

Annex 1: Earnings by sex and occupation 2011/2012

Table 5.10: Mean hourly earnings (Rupees) of employees in their main job, by occupation and sex of the currently employed population, 2011/2012

Current occupation in main job	Both sexes	Male	Female	Absolute differences	Relative differences
Managers	74	83	63	20	1.32
Professionals	49	55	46	8	1.18
Technicians and Associate Professionals	42	45	40	4	1.11
Clerical Support Workers	35	38	34	4	1.13
Service and Sales Workers	26	35	22	13	1.56
Skilled Agricultural, Forestry and Fishery Workers	29	27	...	...	...
Craft and Related Trade Workers	32	34	...	...	...
Plant and Machine Operators and Assemblers	35	36	...	...	...
Elementary Occupations	27	30	23	7	1.32
Armed Forces	39	41	...	...	...
Average all occupational groups	35	39	31	8	1.26

Notes: ... Not publishable due to small cell count numbers

Source: National Bureau of Statistics, LFS 2011/2012

LFS 16a: Currently employed population by sex, occupation and status in employment (in main job) - male, 2011/2012

Occupation in main job (sub-major groups)	Status in employment										Total
	Employee (full time)	Employee (part time)	Employee (casual)	Employee (apprentice)	Operating own business without regular employees	Operating own business with regular employees	Member of producers cooperative	Contributing family worker	Other	Not stated	
Male											
Chief executives, senior officials and legislators	187	-	-	-	25	77	-	-	-	-	289
Administrative and commercial managers	217	-	-	-	14	25	-	-	-	-	256
Production and specialized services managers	342	-	-	-	14	50	-	-	-	-	406
Hospitality, retail and other services managers	291	-	-	-	61	49	-	-	-	-	401
Science and engineering professionals	331	-	25	-	41	25	-	-	-	-	422
Health professionals	84	-	-	-	11	-	-	-	-	-	95
Teaching professionals	425	21	-	-	12	-	13	-	-	-	471
Business and administration professionals	227	-	-	-	13	25	-	-	-	-	265
Information and communications technology professionals	117	-	-	-	23	-	-	-	-	-	140
Legal, social and cultural professionals	171	-	-	-	38	36	-	-	-	-	245
Science and engineering associate professionals	848	-	-	-	84	13	24	-	-	-	969
Health associate professionals	52	-	-	-	-	-	-	-	-	-	52
Business and administration associate professionals	464	25	-	-	25	11	-	-	-	-	525
Legal, social, cultural and related associate professionals	247	-	-	-	-	-	-	-	-	-	247
Information and communications technicians	171	13	-	-	-	-	-	-	-	-	184
General and keyboard clerks	79	-	-	-	-	-	-	14	-	-	93
Customer services clerks	89	-	-	-	-	11	-	-	-	-	100
Numerical and material recording clerks	374	12	-	-	-	-	-	-	-	-	386
Other clerical support workers	40	-	13	-	-	-	-	-	-	-	53
Personal service workers	870	24	26	15	70	41	-	-	-	-	1,046
Sales workers	522	28	10	-	12	69	-	-	-	-	641
Personal care workers	177	44	-	-	-	-	-	-	-	-	221
Protective services workers	1,302	12	-	-	-	-	-	-	-	14	1,328
Market-oriented skilled agricultural workers	434	22	32	-	178	69	-	22	-	-	757
Market-oriented skilled forestry, fishing and hunting workers	227	26	49	-	159	102	-	-	-	-	563
Subsistence farmers, fishers, hunters and gatherers	-	-	-	-	13	-	-	-	-	-	13
Building and related trades workers, excluding electricians	872	112	117	10	710	113	-	-	-	-	1,934
Metal, machinery and related trades workers	720	51	23	-	344	27	-	-	-	-	1,165
Handicraft and printing workers	11	-	-	14	58	-	-	-	-	-	83
Electrical and electronic trades workers	231	-	11	-	55	13	-	-	-	-	310
Food processing, wood working, garment and other craft and related trades workers	246	13	-	-	142	46	-	-	-	-	447
Stationary plant and machine operators	260	11	10	-	-	24	-	-	-	-	305
Assemblers	90	-	-	-	-	-	-	-	-	-	90
Drivers and mobile plant operators	1,558	53	22	-	481	29	-	-	14	-	2,157
Cleaners and helpers	319	66	11	11	15	-	-	-	-	-	422
Agricultural, forestry and fishery labourers	379	-	85	-	58	11	-	-	-	-	533
Labourers in mining, construction, manufacturing and transport	450	22	239	-	45	11	-	-	-	-	767
Food preparation assistants	45	25	-	-	12	-	-	-	-	-	82
Street and related sales and service workers	-	-	12	-	-	-	-	-	-	-	12
Refuse workers and other elementary workers	925	48	214	11	260	38	-	-	23	-	1,519
Armed forces	235	-	-	-	-	-	-	-	-	-	235
Not stated	21	-	-	-	11	-	-	-	-	-	32
All occupation groups	14,650	628	899	61	2,984	915	37	36	37	14	20,261

Source: National Bureau of Statistics, LFS 2011

LFS 16b: Currently employed population by sex, occupation, status in employment (in main job) - Female, 2011/2012

Occupation in main job (sub-major groups)	Status in employment										Total
	Employee (full time)	Employee (part time)	Employee (casual)	Employee (apprentice)	Operating own business without regular employees	Operating own business with regular employees	Member of producers cooperative	Contributing family worker	Other	Not stated	
Female											
Chief executives, senior officials and legislators	79	-	-	-	-	62	-	-	-	-	141
Administrative and commercial managers	285	-	-	-	14	12	-	-	15	-	326
Production and specialized services managers	165	-	-	-	-	-	-	-	-	-	165
Hospitality, retail and other services managers	200	-	-	-	64	37	-	-	-	-	301
Science and engineering professionals	61	-	-	-	25	-	-	-	-	-	86
Health professionals	339	-	-	-	-	-	-	11	-	-	350
Teaching professionals	1,251	15	-	-	-	-	13	-	-	-	1,279
Business and administration professionals	544	12	-	-	-	-	-	-	-	16	572
Information and communications technology professionals	29	-	-	-	-	-	-	-	-	-	29
Legal, social and cultural professionals	354	-	-	-	15	-	-	-	-	-	369
Science and engineering associate professionals	155	-	-	-	-	-	-	-	-	-	155
Health associate professionals	458	13	-	-	-	-	-	-	-	-	471
Business and administration associate professionals	1,028	-	-	-	11	14	-	-	-	-	1,053
Legal, social, cultural and related associate professionals	259	-	-	-	-	-	-	-	-	-	259
Information and communications technicians	12	-	-	-	-	-	-	-	-	-	12
General and keyboard clerks	817	14	-	13	11	-	-	-	-	-	855
Customer services clerks	723	11	-	-	-	-	-	-	-	-	734
Numerical and material recording clerks	435	-	-	-	16	-	-	13	-	-	464
Other clerical support workers	261	-	-	-	-	-	-	-	-	-	261
Personal service workers	1,700	72	27	114	85	22	13	-	-	-	2,033
Sales workers	1,085	99	10	-	126	12	-	10	11	-	1,353
Personal care workers	2,448	318	-	-	259	10	-	-	11	-	3,046
Protective services workers	606	12	-	-	-	-	-	-	-	-	618
Market-oriented skilled agricultural workers	210	-	-	-	11	-	-	11	-	-	232
Market-oriented skilled forestry, fishing and hunting workers	55	-	-	-	-	-	-	-	-	-	55
Metal, machinery and related trades workers	12	-	-	-	-	-	-	-	-	-	12
Handicraft and printing workers	85	11	-	-	74	-	-	-	-	-	170
Food processing, wood working, garment and other craft and related trades workers	233	36	-	-	373	41	-	-	-	-	683
Stationary plant and machine operators	291	-	-	-	-	-	-	-	30	-	321
Assemblers	25	-	-	-	-	-	-	-	-	-	25
Drivers and mobile plant operators	-	-	-	-	11	-	-	-	-	-	11
Cleaners and helpers	1,913	102	67	27	-	-	43	-	26	11	2,189
Agricultural, forestry and fishery labourers	334	-	-	-	12	13	-	-	-	-	359
Labourers in mining, construction, manufacturing and transport	85	-	13	-	-	-	-	-	-	-	98
Food preparation assistants	47	-	-	-	-	-	13	-	-	-	60
Refuse workers and other elementary workers	407	31	-	-	-	-	-	-	-	-	438
Armed forces	36	-	-	-	-	-	-	-	-	-	36
Not stated	32	-	-	-	-	-	-	-	-	40	72
All occupation groups	17,059	746	117	154	1,107	223	82	45	93	67	19,693

Source: National Bureau of Statistics, LFS 2011

LFS 17: Currently employed population by sex, occupation and industry (in main job), 2011/2012

Industry	Current occupation in main job											
	Armed Forces	Managers	Professionals	Technicians and Associate Professionals	Clerical Support Workers	Service and Sales Workers	Skilled Agricultural, Forestry and Fishery Workers	Craft and Related Trade Workers	Plant and Machine Operators and Assemblers	Elementary Occupations	All occupation groups	
Male												
Agriculture, forestry and fishing	-	24	12	40	-	75	912	49	11	187	1,310	
Manufacturing; Mining and quarrying and other industrial activities	-	123	105	272	63	117	62	1,401	459	598	3,200	
Construction	-	136	92	34	44	15	-	1,138	142	317	1,918	
Wholesale and retail trade; Transportation and storage	-	429	66	515	209	640	14	691	1,247	831	4,642	
Accommodation and Food service activities	-	195	40	232	78	977	105	193	193	356	2,369	
Information and communication	-	28	107	88	-	12	13	35	16	24	323	
Financial and insurance activities; Real estate activities	-	105	126	113	68	-	24	22	12	77	547	
Professional, scientific and technical activities; Administrative and support service activities	-	179	191	194	23	504	130	110	215	319	1,865	
Public administration and defence	235	70	220	210	84	494	-	23	128	95	1,559	
Education; Human health and social work activities	-	40	472	131	15	234	-	35	60	14	1,001	
Other service activities	-	23	209	150	48	156	73	242	70	530	1,501	
Not stated	21	-	-	-	-	12	-	-	-	-	33	
All industry groups	256	1,352	1,640	1,979	632	3,236	1,333	3,939	2,553	3,348	20,268	
Female												
Agriculture, forestry and fishing	-	-	-	-	15	-	81	-	-	37	133	
Manufacturing; Mining and quarrying and other industrial activities	-	37	64	100	178	96	36	572	242	495	1,820	
Construction	-	50	40	25	72	11	-	-	-	30	228	
Wholesale and retail trade; Transportation and storage	-	208	73	199	293	1,149	-	38	32	258	2,250	
Accommodation and Food service activities	-	136	40	143	285	1,477	22	108	57	834	3,102	
Information and communication	-	28	80	-	60	14	-	11	-	-	193	
Financial and insurance activities; Real estate activities	-	66	137	117	218	99	35	-	-	126	798	
Professional, scientific and technical activities; Administrative and support service activities	-	94	218	244	278	249	57	-	-	452	1,592	
Public administration and defence	36	116	510	510	565	582	15	-	-	201	2,535	
Education; Human health and social work activities	-	147	1,423	514	198	2,359	-	-	-	106	4,747	
Other service activities	-	50	83	97	151	1,016	41	136	26	603	2,203	
Not stated	57	-	16	-	-	-	-	-	-	14	87	
All industry groups	93	932	2,684	1,949	2,313	7,052	287	865	357	3,156	19,688	
Both sexes												
Agriculture, forestry and fishing	-	24	12	40	15	75	993	49	11	224	1,443	
Manufacturing; Mining and quarrying and other industrial activities	-	160	168	372	240	213	98	1,973	702	1,094	5,020	
Construction	-	186	133	60	116	26	-	1,138	142	347	2,148	
Wholesale and retail trade; Transportation and storage	-	637	139	715	502	1,789	14	729	1,279	1,090	6,894	
Accommodation and Food service activities	-	331	79	374	363	2,454	128	301	249	1,190	5,469	
Information and communication	-	56	187	88	60	26	13	46	16	24	516	
Financial and insurance activities; Real estate activities	-	172	264	230	286	99	59	22	12	203	1,347	
Professional, scientific and technical activities; Administrative and support service activities	-	273	409	438	301	754	187	110	215	771	3,458	
Public administration and defence	271	186	730	720	649	1,076	15	23	128	296	4,094	
Education; Human health and social work activities	-	187	1,894	645	213	2,594	-	35	60	120	5,748	
Other service activities	-	72	292	247	199	1,172	114	378	95	1,133	3,702	
Not stated	78	-	16	-	-	12	-	-	-	14	120	
All industry groups	349	2,284	4,323	3,929	2,944	10,290	1,621	4,804	2,909	6,506	39,959	

Source: National Bureau of Statistics, LFS 2011/2012

LFS 17a: Currently employed population by sex, occupation and industry (in main job) -Males, 2011/2012

Occupation in main job (sub-major groups)	Industry											All industry groups	
	Agriculture, forestry and fishing	Manufacturing; Mining and quarrying and other industrial activities	Construction	Wholesale and retail trade; Transportation and storage	Accommodation and Food service activities	Information and communication	Financial and insurance activities; Real estate activities	Professional, scientific and technical activities; Administrative and support service activities	Public administration and defence	Education; Human health and social work activities	Other service activities		Not stated
Male													
Chief executives, senior officials and legislators	-	11	51	64	-	-	25	79	48	-	12	-	290
Administrative and commercial managers	-	39	13	87	15	13	39	50	-	-	-	-	256
Production and specialized services managers	24	61	61	67	38	15	42	36	22	40	-	-	406
Hospitality, retail and other services managers	-	12	11	211	142	-	-	13	-	-	11	-	400
Science and engineering professionals	12	79	77	28	-	47	24	75	56	-	25	-	423
Health professionals	-	-	-	-	-	-	-	13	24	57	-	-	94
Teaching professionals	-	-	-	-	-	-	-	-	59	400	12	-	471
Business and administration professionals	-	-	15	11	26	-	102	64	35	-	13	-	266
Information and communications technology professionals	-	26	-	27	13	49	-	13	12	-	-	-	140
Legal, social and cultural professionals	-	-	-	-	-	10	-	25	36	14	160	-	245
Science and engineering associate professionals	40	261	34	342	72	13	16	73	26	70	23	-	970
Health associate professionals	-	-	-	-	-	-	-	-	13	39	-	-	52
Business and administration associate professionals	-	-	-	148	37	14	98	96	121	-	12	-	526
Legal, social, cultural and related associate professionals	-	-	-	13	123	-	-	11	25	11	64	-	247
Information and communications technicians	-	12	-	12	-	60	-	14	24	11	52	-	185
General and keyboard clerks	-	-	-	30	-	-	-	13	22	15	14	-	94
Customer services clerks	-	-	-	33	33	-	12	11	-	-	11	-	100
Numerical and material recording clerks	-	63	44	108	45	-	57	-	47	-	23	-	387
Other clerical support workers	-	-	-	38	-	-	-	-	15	-	-	-	53
Personal service workers	40	12	15	78	670	12	-	132	-	11	64	12	1,046
Sales workers	22	13	-	449	48	-	-	73	-	22	14	-	641
Personal care workers	-	-	-	-	-	-	-	-	41	180	-	-	221
Protective services workers	13	92	-	112	259	-	-	300	453	21	78	-	1,328
Market-oriented skilled agricultural workers	411	50	-	-	105	-	24	130	-	-	38	-	758
Market-oriented skilled forestry, fishing and hunting workers	489	12	-	14	-	13	-	-	-	-	35	-	563
Subsistence farmers, fishers, hunters and gatherers	13	-	-	-	-	-	-	-	-	-	-	-	13
Building and related trades workers, excluding electricians	13	634	1,013	48	107	-	-	-	23	23	72	-	1,933
Metal, machinery and related trades workers	14	390	51	591	23	12	-	61	-	12	11	-	1,165
Handicraft and printing workers	-	34	-	-	-	-	-	25	-	-	25	-	84
Electrical and electronic trades workers	-	132	74	10	15	23	22	-	-	-	34	-	310
Food processing, wood working, garment and other craft and related trades workers	22	211	-	42	48	-	-	24	-	-	100	-	447
Stationary plant and machine operators	-	217	14	24	28	-	-	12	10	-	-	-	305
Assemblers	-	35	-	55	-	-	-	-	-	-	-	-	90
Drivers and mobile plant operators	11	207	128	1,168	165	16	12	204	118	60	70	-	2,159
Cleaners and helpers	-	85	-	68	105	11	-	64	14	-	75	-	422
Agricultural, forestry and fishery labourers	159	119	-	62	68	-	12	21	24	-	69	-	534
Labourers in mining, construction, manufacturing and transport	-	122	206	415	11	-	-	14	-	-	-	-	768
Food preparation assistants	-	12	-	-	71	-	-	-	-	-	-	-	83
Street and related sales and service workers	-	-	-	-	-	-	-	12	-	-	-	-	12
Refuse workers and other elementary workers	27	261	111	286	90	13	66	209	57	14	386	-	1,520
Armed forces	-	-	-	-	-	-	-	-	235	-	-	-	235
Not stated	-	-	-	-	11	-	-	-	-	-	-	21	32
All occupation groups	1,310	3,202	1,918	4,641	2,368	321	551	1,867	1,560	1,000	1,503	33	20,274

Source: National Bureau of Statistics, LFS 2011/2012

LFS 17b: Currently employed population by sex, occupation and industry (in main job) - Females, 2011/2012

Occupation in main job (sub-major groups)		Industry												All industry groups
		Agriculture, forestry and fishing	Manufacturing; Mining and quarrying and other industrial activities	Construction	Wholesale and retail trade; Transportation and storage	Accommodation and Food service activities	Information and communication	Financial and insurance activities; Real estate activities	Professional, scientific and technical activities; Administrative and support service activities	Public administration and defence	Education; Human health and social work activities	Other service activities	Not stated	
Female	Chief executives, senior officials and legislators	-	13	25	-	12	-	14	25	13	27	11	-	140
	Administrative and commercial managers	-	13	25	65	21	28	29	40	51	26	27	-	325
	Production and specialized services managers	-	11	-	12	-	-	23	-	25	83	11	-	165
	Hospitality, retail and other services managers	-	-	-	131	103	-	-	28	27	12	-	-	301
	Science and engineering professionals	-	-	13	-	-	-	-	25	25	12	10	-	85
	Health professionals	-	-	-	10	26	-	-	13	28	261	12	-	350
	Teaching professionals	-	-	-	-	-	-	-	-	207	1,061	11	-	1,279
	Business and administration professionals	-	53	14	63	13	25	110	114	151	-	12	16	571
	Information and communications technology professionals	-	-	-	-	-	15	14	-	-	-	-	-	29
	Legal, social and cultural professionals	-	11	13	-	-	40	13	65	98	89	39	-	368
	Science and engineering associate professionals	-	37	-	56	-	-	-	50	12	-	-	-	155
	Health associate professionals	-	-	-	11	-	-	-	-	73	387	-	-	471
	Business and administration associate professionals	-	63	25	121	67	-	102	194	388	66	25	-	1,051
	Legal, social, cultural and related associate professionals	-	-	-	-	75	-	15	-	37	61	71	-	259
	Information and communications technicians	-	-	-	12	-	-	-	-	-	-	-	-	12
	General and keyboard clerks	15	102	13	85	11	14	37	86	353	87	50	-	853
	Customer services clerks	-	10	12	55	201	24	169	112	79	37	36	-	735
	Numerical and material recording clerks	-	51	47	105	48	22	12	41	75	51	12	-	464
	Other clerical support workers	-	14	-	48	26	-	-	38	58	23	52	-	259
	Personal service workers	-	11	11	149	1,254	-	38	61	26	40	444	-	2,034
	Sales workers	-	37	-	946	192	14	50	39	12	16	47	-	1,353
	Personal care workers	-	14	-	-	11	-	-	12	239	2,256	515	-	3,047
	Protective services workers	-	34	-	54	20	-	10	137	304	47	10	-	616
	Market-oriented skilled agricultural workers	65	22	-	-	22	-	35	57	-	-	30	-	231
	Market-oriented skilled forestry, fishing and hunting workers	16	14	-	-	-	-	-	-	15	-	11	-	56
	Metal, machinery and related trades workers	-	-	-	12	-	-	-	-	-	-	-	-	12
	Handicraft and printing workers	-	112	-	11	-	11	-	-	-	-	36	-	170
	Food processing, wood working, garment and other craft and related trades workers	-	460	-	15	108	-	-	-	-	-	101	-	684
	Stationary plant and machine operators	-	228	-	10	57	-	-	-	-	-	26	-	321
	Assemblers	-	15	-	10	-	-	-	-	-	-	-	-	25
	Drivers and mobile plant operators	-	-	-	11	-	-	-	-	-	-	-	-	11
	Cleaners and helpers	-	114	15	197	694	-	101	307	110	106	545	-	2,189
	Agricultural, forestry and fishery labourers	37	216	-	-	33	-	13	49	-	-	11	-	359
	Labourers in mining, construction, manufacturing and transport	-	67	16	-	16	-	-	-	-	-	-	-	99
Food preparation assistants	-	-	-	-	47	-	-	-	13	-	-	-	60	
Refuse workers and other elementary workers	-	98	-	61	46	-	12	97	78	-	47	-	439	
Armed forces	-	-	-	-	-	-	-	-	36	-	-	-	36	
Not stated	-	-	-	-	-	-	-	-	-	-	-	71	71	
All occupation groups	133	1,820	229	2,250	3,103	193	797	1,590	2,533	4,748	2,202	87	19,685	

Source: National Bureau of Statistics, LFS 2011/2012

Annex 2: ABBREVIATIONS AND ACRONYMS

ACCA	Association of Chartered Certified Accountants
AIDS	Acquired Immune Deficiency Syndrome
ALDEC	Adult Learning and Distance Education Centre
ANHRD	Agency National Human Resource Development
APSHF	Association for the Promotion of Solid and Humane Families
Art.	Article
ARASA	AIDS & Rights Alliance for Southern Africa
ASFF	Alliance of Solidarity for the Family
AU	African Union
CCA	Concessionary Credit Agency
CDCU	Communicable Disease Control Unit
CDS	Curriculum Development Section
CEDAW	Convention on the Elimination of all Forms of Discrimination against Women
CESD	Climate and Environmental Services Division
CEO	Chief Executive Officer
CEPS	Citizens Engagement Platform Seychelles
CRC	Convention on the Rights of the Child
CSO	Civil Society Organisation
CLISSA	Competitive Local Innovations for Small-Scale Agriculture Project
DA	District Administrator
DAC	Drug and Alcohol Council
DBS	Development Bank of Seychelles
DRDM	Department of Risk and Disaster Management
EDF	European Development Fund
EFA	Education for All
EMIS	Education Management Information System
EMPS	Environment Management Plan of Seychelles
EU	European Union
FAWE	Forum for African Women Educationalists
FBO	Faith Based Organisation
FLHE	Family Life and Health Education
FSW	Female Sex Workers
GBV	Gender Based Violence
GDI	Gender Development Index
GDP	Gross Domestic Product
GEM	Gender Empowerment Measure
GMAS	Gender and Media Audience Study
GMS	Gender Management System
HASO	HIV and AIDS Support Organisation
HBS	Household Budget Survey
HDI	Human Development Index
HIV	Human Immunodeficiency Virus
HR	Human Resources

HSA	Health Services Agency
IBBS	Integrated Behavioural and Biological Surveillance Survey
IDC	Island Development Company
ICPD	International Conference on Population and Development
IEC	Information, Education and Communication
IGCSE	International General Certificate of Secondary Education
IMF	International Monetary Fund
IOC	Indian Ocean Commission
ILO	International Labour Organisation
LFS	Labour Force Survey
LGBTI Sey	Lesbian Gay Bisexual Transgender Intersex Seychelles
LUNGOS	Liaison Unit for Non-Governmental Organisation
MAM	Ministry of Administration and Manpower
MCD	Ministry of Community Development
MD	Millennium Declaration
MDGs	Millennium Development Goals
MERP	Macro Economic Reform Programme
MESA	Ministry of Employment and Social Affairs
MFA	Ministry of Foreign Affairs
MNA	Member of the National Assembly
MoH	Ministry of Health
MSM	Men who have sex with men
NAC	National AIDS Council
NCC	National Council for Children
NCCC	National Climate Change Committee
NCD	Non-Communicable Disease
NCCP	National Commission for Child Protection
NGM	National Gender Machinery
NGMT	National Gender Management Team
NGO	Non-Governmental Organisation
NGSC	National Gender Steering Committee
NHRDC	National Human Resources Development Council
NPASD	National Plan of Action on Social Development
NRDMS	National Risk and Disaster Management Secretariat
NBS	National Bureau of Statistics
ODEROI	Indian Ocean Observatory for Children's Rights
OHCHR	Office of the High Commissioner for Human Rights
PEP	Post Exposure Prophylaxis
PLHIV	Person Living With HIV
PoA	Plan of Action
PHD	Public Health Department
PS	Principal Secretary (CEOs of government ministries or departments)
PSE	Personal and Social Education
PSI	Post-Secondary Institution
PSO	Public Service Order
SADC	Southern African Development Community

SAHTC	Seychelles Agriculture and Horticulture Training Centre
SAP	Skill Acquisition Programme
SAWOP	Seychelles Association of Women Professional
SBC	Seychelles Broadcasting Corporation
SCU	Seychelles Credit Union
SDD	Social Development Department
SEnPA	Small Enterprise Promotion Agency
SEP	Special Education Programme
SHTTC	Seychelles Hospitality Tourism Training College
SIBA	Seychelles International Business Authority
SIDEC	Seychelles Industrial Development Corporation
SIDS	Small Island Developing States
SIM	Seychelles Institute of Management
SLRF	Sea Level Rise Foundation
SNP	Seychelles National Party
SNYC	Seychelles National Youth Council
SPPF	Seychelles People's Progressive Front
SPTC	Seychelles Public Transport Corporation
SCR	Seychelles Rupee
STA	Seychelles Tourism Academy
STC	Safe Technology Committee
STI	Sexually Transmitted Infection
SWASA	Seychelles Women and Sports Association
SYLP	Seychelles Young Leaders Programme
S4S	Sustainability for Seychelles
TFR	Total Fertility Rate
TOP	Termination of Pregnancy
TOR	Terms of Reference
TOT	Training of Trainers
UN	United Nations
UNDP	United Nations Development Programme
UNECA	United Nation Economic Commission for Africa
UNEP	United Nations Environment Programme
UNFPA	United Nations Population Fund
UNESCO	United Nations Educational, Scientific and Cultural Organisation
UNFCCC	United Nations Framework Convention on Climate Change
UNIFEM	United Nations Development Fund for Women
UniSey	University of Seychelles
UNODC	United Nations Office on Drugs and Crime
VAW	Violence against Women
VCT	Voluntary Counselling and Testing
WASO	Women in Action and Solidarity Organisation
WHO	World Health Organisation
WSSD	World Summit for Social Development
YES	Youth Employment Scheme
YHC	Youth Health Centre

Annex 3: SPECIAL PROGRAMMES IN DISTRICTS

<p>Neighbourhood Recreational Activities</p>	<p>Caters for the differing needs of children, both males and females, aged from 3 to 15 years old, in their sub-communities under the supervision of an adult (animateur). Children are provided with the opportunity to share experiences, cultivate new friendship, acquire and develop basic skills and get involved in activities as alternatives to negative influences.</p>
<p>Senior Citizens</p>	<p>Encourages social active lifestyles. It is also a community clubs that seeks to develop, promote and organize activities responding to the needs of the seniors. Such activities permit them to regroup, reminisce older times, encourages them to exchange skills and knowledge amongst themselves and the younger generation thus bridging the inter generation gap.</p>
<p>Family Council</p>	<p>Promotes, defends, and protects the interest and the welfare of families; empowers families to fulfil their expected roles in the district, through an integrated approach. Promotes activities and projects by upholding beliefs, living values and positive attitudes conducive to stable family life styles.</p>
<p>Disabled Support Group</p>	<p>Promotes the welfare of the disabled in Seychelles; develops, and assists with the promotion of sports, leisure and recreational activities for the disabled and their parents; develops and implements programmes to allow disabled individuals to become more productive, collaborate with agencies and organizations promoting welfare of the disabled.</p>
<p>Emergency Brigade</p>	<p>Offers first response assistance to the community in the event of any disaster, emergency, cleaning or maintenance of properties. They are recognized as an important component in the National Disaster Plan chain of operations.</p>

Annex 4: CEPS CONSULTATIVE PAPER ON WOMEN'S ISSUES



Citizens Engagement Platform Seychelles Gender, Governance and Rights Commission Consultative Paper on Women Issues

On the occasion of *Women's Day* on Wednesday 08th March 2017, the Gender, Governance and Rights Commission of the Citizens Engagement Platform Seychelles hereby presents a *Consultative Paper on Women's Issues in the Seychelles*.

Whilst we take note of the tremendous progress made by Seychellois women in equality and equity, we also recognise that there are still a number of issues of concern affecting the civil, political, social and economic rights of women and girls, such as their full participation in the civil and political life of the country and accessing all the social, health and economic benefits of the nation. The Commission, therefore, highlights these concerns below and entrust them to the Executive in the hope that due consideration will be given to them and appropriate actions taken to remedy the situations.

1. Civil and political representation

The situation

There is an uneven picture of gender parity for political and administrative institutions in Seychelles, such as the National Assembly, the Cabinet of Ministers, the district administrators and the executives of parastatal companies. Whilst women account for more than 60% of the workforce on average in the public sector, the highest proportion of women in administrative and leadership roles is in the district and school administration. The proportion of women in parliament has dropped from 44% in the previous period of 2011 to 2016 to 22% in the present period of 2017 onwards.

Recommendations

1. A quota system *gender parity of 50-50* should be considered by political parties in terms of fielding candidates for elections and selection of parliamentarians for proportional seats in the National Assembly.

2. To ensure that political parties attain *gender parity of 50-50* by 2020, they should include this clause in their constitution and consider having an interchangeable arrangement for a male or female President and Vice-President.
3. *Gender parity of 50-50* should also apply for youth representatives for the Youth National Assembly of Seychelles, and authorities encouraged to send two representatives, a male and a female, from each district.
4. Women should be given every opportunity to be leaders and they should be considered every time there is an opening of any sort in employment.
5. To sustain the national efforts to attain gender parity and equity, there is a need for instituted Monitoring and Evaluation Mechanisms and designated authorities to ensure that M&E is conducted. There are models that can be used such as the Gender Barometer of the Southern African Development Community (SADC) and the United Nations Convention for the Elimination of All Forms of Discrimination against Women (CEDAW).

2. Family participation, poverty and child care

Situation

For many parents, especially single women with children, there are problems with adequate child care when they are at work. The research conducted on women and shift work in 2015 by the Seychelles Women's Trust Fund indicated that there were numerous social and mental health issues associated with the anxiety generated by the lack of child care services for women who work shift.

Recommendations

1. It is recommended that state and non-state actors should organise family-oriented programmes and activities, where it is easier for parents to participate with their children. There should be designated areas for alcohol consumption and others for children, either for play or for rest.
2. There is a need for parenting educational programmes to help women understand that fathers need to have a greater role in raising their children especially in cases of shared custody. The cultural barrier of seeing the mother as the sole person responsible for the children ("*Sa i mon piti.*" **This is my Child** needs to be broken.
3. ***Sexual and reproductive health rights***

Situation

There is inadequate coverage of sexual and reproductive health services for women in a number of areas, such as screening for breast and cervical cancers and having

Recommendations

1. The Ministry of Health and Social Affairs should issue the following guidelines: “*All women over 50 years should undergo a mammogram and should be referred for one in each of contact with a health professional, be they public or private.*”
2. Health Service Providers should ensure that PAP smears are conducted in respect of the intimate nature and confidentiality of the procedure and should endeavour to have an improved, sustained and consistent health worker-client relationship to better quality of care.
3. The Ministry of Health and Social Affairs should issue clear guidelines for health workers providing care for sexually active minors, especially in relation to age of consent laws and access to contraceptives.

4. Discrimination in employment

Situation

There are presently employers requesting to know the age of applicants and whether they have children which ultimately leads to discrimination against older women and those with children.

Recommendation

1. There is a need to eliminate the covert demand of various workplaces to know the sex, age and whether the applicant has children. The Ministry of Labour and Human Resources should inform and educate employers about the Employment Act 1995, with amendments and ensure that there is daily scrutiny of employment adverts to monitor compliance.

5. Gender stereotyping in the education system

Situation

There is still stereotyping regarding gender roles for family, social behaviour and employment being perpetuated in schools through informal teacher interactions with students, lessons and careers guidance. This has resulted in persistent bias in education and job selections for both boys and girls, in detriment to personal ambitions, talents, and abilities.

Recommendations

1. The Ministry of Education should increase awareness of teachers and other staff about stereotyping and gender bias.
2. The Ministry of Education should also ensure that there is an extensive national exercise to study gender bias in books and educational materials being used in the primary and secondary schools to eliminate those which perpetuate gender biases in terms of social roles, education and employment.

6. Women in the media and advertising

Situation

In recent years, there have been a greater amount of adverts in print and on television where scantily clad women are used to advertise products which have no relation with their attires and bodies. This is sexual exploitation and objectification of women and girls.

Recommendation

1. The Cabinet of Ministers shall issue a directive to ensure that female objectification for the purpose of sale of products and services is scrutinised and policy guidelines are issued to companies and individuals.

7. Civil Code and Age of consent

Situation

There is still confusion about the age of consent for sex and access to contraceptives for girls with or without the permission of their parents. This is an issue that has been ongoing for a number of years and there has been no satisfactory solution.

Recommendation

1. The Cabinet of Ministers should direct that the relevant laws are harmonised, as soon as possible.

The Commission is also concerned about other issues affecting women and girls such as the vulnerability of sex workers and the lack of access to finance and loan facilities for women who wish to be entrepreneurs. For the latter, there is a need for a loan facility for women entrepreneurs to be created to improve access to finance.

Furthermore, the Gender Secretariat needs to be strengthened so that it could play its rightful and forceful role of monitoring, evaluating and dealing with institutions who fail to comply with guidelines on gender parity and equity in Seychelles.

It is the wish of the Commission that the matters highlighted above shall be treated with the utmost respect and urgency.

Members of the Commission for Gender, Governance and Rights

Annex 5: Summary of Women’s Issues raised in the National Consultations
8TH MARCH 2017 FOLLOW UP

	ISSUES
1	Imperative to change the social discourse on stereotypes and the narrative on successful women from condemning success of women to celebration and recognition
2	Shared responsibility between the sexes for dealing with the social issues and family life, and have a greater role for men in family life
3	Importance of gender-disaggregated statistics to inform policy and programmes
4	Urgent need for day care facilities at work places and district centres
5	Introduction of flexi-time and longer maternity/paternity leave (though not taken at the same time) – incentives for young mothers to stay with the newborn child
6	Implement clear guidelines for health workers so that vulnerable minors have access to contraceptives
7	Encourage open conversation on cases of abuse/incest, followed up by implementation of legislation
8	Review legislation and clauses of the Civil Code – the laws need to defend rights over moral values, especially those of women living in concubinage
9	Necessity for a law on domestic violence and a shelter for women
10	The recommendations presented by the roundtable meeting be carefully examined and acted upon by Government
11	A high-level Committee of Government and Civil Society needs to be set up to oversee Government’s actions. The Social Affairs Department would drive and monitor Government’s actions in this regard.
12	The new Ministry of Family Affairs, which includes the Social Affairs Department, would submit policies and actions on specific issues for consideration by Cabinet.
13	Government should encourage more day-care centres to be set up. Incentives (e.g., tax rebates) could be considered for employing organisations to provide in-house day-care facilities.
14	New employment legislation would provide for more flexible working hours, in order to support women, especially parents with young children.
15	Measures would be taken to facilitate access by women to finance.
16	The Education curriculum should provide for greater sensitisation on gender issues and on reproductive health.

17	There should be better access to contraceptives, as young people were becoming sexually active at an early age.
18	The relevant parts of the Civil Code should be amended to strengthen women's rights.
19	Legislation should be enacted specifically to protect men and women from domestic violence. Members noted that legislation itself was not sufficient; there should be robust enforcement of the law.
20	Government should provide land for the construction of a home for women in need of shelter. A public-private partnership project could be considered for the construction of such a shelter
21	Population statistics should be gender-disaggregated as a matter of policy throughout. The National Bureau of statistics would also be advised to ensure disaggregation of gender related statistics.