



Gender Dimensions of Medicine in Seychelles: A Policy Brief for Equitable Health Outcomes

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Abstract

Gender is a critical social determinant of health, but its integration into medical practice and policy in Sub-Saharan Africa is often inconsistent. In Seychelles, despite generally strong health indicators, a systematic analysis of healthcare through a gender lens is needed to expose and address underlying inequities. This policy brief analyses the gender dimensions of medicine within Seychelles. Its objectives are to identify gender-based disparities in health outcomes and service provision, and to propose concrete policy interventions for advancing health equity. The brief synthesises evidence from a desk review of national health policies, programme reports, and regional comparative data. A gender analysis framework was applied to examine structures, processes, and outcomes across the Seychellois health system. The analysis reveals significant gendered patterns. A pronounced gender segregation exists within the health workforce, with women comprising the vast majority of the nursing cadre while men dominate surgical specialties. Furthermore, national health policies frequently lack explicit gender-responsive strategies, particularly in areas such as non-communicable diseases and mental health. Gender profoundly shapes health experiences and outcomes in Seychelles. Without deliberate gender mainstreaming, the health system risks perpetuating inequities that undermine national health goals and the right to health. Integrate mandatory gender analysis into all health policy design and review cycles. Implement targeted recruitment and retention strategies to diversify medical specialties by gender. Develop and fund gender-sensitive health promotion programmes that address the distinct needs of all genders. Gender, Health Policy, Health Equity, Seychelles, Sub-Saharan Africa, Medical Workforce This brief provides a focused gender analysis of Seychelles' health system, offering evidence-based recommendations to policymakers and health practitioners for advancing gender-responsive healthcare.

Keywords: *Gender mainstreaming, Health equity, Sub-Saharan Africa, Social determinants of health, Sex and gender-based analysis*



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