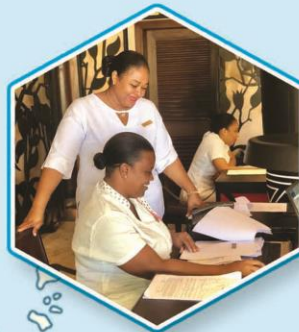




Seychelles Decent Work Country Programme 2019-2023



November 2018

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Abbreviations

AG	Attorney General
AMC	Advisory and Monitoring Committee
ANHRD	Agency for National Human Resource Development
CBS	Central Bank of Seychelles
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CENS	Committee for the Employment of Non-Seychellois
CEOs	Chief Executive Officers
COMESA	Common Market for Eastern and Southern Africa
CPI	Consumer Price Index
CPOs	Country Programme Outcomes
CPR	Country Programme Review
DWCP	Seychelles Decent Work Country Programme
DWCP I	First Generation Decent Work Country Programme
DWCP II	Second Generation Decent Work Country Programme
EEZ	Exclusive Economic Zone
FEAS	Federation of Employers' Associations of Seychelles
GDP	Gross Domestic Product
GOPs	Gainful Occupational Permits
ICT	Information and Communication Technology
ILO	International Labour Organization
ILS	International Labour Standards
IRA	Industrial Relations Act 1994
LFS	Labour Force Survey
LMIS	Labour Market Information System
M&E	Monitoring and Evaluation
MDAs	Ministries, Departments and Agencies
MDGs	Millennium Development Goals
MEHRD	Ministry of Education and Human Resource Development
MEICS	Ministry of Employment, Immigration and Civil Status
MOFTEP	Ministry of Finance, Trade and Economic Planning
MIEDBI	Ministry of Investment Industry, Entrepreneurship Development and Business Innovation
MNA	Member of the National Assembly
MOU	Memorandum of Understanding
NBS	National Bureau of Statistics
NCCE	National Consultative Committee on Employment
NDS	National Development Strategy
NEP	National Employment Policy

NEPS	National Employment Policy and Strategies
OSB	Occupational Safety Board
OSH	Occupational Safety and Health
PCs	Professional Centers
PLWDS	Persons Living With Disabilities
PS	Principal Secretary
PWG	Productivity Working Group
QAM	Quality Assurance Mechanism
SADC	Southern African Development Community
SCCI	Seychelles Chamber of Commerce and Industry
SCD	Systematic Country Diagnosis
SCR	Seychelles Rupee (Currency Symbol)
SDGs	Sustainable Development Goals
SDWCP I	First Generation Seychelles Decent Work Country Programme
SDWCP II	Second Generation Seychelles Decent Work Country Programme
SDP	Skills Development Programme
SEnPA	Small Enterprises Promotion Agency
SFWU	Seychelles Federation of Workers Union
SIDS	Small Island Developing States
SLA	Seychelles Licensing Authority
SMEs	Small and Medium-Sized Enterprises
SSDS	Seychelles Sustainable Development Strategy
SWTS	School to Work Transition Survey
UN	United Nations

Preface

Employment is a critical sector for Seychelles. Aside from job creation, it is a source of livelihood for our people and it contributes significantly toward the growth of the economy. As a Small Island Developing State, creating an environment that is favourable to decent work is key for the achievement of the Sustainable Development Goals 2030 Agenda and the Seychelles National Development Strategy Vision 2033. Seychelles is pleased to join other member states of the International Labour Organisation in launching our second generation of Decent Work Country Programme (DWCP) (2019 – 2023), which represents our commitment toward these important documents. The launching of the second DWCP equally denotes the commitment of my Government to ensure the well-being of Seychelles' labour force.

The world of work today is changing, and these changes impacting on our workers will continue to do so over the coming years. We are a country that sees our human capital as one of the main assets of our national wealth, and my Government is focused on creating decent work that will bring greater progress to society. The Seychelles labour force participation rate is approximately 70%, indicating that the majority of our population is active on the labour market. The implementation of our employment policies have maintained a low national unemployment rate, below 5%, for the last five years; and youth unemployment has recently improved, although it remains a challenge, following global trends.

Having a second DWCP signifies opportunities and areas for continuous improvement. As Seychelles is a high income country with a high demand for labour, this creates opportunities for us to increase productivity and innovation in order to ensure sustainable and inclusive growth. Our people must always be placed at the centre of development and empowered to participate in society. The Government and policy-makers must continue to ensure that all population groups are equipped with the necessary education and specialised skills required by the labour market, so that they may lead the country's growth to greater heights. This will ensure that the development of our country is translated into better standards of living and social progress for our people.

I am pleased to note that the priorities and actions of this second DWCP addresses issues that will positively impact the population, especially workers and employers. It is my wish that we all continue to work together to make this a reality. On behalf of Government, I would also like to convey the sincere appreciation to the International Labour Organisation for their invaluable expertise and support in the development of Seychelles' Decent Work Country Programme. This programme exemplifies the commitment of the Republic of Seychelles to the ideals of the ILO, and to achieve social justice and decent work for its citizens.



Danny Faure

PRESIDENT OF THE REPUBLIC OF SEYCHELLES

Foreword

The adoption of the Decent Work Agenda by the 93rd session of the International Labour Conference in June 2005 paved the way for the development and implementation of the first generation of the Seychelles Decent Work Country Programme (DWCP) (2011 – 2015), which had an impact on the country's employment sector. Indeed, Seychelles has made progress in strengthening labour administration and policies through the implementation of its first DWCP.

The second generation of the Seychelles DWCP (2019 - 2023) is a revised programme of action building on emerging challenges and on lessons learnt from the implementation of the first DWCP. It aims to provide sustainable solutions to unemployment challenges faced by particular groups of our population, notably the young people, women and other vulnerable groups. To effectively address these challenges and other rights of workers, a greater insight and understanding of issues related to school to work transition, informal sector, labour migration, flexible working arrangements, discrimination and gender equality are imminent.

The second programme sets out an improved framework of cooperation among the tripartite constituents in the implementation of the identified strategic programmes, in order to ensure effective social dialogue and tripartite participation in labour matters and other national development issues. It also seeks to ensure fair, safe and harmonious working environments through the domestication of international labour standards and enforcement of national laws. The following priorities have therefore been agreed by the tripartite constituents and aim towards:

- Creation of decent and productive employment
- Strengthening of social dialogue and tripartite institutions
- Effective implementation of international labour standards

The monitoring and evaluation of progress in the implementation of the second Seychelles DWCP is key and it will be overseen by the tripartite Advisory and Monitoring Committee (AMC), which is already an existing structure within the Ministry and was fully mandated to oversee the implementation of the first Seychelles DWCP.

I therefore call upon our social partners to continue to be supportive and assist our Ministry in achieving the goals of this programme, as they have been mutually set. We should all continue to demonstrate the importance of social dialogue and the spirit of tripartism in addressing labour and employment challenges.

I express my gratitude to the International Labour Organisation, particularly the Country Office in Madagascar for the support, which they provided in developing this programme. I would also like to extend my appreciation to our social partners for their input and collaboration in the drafting process.

It is therefore my honor and privilege to commend the second Seychelles DWCP (2019 – 2023) to all stakeholders for its full implementation.



Myriam Télémaque (Mrs)

Minister for Employment, Immigration and Civil Status



GOVERNMENT OF SEYCHELLES

MEMORANDUM OF UNDERSTANDING

**BETWEEN
THE MINISTRY OF EMPLOYMENT, IMMIGRATION AND CIVIL STATUS,
THE MOST REPRESENTATIVE ORGANIZATIONS OF EMPLOYERS and WORKERS OF
SEYCHELLES
AND
THE INTERNATIONAL LABOUR ORGANIZATION**



ON THE DECENT WORK COUNTRY PROGRAMME FOR 2019 – 2023

Whereas the Government of the Republic of Seychelles, the undersigned most representative organizations of employers and workers, and the International Labour Organization (ILO), represented by the International Labour Office (referred collectively as the Parties), wish to collaborate in order to promote and advance decent work in the Republic of Seychelles.

Whereas the parties agreed and formulated the priorities of cooperation for 2019-2023 in the course of consultations between the Ministry of Employment, Immigration and Civil Status, the Social Partners, in the framework of a National Drafting Committee, with the support of the ILO Decent Work Technical Support team and Country Office for Comoros, Madagascar, Mauritius and Seychelles. The results and lessons learnt from implementation of the first priorities of the Decent Work Country Programme for 2011-2015, extended to 2017, and its assessment made by tripartite constituents and ILO technical experts has been duly taken into account.

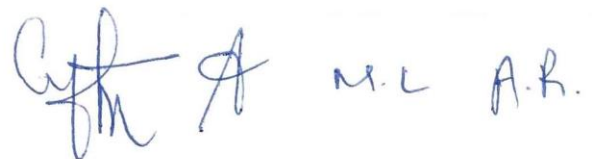
Whereas the new Seychelles Decent Work Country Programme (DWCP) for 2019-2023 is in line with the Sustainable Development Goals of the United Nations Agenda 2030 and will contribute towards achievement of its goals. The new DWCP will also make an important contribution to the implementation of the National Employment Policy, the Employment Department Strategic Plan 2018-2022 objectives and the National Vision 2033.

Whereas the Republic of Seychelles has acceded to the 1947 Convention on Privileges and Immunities of the Specialized Agencies on 24 July 1985 which it undertook to apply to the ILO.

[Handwritten signatures]

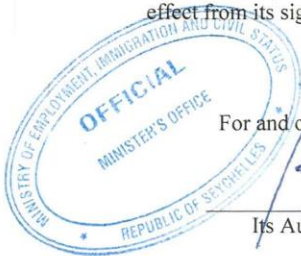
Now therefore, the Parties hereby agree as follows:

1. The Parties affirm their commitment to collaborate in the implementation of the 2nd generation of the Decent Work Country Programme (DWCP) 2019-2023. The following are agreed as priorities of the DWCP:
 - (1) Creation of decent and productive employment
 - (2) Strengthening of social dialogue and tripartite institutions
 - (3) Effective implementation of international labour standards
2. The ILO agrees to assist in the mobilization of resources and to provide development cooperation in the implementation of the DWCP, subject to its rules, regulations, directives and procedures, the availability of funds and conditions to be agreed upon in writing.
3. The National Tripartite Constituents agree to provide full commitment and participation in the implementation of the DWCP, and to leverage financial resources, technical expertise and partnerships. A Tripartite Advisory Monitoring Committee (AMC) of DWCP consisting of representatives of all relevant government ministries, social partners involved and the ILO shall be created to review progress and outline challenges and recommendations for the successful implementation of the DWCP, with the view to enhance the capacities of each of the tripartite constituents in Seychelles to meet the national development goals. The AMC will be the oversight body for the implementation, monitoring, resource mobilization and advocacy for the DWCP and the support and commitment of the social partners and the key institutions are required.
4. Based on the proposed DWCP outcomes for 2019-2023, present and forthcoming resources, the Parties will jointly develop a DWCP implementation Plan and Monitoring and Evaluation Plan to achieve its implementation in the five year period.
5. Monitoring of the implementation progress under the Programme will be done periodically on a quarterly basis by the Tripartite Advisory and Monitoring Committee composed of representatives of tripartite constituents and the ILO head of mission in Madagascar. The implementation plan shall be reviewed and amended if necessary, to reflect and take into account new developments and ensure a flexible approach to implementing the DWCP.
6. A Country Programme Review as provided in the DWCP Guidebook which is the mid-term evaluation of the programme, shall be undertaken enabling the ILO to assess its performance and define the level of support required to improve it.
7. In relation to the DWCP 2019-2023 and to any related activities of the ILO in the country, the Government will apply, to the Organization, its personnel and any person designated by the ILO to participate in ILO Activities, the provisions of the aforementioned 1947 Convention on the Privileges and Immunities of the Specialized Agencies and its Annex I relating to the ILO.
8. This Memorandum of Understanding (MoU) may be modified by agreement between the Parties. In particular, any changes to the status of the most representative organisations of employers and workers shall be incorporated by written instrument, and effective when executed and signed by all parties.
9. Nothing in or relating to this MoU shall be construed as constituting a waiver of the privileges and immunities enjoyed by the ILO.

Handwritten signatures in blue ink, including a large signature on the left, a smaller one in the middle, and the initials 'M.L.' and 'A.R.' on the right.

The DWCP document is attached to this MoU. In the event that the terms contained in the DWCP document are incompatible with the terms of this MoU, including the provisions referenced in article 7, then the latter shall govern and prevail. The original of the MoU has been written and signed in English. If this MoU is translated into another language, the English version shall govern and prevail.

This MoU, superseding all communications on this matter between the Parties, shall enter into force with effect from its signature by the authorized representatives of the Parties.



For and on behalf of the Government


Its Authorized Representative

Its **Minister for Employment, Immigration and Civil Status**

Mrs. Myriam, Giovanna TELEMAQUE

In the Republic of Seychelles, Victoria

On Wednesday 28th November 2018

For and on behalf of the International Labour Organization


Its Authorized Representative

Its **Regional Director for Africa**

Ms. Cynthia Samuel-Olonjuwon

In the Republic of Seychelles, Victoria

On Wednesday 28th November 2018



For and on behalf of the Association of Seychelles' Employers


Its Authorized Representative

Its **Executive Secretary**

Mrs. Michelle Labrosse

In the Republic of Seychelles, Victoria

On Wednesday 28th November 2018

For and on behalf of the Seychelles Federation of Workers Union


Its Authorized Representative

Its **Secretary General**

Mr. Antoine Robinson

In the Republic of Seychelles, Victoria

On Wednesday 28th November 2018

Acknowledgements

The Ministry of Employment, Immigration and Civil Status (MEICS) takes the opportunity to gratefully acknowledge the assistance and contributions of the many people who have participated in the development of the second generation decent work country programme for Seychelles.

Deserving of special mention is the drafting committee made up of the following people: Jean Alcindor, Nicole Larsen, Giovana Neves, Philippe Michaud, Marie-Celine Zialor, Antoine Robinson, Marie-Christine Clarisse, Dr. Shoba Hajarnis, Steve Monnaie, Vicky Aglae, Pamela Toussaint, Alda Aumeeruddy, Vanessa Dugasse, Tara Roseline, Letimie Dookley, Sabrina Assary, Maryvonne Francis, Ninette Ogbonna and William Zarine.

Particular thanks to Susan Morel and Melissa Duffets from the MEICS, and Clara Ramaromanana from the ILO Country Office, while occupying with fulltime jobs and projects, tirelessly worked with the drafting committee to finalize the report.

Thankful to Mr. Jules Baker, the Principal Secretary responsible for Employment for his invaluable contributions and his participation throughout the entire process of this undertaking.

Many people have contributed either directly or indirectly to this programme and sincere thanks to them.

Executive Summary

The adoption of the Decent Work Agenda by the 93rd session of the International Labour Conference in June 2005 led to the development and implementation of decent work country programmes in ILO member states, including Seychelles. With a slightly delay in the implementation of its first generation Decent Work Country Programme (SDWCP I) 2011-2015, Seychelles found it necessary to extend the programme to the year 2017 to ensure completion. The key focus of this SDWCP I was on legislative reviews, the strengthening of dispute resolution, promotion of quality employment and, reducing unemployment and gender inequality. The new Employment Policy for Seychelles was one of the major achievements of SDWCP I. However, programmes to address youth employment, completion of study on discrimination at work, and the development of a labour management information system database were either not realized or as effective as planned.

The development of the second generation Decent Work Country Programme (SDWCP II) 2019 - 2023 for Seychelles is again based on close consultations and commitments of the social partners and the ILO. The programme seeks to continue to support national initiatives aimed at reducing decent work deficits and strengthening national capacity to integrate decent work within social and economic policies.

The country synopsis and situational analysis show that youth unemployment is high in Seychelles as compared to the national unemployment rate, and improving job opportunities for those young men and women, remains a major challenge. This situation is partly attributed to the relevance of the current education system with the industry needs and the changing labour environment that disfavors the youth population. Indeed, the youth unemployment rate has not reduced significantly yet, despite programmes recently established, such as the My First Job scheme. The workers and employers' representatives and social dialogue platforms are other areas that are being addressed in SDWCP II, given the ineffectiveness and the insufficient implication of workers and employers' participation in the labour relations system.

The analysis has also established the need to continue to strengthen the implementation of the international labour conventions, considering they are critical in the achievement of the decent work agenda and the protection of the rights at work. .

As a result, Seychelles has, therefore, identified three Country Programme Priorities for the SDWCP II:

- 1) Creation of decent and productive employment
- 2) Strengthening of social dialogue and tripartite institutions
- 3) Effective implementation of international labour standards

The success of the SDWCP II will largely depend on the availability of resources, the effective partnership and improved coordination of its implementation by all partners. It requires a good working relationship, commitment, ownership of the whole programme, and effective mobilization

of the resources. The Advisory Monitoring Committee (AMC) is mandated to oversee the implementation of SDWCP II and is required to provide periodic reporting on the progress of the programme implementation. The ILO has been assisting Seychelles with the implementation of SDWCP I and will also provide the necessary assistance for the realization of the SDWCP II.

1. Introduction

ILO Decent Work Country Programmes are based on integrating a combination of measures in the areas of employment promotion, rights at work, social protection and social dialogue based on country priorities, and commitments. The goals of these programmes are to support national initiatives aimed at reducing decent work deficits and strengthening national capacity to integrate decent work within social and economic policies. As stated by the ILO, the effective approach to implementing the programmes is through linking interrelated components and priority areas in order to improve synergies and eventually maximize the impact.

Seychelles implemented the first generation SDWCP1 2011-2015, and the programme was extended to 2017 to ensure the achievement of most of the outcomes, which were related to legislative reviews, dispute resolution, decent employment promotion and unemployment related issues. The biennial country programme review (CPR) conducted in 2013, showed that satisfactory progress was made in the programme implementation, and only 20% of the outcomes were found to be off-track. The latter included a study planned on discrimination at work and the plan to establish an online labour and employment database that would be accessible to all. The gaps in the implementation of SDWCP I were mainly attributed to inadequate monitoring and evaluation of the programme's implementation by the Advisory and Monitoring Committee, lack of resources and capacity in some programme areas, many outcomes and outputs and some overlapping or lacking clarity, lack of commitments by some stakeholders, and dependency on the ILO and the Department of Employment.

The second generation Seychelles Decent Work Country Programme (SDWCP II) 2019-2023 is another opportunity for Seychelles to respond to national labour and employment priorities and address the challenges such as youth unemployment, weaknesses of workers' and employers' representatives, ineffective social dialogue platforms and measures to protect rights at work. A number of outcomes and outputs have been set to address the unemployment, workers' and employers' institutions, the social dialogue platform and the rights at work. The latter requires complete domestication and effective implementation of the conventions on discrimination, gender inequality, health and safety, protection/elimination of forced and child labour, and human trafficking.

The identified country programme priorities, outcomes and outputs are the result of extensive consultations with the government, employers' and workers' organizations and all relevant stakeholders in the private and public sectors, among others, the civil society and the UNDP in Seychelles. The drafting process has been led by a National Drafting Committee coordinated by the Ministry of Employment, and supported by the ILO and their capacity building workshops in Seychelles.

2. Country Context: diagnostic and situational analysis

2.1. GENERAL OVERVIEW

The Republic of Seychelles is an archipelago of 155 islands and a Small Island Developing State (SIDS), with an Exclusive Economic Zone (EEZ) of more than 1.3 million square kilometers and a total landmass of 459 km². The Seychelles islands are home to 95,843¹ inhabitants who live and work mainly on the islands of Mahé, Praslin and La Digue.

Seychelles' economy is primarily service-oriented and tourism and fishing are two key sectors which have shown growth of 5.9% and 3% in real GDP², respectively, in 2016. They account for over 15% of GDP at current prices and approximately 37% of employment. The GDP per capita in 2016 is estimated at US\$15,151 and the GDP at current value in 2016 is SCR18,818.8 (US\$1.39B)³. The overall performance of the economy has remained positive in 2016 and a further expansion in output was recorded. In 2016, the gross official reserves were US\$524 million⁴ and this is equivalent to 4.1 months of projected imports of goods and services. By the end of 2016, inflation was almost at zero percent⁵, and according to the Central Bank of Seychelles (CBS), this was attributed to the stable external value of the domestic currency coupled with the generally weak international commodity prices.

As a small island Nation, Seychelles has a small labour force, a small economy that is susceptible to external shocks and climate change. Other socio-economic challenges are social ills such as drugs and alcohol abuses, teenage pregnancies, and an increasing mobile⁶ workforce and these are impacting the labour and employment structures and dynamics. These trends and developments impact on the current industries and the labour market that require more high skills labour and on national strategies promoted for the socio-economic development of the country.

These socio-economic issues stated above, have been integrated in DWCP II and are in line with the national development of the Strategic Plan for Ministry of Employment, and the Sustainable Development Goals (SDGs) 2030.

2.2. EMPLOYMENT

2.2.1. Labour Market Structure

The private sector remains the predominant source of employment in Seychelles and it accounts for 67% of the 46,774 persons formally employed in 2016. The youth (below 24 years) represents about

¹ NBS, Statistical Bulletin, 30th June 2017: Population and Vital Statistics

² Annual Report 2016, Central Bank of Seychelles

³ Indicative Estimates- Seychelles Macroeconomic Framework Working Group and Central Bank of Seychelles

⁴ Central Bank of Seychelles Annual 2016 Report

⁵ Based on statistics for the monthly consumer price index (CPI) published by the National Bureau of Statistics (NBS)

⁶ Workforce who is increasingly opting for flexible working arrangements or casual work, for overseas employment or do not stay in one job for long

50.5% of the population in 2016, with slightly less young women (24.7%) than young men (25.8%). The working age population (15 years and above) represents 78.4% of the population, and the government and parastatal⁷ sectors employed 19% and 14%, respectively. With high level of youth unemployment⁸, and an ageing population, Seychelles will have more challenges to meet the future labour market needs, which is already untenable and relying increasingly on foreign or imported labour⁹.

According to statistics, the majority of jobs are in the accommodation and food service, and the construction industry, which account for 19% and 11%¹⁰ of total persons in employment, respectively. These two sectors are not attracting local workers, and even young people who have been trained in these areas in demand. An estimated 27% and 60% of foreigners are employed in the two sectors, respectively. The issue is not the availability of jobs but a lack of young people with the required skills or their attitude towards these sectors. Others are of the view that the working hours in these sectors are not always convenient for many working mothers who have social and family obligations and cannot take up shift or weekend work.

Seychelles is opening the economy to entrepreneurship for job creation and employment, and there is an ongoing entrepreneurship education project with the ILO and the next step is to train teachers to enable them to deliver entrepreneurship and business education modules into schools, and provide more opportunities to go towards doing own business, and hence, create more job and reduce youth unemployment.

With the lack of skills required to support the labour market and to maintain current growth rates, the demand for foreign workers will continue and alignment of the educational system with the labour market demand is also required. The current foreign labour force is estimated at 14, 000 and includes numerous unskilled employees in sectors such as construction, hospitality, home carers, agriculture and fisheries. The challenge of lack of labour force and skilled labour is seriously affecting local businesses in Seychelles, and notably those on the islands of Praslin and La Digue, where localized skills development programmes need to be strengthened, to reduce reliance on foreign workers.

2.2.2. Unemployment

According to NBS, by end of December 2016, the unemployment rate was less than 5%, and 54% of this unemployed population was mainly women, showing that they are still slightly disadvantaged than men. The statistics published by NBS for end of March 2017, the national unemployment rate stood at 4.7% compared to the same period of 2016 which was 5.5%. However while the national unemployment rate was low, youth¹¹ unemployment rate at the end of March 2017 was at 12.7%

⁷ Commercial public entities and 22 of them are government majority shareholdings

⁸ Inclusive of youths on drugs or who do not want or cannot work for different reasons

⁹ Current estimate is at 14, 000, which is just under 30% of the current workforce

¹⁰ Annual Report 2016, Central Bank of Seychelles

¹¹ 15 to 24 years

compared to same period in the previous year which was 16.3%. Amongst the unemployed youths, the female are disadvantaged as their unemployment rate for end of March 2017 was 16.6% compared to men at 9.5%.

The World Bank¹² has also acknowledged that, for the women in Seychelles, accessing current jobs, can sometimes be encumbered by transportation and working schedules, and the levels of part-time work and more flexible/casual work contracts are very rare (3.4% and 2.6% of reported workers in 2014)¹³, and this is not only impeding employment access but also earnings for youth and women, which remains low. Moreover, some jobs are difficult to access especially for women, given labor market norms emphasizing full time and regular-hour work. The informal economy and employment sectors on Mahé, Praslin and La Digue are exacerbating the situation as many employees are attracted to the unofficial and often non-schedule work arrangements, such as casual work, as it often suits their needs, but unfortunately, are not properly regulated and employees are often denied the benefits by law.

It is, therefore, important to address the issue of high rate of unemployment amongst young men and young women in the DWCP II given its implications on the economic development, the increase in foreign labour, gender inequality, poverty and other social ills. To address the unemployment issues, it will also require timely and accurate collection of disaggregated information to develop better policies and create a more enabling environment that will offer decent job opportunities and that will prepare employees for the world of work.

Education and skills development is key to addressing employment and unemployment situation, but the system is still producing a large share of the youth lacking in necessary academic, soft, and vocational skills, and delivers a small number of educated graduates that are not necessarily in areas of critical needs or skills shortages. To address these gaps, it will require more input from the industry and a better understanding of the labour dynamics and the Employment Department. There are already few initiatives, namely, “My First Job” and the Skills Development Programmes introduced by the Government but they are yet to be measured on their effectiveness in reducing youth unemployment. There are also plans to have entrepreneurial education and entrepreneurship development which are being incorporated in schools and school curriculum under programmes 1, 2 and 3 (sections 3. 5.1. to 3.5.3.) of the five-year strategic plan for MSME.

2.2.3. Informal Employment¹⁴

According to the National Bureau of Statistics (NBS)¹⁵, 16.8% of the employed persons worked in the informal sector and one third of workers in the formal sector enterprises were also informally employed. An estimated 44.5% of workers in all enterprises were informally employed. The LFS also

¹²Systematic Country Diagnostic report on Seychelles, World Bank 2017

¹³Systematic Country Diagnostic report on Seychelles, World Bank 2017

¹⁴ Economically active population engaged in non-market economic activities or as unpaid family worker in market economic activities (to indicate the year of the study)

¹⁵ From the Labour Force Survey 2011/2012

shows that the proportion of employed persons in a sector, who were informally employed, is very high in agriculture (80%) and construction (62%), and that there are more men than women in the informal sector. However, the lack of reliable information on the informal sectors does not allow us to fully understand the impact of informal employment on the labour market and the economy, or even on the employment and unemployment figures, in general. As stated earlier, informal employment is affecting businesses particularly on Praslin and La Digue islands, where many employees are choosing informal employment over formal employment. As a result, the issue of informal employment is important to be addressed in the DWCP II given its implications on the economy and the labour market. This will address the lack of reliable information and unavailability of policy on the informal sector, its impact on businesses and formal employment, and how it can be formalized to create decent work and more employment opportunities.

2.2.4. Labour Migration

Seychelles has for many years relied on foreign labour, and with globalization, the situation is unlikely to change anytime, soon. From 2006 to 2016, expatriate employment increased from 4,160 in 2006 to 15,074 in 2016. Based on the statistics of GOPs issued by the Immigration and Civil Status Department, the majority of foreign labour is in the construction sector (38.6%), accommodation and food services activities (38.4%) and wholesale trade and retail and repairs of vehicles (3.3%)¹⁶. The use of imported labor has been rising, consistent with a shortage of local supply of the needed skills, and business surveys emphasize worker quality concerns.

Whilst foreign labour is needed and can bring skills and technological transfers to the country, the increased number of GOPs being issued in almost every sector of the economy, is open to abuse and can have negative impacts on the country and the local community, if not managed and regulated properly. An assessment of the labour migration and subsequent development of a Labour Migration policy is required in DWCP II given its implications on the economy and the labour market, the foreign labour force in the country and the national human resource development plan.

2.3. TRIPARTISM AND SOCIAL DIALOGUE

Despite the perceived long history of social dialogue and existence of federations of workers and employers in Seychelles dating back to 1993, the social dialogue mechanisms and platform have not been well promoted and used, and both employers' and workers' memberships have been low in recent years. These situations have made it difficult for the employers' and workers' organizations to have meaningful, representative and effective social dialogues pertaining to labour and employment that impact them. For example, most workers and employers organizations had little or no contribution to recent changes in minimum wage, progressive income tax, thirteen month salary, pension funds contribution and retirement age.

¹⁶Source: Immigration Division, 2017

However, a level of tripartite exchanges and social dialogues have been taking place through committees and boards like NCCE, AMC, CENS, PWG, and OSB, which have been set by the Department of Employment in collaboration with the employers' and workers' partners as platforms for tripartite interactions and decision-making. The tripartite committees have had their own share of challenges and these have led to inconsistency and infrequency of meetings, lack of commitment of the people elected on the committees or boards, and the fact that the outcomes of their meetings have not been always pursued. These situations have not been encouraging to all tripartite partners who feel that these tripartite platforms should be taken more seriously and be upheld.

It is important to note that having strong and effective worker and employer organizations precede meaningful improvement of bipartism and tripartism, but this has not been always the case with some social partners. Certain employers' and workers' organizations have fallen short of attracting and retaining members, without which, makes it difficult to mobilize resources, and to deliver on all their plans, targets and work programmes. For example, the bipartite memorandum of understanding (MOU) signed between SFWU and FEAS under DWCP 1 in July 2013 has had little impact on the industrial relations of the employers and workers as there has been not much follow up on its implementation. For example, with less than 10 active members and one full-time employee, FEAS has limited capacity and inadequate resources to implement its programme and participate in socio-economic policy decisions. Similarly, SFWU currently has less than 800 active members out of a workforce of more than 47, 000 and a declining membership from 5000 in 1993. There are at least two newly registered independent workers and employers' federations and their existence is expected to change the landscape of industrial relations and social dialogues in Seychelles.

To further support the employers' and workers' organizations and enhance the social dialogue mechanisms, a tripartite work plan on promotion and strengthening of social dialogue and the tripartite institutions in Seychelles was drafted through a technical workshop facilitated by ILO on the 26th April 2017 and very similar gaps in current social dialogue platforms and mechanisms were established. This work plan emanating from this workshop is a great departure point for more effective workers' and employers' organizations and more effective social dialogues, and complements the activities of DWCP II. Therefore there is a need to revamp and enhance social dialogue platform for addressing labour and industrial issues that impact the workers and the employers and their relationships as discussed above. It will also require the strengthening of workers' and employers' organizations as they also have impact on the effectiveness and representative participation of the employers and the workers in social dialogue and other national development issues that can affect their lives.

2.4. INTERNATIONAL STANDARDS AND FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK

Seychelles has ratified 37 International labour Conventions of which 26 are in force, including all 8 fundamental core Conventions. There are, however, still gaps in the domestication and the implementation of the core labour convention aimed at protecting workers from discrimination,

human trafficking and violation of other rights of the workers. In 2017, the outstanding submissions of adopted ILO Instruments included two protocols, twelve recommendations and five conventions and their delays are mainly attributed to institutional capacity and timely receipt of relevant information from other stakeholders. This is a result of lack of resources of the International Cooperation Unit within the Ministry of Employment, Immigration and Civil Status, and weaknesses to work with all partners and to get the information required for the report in a timely manner. There is, therefore, a need to establish a more effective inter-ministerial information sharing system to ensure stakeholder commitments, and more importantly, continuity in providing timely and accurate information when an accountable officer leaves office. Most stakeholders are short on capacity, and there is a definite need to build the capacity of all organizations involved in the preparation and submission of reports pertaining the protocols, recommendations and conventions to ensure effective implementation and compliance.

Though there are no report or cases related to the conventions on the elimination of all forms of discrimination, forced and compulsory labour (Convention No. 29 & No. 105) and child labour (Convention No. 138 & No. 182), Seychelles cannot be complacent on these fronts. It has to be fully compliant with its international reporting obligations as per article 22 of the constitution of the ILO and to its other international partners on matters related to the core convention.

As a result, it is important that the issue of international standards and fundamental principles and rights at work are addressed in SDWCP II given their implications on the rights of workers at work. Therefore, appropriate provisions and adequate resources are required for the Employment Department and other stakeholders to effectively implement the conventions and labour monitoring and inspections. In 2017, there were only 7 trained inspectors in national labour laws and enforcement of ILS in the Employment Department and would require more trained officers to enforce the implementation of these conventions and strengthen the detection of any labor issues, inclusive of awareness building of these rights at work. Through its reporting on trafficking in persons in 2017, Seychelles has acknowledged the need to disseminate information on trafficking in persons, and to broaden the public's knowledge and increase awareness and understanding on the subject and those related to other conventions.

As reporting constitutes a tool towards an improved compliance with ILS, a second step would consist of steps towards analyzing the comments of the ILO Supervisory bodies, and foremost those of the Committee of Experts on the Application of Conventions and Recommendations (CEACR). Such steps would go beyond the classic tripartite constituents to also involve other concerned stakeholders such as technical Ministries, the Judiciary and the Parliament.

2.4.1. Occupational Safety and Health

From 2012 to 2016 438 Cases of Occupational accidents were reported at the Employment Department. Overall number of reported cases of occupational accidents has declined significantly from a peak of 155 in 2009 to 51 in 2016. Though there is a significant reduction in OSH accidents in the last 8 years due to more visible labour inspection, the Labour Monitoring and Compliance unit still lacks capacity to maximize and be more effective in its future labour inspections. In general,

the OSH accidents have been affecting more men than women, and this is not surprising as there are more men in hard and more risky labour jobs. It is therefore important that in DWCP II, provisions are made to have increased focus on labour and employment monitoring and inspections, and ensure organizations are compliant, in order to maintain the reduced number of occupational accidents in the workplace.

2.4.2. Gender Equality and Discrimination at Work

There is a lack of accurate, reliable and up to date information on gender equality or inequality across sectors or institutions in Seychelles. In employment, however, there is a significant and increasing gender wage gap across the wage distribution – with men earning wages that are 9% higher than women at the 10th percentile and 19% higher at the 90th percentile¹⁷. The access to employment, especially higher paid job favor men, with more women in low paid jobs such as home carers (estimated 2500)¹⁸ and other service industries (of the unemployed, 54% are women), and women are more likely to face redundancies in a male dominated labour market. Young women, and in particular single mothers or school drop outs with lack of employable skills and work experience are often finding it more difficult to access employment which are often shift hours and still have rigid full-time arrangements. In 2016, the less than 25 age group shows similar pattern of unemployment with male at 12.9% and women are still at a disadvantage at 13.9%, respectively.

The promotion of women entrepreneurs and the cottage industry has been a great gender responsive initiative that has empowered¹⁹ women in Seychelles. In spite of its success, women entrepreneurs have mainly owned and/or managed micro-enterprises and cottage industries as compared to men who are still dominating ownership and management of the medium sized and large enterprises in the private sector. Men have also been recipients of gender inequality, with high rate of them being in informal employment, and are in employment with higher risk of occupational accidents, and hence putting them in a position of greater risk of an accident than the women as stated earlier. According to local statistics²⁰, 67% of registered cases of occupational accidents in 2016 were men.

Though statistics show that Seychelles has made significant progress in reducing gender inequality in the public sector, with increasing number of women (approximately 40%) occupying senior and decision-making positions, at cabinet level, CEOs, PSs, MNAs and other constitutional appointments, there is still a lack of statistics to establish the gender differences in the private sector and other professional cadres and business sectors.

There is very little information on discrimination in the workplace, and the lack of sex disaggregated information makes it difficult to establish the actual situation. However, there is evidence that

¹⁷ Systematic Country Diagnostic, World Bank 2017

¹⁸ Systematic Country Diagnostic, World Bank 2017

¹⁹ In line with goal 5 of SDG 2030

²⁰ Statistics Unit of the Ministry of Employment, Immigration and Civil Status, 2017

women continue to be slightly at a disadvantage when it comes to job opportunities and salary. Some jobs are difficult to access especially for women, given labour market norms emphasizing full time, regular-hour work as highlighted by the World Bank in 2017. Indeed, accessing current jobs is encumbered by transportation and working schedules affecting women, single mothers in particular, and this is reflected in the unemployment rate of young women which was at 12.9% in 2016 as compared to men at 12.3%.

Many young women being in jobs that are low paid jobs which are just above the legal minimum salary in the country. This includes the 2500 employees in the lower paid home caregiver's services who are mainly women. With a lack of data and insight in discrimination at work, a study on discrimination in the workplace as was set in SDWCP I is critical, particularly to better understand, and develop effective strategies and measures to minimize, if not eradicate all forms of discrimination against any group, gender inclusive, at work.

3. Country Priorities and Country Programme Outcomes (CPOs)

The Seychelles DWCP2019-2023 is a strategic and results-based framework, within which the tripartite constituents (government, employers' and workers' organizations) in a country consent to work in partnership with each other and ILO as well as other development partners towards achieving the desired goal of decent work towards the attainment of the country's socio-economic objectives as outlined in the National Development Plans. The two outcomes of the programme are: (i) to promote decent work as a key component of development policies, (ii) to put ILO's knowledge, instruments and advocacy at the service of ILO's tripartite constituents to advance the decent work agenda within the fields of competence of the Organization.

The DWCP 2019-2023 focus on the promotion and creation of decent employment for youth women and the unemployed, effective social dialogue and continued promotion and implementation of international labour standards. The identified country programme priorities, outcomes and outputs are the result of extensive consultations with the government, employers' and workers' organizations and all relevant stakeholders among others civil society and UN system in the country. The drafting process has been led by a National Drafting Committee coordinated by the Ministry of Employment, Immigration and Civil Status and supported by ILO.

The SDWCP II is fully aligned with the relevant international and national frameworks as shown in the table below.

Country Programme Outcomes	Link with NDS 2015-2019 and SSDS 2012-2020	Link with SDG targets and indicators
Priority 1: CREATION OF DECENT AND PRODUCTIVE EMPLOYMENT		
<p><u>Country Programme Outcome 1:</u> Increased decent and productive employment for the youth, women and other unemployed that are most vulnerable</p>	<ul style="list-style-type: none"> ▪ Skills mismatch, health trends, an ageing population, social ills and brain drain are factors which impact on the labour force and availability of skilled human resources, to meet growing needs of industries. ▪ Poverty alleviation ▪ Sustainable fisheries and agriculture management activities for job creation ▪ Sustainable development for employment creation including climate change mitigation 	<ul style="list-style-type: none"> ▪ Targets: 8.5. By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. 8.6. By 2020, substantially reduce the proportion of youth not in employment, education or training.
<p><u>Country Programme Outcome 2:</u> Improved effectiveness of the Labour Market Information</p>	<ul style="list-style-type: none"> ▪ Enhancing human resource capacities to develop a Seychellois workforce that is 	<ul style="list-style-type: none"> ▪ Indicators: 8.5.2. Unemployment rate, by sex, age and persons (8.5.2). 8.6.1 Proportion of youth (aged 15-24 years) not in education, employment or training.

Country Programme Outcomes	Link with NDS 2015-2019 and SSDS 2012-2020	Link with SDG targets and indicators
System (LMIS) for decent work in line with Sustainable Development Goals (SDGs)	adaptive, results-oriented, and fully prepared for the challenges ahead	
<p align="center"><u>Country Programme Outcome 3:</u> Enhanced policy and legislative frameworks for decent work</p>	<ul style="list-style-type: none"> ▪ Conduct market research and improving the job seekers' employability ▪ Policy development and enforcement for economic development 	<ul style="list-style-type: none"> ▪ Target: 8.3. Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro, small and medium-sized enterprises, including through access to financial services. ▪ Indicator: 8.3.1. Proportion of informal employment in non-agriculture employment, by sex (8.3.1)
Priority 2: STRENGTHENING OF SOCIAL DIALOGUE AND TRIPARTITE INSTITUTIONS		
<p align="center"><u>Country Programme Outcome 4:</u> Strengthened Tripartite Platforms for effective social dialogue</p>	<ul style="list-style-type: none"> ▪ Fostering participation and contribution of all Seychellois working together and enjoying the benefits of development process 	<ul style="list-style-type: none"> ▪ Targets: 5.5. Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.
<p align="center"><u>Country Programme Outcome 5:</u> Strengthened workers and employers organizations for effective participation in social dialogue and other national development issues</p>		<p>8.8. Protect labour rights and promote safe and secure working environments of all workers, including migrant workers, particularly women migrants, and those in precarious employment.</p> <ul style="list-style-type: none"> ▪ Indicators: 5.5.2. Proportion of women in managerial positions. 8.8.2. Level of national compliance of labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation, by sex and migrant status.

Country Programme Outcomes	Link with NDS 2015-2019 and SSDS 2012-2020	Link with SDG targets and indicators
Priority 3: EFFECTIVE IMPLEMENTATION OF INTERNATIONAL LABOUR STANDARDS		
<p>Country Programme Outcome 6: Enforced workplace compliance to better protect labour rights and promote safe and secure working environments</p>	<ul style="list-style-type: none"> ▪ A Seychellois people living in stable and secure communities, based on mutual respect and respect for low and order ▪ Deepening national and international partnerships 	<ul style="list-style-type: none"> ▪ Target: 8.8. Protect labour rights and promote safe and secure working environments of all workers, including migrant workers, particularly women migrants, and those in precarious employment. ▪ Indicator: 8.8.1. Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status.
<p>Country Programme Outcome 7: Enhanced mechanisms for effective reporting on the international labour conventions and standards and for consequent conformity with CEACR comments</p>		<ul style="list-style-type: none"> ▪ Target: 8.8. Protect labour rights and promote safe and secure working environments of all workers, including migrant workers, particularly women migrants, and those in precarious employment. ▪ Indicator: 8.8.2. Level of national compliance of labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation, by sex and migrant status.

Table 1. SDWCP Priorities and Outcomes with relevant international and national frameworks

3.1. COUNTRY PRIORITY I: CREATION OF DECENT AND PRODUCTIVE EMPLOYMENT

3.1.1. Country Programme Outcome (CPO) 1: Increased decent and productive employment for the youth, women and other unemployed that are most vulnerable

Strategies:

The challenge to create decent and productive employment with the aim to reduce unemployment, in particular, among youth, women and the vulnerable groups is multi-faceted. There are still skills gaps between education and the industry, and there is a shift of labour demands towards higher skilled jobs and the economic/business environment and labour market structure constrain

opportunities. Climate change mitigation and adaptation is also amendable for maximizing productive employment and a pre-requisite for sustainable SME development. This outcome seeks to maximize productive employment through initiatives related to enhanced skills development, enabling business environment and climate change mitigation and adaptation. These initiatives will complement activities that are already taking place such as Professional Centres seeking to align their curriculum and training programmes to industry needs and entrepreneurial skills development, and will substantially reduce the proportion of youth not in employment, education or training

CPO Indicators:

1. Number of women and men employed through the Employment Skills Development Programmes
2. Unemployment rate for young women and young men
3. Number of young men and women starting their own business
4. Proportion of youth not in employment, education or training (NEET)

Outputs:

1. Integrated employment services are restructured and are functioning
2. Skills development programmes are reviewed and aligned with the labour market needs
3. Sectors with job opportunities and skills needs are identified
4. The awareness of entrepreneurship education in-school youth and post-secondary education has increased

3.1.2. Country Programme Outcome (CPO) 2: Improved effectiveness of the Labour Market Information System (LMIS) for decent work in line with Sustainable Development Goals (SDGs)

Strategies:

This outcome sets out to have an LMIS System that provides accurate, reliable and up to date information, which are critical to informed labour and employment decision-making and report on SDG Global Indicator Framework. The enhancement of the current LMIS is also aimed at having a national database that provides employment information on relevant Ministries, Departments and Agencies (MDAs) and private entities and are linked facilitate documentation and access. This requires systems and procedures for data collection developed, and training programme on use of the system designed and implemented.

CPO Indicator:

1. Availability of reliable and timely information on Labour Market and SDGs
2. Availability of disaggregated data on the Labour Market (including sex, age, sector, etc...)

Outputs:

1. National labour market disaggregated statistics, standards, and information systems are strengthened through improved statistical surveys and use of other statistical sources (including sex, age, sector, etc.)

2. Relevant national disaggregated indicators for monitoring and reporting on decent work related SDGs are produced with ILO advice and support.
3. The resolution of the 19th International Conference of Labour Statisticians in Geneva in October 2013 is implemented

3.1.3. Country Programme Outcome (CPO) 3:Enhanced policy and legislative frameworks for decent work

Strategies:

From observations, informal employment is increasing in Seychelles in both the formal and informal sectors. This situation does not guarantee that the rights of these employees are protected and the impact of the informal sector on the economy is not clear as there is a lack of reliable and disaggregated data. Likewise, the use of foreign or imported labour is growing exponentially and its impact is also not clear as there is no reliable and disaggregated data on the actual situation. This outcome seeks to develop policies and regulatory framework based on the situational analyses of informal employment and labour migration. This will provide a better understanding of the informal economy and labour migration, and have the regulatory framework that will help to manage and minimize impacts on decent employment opportunities for all, and on employees moving in and out of the country. With flexible working arrangements, gender equality and work-life balance being constrained by the labour market structure, case studies will also be conducted on all three dimensions, and will be important in the employment policy development.

The ILO in collaboration with other UN Agencies and the Department of Employment have provided technical support for the study and analyses under DWCP I, and will be extending similar support, here.

CPO Indicators:

1. Availability of a National Labour Migration Policy
2. Availability of a case study on flexible working time arrangements, gender equality and work-life balance
3. Availability of a study on the Informal Sector and Informal Employment in Seychelles

Outputs:

1. A National Labour Migration Policy is developed and implemented
2. A report of the case study on flexible working time arrangements, gender equality and work-life balance is produced
3. An in-depth analytical report on the Informal Sector and Informal Employment in Seychelles is produced

3.2. COUNTRY PRIORITY 2²¹: STRENGTHENING OF SOCIAL DIALOGUE AND TRIPARTITE INSTITUTIONS

3.2.1. Country Programme Outcome (CPO) 4: Strengthened Tripartite Platforms for effective social dialogue

Strategies

Tripartite and social dialogue functions and administrative structures have not at all times been representative enough of the employees and employers. Lack of understanding of and commitments on the part of social partners to engage in labour, employment and other national issues that impact working lives directly or indirectly, have also constrained social dialogue. There is equally no clear platform of engagement that will guarantee workers and employers that their participation will be valued and contribution will be considered in policy decisions. This outcome therefore seeks to improve on the social dialogue platform and will build on the current tripartite platform and make it stronger so that it facilitates more effective negotiation, consultation, information exchange, collective bargaining, dispute prevention and resolution, and make recommendations and advise the government on labour and industrial issues, and contribute more to social and economic policies.

The ILO, in collaboration with other UN Agencies and the Department of Employment, have provided and continue to provide technical support, such as training of officers on dispute resolution, and have provided support for the development of the “Tripartite Work plan on Promotion and Strengthening of Social Dialogue in April 2017”. ILO and the Government of Seychelles are committed to further support the strengthening of tripartism and social dialogue.

CPO Indicators:

1. Number of agreements signed at NCCE level
2. Number of collective agreements developed and implemented in appropriate sectors

Outputs:

1. NCCE is restructured and functioning.
2. Collective agreements are developed and implemented at workplace and sectorial levels, including in the public sector.
3. Industrial Relations Act is reviewed and enforced.

3.2.2. Country Programme Outcome (CPO) 5: Strengthened workers and employers organizations for effective participation in social dialogue and other national development issues

²¹ In line with goal 8, target 8.8 which sets out to protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment – and particularly, level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO)

Strategies

Strong and effective social partner organizations are important in industrial relations and as stated earlier, it precedes meaningful improvement of bipartism and tripartism. Strong social partner institutions lead to meaningful and productive social dialogue, and as a result a lot can be achieved for the workers and employers. Some employers' and workers' organizations have been ineffective institutions and as important partners in social dialogue and employment issues, they must operate effectively. This outcome therefore seeks to have stronger and more effective social partner organizations that will have impact on the decent work agenda, and proactively representing their members, and promoting and protecting the rights. Employers' and workers' organizations have to attract and retain members, have efficient and operating structures and build capacity to deliver on their plans and work programmes. The ILO, in collaboration with other UN Agencies and the Department of Employment, have provided and continue to provide technical support. In collaboration with the government of Seychelles, they are committed to further support the two institutions.

CPO Indicators:

1. Number of active members for the workers and employers federations disaggregated by sex
2. Number of collective agreements signed and implemented by employers and workers

Outputs:

1. The structure for employers and workers organizations are reviewed for effective social dialogue on employment and labour issues
2. Knowledge and awareness of workers and employers are improved to effectively participate in industrial relations issues at national and workplace level

3.3. COUNTRY PROGRAMME PRIORITY 3²²: EFFECTIVE IMPLEMENTATION OF INTERNATIONAL LABOUR STANDARDS

3.3.1. Country Programme Outcome (CPO) 6: Enforced workplace compliance to better protect labour rights and promote safe and secure working environments

Strategies:

Much emphases and efforts have been placed on workplace compliance by the government and the Department of Employment and training of compliance enforcement officers was undertaken with the support of ILO. As a result, a more comprehensive and integrated approach to ensure labour compliance at every workplace is now being pursued. This includes awareness building through

²² In line with goal 8, targets 8.7 and 8.8, that sets to eradicate forced and child labour, modern slavery and human trafficking, and protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment, respectively. Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment, and working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment and fatal and non-fatal occupational injuries

educational programmes to better appraise both the workers and employers of the fundamental principles and rights at work, and seek their commitment and readiness to implement them. The strengthening of labour monitoring and compliance, in terms of training of compliance officers and inspectors, and more resources allocated to undertake analyses of working conditions with focus on discrimination with respect to employment and occupation. Actions under this outcome will protect labour rights and promote safe and secure working environments for all workers.

CPO Indicators:

1. Number of non-compliance cases with labour laws detected each year
2. Availability of study reports on discrimination and gender equality, OSH and forced labour
3. Review of Employment Act and OSH Decree

Outputs:

1. The awareness of responsibility and accountability of workers and employers on the 8 fundamental core Conventions is improved
2. Institutional capacities of Ministry of Employment, workers and employers are strengthened to enforce the implementation of the fundamental principles and rights at work
3. Contextual analysis are completed on discrimination, OSH, gender equality, forced labour

3.3.2. Country Programme Outcome (CPO) 7: Enhanced mechanisms for effective reporting on the international labour conventions and standards and for consequent conformity with CEACR comments

Strategies:

There has been satisfactory outcome on Seychelles application and reporting on the international labour conventions and standards considering that the International Cooperation Unit has limited human resources. With a number of outstanding ILO adopted instruments, some attributed to late or non-submission of information by other Ministries, Departments and Agencies, measures must be taken to address the situation as it risk compounding over the years. This outcome therefore sets out to put in place measures that will ensure timely submission of ILO adopted instruments (protocols, recommendations and conventions) to national competent authorities. This is an important step in the process of implementing international obligations and the completion and submissions of these instruments reflect the performance of Seychelles in terms of its labour and employment commitments and agenda. Actions to build the capacity of the international cooperation unit within the Ministry and stakeholders and establishing a more effective inter-ministerial information sharing system will be undertaken to ensure commitment.

As reporting is a tool aimed at improving compliance with ratified ILS, next step will consist in analyzing the comments addressed by the CEACR to Seychelles under those Conventions, in collaboration with other concerned stakeholders, to identify steps to be taken towards an improved implementation of the Conventions. Such steps would involve, in addition to line Ministries, also the Parliament in order to amend the legislation in line with these comments and the Judiciary to ensure court decisions contribute to a sound enforcement of ILS.

CPO Indicators:

1. Number of ILO instruments submitted to the National Competent Authority
2. Availability of Gap Analysis on C. 189, C. 188
3. Number of reports submitted to the ILO in line with the ILO's Constitution

Outputs:

1. The capacity of the Ministry responsible for employment and stakeholders are enhanced for ILS reporting
2. Pending ILO instruments are submitted to the National Competent Authority and the ILO
3. Completed reports on ratified and non-ratified conventions and recommendations in compliance with the ILO's Constitution (art. 19, paragraph 5(e) / 6(d); art. 22 are informative and submitted on time
4. Gap analysis prepared on Conventions No.189 – Domestic Workers, 2011 and No.188 – Work in Fishing, 2007, and other relevant ILO Conventions

4. Management, Implementation planning, monitoring, reporting and evaluation arrangements

4.1. IMPLEMENTATION, PERFORMANCE MONITORING AND EVALUATION ARRANGEMENTS, INCLUDING ROLES OF ILO CONSTITUENTS

The Advisory Monitoring Committee (AMC) is already an existing structure within the Ministry responsible for Employment and was fully mandated to oversee the implementation of the SDWCP I. The same structure will be re-aligned and strengthened to overcome past challenges and inadequacies such as commitments of members, consistency of meetings, monitoring and reporting that was more activity-based rather than results-based. The AMC will be the oversight body for the implementation of SDWCP II, and as recommended in the mid-term review of the SDWCP I, the support and commitment of the social partners and the key institutions are required.

The AMC is chaired by the Principal Secretary responsible for Employment who is charged with the responsibility of implementing and addressing operational issues relating to the SDWCP, ILO interventions in Seychelles as well as to plan or to adjust concrete activities aimed at assisting the constituents. Thus, the AMC will oversee the implementation of the projects and the activities developed within the framework of the SDWCP and will ensure that all projects and programmes are aligned to the SDWCP priorities. The AMC will also lead the resource mobilization efforts, the awareness campaigns on the SDWCP, and ensure that the continuous monitoring, the quarterly progress reporting and all scheduled country programme reviews are effectively undertaken.

The Ministry of Employment, Immigration and Civil Status will continue to provide policy and strategic guidelines to the AMC and will continue to provide leadership in fostering stronger partnerships with social partners and relevant other development partners, while the ILO will continue to provide the required assistance. The AMC will be meeting on a quarterly basis for a thorough regular assessment and review of the implementation progress of the SDWCP II and will address all challenges and obstacles to the implementation plan.

4.2. RISKS

The successful implementation of the Seychelles DWCP 2019-2023 will largely depend on effective partnerships and an improved coordination amongst the Government Ministries, and in particular, Ministries responsible for Employment and Immigration, Finance, Trade and Economic Planning, Education and Human Resource Development, Health, Family Affairs and Social Services, Fisheries and Agriculture and Environment and Climate Change. Moreover, it is subject to good working relationships, commitments and ownership of the programme by the tripartite constituents. Effective mobilization of resources is also central and this has always been and will remain a challenge going forward.

Other challenges and risks to the DWCP implementation is the monitoring and the evaluation of the programme. The monitoring and evaluation plan must be effectively implemented and the reporting must be result-based rather than activity-based, to ensure that the intended interventions are

appropriate, effective and impacting. Finally, there must be no ambiguity as to the responsibilities and accountabilities, and the SDWCP must be incorporated into the already existing national programmes as far as possible and must not be seen as to be running in parallel or in silos.

The risks related to the achievement of the outcomes and the mitigation strategies to be undertaken are as follows:

Priorities	Country Programme Outcomes	Risks	Mitigation strategies
Priority 1: Creation of decent and productive employment	<p align="center"><u>Country Programme Outcome 1:</u></p> <p>Increased decent and productive employment for the youth, women and other unemployed that are most vulnerable</p>	<ul style="list-style-type: none"> • The target groups are choosy when it comes to employment or do not want to work. • Employers are not prepared or interested in employing the target groups. • Programmes are not adequately aligned and responding to the industry needs. 	<ul style="list-style-type: none"> • Counselling of the target groups goes parallel with the educational and training programmes. • Referral of target groups to rehabilitation programmes. • The programmes are tripartite partnerships and tighten the process of issuing GOPs for foreign labour. • Industry inputs and participation in the programmes.
	<p align="center"><u>Country Programme Outcome 2:</u></p> <p>Improved effectiveness of the Labour Market Information System (LMIS) for decent work in line with Sustainable Development Goals (SDGs)</p>	<ul style="list-style-type: none"> • Lack of commitments and cooperation of stakeholders to collect and provide the required information • Absence of accurate and reliable information 	<ul style="list-style-type: none"> • Make it mandatory to provide the required information. • Sensitization on the importance of having an LMIS with accurate and up-to-date information. • Information are cleaned, cross-checked and validated.
	<p align="center"><u>Country Programme Outcome 3:</u></p> <p>Enhanced policy and legislative frameworks for decent work</p>	<ul style="list-style-type: none"> • Inadequate financial and human resources. • Limited consensus on employment policy issues. 	<ul style="list-style-type: none"> • Recruit and train competent officers. • Strengthen the workers and employers relationship to work together on labour and employment issues.

Priority 2: Strengthening of Social Dialogue and Tripartite Institutions	<p align="center"><u>Country ProgrammeOutcome</u> 4:</p> <p>Strengthened Tripartite Platforms for effective social dialogue</p>	<ul style="list-style-type: none"> • Lack of commitments by tripartite partners. • No clear agenda 	<ul style="list-style-type: none"> • Implement effectively the planned activities of SDWCP II. • Identify and appoint serious, competent and committed members.
	<p align="center"><u>Country ProgrammeOutcome</u> 5:</p> <p>Strengthened workers and employers organizations for effective participation in social dialogue and other national development issues</p>	<ul style="list-style-type: none"> • Poor perception and no confidence in social partners and social partners' institutions. • Lack of resources and organization of the workers and employers' federations. • Membership and level of commitments and participation of workers and employers are very low. • Negative perception of the tripartite relationship and the social dialogue. 	<ul style="list-style-type: none"> • Building and promoting the image of social partners and their institutions through good organization of the operations and providing products and services that serves customer needs • Develop a clear funding plan that establishes expenditure based on programmes, projects. Activities and general operating costs and identifies source of income/funding • Social partners presenting concrete proposals to Government addressing labour and employment issues.
Priority 3: Effective implementation of international labour standards	<p align="center"><u>Country ProgrammeOutcome</u> 6:</p> <p>Enforced workplace compliance to better protect labour rights and promote safe and secure working environments</p>	<ul style="list-style-type: none"> • Lack of labour monitoring and inspection. • Lack of reporting of incidence of violation or compromise of labour rights in the workplace. 	<ul style="list-style-type: none"> • Effective labour inspection unit and incident reporting channels.
	<p align="center"><u>Country ProgrammeOutcome</u> 7:</p> <p>Enhanced mechanisms for effective reporting on the international labour conventions and standards for consequent conformity with CEACR Comments</p>	<ul style="list-style-type: none"> • Lack of capacity. 	<ul style="list-style-type: none"> • Adequately trained staff and stakeholders.

Table 2. Risks and mitigation strategies

5. Funding Plan

Financial resource mobilization will be conducted by the AMC with the assistance of the Ministry and social partners. The AMC will ascertain the DWCP implementation funding requirements against the available resources from the government and ILO. In consultation and collaboration with other social partners, the AMC will also develop and implement a resource mobilization strategy in order to mobilize resources for funding gaps. The resource mobilization strategy will include the following:

- Mapping to match donor priorities with DWCP priorities
- Alignment of DWCP with national development plans
- Formulate concept notes, project summaries and project documents for submission to donors
- Present project ideas to the government, the National Assembly and other donors and donor institutions.

ILO also has an important role in the resource mobilization for the implementation of the DWCP of Seychelles and will bring its support to:

- Build the capacity of AMC members in issues related to resource mobilization
- Assist in developing project plans, concept
- Share information and guidance on funding mechanisms and opportunities
- Facilitate dialogue between interested donors and constituents and other partners
- Appraise concept notes, project summaries and project documents

Finally, the continued commitment of the UN Country Team towards improved coordination of support given to address the country's development challenges is expected to enhance opportunities for resource mobilization and delivery of the DWCP outcomes through partnerships amongst the UN agencies in Seychelles.

6. Advocacy and Communication Plan

The AMC will develop a communication plan to inform all key partners on the availability of the DWCP 2019-2023 and will provide the necessary information on its implementation, the roles of different national partners and ILO. Meetings and workshops will be organized to make strong advocacy in order to involve the relevant partners in the implementation of the programme. The AMC will be maintaining close working relationships with the relevant partners involved, including the media and will ensure the follow-up of communication actions. The periodic progress, mid-term and final programme review reports will also be shared.

Annex. SEYCHELLES DWCP 2019-2023 RESULTS MATRIX

SDWCP Priority 1:				
CREATION OF DECENT AND PRODUCTIVE EMPLOYMENT				
SDWCP CPO 1:		Partners:	Integrated resource framework	
Increased decent and productive employment for the youth, women and other unemployed that are most vulnerable		MEICS, Employment Agencies, ILO, NBS, SEEnPA, Department of Industry & Entrepreneurship Development	Estimated to be available	To be mobilized
			\$206,500.00	\$121,000.00
	Indicator 1.1.1	Baseline:	Target:	
	Number of men and women employed through the Employment Skills Development Programme	57 people employed through the Employment SDP in 2016/2017	270 people are employed through the employment programmes by the end of 2023	
	Indicator 1.1.2	Baseline:	Target:	
	Unemployment rate for young women and young men	11.8% in 2017	Youth unemployment rate is reduced to 8% by the end of 2023	
	Indicator 1.1.3	Baseline:	Target:	
	Number of young men and women starting their own business	Not available and to be determined in 2019.	100 young men and women started their own business by end of 2023	
	Indicator 1.1.4	Baseline:	Target:	
	Proportion of youth not in employment, education or training (NEET)	Not available and to be determined in 2019	To be determined in 2019	

SDWCP CPO 2:		Partners:	Integrated resource framework	
Improved effectiveness of the Labour Market Information System (LMIS) for decent work in line with Sustainable Development Goals (SDGs)		MEICS, NBS, MoF, ILO, MFA, UN	Estimated to be available	To be mobilized
			\$98,000.00	\$70,000.00
	Indicator 1.2.1	Baseline:	Target:	
	Availability of reliable and timely information on Labour Market and SDGs	Not fully operational	LMIS providing more reliable and accurate information by 2023	
	Indicator 1.2.2	Baseline:	Target:	
	Availability of disaggregated data on the Labour Market (including sex, age, sector, etc...)	Not fully collected	LMIS providing disaggregated information and statistics by 2023	
SDWCP CPO 3:		Partners:	Integrated resource framework	
Enhanced Policy and legislative frameworks for decent work		MEICS, AG;s office, ILO	Estimated to be available	To be mobilized
			\$44,000.00	\$43,000.00
	Indicator 1.3.1	Baseline:	Target:	
	Availability of a National Labour Migration Policy	No National Labour Migration Policy	National Labour Migration Policy implemented	
	Indicator 1.3.2	Baseline:	Target:	

	Availability of a case study on flexible working time arrangements, gender equality and work-life balance	No study on flexible working time arrangements, gender equality and work-life balance initiated	A case study on flexible working time arrangements, gender equality and work-life balance completed by end of 2021	
	Indicator 1.3.3	Baseline:	Target:	
	Availability of a study on the Informal Sector and Informal Employment in Seychelles	No study on informal employment	A report on informal employment by end of 2020	
SDWCP Priority 2:				
STRENGTHENING OF SOCIAL DIALOGUE AND TRIPARTITE INSTITUTIONS				
SDWCP CPO 4:		Partners:	Integrated resource framework	
Strengthened Tripartite Platforms for effective social dialogue		SFWU, FEAS, MEICS, SCCI, ILO	Estimated to be available	To be mobilized
			\$47,500.00	\$81,000.00
	Indicator 2.1.1.	Baseline:	Target:	
	Number of agreements signed at NCCE level	No agreements signed in 2017	Agreements signed at NCCE level	
	Indicator 2.1.2.	Baseline:	Target:	
	Number of collective agreements developed and implemented in appropriate sectors	No reports available on collective agreements signed and implemented in 2017	Monthly reporting on Collective agreements signed	

SDWCP CPO 5:		Partners:	Integrated resource framework	
Strengthened workers and employers organizations for effective participation in social dialogue and other national development issues		SFWU, FEAS, ILO	Estimated to be available	To be mobilized
			\$6,000.00	\$21,000.00
	Indicator 2.2.1. :	Baseline:	Target:	
	Number of active members for the workers and employers federations disaggregated by sex	FEAS: 4 enterprises members SFWU: 250 members	FEAS: At least, 8 enterprises members by 2023 SFWU: At least, 500 members by 2023	
	Indicator 2.2.2.:	Baseline:	Target:	
	Number of collective agreements signed and implemented by employers and workers	FEAS: no report available	Quarterly reporting on Collective agreements signed	
SDWCP Priority 3:				
EFFECTIVE IMPLEMENTATION OF INTERNATIONAL LABOUR STANDARDS				
SDWCP CPO 6:		Partners:	Integrated resource framework	
Enforced workplace compliance to better protect labour rights and promote safe and secure working environments		SFWU, FEAS, MEICS, ILO	Estimated to be available	To be mobilized
			\$38,000.00	\$54,000.00
	Indicator 3.1.1.	Baseline:	Target:	
	Number of non-compliance cases with labour laws detected each year	300 cases for 2016/2017	Decrease on the identified non-compliant cases and 50% are compliant by end of 2023	
	Indicator 3.1.2.:	Baseline:	Target:	
	Availability of study reports on discrimination and gender equality, OSH, , forced labour	No study reportsavailable	3 study reportsby thematic area (Discrimination and gender equality, OSH, forced labour) with recommendations availableby 2023	
	Indicator 3.1.3.:	Baseline:	Target:	

	Review of Employment Act and OSH Decree	Last review undertaken in 2013	Report on the review of Employment Act and OSH completed	
SDWCP CPO 7:		Partners:	Integrated resource framework	
Enhanced mechanisms for effective reporting on the international labour conventions and standards and for consequent conformity with CEACR comments		MEICS, ILO	Estimated to be available	To be mobilized
			\$43,000.00	\$45,500.00
	Indicator 3.2.1. :	Baseline:	Target:	
	Number of ILO instruments submitted to the National Competent Authority	20 pending instruments in 2017	A 100% completion of instruments submitted to the competent authority by the end of 2019	
	Indicator 3.2.2.:	Baseline:	Target:	
	Availability of Gap Analysis on C.188, C. 189	No gap analysis on C.189 and C.188 undertaken in 2017	Gap analysis completed by 2020	
	Indicator 3.3.3.:	Baseline:	Target:	
	Number of reports submitted to the ILO in line with the ILO's Constitution	No outstanding reports in 2017	All reports completed and submitted to the International Labour Office according to the ILO reporting system	

Table 3 Seychelles DWCP 2019-2023 Results Matrix

