



SEYCHELLES: NATIONAL COMPREHENSIVE REVIEW 2019

For the Twenty-fifth anniversary of the Fourth World Conference on Women
and adoption of the Beijing Declaration and Platform for Action (1995)

MAY 2019
MINISTRY OF FAMILY AFFAIRS
Bel Eau, Mahé

Acronyms and abbreviations

ASFF	Alliance of Solidarity for the Family
ASP	Agency for Social Protection
CEDAW	United Nations Convention on the Elimination of All Forms of Discrimination Against Women
CEPS	Citizens Engagement Platform Seychelles
COMESA	Common Market for Eastern and Southern Africa
CSO	Civil Society Organisation
EFOIS	Entreprendre au Feminin Ocean Indien
EU	European Union
FAO	Food and Agriculture Organisation
GBV	Gender-Based Violence
GEF	Global Environment Facility
GOS	Government of Seychelles
HAPTF	HIV and AIDS Prevention Task Force
IBBS	Integrated Behavioural and Biological Surveillance Survey
IPV	Intimate Partner Violence
MPA	Marine Protected Areas
MSP	Marine Spatial Plan
NAS	National Assembly of Seychelles
NGO	Non-Governmental Organisation
NGMT	National Gender Management Team
NSC	National Sports Council
PSCE	Personal, Social and Civic Education
PSO	Public Service Order
SAA	Seychelles Agricultural Agency
SADC	Southern African Development Community
SFA	Seychelles Fishing Authority
SIAH	Seychelles Institute of Agriculture and Horticulture
SRHR	Sexual and Reproductive Health and Rights
STEM	Science, Technology, Engineering and Mathematics
TGMI	The Guy Morel Institute

UNDP	United Nations Development Programme
UNISEY	University of Seychelles
WASO	Women in Action and Solidarity Organisation
WWID	Women Who Inject drugs

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Section One: Priorities, achievements, challenges and setbacks

1. What have been the most important achievements, challenges and set-backs in progress towards gender equality and the empowerment of women over the past 5 years?

1.1 Achievements

The most important achievements have been at both the policy and institutional frameworks, through the development of key policies, and programmatic actions levels, through the development of programmes and services for all, especially vulnerable and disadvantaged women and girls. In terms of policy development and institutional framework, at the national level, Seychelles, through the Gender Secretariat of the Ministry Family Affairs has completed the following documents:

- (a) The National Gender Policy 2016, and
- (b) The National Gender Plan of Action 2019 (NGP was drafted but never launched)

These three documents are important as they seek to align themselves to international instruments to which Seychelles is a party, such as the Southern African Development Community (SADC) Protocol on Gender and Development, itself aligned to the post-2015 agenda and thus extended to 2030, and the United Nations Convention on the Elimination of All Forms of Discrimination Against Women. The development of the Policy and the Plans of Action has been done through extensive and comprehensive consultations with stakeholders. Furthermore, the data and information gathered and analysed through various reporting mechanisms by stakeholders, assisted by the National Bureau of Statistics (NBS), have been crucial to the development of these documents, by ensuring that the data is also sex-disaggregated.

The *National Gender Policy* itself was officially launched on 25th November 2016 to mark the start of 16 days of Activism Against Gender-Based Violence in 2016 (from 25th November to 10th December). The Plan of Action based on the Policy was finalized in May 2019.

At the sectoral level, the Ministry of Health has developed the following:

- (a) The Reproductive Health Policy for Seychelles 2012, which seeks to ensure that the sexual and reproductive health and rights of all are respected and fulfilled;
- (b) The Female Sex Workers Costed Operational Plan 2017, which has not been endorsed and approved by Cabinet. The four objectives are to:
 - a. Create an enabling environment for all Female Sex Workers (as well as other key populations) to have unrestricted access to health, social, educational, economic and cultural (amongst others) rights and services;
 - b. Empower Female Sex Workers (as well as other key populations) so that they can engage with government agencies and authorities, the private sector and civil society to ensure that all their human rights are respected, protected and fulfilled.

- c. Improve all programmes and activities designed for and implemented with Female Sex Workers (as well as other key populations) to ensure that they have access to the best possible holistic services that meet their needs.
- d. Create a rigorous knowledge base with valid and reliable data and information on sex workers (as well as other key populations) to allow decision-makers and policy makers to make evidence-informed decisions and policies.

It proposes a series of actions which include coalition building, networking, capacity building, research and collection of data and information to formulate evidence-informed policies and programmes.

These two documents are seen as vital to the development of human-rights based approach programmatic actions for all in the field of sexual and reproductive health and rights (SRHR), through the provision of targeted goods, services and support for improved socioeconomic and health outcomes.

At the level of programmatic actions, there have been numerous and varied actions undertaken to address the issue of gender equality and empowerment of women. The most notable ones are listed below; some have been conducted with the support of international partners, such as the SADC Parliamentary Forum and the Common Market for Eastern and Southern Africa (COMESA).

- (a) On 21st and 22nd November 2016, the SADC Parliamentary Forum conducted a workshop with civil society organisations (CSOs) to help them, as boundary partners which work closely with grassroots communities, to develop strategies to advocate for SRHR, HIV and AIDS Governance. On 25th November 2016, the SADC Parliamentary Forum conducted an Orientation Training Workshop for members of the National Assembly of Seychelles (NAS). The main objectives were to:
 - a. ensure strong cooperation and interface of national stakeholder and the Institution of parliament;
 - b. share the situation of SRHR and HIV/AIDS in Seychelles and identify priority areas and strategies for sustained policy advocacy at regional and national levels;
 - c. And provide a platform for in-depth learning and transfer of knowledge on existing collaborations with parliament and strengthen the delivery of the project: ***“Sexual Reproductive Health and Rights, HIV and Governance Project.”***
- (b) COMESA provided financial support for the development of a Gender-Based Violence (GBV) Curriculum for tertiary institutions in Seychelles. Under the guidance of the Gender Secretariat of the Ministry of Social Affairs, Community Development and Sports, the curriculum has been completed. It includes detailed sessions, with

objectives, activities and support materials for facilitators to conduct lessons on GBV with the students who are aged 17 to 20 years, generally, though there are mature students, too.

- (c) Gender-focused Non-Governmental Organisations (NGOs), such as Alliance of Solidarity for the Family (ASFF), Women in Action and Solidarity Organisation, Gender and Media (GEMPos), Entreprenre au Feminin Ocean Indien (EFOIS) and Mpower continued to develop programmes to work in their various fields with vulnerable and disadvantaged women, seeking to empower them through their programmes and various projects. These actions included training in business start-up, accounting, marketing and writing business plans, providing support services in SRHR and helping women improve access to financial assistance for small-scaled home-based businesses.
- (d) The umbrella organisation for CSOs, the Citizens Engagement Platform Seychelles (CEPS) has, with support from the European Union (EU), established a shelter for women who have been experiencing violence at home from their partners. The shelter provides temporary relief, psychosocial support and referral to other agencies and organisations that can assist with their specific needs, e.g., employment, child-minding facilities, education, financial support and legal services. The shelter has now been operational for close to two years.

These actions by grass-roots organisations are important to be highlighted as they show that actions undertaken by the government and the state structures are supported and complemented by those of civil society organisations. In some cases, the synergy has been exceptional with the government providing grants to NGOs through its Civil Society Small Grants Programme (CSSGP), which specifically targeted projects seeking to reduce feminization of poverty, socioeconomic empowerment and poverty alleviation. As a result, NGOs focused their projects on providing women and girls with training in a variety of skills, such as sewing, baking, flower arrangement and even landscaping. The aim was to develop a set of skills that were marketable either as an employee or as a small business. The programme has continued in another form with the government now providing support for administrative structures (offices and amenities) and capacity building (training and financial assistance for administrative officers and accountants).

It is understood that CSOs need to have a stable base to deliver their programmes to their grass-roots beneficiaries. In turn, they complement the actions undertaken by government.

1.2 Challenges and set-backs

The main challenges to gender equality and women empowerment remain the culture of the country which still has stereotypes about gender roles, the persistent presence of GBV and the

engagement of fewer women and girls in Science, Technology, Engineering and Mathematics (STEM).

The culture is more expressed in homes, rather than in the workplace, where women presently dominate in those sectors traditionally favoured by males: economy, finance, information technology, and judiciary. The cases in point are the fact that there are now more women in the Department of information and Communication Technology (DICT), at the judiciary and the Ministry of Finance. The Chief Justice and the Governor of the Central Bank are women.

Thus, the main issues are that women and girls continue to bear the burden of house chores and child rearing compared to men of similar cadre. They are still expected to come home and cook dinner, look after the children helping them with homework, getting them ready for bed and preparing them for school in the morning. This remains an impediment to women and girls accepting positions with greater responsibilities, as they may have issues about managing the family and career.

GBV and Intimate Partner Violence (IPV) continue to be an issue, in spite of education and awareness programmes, the temporary shelter, and the Family Violence (Protection of Victims) Act (2000). This issue also prevents women and girls from seeking to be autonomous in developing their own businesses and careers, as their partners seek to control them.

2. Which of the following have been the top five priorities for accelerating progress for women and girls in your country over the past five years through laws, policies and/or programmes? (please check relevant categories)

- Equality and non-discrimination under the law and access to justice
- Quality education, training and life-long learning for women and girls
- ✓ Poverty eradication, agricultural productivity and food security
- ✓ Eliminating violence against women and girls
- ✓ Access to health care, including sexual and reproductive health and reproductive rights
- ✓ Political participation and representation
- Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)
- Women's entrepreneurship and women's enterprises
- Unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental leave, care services)
- Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)
- Basic services and infrastructure (water, sanitation, energy, transport etc.)
- ✓ Strengthening women's participation in ensuring environmental sustainability
- Gender-responsive budgeting
- Digital and financial inclusion for women
- Gender-responsive disaster risk reduction and resilience building

- Changing negative social norms and gender stereotypes
- Other

2.1 Poverty eradication, agricultural productivity and food security

The government has conducted two studies on poverty in the country. One was based on income poverty and the other was based on multi-dimensional poverty, focusing on education, health, availability and access to food, clothing and shelter, amongst others. These findings are helping to refine social welfare assistance provided, such as the use of food coupons instead of cash to avoid wastage and misuse of funds.

The government, with the support of the FAO, is also working on three different aspects to ensure food and nutrition security. It is important to note here that nutrition security is considered as a vital component of food security. The quality of food has an impact on the social, health, emotional and psychological wellbeing of the population. The three outputs are a national food and nutrition security platform to coordinate Seychelles food and nutrition security mechanisms and measures, a national nutrition guidelines and a database to inform the platform about availability, access to a variety of products, as well as import and export status.

There are some 400 farms in Seychelles, but 101 (63 on Mahé, the main island and 38 on the inner islands of Praslin and La Digue) only are truly active in food production. Unfortunately, most farmers are still men. Most fishers are also men. Women and girls are not yet truly engaged in agricultural productivity and in fisheries even if the loans and lands are considered to be open and available to both men and women. In this field, it is mostly the NGO, EFOIS, which has been advocating for women to be involved not only in agricultural productivity and fisheries, but also in value addition activities, such as transformation of raw products into processed ones (biscuits, cakes, chips, pickles, and jams for agricultural products; salted fish, smoked fish). This is an area that needs to be better assessed for targeted interventions.

2.2 Eliminating violence against women and girls

Police officers have been receiving training on addressing the issue of violence against women and girls. The training has also included in particular, working with vulnerable women, such as sex workers. Both civil society (CEPS, WASO) and government (Police, the Ministry of Family Affairs) have been working together to conduct joint sessions, which have included as target audiences young people (secondary and tertiary education students, and the general public). CEPS has established a temporary shelter and a helpline for women and girls who are victims of GBV and IPV. WASO has also established a helpline for victims of GBV.

For specifically vulnerable women and girls, e.g., sex workers, the Ministry of Health has developed an operational plan which was based on the findings of the 2015 SADC supported Integrated Behavioural and Biological Surveillance Survey (IBBS) on Female Sex Workers. The study showed that the women were experiencing violence from the police, clients and partners. Programmes to eliminate the violence included sessions with the police, legislative

reforms such as decriminalisation of sex work and providing peer support through the creation of peer-led support and advocacy groups.

The Lesbian, Gay, Bisexual, Transgender, Intersex and Queer Seychelles (LGBTIQ Sey) is a newly created NGO (2017) which has also conducted sessions on violence on sexually diverse women (and can) with service providers (social workers, probation officers, police, counsellors and health professionals) and has participated in education and awareness programmes on national radio and television.

The Drug Utilization Response Network Seychelles (DURNS), a peer-led NGO of presently-using and recovering drug users have also been instrumental in working with key stakeholders and service providers about violence against women who use drugs and especially those who inject drugs, who are particularly vulnerable to abuse and violence from the police, partners, relatives, friends and clients when they engage in sex work.

2.3 Access to health care, including sexual and reproductive health and reproductive rights

With the revised 2012 Sexual and Reproductive Health Policy of the Ministry of Health, and the health centre operated by ASFF, there have been more choices for SRHR in Seychelles. Shops and pharmacies are stocking up on both male and female condoms. Other NGOs working with Women Who Use Drugs and Women Who Inject Drugs have also provided counselling and products such as male and female condoms, lubricating gel to their beneficiaries and referring them for other contraceptives. The Ministry of Health still operates a network of health centres in the districts where family health services include free contraceptives.

The Health Education Unit in the Ministry of Health also provides information through leaflets, booklets and radio and television programmes about SRHR. The Ministry of Education also has a Personal, Social and Civic Education (PSCE) Programme in which SRHR is included at all levels, from primary to secondary. The lessons are age-appropriate.

2.4 Political participation and representation

The political parties have young and women leagues. Both field female candidates in elections. The Parliamentary elections in Seychelles were held on from 8th to 10th September 2016 and there were 20 women candidates but only 7 (21.2%) were elected. It is important to note that there are no gender quotas in Seychelles. The lower number of women in parliament is in sharp contrast to 2015 when the country ranked 4th in the world with 43.8% of women sitting in the National Assembly after the 2011 Parliamentary elections. Women do have equal rights to participate in political and public life and their involvement in election processes is very active. Women are at the forefront in organising and campaigning for elections.

Women have also held Ambassadorial posts. In addition, the Designated Minister, the Chief Justice, the Governor of the Central Bank are women. There was a female presidential candidate in the first round of the 2016 elections.

It is likely that the same impediments of balancing family and career exist for political participation and representation.

2.5 Strengthening women's participation in ensuring environmental sustainability

There has been a national effort to train and employ women in the environment sector. Presently, women are thus more engaged in environmental sustainability and they dominate in some specific sectors. There are 22 employees in the Department of Energy and Climate Change, of whom 5 are males. The project coordinators of the Programme Coordination Unit of the joint Government of Seychelles, United Nations Development Programme and Global Environment Facility (GOS-UNDP-GEF) are mostly women: 10 of 13. The Project Coordinator is also a woman, as is the Chairperson of the Board of the Seychelles National Parks Authority (SNPA), the Chief Executive Officer of the Seychelles Conservation and Climate Adaptation Trust (SeyCCAT) and the Education and Awareness Officer. Policy analysts at the Ministry of Environment, Energy and Climate Change are women.

3. Over the past five years, have you taken specific measures to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination? (please check relevant categories)

- Women living in remote and rural areas
- Indigenous women
- Racial, ethnic or religious minority women
- Women living with disabilities
- Women living with HIV/AIDS
- Women with diverse sexual orientations and gender identities
- Younger women
- Older women
- Migrant women
- Refugee and internally displaced women
- Women in humanitarian settings
- Other

3.1 Women living with HIV and AIDS

Aims & scope of measures taken

Assess the needs of women who use drugs and women who inject drugs

Develop projects based on the findings of the needs assessment exercise

Target population

Women aged 15 to 30 years who use drugs and women who inject drugs who are more likely to be HIV positive

Budget

SR50, 000

Impact evaluations

None so far

Lessons learnt

Women who use drugs have needs that are invisible compared to their male counterparts. Family responsibilities lead to them not seeking help in an open manner in health centres. Their children's needs have to be met or considered in intervention programmes or their attendance and adherence are low. Programmes must offer comprehensive components and avoid having the clients going from one place to the other to receive the different types of services.

Links to other information

The National HIV and AIDS Strategic Plan

The National Drug Control Master Plan

The Global Fund Regional Project for Harm Reduction in Eastern Africa

3.2 Younger women

Aims and scope of measures taken

Increase the number of young girls engaged in STEM-related learning and employment, especially in the environment and Blue Economy Sector. The measures are at national level and included direct sessions with female students in secondary schools, discussions on radio and television, articles on social media about gender and environment, or gender and STEM, active recruitment of young women and girls in specific fields, as park rangers at the SNPA, management posts at SNPA, SeyCCAT & in the development of the Seychelles Marine Spatial Plans (MSP) for Protected Marine Areas (MPAs).

Target population

Girls aged 11 to 30 years

Budget

Unclear, as activities are part of the budgets of the Ministry of Environment, Energy and Climate Change (MEECC) and the SNPA.

Impact evaluations

None so far, but there are indications that it is working as more girls apply for places in professional centres not traditionally associated with the female gender, e.g., at the Seychelles Institute of Technology (SIT), SIAH and Maritime Training Centre (MTC)

Lessons learnt

Girls are interested to join STEM-related fields when these are encouraged and facilitated. There have been instances when the girls have received special awards for excellence in performance from these professional centres, and have surpassed the boys studying there.

Links to other information

Ministry of Education and Human Resource Development

Facebook pages of the SNPA, MEECC& SeyCCAT (the latter is presently running a series of portraits for the theme; Oceans and Gender to commemorate the World Oceans Day).

3.3 Older women

Aims and scope of measures taken

Engage senior citizens in keeping active activities to reduce isolation and alienation
Conducted at district level, e.g., Beau Vallon, a northern district of Mahé

Target population

Senior citizens / elderly / retired workers, aged 60 years and above, of both sexes

Budget

Supported by the National Sports Council (NSC) and the Department of Local Government.
Not clear about the total cost of the activity.

Impact evaluations

None so far.

Lesson learnt

Importance of senior citizens to remain active and engaged in their community's social and economic life.

Links to other information Annual Reports of the Department of Local Government

4. Has the increasing number of humanitarian crises—caused by conflict, extreme weather or other events—affected the implementation of the BPfA in your country?

YES/NO ✓

If YES, please give concrete examples of the effects of humanitarian crises on progress for women and girls in your country and of measures taken to prevent and respond to humanitarian crises in a gender-responsive manner (1 page max.).

5. Which of the following does your country consider to be the top five priorities for accelerating progress for women and girls in your country for the coming five years through laws, policies and programmes? (please check relevant categories)

- ✓ Equality and non-discrimination under the law and access to justice
- ✓ Quality education, training and life-long learning for women and girls
- ✓ Poverty eradication, agricultural productivity and food security
- ✓ Eliminating violence against women and girls
- Access to affordable quality health care, including sexual and reproductive health and reproductive rights
- ✓ Political participation and representation
- Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)
- Women's entrepreneurship and women's enterprises
- Unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental leave, care services)
- Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)
- Basic services and infrastructure (water, sanitation, hygiene, energy, transport, communication, etc.)
- Strengthening women's participation in ensuring environmental sustainability
- Gender-responsive budgeting
- Digital and financial inclusion for women
- Gender-responsive disaster risk prevention, reduction and resilience building
- Changing negative social norms and gender stereotypes
- Other You will have to delete another priority as it is required to tick 5. We have removed number one, as we believe that it is not a pressing issue because all laws are non-discriminatory. Moreover, you will have to re-adjust the paragraphs below accordingly too.

5.1 Equality and non-discrimination under the law and access to justice

This is an important part of the overall picture for women and girls to be treated equally and equitably. Whilst the laws are clear about non-discrimination, the reality is different. There is still gender disparity in salary for same type of work. Some job advertisement specifically ask for men (security guards, stevedores) or women (live-in carer, carer, domestic worker). These types of discrimination are done openly and unchecked by either the newspapers in which they are placed or by the relevant authorities which do not take them or the clients to task, or follow up to find out what have happened to cases. No-one takes note or makes a complaint. However, these issues are mentioned in local national workshop where gender equality is mentioned. This shows that there is a segment of the population which is concerned that this blatant public discrimination in employment is allowed to continue.

It is not yet clear whether there has been a follow up study to the one conducted in 2009 with the support of the UNDP on vulnerable and disadvantaged women's access to justice. That study showed that women involved with the justice system felt that they were virtually ignorant of their own cases and court proceedings which were conducted in English. Often, they did not understand what was happening in court and how the judgement was rendered in their cases. There may be a need for a follow up.

5.2 Quality education, training and life-long learning for women and girls

Once women and girls have left school, with some of them having done so because of an unplanned pregnancy, there is the possibility to pursue studies locally with the presence of the Seychelles Institute of Distance and Open Learning (SIDOL) and The Guy Morel Institute (TGMI). The former offers basic courses in all the secondary subjects usually present on the national curriculum, and some courses tailored specifically for mature students (sewing, accounting, management). The TGMI, on the other hand, focuses mainly on Certificate and Diploma courses in management, procurement, accounting and office administration. These two options are presently insufficient to cater for all the needs for life-long learning for women and girls, as they focus on very specific aspects of the national curriculum and on a specific branch (management and administration) of the body of knowledge and skills. Indeed, the TGMI used to be the Seychelles Institute of Management.

With the University of Seychelles (UniSey) now operational, there is a further possibility for life-long learning. However, there are the entry requirements and qualifications, which some women and girls may not possess. They will need to acquire these through SIDOL. Therefore, UniSey caters for a smaller group of people who have adequate secondary education qualifications. Even when mature students are enrolled, they are required to meet these standards first. However, UniSey is an opportunity for women and girls to acquire another form of life-long learning.

To further achieve this goal, it is also imperative that Internet access is more affordable. Presently, it is prohibitive to use Internet for more than just browsing and watching a few videos. Unlimited access is still expensive and there have been numerous customer complaints that the packages offered do not give value for money. This is another aspect of opening up the world for all citizens if life-long learning is a national priority.

The National Library based in Victoria is presently closed due to a persistent fungus infection. It is important that this issue is resolved as soon as possible to give access to those with poor Internet connectivity to a wealth of reference materials and books available only in the National Library. Its closure has led to a gap in access and availability of important local information for students, scholars and the general public. This gap is particularly felt by those who are doing research on matters related to Seychelles history, geography, ethnography and culture.

5.3 Poverty eradication, agricultural productivity and food security

Poverty alleviation needs to go beyond social welfare assistance, which is only meant to be temporary; even if there are people who try to remain assisted for a number of years. The recent study on poverty in Seychelles noted that in some cases people may become dependent on social welfare assistance and not seek to have gainful employment. The model is under scrutiny. While it is recognised that the financial assistance to individuals and families is needed to reduce poverty, it is also clear that a more empowering model needs to be found. To reduce misuse of funds, the Agency for Social Protection (ASP) has now begun to issue food coupons rather than cash for some categories of recipients.

With the 101 active farms mostly in the hands of men, the Seychelles Agricultural Agency (SAA) will need to work with the Ministry of Education, especially the Careers Guidance Teachers, to increase the number of girls enrolled in the professional centre, the Seychelles Institute of Agriculture and Horticulture (SIAH). Moreover, the graduates need to have access to agricultural lands. A redistribution and/or compensation programme may be needed to address the fallow lands. Once the women and girls have access to agricultural lands, they need to be able to obtain loans to boost their agricultural productivity. These issues are not yet resolved and there are some discussions that have been engaged nationally to address them.

Food and nutrition security is vital for Seychelles, which lying a thousand miles from the nearest surrounding coast and a vibrant tourism industry, relies heavily on importation of food. Presently, the country imports 80% of its food requirements. A major disaster at sea or in the port or airport could drastically affect the ability of the Seychelles population to feed itself and its guests staying in guesthouses and hotels. There is a need to have more women and girls engaged in the sectors of agriculture and fisheries, where they are notably absent. They can be involved as business owners (farms and boats), in value addition activities and in marketing. It is important that the various agencies such as SAA and the Seychelles Fishing Authority (SFA) involve more women and girls in these industries.

5.4 Eliminating violence against women and girls

GBV and IPV remain constant barriers to the quality of life of women and girls. To reduce the incidence and prevalence of GBV and IPV in Seychelles, it is necessary to educate both boys and girls about relationships, human rights and respect for one another. The necessary structures and mechanisms are partially established – the laws, even there is a need for a specific GBV Act, the Family Squad at the Police, Social Services in the Ministry of Family Affairs, the EU-Funded temporary shelter and the NGOs which work with survivors.

WASO has a team of helpline counsellors who have been initially trained and also given refresher courses on counselling techniques. It operates a GBV helpline with the use of a mobile number for counsellors to use on the move.

However, all of these tend to be inadequate in delivering services. Social Services is understaffed. The shelter does not accept women with their children. There has been an issue of having transport to take the women to the shelter, usually in the middle of the night, and

child-minding services for her children who are not allowed, for now, to be in the shelter. The NGOs do not have all necessary resources to assist the survivors of GBV and IPV, except to offer some psychosocial support.

Key actions needed are the GBV Act, with stronger measures to deal with perpetrators, more shelters on the inner island of Praslin and improved child-minding facilities for women in shelters.

5.5 Political participation and representation

The level and quality of women's political participation and representation will only improve once the social stereotype of the woman as the prime person responsible for home making and child rearing. All other measures tend to fail when they are confronted with the cultural aspect of equality and equity. The cultural and mentality shift will come with educating boys and girls about gender equality and non-discrimination.

Section Two: Progress across the 12 critical areas of concern

Inclusive development, shared prosperity and decent work

Critical areas of concern:

- A. Women and poverty
- F. Women and the economy
- I. Human rights of women
- L. The girl child

6. What actions has your country taken in the last five years to advance gender equality in relation to women's role in paid work and employment?

- ✓ Strengthened / enforced laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and equal pay legislation
- Introduced / strengthened gender-responsive active labour market policies (e.g. education and training, skills, subsidies)
- ✓ Taken measures to prevent sexual harassment, including in the workplace
- Strengthened land rights and tenure security
- Improved financial inclusion and access to credit, including for self-employed women
- ✓ Improved access to modern technologies (incl. climate-smart technologies), infrastructure and services (incl. agricultural extension)
- Supported the transition from informal to formal work, including legal and policy measures that benefit women in informal employment
- Devised mechanisms for women's equal participation in economic decision-making bodies (e.g. in ministries of trade and finance, central banks, national economic commissions)
- Other

6.1 Enforced employment laws & 6.2 Sexual harassment in the workplace

Aims and scope of measures taken Amendments to the Employment Act 1995 to include no wage gap. The Employment Bill has not yet been sent to parliament. This is needed to redress the situation where the Employment Act provides for “equal pay”, but does not explicitly deal with the aspect of “work of equal value”.

The Employment Act 1995 is also clear about the illegality of sexually harassing workers. However, there are few reports and workers remain afraid of job loss and victimization if they complain.

Target population

All workers of both sexes

Budget

Unknown

Impact evaluations

None so far. The Employment Bill needs to be enacted first.

Lesson learnt

Human rights as the basis of the argument for change is not a given. Resistance persists – socially, culturally and politically. There is still a long preparatory work for a bill to be sent to Parliament for approval. The need to conduct multiple stakeholders’ analysis, consultations and negotiations to ensure success of the bill.

Links to other information

Seychelles Decent Work Programme.

6.3 Improved access to modern technologies

Aims and scope of measures taken

Equip women headed households with climate change smart technologies for reduction of flooding during rainy season, reduction of effects of drought and food security.

Target population

125 women headed households in two new districts: Perseverance 1 and 2

Budget

USD30, 000, from the Mangroves For the Future (MFF).

Impact evaluations

Done. Findings show that the women feel empowered to have rain-harvesting systems at home, growing their own food in pots and containers made from discarded household items, and increasing their income through the sale of their fruits and vegetables. The women also found their partners and children participating in the improvement of their homes. Some began to make pickles from the excess products for home use and for sale.

lesson learnt

Women-headed households can be empowered to make changes that improve their quality of life and increase their food and nutrition security. It is sometimes easier to facilitate actions for improvement in the quality of life of citizens through civil society actions – projects and programmes. Funding is more easily available and actions can be implemented with a minimum of bureaucracy. Community-Based Organisations (CBOs) can be created and empowered, but they require a lot of technical support (conducting meetings, taking minutes, accounting, planning and implementation of their projects).

Links to other information

Perseverans An Mouvman Facebook Page
MFF webpage

7. What actions has your country taken in the last five years to recognize, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation?

- Included unpaid care and domestic work in national statistics and accounting (e.g. time-use surveys, valuation exercises, satellite accounts)
- ✓ Expanded childcare services or made existing services more affordable
- ✓ Expanded support for frail elderly persons and others needing intense forms of care
- ✓ Introduced or strengthened maternity/paternity/parental leave or other types of family leave
- ✓ Invested in time- and labour-saving infrastructure, such as public transport, electricity, water and sanitation, to reduce the burden of unpaid care and domestic work on women
- Promoted decent work for paid care workers, including migrant workers
- Conducted campaigns or awareness raising activities to encourage the participation of men and boys in unpaid care and domestic work
- Introduced legal changes regarding the division of marital assets or pension entitlements after divorce that acknowledge women's unpaid contribution to the family during marriage
- Other

7.1 Expanded support for frail elderly persons and others needing intense forms of care

Aims and scope of measures taken

The Home Carer programme is meant to provide support to the frail elderly persons. The programme assigns a person on a half-day or full day basis to work with the elderly person, cooking, bathing and personal care. The Home Carer may also accompany the person in care for medical visits and ensure that their prescriptions are clear to them and to their family members who live with them, but return home in the evening after work.

Target population

Elderly requiring daily care.

Budget

SR240, 000, 000 in 2019.

Impact evaluations

No study conducted yet.

Lesson learnt

A required part of the social welfare assistance, though needing much monitoring and evaluation to avoid elderly abuse and negligence of duties.

Links to other information

2015 – 2019 budget allocations.

7.2 Introduced or strengthened maternity/paternity/parental leave or other types of family leave

Aims and scope of measures taken

Increase maternity leave from 14 to 16 weeks and paternity leave from 5 to 10 days as of May 15 2018 (coincides with Family Day).

Target population

Working mothers and fathers.

Budget

Unknown.

Impact evaluations

None done yet.

Lesson learnt

It is expected that the increase in paternity leave will encourage fathers to play a greater role in the lives of their newborn children and take their responsibilities seriously. To have the paternity leave, the father must declare the child as his and have his name on the birth certificate.

Links to other information

Employment Act

SDG monitoring tool

Public Service Order (PSO)

7.3 Invested in time- and labour-saving infrastructure, such as public transport,

Aims and scope of measures taken

Improve bus schedule to accommodate employees using public transport. Donations of new buses from India.

Target population

General population

Budget

SR30.8 million in 2018 & SR30 million

Additional SR28 million in 2019 to subsidise elderly and students travels.

Impact evaluations

None

Lesson learnt

Links to other information

<https://www.sptc.sc/>

8. Has your country introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, over the past five years?

YES/NO

If YES, have assessments on their impact on women and men, respectively, been conducted?

- Yes, their impact on women/men was estimated before measures were put in place.
- Yes, the impact was assessed after measures were put in place.
- No, the impact on women/men has not been assessed.

If YES, please describe the findings (1-2 pages).

Poverty eradication, social protection and social services

Critical areas of concern:

- A. Women and poverty
- B. Education and training of women
- C. Women and health
- I. Human rights of women
- L. The girl child

9. What actions has your country taken in the last five years to reduce/eradicate poverty among women and girls?

- Promoted poor women's access to decent work through active labour market policies (e.g. job training, skills, employment subsidies, etc.) and targeted measures
- Broadened access to land, housing, finance, technology and/or agricultural extension services
- Supported women's entrepreneurship and business development activities

- ✓ Introduced or strengthened social protection programmes for women and girls (e.g. cash transfers for women with children, public works/employment guarantee schemes for women of working-age, pensions for older women)
- Introduced/strengthened low-cost legal services for women living in poverty
- Other

9.1 Access to decent work through active labour market policies

Aims and scope of measures taken

The aims of the Civil Society Small Grants Programme, previously the Social Economic Reform Programme (SERP) are to train vulnerable groups, including women and girls, to develop skills sets that are marketable. They are encouraged to either return to employment or to develop a small-scaled home-based business.

Target population

Vulnerable adults, aged 15 years and above. Focus is mostly on women and girls who are unemployed, on social welfare assistance or who have left school as a result of a pregnancy.

Budget

SR1 million annually, awarded to successful bidding CSOs.

Impact evaluations

None done so far, though CEPS and the NGOs who have been recipients report on their projects and their outcomes.

Lesson learnt

Small grants can go a long way in assisting targeted groups to acquire necessary skills for business development and / or gainful employment.

Links to other information

Ministry of Finance

CEPS website www.civilsociety.org

9.2 Broadened access to land, housing, finance, technology and/or agricultural extension services

Aims and scope of measures taken

Housing and Land Loan Scheme to increase house ownership. The programme components included allocation of low cost housing to mostly women and girls with children, subsidizing the rent and facilitating payment schedules for complete ownership of the house. The scheme has the following loan categories:

- (a) Full Housing Loan to construct a new house (maximum loan of SR500, 000 & repayment term: 30 years);

- (b) Home Improvement Loan to do minor maintenance and renovation works (maximum SR50, 000 & repayment term of 5 years);
- (c) Second Housing Loan to construct a second house (maximum loan of SR175, 000 & repayment term of 30 years);
- (d) Land Loan to purchase a plot of land (maximum loan of SR150, 000 & repayment term is undetermined);
- (e) House Extension Scheme is used to construct one extra bedroom or bathroom only (SR75, 000 with undetermined period of repayment);
- (f) House and Land Loan to purchase an existing property (maximum loan of SR500,000 with repayment term of 30 years).

Target population

Adult population.

Budget

SR161.4 million

Impact evaluations

Increase of home ownership helps to stabilize families, avoiding overcrowded conditions and conflicts within the home and neighbourhood. It is expected that the quality of life improves for better outcomes in mental and physical health.

Lesson learnt

Home ownership is a vital component of being an adult and it helps to alleviate situations of extreme poverty, by ensuring that shelter has been provided. It links with the multi-dimensional framework on poverty, where shelter features as an essential part of the overall picture of deprivation of any kind.

Links to other information

<http://www.luh.gov.sc/default.aspx?PageId=51>

9.3 Strengthened social protection programmes

Aims and scope of measures taken

Targeted assistance to persons in need for various categories of needs. The provision of financial help is meant to reduce poverty and improve the quality of life of citizens. The various social welfare assistance are as follows:

Target population

All persons in need, though women and girls account for at least 80% of recipients.

Budget

- (a) SR 40 million for Social Safety Net by the Agency for Social Protection (ASP)

- (b) SR 240 million for Home Carers which include their 13th Month pay
- (c) SR 8.5 million for Home Improvement/Re-roofing Scheme for Pensioners through HFC
- (d) SR 10 million for Vulnerable Home Repair Scheme through ASP
- (e) SR 18 million for housing finance Subsidy Scheme
- (f) SR 4.2 million for dedicated funds for Schools
- (g) SR 6.7 million for Daycare Scheme, and
- (h) SR 3.2 million for Foster Care Scheme
- (i) SR 17.3 million for the Post-Secondary student's bursaries

Impact evaluations

Improved standard of living

Lesson learnt

Social welfare assistance helps to alleviate poverty, even with leakage and abuse.

Links to other information

<https://seylli.org/sc/legislation/act/25-0>

10. What actions has your country taken in the last five years to improve access to social protection for women and girls?

- ✓ Introduced or strengthened social protection for unemployed women (e.g. unemployment benefits, public works programmes, social assistance)
- Introduced or strengthened conditional cash transfers
- Introduced or strengthened unconditional cash transfers
- Introduced or strengthened non-contributory social pensions
- ✓ Reformed contributory social protection schemes to strengthen women's access and benefit levels
- ✓ Improved access to the above for specific populations (e.g. women in informal employment, including domestic workers; migrant and refugee women; women in humanitarian settings)
- Other

10.1 to 10.3 Social Protection Schemes

(See 9.3)

11. What actions has your country taken in the last five years to improve health outcomes for women and girls in your country?

- Promoted women's access to health services through expansion of universal health coverage or public health services
- ✓ Expanded specific health services for women and girls, including sexual and reproductive health services, mental, maternal health and HIV services

- ✓Undertaken gender-specific public awareness/health promotion campaigns
- Provided gender-responsiveness training for health service providers
- ✓Strengthened comprehensive sexuality education in schools or through community programmes
- Provided refugee women and girls as well as women and girls in humanitarian settings with access to sexual and reproductive health services
- Other

11.1 Expanded specific health services for women and girls, including sexual and reproductive health services, mental, maternal health and HIV services

Aims and scope of measures taken

The aims of the programmes listed are to increase access and availability of SRHR services to young people, with special focus on vulnerable and disadvantaged women and girls, especially those living in precarious conditions prone to abuse by partners, relatives or adults. The two programmes are operated separately but in some collaboration by the Ministry of Health Youth Health Centre (YHC) facility and the NGO, Alliance of Solidarity for the Family (ASSF), with counselling, health, medical and gynaecology services.

Target population

Young people aged 15 to 30 years for the YHC & ASSF, with the latter focusing on women and girls, though there is a men's clinic on Saturdays.

Budget

SR 1,024.5 million (total health budget)

Impact evaluations

Not clear.

Lesson learnt

Targeted services are needed for improved health outcomes for specific groups, such as youth, women and men. The district health centres place all groups together with the same one-size fits all model, which does not deliver effective services to marginalized groups.

Links to other information

Ministry of Health

ASSF

11.2 Gender-specific public awareness/health promotion campaigns & 11.3 Strengthened comprehensive sexuality education in schools or through community programmes

Aims and scope of measures taken

The HIV and AIDS Prevention Task Force (HAPTF) of the Ministry of Health has been conducting public events and education and awareness activities with students, in the community, with drug users and the general public. The aims are to increase knowledge about health issues related to HIV and AIDS and SRHR, and to improve health outcomes for young people, mostly. Public events for the general public are done when companies such as those in telecommunications are conducting their own promotional activities. The HAPTF would piggy-back on these activities to present its messages about sexuality education to the public. In schools and communities, the sessions are more direct and conducted in indoors settings.

The HAPTF collaborates with the National AIDS Council and the Sexual and Reproductive Health section of the Ministry of Health. Together, they also maintain a Facebook page.

Target population

General population for public events; young people in schools and communities.

Budget

Project and in-house budget dependent.

Impact evaluations

None so far.

Lesson learnt

Young people have a lot of questions about their sexuality which are not being answered by the traditional sessions through the PSCE classes.

Links to other information

<http://www.health.gov.sc/index.php/press-release-blog/>

<http://www.health.gov.sc/index.php/news-posts/got-cake-takes-sexual-health-education-new-heights/>

<https://www.facebook.com/srhseychelles/>

12. What actions has your country taken in the last five years to improve education outcomes and skills for women and girls?

- ✓ Taken measures to increase girls' access to, retention in and completion of education, technical and vocational education and training (TVET) and skills development programmes
- Strengthened educational curricula to increase gender-responsiveness and eliminate bias, at all levels of education

- Provided gender equality and human rights training for teachers and other education professionals
- Promoted safe, harassment-free and inclusive educational environments for women and girls
- ✓ Increased access to skills and training in new and emerging fields, especially STEM (science, technology, engineering and math) and digital fluency and literacy
- Ensured access to safe water and sanitation services and facilitated menstrual hygiene management especially in schools and other education/training settings
- ✓ Strengthened measures to prevent adolescent pregnancies and to enable adolescent girls to continue their education in the case of pregnancy and/or motherhood
- Other

12.1 Increase girls' access to, retention in and completion of education, technical and vocational education and training (TVET) and skills development programmes

Aims and scope of measures taken
Target population
Budget
Impact evaluations
Lesson learnt
Links to other information

12.2 Increased access to skills and training in new and emerging fields, especially STEM (science, technology, engineering and math) and digital fluency and literacy

Aims and scope of measures taken	
Target population	
Budget	
Impact evaluations	
Lesson learnt	
Links to other information	

12.3 Strengthened measures to prevent adolescent pregnancies and to enable adolescent girls to continue their education in the case of pregnancy and/or motherhood

Aims and scope of measures taken	
Target population	
Budget	
Impact evaluations	
Lesson learnt	
Links to other information	

Freedom from violence, stigma and stereotypes

Critical areas of concern:

- D. Violence against women
- I. Human rights of women
- J. Women and the media
- L. The girl child

13. In the last five years, which forms of violence against women and girls, and in which specific contexts or settings, have you prioritized for action?

- Intimate partner violence/domestic violence, including sexual violence and marital rape
- Sexual harassment and violence in public places, educational settings and in employment
- Violence against women and girls facilitated by technology (e.g. cyber violence, online stalking)
- Femicide/Feminicide
- Violence against women in politics
- Child, early and forced marriages
- Female genital mutilation
- Other harmful practices
- Trafficking in women and girls
- Other

13.1 Intimate partner violence/domestic violence, including sexual violence and marital rape

aims and scope of measures taken	
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target population	
budget	
, impact evaluations	
lesson learnt	
Links to other information	

13.2 Trafficking in women and girls

aims and scope of measures taken	
target population	
budget	
, impact evaluations	
lesson learnt	
Links to other information	

14. What actions has your country prioritized in the last five years to address violence against women and girls?

- Introduced or strengthened violence against women laws, and their enforcement and implementation
- Introduced, updated or expanded national action plans on ending violence against women and girls
- Introduced or strengthened measures to increase women's access to justice (e.g. establishment of specialist courts, training for the judiciary and police, protection orders, redress and reparations, including for femicide cases)
- Introduced or strengthened services for survivors of violence (e.g. shelters, help lines, dedicated health services, legal, justice service, counselling, housing)
- Introduced or strengthened strategies to prevent violence against women and girls (e.g. in the education sector, in the media, community mobilization, work with men and boys)
- Monitoring and evaluation of impact, including evidence generation and data collection, including regarding particular groups of women and girls
- Introduced or strengthened measures for improving the understanding of causes and consequences of violence against women among those responsible for implementing measures on ending violence against women and girls
- Other

14.1 National action plans on ending violence against women and girls

aims and scope of measures taken	
target population	
budget	
, impact evaluations	
lesson learnt	

Links to other information	
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14.2 Introduced or strengthened services for survivors of violence (e.g. shelters, help lines, dedicated health services, legal, justice service, counselling, housing)

aims and scope of measures taken	
target population	
budget	
, impact evaluations	
lesson learnt	
Links to other information	

14.3 Monitoring and evaluation of impact

aims and scope of measures taken	
target population	
budget	
, impact evaluations	
lesson learnt	
Links to other information	

15. What strategies has your country used in the last five years to prevent violence against women and girls?

- ✓Public awareness raising and changing of attitudes and behaviours
- ✓Work in primary and secondary education, including comprehensive sexuality education
- Grassroots and community-level mobilization
- Shifting the representation of women and girls in the media
- ✓Working with men and boys
- Perpetrator programmes
- Other

aims and scope of measures taken	
target population	
budget	
, impact evaluations	
lesson learnt	
Links to other information	

aims and scope of measures taken	
----------------------------------	--

target population	
budget	
, impact evaluations	
lesson learnt	
Links to other information	

aims and scope of measures taken	
target population	
budget	
, impact evaluations	
lesson learnt	
Links to other information	

aims and scope of measures taken	
target population	
budget	
, impact evaluations	
lesson learnt	
Links to other information	

16. What actions has your country taken in the last five years to prevent and respond to violence against women and girls facilitated by technology (online sexual harassment, online stalking, non-consensual sharing of intimate images)?

- Introduced or strengthened legislation and regulatory provisions
- Implemented awareness raising initiatives targeting the general public and young women and men in educational settings
- Worked with technology providers to set and adhere to good business practices
- Other

17. What actions has your country taken in the last five years to address the portrayal of women and girls, discrimination and/or gender bias in the media?

- Enacted, strengthened and enforced legal reforms to combat discrimination and/or gender bias in the media
- Introduced binding regulation for the media, including for advertising
- Supported the media industry to develop voluntary codes of conduct
- Provided training to media professionals to encourage the creation and use of non-stereotypical, balanced and diverse images of women and girls in the media
- Promoted the participation and leadership of women in the media

- Established or strengthened consumer protection services to receive and review complaints about media content or gender-based discrimination/bias in the media
- Other

18. Has your country taken any action in the last five years specifically tailored to address violence against specific groups of women facing multiple forms of discrimination?

✓YES/NO

aims and scope of measures taken	
target population	
budget	
, impact evaluations	
lesson learnt	
Links to other information	

Participation, accountability and gender-responsive institutions

Critical areas of concern:

- G. Women in power and decision-making
- H. Institutional mechanisms for the advancement of women
- I. Human rights of women
- J. Women and the media
- L. The girl child

19. What actions and measures has your country taken in the last five years to promote women’s participation in public life and decision-making?

- Reformed constitution, laws and regulations that promote women’s participation in politics, especially at decision-making level, including electoral system reform, adoption of temporary special measures, such as quotas, reserved seats, benchmarks and targets
- Implemented capacity building, skills development and other measures
- Encouraged the participation of minority and young women, including through sensitization and mentorship programmes
- ✓ Provided opportunities for mentorship, training in leadership, decision-making, public speaking, self-assertion, political campaigning
- Taken measures to prevent, investigate, prosecute and punish violence against women in politics
- ✓ Collected and analyzed data on women’s political participation, including in appointed and elected positions

- Other

aims and scope of measures taken	
target population	
budget	
, impact evaluations	
lesson learnt	
Links to other information	

aims and scope of measures taken	
target population	
budget	
, impact evaluations	
lesson learnt	
Links to other information	

20. What actions has your country taken in the last five years to increase women’s access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?

- ✓ Strengthened the provision of formal and technical vocational education and training (TVET) in media and ICTs, including in areas of management and leadership
- Taken measures to enhance access, affordability and use of ICTs for women and girls (e.g. free wifi hubs, community technology centers)
- Introduced regulations to advance equal pay, retention and career advancement of women within the media and ICT field
- Collaborated with employers in the media and ICT field to improve internal policies and hiring practices on a voluntary basis
- Provided support to women’s media networks and organizations
- Other

aims and scope of measures taken	
target population	
budget	
, impact evaluations	
lesson learnt	
Links to other information	

21. Do you track the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?

YES/NO ✓

If YES, what is the approximate proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women?

22. As a donor country, does your country track the proportion of official development assistance (ODA) that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?

YES/NO

Not applicable ✓

If YES, please provide further information on the methodology, the scope of tracking, past trends and current proportion of investments.

23. Does your country have a valid national strategy or action plan for gender equality?

✓YES/NO

If YES, please list the name of the plan and the period it covers, its priorities, funding and alignment with the 2030 Agenda for Sustainable Development, including the targets under SDG 5.

The National Gender Plan of Action 2019-2023. There are 10 priority areas:

1. Constitutional and Legal Rights
2. Governance
3. Productive Resources and Employment
4. Education and Training
5. Health
6. HIV and AIDS
7. Media
8. Climate Change and Disaster Management
9. Gender-Based Violence
10. Peace and Security

The funding has not yet been confirmed and many of the actions are to be considered under the annual budget allocations of the lead organisations.

The Gender Plan of Action is linked to both the 2030 Agenda for Sustainable Development, including the targets under SDG 5.

If YES, has the national action plan been costed and have sufficient resources been allocated to its achievement in the current budget?

24. Does your country have an action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women (if a State party), or of the recommendations of the Universal Periodic Review or other United Nations human rights mechanisms that address gender inequality/discrimination against women?

YES/NO

If YES, please provide some highlights of the action plans and timeline for implementation.

25. Is there a national human rights institution in your country?

✓YES/ NO

If YES, does it have a specific mandate to focus on gender equality or discrimination based on sex/gender?

No. It focuses on all types of violations of human rights, not specifically those that emphasise gender equality or discrimination based on sex/gender.

If YES, please provide up to three examples of how the NHRI has promoted gender equality. (2 pages max.)

Peaceful and inclusive societies

Critical areas of concern:

- E. Women and armed conflict
- I. Human rights of women
- L. The girl child

26. What actions has your country taken in the last five years to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?

- Adopted and/or implemented a National Action Plan on women, peace and security
- Integrated women, peace and security commitments into key national and inter-ministerial policy, planning and monitoring frameworks
- Used communication strategies, including social media, to increase awareness of the women, peace and security agenda
- Increased budgetary allocations for the implementation of the women, peace and security agenda
- Taken steps to reduce excessive military expenditures and/or control the availability of armaments
- Re-allocated funds from military spending to social and economic development, including for gender equality and the empowerment of women
- Supported inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms
- Other

aims and scope of measures taken	
target population	
budget	
, impact evaluations	
lesson learnt	
Links to other information	

aims and scope of measures taken	
target population	
budget	
, impact evaluations	
lesson learnt	
Links to other information	

aims and scope of measures taken	
target population	

budget	
, impact evaluations	
lesson learnt	
Links to other information	

27. What actions has your country taken in the last five years to increase the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response, at decision-making levels in situations of armed and other conflicts, and in fragile or crisis settings?

- Promoted and supported women’s meaningful participation in peace processes and the implementation of peace agreements
- Promoted equal participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making level
- Integrated a gender perspective in the prevention and resolution of armed or other conflict
- Integrated a gender perspective in humanitarian action and crisis response
- Protected civil society spaces and women’s human rights defenders
- Other

Not applicable to Seychelles.

28. What actions has your country taken in the last five years to enhance judicial and non-judicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response?

- Implemented legal and policy reform to redress and prevent violations of the rights of women and girls
- Strengthened institutional capacities, including of the justice system and transitional justice mechanisms as applicable, during conflict and crisis response
- Strengthened capacity of security sector institutions on human rights and prevention of sexual and gender-based violence and sexual exploitation and abuse
- Increased access of conflict-affected, refugee or displaced women to violence prevention and protection services
- Taken measures to combat illicit arms trafficking
- Taken measures to combat the production, use of and trafficking in illicit drugs
- Taken measures to combat trafficking in women and children
- Other

Not applicable to Seychelles

29. What actions has your country taken in the last five years to eliminate discrimination against and violations of the rights of the girl child?

- Taken measures to combat negative social norms and practices and increased awareness of the needs and potential of girl children
- ✓ Strengthened girls' access to quality education, skills development and training
- Tackled disadvantages in health outcomes due to malnutrition, early childbearing (e.g. anemia) and exposure to HIV/AIDS and other sexually transmitted diseases
- Implemented policies and programmes to reduce and eradicate child, early and forced marriage
- ✓ Implemented policies and programmes to eliminate violence against girls, including physical and sexual violence and harmful practices
- Implemented policies and programmes to eradicate child labour and excessive levels of unpaid care and domestic work undertaken by girl children
- ✓ Promoted girls' awareness of and participation in social, economic and political life
- Other

aims and scope of measures taken	
target population	
budget	
, impact evaluations	
lesson learnt	
Links to other information	

aims and scope of measures taken	
target population	
budget	
, impact evaluations	
lesson learnt	
Links to other information	

aims and scope of measures taken	
target population	
budget	
, impact evaluations	
lesson learnt	
Links to other information	

Environmental conservation, protection and rehabilitation

Critical areas of concern:

- I. Human rights of women
- K. Women and the environment
- L. The girl child

30. What actions has your country taken in the last five years to integrate gender perspectives and concerns into environmental policies?

- ✓ Supported women’s participation and leadership in environmental and natural resource management and governance
- Strengthened evidence and/or raised awareness about gender-specific environmental and health hazards (e.g. consumer products, technologies, industrial pollution)
- Increased women’s access to and control over land, water, energy, and other natural resources
- ✓ Promoted the education of women and girls in science, engineering, technology and other disciplines relating to the natural environment
- ✓ Enhanced women’s access to sustainable time- and labour-saving infrastructure (e.g. access to clean water and energy) and climate-smart agricultural technology
- Taken measures to protect and preserve the knowledge and practices of women in indigenous and local communities related to traditional medicines, biodiversity and conservation techniques
- Taken steps to ensure that women benefit equally from decent jobs in the green economy
- Monitored and evaluated the impact of environmental policies and sustainable infrastructure projects on women and girls
- Other

aims and scope of measures taken	
target population	
budget	
, impact evaluations	
lesson learnt	
Links to other information	

aims and scope of measures taken	
target population	
budget	
, impact evaluations	
lesson learnt	
Links to other information	

aims and scope of measures taken	
target population	
budget	
, impact evaluations	

lesson learnt	
Links to other information	

31. What actions has your country taken in the last five years to integrate gender perspectives into policies and programmes for disaster risk reduction, climate resilience and mitigation?

- Supported women’s participation and leadership, including those affected by disasters, in disaster risk reduction, climate resilience and mitigation policies, programmes and projects
- Strengthened the evidence base and raised awareness about the disproportionate vulnerability of women and girls to the impact of environmental degradation and disasters
- Promoted access of women in situations of disaster to services such as relief payments, disaster insurance and compensation
- Introduced or strengthened and implemented gender-responsive laws and policies related to disaster risk reduction, climate resilience and mitigation (e.g. disaster laws addressing vulnerability of women in disaster)

aims and scope of measures taken	
target population	
budget	
, impact evaluations	
lesson learnt	
Links to other information	

Section Three: National institutions and processes

32. What is your country's current national machinery for gender equality and the empowerment of women? Please name it and describe its location within Government.

The National Gender Secretariat in the Ministry of Family Affairs based at Bel Eau, on the island of Mahe, in conjunction with the National Gender Management Team (NGMT).

33. Is the head of the national machinery a member of the institutional process for SDG implementation (e.g. inter-ministerial coordinating office, commission or committees)?

YES/NO

There is no national process for SDG implementation

If YES, please provide further information

34. Are there formal mechanisms in place for different stakeholders to participate in the implementation and monitoring of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

✓YES/NO

If YES,

a) Which of the following stakeholders participate formally in national coordination mechanisms established to contribute to the implementation of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

Beijing Declaration and PfA

- ✓Civil society organizations
- Women's rights organizations
- Academia and think tanks
- ✓Faith-based organizations
- ✓Parliaments/parliamentary committees
- Private sector
- ✓United Nations system
- ✓Other actors, please specify youth groups

2030 Agenda for Sustainable Development

- ✓Civil society organizations
- Women's rights organizations
- Academia and think tanks
- ✓Faith-based organizations
- ✓Parliaments/parliamentary committees
- Private sector
- ✓United Nations system
- ✓Other actors, please specify youth groups

b) Do you have mechanisms in place to ensure that women and girls from marginalized groups can participate and that their concerns are reflected in these processes?

YES/NO ✓

Please provide further details about the mechanisms used. (2 pages max.)

c) Please describe how stakeholders have contributed to the preparation of the present national report.

35. Is gender equality and the empowerment of all women and girls included as a key priority in the national plan/strategy for SDG implementation?

- Yes
- No
- ✓There is no national plan/strategy for SDG implementation

Please explain.

Nonetheless, The Gender Secretariat with the assistance of its stakeholders have to be systematic and develop indicators to be able to report on its international reporting obligations, in addition to SDG reporting.

Section Four: Data and statistics

36. What are the top three areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?

- Promulgated laws, regulations, or statistical programme/strategy setting out the development of gender statistics
- ✓ Established an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- ✓ Used more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- Re-processed existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics
- Conducted new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)
- Improved administrative-based or alternative data sources to address gender data gaps
- Produced knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)
- Developed a centralized web-based database and/or dashboard on gender statistics
- ✓ Engaged in capacity building to strengthen the use of gender statistics (e.g., trainings, statistical appreciation seminars)
- Other

aims and scope of measures taken	
target population	
budget	
, impact evaluations	
lesson learnt	
Links to other information	

aims and scope of measures taken	
target population	
budget	
, impact evaluations	
lesson learnt	
Links to other information	

aims and scope of measures taken	
target population	
budget	
, impact evaluations	
lesson learnt	
Links to other information	

37. Out of the following which are your country's top three priorities for strengthening national gender statistics over the next five years?

- Design of laws, regulations, or statistical programme/strategy promoting the development of gender statistics
- Establishment of an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- Re-processing of existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics
- Conduct of new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)
- Greater utilization and/or improvement of administrative-based or alternative data sources to address gender data gaps
- Production of knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)
- Development of a centralized web-based database and/or dashboard on gender statistics
- Institutionalization of users-producers' dialogues mechanisms
- Statistical capacity building of users to increase statistical appreciation on and use of gender statistics (e.g., trainings, statistical appreciation seminars)
- Other

Please provide a brief explanation and examples of your plans (2 pages max.).

38. Have you defined a national set of indicators for monitoring progress on the SDGs?

- Yes
- No

If YES, how many indicators does it include and how many of those are gender-specific¹?

169 targets and 230 indicators

If YES, how many of the gender-specific indicators are additional country indicators (i.e., not part of the global SDG monitoring and indicator framework)?

Please provide the indicators in an annex

If NO, how many global gender-specific SDG indicators (list provided in Annex 1) are available in your country?

¹ The term 'gender-specific indicators' is used to refer to indicators that explicitly call for disaggregation by sex and/or refer to gender equality as the underlying objective. For example, SDG indicator 5.c.1 captures the percentage of countries with systems to track public allocations that are directed towards policies and programmes that promote gender equality—the underlying objective is the promotion of gender equality. The term is also used for indicators where women and girls are specified within the indicator as the targeted population (see UN Women. 2018. *Turning Promises into Action: Gender Equality in the 2030 Agenda for Sustainable Development*. New York).

Please provide the indicators in an annex

39. Has data collection and compilation on SDG 5 indicators and on gender-specific indicators under other SDGs begun?

- Yes ✓
- No

If YES, please describe which indicators have been prioritized

If NO, explain the main challenges for collecting and compiling data on these indicators

40. Which of the following disaggregations² is routinely provided by major surveys in your country?

- Geographic location ✓
- Income ✓
- sex ✓
- Age ✓
- Education ✓
- Marital status ✓
- Race/ethnicity
- Migratory status
- Disability
- Other characteristics relevant in national contexts (socioeconomic status, employment, living arrangements – whether the respondent is living alone, with parents, partners, friends or any other persons they share a house with)

* * *

² As specified in A/RES/70/1, with the addition of education and marital status.