

*In 2016, Seychelles made a minimal advancement in efforts to eliminate the worst forms of child labor. The Government employed a sufficient number of labor inspectors to provide adequate coverage of the workforce. However, children in Seychelles engage in the worst forms of child labor, including in commercial sexual exploitation, sometimes as a result of human trafficking. The law includes an exception that allows children as young as 15 to perform work normally prohibited to children under 18. The law also fails to ensure that children working under this exception receive adequate training and that the health, safety, and morals of these children are protected in accordance with international standards. In addition, criminal law enforcement agencies and coordinating bodies do not have sufficient resources to adequately implement laws and policies related to the worst forms of child labor.*



## I. PREVALENCE AND SECTORAL DISTRIBUTION OF CHILD LABOR

Children in Seychelles engage in the worst forms of child labor, including in commercial sexual exploitation, sometimes as a result of human trafficking.(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 to 14	Unavailable
Attending School (%)	5 to 14	Unavailable
Combining Work and School (%)	7 to 14	Unavailable
Primary Completion Rate (%)		108.8

Source for primary completion rate: Data from 2015, published by UNESCO Institute for Statistics, 2016.(6)  
Data were unavailable from Understanding Children's Work Project's analysis, 2016.(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 <sup>‡</sup>	Commercial sexual exploitation, sometimes as a result of human trafficking (1-4, 8)
	Use in illicit activities, including selling drugs (3, 9)

<sup>‡</sup> 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 lured by peers, family members, and pimps to engage in commercial sexual exploitation in nightclubs, bars, guesthouses, hotels, and brothels, and on the street. Migrant workers and foreign tourists contribute to the demand for commercial sex, particularly on the main island of Mahé.(1-3, 8) Seychelles has never conducted a national child labor survey; therefore, information about the prevalence of the worst forms of child labor in the country is limited.

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). However, gaps exist in Seychelles' legal framework to adequately protect children from child labor.

**Table 4. Laws and Regulations on Child Labor**

Standard	Meets International Standards: Yes/No	Age	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	18	Article 22(1) of the Conditions of Employment Regulations (13)
Identification of Hazardous Occupations or Activities Prohibited for Children	Yes		Article 22(1)-(2) of the Conditions of Employment Regulations (13)
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 142, 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 Military Recruitment			
State Compulsory	N/A*		
State Voluntary	Yes	18	Article 23 of the Defense Act (16)
Non-state Compulsory	No		
Compulsory Education Age	Yes	16	Article 33 of the Constitution; Paragraph 4 of the Education (Educational Zones and Compulsory Education) Order (12, 17)
Free Public Education	Yes		Article 33 of the Constitution (12)

\* No conscription (18)

Laws related to child labor are not completely consistent with international standards. Article 22(4) of the Conditions of Employment Regulations establishes an exception allowing children as young as 15 to perform work generally prohibited to children under 18. The law also fails to ensure that children performing work under this exception receive adequate training and fails to protect the health, safety, and morals of these children, in accordance with international standards. (13) In 2013, the Government developed a more specific list of hazardous child labor activities prohibited to children under 18, but this list was not approved during the reporting period.(3, 19-21)

The minimum age of 12 for light work is not in compliance with international standards. Although Seychelles specifies the conditions in which light work may be undertaken, it does not limit the number of hours for light work or have a

list of activities in which light work may be permitted.(13, 20) The Government has developed a legal amendment to the Conditions of Employment Regulations which would increase the minimum age for light work to 13 and include specific light work provisions, but the amendment was not approved during the reporting period.(20, 22)

### 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). However, gaps in labor law and criminal law enforcement remain and some enforcement information is not available.

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

Organization/Agency	Role
Ministry of Labor and Human Resources Development (MLHRD)	Enforce child protection and child labor laws, investigate complaints, and conciliate disputes between employers and workers.(5, 23)
Police Department's Family Squad and Child Protection Team	Investigate criminal cases involving minors, including issues of commercial sexual exploitation, through the Family Squad. Collaborate with the Department of Social Affairs to ensure that child abuse cases are addressed.(1, 21, 24)
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.(1, 21) In 2016, launched extensive awareness-raising campaign on child protection issues in 24 primary schools.(21)

#### *Labor Law Enforcement*

In 2016, 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	2015	2016
Labor Inspectorate Funding	Unknown	\$1.6 million (3)
Number of Labor Inspectors	13 (24)	13 (3)
Inspectorate Authorized to Assess Penalties	No (24)	No (3)
Training for Labor Inspectors		
Initial Training for New Employees	Yes (24)	N/A (3)
Training on New Laws Related to Child Labor	No (24)	N/A
Refresher Courses Provided	Yes (24)	Yes (3)
Number of Labor Inspections	1,668 (24)	794 <sup>‡</sup> (3)
Number Conducted at Worksite	1,638 (24)	739 <sup>‡</sup> (3)
Number Conducted by Desk Reviews	30 (24)	55 <sup>‡</sup> (3)
Number of Child Labor Violations Found	0 (24)	0 (3)
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 (24)	Yes (3)
Routine Inspections Targeted	No (24)	No (3)
Unannounced Inspections Permitted	Yes (25)	Yes (3)
Unannounced Inspections Conducted	Yes (24)	Yes (3)
Complaint Mechanism Exists	Yes (24)	Yes (3)
Reciprocal Referral Mechanism Exists Between Labor Authorities and Social Services	Yes (24)	Yes (3)

<sup>‡</sup> Data are from January 1, 2016 to November 30, 2016.

In 2016, the Ministry of Labor and Human Resources Development had eight inspectors in Mahé Island, three in Praslin Island, and two in La Digue Island.(3) Reports indicate that there is a lack of trained staff, equipment, transportation, and funding to conduct effective inspections and legal proceedings.(2, 26)

### *Criminal Law Enforcement*

In 2016, 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	2015	2016
Training for Investigators		
Initial Training for New Employees	Unknown (24)	Unknown (3)
Training on New Laws Related to the Worst Forms of Child Labor	N/A	N/A
Refresher Courses Provided	Yes (27)	Yes (3)
Number of Investigations	Unknown (24)	1 (3)
Number of Violations Found	Unknown (24)	Unknown (3)
Number of Prosecutions Initiated	Unknown (24)	Unknown (3)
Number of Convictions	Unknown (24)	Unknown (3)
Reciprocal Referral Mechanism Exists Between Criminal Authorities and Social Services	Yes (27)	Yes (27)

Reports indicate that 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.(2, 5)

## 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. Key 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. Chaired by the Ministry of Social Affairs and includes representatives from various agencies, including the Police, the MLHRD, and non-governmental stakeholders.(2, 4, 15, 21) In 2016, met multiple times to implement the victim assistance tool on human trafficking.(2, 21)
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.(28, 29) Is a semi-autonomous body and includes representatives from government ministries and civil society organizations. In May 2016, hosted a major conference on child protection.(3)
National Commission for Child Protection	Implement, coordinate, and monitor government efforts on child protection. Chaired by the Ministry of Social Affairs.(8, 22) Met regularly during the reporting period.(8, 22, 30)

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.(2, 26)

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

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

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

Policy	Description
National Strategic Framework and Action Plan to Combat Trafficking in Persons (2014–2016)	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.(31) In 2016, conducted trainings on human trafficking for government immigration officers.(9)
National Social Renaissance Plan of Action (2012–2016)	Included provisions to decrease violations of children's rights, bolster child protection, and enhance services to victims of commercial sexual exploitation. Implemented by various ministries, including the MLHRD.(32, 33)
National Education Policies	Includes the Education Sector Strategic Plan (2013–2017) and the Inclusive Education Policy, both of which aim to improve the quality of, and access to, primary and secondary education. Overseen by the Ministry of Education.(21, 34)

Research was unable to determine whether activities were undertaken under the National Social Renaissance Plan of Action and the various National Education Policies.(26)

## VI. SOCIAL PROGRAMS TO ADDRESS CHILD LABOR

In 2016, the Government funded programs that include the goal of eliminating or preventing child labor, including its worst forms (Table 10).

**Table 10. Key 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.(35)
Decent Work Country Program (2011–2017)	Government program, in collaboration with the ILO, that prioritizes the promotion of decent employment, especially for young people, and aims to identify hazardous occupations prohibited for youth.(36)

† 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.(29)

## 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 minimum age for the exception to the hazardous work prohibition is 16.	2016
	Ensure that children performing work under the hazardous work exception receive adequate training in the type of work performed, and the health, safety, and morals of the children are protected.	2016
	Adopt the draft list of hazardous activities prohibited to children under 18.	2016
	Ensure that the law criminally prohibits using, procuring, and offering a child in the production and trafficking of drugs.	2015 – 2016
	Ensure that the law criminally prohibits the recruitment of children under 18 by non-state armed groups.	2016
	Raise the minimum age for light work to age 13. Ensure that the law's light work provisions prescribe the number of hours per week for light work and specify a list of activities in which light work may be permitted to comply with international standards.	2015 – 2016
Enforcement	Make information publicly available regarding the number of violations found, prosecutions initiated, and convictions achieved related to the worst forms of child labor.	2011 – 2016
	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 – 2016
	Ensure that adequate funding, human resources, training, and equipment and provided for child labor law enforcement agencies.	2014 – 2016
Coordination	Ensure that the National Coordinating Committee on Trafficking in Persons receives adequate funding to fulfill its mission.	2015 – 2016
Government Policies	Ensure that the National Social Renaissance Plan of Action and various National Education Policies are implemented.	2016
Social Programs	Conduct research to better understand the extent and nature of the worst forms of child labor in Seychelles to inform policies and programs.	2013 – 2016
	Enhance efforts to eliminate barriers and make education accessible for all children by increasing school infrastructure and teacher availability.	2014 – 2016

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

Area	Suggested Action	Year(s) Suggested
Social Programs	Expand the scope of programs to address the commercial sexual exploitation of children, including exploitation associated with tourism.	2011 – 2016

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