

Seychelles

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
70.0	20.0	N/A

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women's economic empowerment in three areas: women's legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for Seychelles due to an insufficient number of responses received from this economy during data collection.

For Seychelles, data refer to the legal frameworks and supportive frameworks that are applicable to the main business city (Victoria). The scores for Seychelles are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	50.0	100.0	50.0	75.0	100.0	100.0	50.0	25.0	75.0	75.0
Supportive frameworks score	25.0	33.3	33.3	0.0	33.3	0.0	25.0	0.0	0.0	50.0
Expert opinions score	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

In summary, the **WBL 2.0 legal frameworks score** for Seychelles (70.0 out of 100.0) is higher than the global average (64.2) and higher than the Sub-Saharan Africa regional average (57.4). When it comes to constraints on freedom of movement, constraints related to marriage and laws affecting women's work after having children, Seychelles obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Seychelles is on the indicator measuring constraints on women starting and running a business. To improve on the Entrepreneurship indicator, Seychelles may wish to consider making access to credit easier for women by prohibiting gender-based discrimination in financial services, legally prescribing a gender quota on corporate boards and introducing in the law gender-sensitive procurement provisions for public procurement processes.

The **WBL 2.0 supportive frameworks score** for Seychelles (20.0 out of 100.0) is lower than the global average (39.5) and lower than the Sub-Saharan Africa regional average (24.5). Seychelles does not attain a perfect score on any of the WBL 2.0 supportive frameworks indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for Seychelles is on the indicator measuring supportive frameworks affecting women's pay. To improve on the Pay indicator, Seychelles may wish to consider putting in place pay transparency measures or enforcement mechanisms

to address the gender pay gap and publishing sex-disaggregated data on employment in different industries or sectors at least on an annual basis.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address sexual harassment?	Yes	The Penal Code, Sec. 137; Cybercrimes and other Related Crimes Act, Secs. 14-15
Does the law address domestic violence?	Yes	Domestic Violence Act of 2020, Secs. 2, 12-21 and 27; The Penal Code, Sec. 130
Does the law address femicide?	No	No applicable provisions could be located
Mobility		
Can a woman choose where to live in the same way as a man?	Yes	No restrictions could be located
Can a woman travel internationally in the same way as a man?	Yes	Passport Act, Sec. 3
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Constitution, Art. 11 and 12; Citizenship Act, Art. 6(3)
Workplace		
Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law prohibit discrimination in employment based on gender?	Yes	Employment Act, Part VI, Sec. 46A
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
Pay		
Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage		
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Civil Code, Art. 201
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	No restrictions could be located
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Civil Code, Art. 230
Does a woman have the same rights to remarry as a man?	Yes	Civil Code, Art. 146
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Employment (Conditions of Employment) Regulations, Sec. 16
Are leave benefits for mothers paid solely by the government?	Yes	Employment (Conditions of Employment) Regulations, Sec. 16
Is paid leave available to fathers?	Yes	Employment (Conditions of Employment) (Amendment) Regulations, Sec. 40 (19A)
Is dismissal of pregnant workers prohibited?	Yes	Employment Act, Part VIII, Sec. 57(3)
Childcare		
Does the law establish the provision of center-based childcare services?	Yes	Early Childhood Development Act 2022, Art. 1; Education Act (2004), Secs. 11(2)(a) and 12

Does the law establish any form of support for families for childcare services?	Yes	Early Childhood Development Act 2022, Art. 1; Budget Speech for Fiscal Year 2020; Official Website of the Institute of Early Childhood Development (IECD)
Does the law establish any form of support for nonstate childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of center-based childcare services?	No	No applicable provisions could be located
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Civil Code, Arts. 18 and 1108
Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
Does the law prescribe a gender quota for corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Civil Code, Art. 259(1)
Do sons and daughters have equal rights to inherit assets?	Yes	Civil Code, Art. 747
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Art. 745
Does the law provide for the valuation of nonmonetary contributions?	No	No applicable provisions could be located
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	Yes	Social Security (Retirement Age) Regulations 2022, Art. 2; Pension Fund Act, Art. 2
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
Is the mandatory retirement age for a woman and a man the same?	Yes	Employment Act, Part IX, Sec. 66; Social Security (Retirement Age) Regulations 2022, Art. 2
Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are special procedures in place for cases of sexual harassment?	No	Insufficient evidence located
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	No	Insufficient evidence located
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	Yes	Funding Allocated to the Ministry of Sports, Youth and Family Affairs
Mobility		
Are passport application processes the same for a woman and a man?	No	Passport application form
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application form
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		

Does a specialized body receive complaints about gender discrimination in employment?	Yes	Employment Act, Art 46A
Has the government published guidelines on nondiscrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Pay		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	No	Insufficient evidence located
Have sex-disaggregated data on employment in different industries or sectors been published?	No	Insufficient evidence located
Marriage		
Is there a fast-track process or procedure for family law disputes?	No	Insufficient evidence located
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	Yes	Judiciary of Seychelles
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	No	Insufficient evidence located
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Have sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
Childcare		
Is there a publicly available registry or database of childcare providers?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Official Website of the Institute of Early Childhood Development
Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	No	Insufficient evidence located
Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located
Entrepreneurship		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	No	Insufficient evidence located
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	No	Insufficient evidence located
Does a current national government plan or strategy focus on women's access to financial services?	No	Insufficient evidence located
Assets		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	No	Insufficient evidence located
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Have anonymized sex-disaggregated data on property ownership been published?	No	Insufficient evidence located
Pension		
Are incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Seychelles Pension Fund Complaint Handling Policy

