performance of girls and their participation in school life are major achievements for gender equality. There are more girls enrolled in post-secondary institutions compared to boys; the ratio is 2:1 in favour of girls. While girls' enrolment is high in some post secondary institutions, boys' remains higher in the Seychelles Institute of Technology (SIT), Maritime Training Centre (MTC) and Seychelles Agricultural and Horticultural Training Centre (SAHTC).

Table 29: Enrolment at post-secondary level by gender (2009 to 2013)

YEAR	LEVEL	MALES	FEMALES	TOTAL	% Female
2009	YEAR 1	70	106	176	60%
	YEAR 2	68	105	173	61%
2010	YEAR 1	63	83	146	57%
	YEAR 2	64	96	160	60%
2011	YEAR 1	57	97	154	63%
	YEAR 2	63	82	145	57%
2012	YEAR 1	75	113	188	60%
	YEAR 2	51	93	144	65%
2013	YEAR 1	67	118	185	64%
	YEAR 2	62	105	167	63%
Total		766	1187	1953	61%

Source: NBS (2014)

172. However, the burden of household chores as well as most sexual exploitation and abuse take place with girls. The mechanisms used to eliminate these forms of discrimination are the institutions that are meant to protect the girl child (as well as boys). These are the Social Services, the Probation Services, the National Council for Children (NCC), ASFF and Campaign for Awareness, Resilience and Education (CARE). NGOs such as SAWOP, SOROPTIMISTS and WASO also play a role in getting girls to realise their full potential as human beings and as citizens of Seychelles.

173. There are no reports of discrimination against girls in health and nutrition. Indeed, the nutrition programme of the Ministry of Health and the health programmes of the Youth Health Centre attract more girls than boys even if they are meant for both sexes. However, the issue of obesity is one that affects mostly girls and women as they stop physical activity earlier than boys and men, probably due to social and family responsibilities. Bovet et al (2011) noted that obesity in children is a cause for concern in the country.
174. There have been, however, national programmes to increase the physical activity of the nation as a whole, of children and women in particular. Awareness campaigns, such as the one launched by the Ministry of Health and the Ministry of Education, titled “Promoting Healthy Weight...A Major Future Investment”, target obesity in children in Seychelles. The issue has been discussed openly in live forums on national television.
175. Girls benefit from the free health and medical services offered to all children. The free primary health care programme, guaranteed by the Constitution includes a comprehensive Child Health Care Programme and an Extended Programme of Immunisation which year after year, has managed to vaccinate 100% of all eligible children. The School Health is aimed at enhancing the physical, mental and social health at school and in the social and cultural environment. Through this programme, girls are empowered to promote and protect their own health.

Strategic objective L.6. *Eliminate the economic exploitation of child labour and protect young girls at work*

176. Children under 15 years of age are not allowed to be employed. However, at 15 years, children can choose to leave school and seek employment. They are protected under the Employment Act (1995) from exploitation and have the same rights as other workers. Sometimes, children are involved in the informal sector as they leave school without the consent of their parents due to severe learning and behavioural problems. In this case, it is more difficult to monitor whether they are being treated fairly. This is an issue that needs resolution.
177. The Ministry of Labour and Human Resource Development also conducts Soft Skills Training with young unemployed people. There is a module on the Employment Act, sexual harassment and how they can redress issues of rights violations. Three cohorts of about 45 young people are trained every year before being placed in supervised employment to ensure their safety, their adaptation and understanding of the work environment and its requirements.

Strategic objective L.7. Eradicate violence against the girl child

178. The Children Act (2004) makes provision for a Family Tribunal as an alternative structure to the traditional court system. The Tribunal can hear and determine cases relating to children in particular, (maintenance of children, as the most common and custody). A unique feature of the Act allows for automatic deduction of alimony from the defaulting parent's salary via the employer. The Children (Amendment) Act 2005 states that whenever a court or tribunal determines any question with respect to the upbringing of a child, the child's wellbeing shall be its primary consideration. The amendment also introduced a statutory checklist. The ascertainable wishes and feelings of the children are part of the list of factors which the courts and Tribunals are required to take into consideration.
179. Psychological services for children in need or who have been traumatised by various forms of abuse have been transferred to the National Council for children (NCC). Civil society organisations are very active in addressing various aspects of children's rights, especially of girls who are vulnerable.
180. Les Li Viv (meaning 'Let Them Live') a local NGO affiliated to the Roman Catholic Diocese works with young pregnant girls to help them keep their babies. These children can be adopted or fostered to prevent abortions.
181. NCC has well-developed interventions on public education and awareness about children's and parents' rights and responsibilities and a counselling programme for traumatized children, especially those who have been abused physically, emotionally and sexually.
182. It is important to note that a study published by the Royal Commonwealth Society in March 2011 considered Seychelles, together with Dominica, to be the fourth best place among 54 countries of the Commonwealth for a girl child to be born (after New Zealand, Barbados and Trinidad and Tobago). The study was based on 8 indicators: life expectancy, underweight children, number of years in school, teenage pregnancies, girls' accessing scholarships, political participation, women athletes and pay equality.

Strategic objective L.8. Promote the girl child's awareness of and participation in social, economic and political life

183. Girls are already very active in school clubs, the Youth National Assembly and through structures of political parties, all of which have youth leagues. Most of the school and district activities required participation in sessions, talks, debates and

discussions are dominated by girls. Boys are more active in sports clubs. The Seychelles Youth Leaders' Programme and the President Award Scheme have once again more girls than boys as members and participants.

184. Most local seminars on social, economic and political issues strive to invite young people through the National Youth Council and the Youth Commission of LUNGOS. The selected participants tend to be female.

Strategic objective H.2. *Integrate gender perspectives in legislation, public policies, programmes and projects*

185. This strategic objective is related to the recommendations from the CEDAW Review and work has begun to address the issues raised. So far, there is no legislation that specifically mention women and girls, unless there are provisions that apply to them. The country is in the process of finalising the National Gender Policy

Strategic objective H.3. *Generate and disseminate gender-disaggregated data and information for planning and evaluation*

186. Sentinel sites and researchers are beginning to understand the importance of having nationally validated and disaggregated data not only for gender, but age, socioeconomic status and other key demographic factors. The NBS is collecting such data and information in its various surveys. Some of the data sets are presented in Annex 2.
187. The main obstacles, gaps and challenges since 2009 in implementing the critical areas of concern have been the lack of personnel in dedicated sections, units and agencies to work full-time on these issues. The same situation exists in the Gender Secretariat with its two workers and in NGOs where the volunteers can only help out after working hours. Some of them are also employed by the state, creating a conflict of interest when they are to implement actions that may be more controversial, such as working with sex workers and addressing publicly the issue of gender-based violence, trafficking in persons and the lack of women in prominent roles in the political parties' administrative structures.
188. The global economic and financial crisis in November 2008 had a major impact on Seychelles and its girls and women. They bore the brunt of the macroeconomic reforms. However, government put in place measures which have been discussed above to reduce the negative impact of rapid and sudden inflation, redundancy and loss of revenue for low-income women. It is worth noting that most of the measures involving civil society partnership with the government incorporated a gender perspective and included women as a specific targeted group (ERSP and SAWD, as examples).

189. Austerity policies and measures, such as tax increases, cuts in public expenditure, or public sector downsizing, have been introduced in Seychelles in the aftermath of the 2007/2008 financial crisis. These issues have also been discussed before.

Section Three: Data and statistics

No core set of national indicators established

190. No core set of national indicators have been established.
191. In the meantime, there have not yet been any major national discussions on the national indicators. Moreover, the work is presently disparate and not well coordinated. Each organisation is engaged in its own different types of work and pays little attention to gender indicators until the next reporting cycle.
192. The problem of data collection and management has been highlighted in various documents such as the ***Medium-Term Development Strategy 2012-2014*** (still in draft form), which considers data collection and management as one of the major development priorities on which all other actions will be based, monitored and evaluated. Furthermore, the MDG Reports 2010 and 2013 also noted this same problem. The reports reaffirmed the urgent need to improve data gathering and dissemination in all sectors.
193. All national institutions collect statistics and other data, as well as operate information management systems. The responsibility for data collection will be on particular work sites where such information is either gathered on a routine basis or done periodically through sector or national surveys as part of data gathering (censuses, household surveys). The data is sent to the NBS for collation and analysis, as well as dissemination and storing.

Measures to improve data collection

194. There have been a number of initiatives undertaken recently in the Seychelles to improve capacity to collect, manage and share data and statistics amongst key organisations that are responsible for the monitoring and evaluation of national priorities and development goals as well as international goals, targets and indicators such as the MDGs, SDGs and the Beijing Declaration and Platform for Action, to name a few. However, focus has remained squarely on MDGs and SDGs.
195. The NBS in collaboration with the Gender Secretariat has worked on a set of data using the MDG and Sustainable Goals indicators. The data sets focus on political parity, demographics, women in national positions, health indicators (maternal mortality, child mortality, prevalence of HIV and AIDS and other communicable diseases, as well as non-communicable ones, school, post-secondary and tertiary enrolment and economic indicators. The data sets are now readily available, but some of the data is still not gender-disaggregated.
196. Limited co-ordination between institutions and across sectors has led to a recent initiative by the Ministry of Foreign Affairs to take a more systematic and coordinated approach to monitoring MDGs and SDGs. It is expected to lead to the

establishment of more effective mechanisms to ensure collection and analysis of relevant data to inform future reporting commitments and to evaluate national progress towards set development goals.

197. A needs assessment of organisational capacity to monitor the MDGs in Seychelles was done in June 2013 and a National Statistics Committee led by the National Statistics Bureau was established.
198. The Ministry of Foreign Affairs, in partnership with UNDP, jointly organised a DevInfo training workshop in Seychelles from 26th to 30th October 2009. Participants included representatives from the Ministry of Health and Social Development, the Social Welfare Agency, the National Statistics Bureau, and the Departments of Education and Environment. They were trained in both the User and Database Administration applications of DevInfo, which is a data software.
199. The ***UNDP Country Programme for the Seychelles (2012-2016)*** proposes for poverty reduction and Millennium Development Goal achievement to build capacity of the newly established Agency for Social Protection (ASP) and the National Bureau of Statistics (NBS) to develop a national poverty line and establish an autonomous poverty-monitoring system. For these two organisations to build analytical capacity to administer social programmes, they will need to make use of appropriate data and statistical techniques. Therefore, the main focus will be on exposing *“the National Bureau of Statistics and Social Welfare Agency (sic) (now ASP) to cutting-edge statistical techniques and methodologies designed to oversee the design of survey questionnaires, conduct surveys, and analyse data to assess the poverty line and other dimensions of relative poverty.”*
200. Technical assistance was provided to Seychelles by Mauritius to promote the exchange and cooperation in the field of MDG. Mauritius has a reputation for having an excellent MDG data gathering and monitoring system. An expert with distinctive expertise in planning and coordinating of MDG data collection was invited to Seychelles for a three days capacity building mission whereby experience was shared and information was exchanged as to how to address various gaps in data collection and better managed the MDG data.

Section Four: Emerging priorities

201. Key priorities for gender equality are as follows:

Data collection

- (a) There is an urgent need to collect and manage data that can inform policy and programmes, as well as help to facilitate reporting obligations of various sectors and departments. The capacity of the NBS and Department of Information and Communication Technology (DICT) should be maximised to allow both organisations to assist others with their collection, management and sharing of data and information. Careful evaluation of the personnel requirements should be made for better organisational development plans that will include training and succession plans wherever necessary. The capacity of other key departments should also be evaluated in this process.
- (b) Both NBS and DICT must ensure that the methods used to collect and manage data and information are standardised. Wherever possible, personnel from either NBS or DICT should be present in departments that have not yet developed their set of indicators and databases to assist them in this process. This will ensure that there is more standardisation of methods and software used.
- (c) The Seychelles has sufficient qualified persons in most departments to collect and analyse data within their agencies and ministries. Some personnel have training up to Masters level. This provides a ready pool of people for the collection and management with minimum requirement for training. Most are computer literate and able to move from one platform to another with ease.

Programmatic Actions to improve gender equality

- (d) The Gender Secretariat and partners should focus on gender rather than women's issues, as the Seychelles has serious gender disparities against boys and men. There is already awareness raised about this issue, even in the civil society. For example, ASFF with the support of WHO has conducted a study on men's perception of health services in Seychelles. The Social Affairs Department also conducted a study on life expectancy differentials, especially in terms of gender.
- (e) There is a need to create more awareness about gender-based violence, with work done with children, especially boys to improve their attitudes towards girls and women, and to counteract popular culture portrayal of women.
- (f) The Seychelles must try to improve the level and depth of women's participation in national economic activities and decision-making processes. Presently, projects for women and girls tend to be localised and narrow in focus, with predominance of small actions, such as buying sewing machines, training in information technology and handicraft. More projects with national impact need to be developed to give more visibility and credence to the efforts for gender equality.

Sustainable Development Goals and the post-2015 development agenda

202. The indicators for gender as part of the *Seychelles Environment Outlook 2013 – 2020* are listed below. The indicators are in the social environment chapter and focuses on demography, gender, employment and poverty amongst others.

Table 30: National indicators for the social environment chapter in SEO

Chapter	Themes	Indicators
Social environment	Demography	Changes in population over time Changes in demographic profile over time Net migration Total Fertility rate
	Gender	Number of women and men involved in environmental work / livelihoods
	Land use and management	Percentage of land used for farming Percentage of land used for housing
	Employment	Labour force, by gender, sector
	Poverty	Population under national poverty line Housing type Households with computers Internet connections
	Health	Access to primary health care Life expectancy (male / female) Drug dependence
	Education	Primary school enrolment by gender Literacy rates, by gender, age

Source: SEO 2011-2011

203. The Post-2015 agenda is discussed in the MDG Report of 2010 and 2013. The main focus for the SDG on gender is that there should be “*full participation of women, children, young people and persons with disabilities in the development and implementation of SDGs.*”

Annexes

Annex 1: Process of preparing the national review

Meetings with key stakeholder organisations		
Dates / Times	Organisations	Remarks
Monday 28th April at 13H	Gender Secretariat	Planning for the organisation of the collection of information and data
Tuesday 29th April at 09H	National Bureau of Statistics	Finalising the data available as per the gender indicators

Email contacts with key stakeholder organisations	
National Bureau of Statistics	Data on national gender indicators
Ministry of Education – Education Management Information System	Women and education and training
Ministry of Health	Education statistics

Organisations	Posts
National Bureau of Statistics Ms. Laura AH-TIME	Chief Executive Officer
Ministry of Education Dr. Linda BARALLON Mr. Wilfred URANIE	Director-General Policy, Planning and Research Division Education Officer
Ministry of Health Mr. Joachim DIDON	Senior Statistician

Visited websites include, amongst others, the following:

www.egov.sc

<http://www.nsb.gov.sc/>

<http://www.sidsnet.org/about-sids/msi>

<http://dataportal.afdb.org/default.aspx>

<http://www.nation.sc/index.php?art=17574> “New software to help staff monitor millennium goals,” Seychelles Nation Online, 5 November 2009

Annex 2: Statistical information

TABLE 31: MID-YEAR POPULATION ESTIMATES, VITAL EVENTS, 1990 - 2012

Year	Mid-Year Population	No.of Births	Birth Rate ⁽¹⁾	No.of Deaths	Death Rate ⁽¹⁾	No.of Infant Deaths	Infant Mortality Rate ⁽²⁾	No.of Immigrants	No.of Emigrants	Net Migration Rate ⁽¹⁾
1990	69,507	1,617	23.1	543	7.7	21	13.0	17,290	17,720	-6.1
1991⁽⁴⁾	70,438	1,706	24.2	545	7.7	22	12.9	17,201	17,992	-11.2
1992⁽⁵⁾	70,763	1,601	22.6	522	7.4	19	11.9	20,777	20,975	-2.8
1993	72,253	1,689	23.4	597	8.3	22	13.0	24,975	24,695	3.9
1994⁽⁶⁾	74,205	1,700	22.9	562	7.6	15	8.8	26,291	25,887	5.5
1995	75,304	1,582	21.0	525	7.0	29	18.3	28,402	28,341	0.8
1996	76,417	1,611	21.1	566	7.4	15	9.3	28,372	28,967	-7.8
1997	77,319	1,475	19.1	603	7.8	12	8.1	30,388	29,979	5.3
1998⁽⁷⁾	78,846	1,412	17.9	570	7.2	12	8.5	31,969	31,109	10.9
1999	80,410	1,460	18.2	560	7.0	15	10.3	32,877	31,809	13.3
2000⁽⁷⁾	81,131	1,512	18.6	553	6.8	15	9.9	34,803	35,881	-13.3
2001	81,202	1,440	17.7	554	6.8	19	13.2	39,499	40,840	-16.5
2002 ⁽⁸⁾	83,723	1,481	17.7	647	7.7	26	17.6	50,262	52,561	-27.5
2003 ⁽⁸⁾	82,781	1,498	18.1	668	8.1	25	16.7	48,678	49,707	-12.4
2004 ⁽⁹⁾	82,475	1,435	17.4	611	7.4	17	11.8	47,901	48,285	-4.7
2005	82,852	1,536	18.5	673	8.1	15	9.8	51,845	52,456	-7.4
2006	84,600	1,467	17.3	664	7.8	14	9.5	55,475	55,065	4.8
2007	85,033	1,499	17.6	630	7.4	16	10.7	58,676	58,205	5.5
2008	86,956	1,546	17.8	662	7.6	20	12.9	55,001	54,079	10.6
2009	87,298	1,580	18.1	684	7.8	17	10.8	47,939	48,880	-10.8
2010⁽¹⁰⁾	89,770	1,504	16.8	664	7.4	21	14.0	55,652	58,786	-34.9
2011⁽¹¹⁾	87,441	1,625	18.6	691	7.9	16	9.8	56,350	57,140	-35.8
2012	88,303	1,645	18.6	651	7.4	17	10.3	54,034	53,852	2.1

Source: National Bureau of Statistics

Notes:

- (1) Measured per thousand of mid-year Population
- (2) Deaths of infants under one year of age per 1000 Live Births
- (3) The mid year population estimates for 1987-1993 have been rebased using the 1987 census data
- (4) 2 persons aged 36 & 37 registered in 1991 are not included in the births in this table
- (5) 2 persons aged 27 & 50 registered in 1992 are not included in the births in this table
- (6) The population has been rebased using the 1994 census results
- (7) The population has been adjusted due to misreporting of births from Civil Status
- (8) The original census figure has been adjusted by 2.4% to take into account undercounts
- (9) The population has been rebased using the 2002 census results
- (10) The population has been adjusted and rebased using the 2010 census results
- (11) The population has been adjusted due to misreporting of births from Civil Status

Table 32: National economic indicators from 2010 to 2014

	2010 Actual	2011 Actual	2012 Est.	2013 Proj.	2014 Proj.
(Percentage change, unless otherwise indicated)					
National income and prices					
Nominal GDP (millions of Seychelles rupees)	11,746	13,119	14,145	15,292	16,461
Real GDP	5.6	5.0	2.9	3.3	3.9
CPI (annual average)	-2.4	2.6	7.1	4.5	3.4
CPI (end-of-period)	0.4	5.5	5.8	4.3	3.1
GDP deflator average	-3.6	6.4	4.8	4.6	3.6
(Percentage change, unless otherwise indicated)					
Money and credit					
Credit to the economy	21.4	6.2	2.5	13.0	...
Broad money	13.5	4.5	-2.3	0.1	...
Reserve money	34.7	-2.7	6.9	12.3	...
Velocity (GDP/broad money)	1.6	1.7	1.9	2.1	...
Money multiplier (broad money/reserve money)	4.2	4.5	4.1	3.6	...
(Percent of GDP)					
Savings-Investment balance					
External savings	23.0	22.7	21.7	23.2	18.4
Gross national savings	13.6	12.4	17.3	15.1	15.5
• <i>Of which:</i> government savings	7.8	10.6	14.3	12.1	11.0
• Gross investment	36.6	35.1	39.0	38.2	33.8
• <i>Of which:</i> government investment	8.6	8.1	12.0	9.2	7.8
Government budget					
Total revenue, excluding grants	34.1	35.8	37.6	36.4	35.6
Expenditure and net lending	32.5	35.7	40.2	38.5	36.0
Current expenditure	27.2	27.6	28.8	28.8	27.3
Capital expenditure and net lending	5.3	8.1	11.4	9.8	8.7
Overall balance, including grants	2.5	2.5	2.4	1.8	2.0
Primary balance	8.6	5.4	6.2	5.1	4.4
Total public debt	81.6	74.3	77.3	72.0	65.3
Domestic ¹	32.5	28.0	27.7	25.7	18.6
External	49.1	46.2	49.6	46.3	46.7
(Percent of GDP, unless otherwise indicated)					
External sector					
Current account balance including official transfers	-23.0	-22.7	-21.7	-23.2	-18.4
Total stock of arrears (millions of U.S. dollars)	30.3	9.0	2.7
Total public external debt outstanding (millions of U.S. dollars)	478	490	512	558	597
• (percent of GDP)	49.1	46.2	49.6	46.3	46.7
• Terms of trade (= - deterioration)	-6.7	-6.4	-0.4	0.6	1.2

• Real effective exchange rate (average, percent change)	4.4	-7.4
Gross official reserves (end of year, millions of U.S. dollars)	254	277	305	317	326
Months of imports, c.i.f.	2.3	2.5	2.6	2.7	2.7
Exchange rate					
Seychelles rupees per US\$1 (end-of-period)	12.1	13.7	13.0
Seychelles rupees per US\$1 (period average)	12.1	12.4	13.7

Source: *International Monetary Fund (IMF) – 2013*

Women and Education and Training

TABLE 33: Literacy rate for women and men, aged 15-24 years

Indicators/ Years	2009	2010	2011	2012
Literacy rate of 15 - 24 year olds				
Women (all ages)	96**	99.4		
Men (all ages)	96**	98.8		

Source: Ministry of Education, *UN MDG Report (June 2010), UN Statistics Division (2013, ** World Bank, 2013

Women and Health

TABLE 34: Causes of mortality (men and women)

Men						
Mortality	Age	1989-1991	2008-2010	Total Change*	Yearly Change+	95% CI
All causes	<55	370	247	-33%	-2.00%	-2.4 to -1.6%
	55-75	594	420	-29%	-2.00%	-2.4 to -1.7%
	>75	629	417	-34%	-3.00%	-3.3 to -2.6%
All CVD*	<55	116	55	-53%	-3.50%	-4.3 to -2.8%
	55-75	288	172	-40%	-2.60%	-3.1 to -2.2%
	>75	345	193	-44%	-4.30%	-4.7 to -3.8%
Stroke	<55	22	20	-1%	0.10%	-1.2 to 1.5%
	55-75	102	59	-42%	-3.20%	-3.9 to -2.5%
	>75	126	63	-50%	-4.50%	-5.2 to -3.7%
MI*	<55	17	7	-60%	-2.90%	-4.5 to -1.2%
	55-75	70	30	-57%	-3.70%	4.7 to -2.7%
	>75	30	21	-30%	-1.90%	-3.2 to -0.6%
Other CVD	<55	77	28	-64%	-6.10%	-7.1 to -5.0%
	55-75	116	83	-28%	-1.50%	-2.2 to -0.7%
	>75	189	111	-41%	-4.60%	-5.3 to -4.0%
Women						
Mortality	Age	1989-1991	2008-2010	Total Change*	Yearly Change+	95% CI
All causes	<55	146	122	-16%	-0.50%	-1.0 to 1.0%
	55-75	226	151	-33%	-1.40%	-1.9 to -0.9%
	>75	313	246	-21%	-1.00%	-1.4 to -0.1%
All CVD	<55	42	31	-26%	-1.20%	-2.3 to -0.1%
	55-75	126	75	-40%	-2.40%	-3.1 to -2.7%
	>75	166	139	-16%	-0.70%	-1.2 to -0.1%
Stroke	<55	16	13	-2%	-1.00%	-2.9 to 1.0%
	55-75	50	25	-50%	-4.10%	-5.1 to -3.0%
	>75	75	48	-36%	-2.20%	-3.1 to -1.3%
MI	<55	8	5	-37%	-4.30%	-7.1 to -1.5%
	55-75	27	11	-24%	-4.20%	-5.8 to -2.5%
	>75	15	8	-47%	-3.10%	-5.0 to -1.1%
Other CVD	<55	21	14	-33%	-1.10%	-2.7 to 0.6%
	55-75	49	37	-67%	-0.30%	-1.3 to 0.7%
	>75	78	85	10%	0.80%	0.1 to 1.6%

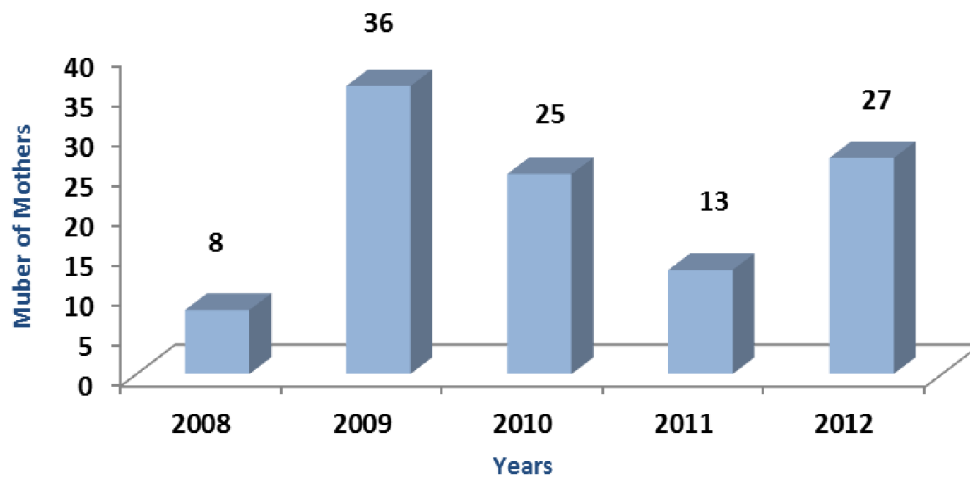
Source: Stringhini et al (2012) *CVD = cardiovascular diseases **MI = Myocardial infarction

TABLE 35: Proportion of women receiving prenatal care

Year	2000	2005	2006	2007	2008	2009	2010	2011	2012
% of Total	99.7	99.9	99.8	99.2	99.8	99.8	99.8	99.8	99.8

Source: Ministry of Health (2013_

Figure 8: Number of heroin-dependent mothers from 2008 to 2012



Source: Ministry of Health (2013)

Women in power and decision-making

Table 36: Primary School Managers by Schools, by Responsibility and by Gender

School	Head Teacher		Deputy		Early Childhood Coordinator		Senior Teacher		Special Needs Coordinator		Subject Coordinator Maths & Science		Subject Coordinator Languages		TOTAL School Management	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Anse Aux Pins		1		1		1		0		1		1		0		5
Anse Boileau		1		1		1		1		1		1		1		7
Anse Etoile		1		1		1		0		1		1		1		6
Au Cap		1		0		1		0		1		1		0		4
Anse Royale		1		1		1		1		1		1		1		7
Bel Eau		1		1		1		2		1		1		1		8
Baie Lazare		1		0		1		0		1		1		1		5
Bel Ombre		1		0		1		0		1		1		1		5
Baie Ste Anne		1		1		1		1		1	1	0		1	1	6
Beau Vallon		1		1		1		1		1		1		1		7
Cascade		1		0		1		0		1		1		1		5
Glacis		0		0		0		0		0		0		0		0
Grand Anse Mahe		1		0		1		0		1		1		1		5
Grand Anse Praslin		1		1		1		2		1		1		1		8
La Digue	1	0		1		1		0		1		1		1	1	5
La Misere	1	0		0		1		0		1		1		0	1	3
La Rosiere		1		1		1		2		1		1		1		8
La Retraite		1		0		1		0		1		1		1		5
Mont Fleuri		1		1		1		1		1		0		1		6
Perseverance		1		0		1		0		1		1		1		5
Plaisance		1		1		1		2		1	1	0		1	1	7
Pointe Larue		1		1		1		0		1		1		1		6
Port Glaud		1		0		1		0		1		1		1		5
Silhouette		1		0		0		0		0		0		0		1
Takamala		1		0		1		0		1		1		1		5
TOTAL BY GENDER	2	22	0	13	0	23	0	13	0	23	2	20	0	20	4	134
GRAND TOTAL	24		13		23		13		23		22		20		138	
PERCENTAGE	8%	92%	0%	100%	0%	100%	0%	100%	0%	100%	9%	91%	0%	100%	3%	97%

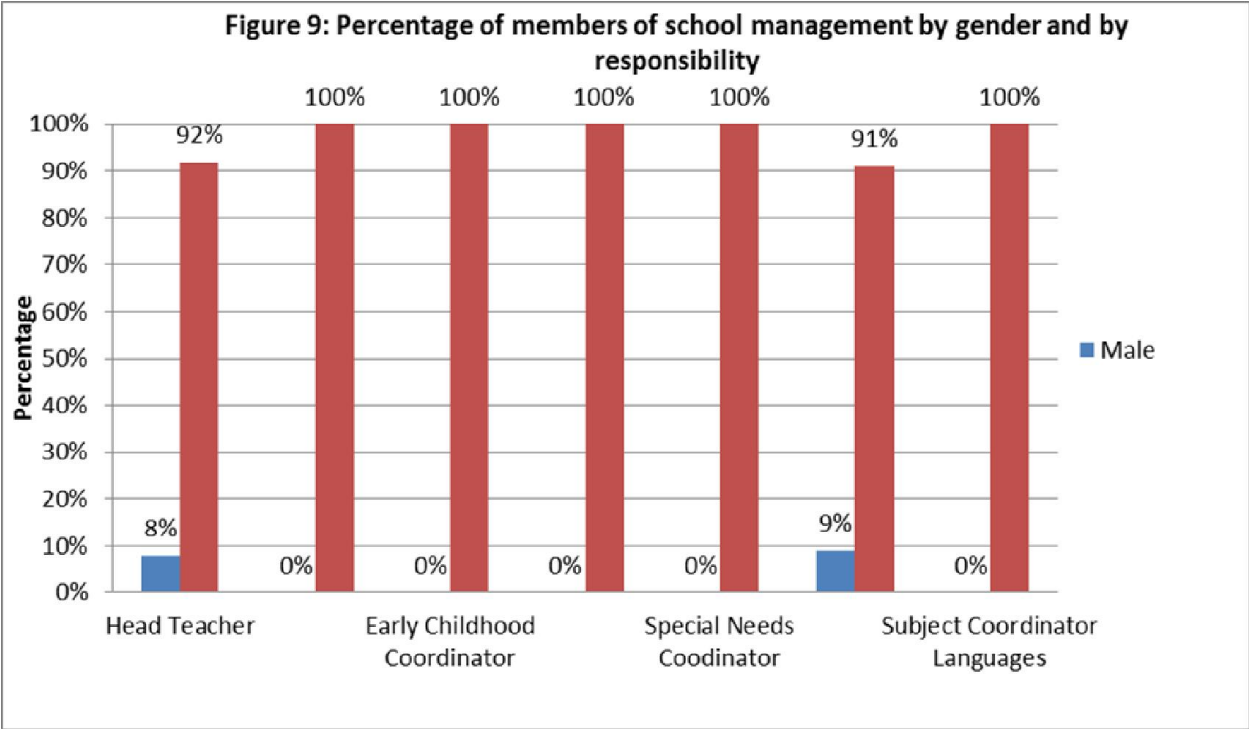


Table 37: Police department personnel by post and gender (2013)

Seychelles Police Force - Gender 2013		
Post	Female	Male
Commissioner	0	1
Special Constable	8	31
Trainee Constable	37	62
Constable	130	163
Lance Corporal	15	25
Corporal	40	46
Sergeant	28	23
Sergeant Major	0	3
Sub-Inspector	17	29
Inspector	6	16
Assistant Superintendent	1	14
Superintendent	2	6
Chief Superintendent	0	5
Total (as of July 1st 2013)	284	424

Table 38: Composition of executive committees of political parties by gender

Executive committees			
	PL	SNP	NDP
W	7	8	3
M	19	13	12
T	26	21	15
W%	27%	38%	20%
M %	73%	62%	80%

Annex 3: case studies/good practice examples of policies and initiatives implemented in any of the **critical areas of concern**, not included elsewhere

Annex 4: List of policies, strategies, action plans and publications

Social Development, Including Gender Equality and Equity

Names / Year	Main Provisions
National Plan of Action on Social Development for Seychelles (NPASD)	Guide for all stakeholders to formulate their own programmes to address various developmental challenges and concerns facing Seychelles.
Social Development Strategy for Seychelles beyond 2000	People-centred approach to harmonise social and economic development goals, focusing on participation of the community. From the Strategy, a plan was devised.
National Population Policy for Sustainable Development, 2007	National development challenges from the perspective of social, health, migration, fertility rates and cultural issues linked to population, including lowering fertility rates, the increased labour force participation, youth unemployment, brain drain and dependence on expatriate labour.
National Strategy on Domestic Violence 2008-2012	Developed to, inter alia, reduce vulnerability of women and men to domestic violence, both victimisation and perpetration through strengthening and coordination of activities of all stakeholders for an integrated and efficient response to domestic violence.
National Plan of Action on Gender-Based Violence 2010-2012	Action-plan to support the National Strategy on Domestic Violence, with 6 main themes and SMART targets.
The Family Violence (Protection of Victims Act) 2000	The Act offers protection for survivors of family violence, and this includes a protection order for up to two years. This can be sought on behalf of themselves, another family member and property. The Act also gives the Family Tribunal the right to direct perpetrators of violence to attend counselling and/or rehabilitation programmes.
Penal Code	Provides protection for all persons against all forms of violence.

Employment and Labour

Names / Year	Main Provisions
Variety of national laws on labour and employment	Some 230 laws and amendments of laws to address all issues related to employment and labour: education, vocational training, right to collective bargaining, disabled and migrant workers, child labour, employment security and conditions of work, occupational health and safety, amongst others.
National Employment Policy (1984) and Revised Version (2014)	Sound employment and industrial relations remains in focus in its development programmes
Social Charter for Dialogue (2005)	Establishes mechanisms for dialogue and consultations between the employers, employees and government.
Employment Act (1995) and Amendments (2008) (Repeals Employment Act of 1990)	Revises and consolidates the law relating to employment. Amongst other provisions, it also regulates employment services bureaus and employment agencies, deals with contracts of employment and trainees. Protects employment.
Decent Work Country Programme (2012)	Adoption of the ILO Initiative to have decent work conditions throughout the workplace and in all employment and labour.
National Productivity Strategic Plan 2014 - 2018	National plan to improve productivity by engaging all actors in political, economic, legal, social, work and enabling environments with focus on actions that promote respect of human rights for all workers (both national and migrant) and ILO conventions.
National HIV and AIDS Policy in the Workplace 2013	Focuses on protection and fulfilment of human rights for all workers, including PLHIVs in the workplace and seek to eliminate all forms of discrimination in the workplace and at all levels (recruitment, training, work and promotions) and in both formal and informal sectors.

Education

Names / Year	Main Provisions
Education Act, 2004	Establishes clear guidelines on rights and obligations of the Ministry of Education, teachers, parents and students and sets penalties for educational neglect and serious misconduct by students.
Children Act, 1982 revised 2005	Establishes clear set of guidelines on rights and responsibilities of parents, guardians and the state in the protection of children of both sexes from all forms of abuse and neglect, and the associated penalties.
Education Policy: Education for a Learning Society (2000)	Provides equality of access to 10 years of compulsory education, which is from the age of three and a half years to the age of 16, for both boys and girls. It is a criminal offence under the law not to send children to school.
Education for All: National Action Plan 2001 - 2015	Reaffirms the commitments made at the World Conference on Education for All (Jomtien, 1990) and World Education Forum (Dakar, 2000) and focuses on 6 goals. Goal 5 is: <i>'Eliminating gender disparities in primary and secondary education by 2005 and achieving gender equality by 2015'</i> .
Education reform of 2009 / 2010	Seeks to redress problematic situations such as work conditions for teachers, discipline problems in schools and the need to improve educational outcomes.
Zero-Tolerance Policy of Alcohol and Drugs, 1993 revised in 2005 and 2009, with the New Pastoral Care Programme 2009 / 2010	The Ministry of Education has adopted a policy on using, distributing, selling and other forms of transactions on cigarettes, drugs and alcohol. Consequences (penalties, referrals, counseling, other forms of psychosocial support)
Code of Conduct for Primary and Secondary Schools (August 2010)	A platform based on the 11 fundamental principles to create an enabling environment setting norms and conditions for students, parents and teachers to co-exist harmoniously, through a sense of balance between the academic and the pastoral and support to successful learning.
Higher Education Act (2009)	The objective of higher education is to develop in life-long learners the critical skills, knowledge, values and attitudes that will enable them to move confidently within academic or vocational traditions, engage in research, and serve the community as responsible citizens.
Education Sector Development Plan 2007 - 2011	It emphasizes the need for <i>'Education at all levels'</i> from early childhood to university to ensure sustainable development. It is aligned to the Education Act of 2004 and aims to promote a holistic and interdisciplinary approach to comprehensive education (knowledge, skills, attitudes, values, behaviour and lifestyles)
Teenage Pregnancy Policy (2005, revised draft 2011)	Focuses on provision of social, health and counselling services for pregnant students and for their return to school, with the aim to respect the girls' right to education as stipulated in the Convention on the Rights of the Child.
Education Sector Medium Term Strategic (MTS) Plan 2013-2017	Strategy outlining the Education sector goals from 2013 to 2017, with main focus on improving service delivery and management, fostering quality education through a number of measures for schools and the Ministry of education.

Health

Names / Year	Main Provisions
WHO Country Cooperation Strategy 2008-2013	All health issues in Seychelles with some priority areas, such as non-communicable diseases linked to lifestyles (diet, exercise and work).
National Reproductive Health Policy, 2008	Elimination of discrepancies in laws & policies regarding adolescent reproductive health & to reduce adolescent fertility rates.
National Policy on the Prevention and Control of HIV and AIDS and Sexually Transmitted Infections 2012	Sets targets for the reduction in incidence / prevalence of HIV and AIDS, including prevention and treatment programmes. Continued increase in incidence & prevalence of HIV & AIDS, with new target populations (women, SW's, PWID's, MSM's & transient groups, e.g., students and seamen).
Seychelles Health Strategic Framework 2006-2016	Based on the principles of Health By All and Health For All, the document focuses on development of SMART targets to address key issues of health in Seychelles.
National Harm Reduction Measures 2010	Draft policy developed by the Drug and Alcohol Council to address the issue of HIV/AIDS, hepatitis C and other health issues in relation to PWIDs, SWs and MSMs.
EMPS2000-2010 & Seychelles Sustainable Development Strategy 2012-2020	Integrated approach to environment protection taking into account in the last two EMPS of the need to consider issues linked to population, society, gender and health.

Economy, Commerce and Trade

Names / Year	Main Provisions
Memorandum of Economic and Financial Policies (MEFP).	Started in 2008 and 2009 and followed by a medium-term strategy for 2010-2012, for which the Government requested a three-year IMF programme under the Extended Fund Facility (EFF) as well as continued support from World bank and African Development Bank.
Small Enterprise Promotion Agency Act, 2004	Provides a legal framework for the management and day to day running of SENPA. This is essential as most of the small businesses involving retail, handicrafts and sewing are operated by women, especially those who were at some point disadvantaged and vulnerable.
The Investment Code of Seychelles Act, 2005	To provide a legal environment that is conducive for investment in Seychelles, as well as to protect the rights of investors
Seychelles Industrial Policy, (1996)	Encourages light industrial activities that would not damage or harm the Seychelles fragile and pristine environment, imports substitutions and job creation, an enabling environment for the development of entrepreneurs, productivity and competitiveness as well as to gradually mitigate protection of infant industries, service sector related to the industry, to provide indirect subsidies and support entrepreneurs, amongst others.
Minimum Reserve Requirement	MRR ratio stipulates the percentage of deposit liabilities that financial institutions under its supervision, namely commercial banks, are required to hold as cash with the Central Bank.
Standing Facilities	For the management of short term liquidity by the banks, namely overnight, the Central Bank has in place two types of standing facilities. These are the Standing Credit Facility (SCF, introduced in June 2009) and the Standing Deposit Facility (SDF, introduced in December 2009) which is an overnight deposit made with the Central Bank at a pre-established interest rate, for the banks to place any overnight excess reserves.
Report of the Economic Reform Social Programme from LUNGOS	http://www.civilsociety.sc/?p=1248