

# Seychelles

*Women, Business and the Law 2024* (WBL2024) 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 100.0**. The overall score for Seychelles is higher than the regional average observed across Sub-Saharan Africa (74.0). Within the Sub-Saharan Africa region, the maximum score observed is 97.5 (Togo).

## Seychelles - Scores for Women, Business and the Law 2024



## Relative Strengths

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

## Areas for Improvement

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 WBL2024 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, 2022 – October 1st, 2023).



Further data details for Seychelles are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/seychelles/2024>



|  | 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 Act, Sec. 3; Passport application procedures; Passport Application Form                                      |
| Workplace  | Can a woman travel outside the country in the same way as a man?                       | Yes                                       | No restrictions could be located  |
|  | Can a woman get a job in the same way as a man?  | Yes                                       | No restrictions could be located  |
|  | 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   |
| Pay  | Are there criminal penalties or civil remedies for sexual harassment in employment?    | No  | <i>Criminal:</i> No applicable provisions could be located<br><i>Civil:</i> No applicable provisions could be located |
|  | 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  |
| Marriage   | Can a woman work in an industrial job in the same way as a man?                        | Yes                                       | No restrictions could be located  |
|  | 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   |
| Parenthood   | 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  |
|  | 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)  |
| Entrepreneurship   | 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)   |
|  | 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   |
| Assets   | Can a woman register a business in the same way as a man?                              | Yes                                       | No restrictions could be located  |
|  | Can a woman open a bank account in the same way as a man?                              | Yes                                       | No restrictions could be located  |
|  | Do men and women have equal ownership rights to immovable property?                    | Yes                                       | Civil Code, Art. 259(1)   |
|  | 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                                       | Civil Code, Art. 259(1)   |
| Pension  | Does the law provide for the valuation of nonmonetary contributions?                   | No  | No applicable provisions could be located   |
|  | Is the age at which men and women can retire with full pension benefits the same?      | Yes                                       | Social Security (Retirement Age) Regulations 2022, 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                                       | 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 |   |