



REPUBLIC OF SEYCHELLES
Ministry of Health and Social Development
Social Development Department
Gender Secretariat

COSTED NATIONAL ACTION PLAN FOR GENDER BASED VIOLENCE FOR THE REPUBLIC OF SEYCHELLES.

January 2010-December 2011

Supported By UNIFEM Southern African Region



Consulting Firm



www.primson.org



Table of Contents

<i>Acronyms</i>	<i>iii</i>
1. INTRODUCTION	1
1.1 <i>Background Context</i>	1
1.2 <i>The Rationale for Costing of Action Plans</i>	1
1.3 <i>Costing for GBV in the Seychelles</i>	1
1.4 <i>Methodological Approach</i>	3
2. SUMMARY OF THE COSTED GBV ACTION PLAN	4
3. BREAKDOWN OF GBV COST BY PILLAR	5
3.1 <i>Awareness Raising and Prevention of GBV</i>	5
3.2 <i>Standardised Procedures Guidelines and Training Materials</i>	7
3.3 <i>Capacity Strengthening of Service Providers</i>	8
3.4 <i>Legislation, Advocacy and Lobbying</i>	10
3.5 <i>Rehabilitation</i>	12
3.6 <i>Coordination, Research, Monitoring and Evaluation</i>	15
4. CONCLUSION AND RECOMMENDATIONS	16
<u>ANNEXES</u>	
<i>Annex 1: Programme of Validation Workshop</i>	18
<i>Annex 2: Participant List</i>	19
<i>Annex 3: Opening Remarks of Permanent Secretary</i>	20

Acronyms

APSHF	Association for the Promotion of Solid and Humane Families
ASFF	Alliance of Solidarity For the Family
AU	African Union
CA	Costing Analysis
CARE	Campaign Awareness Resilience and Education (Against Substance Abuse)
CBA	Cost Benefit Analysis
CEA	Cost Effective Analysis
CSO	Civil Society Organisations
DAC	Drug and Alcohol Council
GBV	Gender Based Violence
HSA	Health Service Agency
LUNGOS	Liaison Unit for Non-Governmental Organisations
NCC	National Council for Children
NCD	National Council for the Disabled
NIHSS	National Institute of Health & Social Studies
NSA	Non-State Actors
NSB	National Statistical Bureau
NSDS	National Strategy on Development of Statistics
M&E	Monitoring and Evaluation
MFA	Ministry of Foreign Affairs
MHSD	Ministry of Health and Social Development
MUCF	Measurement Unit Cost Framework
PEP	Post Exposure Prophylaxis
PS	Principal Secretary
PoA	Plan of Action
RBA	Results Based Approach
SDD	Social Development Department
SIM	Seychelles Institute for Management
SQA	Seychelles Quality Authority
TOT	Training of Trainers
TV	Television
UNIFEM	United Nations Development Fund for Women
WASO	Women in Alliance and Solidarity Organisation
YHC	Youth Health Centre

1. Introduction

1.1 Background Context

Most countries do not know much about the outcomes or impact of activities related to gender based violence. Gender based violence undermines both social and economic development and the individual's capacity for realising her or his rights and potentials under already strained conditions. Statistical data in the Seychelles points to the growing phenomenon of gender based violence. It is therefore very important for a country to know the numbers reached by activities, the geographic coverage, impact and actual costs related to the activities for gender based violence, through the development of a plan of action. An action plan defines goals, activities, expected outcomes, responsible institutions, planned and required resources per year and the period for achievement of each goal. The action plan is therefore the foundation for defining the costing analysis. Costing Analysis (CA) is an economic evaluation or costing method adopted to measure the cost of an activity often divided into incremental elements such as: activity cost being \$24,000 per year. Other economic evaluation methods include Cost Effective Analysis (CEA) and Cost Benefit Analysis (CBA). Cost Analysis without other measures gives rise to inflated financial resource requirements.

In 2008, the Seychelles developed a National Strategy for Domestic Violence. For 2008 and 2009, GBV activities continued to be implemented albeit in the absence of a National Costed Action Plan. It became apparent that more conscious implementation of the strategy was only feasible if the country developed a costed action plan, which would be used as a tool for the implementation of the National Strategy. In early 2010 February and March, with the support of UNIFEM Southern Africa, Seychelles worked on the development of both a Two Year Action Plan and a Costed Two year Action Plan. This costed Two Year Indicative Plan is the outcome of work towards costing what it would cost the Seychelles to implement the activities in GBV over a period of two years (2010 and 2011).

1.2 The Rationale for Costing of Action Plans

Increasingly in recent years, it has become important to estimate the cost of implementing a given national and sometimes sub-national action plans. This also includes estimating the cost of implementing long-term (five-year) sector development strategies. The following are some of the key reasons for costing national action plans.

- Information on costing of action plans is crucial for determining how best to allocate limited resources.
- Implementers of gender based violence do not know the cost of activities, therefore costing of action plans provides guidance on implementation of the action plans
- Costed action plans provide guidance on which kind of activities to give priority to, expand and support.
- Costing of action plans helps in the identification of responsible persons for implementation of particular activities to ensure responsibility and accountability.
- Information from costed plan of actions ensures key persons such as policy makers can see resource allocation and can know with certainty where the bulk of the financial resources will be channelled to and this can ensure their full support in fund raising activities.

- Costing action plans provide a better appreciation of the resource gap, which can be used for fundraising purposes.
- The opportunity to achieve set results becomes much higher when working with costed action plans as this ensures the implementers become more focused.
- Costing of action plans provides for easier comparison and evaluation with other country action plans.

1.3 Costing for GBV in the Seychelles

The rationale for a Costed 2 Year Indicative National Action Plan for GBV in Seychelles: The process of bringing key stakeholders together for action planning is costly and often demands participation of key decision makers, to this end it is cost effective to have a two year indicative plan. The first year is an accurate budget of what it costs to implement the key activities. An annual review is then conducted at the end of the first year and indicative costed second year is reviewed accordingly.

The two-year indicative Costed National Plan of Action for the Seychelles was developed primarily for the purposes of providing a better appreciation of the resource gap (financial gap analysis) and of the resources needed to implement the plan. This would then enable the use of the two-year indicative costed plan of action for the Seychelles for fundraising purposes. To ensure a realistic costed plan of action, a results based approach (RBA) was adopted, which took into consideration ongoing activities by all stakeholders. As already alluded to, cost analysis without other measures gives rise to inflated financial resource requirements. The consideration of current activities ensured the costs were not overblown and within reasonable limits.

The following **key assumptions** and notes were adopted for the two-year indicative Costed National Plan of Action for Seychelles to enable realistic costing of activities:

- Time-frame for the analysis: 2 years (2010-2011)
- Reference year for unit costs: 2010
- Currency adopted for the cost analysis: US\$
- Exchange Rate, Seychelles Rupee: US\$ 10:1 (or 0.1)
- Expected Annual Inflation rate for US\$: 5%
(Assumed to remain constant over the life of the analysis)
- Use of existing structures, budgets and channels for services.
- Use of in country experts and national resources were possible (for cost effectiveness, continuity and ownership).
- Use of technical assistance from bilateral and multilateral Donors and other such organizations such as UN Agencies, Commonwealth Secretariat etc.

Potential Risks: A costed Action Plan is a good start for planning. However, it is important to note potential risks, which may affect effective operationalisation of the costed action Plan. The following are the potential risks.

- Failure by the country to raise the resource gap outlined in this document.
- The failure by participating implementing partners to deliver on their responsibilities despite the availability of resources.
- Limited human resource capacities within the Gender Secretariat can also be a potential risk in the delivery of the Costed Action Plan.

- The enthusiasm which the country currently has may potentially slow down.

However, to overcome some of the risks outline, the Costed Action Plan has to a large extent an in-built strategy to mitigate the risks. Human resources capacity gaps will be addressed through the recommendation to hire additional staff in the gender machinery especially the coordinator position to oversee implementation of the GBV action plan. A solid monitoring mechanism is planned for the operationalisation of the GBV strategy, which will track progress on delivery of key outputs by relevant implementing partners. Plans are in place for development of a resource mobilisation strategy that will tap on opportunities both in country and outside the country from other potential development partners. The Costed Action Plan for GBV has a series of activities that will involve multi-sectoral stakeholders throughout the year. It is hoped that such activities will keep the mode meter high for GBV stakeholders in the country.

1.4 Methodological Approach

The unit-based expenditure approach method was adopted for the cost analysis of the plan of action for GBV. Costing of the National Plan of Action for Seychelles started with Stakeholder consultations during Inception Period where the key thematic areas were identified, these are:

- i. Awareness Raising and Prevention of GBV
- ii. Standardised Procedures, Guidelines and Training Materials
- iii. Capacity Strengthening of Service Providers
- iv. Rehabilitation
- v. Legislation, Advocacy and Lobbying
- vi. Coordination, Research, Monitoring and Evaluation

A two-day stakeholder workshop from 9 to 10 March 2010 entitled *Developing a 2 Year Costed Indicative National Action Plan for GBV in Seychelles, 2010-2011* was held and the stakeholders were introduced to results based planning in the context of national response to GBV. The stakeholders were introduced to the costing template tool that was adapted from the World Bank Model and the Future Group Costing Model for data collection. After a detailed explanation of the costing template tool, the stakeholders/participants were grouped according to the pillars of the GBV Action Plans and contributed to the process by identifying the activities necessary to achieve the identified output results. The stakeholders also identified the measurement units for the activities and the related unit costs as part of data collection. This enabled the development of a **Measurement Unit Cost Framework** for the cost analysis. The data collection exercise continued with consultations from various stakeholders through scheduled meetings. The organisations consulted were Ministry of Foreign Affairs (UNIFEM, AU, & Commonwealth Desks): Miss. Cheryl Alphone, Miss. Patsy Moustache & Ms Marie-Angel Thomas; World Health Organisation Dr. Cornelia Astyor; Ministry of Education (PSE and NIE), Mrs. Merida Delcy and Mrs. Desiree Hermitte; National Council for Child (NCC), Ms. Ruby Pardiwalla and; GEM Plus, Ms. Sharon Thelemaque. The consultation process was also used to identify potential financial resources for activities.

For a two-week period, the Consultants (International Costing Expert and National Counterpart) continued to identify unit costs for all the activities in the action plan. The consultants determined

the costing gaps and potential sources of funding. Using the MUCF, the costs of implementing activities under each of the pillars of the action plan were computed.

2. Summary of the Costed GBV Action Plan

The activities for the different pillars of the action plan for GBV are closely related.

The analysis and summary of data collected revealed a total financial resource gap of **US\$828, 107** for the two-year period. The total 2010 (Year 1) gap being **US\$510,240** and 2011 (Year 2) gap being **US\$317,867**: Below is a detailed summary per pillar of costs:

Annual Costs for Year 1 & Year II			
PILLAR OF PLAN OF ACTION	YEAR 1	YEAR 2	TOTAL
1. Awareness Raising and Prevention of GBV	80,250	50,138	130,388
2. Standardised Procedures, Guidelines and Training Materials	24,050	15,803	39,853
3. Capacity Strengthening of Service Providers	174,605	91,151	265,756
4. Legislation, Advocacy and Lobbying	113,315	77,070	190,385
5. Rehabilitation	62,320	30,471	92,791
6. Coordination, Research, Monitoring and Evaluation	55,700	53,235	108,935
GRAND TOTAL	510,240	317,867	828,107

COSTING SUMMARY (US\$)					
PILLAR OF PLAN OF ACTION	YEAR 1				
	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
1. Awareness Raising and Prevention of GBV	2,000	39,250	19,100	19,900	80,250
2. Standardised Procedures, Guidelines and Training Materials	-	4,500	8,900	10,650	24,050
3. Capacity Strengthening of Service Providers	-	55,885	55,235	63,485	174,605
4. Legislation, Advocacy and Lobbying	-	17,560	58,930	36,825	113,315
5. Rehabilitation	-	36,900	20,910	4,510	62,320
6. Coordination, Research, Monitoring and Evaluation	-	26,000	18,600	11,100	55,700
TOTAL	2,000	180,095	181,675	146,470	510,240

3. Breakdown of GBV Cost by Pillar

3.1 Awareness Raising and Prevention of GBV

Pillar of PoA: Awareness Raising and Prevention of GBV			
Outcome Results 1 : a)The proportion of women survivors abused by intimate partners who seek outside help is increased from 38% (2009) to at least 70% by 2012			
Output Result.	Activities	Year 1	Year 2
1.1 At least 80% of households are reached with awareness education on understanding domestic violence, rape and sexual abuse of children as a public matter by 2011.	1.1.1 Develop simple flyers on GBV definition, its different forms and international agreed language (in English and Creole and by target groups) and disseminate to a wider population.	1,700	-
	1.1.2 Hire local consultant to develop a gender responsive national media plan, to mount a multi-media campaign on reduction of GBV on radio, TV and print media. This will include talk shows, phone-ins on the radio, dedicated shows, spots, news items, vox pops, and available spots in existing programmes.	2,250	-
	1.1.3 Train media workers in gender awareness and gender sensitive reporting. Such as in house training, written guidelines, TOT, gender desk in each media house.	6,000	8,400
	1.1.4 Promote and advertise key gender and human rights days (16 days of activism Q4, international women's day Q1, African women's Day, international men's day Q4, family day Q2 and more) advocate for multi-sectoral participation.	6,000	6,300
1.2 Prevalence of GBV violence experienced by women in their own homes or friend's homes is reduced from 47% (2009) to at least 35% by 2011	1.2.1 Support a community driven campaign on awareness and prevention of GBV, including targeting the workplace.	4,000	4,200
	1.2.2 Mount sensitisation campaigns on sexual harassment in the workplaces.	4,000	4,200
	1.2.3 Create awareness on rape (including within and outside marriage) through media and advocacy campaigns.	-	-
	1.2.4 Develop GBV induction modules for University of Seychelles.	-	-
	1.2.5 Provide GBV induction for new students for University students.	-	-
1.3 Prevalence of domestic violence experienced by men in their own homes or friend's homes is reduced from 23% (2009) to at least 10% by 2011	1.3.1 Conduct a comprehensive study on the nature and extent of GBV perpetrated against males.	25,000	-
	1.3.2 Disseminate the key findings of the study on GBV perpetrated on males.	800	-
	1.3.3 Conduct sensitisation among service providers on the need for male friendly service provision.	-	-

1.4 The proportion of women who are abused by their intimate partners and receive outside help is increased from only 15% in 2009 to at least 50% by 2011.	1.4.1	Create awareness on existing services for women who experience GBV.	15,000	15,750
	1.4.2	Sensitise communities on various forms of GBV (including intimate partner violence), negative impacts and community action to end violence.	-	-
1.5 The studies and GBV compiled statistics indicate a reduction in child sexual and physical abuse by 2011.	1.5.1	Create wide awareness on sexual and physical abuse of children and its impact on their development in the communities.	-	-
	1.5.2	Advocate for a review and implementation of existing legislation on child abuse, make recommendations for the strengthening of provisions for protection of children.	3,000	-
	1.5.3	Create multi-sectoral awareness of the need for innovative user friendly services for children survivors of sexual violence.	-	-
	1.5.4	Mount campaigns for child protection at community levels, to include innovative user friendly reporting and support systems.	5,000	5,250
1.6 The proportion of domestic violence cases involving women that are reported to the police is increased from 41% (2009) to at least 65% by 2011.	1.6.1	Mount an effective multi-media campaign focussing on the fact that domestic violence is a public not private matter which must be reported to respective authorities.	5,500	5,775
	1.6.2	Educate communities on the evolving domestic violence legislation, the need for innovative user-friendly system of reporting GBV at the community levels including the existing service provider's structures such as the police.	4,500	2,363
Output Total			80,250	50,138

3.2 Standardised Procedures Guidelines and Training Materials

Pillar of PoA: Standardised Procedures Guidelines and Training Materials			
Outcome Results 1: a) GBV survivors and their families are provided; standardized, effective, efficient and uninterrupted services by 2012			
b) About 80% of strategic staff handling GBV cases in police, judiciary, health, social dev. and education is trained in GBV procedures by 2012			
Output Result 1.	Activities	Year 1	Year 2
2.1 A <i>Working Together</i> manual for GBV is developed by 2010	2.1.1 Form a GBV working group involving government/civil society to coordinate the formulation of GBV standards Procedures, Guidelines and Training.	-	-
	2.1.2 Develop the Terms of Reference for the National Consultant to work on the Working Together Document.	-	-
	2.1.3 Multi-sectoral service providers (meet separately) to brainstorm on contents for inclusion in the standards and procedure manual.	-	-
	2.1.4 Hire a national consultant for 30 working days to consult with stakeholders and develop a Working together document on GBV.	4,500	-
	2.1.5 Conduct a validation Workshop for the GBV Working Group and Stakeholders to review and endorse the Working Together Document on GBV.	1,500	-
	2.1.6 Review the procedures, guidelines and training manuals periodically to integrate any changes to legislation and service provisions.	-	-
2.2 Training in how to implement standard procedures by multi-sectoral service providers in GBV is conducted by end 2011.	2.2.1 Develop GBV training manual and training material for implementation of the sectoral procedures	3,000	-
	2.2.2 Provide a TOT for relevant training institutions/trainers.	4,400	4,620
	2.2.3 Hold 2-day separate trainings for multi sectoral service providers on GBV standards and procedures.	7,650	8,033
	2.2.4 Conduct 1-day joint workshops on coordination of operationalising the standards and procedures across the sectors (focus on referrals, reporting, shared confidentiality on information etc.	3,000	3,150
Output total		24,050	15,803

3.3 Capacity Strengthening of Service Providers

Pillar of PoA: Capacity Strengthening of Service Providers				
Outcome Results 1: a) Adequate capacity of GBV multi-sectoral stakeholders (public sector, CSO and communities) is built to effectively implement the national response to GBV by 2012				
Output Result 1.	Activities	Year 1	Year 2	
3.1 Develop gender responsive modules on GBV addressing issues of domestic violence, rape and child sexual abuse, for the multi-sectoral service providers to adequately address GBV in their lines of work.	3.1.1	Develop a session on gender sensitisation that will be used for inclusion in the GBV modules.	-	-
	3.1.2	Hold series of sensitisations and consultations with stakeholders including GBV service providers on necessity of mainstreaming gender and GBV training into core curriculum of their training institutions.	-	-
	3.1.3	Develop tailor-made accredited modules on GBV for the following services: Prisons, Police, Health, Social work, Probation Services, Family Tribunal, school educators & Education.	27,825	-
	3.1.4	Enhance capacities of GBV service providers through innovative approaches that may include: in-serve training, induction of new staff, optional GBV modules for social workers/probation officers, GBV handbooks, web-based self-learning and more.	7,000	-
	3.1.5	Develop the training manuals and training materials for the GBV modules.	3,750	-
	3.1.6	Provide TOT for the GBV modules.	4,400	-
	3.1.7	Advocate to increase the numbers of qualified social workers, probation officers, Family Tribunal officers, counsellors, clinical psychologists and psychiatrists.	-	-
	3.1.8	Advocate for the mainstreaming of gender and GBV in different relevant courses offered by University of Seychelles.	-	-

Pillar of PoA: Capacity Strengthening of Service Providers			
Outcome Results 1: a) Adequate capacity of GBV multi-sectoral stakeholders (public sector, CSO and communities) is built to effectively implement the national response to GBV by 2012			
Output Result 2.	Activities	Year 1	Year 2
3.2 Strengthen the institutional capacity (organisational development, financial management systems and programming) of at least 5 civil society organisations and 4 public sector institutions by 2011.	3.2.1 Identify the 5 civil society organisations for capacity strengthening and conduct a capacity needs assessment (Recommended are Interfaith Committee, APSHF, ASFF, Fathers Association and WASO).	-	-
	3.2.2 Capacity audit is conducted and documented, and a directory of experts, service providers is produced.	4,400	-
	3.2.3 Provide both organisational development and financial management capacity for the 5 identified civil society organisations through a mentorship programme of at least 6 to 12 months depending on assessments: Organisational development will cover among others development of an organisational strategy, formation of board and training of board members on their roles, development of finance and administrative policies etc. Financial management will involve setting systems, bank requirements preparations for audit.	90,000	63,000
	3.2.4 Provide technical assistance for GBV programming for the 4 identified public sector organisations (prisons, Family Squad of Police, HSA and judiciary).	22,230	7,781
3.3 Improve the capacity of communities to effectively participate and respond to GBV in their respective areas by 2011.	3.3.1 Identify community structures and systems as entry points for community participatory response to GBV.	-	-
	3.3.2 Train community leadership to participate in the gender responsive advocacy and awareness raising for GBV.	-	-
	3.3.3 Train community facilitators to sensitise communities on GBV issues preferably youth, women and men's groups.	15,000	15,750
Output total		174,605	91,151

3.4 Legislation, Advocacy and Lobbying

Pillar of PoA: Legislation, Advocacy and Lobbying			
Outcome Results 1: a) A supportive legislative, advocacy and lobbying environment for an effective national response to GBV is in place by 2012			
Output Result 1.	Activities	Year 1	Year 2
4.1 A Domestic Violence Act is in place by 2011.	4.1.1 Review and harmonise the existing laws with the view to inform the development of the Domestic Violence Act.	17,820	-
	4.1.2 Raise awareness among multi-sectoral stakeholders (executive, legislative, judiciary, NSAs) on the need for Domestic Violence Act.	1,680	-
	4.1.3 Hire local legal consultant for 30 working days to consult with stakeholders and develop guidelines on new Act for Domestic Violence legislation development.	6,000	-
	4.1.4 Conduct series of sensitization consultations with the public on GBV legislative guidelines.	-	-
	4.1.5 Drafting of final Domestic Violence Act based on validated guidelines.	13,865	-
	4.1.6 Engage in validation, approval and enactment process.	2,000	-
	4.1.7 Dissemination of the Domestic Violence Act to relevant stakeholders.	-	-
4.2 The National Assembly members and the public are knowledgeable of the development consequences of gender based violence and linkages to MDGs by 2011.	4.2.1 Educate strategic institutions such as Police, Judiciary, Health, Prisons, Family Tribunal, Probation Services and Children Services on the provisions of the Domestic Violence Act.	3,000	4,200
	4.2.2 Hold round table TV session on GBV with public figure. Ensure diversity of presenters.	-	-
	4.2.3 Raise awareness on sexual harassment, focusing on the workplace and other public spaces.	1,500	2,100
	4.2.4 Conduct advocacy and lobbying sessions with parliament members to sensitise them on the need for legislative reviews and amendments to the Penal Code and Employment Act to strengthen protection against sexual harassment.	1,800	2,520

Pillar of PoA: Legislation, Advocacy and Lobbying			
Outcome Results 1: a) A supportive legislative, advocacy and lobbying environment for an effective national response to GBV is in place by 2012			
Output Result 3.	Activities	Year 1	Year 2
4.3 Civil Society Organisations have contributed towards increased knowledge of communities on the legal provisions relating to gender based violence in the Seychelles by 2011.	4.3.1 Civil Society disseminates information on the importance of the need for Domestic Violence Act.	-	-
	4.3.2 Civil Society continues to lobby for legislation on GBV and disseminate information on the importance of Domestic Violence Act.	2,000	2,100
	4.3.3 Civil society organisation simplify and disseminate GBV legal provision to communities.	1,500	1,575
	4.3.4 Develop, print awareness materials on Domestic Violence Calendars, Diaries, T-shirts, Pens, Banners & Posters.	15,650	-
	4.3.5 Sensitize the Media on presenting and reporting on GBV issues.	1,500	1,575
4.4 The Civil Society Organisations and relevant public sector institutions have lobbied at all levels (national, regional and global) for increased allocation of resources for the implementation of the national strategy on domestic violence by 2011.	4.4.1 Conduct advocacy meetings with executive and legislative stakeholders / decision makers.	-	-
	4.4.2 Participate in Regional and International fora to share GBV experiences of Seychelles and advocate for country support.	45,000	63,000
	4.4.3 Participate in South to South Learning Opportunities.	-	-
4.5 Gender based violence issues are mainstreamed in strategic national development plans and programmes by 2011.	4.5.1 Organise annual retreats for senior government officials (Ministers/Principal Secretaries/CEOs/MNAs/SAs etc.) to discuss implementation modalities for GBV.	-	-
	4.5.2 SDD participates in strategic national planning activities, where GBV can potentially be mainstreamed.	-	-
	4.5.3 Civil society representation particularly the Gender Commission participates in strategic national activities where GBV issues can potentially be mainstreamed.	-	-
Output total		113,315	77,070

3.5 Rehabilitation

Pillar of PoA: Rehabilitation			
Outcome Results 1: a) A national framework for rehabilitation of GBV perpetrators and survivors (both adults and children) is developed and operationalised by 2012			
Output Result 1.	Activities	Year 1	Year 2
5.1 A gender responsive Rehabilitation Programme for adult GBV Perpetrators at multi-sectoral level (police, health, Family Tribunal, Probation services, Children Services, prisons, faith-based organisations, community nurses, judiciary and other community-based workers) is developed and implemented by 2011.	5.1.1 Hire a national consultant for at least 30 days to consult stakeholders & develop a national framework for GBV rehabilitation services (adult survivors/perpetrators).	4,500	-
	5.1.2 Hold a one-day stakeholder workshop to review and validate the rehabilitation framework.	1,500	-
	5.1.3 Develop the accredited generic and specialised rehabilitation training modules (adult survivors/perpetrators) for respective training institutions (Police Academy & NIHSS).	12,000	-
	5.1.4 Develop the training manuals and materials for the rehabilitation modules.	6,000	-
	5.1.5 Conduct TOT for rehabilitation modules.	8,800	-
	5.1.6 Conduct training for respective institutions (prison, Probation Services, Mont Royale Rehabilitation Centre and relevant CSOs) on how to operationalise the rehabilitation programme at all sectors and levels.	12,000	16,800
	5.1.7 NGOs and government agencies to assist with the rehabilitation of GBV perpetrators (residential & day-care).	-	-
	5.1.8 Conduct follow-up & reintegration programmes with GBV perpetrators.	-	-

Pillar of PoA: Rehabilitation			
Outcome Results 1: a) A national framework for rehabilitation of GBV perpetrators is developed and operationalised by 2011			
Output Result 2.	Activities	Year 1	Year 2
5.2 A gender sensitive rehabilitation programme for children survivors of sexual abuse and other forms of abuse is developed and implemented by civil society organisations and other relevant public sector departments by 2011	5.2.1 Advocate for introduction of upgrading skills training for existing Social Workers, Counsellors in rehabilitation services, and staff from Probation, Family Tribunal, and School counsellors.	-	-
	5.2.2 Train at least twice a year, staff in respective institutions on implementing the rehabilitation programme.	1,020	1,071
	5.2.3 Operate a rehabilitation programme for children survivors of sexual abuse and other forms of abuse	-	-
5.3 A gender sensitive rehabilitation program for adult survivors of GBV at multi-sectoral level is developed and implemented by 2011.	5.3.1 Create awareness on the rehabilitation services for adult GBV survivors.	-	-
	5.3.2 Provide support to family members of both GBV survivors & and their families.	-	-
	5.3.3 Establish a 24 hour telephone helpline for GBV survivors and perpetrators so that they could be counselled about their situation.	-	-

Pillar of PoA: Rehabilitation			
Outcome Results 1: a)A national framework for rehabilitation of GBV perpetrators is developed and operationalised by 2012			
Output Result 4.	Activities	Year 1	Year 2
5.4 A gender responsive Rehabilitation Programme for specific and targeted juvenile GBV Perpetrators at multi-sectoral level (police, health, social development, judiciary and community) is developed and implemented by 2011.	5.4.1. Hire a national consultant for at least 20 days to consult stakeholders to review and strengthen the national framework for GBV juvenile rehabilitation services.	3,000	-
	5.4.2. Hold a one-day stakeholder workshop to validate the national GBV juvenile rehabilitation framework.	1,500	-
	5.4.3. Conduct training for respective institutions (NCC, Children's Services, Mont Royale Rehabilitation Centre, CARE and its CARE for Teens Programme, Half Way Home, care institutions and relevant CSOs) on how to operationalise the juvenile rehabilitation programme and establish a rehabilitation programme for juvenile GBV perpetrators.	12,000	12,600
	5.4.4 Conduct follow-up & reintegration programmes with juvenile GBV perpetrators.	-	-
5.5 Appropriate review of legislation, and enactments of legislation to ensure effective enforcement of rehabilitation efforts are done by 2011.	5.5.1 Advocate for the need to include provisions for court-ordered rehabilitation in the proposed Domestic Violence Act.	-	-
	5.5.2 Advocate for alternative sentences, which include probation supervisory orders, community service in addition to a comprehensive rehabilitation services (residential and day care).	-	-
Output total		62,320	30,471

3.6 Coordination, Research, Monitoring and Evaluation

Pillar of PoA: Coordination, Research, Monitoring and Evaluation			
Outcome Results 1: a) A functional, evidence based, and sex disaggregated data provides a timely and effective national response to GBV by 2012			
Output Results	Activities	Year 1	Year 2
6.1 A national mechanism to coordinate the implementation of the 2 Year GBV Action Plan is in place by 2010.	6.1.1. Establish a multi-sectoral national Committee on GBV.	-	-
	6.1.2. Hire a part-time project coordinator for implementation of GBV PoA.	13,500	18,900
	6.1.3. Develop a simple template to be used by all stakeholders to capture statistics and services in GBV.	750	-
	6.1.4. Compile a national database on GBV stakeholder to include public and Non-State Actors (civil society).	-	-
6.2 The capacity of the National Statistical Bureau (NSB) to mainstream GBV data into strategic national household surveys is enhanced by 2011.	6.2.1 Holds senior strategic meeting with NSB on the importance in inclusion of GBV data in national survey.	-	-
	6.2.2 Advocate for mainstreaming of gender statistics into the National Strategy on the Development of Statistics (NSDS) and any other national surveys.	-	-
	6.2.3 Advocate for repackaging statistical findings related to GBV and gender for wider dissemination in user friendly languages.	-	-
	6.2.4 Train relevant stakeholders in GBV and gender statistics, including design of research tools and analysis.	1,500	1,575
6.3 The research studies required to support the operationalisation of the national strategy on domestic violence are conducted by 2010	6.3.1 Conduct a Comprehensive National Baseline Survey on GBV	20,000	-
	6.3.2 Conduct a National study on the Costs of GBV in the Seychelles	-	18,900
	6.3.3 Conduct a situational analysis and needs assessment of rehabilitation services in the country	6,000	-
6.4 The capacity of GBV service providers to report on key results areas (outcome & outputs) is enhanced by end 2010.	6.4.1. Develop a national M&E framework on GBV aligned to the implementation of Action Plans.	750	-
	6.4.2. Disseminate the M&E framework widely to implementing GBV stakeholders.	6,000	6,300
	6.4.3. Sensitise GBV implementing partners on the GBV M&E Framework.	1,200	1,260
6.5 A national coordinated database on GBV statistics is established by end 2011.	6.5.1 Train all service providers on capturing relevant indicators related to their mandate.	3,000	3,150
	6.5.2 Train all implementing GBV stakeholders on using the national M&E template on GBV.	3,000	3,150
Output total		55,700	53,235

4. Conclusion and Recommendations

Conclusion

- This is a National Plan of Action with a budget to be used as a fundraising tool.
- It is important for operationalisation of commitments.
- It is important from a gender responsive budget perspective.

Recommendations

- The Government of Seychelles urges all stakeholders especially cooperating development partners to support the initiative by providing budget support for the key interventions
- Civil Society should take a lead in fundraising to complement efforts of the government and as far as possible use the Costed Action Plan as a tool for resource mobilization.
- The Costed Action Plan highlights the areas for allocation of resources from different Ministries for the 2011 national budgets.
- The Seychelles should consider development of a fund raising strategy for the implementation of the GBV costed Action plan. This may also include application for the UNIFEM Gender Equality Fund (GEF), and the Trust Fund for VAW.

Annexes



Annex 1: Programme of Validation Workshop

MINISTRY OF HEALTH AND SOCIAL DEVELOPMENT SOCIAL DEVELOPMENT DEPARTMENT



Development of a Costed Action Plan for GBV for Seychelles
Validation Workshop
Monday 19th April 2010,
STC Conference Room

PROGRAMME

8.45 – 9.00	Registration of participants
9.00 - 9.05	Welcoming remarks <i>by MC, Miss Sibylla Mathiot</i>
9.05 - 9.10	Opening Remarks, <i>by Principal Secretary of Social Development, Ms Linda William</i>
9.10 – 9.25	Presentation of the Africa Wide Campaign (AWC) for the UN Secretary General's UNiTE campaign, <i>by UNIFEM Programme Analyst, Mrs Patricia Rey</i>
9.25 – 9.45	Presentation of Costed Action Plan on Gender Based Violence, <i>by UNIFEM Consultant, Dr Neddy Matshalaga</i>
9.45 – 10.10	Open discussions
10.10 – 10.30	Tea-break
10.30 – 10.35	Introduction of group work and division of stakeholders into thematic workgroups
10.35 – 12.00	Group work discussions
12.00 – 13.00	Lunch – lunch provided at Club 55
13.00 – 15.00	Group work presentations and endorsements
15.00 – 15.05	Closing

Annex 2: Participant List

	Title	Name	Last Name	Organisation
1	Mrs	Francoise	Lucas	Alliance of Solidarity For the Family (ASSF)
2	Rev	Christine	Benoit	Anglican Church
3	Mrs	Marie-Annette	Ernesta	CARE
4	Ms	Holly	Ralph	Children's Services
5	Mrs	Chantal	Cadeau	Community Social Work
6	Mr	Peter	Pierre-Louis	Culture Division
7	Mrs	Lise	Payet	Department Employment
8	Mrs	Mermedah	Moustache	Department of Natural Resources
9	Mr	Benjamin	Vel	Director - Drug & Alcohol Council
10	Ms	Sylvette	Gertrude	Director Social Services
11	Mr	Steven	Robert	Family Tribunal
12	Ms	Sharon	Thelemaque	GEM Plus
13	Mrs	Marie-Nella	Azemia	Gender Commission, Liaison Unit for Non-Governmental Organisations (LUNGOS)
14	Miss	Tessa	Siu	Gender Secretariat, SDD
15	Mrs	Mahrookh	Pardiwalla	Independent Consultant
16	Mrs	Janick	Bru-Rosalie	Independent Consultant
17	Mr	Jacques	Sindayigaga	MHSD
18	Dr	Daniella	Malulu	MHSD
19	Mrs	Desire	Hermitte	Ministry of Education
20	Mr	Robert	Moumou	Mont Royale
21	Mr	Daniel	Savy	National Council for Disabled
22	Mr	Jean-Claude	Matombe	NCC
23	Mr	George	Nicette	NIHSS
24	Miss	Nadine	Lucas	Population unit, SDD
25	Ms	Alice	Pointe	Prison Division
26	Ms	Elsa	Nourrice	Prison Division
27	Ms	Bettina	Zatte	Probation Services
28	Ms	Sabine	Denis	Probation Services
29	Ms	Linda	William	Social Development Department
30	Mrs	Marie-Josee	Bonne	Special advisor (Health)
31	Dr	Neddy	Matshalaga	UNIFEM Consultant
32	Mrs	Sandra	Nizeyimana	University of Seychelles
34	Mrs	Rosemary	Elizabeth	Women in Alliance and Solidarity Organisation (WASO)
34	Mrs	Judy	Brioche	Youth Health Centre

Annex 3: Opening Remarks of Permanent Secretary

Ms Linda William, Principal Secretary for Social Development Validation Workshop for GBV Costed Action Plan, 19th April 2010, STC

Distinguished Guests,
Ladies and Gentlemen,

We come together today to validate the 2 year *Costed Action Plan for Gender Based Violence in Seychelles*, following on from the two day stakeholder planning workshop held last month. I welcome back to our shores Dr Neddy Matshalaga, the United Nations Development Fund for Women (UNIFEM) consultant Team Leader, who worked tirelessly throughout her previous mission to complete the drafting of the validation document.

Dr Neddy; Thank you and congratulations on a job well done. I hope that during this second mission you will have more time to be able to enjoy the tranquillity and peace of our island home, now that the bulk of your work has been completed.

I am also very pleased to welcome for the first time Mrs Patricia Rey, Programme Analyst and Mr Álex Veigas, Programme Officer, from the UNIFEM Regional Office for Southern Africa and Indian Ocean Islands based in Johannesburg, South Africa. On behalf of the Government of Seychelles and the ministry, I would like to once again convey our thanks to UNIFEM for funding this contract and supporting our efforts to addressing gender based violence in Seychelles.

The development of this Action Plan has been a truly participatory and integrated achievement. I thank all of you here today and those who were unable to attend, for the contributions you have made to its development. It is only through our commitment, our resolve and our cooperation, that the National Plan of Action will be successfully implemented. Once validated, the ball will be in our court to make what we have put on paper a reality. Many of the proposed activities fall within our existing duties and work load, possibly requiring only some slight modification or refocus on our part. However, other proposed activities are totally new initiatives, some requiring substantial funding. In many instances, funding needs will be able to be met internally within our existing budgets, but in many instance our work will begin through the sourcing of external funds. Several potential areas of funding have already been identified in the costed Plan of Action.

I hope that the validation document is used for its intended purpose, as a strategic funding tool to be used by all stakeholders involved in addressing gender based violence. Let us ensure that our good ideas, our energy and our drive to eradicate violence against women, men and children be not in vain. Let us not allow this Plan of Action to become another document to be placed on the shelf to gather dust. This document is a product of our work, our expertise and our positive intent. It is our baby, our *labour of love*.

Dear participants, after we leave this workshop today, let us go back to our respective organisations with our baby (the Gender Based Violence Action Plan) and impress on our senior managers and leaders on the importance to nurture and feed that baby so that it develops to produce the result we want to see.

Ladies and Gentlemen,

Recently, there have also been significant developments regarding the ratification of the SADC Gender and Development Protocol. Seychelles, although small with limited resources has maintained its philosophy of a people centred development approach and takes pride in honouring the various treaties and protocols that we are party to. In ratifying the SADC Gender and Development Protocol this will bring us a step closer to fully committing Seychelles to reach the SADC set target of halving the levels of Gender Based Violence by 2015.

The results based Plan of Action will help us to measure if our activities have achieved our set objectives and to know how close we are to halving prevalence levels of gender based violence by the set deadline. This ladies and gentlemen, would be a truly great achievement, an outcome that would in every sense improve the life of every woman, man and child affected by violence and even the risk of violence, as well as bring fulfilment to our daily work.

With that in mind, I once again thank you for your participation and now have the pleasure to officially declare this validation workshop open.

Thank you.