

# Seychelles

*Women, Business and the Law 2023* (WBL2023) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Victoria). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Seychelles scores 76.3 out of 100**. The overall score for Seychelles is higher than the regional average observed across Sub-Saharan Africa (72.6). Within the Sub-Saharan Africa region, the maximum score observed is 95 (Côte d'Ivoire and Gabon).

## Seychelles - Scores for Women, Business and the Law 2023



### Relative Strengths

When it comes to constraints related to marriage, Seychelles gets a perfect score.

### Areas for Improvement

However, when it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, laws affecting women's work after having children, constraints on women starting and running a business, gender differences in property and inheritance, and laws affecting the size of a woman's pension, Seychelles could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Seychelles is on the indicator measuring laws affecting women's decisions to work (the WBL2023 Workplace indicator). To improve on the Workplace indicator, Seychelles may wish to consider enacting legislation protecting women from sexual harassment in employment, and adopting criminal or civil penalties for sexual harassment in employment.

### Recent Reforms

No reforms were observed during the past year (October 2nd, 2021 – October 1st, 2022).



Further data details for Seychelles are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/seychelles/2023>



	QUESTION	ANSWER	LEGAL BASIS
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 outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	No	Passport application procedures; Passport application form
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	Status of Married Women Act, Arts. 4(4) and 5
	Does the law prohibit discrimination in employment based on gender?	Yes	Employment Act, Part VI, Sec. 46A
	Is there legislation on sexual harassment in employment?	No	No applicable provisions could be located
	Are there criminal penalties or civil remedies for sexual harassment in employment?	No	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> 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 in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	Yes	Domestic Violence Act of 2020, Sec. 3
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Civil Code of Seychelles 2020, Art. 230
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Status of Married Women Act, Art. 29
	Is paid leave of at least 14 weeks available to mothers?	Yes	Employment (Conditions of Employment) Regulations, Sec. 16
	Does the government pay 100% of maternity leave benefits?	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 there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Employment Act, Part VIII, Sec. 57(3)
Entrepreneurship	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	Civil Code, Arts. 18 and 1108; Status of Married Women Act, Art. 4
	Can a woman register a business in the same way as a man?	Yes	Status of Married Women Act, Art. 4
Assets	Can a woman open a bank account in the same way as a man?	Yes	Status of Married Women Act, Art. 4
	Do men and women have equal ownership rights to immovable property?	Yes	Status of Married Woman Act, Art. 4
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Art. 747
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Art. 745
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Status of Married Woman Act, Arts. 4 and 5
	Does the law provide for the valuation of nonmonetary contributions?	No	No applicable provisions could be located
Pension	Is the age at which men and women can retire with full pension benefits the same?	Yes	Social Security (Retirement Age) Regulations, Art. 2; Pension Fund Act, Art. 2
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	Yes	Social Security (Retirement Age) Regulations, Art. 2; Employment Act, Part IX, Sec. 66
	Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located