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MIGRATION MANAGEMENT
PROJECT

Seychelles
Tripartite Dialogue on Labour Migration
Governance

07 July 2021

Dialogue Report



Background

On 7th July, 2021 the Seychelles tripartite constituents met virtually in the “Tripartite+ Consultation to identify Priority Actions for the Implementation of Seychelles Labour Migration Action Plan”.

The Seychelles Labour Migration Policy and Action Plan seeks to consolidate existing migration policies and programmes in a single framework, as well as to broaden the scope of Government intervention in order to strengthen links between employment, education and training, and migration policies. The NLMP and its Action Plan were validated in November 2018 and officially adopted in October 2019.

The objective of the Tripartite+ Discussion on the Labour Migration Action Plan was to identify the actions to be implemented during the period 2021 to 2024 and if necessary specific activities related to those actions. The Seychelles’ Labour Migration Action Plan is divided into **four key areas of intervention (and its objectives), as well as 19 expected outcomes and 81 actions.**

The Southern Africa Migration Management (SAMM) Project funded by the European Union (EU) will be supporting with technical and financial assistance to the implementation of some of the identified actions of the Action Plan. The ILO and the IOM are in charge of implementing the labour migration component of the SAMM project and are cooperating very closely in this endeavour.

The SAMM project includes seven main thematic areas (labour migration policy formulation and implementation; fair recruitment of migrant workers; skills recognition; bilateral labour migration agreements; international labour standards and the protection of migrant workers; labour migration statistics; and the social protection of migrant workers). The seven thematic areas covered by the SAMM project are also incorporated in Seychelles labour migration Action Plan.

The methodology used during the discussion adhered to a one-hour discussion per Key Area of Intervention (KAI) included in the Labour Migration Action Plan. A minimum of 4 priority actions per KAI were to be recognised per year or a total of 16 covering the 4 years’ period. Each action identifies the institutions involved in its implementation, but should mention source of budget available and gaps, as well as budget estimate. The timeframe of each action needs to be included, too.



The Ministry of Employment and Social Affairs shared an updated version of the Action Plan with the ILO, the IOM, social partners and civil society representatives. It mentions planned and actual activities carried out under each Action. The updated version of the Action Plan was considered as the basis of the discussion.

Tripartite+ discussions took place encompassing objectives and expected outcomes under each of the Labour Migration Action Plan's four key areas of intervention. Each hour discussion (covering one key area of intervention) was structured as follows:

- 1. Brief presentation by tripartite partners of on-going activities and presentation of priorities identified (10 min maximum per each tripartite constituent). The Ministry of Employment and Social Affairs kicked off the discussion on each KAI informing about ongoing and implemented activities, followed by the representatives of the social partners and then the representatives of the civil society who mentioned their most important priorities;**
- 2. Identification of budget available and gaps;**
- 3. Identification of timeframe.**

As such, this report summarizes information on the updated version of the Action Plan provided by the Ministry of Employment and Social Affairs as well as its inputs during the session, and the rest of the deliberations that took place on 7th February 2021. Overall, the short time available for the discussions impeded a thorough and more detailed discussion on each Action included in the Action Plan. So, not all the actions are mentioned in the summary below, only those prioritized by participants. In other occasions participants provided comments on areas covered by other expected outcomes. This report placed their comments under the respective expected outcome.

In addition, due to time constraints the identification of budget available and gaps, as well as the timeframe could not take place. Further consultations and exchanges will need to be carried out to complement information on the latter and continue discussions on on-going Actions, or those to get started, where the SAMM project could accompany and support Seychelles' tripartite constituents.

Summary

A summary per Key Area of Intervention is provided below:



Key Area of Intervention no.1 “Governance of labour migration” has the objective to ensure that effective institutions, procedures, and regulations are in place to govern labour migration based on reliable data and broad stakeholder participation. It incorporates **5 expected outcomes** and includes **21 Actions**.

During the discussions around expected outcome 1.1 **“Coordination mechanisms are established to foster greater policy coherence among ministries and to ensure the full participation of social partners and relevant civil society organizations in policy development, implementation and monitoring”**, social partners recalled the importance of ensuring the organization of more frequent meetings of the Seychelles’ Labour Migration Advisory Committee (LMAC). The Ministry of Employment and Social Affairs had included mention in the updated version of the Action Plan of a meeting of the LMAC that took place the 1st quarter of 2020. Participants elicited that the LMAC should have the purpose of monitoring the implementation of the NLMP and the need to create and dynamize specific thematic working groups including representatives of social partners and civil society (Action 1.1.1). The Ministry of Employment and Social Affairs’ updated version of the Action Plan recalled that the Committee for the Employment of Non-Seychellois (CENS) also met once during the 1st quarter of 2020. Social partners also evoked the need to organize more meetings of the CENS to discuss work permit requirements, employment and welfare related issues for migrant workers, and integrate labour migration, overseas recruitment and other related issues (Action 1.1.2). The Ministry of Employment and Social Affairs’ updated version of the Action Plan informed that labour migration topics were incorporated in the National Consultative Committee on Employment (NCCE) Agenda regularly during all the meetings that had taken place up to date. Social partners and civil society participants also reminded about the need to integrate labour migration topics into the agenda of the NCCE to ensure tripartite + discussions and systematically analyse interactions between labour migration and employment, unemployment or other labour market issues. (Action 1.1.3).

When discussing expected outcome 1.2 **“Reliable, relevant, up-to-date quantitative and qualitative sex-disaggregated data on labour migration is produced and utilized for evidence-based policy decision making”**, the Ministry of Employment and Social Affairs’ updated version of the Action Plan mentioned that the identification of labour migration indicators had started during the 3rd quarter of 2020. Social partners mentioned the need to reinforce labour migration data collection and centralize it and they requested the strengthening of the capacity of the National Statistical Office to achieve this goal. They also mentioned the need to ensure that the advisory committee identifies labour migration priority indicators with harmonized definitions and coordinated methods for data collection. (Action 1.2.1). Participants also recollected the need to adapt statistical sources such as the labour force survey



and census to integrate labour migration issues (Action 1.2.3). The Ministry of Employment and Social Affairs also informed that it had started (2nd quarter 2021) conducting studies to analyse the impacts of migration on the local workforce (comparative studies on wages and labour market outcomes...) as well as thematic studies on migrants' access to social protection, including maternity protection, and occupational safety and health issues (Action 1.2.4.).

During the deliberations that took place concerning expected outcome 1.3, **“Coherent legislative and regulatory frameworks promoting equal treatment of all workers”**, the representatives of the Ministry of Employment and Social Affairs informed that since 2020 they had started conducting a periodical review of existing legislation and regulations affecting migrant workers to assess conformity with the provisions and principles embodied in international human rights and labour standards (Action 1.3.1). Social partners mentioned the urgency to conduct rapid assessments to determine whether the differential provisions applied to migrant workers in regard to taxes, social security coverage, family reunification, social assistance and remuneration, the right to acquire permanent residency for all skill level workers, are consistent with the principles of equal treatment and opportunities. And, they added that based on the results of the assessment, immediate measures should be taken to correct any discriminatory provisions (Action 1.3.2). Trade union representatives and civil society representatives recalled the importance of considering ratification of ILO Migrant Workers Conventions Nos 97 and 143 to strengthen the rights-based framework for labour migration (Action 1.3.3.). The updated version of the Action Plan presented by the Ministry of Employment and Social Affairs also mentioned its intention to start during the 4th Quarter of 2021 a comparison of protection measures applied to migrant workers in the SITZ with those provided for in the Employment Act. This work will ensure that all workers in the Seychelles are provided equality of treatment and opportunity in terms of wages and conditions of work (Action 1.3.4).

As per the discussion on expected outcome 1.4 **“Regulations for controlling inflows of migrant workers are in line with established labour market needs and efficiently administered”**, the Ministry of Employment and Social Affairs informed that since the 1st quarter of 2020 they had started conducting a periodical review of the quota system based on close labour market needs assessments and monitoring of labour force supply and demand. The representatives of the social partners mentioned the importance of disseminating the results of this review as soon as possible (Action 1.4.1).

The deliberations around expected outcome 1.5 **“Bilateral relations with primary countries of origin of migrant workers are strengthened to promote fair and well-managed international migration”** centered around Actions 1.5.2 and 1.5.3. The Ministry of Employment and Social Affairs informed that a BLMA is in force with



Bangladesh. BLAs are currently being negotiated with Sri Lanka, India, Nepal and other countries – the process has been slowed down by the Covid-19 pandemic but is expected to start again soon. Participants also mentioned important to get the full engagement of the Seychelles Ministry of Foreign Affairs to facilitate the drafting, negotiation and signing of BLAs.

Key Area of Intervention no.2 “Protecting the rights of all workers” encompasses the objective to protect the rights of migrant workers and uphold high standards of working conditions for all. It comprises the following 5 expected outcomes and **includes 23 Actions**.

During the discussion around expected outcome 2.1 **“Existing regulations for the protection of workers are enforced, taking into account the specificities of migrant workers, including gender differences”**, the MoESA mentioned that since the 4th quarter of 2020 it is:

- ensuring that written employment contracts are in place in a language clearly understood by the migrant worker and in conformity with labour legislation, and workers have access to the contract at all times during their stay in the Seychelles (Action 2.1.1);
- through the CENS or the Advisory Committee, it is monitoring the implementation of the NLMP and it has set up a working group to clarify employer obligations in relation to housing and food for migrant workers and is developing and disseminating guidelines accordingly (Action 2.1.4);
- implementing legislation mandating organizations employing more than 25 or more workers to put in place a salary structure in line with career progression and training and communicating this structure within the organization;
- implementing legislation mandating organizations employing more than 25 or more workers to hire a full-time human resource personnel with the main functions of that person stated in the legislation. Organization with less than 25 workers needs to identify a representative (Action 2.1.9).
- Implement legislation mandating organizations employing more than 25 or more workers to hire a full-time human resource personnel with the main functions of that person stated in the legislation. Organization with less than 25 workers needs to identify a representative (Action 2.1.10)

The updated version of the Action Plan presented by the MoESA also includes as on-going activities the following:

- ensuring that written employment contracts are in place in a language clearly understood by the migrant worker and in conformity with labour legislation,



and workers have access to the contract at all times during their stay in the Seychelles (Action 2.1.1);

- strengthening labour inspection capacity to address the specific needs and circumstances of migrant workers through training, increased joint inspections with relevant departments, stricter application of sanctions for non-compliance (including suspension or revocation of Entitlement certificates) and legal follow-up (Action 2.1.3);
- monitor migrants' working and living conditions and investigating reports of abuses or unacceptable conditions in collaboration with Public Health services, labour inspectors and social partners. Includes the strengthening of the Welfare Unit (Action 2.1.5.);

The MoESA is also strengthening labour inspection capacity to address the specific needs and circumstances of migrant workers through training, increased joint inspections with relevant departments, stricter application of sanctions for non-compliance (including suspension or revocation of Entitlement certificates) and legal follow-up (Action 2.1.3).

When discussing expected outcome 2.2 **“Sex-disaggregated data on abuses and violations of labour and immigration laws and regulations is systematically collected and applied”**, the MoESA started since the 2nd quarter of 2020 with a systematic collection and dissemination among relevant ministerial departments of data on violations of labour legislation disaggregated by sex, age, sector, occupation, and nationality of workers, as well as violations by private employment agencies of recruitment regulations, including of the sanctions applied (Action 2.2.1). It mentioned as an on-going activity the effective sharing of information on cases of violation of labour legislation currently under investigation or adjudication between the Labour and Immigration Departments to ensure that this information is taken into account in decision-making on GOP authorizations and to implement safeguards against deportation of migrant workers with pending grievances, which may include sanctions against employers (Action 2.2.2). In addition, the MoESA mentioned that it will start the 3rd quarter of 2021 the conduct of surveys on wage differentials between local and migrant workers by sector to monitor wages and detect discrimination affecting both local and migrant workers (Action 2.2.3).

During the deliberations that took place concerning expected outcome 2.3 **“Gaps and ambiguities in relation to access to social protection benefits or migrant workers are rectified”**, the MoESA mentioned that during the 2nd quarter of 2020, they had started a study on policy options for providing migrant workers as well as Seychellois workers abroad with access to pension schemes (Action 2.3.3.).



The social partners and civil society mentioned that migrant workers are contributing to the social security system, but are getting very little back. They urged the MoESA to introduce a health insurance for all of them. In addition, participants recalled the disadvantage in terms of occupational safety and health (including accidents and injuries) affecting migrant workers.

As per the discussion on expected outcome 2.4 **“Migrant workers have access to information and services enabling them to enjoy their rights in practice, including access to justice and specific services and information targeting women migrants”**, the updated version of the Action Plan presented by the MoESA mentioned as ongoing the following actions:

- Conduct information campaigns targeted at migrant workers, taking into account gender differences, to raise awareness on their rights, legal services available, and channels for registering grievances and seeking remedies in case of rights violations (Action 2.4.1);
- Facilitate migrant workers' access to the justice system and complaints mechanisms by offering assistance such as free or affordable legal aid, translation services if needed, as well as access to housing at the cost of the employer and protection from expulsion for the duration of legal proceedings (Action 2.4.2).
- Engage with workers and employers' organizations and civil society organizations to formalize their role in assisting in the detection of rights violations and in disseminating information to migrant workers on their rights, including freedom of association (Action 2.4.3);
- Establish partnerships with civil society organizations and social partners to put in place a network of services, such as emergency shelter for migrant workers in cases where it is impracticable for employers to continue providing accommodation (Action 2.4.4.)
- Ensure that public services are accessible to migrant workers through channels such as online information, telephone hotlines and help desks (Action 2.4.5.).

Social partners and civil society participants stated the need for more cohesion between entities and cooperation. They added that migrant workers need to be treated properly, and that there is need to sensitize the general public and employers on migrant workers' rights and against xenophobia. At the same time, migrant workers also have responsibilities and should respect their contract's terms and conditions;

The deliberations around expected outcome 2.5 **“Relevant authorities, social partners, and the general public are sensitized to the positive contributions of migration to development as well as to the specific protection needs of migrant workers”**, the MoESA stated as on-going Actions the following:



- Develop and disseminate comprehensive communication materials for employers on their responsibilities linked to employing migrant workers, including on working and living conditions (housing), social security protection, occupational health and safety, adequate food, and immigration and labour regulations (Action 2.5.1.);
- Conduct sensitization campaigns targeted at employers and workers organizations, focusing on issues such as the illegal retention of passports and consequences of non-respect of minimum wage, violence and harassment at work (Action 2.5.4.).

Key Area of intervention no. 3 “Attracting, retaining and developing skills” comprises the objective to ensure that the right mix of skills is available in the Seychelles in order to meet labour market needs and promote productive and sustainable employment for all workers. It involves **4 expected outcomes and contains 14 Actions.**

During the discussion around expected outcome 3.1 **“Accurate labour market information and other data is available to assess supply and demand of skills in key sectors and occupations”**, the representatives of MoESA informed that since the 4th quarter of 2020 they had started the collection of short-term and long-term labour migration quantitative data (Action 3.1.1). They added that data are drawn from sources including labour force surveys, enterprise and household surveys as well as training institutions and public and private employment services, and data on the number of work permits requested by sector. The MoESA also mentioned that the collection of qualitative data through focus group discussions and feedback from employer organizations and trade unions, and recruitment agencies is an ongoing discussion (Action 3.1.2). In addition, the updated version of the Action Plan provided by the MoESA mentioned that since the 2nd quarter of 2020, it had started the dissemination of data broadly to employers’, workers’ organizations, training and education institutions, employment service providers and job seekers (Action 3.1.3).

Overall, the private sector mentioned the urgent need for foreign workers at different skills levels in order to ensure competitiveness. They stated the need to attract the best skills, to train, retrain, and develop them. They mentioned the necessity to strengthen the connection between the educational system and jobs availability with a view to solving the issue of skills mismatch in the country. The Government needs to work on a plan to make it more attractive for workers to find jobs in Seychelles.

When discussing expected outcome 3.2 **“Skills identification and skills development programmes are strengthened through strong public-private partnerships”**,



MoESA's updated version of the Action Plan mentioned that during the 3rd quarter of 2021 it is planning to establish tripartite sector-specific skills councils with strong private sector representation. The purpose of the mentioned councils is to collect and analyze data to identify future job growth, monitor the employment situation in the sector (supply and demand), identify skills gaps and strategies to fill labour shortages, support skills development programmes, identify priorities for investment in training, and set training standards (Action 3.2.1). The MoESA also informed that during the 4th quarter of 2021 and in collaboration with skills councils, it was going to establish a limited list of critical occupational shortages for which there is an established significant immediate lack of highly-qualified workers which cannot be compensated by on-the-job training or short-term training programmes. These may be considered for visa fast-track or other facilitated access to visas (Action 3.2.2.). Furthermore, the MoESA mentioned that during the 4th quarter of 2021 they were planning to define strategies for developing needed skills and qualifications in collaboration with skills councils. This can include identifying the key skills required to carry out particular jobs or functions, determining which qualifications currently meet those needs, and providing inputs to ensure that training curricula are in line with identified needs, both in terms of quantity and quality indicators (Action 3.2.3.).

The Private Sector representatives reiterated the importance to revitalize the economy and encourage workers' multi-tasking. They said that there is an urgent need to respond to short, medium and long-term labour market needs in the country. They added that it is important to identify current skill gaps and respond quickly to promote a transformative economy. In addition, they mentioned that there is an urgent need to look at skill sets for the future (e.g. the digital era) and adapt to emerging sectors.

During the deliberations that took place concerning expected outcome 3.3 **“Skills transfer programmes are improved and in place to facilitate local workers' access to productive employment”**, MoESA's updated version of the Action Plan mentioned that work had started since the 3rd quarter of 2020 on Actions 3.3.1, 3.3.3 and 3.3.4. These three Actions comprise the following:

- The provision of training, guidelines for employers on the development and implementation of localization plans to facilitate skills transfers and ensure that positions selected for localization are feasible within a short- to medium time-frame (Action 3.3.1);
- Develop a monitoring and evaluation framework for localization plans and document good practices (Action 3.3.3);
- Formalize respective responsibilities of the trainee, mentor, employer and employment services in written contracts for localization placements (Action 3.3.4).



The private sector suggested to build the HR capacity in strategically moving forward. HR professionals should become business partners and facilitate skills transfer. HR should build employer engagement and change management. They could put together a Roadmap. The private sector representatives also reiterated the need for stronger public/private partnerships and consultation.

As per the discussion on expected outcome 3.4 **“Strategies for the return and retention of Seychellois are developed”**, the MoESA informed that since the 2nd quarter of 2021, it had introduced a localization policy where conditions for applicable posts to be filled by “Non-Seychellois” will be laid down. The policy includes the conditions that when a local is being recruited or promoted to a post previously occupied by a “non-Seychellois” the same remuneration, including relevant allowances will apply (Action 3.4.5).

Key Area of Intervention no.4 “Fair and effective recruitment” embraces the objective to promote fair and effective recruitment practices for all workers. It comprises **5 expected outcomes and 24 Actions**.

During the discussions around expected outcome 4.1 **“Measures are enacted and enforced to protect workers from fraudulent or abusive recruitment practices”**, the MoESA informed that since the 1st quarter of 2021 it had started to draft and introduce regulations for PEAs and strengthen monitoring of recruitment by PEAs and direct recruitment by employers through labour inspection and other means (Action 4.1.1.) It also mentioned that since the 2nd quarter of 2021, it had started:

- Taking measures to sanction employers using unlicensed recruitment intermediaries, and to suspend or withdraw PRAs licenses in case of systematic violation of migrant workers’ human and labour rights (Action 4.1.2); and,
- Consider developing joint liability schemes between employers and PRAs to hold both parties accountable for respecting workers' rights in the recruitment process and for sharing responsibility for failed recruitments. This is likely to encourage PRAs to engage in more in-depth vetting of both overseas PRAs and employers before confirming job placements (Action 4.1.3).
- Enforce regulations against the charging of recruitment fees and other related costs to local jobseekers and foreign workers (Action 4.1.4);
- Monitor, through labour inspection and other means available, whether employers' costs associated with hiring migrant workers (GOP fees, travel fees...) are being borne by the workers themselves (Action 4.1.5).

The updated version of the Plan of Action shared by MoESA also mentioned that since the 2nd quarter of 2020 it had created accessible complaint channels to register



grievances in relation to poor recruitment practices, both for migrant and local workers (Action 4.1.7.). In addition, it said that from the 4th quarter of 2021, it will provide training to enhance the capacity of trade unions and civil society organizations to monitor recruitment practices and provide services to workers victims of abusive recruitment processes (Action 4.1.8).

The representatives of employers' organisations welcomed the conduct of a study to examine the costs of recruitment and their benchmarking with those in other comparable countries.

When discussing expected outcome 4.2 “**A comprehensive regulatory framework for recruitment activities is in place**”, the MoESA informed that it had started since the 4th quarter of 2020 a review of national legislation and regulations regarding PRAs and overseas recruitment to identify possible loopholes and gaps and ensure comprehensive regulations on all aspects of PRAs role and monitoring processes. This review is been done in collaboration with employers and workers organizations (Action 4.2.1.). Consider developing regulatory provisions for employers seeking to recruit migrant workers from abroad directly, without passing through intermediaries. Regulations should specify employer obligations regarding the respect of migrant workers' rights during the recruitment process. Such provisions can be stipulated within bilateral agreements or MOU with countries of origin (Action 4.2.2).

The representatives of the Private Sector and the Civil Society mentioned BLAs and inspections as means to address recruitment and employment issues. They stated that BLAs were found as useful means to address recruitment issues. They cited as an example that since the signing of the BLA with Bangladesh (two years back), many hiring issues had been resolved. In addition to BLAs, the officers of the Ministry of Employment and Social Affairs had carried out on-site inspections to sensitize workers and employers but this task was not without challenges. In view of the experience with some PRAs in Bangladesh, it was recommended that the Ministry of Foreign Affairs (via the Seychelles Diplomatic missions and Embassies abroad) be involved in carrying out the due diligence to ascertain the credibility of PRAs in other countries.

During the deliberations that took place concerning expected outcome 4.3 “**Greater flexibility is introduced in employer-migrant worker relations to reduce mobility constraints on migrant workers**”, the MoESA pointed out that since the 2nd quarter of 2021, it has started providing migrant workers with direct access to information on their GOP status, without passing through their employer. This will be done by issuing identification cards indicating GOP expiration date, or allowing migrants check their GOP status through an online system (Action 4.3.1). In addition, since the 2nd quarter of 2020, it had established clear and transparent criteria for allowing



migrant workers to change employers while remaining in the Seychelles in specific cases (Action 4.3.2). Moreover, from the 4th quarter of 2021, it will create mechanisms to share or transfer the costs associated with bringing migrant workers into the country between current and former employers; if a migrant changes employers during his or her initial contract period (4.3.3).

Social partners and the civil society representatives mentioned the need to ensure the flexibility of migrant workers to move from one employer to another. The private sector would like the Government to facilitate and enable this flexibility.

As per the discussions on expected outcome 4.4 “**Overseas recruitment processes are improved to facilitate the efficient recruitment of qualified workers**”, the MoESA informed that since the 2nd quarter of 2020, it started developing government-sponsored websites with information pertaining to recruitment processes and regulations in the Seychelles aimed at foreign recruiters and potential migrant workers (Action 4.4.3). The MoESA also mentioned that from the 2nd quarter of 2021, it has engaged with foreign and Seychellois PRAs to ensure that migrant workers are suitably qualified and provided with job-related training before departure in the country of origin. The PRAs should also sensitize the migrant workers on their respective employer’s expectations before departure and upon arrival in the country of destination (Action 4.4.6). The MoESA also stated that with the cooperation of Ministries of Labour in countries of origin, it will establish and circulate a list of licensed overseas recruitment agencies abroad with a record of providing successful job placement services during the 3rd quarter of 2021 (Action 4.4.1). And, it added that during that same period, it will work closely with the private sector to develop relevant strategies to recruit foreign workers with the skills needed locally (Action 4.4.4).

Participants confirmed the importance of ascertaining that migrant workers have the required skills and competencies before coming to Seychelles. As such, they mentioned that credible PEAs are required. They mentioned the significance of due diligence (to verify PRAs, including their credibility/to examine the competences of migrant workers) to be effectively carried out. However, they also mentioned that even if the best PRAs are identified, skills mismatch could still happen. In such cases, in view of the costs involved (costs of repatriation, costs already incurred, the need for the employer to meet customer deadlines and associated costs, etc.), the employer would prefer to use the migrant worker in another job or re-skill the worker. Participants also mentioned that a situation where the migrant worker arrives in Seychelles without the required skills, it can create human rights’ issues for the worker (e.g. forced labour). Lastly, the importance of monitoring and ensuring that migrant



workers are doing the same job as prescribed by the contract of employment was voiced out.

Deliberations around expected outcome 4.5 “**Collaboration between public employment services and private recruitment agencies is enhanced to deliver more effective job placement and recruitment services**” took place. The MoESA mentioned that the four activities under this expected outcome had all started since the 4th quarter of 2020. They comprise the following:

- Clarify the framework for collaboration between local PRAs and public employment services, ensuring that the respective scope of responsibilities and target groups are clearly set out to avoid overlap (Action 4.5.1).
- Clarify reporting requirements and mechanisms for exchanging labour market information between public employment services and PRA (Action 4.5.2).
- Review PRA business models to ensure that there is no disincentive to place local workers in posts versus migrant workers (4.5.3).
- In collaboration with PRAs, review labour marketing testing rules to ensure that they are effective in determining availability of local workers (4.5.4).

Some of the representatives of the private sector expressed their views that the public employment service (PES) should not be involved in placement and recruitment services of migrant workers. They mentioned that the placement and recruitment of migrant workers should be left to private employment agencies and that the Government should concentrate its work in facilitating and monitoring the work of PRAs. They mentioned that PRAs are struggling while competing with Government. The current public sector reforms should take this issue into consideration to ensure that Government confines itself to building capacity, putting measures in place and supporting business development.

The virtual meeting was recorded. This report aims at capturing the decisions taken on each of the thematic areas covered by the Seychelles Labour Migration Action Plan. It will be shared with all tripartite+ participants maximum 10 days after the closing of the meeting for their input and revision. At the end of the exercise, a brief final revision of the priorities agreed will be done to ensure good synchronization between each key area of intervention.

Participants

No.	Name	Post Title	Organization	Gender
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1.	Mr. Jules Baker	Principal Secretary	Employment Department	Male
2.	Ms. Susan Morel	Chief Policy Analyst	Employment Department	Female
3.	Mr. Mario Dupres	Senior Policy Analyst	Employment Department	Male
4.	Ms. Benilda Cupidon	Director General Labour Migration	Employment Department	Female
5.	Ms. Vanessa Dugasse		Employment Department	Female
6.	Ms. Erica Dufrenne	Senior Immigration Officer	Immigration Department	Female
7.	Ms. Maryana Labonte	Economist	Economic Planning Department	Female
8.	Ms. Francoise Mein	Chief Policy Analyst	Minister of Education	Female
9.	Dr. Vanessa Lesperance	Public Health Specialist	Ministry of Health	Female
10.	Ms. Julie Florentine	Deputy CEO	Citizen Engagement Platform Seychelles (CEPS)	Female
11.	Mr. Antoine Robinson	Secretary General	Seychelles Federation of Workers Union (SFWU)	Male
12.	Mr. Donald Monnaie	Chairman	General Employers Trade Union of Seychelles (GETUS)	Male
13.	Mr. Edwards Anacoura	Secretary General	Seychelles Labour Union (SLU)	Male
14.	Ms. Louise Testa (Mr. Kennedy representing)	Secretariat	Seychelles Hospitality and Tourism Association (SHTA)	Female
15.	Mr. Oliver Bastienne	Chairman	Seychelles Chamber of Commerce and Industry (SCCI)	Male
16.	Ms. Valerie Busetto	Head of People Function (ABSA Seychelles)	ASE-SCCI	Female

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