

*In 2015, Seychelles made a minimal advancement in efforts to eliminate the worst forms of child labor. The Government established a Child Protection Team within the Police Department and continued to fund social programs that include the goal of eliminating or preventing child labor, including its worst forms. However, although research is limited, there is evidence that children are engaged in the worst forms of child labor in Seychelles. The Government has not established a minimum age for hazardous work nor has it determined hazardous occupations or activities prohibited for all children. In addition, law enforcement agencies do not have sufficient resources to adequately enforce child labor laws.*



## I. PREVALENCE AND SECTORAL DISTRIBUTION OF CHILD LABOR

Although research is limited, there is evidence that children are engaged in the worst forms of child labor in Seychelles.(1-5) Table 1 provides key indicators on children’s work and education in Seychelles. Data on some of these indicators are not available from the sources used in this report.

**Table 1. Statistics on Children’s Work and Education**

Children	Age	Percent
Working (% and population)	7-14 yrs.	Unavailable
Attending School (%)	5-14 yrs.	Unavailable
Combining Work and School (%)	7-14 yrs.	Unavailable
Primary Completion Rate (%)		112.1

Source for primary completion rate: Data from 2014, published by UNESCO Institute for Statistics, 2015.(6)  
Data were unavailable from Understanding Children’s Work Project’s analysis, 2015.(7)

Based on a review of available information, Table 2 provides an overview of children’s work by sector and activity.

**Table 2. Overview of Children’s Work by Sector and Activity**

Sector/Industry	Activity
Categorical Worst Forms of Child Labor‡	Commercial sexual exploitation sometimes as a result of human trafficking* (2-5)

\* Evidence of this activity is limited and/or the extent of the problem is unknown.

‡ Child labor understood as the worst forms of child labor per se under Article 3(a)–(c) of ILO C. 182.




Children in Seychelles, predominantly girls, are induced into commercial sexual exploitation by peers, family members, and pimps. Migrant workers and foreign tourists contribute to the demand for commercial sex, particularly on the main island of Mahé.(3, 4, 8, 9) Seychellois children engage in commercial sexual exploitation in nightclubs, bars, guesthouses, hotels, brothels, and on the street. Children under age 18 who are addicted to drugs are vulnerable to being forced into commercial sexual exploitation.(3-5, 8)

Limited evidence suggests that the lack of school infrastructure and limited availability of teachers impede access to education, which may increase the vulnerability of children to the worst forms of child labor.(10, 11)

## II. LEGAL FRAMEWORK FOR THE WORST FORMS OF CHILD LABOR

Seychelles has ratified all key international conventions concerning child labor (Table 3).

**Table 3. Ratification of International Conventions on Child Labor**

Convention	Ratification
 ILO C. 138, Minimum Age	✓
ILO C. 182, Worst Forms of Child Labor	✓
 UN CRC	✓
UN CRC Optional Protocol on Armed Conflict	✓
UN CRC Optional Protocol on the Sale of Children, Child Prostitution and Child Pornography	✓
 Palermo Protocol on Trafficking in Persons	✓

The Government has established laws and regulations related to child labor, including its worst forms (Table 4).

**Table 4. Laws and Regulations Related to Child Labor**

Standard	Yes/No	Age	Related Legislation
Minimum Age for Work	Yes	15	Article 31 of the Constitution; Article 21 of the Conditions of Employment Regulations (12, 13)
Minimum Age for Hazardous Work	No		
Prohibition of Hazardous Occupations or Activities for Children	No		
Prohibition of Forced Labor	Yes		Article 251 of the Penal Code; Articles 3–4 of the Prohibition of Trafficking in Persons Act (14, 15)
Prohibition of Child Trafficking	Yes		Article 4 of the Prohibition of Trafficking in Persons Act (15)
Prohibition of Commercial Sexual Exploitation of Children	Yes		Articles 152 and 245 of the Penal Code; Articles 2–4 of the Prohibition of Trafficking in Persons Act (14, 15)
Prohibition of Using Children in Illicit Activities	No		
Minimum Age for Compulsory Military Recruitment	N/A*		
Minimum Age for Voluntary Military Service	Yes	18	Article 23 of the Defense Act (17)
Compulsory Education Age	Yes	16	Article 33 of the Constitution; Paragraph 4 of the Education (Educational Zones and Compulsory Education) Order (12, 18)
Free Public Education	Yes		Article 33 of the Constitution (12)

\* No conscription (19)

Laws related to child labor are not completely consistent with international standards. Article 31(b) of the Constitution stipulates that the minimum age for dangerous, harmful, and unhealthy work should be higher than the minimum age for work of 15 years, although it does not specify an age.(12) Article 22(4) of the Conditions of Employment Regulations allows children ages 15 to 17 to work in the restaurant, tourism, or entertainment industries and at night with the written approval of a “competent officer,” although the legislation does not define “competent officer.”(3, 13)

The Attorney General’s office has established a committee to bring Seychelles’ national laws into harmony with ILO C. 182 on the worst forms of child labor.(20, 21) A more specific list of hazardous child labor activities that includes a provision to establish a minimum age for hazardous work at 18 has been developed but was not approved during the reporting period.(21-23)

The minimum age of 12 for light work is not in compliance with international standards. In addition, the law does not determine activities in which light work may be permitted, prescribe the number of hours per week for light work, and specify the conditions in which light work may be undertaken.(13, 22) A legal amendment to the Conditions of Employment Regulations that increases the minimum age for light work to 13 and includes specific light work provisions has been developed but was not approved during the reporting period.(22, 23)

### III. ENFORCEMENT OF LAWS ON THE WORST FORMS OF CHILD LABOR

The Government has established institutional mechanisms for the enforcement of laws and regulations on child labor, including its worst forms (Table 5).

**Table 5. Agencies Responsible for Child Labor Law Enforcement**

Organization/Agency	Role
Ministry of Labor and Human Resources Development's Labor Monitoring and Compliance Unit	Enforce child protection and child labor laws, investigate complaints, and conciliate disputes between employers and workers.(24-26)
Police Department's Family Squad	Investigate criminal cases involving minors, including issues of commercial sexual exploitation. (3, 24, 27, 28)
Police Department's Child Protection Team*	Collaborate with the Department of Social Affairs to ensure that child abuse cases are addressed. Police officers and social workers may conduct investigations and begin legal proceedings against parents who put their children at risk for abuse.(5)
Department of Social Affairs' Child Protection Unit	Develop and implement programs to protect vulnerable children and monitor alleged violations of child labor laws, including those related to the worst forms of child labor.(3, 24, 27, 28)

\* Agency responsible for child labor enforcement was created during the reporting period.

#### *Labor Law Enforcement*

In 2015, labor law enforcement agencies in Seychelles took actions to combat child labor, including its worst forms (Table 6).

**Table 6. Labor Law Enforcement Efforts Related to Child Labor**

Overview of Labor Law Enforcement	2014	2015
Labor Inspectorate Funding	Unknown	Unknown (5)
Number of Labor Inspectors	13 (5)	13 (5)
Inspectorate Authorized to Assess Penalties	No (5)	No (5)
Training for Labor Inspectors		
■ Initial Training for New Employees	Yes (5)	Yes (5)
■ Training on New Laws Related to Child Labor	No (5)	N/A
■ Refresher Courses Provided	Yes (5)	Yes (5)
Number of Labor Inspections	1,668 (5)	949 (5)
■ Number Conducted at Worksite	1,638 (5)	898 (5)
■ Number Conducted by Desk Reviews	30 (5)	51 (5)
Number of Child Labor Violations Found	0 (5)	0 (5)
Number of Child Labor Violations for Which Penalties Were Imposed	N/A	N/A
■ Number of Penalties Imposed That Were Collected	N/A	N/A
Routine Inspections Conducted	Yes (5)	Yes (5)
■ Routine Inspections Targeted	No (5)	No (5)
Unannounced Inspections Permitted	Yes (29)	Yes (5)
Unannounced Inspections Conducted	Yes (5)	Yes (5)
Complaint Mechanism Exists	Yes (5)	Yes (5)
Reciprocal Referral Mechanism Exists Between Labor Authorities and Social Services	Yes (5)	Yes (5)

Reports indicate there is a lack of trained staff, equipment, transportation, and funding to conduct effective inspections and legal proceedings.(4, 30)

#### *Criminal Law Enforcement*

In 2015, criminal law enforcement agencies in Seychelles took actions to combat the worst forms of child labor (Table 7).

**Table 7. Criminal Law Enforcement Efforts Related to the Worst Forms of Child Labor**

Overview of Criminal Law Enforcement	2014	2015
Training for Investigators		
■ Initial Training for New Employees	Unknown	Unknown (5)
■ Training on New Laws Related to the Worst Forms of Child Labor	Unknown	N/A
■ Refresher Courses Provided	Unknown	Yes (31)

**Table 7. Criminal Law Enforcement Efforts Related to the Worst Forms of Child Labor (cont)**

Overview of Criminal Law Enforcement	2014	2015
Number of Investigations	Unknown	Unknown (5)
Number of Violations Found	Unknown	Unknown (5)
Number of Prosecutions Initiated	Unknown	Unknown (5)
Number of Convictions	Unknown	Unknown (5)
Reciprocal Referral Mechanism Exists Between Criminal Authorities and Social Services	Unknown	Yes (31)

Reports indicate there is a lack of trained staff, equipment, transportation, and funding to effectively conduct criminal law enforcement efforts related to the worst forms of child labor.(31, 32)

In May 2015, the Government developed standard operating procedures and a referral mechanism to help law enforcement officials identify human trafficking victims and refer them to the appropriate social service providers.(31)

#### IV. COORDINATION OF GOVERNMENT EFFORTS ON THE WORST FORMS OF CHILD LABOR

The Government has established mechanisms to coordinate its efforts to address child labor, including its worst forms (Table 8).

**Table 8. Mechanisms to Coordinate Government Efforts on Child Labor**

Coordinating Body	Role & Description
National Coordinating Committee on Trafficking in Persons	Coordinate actions against trafficking in persons and guarantee protection of victims at the national level. Committee members are appointed by presidential order.(3, 4) The Committee is chaired by the Ministry of Social Affairs and includes representatives from the Police Force, Immigration, and Civil Status Department; the Attorney General's Office; and the Ministries of Labor and Human Resource, Foreign Affairs, and Customs. Also includes non-governmental stakeholders.(15) During the reporting period, the Committee met multiple times to develop a victim assistance tool and implement awareness raising campaigns on human trafficking.(4)
National Council for Children	Monitor the implementation of government policies to protect the rights of children and coordinate social programs for victims of child abuse.(20, 24) The Council is a semi-autonomous body established by the National Council of Children Act of 1981.(26, 33) Board members are appointed by the President and include representatives from government ministries and civil society organizations.(24) In November 2015, the Council participated in a meeting organized by the Government to review progress on implementing the UN CRC.(5)
National Commission for Child Protection	Implement, coordinate, and monitor government efforts on child protection.(28) The Commission is chaired by the Ministry of Social Affairs and includes representatives from the Attorney General's Office, Health Department, Police Force, Family Tribunal, and Ministry of Education and Youth. Also includes non-governmental stakeholders. The Commission met regularly during the reporting period (2, 23, 34)

During the reporting period, the National Coordinating Committee on Trafficking in Persons did not receive dedicated funding, which affected its ability to implement the National Action Plan.(4)

#### V. GOVERNMENT POLICIES ON THE WORST FORMS OF CHILD LABOR

The Government of Seychelles has established policies related to child labor, including its worst forms (Table 9).

**Table 9. Policies Related to Child Labor**

Policy	Description
National Strategic Framework and Action Plan to Combat Trafficking in Persons (2014–2015)	Aimed to raise awareness, prosecute perpetrators, improve victims' access to protection and assistance services, build capacity of stakeholders, and strengthen cooperation among relevant stakeholders to prevent and combat trafficking in persons.(35)
National Social Renaissance Plan of Action (2012–2016)	Establishes a 5-year roadmap in the areas of education, health, employment, human resource development, social affairs, community development, and security.(1) Includes provisions to decrease violations of children's rights, bolster child protection, and enhance services to victims of commercial sexual exploitation, including child victims.(1) Implemented and monitored by the Ministries of Home Affairs; Health; Community Development; Education; and Labor and Human Resources Development, among other agencies.(36)

**Table 9. Policies Related to Child Labor (cont)**

Policy	Description
National Employment Policy and Strategies	Incorporates policies to increase employment opportunities for youth and expand programs to assist women, children, and vulnerable groups.(24, 37, 38) Also aims to develop a list of hazardous occupations prohibited for children. Implemented and monitored by the Ministry of Labor and Human Resources Development.(37)
Education Sector Strategic Plan (2013–2017)*	Sets out a comprehensive roadmap to improve the quality of, and access to, primary and secondary education. Overseen by the Ministry of Education.(38)
Social Security Benefits*	Provides periodic payments to vulnerable children, including orphans.(39)

\* Child labor elimination and prevention strategies do not appear to have been integrated into this policy.

## VI. SOCIAL PROGRAMS TO ADDRESS CHILD LABOR

In 2015, the Government of Seychelles funded programs that include the goal of eliminating or preventing child labor, including its worst forms (Table 10).

**Table 10. Social Programs to Address Child Labor**

Program	Description
Commercial Sexual Exploitation of Children Awareness Raising†	Government program that implements awareness-raising activities aimed at youth. Focuses on the dangers of commercial sexual exploitation.(4)
Juvenile Project of Child Rehabilitation†	Joint effort by the Ministry of Education and the Department of Social Development to serve vulnerable children, including school dropouts. Provides a package of services, including education and psychological care.(20)
Transportation Subsidy†	Government-funded program that subsidizes bus fares for vulnerable students who live more than three kilometers from school buildings.(9, 28)
Technical and Vocational Education and Training Program†	Government-implemented training program for secondary school students 16 years and older who have difficulty with traditional school curricula. Aims to deter students from dropping out of school.(20)

† Program is funded by the Government of Seychelles.

Although the Government has a program to address commercial sexual exploitation, the scope of this program is insufficient to address the full extent of the problem, including the commercial sexual exploitation of children associated with tourism.(20)

## VII. SUGGESTED GOVERNMENT ACTIONS TO ELIMINATE THE WORST FORMS OF CHILD LABOR

Based on the reporting above, suggested actions are identified that would advance the elimination of child labor, including its worst forms, in Seychelles (Table 11).

**Table 11. Suggested Government Actions to Eliminate Child Labor, Including Its Worst Forms**

Area	Suggested Action	Year(s) Suggested
Legal Framework	Ensure the law specifically prohibits hazardous work for all children under age 18.	2011 – 2015
	Determine hazardous occupations or activities prohibited for all children in consultation with employers' and workers' organizations.	2009 – 2015
	Eliminate legal provisions that potentially allow for children between the ages of 15 and 17 to engage in hazardous work, and ensure the law provides a clear definition of a "competent officer."	2010 – 2015
	Ensure the law criminally prohibits the use, procurement, and offering of a child in the production and trafficking of drugs.	2015
	Raise the minimum age for light work to 13 and ensure that the law's light work provisions determine activities in which light work may be permitted, prescribe the number of hours per week for light work, and specify the conditions in which light work may be undertaken to comply with international standards.	2015
Enforcement	Make information publicly available regarding the labor inspectorate's funding; training for criminal investigators; and the number of investigations undertaken, violations found, prosecutions initiated, and convictions achieved.	2011 – 2015

**Table 11. Suggested Government Actions to Eliminate Child Labor, Including Its Worst Forms (cont)**

Area	Suggested Action	Year(s) Suggested
Enforcement	Strengthen labor law enforcement by authorizing the inspectorate to assess penalties and initiating targeted inspections based on analysis of data related to risk-prone sectors and patterns of serious incidents.	2015
	Ensure adequate funding, human resources, training, and equipment for law enforcement agencies.	2014 – 2015
Coordination	Ensure that the National Coordinating Committee on Trafficking in Persons receives adequate funding to fulfill its mission.	2015
Government Policies	Integrate child labor elimination and prevention strategies into the Education Sector Strategic Plan and the Social Security Benefits.	2014 – 2015
Social Programs	Conduct research to better understand the extent and nature of the worst forms of child labor in Seychelles.	2013 – 2015
	Increase access to education by increasing school infrastructure and teacher availability.	2014 – 2015
	Expand the scope of programs to address the commercial sexual exploitation of children, including exploitation associated with tourism.	2011 – 2015

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