



Gender Secretariat
Ministry of Social Development and Culture
Republic of Seychelles



Report on Gender Mainstreaming Training Workshop

International Conference Centre of Seychelles
20 – 26 January 2012



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Photos: Courtesy Gender Links

1. Background and Rationale

From the 6th to the 10th December 2010, the SADC Secretariat organised a five day Training of Trainers workshop at the Airport Grand Hotel in Johannesburg, South Africa. The aim of the workshop was to train participants from SADC countries who included representatives from Government Ministries, independent consultants and gender activists in the use of, the newly developed SADC Gender Mainstreaming Toolkit so that they would in turn organise cascade training at national country level by adopting the toolkit to the local context. Three trainers from Seychelles, nominated by the Department of Social Development, participated in the TOT workshop.

The SADC Secretariat further committed itself to funding one workshop and the services of a trainer at national level to disseminate the toolkit and start the mainstreaming process in all participating countries. It is within this context that the Department of Social Development organised the gender mainstreaming workshop for members of the National Gender Management Team, the Gender Violence Working Group and other key persons within line ministries and civil society in Seychelles.

The workshop also materialised at an opportune moment. The Gender Secretariat in the Seychelles' Ministry of Social Development and Culture has recently, with the assistance of Gender Links, South Africa, started the process of developing its national gender policy that is aligned to all its current international, regional and sub-regional gender commitments, notably the 28 targets of the SADC Protocol on Gender and Development and the Millennium Development Goals. Work on the policy is well advanced and the Secretariat felt that it was therefore important to develop a National Gender Action Plan to operationalise the National Gender Policy.

The production and Implementation of this plan requires a high level of understanding of key gender concepts, analytical and costing skills. It was rightly felt that bringing together capacity building and action planning together in one workshop would ensure applied learning that would result in effective implementation of the new plan. It would also make optimal use of time as participants with busy schedules were hard pressed to be able to obtain release for five consecutive days for gender training and action planning.

The presence of co-facilitators from Gender Links with hands on experience of mainstreaming gender in SADC countries would be a source of enrichment and add value to the quality of the workshop deliberations and outputs.

2. Venue and Dates

The Gender Validation and Mainstreaming Workshop was held from Friday 20th to Thursday 26th January 2012 (5 working days) in Room 2 of the International Conference Centre of Seychelles (ICCS). Sessions were held from 9:00 am to 4:00 pm.

3. Participants

The workshop was attended by 41 participants (32 Women & 9 Men) from the National Gender Management Team, the Gender Based Violence Working Group, representatives from various Government Ministries and Agencies as well as Non-government Organisations and Civil Society. A full list of participants including their positions and contacts are attached in Appendix 1. (The cover photo shows the participants and the facilitators on the steps in front of the main entrance leading to the ICCS.)

4. Programme

The detailed workshop programme is attached in Appendix 2. The 5 day programme was broadly structured as follows:

	Morning	Afternoon
DAY 1	Opening; Validation of Policy	Clarifying Gender Concepts; Group work on Stereotyping;
DAY 2	Presentation on Legal Instruments ; Gender Planning Concepts;	Groups work on WID/GAD; Gender Mainstreaming Exercises;
DAY 3	Gender Responsive Budgeting	Exercises on Gender Budgeting The Gender Management System Benchmarks for Mainstreaming
Day 4	Applying Concepts Action Planning by Sectors	Action Planning (Cont)
Day 5	Report Back on Progress of Action Plans/Synthesis Completing Score Cards Evaluation	Action Planning (Cont) Closing

At the end of the week, all major areas of the programme were satisfactorily covered with good time management. There were 3 major presentations on Legal Instruments, Gender Budgeting and the Seychelles Gender Management System. Most of the other work was done through group work interspersed with plenary sessions for sharing of findings and experiences. A participatory approach was privileged throughout the training.

5. SADC Toolkit

The SADC toolkit was customized by Gender Links with examples from the Seychelles context. (See attached manual.) This work is not complete. The skeleton manual will be further improved with examples, case studies and documents emanating from the workshop itself as well as methodological tips and good practice. The Gender Secretariat has plans to develop sector specific manuals for gender mainstreaming. The SADC toolkit has provided the launching pad for this to happen.

6. Opening Address

The Workshop on Gender Mainstreaming was formally opened by the Principal Secretary for Social Development, Mrs Linda William-Melanie, who welcomed the participants and expressed gratitude for their engagement with the process of developing the Seychelles Gender Policy and Action Plan as well as developing their own capacities in gender mainstreaming. She hoped the workshop would equip them with fresh skills and knowledge to enable them to mainstream gender into their own sectoral plans and act as catalysts of change.

The PS also welcomed Colleen Lowe-Morna the Chief Executive Officer of Gender Links, Makaya Mukayi and Loveness Nyakujarah also from Gender Links who would be co-facilitating the validation and training workshop. The PS went on to thank SADC and UNFPA for their invaluable logistical support for the workshop. She hoped the local trainer Mahrookh Pardiwalla appointed by SADC would continue the initiative and spread the skills and knowledge to wider target groups throughout the year.

As a signatory party to the SADC Gender and Development Protocol, Seychelles was committed to meeting the 50/50 target of women in decision making levels by 2015 and had already made great strides by improving its women representation from 23% to 45% following the last parliamentary elections. The policy, action plan and new knowledge would serve as road maps to turn commitments into actions. She urged participants not to make empty promises but to 'walk the talk'.



Principal Secretary Linda William-Melanie delivering the Opening Address.

The opening ceremony was covered by Seychelles Broadcasting Corporation (TV & Radio) and the local press, 'Nation', 'Today' and 'Le Seychellois.' A copy of the Nation article published on Tuesday 24th January is attached. A link to the government press release and articles are available at www.genderseychelles.gov.sc

Following the opening address, the Chief Executive Officer of Gender Links presented the Principal Secretary Mrs. Williams with copies of the SADC Gender Protocol Barometer 2011 and the Barometer for Seychelles. The Seychelles Barometer would provide valuable baseline data for the action planning process. She congratulated Seychelles for its excellent performance and its overall top ranking on the SGDI. Seychelles however needs to work harder to improve its scores on the Economy and Governance indicators.



Chief Executive Officer of Gender Links, Colleen Lowe-Morna, Principal Secretary, Linda William-Melanie, Makaya Mukayi and Loveness Nyakujarah from Gender Links with copies of the SADC Barometer Study

7. Presentation of Workshop Objectives and expected Outputs and Outcomes

Tessa Siu, Senior Research officer from the Gender Secretariat presented the workshop objectives, outputs and outcomes which were as follows:

Objectives:

1. Engage participants in the validation of the draft National Gender Policy.
2. Strengthen participants understanding of the key gender concepts in the context of Seychelles.
3. Strengthen participants' skills and knowledge on gender planning, gender budgeting, SADC gender mainstreaming toolkit and gender mainstreaming for gender responsive programming in line ministries.
4. Equip participants with knowledge and skills on the Gender Management Systems, the SADC Gender and Development Protocol, MDGs and CEDAW.
5. Begin drafting the National Gender Plan of Action with active participation from key stakeholders, including an initial review with participants.

The immediate short term outputs expected from the workshop were a Validated National Gender Policy, improved skills in gender mainstreaming, gender planning and budgeting and a zero draft of the National Gender PoA with information from the Seychelles Barometer report.

The long term expected outcomes were improved national capacity to meet the 28 SADC Gender protocol targets and the MDG goals, increased capacity of participants for gender responsive budgeting and greater awareness and commitment of participants to implement the National Gender Plan of action.



Tessa Siu, Senior Research Officer of the Gender Secretariat presenting the workshop objectives and outcomes.

8. Summary of Workshop Proceedings

Day 1: Friday 20th January

The session started with an ice-breaker. Participants were asked to introduce themselves and choose an adjective starting with the first letter of their names to describe themselves. The first morning session was devoted to validation of the National Gender Policy. A draft copy (Version 5) was circulated. Participants were divided in groups according to their areas of specialisation/interest and invited to peruse the document. This was followed by group reports and agreement on suggested amendments. A copy of draft 7 is attached.

An interesting feature of the National Gender Policy is its close alignment with the 28 targets of the SADC Protocol. This will ensure systematic monitoring of the targets for 2015.

The afternoon session was devoted to clarifying gender concepts and examining the impact of stereotyping on achievement of gender equality and equity. Participants were guided through a series of exercises from the manual (Pages 6- 13) to explore gender concepts, arrive at definitions and cross check their understanding of the concepts of sex, gender,



Mahrookh, Sandra and Antoinette listening to local songs

Diane and Myra scrutinising local newspapers



Rev. Christine explaining gender concepts in Bible to Marie-Josee

The group work also revealed deeply entrenched 'patriarchal' characteristics of a society with father as breadwinner and provider in spite of claims to be a matriarchal society. This contradiction may be one of the sources of tension between men and women.

At the end of the day, participants were requested to put on their newly acquired gender lenses during the weekend so as to report on interesting observations that would be shared on Monday morning.

DAY 2: Monday 23rd January

Day 2 started with a ball game and participants sharing their observations of gender situations at home, in the workplace and in public places. This activity revealed a deepening awareness of gender issues and their implications.

As an introduction to the next activity on legal instruments/frameworks for gender equality, a quiz to test current knowledge of legal instruments was set. Some participants were issued with cards containing the questions and others with cards containing the answers. The aim of the exercise was to locate their respective partners and find answers to questions on different treaties/goals/targets etc. This was a fun way of testing participants' knowledge of the main legal instruments.



Sharon and Savinia finding the answer to the quiz game on legal instruments

The quiz was followed by a power point presentation of the main international, regional and sub-regional legal instruments for gender equality. The main instruments presented were the Universal Declaration of Human Rights (UDHR), Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), the United Nations Security Council Resolution 1325 on women, peace and security, the Beijing Declaration and Platform for Action, Millennium Development Goals, Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, the SADC Declaration on Gender and Development and the 2008 SADC Protocol on Gender and Development.

International and regional instruments have positively influenced many domestic legal systems. Participants were urged to familiarize themselves with the various instruments to strengthen their advocacy roles.

Participants were next presented with an exercise to determine the gender responsiveness of the MDG goals besides Goal 3 which is specific to gender. (Page 29 of Manual). The gender dimensions of Poverty, Health, HIV/AIDS and the Environment were discussed and the necessity of engendering all the goals in order to meet the 2015 targets was confirmed. This is important for Seychelles where data shows strong correlation between poverty and female headed households. The differential impact of climate change on men and women is also of critical importance to small island states like Seychelles. This issue is currently underexplored.

The presentation on legal instruments served as a good introduction to gender planning concepts. Case studies (page 34-39) were discussed in interactive plenary sessions to highlight differences between practical and strategic needs and the Women in Development versus Gender and Development approaches to development. Participants further explored these concepts and the mainstreaming of gender in policy through case studies adapted for Seychelles. (Page 40-43).

At the end of the day, participants were asked to study the 2012 budget speech as homework in preparation for the session on gender budgeting on Tuesday.

DAY 3: Tuesday 24th January

In order to raise awareness of the gender sensitivity of the national budget 2012, a mock session of the national assembly was held. Participants divided themselves into two groups for the debate. Group 1 made up of gender sensitive parliamentarians highlighted the gender blindness of the budget and pointed to improvements that could be made while Group 2 actively defended the budget as presented. Debates from both sides were intense and well researched. Defenders of the budget praised the vice president for continuing to consolidate social programmes in spite of the global crisis, increasing social benefits for the most vulnerable and removing GST from commodities such as baby food and pampers. Gender sensitive MNA's pointed to the lack of gender disaggregated data which did not analyse differential impact of the budget on men and women, minimal increases in benefits for home carers which did not take into account inflation rates, and the need to tackle real problems such as providing opportunities for young talented women in new emerging areas such as the stock exchange instead of cosmetic changes like removing GST on baby food and pampers. In conclusion, the Seychelles budget was found to be very gender blind. This was an innovative way of introducing participants to the complexities of gender budgeting.



Honourable Maria defending the budget and gender sensitive Honourable Michael pointing out the gaps.

A power point presentation on Gender Responsive Budgeting and Costing in Seychelles introduced participants to basic budgeting concepts and helped them to understand that budgets were not neutral but reflected the priorities of a nation.

Participants were also briefed on various techniques for gender analysis of budgets using examples and pie-charts produced from the 2012 budget estimates. A comparative analysis of allocation for the various ministries revealed that the Ministry of Defence's budget represented 7.83% of the overall national budget compared to 3.82% allocated to the Ministry of Social Development and Culture. The budget allocated to gender activities within the Social Development Department represented a mere 0.01% of the entire national budget.

Participants were also trained to 'search' for potential sources for funding gender from the mainstream budget.

During the afternoon session, there was a power point presentation on the existing Seychelles Gender Management System (SGMS) and its challenges. Participants were briefed on the prerequisites of an enabling environment for gender mainstreaming; political will, adequate human and financial resources, legislative and administrative network, women in decision making at all levels, and active involvement of the civil society. An overview of the different GMS structures, mechanisms and processes was also given.

Participants were then divided into groups to discuss and make recommendations for the GMS components in the policy.

DAY 4: Wednesday 25th January

The whole of Day 4 was devoted to action planning. An action planning template was provided. (Attached in Annex). Participants were divided into groups according to their interests/ specialisations. Participants were required to search the budget estimates for potential sources of funds for gender related activities. .

Thematic areas of the policy were clustered as follows:

Group 1	Gender, Constitutional and Legal Rights; Governance
Group 2	Education and Training ; productive resources and employment, economic empowerment
Group 3	Climate Change, Sustainable Development and Disaster Risk Management; food and Nutrition Security
Group 4	Gender Based violence; Peace building
Group 5	Health; HIV/AIDS
Group 6	Media , Information & Communications
Group 7	Institutional Framework for Implementation

Day 5: Thursday 26th January

Groups reported on progress in action planning. Content overlap and methodological concerns were addressed.

In summing up the discussion, Colleen stressed on the importance of the plan being cross referenced with existing sector plans and programmes so that they do not become marginalised. Strong leadership from the PS will be needed to ensure that all ministries and agencies understand, own and implement the gender action plan. Structures for monitoring and evaluation and general oversight of the plan have to be agreed upon.

9. Evaluation of Workshop Outputs

1. The draft National Gender Policy has been further developed and refined during the workshop. The Action Planning exercise using the draft policy has highlighted minor areas that need further strengthening and tightening. The process has proved useful for ensuring commitment and ownership by technical people. The policy is expected to be launched in April 2012.
2. Participants' feedback and comments during the workshop revealed heightened levels of awareness. The results of the evaluation are attached in Appendix 4.
3. The action plans developed during the workshop and discussions on the planning process show evidence of participants putting into practice newly acquired skills in gender mainstreaming, planning and budgeting.
4. Draft action plans for major sectors (except Agriculture, climate change) are now available. These will be further developed and refined by smaller technical teams before being approved.

10. Way Forward

At the end of the workshop, participants were asked to think of transformative projects/actions addressing gender equality/equity that they would implement in their workplaces immediately upon their return to work. A few of the participants shared their ideas with the group.

Participants were requested to keep records of the project in the form of testimonies, photographs and videos etc. These would be shared at the launching ceremony of the National Policy and Gender Action Plan scheduled to take place in March/April 2012. All participants who undertake projects will be issued with a Certificate of Competency at the proposed launching ceremony with a difference.

Below are some examples of project ideas presented by a few of the participants.

1. Assist in the development of a local mentoring body to increase participation level of young women in decision-making and politics" (MJ Bonne)
2. Review health and HR policies with a gender lens and see how we can mainstream gender in the many policies in health. Introduction of gender desk in MoH. SAWOP to take up gender training and collaborate with Department of Social Development. (Sandra Crewe)
3. Lobby for a change of approach for selection of process server in the Family Tribunal. – Historically male dominated, because of high risk, but women have good negotiating skills and non-threatening approach. (Steve Robert)
4. Male pastor to team up with female when counselling on GBV. Lobby CIFCO, new interfaith council, to champion the UNiTE campaign. (Pastor Bijoux)
5. Men are vulnerable group (life expectancy in general, but also higher mortality rate at different age groups). Collaborate with Population Unit in Social Department to find solutions. (Dr Gabriel)

Reminders have been sent to all participants and a full list of all the projects will be compiled shortly.

One independent newspaper has since sent the following message

'Le Seychellois Hebdo is committed in bringing about greater gender balance and sensitivity to the news it covers. We are aware of the challenges that lay ahead in achieving this goal, but we are determined to do our utmost to work towards this goal. The first step in achieving our primary aim is for LSH to develop a gender policy as soon as is practicable.'

We have started our research to find the most appropriate approach to adopt to in Seychelles context and we will keep you posted on the development.'

(Gervais Henrie, Editor)

Sabine Denis, and Rita Antat from Social Services Division have forwarded their commitments as follows:

'Even if we are a modern society as we say we are we still hear that a mother should more caring towards her child, she should know more about how to discipline, parent and educate her child to be a good citizen. As raising children should be co-parented, as my commitment towards championing gender, I will be conducting a session with expectant parents on co-parenting, with the aim to change this mindset, to educate them the benefit of parenting together with the hope to avoid neglect and other form of abuse.'

(Sabine Denis, Senior Social Worker)

On the occasion of Women's day, the Social Services are organizing breast cancer awareness activities. Rita Antat is taking the opportunity to unite this activity with her commitment towards championing gender. Men from Culture and Social Department will be equally invited as too many times breast cancer is considered a dreaded form of non-skin cancer for women.

'As we are so wrapped in educating women about breast cancer we forget that same also afflict men. This will be a jumping off point to educate/sensitise both men and women on same with the aim to change the mindset of men that this is only women's concern. Screening will be done for both genders.'

The Chairperson of the Gender Commission of LUNGOS, the NGO umbrella, also committed herself to conducting gender mainstreaming training for all staff of the LUNGOS Secretariat and all its NGO chairpersons.

Examples and case studies would help to improve Barometer Report 2012 and show concrete examples of the Protocol @ Work. It was recommended that the SADC Protocol and national gender policy be referenced in all work, policies and programmes.

Annex 1.

List of Participants

1.	Mrs	Linda	William-Melanie	Social Development Department	lwilliam@gov.sc
2.	Mrs	Marie-Josee	Bonne	Social Development Department	mjbonne@gov.sc
3.	Miss	Michelle	Marguerite	Social Development Department	mmarguerite@gov.sc
4.	Mr	Terrence	Brutus	Social Development Department	tbrutus@gov.sc
5.	Miss	Tessa	Siu	Social Development Department	tsiu@gov.sc
6.	Mrs	Jane	Larue	Social Development Department	jane.victor@gov.sc
7.	Miss	Nadine	Lucas	Social Development Department	nadine.lucas@gov.sc
8.	Mrs	Francoise	Larue	Seychelles People's Defence Force	virginalarue@yahoo.com
9.	Pst	Michael	Bijoux	Seven Day Adventist	michaelbijoux@gmail.com
10.	Ms	Elsa	Nourrice	Probation Services	elsa.nourrice@gov.sc
11.	Ms	Jeanne	Fred	Paediatric nurse	jnfred5@gmail.com
12.	Mrs	Mermedah	Moustache	Natural Resources Department, Independence House	mermedah@enrt.gov.sc
13.	Mr	George	Nicette	National Institute of Health and Social Studies (NIHSS)	gnicette@hotmail.com
14.	Mrs	Patricia	Rene	National Council for Disabled	patricia.rene@helath.gov.sc
15.	Ms	Maria	Bacco	National Bureau of Statistics	maria@nsb.gov.sc
16.	Mr	Robert	Moumou	Mont Royale Rehabilitation Centre	royal@seychelles.net
17.	Ms	Diane	Mussard	Mont Royale	royal@seychelles.net
18.	Ms	Peggy	Azemia	MOH	Peggy.Azemia@health.gov.sc
19.	Ms	Myra	Nicolas	MOH	Myra.Nicholas@health.gov.sc

20.	Dr	Anne	Gabriel	MOH	Agabriel@health.gov.sc
21.	Mrs	Savina	Morel	Ministry of Education	smorel@gov.sc
22.	Mrs	Rosemary	Bastienne	Ministry of Education	rosemarybastienne@yahoo.co.uk
23.	Mrs	Sharon	Thelemaque-Ernesta	GEM Plus	keraque@hotmail.com /admin@nbgf.sc
24.	Hon	Jose	Henrie	MNA/Journalist	jhenrie@hotmail.com
25.	Ms	Tessa	Henderson	SBC Radio	tessa.henderson@sbc.sc
26.	Mrs	Marie-Nella	Azemia	Gender Commission LUNGOS	nellcons@seychelles.net
27.	Mr	Jacques	Koui	Fathers Association	jkoui@yahoo.fr
28.	Mr	Steven	Robert	Family Tribunal	srobert@gov.sc
29.	Ms	Angelique	Legai	Family Squad, Police	angeliquelegai620@gmail.com
30.	Ms	Susan	Morel	Employment and Human Resources Department	smorel@gov.sc
31.	Mrs	Tracey	Payet	DAC	tracey.payet@gov.sc
32.	Mr	Norlis	Rose-Hoareau	Community Development Department	rose@cdysc.gov.sc
33.	Ms	Veronica	Bonnelame	Employment and Human Resources Department	vbonnelame@employment.gov.sc
34.	Ms	Sabine	Denis	Child Protection Services	sdenis@gov.sc
35.	Ms	Rita	Antat	Child Protection Services	rita.antat@gov.sc
36.	Ms	Beryl	Laboudallon	Child Protection Services	blaboudallon@gov.sc
37.	Mrs	Mungapen	Homa	Bahai Community	
38.	Mrs	Sandra	Crewe	Chairperson SAWOP	Sandra.Crewe@health.gov.sc
39.	Mrs	Marie-Antoinette	Bonne	Employment and Human Resources Department	abonne@employment.gov.sc
40.	Rev	Christine	Benoit	Anglican church	chrisbenoit@yahoo.com
41.		Jacques	Sindayigaya		jacques.sindayigaya@undp.org

PROGRAMME

TIME	ACTIVITY	WHO
Friday, 20 January 2012		
VALIDATION OF THE SEYCHELLES NATIONAL GENDER POLICY		
08H30 – 9H00	Registration	ALL
09H15 – 09H30	Welcome and objectives	Tessa Siu, Head - Gender Secretariat
	Opening address: Permanent Secretary, Ms Linda William	Permanent Secretary, Gender Secretariat
09H30– 10.30	Review of the Seychelles National Gender Policy	Tessa Siu, Head – Gender Secretariat
10H30 – 11H00	TEA	
11H00 – 12H30	Review of the Seychelles National Gender Policy by NGM & way forward	Tessa Siu, Head – Gender Secretariat
12:30 – 13H:30	LUNCH	
GENDER MAINSTREAMING WORKSHOP & DEVELOPING AND GENDER ACTION PLAN		
	KEY GENDER CONCEPTS	
13H30 - 14H45	• Sex or gender roles	Colleen /All
14h45 – 15.30	• Stereotypes (Group work)	ALL
15H30-16H00	• Group Reports	
Monday 23rd Jan		
9:00- 9:20	Report Back: Looking at the world through gender lenses	Mahrookh
	LEGAL AND POLICY FRAMEWORKS	
9:20-9;45	Quiz on regional and international Instruments	Mahrookh
9;45-10:30	Presentation on legal Instruments	Mahrookh
	Exercise: Group work, Finding Gender in the MDGs	Mahrookh /ALL
	Report back	Colleen
	TEA	
11:00-12:30	KEY GENDER PLANNING CONCEPTS	
	Practical and Strategic Gender Needs	Colleen
12:30 – 13H:30	LUNCH	
Monday 23 January 2012		
01H30 – 02H30	Women In Development/ Gender and Development (WID/GAD)	Colleen
02H30– 04H00	Case studies on WID/GAD /mainstreaming/gender in the project cycle (group work)	All
	Discussion	
	Homework on Seychelles 2012 budget	
Tuesday 24th Jan.		
09H00 – 10H30	Gender budgeting exercises: Mock session of the National Assembly- Response to 2012 budget	Mahrookh

TIME	ACTIVITY	WHO
10H30 – 11H00	TEA	
11h00 – 12H00	Presentation on gender budgeting concepts Exercises on budget analysis	Colleen
12H00 – 13H00	LUNCH	
13H00 – 14H00	Presentation on Gender Management Systems (the Seychelles Model)	Tessa
14H00 – 14H30	• 10 benchmarks of gender mainstreaming	Gender Links;
14H30 – 15H30	Gender disaggregated data: Targets and indicators Group work: Gender Mainstreaming in Sectors 1. Human Rights - Gender Legal Affairs and Human Rights - Gender-Based Violence - Gender Equality in the Family - Gender, Health, Reproductive Health and HIV and AIDS 2. Education and the Girl Child - Gender, Education and Training - The Girl-Child 3. Poverty, Economy and Sustainable Development - Gender, Poverty and Rural Development - Gender, Trade and Economic Empowerment - Gender and the Environment 4. Governance, Peace and Security - Gender, Governance and Decision-Making - Gender, Peace-Building, Conflict Resolution, and Natural Disasters Management 5. Media, Research, Information and Communication - Gender, Media, Research, Information and Communication	
15H30 – 16H00	TEA	
Wednesday, 25 January 2012: APPLICATION OF CONCEPTS: GENDER MAINSTREAMING IN SECTORS		
08H30 – 4H00	Group work: Gender Mainstreaming in Sectors 1. Constitution and legal Rights, Governance 2. Education & Training; Productive Resources and Employment, Economic Empowerment 3. Gender Based violence, Peace building and Conflict Resolution 4. Health; HIV & AIDS 5. Media, Information & Communication 6. Implementation	All

TIME	ACTIVITY	WHO
Thursday, 26 January 2012		
08H30 – 09H00	Recap	All
08H30 – 10H30	Plenary: Review of National Gender Action Plan and Costing	All
10H30 – 11H00	TEA	
11H00 – 11:30H	Plenary contd.	All
11:30- 12:00	Completion of score cards, evaluation Sharing of project ideas Next steps	ALL
12H00 – 13H00	LUNCH	
14H00 – 16H00	Group work on action plans continue	ALL

Appendix 3

Article published in Nation Newspaper – Tuesday 24th January, 2012.

Stakeholders finalise national gender policy and action plan - 24.01.2012

Seychelles is in the process of finalising its national gender policy and drafting a national gender action plan which will be the guidelines on how the country plans to meet regional and international gender targets.



Mrs Melanie addressing delegates at the opening of the workshop

Work on the policy started last year after Seychelles signed the SADC Gender Protocol.

The Gender Secretariat in the Ministry of Social Development and Culture is carrying out the process. It is receiving help from the Southern African Development Community (SADC), the United Nations Fund for Population Activities (UNFPA), local gender consultant Mahrookh Pardiwalla and gender specialists from Gender Links, a South African gender organisation which is coordinating the work of the Southern African Gender Protocol Alliance.

A specialist from Gender Links was in Seychelles in November to help local stakeholders develop the policy.

Loveness Nyakujarah is back in the country together with the chief executive of Gender Links Colleen Lowe-Morna and also Makaya Mukayi, another gender specialist also from the same organisation.

They are holding a week-long training workshop to validate the policy and help with the drafting of the action plan.

The workshop was officially launched on Friday by the principal secretary for Social Development Linda William –Melanie.

It is being held at the International Conference Centre and has brought together all gender stakeholders from government and non-government agencies.

In her opening remarks when launching the working sessions, Mrs Melanie said "as a signatory party to the SADC Gender and Development Protocol, Seychelles has the obligation to endeavour to achieve the 50/50 target of women at decision-making levels by 2015".

She noted that Seychelles has already made great strides in achieving gender parity, giving as example the increase from 23% to 45% in the level of women representation in the National Assembly following last year's parliamentary election. "We now have 15 women in the 33-seat National Assembly," she said.

Mrs Melanie however stressed that it is important the country continues to move forward to achieve the full 50% target and ensure that this great stride does not become an anomaly in our history, but a trend towards further gains in good governance and gender equality.

"There is still a lot of work to be done to ensure that women are not only nominated or represented on different national boards but for women to prove that they too can contribute as much as their male counterparts," added Mrs Melanie.

"The national gender policy and plan of action will act as a roadmap to guide and help us achieve that," she said. The week-long training is aimed at strengthening the understanding of stakeholders on key gender concepts bearing in mind Seychelles' context, strengthen their skills and knowledge on gender planning, budgeting and mainstreaming when drafting various government and non-government programmes. These will help in effectively carrying out the action plan in line with the country's commitment to the SADC Gender Protocol.

At the end of the training the different stakeholders are expected to be better equipped to identify and address gender inequalities.

Mrs Melanie called on all those taking part in the training sessions to better inform and empower themselves on gender concepts and issues to advise their colleagues and superiors on this important issue.

"Let us be the catalyst to bring about the change and 'walk the talk'. Let us not make empty promises but let each one of us show our commitment in our actions," said Mrs Melanie.

EVALUATION FORM

	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
PROGRAMME DESIGN	10	9			
PROGRAMME CONTENT	14	5			
DOCUMENTATION	11	6	1		
FACILITATION	13	6			
GROUP WORK	9	10			
OUTPUTS	5	13			
OUTCOMES AND FOLLOW UP PLANS	2	16			
LEARNING OPPORTUNITY	9	10			
NETWORKING OPPORTUNITY	8	9			
ADMINISTRATIVE ARRANGEMENTS	9	10			

COMMENTS**1. Which session did you find most useful? Why?**

- Development of policy and Plan of action
- Attended day 1, 2 and 5, day 2 was good.
- Write up of action plan as this has enabled me to input in my sector and will be able to participate in the implementation of the plan.
- How to differentiate between gender and sex issues
- Review of National Gender Action Plan; get a chance to be part of the programme and making good constitution, trying to make it as practical as possible.
- All the sessions were useful because every day you learn something new concerning gender and how one can be gender aware.
- The sessions facilitated by Colleen Lowe Morna.
- The Monday session; key gender planning concepts, comprising practical, strategic gender needs- WID/GAD
- All sessions because they all brought new insights on gender issues.
- Session on gender sex disaggregated data
- Application of gender concepts helped me to understand the concepts more.
- Working on the 2012 Seychelles budget. We were able to see practical examples where by gender blindness was obvious

2. Which session did you find least useful? Why?

- None, all were refreshing or part of the process of development
- None x 3
- Legal and policy framework
- Not really least useful but was sorry for having missed the Tuesday session as I feel that I missed on good session.

3. How will you apply what you have gained from this engagement?

- To assist in supporting the mainstreaming process
- In NGOs we need to do a lot of work around gender sensitization
- Unfortunately I have not been able to be present for the whole session but I will be able to help my sector to ensure that an action plan is implemented successfully.
- Try to apply gender more in my daily work
- I will be more aware (gender glasses) in writing reports and in doing surveys
- By wearing my gender glasses when dealing with clients and will be able to lobby on their behalf.
- By sensitizing the heads in my workplace to disaggregate all data collected by sex.
- I will be more conscious when drafting an action plan to keep in mind the gender issues.
- Disseminating gender related issues into heads of sections, senior management meeting in order to develop awareness
- Through review of plans, programmes and policies.
- Sensitize the department I work in, incorporating data which is sex disaggregated for more sex critical analysis in decision making.
- Will advocate for gender equality
- As a pastor it will help me to be gender sensitive when I minister to church members
- All that I have gained from this workshop including materials, I will be sharing with the bishop and other colleagues to seek ways of ensuring implementation.

4. Any other comments.

- The experience has been extremely fruitful from my individual perspective.
- It was stimulating, particularly the group work.
- At times the presentations were too lengthy.
- Very good, interesting and informative workshop.
- Well done to the group that was leading the workshop. You are doing a good job in the gender section. In the end women will be able to be represented in all sectors of society.
- Workshop was very useful and interesting as well as informative.
- The training has enhanced my knowledge on gender issues.
- Since I was not able to attend all the sessions on Tuesday and Wednesday, it will be unfair to state which was least or most useful in preference. On the overall the whole workshop was very informative and interesting. I would have loved to see more participation in such workshops.