

# Assessment of Migration Data in Seychelles

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# Assessment of Migration Data in Seychelles





# Acronyms

<b>BLA</b>	bilateral labour agreement
<b>DESA</b>	United Nations Department of Economic and Social Affairs
<b>FSA</b>	Seychelles Financial Services Authority
<b>GOP</b>	gainful occupation permit
<b>ICSD</b>	Immigration and Civil Status Department
<b>ICT</b>	information and communications technology
<b>ISIC</b>	International Standard Industrial Classification of All Economic Activities
<b>ITZ</b>	international trade zone
<b>MIDSA</b>	Migration Dialogue for Southern Africa
<b>NBS</b>	National Bureau of Statistics
<b>NSO</b>	national statistics office
<b>NGO</b>	non-governmental organization
<b>SADC</b>	Southern African Development Community
<b>SAMM Project</b>	Southern African Migration Management Project
<b>SDG(s)</b>	Sustainable Development Goal(s)
<b>SHRC</b>	Seychelles Human Rights Commission



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# Executive summary

Data collection, analysis and management are crucial for informed policymaking and integration of migration into development and protection strategies at the national, regional and global levels.

With Seychelles being a country of internal migration, emigration and immigration, quality data on internal migrants, emigrants and immigrants is needed to inform migration, labour migration, and return and reintegration policies, and to support protection measures for migrants in vulnerable situations. Data is also of the essence to support the monitoring of the labour migration priorities outlined in Seychelles Vision 2033 and the National Labour Migration Policy. The Government of Seychelles is conscious that the availability of accurate, reliable and continually updated migration data is vital for evidence-based policymaking, strategic planning and programming. The importance of having the capabilities and the infrastructure for the collection, storage, analysis, reporting and sharing of migration data is likewise recognized.

At the regional level, the need for timely and reliable data to inform migration policies and programming in countries of the Southern African Development Community (SADC) emerged as one of the recommendations of the Migration Dialogue for Southern Africa (MIDSA) in 2017 and 2019. In this respect, the member States are encouraged to “build capacities to collect and analyse migration data to strengthen evidence-based policymaking” (Southern African Migration Management Project, 2021). Efforts to prioritize the improvement of migration data are corroborated at the global level by the Global Compact for Safe, Orderly and Regular Migration, which puts the need to “collect and utilize accurate and disaggregated data as a basis for evidence-based policies” as its first objective (United Nations, 2018). Moreover, a key focus of the Sustainable Development Goals (SDGs) process is to promote greater disaggregation of data to better inform policymaking and reduce vulnerability. To this end, SDG target 17.18 specifically calls for data to be disaggregated by migration status.

In response to a request by SADC member States, IOM is supporting them through the development of national assessments of the state of play of the collection and analysis of migration data. Through the IOM Development Fund pilot project, “Strengthening of Migration Data Collection and Analysis in Botswana, South Africa, Lesotho, Malawi and Zimbabwe”, in-country multi-stakeholder consultative meetings were jointly organized together with national statistics offices (NSOs). The project allowed for in-depth, whole-of-government and discussions centred on the migration data landscapes of the five countries.

At a thematic event dedicated to migration data, organized in the sidelines of the 2019 MIDSA, high-level representatives of the NSOs of all SADC member States acknowledged the importance of conducting national migration data assessments. This need was further reiterated in the context of the consultative meeting on the establishment of the Migration Dialogue for Indian Ocean Commission Countries (MiDIOCC), which took place in August 2019 in Mahé, Seychelles.

Building on the achievements and the progress of previous IOM interventions to strengthen the management of migration data in the region, the European Union-funded Southern Africa Migration Management (SAMM) Project has developed a set of initiatives at the national and regional levels to address challenges in migration data collection, storage, processing, dissemination and harmonization. It is against this background that the SAMM Project aims to replicate the national consultations in SADC member States that are also part of the Indian Ocean Commission. This initiative will directly contribute to the achievement of the SAMM Project's Key Results Area 2 of supporting member States' evidence-based management strategies and policies to address mixed-migration challenges.

With the support of IOM and the SAMM Project, the Assessment of Migration Data in Seychelles was initiated in early January 2023. An initial literature review and a mapping of stakeholders were followed by the development of an inception report presented at an inception meeting. A capacity-building face-to-face workshop on migration data was conducted with stakeholders in April 2023. Using a survey and key informant interviews, intensive consultations of primary stakeholders were then carried out to better understand the migration data management landscape in Seychelles. Data from the survey and the consultations were analysed using a mixed-methods approach.

The Assessment of Migration Data in Seychelles revealed that:

- (a) Stakeholders have a good understanding of the importance of using migration data for policymaking and policy development.
- (b) Stakeholders are able to identify gaps and challenges involving migration data pertaining to individual entities and the migration data system as a whole.
- (c) Stakeholders recognize the need for timely, quality, reliable and disaggregated data to support policies and facilitate national development.

While a cohesive National Migration Data Management Strategy for Seychelles is yet to be formulated, efforts have been undertaken to improve migration data collection, analysis and management. At any rate, the following persistent issues were noted:

- (a) Continuous, accurate and timely migration data is limited in Seychelles.
- (b) The definitions of migration data concepts and terms used by different stakeholders are not fully aligned and harmonized.
- (c) A unique identifier (e.g. an identification number) is not allocated to each migrant; as such, data collected by different institutions are not integrable.
- (d) Migration data is not evenly or consistently collected and analysed by national and international actors.
- (e) The capacities of staff working in different government departments and agencies to analyse data and generate reports are not even and need to be strengthened.
- (f) The sharing of migration data within and between government institutions and authorities is limited.

- (g) The (limited) migration-related administrative data that exists is not optimized or used in an effective manner.

The following recommendations are made to improve the definition, collection, storage, analysis, reporting, sharing and use of migration data:

- (a) The establishment of an interministerial or inter-agency committee to coordinate and manage migration data in the country. This committee should meet regularly and have a focal person for statistics and reports.
- (b) The formulation of a National Migration Strategy and, accordingly, a National Migration Data Management Strategy.
- (c) Migration data activities should be guided by the National Migration Strategy and the National Migration Data Management Strategy, existing sector policies and a strategic implementation document. A clear link between organizations collecting migration data is needed, and stakeholders should agree on data classification systems and terminology. Education and training in migration data-related activities should be provided, and data reports should be written in layman's terms to be understood by everyone. Aggregated migration data should be readily available to all, and a centralized migration data system should be created.
- (d) Migration data is currently scattered and lacks uniform indicators, making it difficult for policymakers to use effectively. A detailed technical assessment of national migration data capacity is needed, followed by an action plan that addresses critical gaps.
- (e) A Seychelles Migration Data Technical Working Group should coordinate the implementation of the National Migration Data Management Strategy, serving as an interministerial platform for data-sharing protocols and data protection policies.
- (f) Strengthening data reporting requires systematic development of national capacities in migration data, as well as information-sharing protocols for administrative functions.



# 1. Introduction

Timely and quality migration data is essential for informed policymaking, strategic planning and the mainstreaming of migration into development and protection strategies at the national, regional and global levels. Thus, the importance of improving data collection, storage, analysis and management enjoys significant recognition in Seychelles.

Seychelles is both a country of emigration and immigration,<sup>1</sup> with very few cases of transit migrants. In this context, quality data on both immigrants and emigrants are needed to inform migration, labour migration, and return and reintegration policies, as well as supporting protection measures for migrants in vulnerable situations.

Quality migration data will also be needed to support the monitoring of progress on priorities outlined in Seychelles Vision 2033, which identifies migrant labour management as a specific national challenge,<sup>2</sup> as well as the Seychelles National Labour Migration Policy.<sup>3</sup>

In recent years, economic growth has been driven by high levels of investment and ever-increasing imported labour, with only moderate increases in overall productivity. This has created challenges pertaining to the nation's capacity to adequately manage the influx of foreign workers (Seychelles, Government of, 2019).

The Government of Seychelles is conscious of the importance of having accurate, reliable and continually updated (i.e. timely) migration data for evidence-based policymaking, strategic planning and programming. The importance of having the capacity and the infrastructure for the collection, storage, analysis, reporting and sharing of migration data is recognized.

At the regional level, the need for timely and reliable data to inform migration policies and programming within the Southern African Development Community (SADC) emerged as one of the recommendations of the Migration Dialogue for Southern Africa (MIDSA) in 2017 and 2019. In this respect, MIDSA member States are encouraged to “build capacities to collect and analyse migration data to strengthen evidence-based policymaking” (Southern African Migration Management Project, 2021). Global-level efforts that corroborate the need to prioritize the improvement of migration data include the Global Compact for Safe, Orderly and Regular Migration, which puts the need to “collect and utilize accurate and disaggregated data as a basis for evidence-based policies” as its first objective (United

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<sup>1</sup> The estimated net migration rate in 2022 was 146 persons per 1,000 (United Nations Department of Economic and Social Affairs (DESA), 2023; World Bank, 2023).

<sup>2</sup> In the process of attaining the most desired state of affairs in Seychelles' Vision 2033 (i.e. the “Garden of Eden” scenario), challenges are still expected to arise, and these will require a unified and systematic approach, with all stakeholders playing active roles.

<sup>3</sup> Refer to Seychelles, Government of (2019) and Seychelles, Employment Department (2019) for the full text of these documents.

Nations, 2018). Moreover, a key focus of the Sustainable Development Goals (SDGs) process is to promote greater data disaggregation to better inform policymaking and reduce vulnerability. To this end, SDG target 17.18 specifically calls for data to be disaggregated by migration status.

In response to the request of SADC member States, IOM is supporting them through the implementation of national assessments of the state of play of the collection and analysis of migration data. Through the IOM Development Fund pilot project, “Strengthening of Migration Data Collection and Analysis in Botswana, South Africa, Lesotho, Malawi and Zimbabwe”, in-country, multi-stakeholder consultative meetings were jointly organized with national statistics offices (NSOs). The project allowed for in-depth, whole-of-government and inclusive discussions around the migration data landscapes of the five countries.

At a thematic event dedicated to migration data, organized in the side-lines of the 2019 MIDSAs, high-level representatives from the NSOs of SADC member States acknowledged the importance of conducting national migration data assessments in all SADC member States. This need was further reiterated in the context of the consultative meeting on the establishment of the Migration Dialogue for Indian Ocean Commission Countries (MiDIOCC), which took place in August 2019 in Mahé, Seychelles.

Building on the achievements and the progress of previous IOM interventions to strengthen the management of migration data in the region, the European Union-funded Southern Africa Migration Management (SAMM) Project, has developed a set of initiatives at the national and regional levels to address challenges in migration data collection, storage, processing, dissemination and harmonization. It is against this background that the SAMM Project aims to replicate the national consultations in SADC member States that are also part of the Indian Ocean Commission. This initiative will directly contribute to the achievement of the SAMM Project’s Key Results Area 2 of supporting the member States’ evidence-based management strategies and policies to address mixed-migration challenges.

With the support of IOM and the SAMM Project, the Assessment of Migration Data in Seychelles was initiated in early January 2023. An initial literature review and a mapping of stakeholders were followed by the development of an inception report, which was presented at an inception meeting. A capacity-building face-to-face workshop on migration data was developed for key stakeholders and held in April 2023. Through a survey and key informant interviews, intensive consultations with primary stakeholders were then carried out to better understand the migration data management landscape in Seychelles. Data from the survey and the consultations were analysed using a mixed-methods approach.

Working with timely and comprehensive migration data is essential for informing national and international policymaking and assessing policy effectiveness. However, timely data on migration in Seychelles is still limited. Currently, the collection and analysis of migration data in Seychelles by national and international actors is largely irregular, and data-sharing within and between institutions is limited. In addition, existing migration-related administrative data is underutilized, as it may be of variable quality, scattered across various government ministries and agencies, and, thus, difficult to compile, integrate and compare. Nevertheless, administrative data can provide important information on migration, particularly when used in combination with other sources of data.

With this reality in mind, this assessment report aims at informing key stakeholders and supporting capacity development for the Government towards increasing technical knowledge and ability to collect, use, report and disseminate migration data:

The assessment used the United Nations' Toolkit for the Assessment of National Migration Data Capacity (United Nations Statistics Division, 2021) as one of its main tools.<sup>4</sup> This assessment report outlines how migration data is currently collected, shared, reported and used, and provides recommendations on how to improve the collection, analysis and use of quality, timely and disaggregated data on migration.

The production of this assessment report is supported by the European Union-funded SAMM Project, which aims to assist regional economic communities<sup>5</sup> of the Southern African and Indian Ocean regions and their member States in improving migration management. In the area of data collection and management, the SAMM Project seeks to strengthen the technical and financial capacities of NSOs and other relevant actors to capture, store, process, analyse and disseminate harmonized cross-border data on mixed-migration flows, as part of broader support for the development of a mechanism and standardized procedures to manage migration data as a whole. IOM, through the SAMM Project, has been supporting the Government of Seychelles towards this end, including by conducting the Assessment of Migration Data in Seychelles.

At the national level, the SAMM Project supports the formulation of evidence-based strategies and policies to address mixed-migration challenges in Seychelles. This will be achieved by reiterating the need for robust migration data analysis, as well as consolidating data management tools and approaches.

The objectives of the Assessment of Migration Data in Seychelles included the following:

- (a) Analyse, in depth, the collection and storage of data: the types of data collected, how data is stored, the frequency of such data collection and for how long data is collected and stored.
- (b) Assess the processing and analysis of data in the country.
- (c) Assess the accessibility of data and the availability of statistics.
- (d) Propose implementable recommendations regarding the improvement of data collection, analysis and dissemination systems.<sup>6</sup>

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<sup>4</sup> Another useful resource is the *Handbook for Improving the Production and Use of Migration Data for Development* (Global Migration Group, 2017) prepared by the Global Migration Group, which includes the Global Migration Data Analysis Centre (GMDAC) of IOM.

<sup>5</sup> The SAMM Project collaborates with the following RECs: the Common Market for Eastern and Southern Africa (COMESA), the Indian Ocean Commission (IOC) and the Southern African Development Community (SADC).

<sup>6</sup> These will be agreed upon with all relevant stakeholders, in order to pave the way for a joint strategy towards increasing the pilot countries' capacity to collect, analyse and utilize relevant migration data.

- (e) Enable key stakeholders working in migration to gain a holistic understanding of existing migration data and data gaps at the national level, as well as on actions (i.e. in policymaking) to be taken to overcome such gaps.
- (f) Outline necessary actions to be taken to achieve harmonization of definitions, priorities, indicators and methodologies pertaining to international migration data in the country.



## 2. Methodological approach to the assessment

This report is based on an assessment carried out in Seychelles in April 2023. The assessment aimed to map migration-relevant data available in Seychelles, identifying best practices and strengths in migration data management; uncover weaknesses and gaps in the harmonization of the definitions of migration-related concepts and terminology, as well as in the collection, storage, analysis, reporting, dissemination and use of migration data; and formulate recommendations for improvement in these areas. It focused on administrative data, as well as data collected from the Population and Housing Census and government-led surveys. The assessment adopted a mixed-methods approach designed to ensure the participation of relevant stakeholders at different stages and increase their ownership in the process, thereby contributing to the sustainability of the initiative.

### 2.1. Review of the literature review

The review of the literature took place as part of the inception phase and was conducted in an iterative manner throughout the assessment. During this phase, published material and other documents provided by IOM and various stakeholders were considered. Relevant sources of information and data were identified and evaluated, with findings synthesized to form a basis for understanding the migration context of Seychelles. The review also served to inform the subsequent steps in gaining further knowledge about the migration data landscape in Seychelles.

### 2.2. Data collection

After a mapping of key stakeholders, who were either users or producers of migration data directly or indirectly linked to migration, they were invited to complete a questionnaire (see Annex I). IOM based its choice to select these stakeholders on their experience with disaggregated data on migration.

Data users and producers from across government departments and agencies were invited to an online preliminary meeting on 21 March 2023. The aim of this consultation session was to present the survey tool and explain the assessment process (including its different stages), as well as collecting feedback on the draft questionnaire. The stakeholders were thereafter requested to fill out the structured questionnaire, which focused on aspects of the collection, analysis and sharing of migration-relevant data in their respective departments and units. The questionnaire was a joint effort of IOM and an external research consultant, who based its questions on national needs and realities, as well as existing data assessment tools developed by the United Nations Statistics Division.

The survey questionnaire included the following key sections:

- (a) The context (i.e. the current state) of migration data collection in Seychelles;
- (b) Migration-related functions performed by the various government departments and units involved in the assessment;
- (c) Databases and registration systems in use in each department and unit;
- (d) Potential of each department or unit to contribute to migration statistics;
- (e) Respondents' suggestions on how to improve the quality of migration data in the country.

A total of six survey questionnaires were filled out – one for each relevant government department or unit. Based on the information collected, the consultant drafted a first version of this assessment report. A second version of the report was then drafted based on discussions with government representatives during a period of national consultations in a series of workshops that took place from 24 to 26 April 2023.

An additional purpose of the workshops was to contribute to enhancing the capacities of statistics and migration officials in handling data management systems, in accordance with international and regional instruments, especially within the broader context of Objective 1 of the Global Compact for Migration and the SDGs, as well as within the specific context of the SAMM Project.

The workshop contributed directly towards the SAMM Project's goal of strengthening the technical capacities of NSOs and other relevant stakeholders. This was achieved by ensuring the participants had a sufficient level of knowledge and empowerment to effectively and efficiently capture, store, analyse and manage harmonized cross-border data on mixed-migration flows in Seychelles. As a direct consequence of the workshop, the participants agreed to support the development of a mechanism and standardized procedures for the collection, processing, analysis and dissemination of migration-relevant data.

In the long term, the workshop will raise awareness among its participants of the importance of migration data for policymaking and their usefulness in routine migration management processes in Seychelles. Bringing migration stakeholders in Seychelles together has already facilitated the creation of collaboration networks, which are expected to remain far into the future. To ensure that information and data gathered was up to date, a new round of semi-structured key informant interviews took place with key stakeholders in September 2023.

### **2.3. Data analysis**

Qualitative data analysis was based on the results of (a) a desk review, (b) a survey using the purposely designed "Mapping and Assessment Questionnaire" and (c) consultations with key stakeholders. Using the content analysis technique, patterns and themes were identified. The assessment endeavoured to determine the extent to which an overarching migration data ecosystem existed, or if it was scattered and fragmented.

Descriptive statistics mainly was used in the analysis of quantitative data, summarizing this data and using it to describe and characterize the migration data landscape of Seychelles.

## **2.4. Study limitations and mitigation measures**

Seychelles is a small island nation with a population 102,612 inhabitants (82,662 Seychellois and 19,920 non-Seychellois) (Seychelles, National Bureau of Statistics, 2024:29–30). Consequently, its Government has a relatively compact administrative structure compared to most other countries'. As an example, at the time of the assessment, the National Bureau of Statistics (NBS) of Seychelles had 31 staff members to cover all official national statistical production. While all officials who participated in the assessment process exhibited a commendable level of dedication, their capacity to contribute to the undertaking was hampered by the extensive responsibilities they collectively possessed. This was reflected in the rather low response rates to the survey and limited participation in parts of the process. The ability of the NBS to allocate sufficient resources to follow through with the process was likewise limited to a degree.

Appropriate actions were taken to mitigate the effects of the aforementioned limitation. To ensure that information was up to date, a new round of semi-structured interviews was held with key stakeholders in September 2023. Throughout the process, IOM provided the required support to the research consultant to effectively reach out to and conduct consultations with key stakeholders in Seychelles. The support of the Department of Immigration and the NBS was also helpful, enabling the assessment to proceed smoothly.



## 3. Key assessment findings

As part of the assessment exercise, in-person stakeholder consultations were held in Seychelles from 24 to 28 April 2023, in addition to virtual engagements conducted before and after these dates. During these consultations and interviews, participating stakeholders showed a thorough understanding of the importance of migration data in their work and of the need to utilize and develop migration data further, especially for policymaking. At the same time, everyone recognized the existence of data-related gaps and challenges in their respective organizations and in the migration data system as a whole.

The assessment identified good practices and has resulted in recommendations on the development of migration data capacity in Seychelles, many of which came from the stakeholders themselves. Overall, they acknowledged the need for Seychelles to have (more) timely, quality, reliable and disaggregated data to support policies and facilitate national development in a manner that contributes to the achievement of broader development goals related to Seychelles Vision 2033, the 2030 Agenda for Sustainable Development, the Global Compact for Migration, MIDSA recommendations and Agenda 2063 of the African Union, among others.

### 3.1. Main bodies responsible for migration data collection, analysis and dissemination

Various structures are involved, either directly or indirectly, in migration data collection, analysis and dissemination in Seychelles. Based on the desk research and feedback received from stakeholders, the following have been identified as the main entities working on migration data-related matters and concerns, including the collection and management of migration-relevant data.

#### 3.1.1. National Bureau of Statistics<sup>7</sup>

The National Bureau of Statistics (NBS), established in June 2010 through the National Bureau of Statistics Act (2010), operates as a semi-autonomous government agency responsible for collecting, compiling, analysing and publishing statistical information. As the principal government body for national statistics, it is responsible for coordinating, monitoring and supervising the national statistical system.<sup>8</sup> The work of the NBS, which has a relatively small staff size, is very much demand driven, and migration data has never been in as high demand as now.

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<sup>7</sup> Information in this section was obtained during consultation sessions with NBS representatives in April 2023.

<sup>8</sup> The NBS website is available at [www.nbs.gov.sc](http://www.nbs.gov.sc).

For the NBS, the lack of standardization is the main issue that explains why the quality of migration data is simply not good enough at present. Data formats and standards need to be correct and precise at the outset, and existing migration data sets need to be tidied up and meet agreed-upon international standards (including in terms of format). The NBS wants to be part of processes that ensure this going forward. In relation to this, the NBS will need to be consulted right at the start, that is, before collection of any data by the relevant government ministry or agency.

Although no discussions or agreements have taken place between government institutions about setting standard definitions of migration data concepts and terminology and harmonizing classification, the drafting of the forthcoming Seychelles Migration Profile will, in the opinion of the NBS, offer opportunities for discussion among stakeholders. At an IOM-sponsored workshop in September 2023, government stakeholders in Seychelles continued the discussion on establishing agreements between various government institutions about setting standards pertaining to data concepts, terminology and classification.

Migration policy needs to be evidenced-based, anchored in reliable, quality data such as stock and flow statistics. However, while the NBS aims to set data standards, it can only recommend – not impose – them. As an additional challenge, there are no consequences of not having standards, and any changes to official definitions of, for example, key terminology, concepts and variables relating to pertinent data often need to be done by law.

Key sources of migration data include the Population and Housing Census and the Migration and Tourism Statistics reports (both issued by the NBS), as well as other administrative sources (NBS, 2024; IOM, 2014). Census, as well as migration and tourism statistics, geographically cover all of Seychelles and include different population groups.

The Population and Housing Census, as well as other government-administered surveys, obtains data on four population groups, namely:

- (a) Seychellois nationals (i.e. citizens) living in the country;
- (b) Seychellois nationals employed in the country;
- (c) Foreign nationals (i.e. non-citizens) living in the country;
- (d) Foreign workers living in the country.

Administrative records generate data from five other population groups:

- (a) Entry of nationals (i.e. citizens) currently resident abroad;
- (b) Exit of nationals leaving the country to live abroad;
- (c) Exit of nationals leaving the country temporarily;
- (d) Entry of foreign nationals (i.e. non-citizens) coming to live in the country;
- (e) Foreign nationals staying in the country temporarily.

The frequency or periodicity of data collection varies depending on the type of data being collected. A national census was last conducted in Seychelles in 2022, with the collected data processed in the same year and the census report published in March 2024. There will be 16 thematic publications to supplement the report, with one focusing on migration.

The Labour Force Survey was first conducted in 1985, initially every five years, and then quarterly since 2014. It was suspended due to the COVID-19 pandemic, with data collection, analysis and dissemination last carried out in the fourth quarter of 2020 until its resumption in 2023. Migration and tourism statistics, on the other hand, have continuously been collected. With a view to enhancing evidence on migration, the NBS plans to collect data on migrant workers in the private sector.

The Population and Housing Census and the Labour Force Survey collect various data that cover all age groups. For certain census modules, such as the labour module, data subjects are limited to persons aged 15 years and older;<sup>9</sup> all ages are routinely covered in migration and tourism statistics. Census and administrative data include demographic and migration-related characteristics. Five essential demographic characteristics covered by both the Population and Housing Census and the Labour Force Survey are age, sex, marital status, educational attainment and household size. Of these, only age and sex are part of migration and tourism statistics. International migration-related data from across these sources are as follows:

- (a) Sex (all three sources);
- (b) Age (all three sources);
- (c) Country of birth and country of nationality (Population and Housing Census);
- (d) Country of (permanent) residence (migration and tourism statistics);
- (e) Reason for departure (for Seychellois residents) (migration and tourism statistics);
- (f) Number of foreign workers in the country (Population and Housing Census);
- (g) Year of arrival in Seychelles (for foreign nationals) (Population and Housing Census);
- (h) Intended duration of stay in Seychelles (for foreign nationals) (migration and tourism statistics).

There are no memorandums of understanding in place between the NBS and other government agencies for the collection of migration data. The NBS relies on an unspoken understanding and trusts that it can obtain data from them.

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<sup>9</sup> The ILO recommendation and minimum legal age for employment is 15 and above – except for certain workplaces, such as casinos and bars, where it is 18 and above.

### 3.1.2. Immigration and Civil Status Department

The Immigration and Civil Status Department (ICSD) operates under the aegis of the Ministry of Internal Affairs and operates these units:<sup>10</sup>

- (a) Work Permit Section;
- (b) Permanent Residence and Citizenship Section;
- (c) Passport Section;
- (d) Airport Section;
- (e) Enforcement Section;
- (f) Civil Status Division;
- (g) Customer Service Centre.

Results of the stakeholder mapping exercise show that the Civil Status Office collects data on foreign-born persons in Seychelles, whereas the Immigration Department collects data on non-citizens living in the country, returning citizens and migrant workers. The Permanent Residence and Citizenship Section of the Immigration Department collects data on births, deaths and marriages; individual status as citizen, permanent resident or resident; and deportations and repatriations, whereas the Passport Section collects data on non-citizens with a Seychellois parent(s).

The main form of migration to Seychelles is labour migration, and migrants represent approximately one third of the total labour force. The migrant labour force has a complex composition, with migrants employed in various economic sectors, including agriculture, trade, manufacturing and services. As migration has historically been mostly “temporary”, it was not an area of focus for the government until recently. The perception of migration is changing, and migrants, including especially labour migrants, are increasingly recognized as agents of economic development.

Seychelles experiences low levels of irregular migration.<sup>11</sup> An “Inadmissible Persons Holding Facility” at the Seychelles International Airport holds arriving persons that fail to meet the country’s entry requirements.<sup>12</sup> Compared to the detention centre maintained by the Coast Guard, the airport holding facility is equipped with proper sleeping and shower amenities that can cater to five persons in custody at any one time. The employer is responsible for the repatriation (including in terms of shouldering the cost) of a migrant worker deemed

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<sup>10</sup> One of few examples is the case of fishermen (from Sri Lanka, Madagascar and other countries) apprehended for illegally fishing in its exclusive economic zone (EEZ) (*Seychelles News Agency*, 2024). The ICSD website is available at [www.ics.gov.sc](http://www.ics.gov.sc).

<sup>11</sup> Information obtained during the consultation with ICSD (Mahé, Seychelles, April 2023).

<sup>12</sup> Information obtained during the consultation with ICSD (Mahé, Seychelles, April 2023). See also: *Seychelles Nation*, 2016



inadmissible to Seychelles. If there is no employer responsible, then the Seychelles Police<sup>13</sup> is responsible.

ICSD shares monthly updated data, organized in spreadsheets, with the Employment Department upon request. The data guides the department in developing a national human resource development plan, as it helps in assessing labour market demand, and is used in statistical bulletins and reports. The main statistics shared by ICSD are (a) number of active foreign workers and (b) number of work permits issued.<sup>14</sup>

Any data linked to a gainful occupation permit (GOP) is based on information received from the employer. Further harmonization and standardization of information received from employers is clearly needed. The Government of Seychelles intends to develop an online platform for GOP applications. The platform would also allow for the integration of migration data, particularly those currently collected by the Department of Immigration and the Department of Employment. Data collected by ICSD is used in results-based management, for instance, to justify budget and resource allocation proposals with the Ministry of Finance. The data could also be used as “evidence” and basis of the need to improve immigration laws.

Asylum-seekers have historically been few in Seychelles. Among the rare cases are those of two Yemenis in 2022 and one Afghan in 2023. There is no formalized procedure, and asylum-seekers are dealt with ad hoc, in coordination with the Office of the United Nations High Commissioner for Refugees (UNHCR).<sup>15</sup>

### 3.1.3. Ministry of Employment and Social Affairs

At the Ministry of Employment and Social Affairs, the Labour Migration Division<sup>16</sup> is responsible for managing migration data. Its main role is to ensure the effective management of the employment of non-Seychellois, and its more specific functions include:

- (a) Processing requests for employment permits for non-Seychellois;
- (b) Carrying out periodic visits to local companies to monitor the implementation of the Localization Plan and Policy;<sup>17</sup>
- (c) Ensuring that employers submit copies of their non-Seychellois employees' employment contracts for attestation;

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<sup>13</sup> The police force in Seychelles is a national body that falls under the control of the National Commissioner of Police, who is appointed by the President, subject to the approval of the National Assembly. (The website of the Seychelles Police is available at [www.police.gov.sc/about-us/about-us](http://www.police.gov.sc/about-us/about-us).)

<sup>14</sup> Information obtained during the consultation with ICSD (Mahé, Seychelles, April 2023).

<sup>15</sup> The Government cooperated with UNHCR and other humanitarian organizations to provide protection and assistance to refugees, returning refugees and asylum-seekers, as well as other persons of concern (see, e.g. United States, Department of State, 2023).

<sup>16</sup> The Labour Migration Division website is available at [www.employment.gov.sc/labour-migration-division](http://www.employment.gov.sc/labour-migration-division).

<sup>17</sup> A plan by the Government of Seychelles to increase participation of Seychellois in the labour force, especially in more senior roles, and avoid overreliance on foreign employees.

- (d) Verifying that all the employment contracts of non-Seychellois workers are in line with the Employment Act (1995);
- (e) Keeping regular contact with the Immigration Division and other stakeholders to monitor matters in relation to the employment of non-Seychellois;
- (f) Ensuring the welfare of non-Seychellois workers in the country.

The Labour Migration Division produces labour market statistics, including data on the employment of non-Seychellois. Non-Seychellois applied for 17,156 jobs in 2021 – higher compared to 10,591 in 2020 and 13,614 in 2019 (i.e. pre-pandemic). In 2021, the Employment Department approved the employment of non-Seychellois in 14,671 jobs – that is, 85.5 per cent of all applications for non-Seychellois, a rate higher than in both 2020 (8,565, or 80.9% of all applications) and 2019 (10,522, or 77.3% of all applications). The following statistics on non-Seychellois job applications are produced monthly: total number of posts applied for, number of new applications and number of renewal applications. Some demographic data on non-Seychellois workers, including professional or work skills, are not being collected.

Data standardization across government entities is lacking.<sup>18</sup> For example, while the Ministry of Employment and Social Affairs uses the United Nations' International Standard Industrial Classification of All Economic Activities (ISIC) (a set of economic activity categories that can be utilized in the collection and reporting of statistics according to such categories (the ISIC is now on its fourth revision)) (DESA, 2008), ISIC is not used by the Department of Immigration. There are challenges with existing data, including the fact that employers often do not provide adequate information on specific posts for government entities to classify them according to the International Standard Classification of Occupations (ISCO-08)<sup>19</sup> (International Labour Organization, 2012).

A non-Seychellois application database is used to record applications for the hiring of non-Seychellois workers. Data is retrieved from the Non-Seychellois Employment Application Form, which is filled out by employers. The database stores details about the employer, including available posts in their companies, and information on non-Seychellois workers, such as whether the employer has identified a non-Seychellois candidate and when the employment of a non-Seychellois worker is being renewed. Data entry is performed by the Labour Migration Division's desk officers and updated by the processing officers once the application is completed.

A new platform is being developed to mitigate some of the challenges mentioned. Further improvements are being achieved with the creation of new databases featuring new fields for data pertaining to localization and the welfare of non-Seychellois workers. Currently at the implementation phase, the new databases are expected to address weaknesses identified in previous and existing databases.

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<sup>18</sup> Information obtained during the consultation with the Labour Migration Division of the Ministry of Employment and Social Affairs (Mahé, Seychelles, April 2023).

<sup>19</sup> The last ISCO update was in 2008 (thus "ISCO-08").

Data is high on Seychelles' political agenda, but a framework on how to support the development of data, existing and new, is missing.<sup>20</sup> Stakeholders in Seychelles need to break up silos and allow common access to certain data, as data is currently fragmented across different systems. Furthermore, increased technical expertise is required to be able to produce analytical reports.

The Ministry of Employment and Social Affairs has been reviewing its processes to understand how to better define job positions within it in order, for example, to ensure that it has staff with the right analytical capabilities. While human resource planning has proven difficult, particularly in terms of obtaining more staff that produce data and statistics, the COVID-19 pandemic has shown that it is possible to get a budget increase for new positions. Since statistical reporting had become more important, and the ministry could prove an increase in case volume through its weekly management reporting to the Government, it was consequently able to convince the Ministry of Finance to grant them the budget for two additional positions.

The Ministry of Foreign Affairs set up the Diaspora Unit in July 2021 to promote the interests of Seychellois nationals abroad; engage and interact with them, including by responding to their queries; and provide the necessary guidance on engaging with the home country. The Diaspora Unit has dedicated a hotline number and an email address for the diaspora, as well as a Facebook page with regular updates and relevant information on matters of national interest. A diaspora register has been set up into which overseas Seychellois can enter the following data on a voluntary basis: first name, last name, Seychelles national identification/passport number, current country of current residence, email address, telephone number, overseas address, fax number and occupation category (dropdown list options: "employed", "self-employed", "student", and "other").<sup>21</sup> The data is not used for analysis, but only for internal reporting.<sup>22</sup>

#### 3.1.4. Employment in the Seychelles International Trade Zone

The Seychelles Financial Services Authority (FSA)<sup>23</sup> is an autonomous regulatory body responsible for non-bank financial services in Seychelles. Established through the Financial Services Authority Act (2013), the FSA is responsible for licensing and regulating non-bank financial service providers by enforcing regulatory and compliance requirements and monitoring the conduct of business in the non-bank financial services sector in Seychelles. In addition, it is the responsibility of the FSA to regulate business activities within the International Trade Zone (ITZ), which are a migration-related concern, as companies in the zone employ migrant workers.

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<sup>20</sup> Information obtained during the consultation with the Labour Migration Division (Mahé, Seychelles, April 2023).

<sup>21</sup> Information obtained during the consultation with the Ministry of Foreign Affairs (Mahé, Seychelles, April 2023).

<sup>22</sup> As noted in the responses to the Mapping and Assessment Questionnaire.

<sup>23</sup> The FSA website is available at <https://fsaseychelles.sc/about/who-we-are>.

A company licensed under the International Trade Zone Act (1995) (“ITZ Act”) is considered extraterritorial, that is, a company outside of Seychelles. Therefore, some specific laws listed in the non-applicability schedule of the ITZ Act do not apply to these companies. The FSA is mandated to license, regulate and supervise all the activities performed within the.

The Employment Act (1995) is one of five pieces of legislation that do not apply to ITZ-licensed companies. Labour-related legislation that target the ITZ include the International Trade Zone (Employment) Regulations (1997) and the International Trade Zone (Conditions of Employment) Order (1997). The FSA regulates and administers employment matters within the ITZ framework (*Seychelles Nation*, 2022).

The rationale behind having a separate set of employment regulations for ITZ-licensed companies is that given the FSA was already regulating the ITZ framework and understood the needs of these companies, the Government decided to allow it to regulate employment matters within the ITZ, in order to streamline and reduce the workload of government ministries. Furthermore, ITZ companies being subject to their own set of employment regulations different from that of other sectors is a competitive advantage practice common among free trade zones around the globe.

Given the type and nature of business activity conducted by ITZ-licensed companies, they are in constant demand for more labour, both skilled and unskilled. All work permit applications for non-Seychellois workers in ITZ companies are submitted to the FSA. Applications made by ITZ- companies and endorsed by the FSA are exempt from the payment of the GOP fee. The FSA verifies and submits application documents to the Employment Department for the approval of foreign appointments to posts in ITZ companies, judging applications on merit and the non-availability of skilled Seychellois to fill these jobs. As per the usual procedure, the Employment Department approves the appointment of a foreign worker in an ITZ company, after which the Immigration Department issues the work permit.

The FSA, as the government body in charge of regulating all matters concerning the ITZ, conducts worksite visits to ITZ-license companies, during which they carry out health and safety checks, asking employees questions about their working conditions and workplace treatment. Conversations between employees and FSA inspectors are treated as highly confidential. Based on findings from such visits, the FSA assesses employers and makes recommendations for improvement. Follow-up visits are regularly conducted to assess compliance with the recommendations of the FSA. A foreign worker at an ITZ company who believes they have been wrongfully terminated from work may initiate a grievance procedure with the FSA, free of charge. The worker has 14 days to register their grievance with the authority. Upon registration and submission of all necessary documents by the complainant, the authority has 42 days to investigate and issue a determination.

The FSA performs data-related tasks. Specifically, it collects information on the sex, age and nationality of applicants and workers, as well as job titles to be occupied. These data are collected quarterly and recorded in spreadsheets. The authority also obtains copies of curriculum vitae, academic certificates and medical certificates during the job application process.

The main differences in the legal provisions governing the employment of migrant workers in the ITZ, versus those outside, are summarized in Table 1.

**Table 1. Legal framework governing the employment of non-Seychellois workers**

Employment Act (1995)	ITZ (Employment) Regulations (1997)
Section 67. Non-Seychellois workers  Non-Seychellois workers are not exempt from the provisions of the Act and shall enjoy the same terms and conditions of employment as are applicable to Seychellois workers but may be given additional benefits and privileges as the competent officer may authorize.	Regulation 41. Non-Seychellois workers  Non-Seychellois workers are not exempt from the provisions of the Regulations and shall enjoy the same terms and conditions of employment as are applicable to Seychellois workers.
Special provisions relating to non-Seychellois workers pertaining to grievance procedures (schedule 1, part IIA) and serious disciplinary offences (schedule 2, part IIA).	No such provisions.

Table 2 shows the breakdown of the workforce of ITZ-licensed companies into migrants and local workers.

**Table 2. Seychellois and non-Seychellois workforce in the International Trade Zone**

ITZ company*	Licence type (based on nature of business)	No. of non-Seychellois employees	% share of non-Seychellois employees	No. of Seychellois employees	Percentage % share of Seychellois employees	Total no. of employees
1. A	Light assembly	0	0	33	100	33
2. B	Redistribution	1	11	8	89	9
3. C	Processing	0	0	3	100	3
4. IOT	Processing	1 386	77	407	23	1 793
5. E	Processing	1	13	7	88	8
6. F	Processing	1	50	1	50	2
7. G	Processing	1	33	2	67	3
8. H	Redistribution	1	33	2	67	3
9. J	Export services	1	33	2	67	3
10. K	Export services	4	100	0	0	4
11. L	Processing	3	60	2	40	5
12. M	Export services	1	33	2	67	3
13. N	Manufacturing	17	81	4	19	21
14. P	Export services	44	35	81	65	125
15. Q	Redistribution, processing and manufacturing	4	31	9	69	13
16. R	Export services	2	3	74	97	76
17. S	Redistribution	No employees	n.a.	No employees	n.a.	0
18. V	Light assembly	2	100	0	0	2
<b>Total</b>		<b>1 469</b>	<b>71</b>	<b>637</b>	<b>29</b>	<b>2 106</b>

Note: \*Only codes are given, not actual company names.

The FSA receives and manages complaints filed by employees in the ITZ. Some of the complaints commonly received relate to the following:

- (a) Mistreatment at work;
- (b) Incorrect computations of monetary remunerations;
- (c) Unfair redundancy processes;
- (d) Non-payment of bonuses and other benefits.

### 3.1.5. Seychelles Human Rights Commission

The Seychelles Human Rights Commission (SHRC) does not engage in migration data management per se, since it is not part of the organization's mandate under the Seychelles Human Rights Commission Act (2018). As such, the SHRC cannot accurately speak about the country's migration data management systems.

When a complainant visits the SHRC to register an alleged human rights violation, standard procedure calls for the completion of an enquiry form and subsequently a complaint form, should the complaint meet the criteria of the SHRC. The first part of each form asks for the following information:

- (a) Full name of the complainant;
- (b) Local address of the complainant;
- (c) Date of birth of the complainant;
- (d) Country of permanent residence of the complainant;
- (e) Seychelles telephone number of the complainant and/or designated contact person(s);
- (f) Email address of the complainant;
- (g) Nationality of the complainant;
- (h) National identity number or passport number of the complainant;
- (i) Spoken language(s) of the complainant and whether they require an interpreter (for non-English and non-French speakers);
- (j) Sex of the complainant (for statistical record-keeping purposes).

The second part of the complaint form asks for details of the complaint, where the human right that has allegedly been violated is laid out. The forms are stored both physically (i.e. paper forms) and electronically by the SHRC Registrar. While there is valuable (migration-related) data in these forms, they remain unutilized. This is an example of migration data existing but not being used as part of understanding migration through statistics.

The SHRC Annual Report (which the SHRC is mandated to submit to the Minister of Finance, who, in turn, presents it to the National Assembly) provides both written and visual data in the following categories, among others:

- (a) Human rights (i.e. which human rights were alleged to have been violated during the course of the year, and how many complaints were received for each of these rights);
- (b) Sex (i.e. how many males and how many females filed complaints for each category of alleged human rights violation during the annual reporting period);
- (c) Mode of enquiry (i.e. how many complaints were registered through walk-ins, email, conventional mail and telephone);
- (d) Frequency distribution of complaints by respondent institution (i.e. which responsible government and/or private bodies are implicated in the complaints registered during the year and how many times have they been implicated).

### 3.1.6. Central Bank of Seychelles

The Central Bank of Seychelles was officially established on 1 January 1983. Monitoring and estimation of remittances and related statistics falls under the ambit of national balance-of-payments accounting,<sup>24</sup> as provided for in section 32 of the Central Bank of Seychelles Act (2004), as amended. Remittance data is produced in a consolidated manner, and remittance data may be shared by the Central Bank upon request. Remittance estimates, as part of the national balance of payments, are published quarterly on the Central Bank's website.

The Central Bank has no data-sharing agreements with other migration data producers in Seychelles, but it maintains exchanges with them as frequently as necessary.

## 3.2. Gaps and challenges in migration data collection, analysis and dissemination

As recognized by all entities involved in the migration data assessment exercise, Seychelles needs to acquire timely, quality, reliable and disaggregated data to bolster migration national policy implementation and advance national development. Such an effort will ensure alignment with broader developmental objectives, including those of Seychelles Vision 2033, the 2030 Agenda for Sustainable Development, the Global Compact for Migration, MIDSA recommendations and the African Union's Agenda 2063, among other initiatives.

No authority or coordinating body in Seychelles is responsible for the standardization of migration data, resulting in its insufficient quality and comparability. Existing migration data

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<sup>24</sup> Balance-of-payments statistics are compiled in accordance with the *Balance of Payments and International Investment Position Manual* (sixth edition) of the International Monetary Fund (IMF, 2013).

sets are not standardized in a nationally or internationally agreed-upon format. No authority has yet taken the lead in coordinating and establishing a forum for driving the standard-setting agenda. While both the NBS and the ICSD have expressed a need for migration data standardization and shown interest in leading the process, they are also hampered by limited resources, which seems to be the main obstacle to taking such a lead.

In addition, government institutions that handle and manage migration data tend to work in silos. Data-sharing is not common, and a lack of coordination among institutions has been observed. As a result, policy formulation, implementation and evaluation are not optimized. An established and agreed-upon coordination mechanism can make migration data more efficient and effective.



# 4. Migration data collection

## 4.1. Sources of migration data

There exist a number of migration data sources in Seychelles. The main ones are outlined in this section.

**4.1.1. Population and Housing Census.** A key source of migration data in Seychelles, the Population and Housing Census collects individual migrants' data, including sex, age, country of birth, education, disability, occupation, employment status and the economic sector where they are employed. The last census was conducted in 2022, with the latest census report published in 2024 (see NBS, 2024). This report will be supplemented by 16 forthcoming thematic publications, with one focusing on migration.

**4.1.2. Labour Force Survey.** The Government of Seychelles collects data on migrant workers through the Labour Force Survey, disaggregated by sex and average monthly wage.<sup>25</sup>

**4.1.3. Quarterly formal employment and earnings statistics** are compiled according to an internationally agreed-upon classification based on ISIC (revision 4). For para-Statal and government sectors, average monthly employment numbers are reported, disaggregated by sex and nationality (to be specific, local versus expatriate).<sup>26</sup>

Remittance data are produced as part of the balance-of-payments estimates and are published on the NBS website quarterly.

## 4.1.4. Administrative data

Administrative registers, such as registers of migrants, and other administrative records, such as those tracking applications for residence permits, GOPs and asylum, and other data collected at borders or ports, could provide further data relevant to migration. Most entities reported not collecting migration-related data. There is very little evidence of what kinds of data are compiled into files and shared between various government entities, such as ministries.

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<sup>25</sup> The Labour Force Survey is conducted by NBS. However, it does not show the true number of migrant workers, since the sample frame only includes "normal" households and excludes "institutional" households, where the majority of migrants reside. (The Labour Force Survey data sets are available at <https://webapps.ilo.org/surveyLib/index.php/catalog/5245>.)

<sup>26</sup> In this particular publication, sex disaggregation is only available for the government/public sector.

### *Immigration sources*

The Seychelles Electronic Border System,<sup>27</sup> established in 2020 through the signing of a memorandum of understanding between Seychelles and Travizory Border Security,<sup>28</sup> aids in the management of arrivals and immigration procedures. All travellers are required to complete immigration procedures when travelling to and from Seychelles, with different requirements for travel to Seychelles for residents and work permit holders versus visitors.

As per the Immigration Act (1981), as amended, all visitors to Seychelles must apply for digital travel authorization. A digital form must be completed pre-arrival and, once authorization is granted, serves as approval for travel to Seychelles. Immigration authorities reserve the right to deny entry to arriving persons without the proper authorization. There are fees associated with this service.

Required information when filing for digital travel authorization include the following:

- (a) Valid passport;
- (b) Digital passport photo (a “selfie” taken with a mobile phone may be acceptable);
- (c) Contact information;
- (d) Trip information or itinerary;
- (e) Airline booking confirmation (digital copy of the airline booking confirmation that clearly shows the arrival and departure dates);
- (f) Accommodation booking confirmation (digital copy of the booking confirmation for each location of the applicant’s stay in Seychelles, indicating the name of the hotel or guesthouse, boat charter name or name of employer (for arriving migrant workers)) or a letter of invitation for those visiting friends and/or family;
- (g) Credit or debit card.

A residence permit may be granted to a person who:

- (a) Is not a prohibited immigrant;
  - (b) Has family or domestic connections with Seychelles;
  - (c) Has made or will make special contribution to the economic, social or cultural life of Seychelles.
- (ICSD, 2024)

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<sup>27</sup> The Seychelles Electronic Border System website is available at <https://seychelles.govtas.com>.

<sup>28</sup> Travizory is a Swiss-based company that helps governments digitalize their border entry systems.

A person applying for a residence permit will be required to produce documentary evidence of their financial standing (including bank statements and/or certificates). The permit only allows the holder to reside, but not be gainfully employed, in Seychelles.

The holder of a residence permit is required to be physically present in Seychelles for at least five days out of every twelve months during the validity period of the permit. The permit holder shall secure a bank guarantee of not less than SCR 20,000,<sup>29</sup> submit it to the Chief Immigration Officer (CIO) and allow the CIO to draw out monies required to cover any expenses incurred by the Government in connection with care, treatment, maintenance within or removal from Seychelles of the permit holder and/or their dependents. This is because the holder of a residence permit is not entitled to free medical service or any social security benefit in Seychelles, as per the Social Security Act (1987) and related legislation. During the term of the residence permit, the permit holder must explore opportunities to contribute to economic, social and/or cultural life in Seychelles.

### *Labour statistics*

A gainful occupation permit (GOP) allows its holder to be gainfully employed or self-employed in Seychelles. When applying for a GOP for a non-Seychellois national in the first instance, an (initial) approval certificate must be sought from the Ministry of Employment and Social Affairs, to be attached to the GOP application form itself. A GOP application form should be submitted to the Immigration Department's, at Independence House, Victoria at least one week before the employee is due to start work. The same procedure applies for an extension of GOP validity or a change in the employee's post, job title or duties. A prospective employee may not enter Seychelles and take up employment without first obtaining a GOP. A GOP application form is completed on behalf of the applicant by their prospective employer, and in the case of a self-employed applicant, by the applicant themselves (ICSD, 2024).

### *Use of administrative data*

There is no consistent use in policymaking or analytical reporting of administrative data collected by immigration (at entry points to the country) or labour authorities (through the GOP application process). Table 3 presents an overview of migration data collection, which remains rather limited. It lists down the types of data that are officially collected, whereas the migration data assessment exercise showed that there are other migration-related administrative data that are not captured as official statistics. It is essential to capture far more data and to do so more frequently than is the case at the moment.

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<sup>29</sup> As at 27 March 2024, USD 1 = SCR 13.50 (XE.com, 2024).

**Table 3. Collection of key migration data**

Category of person	Types of data collected	Method of data collection	Frequency of collection	Responsible authority
Foreign-born persons in Seychelles	Sex, age, nationality, marital status, education, religion, employment and housing	Population and Housing Census	Every 10 years	NBS
Non-citizens in the country	Sex, age, nationality, marital status, education, religion, employment and housing	Population and Housing Census	Every 10 years	NBS
Returning Seychellois citizens	Sex, age, nationality, marital status, education, religion, employment and housing	Population and Housing Census	Every 10 years	NBS
Seychellois citizens living abroad	n.a.	n.a.	n.a.	n.a.
Non-citizens with a Seychellois parent	Sex, age, nationality, marital status, education, religion, employment and housing	Population and Housing Census	Every 10 years	NBS
Migrant workers* (labour migrants)	Sex, age, nationality, marital status, education, religion, employment and housing	Population and Housing Census	Every 10 years	NBS
	"General information" (sex, age, nationality, post to be occupied)	Administrative data (recorded in spreadsheets by Employment Department during the GOP application process)	Quarterly	Employment Department
Non-citizen investors	n.a.	n.a.	n.a.	n.a.
Internal migrants	n.a.	n.a.	n.a.	n.a.
Refugees	n.a.	n.a.	n.a.	n.a.
Asylum-seekers	n.a.	n.a.	n.a.	n.a.
Others	Number of GOP applications and approvals for the employment of non-Seychellois workers	Administrative data	At each submission and approval (daily)	Employment Department

Note: \*As per the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families: "A migrant worker is a person who is to be engaged, is engaged or has been engaged in a remunerated activity in a State of which he or she is not a national." (IOM, 2019:136)

Table 4 provides a list of the categories of migration-related data collected by the NBS, as reported by representatives in the Mapping and Assessment Questionnaire.

**Table 4. Data collected by the National Bureau of Statistics**

Data	Population and Housing Census	Surveys
1. Country of birth	Yes	Yes
2. Country of citizenship	Yes	Yes
3. Duration of stay in Seychelles	Yes	No
4. Countries of birth of parents	Yes	No
5. Place of previous residence	No	No
6. Duration of stay in the current residence	Yes	No
7. Sex	Yes	Yes
8. Age	Yes	Yes
9. Culture or ethnicity	No	No

Data	Population and Housing Census	Surveys
10. Religion	Yes	No
11. Developmental stage	No	No
12. Accompanied or unaccompanied	No	No
13. Regular or irregular migrant status	No	No

In the 2019 year-end statistical bulletin issued by the NBS, one short paragraph (out of a total of 28 pages) makes explicit mention of migration: “The net migration figure of 230 persons for 2019 was composed of 1,142 males and –912 females (Table 10)” (NBS, 2019). Notes to Table 2 in the bulletin mention migration in passing – specifically, if migrants have been included in certain population estimates or not.

In the “Migration and Tourism Statistics 2020” report, the migration situation has relatively little prominence, with only one paragraph mentioning it (although it features in 4 out of 19 tables):

There has been a net migration of –1,569 persons in 2020, representing a decrease of –1,799 persons compared to 2019. This net migration of –1,569 persons is accounted for by a net loss (–4,003) in long-term migrants, a net loss (–1,526) in short-term migrants and a net gain (+3,960) in residents who were absent for short periods. Details on the age and sex distribution of migrants in 2019 are shown in Table 17. (NBS, 2021)

Information on the present migration situation in Seychelles is not available on the United Nations Network on Migration/Migration Network Hub or the International Migration Review Forum 2022.

## 4.2. Gaps and challenges in migration data collection

Migration-related data is collected in Seychelles through different methods and tools, such as the Population and Housing Census and other NBS-led surveys; quarterly formal employment and earnings monitoring; and administrative processes and registers, such as the Seychelles Electronic Border System, the Digital Travel Authorization platform and work permit (GOP) applications for non-Seychellois prospective employees. However, the lack of consistent use of migration data hinders its use in policymaking and analytical reporting.

Government bodies collect data mostly for their “own” use, including if such data are required by other entities for administrative purposes. Thus, data is collected for a narrow purpose and does not serve whole-of-government purposes. There is often a lack of awareness of the value of data collection, and stakeholders who participated in the assessment exercise did not know what kinds of data was available or not, and which ones were useful as regards the issue of migration. This leads to gaps in the development of, for instance, evidence-based policy, long-term planning and resource allocation.

One such example of a gap stems from a lack of data on place of previous residence. By not collecting this information, Seychelles misses out on understanding the full picture of who migrants are, where they are, where they come from, when they moved and why they migrated (DESA, 2012). Furthermore, it makes it difficult to compare statistics on migrants in Seychelles with statistics on their co-nationals in other countries of destination.

With the NBS mostly treating migration data from a demand-driven perspective, it will be difficult to raise awareness about the importance of investing in data collection to enhance migration policymaking. At the moment, there is a gap between the untapped potential of migration data for policymaking and the actual focus on it.

## 5. Definitions, standards and quality of data

There have been discussions among key stakeholders, such as ICSD, the Ministry of Employment and Social Affairs, and the Public Health Authority to improve data classification and coverage. A short training session was conducted by the NBS for the Immigration and Employment Departments at the request of the latter. In addition, NBA organized a labour migration workshop on data production and review of indicators in preparation for the labour market information system that was being set up.

At any rate, government organizations continue to use different systems of standards for classification in their data collection activities. The Employment Department uses ISIC, a set of economic activity categories that can be utilized in the collection and reporting of statistics according to such categories (DESA, 2008). The NBS uses international classification systems, such as the aforementioned ISIC, and other standards established by DESA, and to ensure quality, data collected from censuses is cross-checked with related data from administrative sources, as well as applying standards set by the United Nations Statistics Division (e.g. a set of core questions on migration that are recommended for the national censuses). The Immigration Department has devised its own, internal classification system.

The Employment Department collects statistics on applications and approvals for the employment of non-Seychellois workers, but not their personal data. The department has a statistics unit that oversees the collection of administrative data and is developing a database for the same. Training on data collection and the use of the database is being provided by NBS statistics officers.

The FSA ensures that counts of migrant workers are properly recorded for each ITZ company and compares them with the number of Seychellois workers in these same companies. An important question is how FSA data can be integrated into a consolidated migration data system.

There is no evidence of shared understanding of definitions, standards and quality of migration data. The examples given thus far are of individual government institutions adopting international definitions and standards for their own use. It is sometimes the case that one institution, but not another, uses a certain international standard classification system. As such, when government institutions share data with each other, definitions and standards often do not match, with the transfer of data from ICSD to the Employment Department being an example. ICSD does not use ISIC standards, whereas the Employment Department does.

Needless to say, a consolidated framework that integrates the many different alternative, and even competing, data definitions and standards does not exist, as they have not been agreed to have the same level of timeliness, comparability and reliability, among others.

## 5.1. Gaps and challenges in harmonizing definitions and standards and ensuring data quality

If different definitions and standard classification systems continued to be in use across the Government of Seychelles, it will not have an accurate picture of the stocks and flows of migrants in the country. It will not be possible, for example, to measure progress on the labour migration objectives stated in Vision 2033, and general annual planning for the labour market will also be hampered by the lack of accurate and comparable data.

Compounding the problem is a lack of data aggregation and statistical cross-referencing. As an example, the monitoring the number of GOP applications and approvals for non-Seychellois workers without collecting at least some of their personal data makes it impossible to monitor the cohort of migrant workers over time.

Although there is an awareness of United Nations-recommended migration terminology and concepts, they are used only to a limited extent. While such terminology and concepts are only intended as recommendations and very few countries adopt them exactly as defined, they still offer direction for the Government. If migration-related terminology and concepts are defined and agreed upon by government entities, it would make it easier to compare statistics on migrant population stocks and migration flows across countries (United Nations Expert Group on Migration, 2021).

Most importantly, the absence of a well-coordinated and dedicated forum for the coordination and development of common definitions, standards and quality of data hinders Seychelles from creating a modern migration data framework. The country thus misses out on the benefits of utilizing already available data.



## 6. Migration data storage and data processing

To the extent that government institutions store and secure the data they collect, this is done unilaterally and usually on the relevant institution's premises. Servers, backup servers and file transfer servers are reportedly used. Storage capacities of these servers range from none to between 27.4 MB and 4 TB (using Microsoft Access Database). No cloud solutions were reported to be in use. Hardware resources used for migration data management by government institutions with very different specification levels. As an example, the NBS relies on only one server, kept on its premises. NBS staff have laptops, which they can use at home. ICSD also has a server on its premises, in a protected room managed by its ICT department. Staff can only work on their computers at the office, with the exception of two managers that have laptops which they can use at home as well. The Employment Department uses Windows Server 2016, with 4 TB storage and 16 GB RAM, located in a locked room and connected to the Internet only to download system updates. Network security is managed by its ICT department.

### 6.1. Gaps and challenges in data storage and processing

There is no consolidated migration data storage framework. Each government institution has its own system of storing and securing data. On-site physical storage might be adequate and sufficiently secure; however, the absence of local back-ups and non-use of cloud solutions are gaps in data storage and make data more vulnerable. A threat assessment by World Bank (2018) goes as far as to state that “[a]ll ICT systems are at risk of compromising incidents, driven both from without and within. This threat is exacerbated by a lack of security investment, especially in regular penetration testing.”

The use of hardware resources for migration data management with very different specification levels clearly constitutes a risk of future interoperability between institutions. There will likely be many situations where migration data cannot be shared and communicated between stakeholders because of both hardware and software issues.

The workability of the current data storage and processing systems is highly dependent on the fact that the volume of data is still manageable, and that data management is confined to a rather simple, localized level. However, as data evolves in the future, there could very soon be challenges with handling volume, harmonizing data from different sources and in different formats, ensuring the quality and accuracy of data, and managing data efficiently.



## 7. Migration data-sharing and dissemination

The Immigration Department, the Ministry of Foreign Affairs and the FSA-ITZ do not make their data available to the public and only share it with other government institutions. The Employment Department publishes data and disseminates it to the public in an aggregated data table format, with special tabulations generated for certain types of users. The NBS similarly publishes and disseminates aggregated data, and special tabulations can be requested.

There are no official memorandums of understanding on data-sharing among migration data producers and users in the Government. The NBS, for example, shares data upon request (either verbal or written). Conversely, the bureau requests and receives data for statistical compilation from administrative sources, where they are known to exist, drawing authority from the National Bureau of Statistics Act (2010). The Immigration Department sharing monthly work permit data with the Employment Department is another example. Not much data is reported to be disseminated and published from administrative sources (Table 5).<sup>30</sup>

**Table 5. Administrative sources of migration data**

Source	Type of migration collected	Form of data dissemination/publication	Frequency of dissemination/publication	URL
Border Control and Support Divisionl (Immigration Department)	Age, sex, country of permanent residence, purpose of visit, resident type and category of person (see Table 3 for a full list)	Statistical reports/bulletins (e.g. mid-and end-of-year population bulletins, Tourism and Migration Statistics reports) <sup>a</sup>	Biannual and annual	<a href="http://www.nbs.gov.sc">www.nbs.gov.sc</a>
For non-Seychellois workers: Employment Department (GOP applications) Immigration Department (GOP application approvals)	Number of GOP applications for non-Seychellois workers (Employment Department) and number of approved GOP applications (Immigration Department), disaggregated by industry, occupational group, and whether the application is of the first instance or a renewal	Statistical reports/bulletins and stand-alone statistical tables	Monthly, quarterly, biannual and/or annual	<a href="http://www.employment.gov.sc">www.employment.gov.sc</a> <sup>b</sup>

Notes: <sup>a</sup> From the responses of the NBS to the Mapping and Assessment Questionnaire.

<sup>b</sup> From the Department of Employment's responses to the Mapping and Assessment Questionnaire.

<sup>30</sup> From the responses of stakeholders (other than the NBS) to the Mapping and Assessment Questionnaire.

Aside from those listed in Table 5, other types of administrative data are disseminated by government institutions to inform policymaking and for general public knowledge. In addition, aggregated data and special tabulations can be requested. Some examples of data publications are the Population and Housing Census and the Migration and Tourism Statistics reports. The Employment Department publishes both biannual and annual statistical bulletins on labour<sup>31</sup> and employment data and quarterly statistical reports.<sup>32</sup>

Data-sharing and dissemination raises the question of data protection, especially as regards personal data. A key piece of legislation is the Data Protection Act (2023), supplanting an earlier version (from 2003), which was enacted to provide individuals with privacy rights regarding the processing of personal data. The Act, however, is not yet in force at the time of this writing (OneTrust DataGuidance, 2024).

### 7.1. Gaps and challenges in migration data-sharing and dissemination

With government institutions not sharing (most of) the available migration data with each other and with the public, Seychelles misses out on some important benefits. As one example, the Government is unable to utilize important information that can inform key policies such as Vision 2033, specifically its labour migration element.

Economic development is another area where the Government is missing out because of the lack of available, shared migration data. A lack of data-sharing on, for example, labour market demands and skills gaps, hinders the Government and the private sector from identifying opportunities for jobs creation, increased productivity and overall economic growth.

The absence of migration data that is accessible to researchers, academics and civil society organizations hampers research and innovation. It impedes their ability to conduct studies, examine trends and devise creative solutions to challenges associated with migration and limits contributions to societal knowledge and advancement.

Lastly, although data protection standards and protocols ideally derive from national legislation, it should not stop migration data stakeholders from addressing this gap at their respective operational levels. With a clear responsibility to protect the right of individuals to privacy of information, stakeholders can help to ensure data protection by developing standards and by focusing on aggregate migration data.

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<sup>31</sup> Available at [www.employment.gov.sc/e-library/bulletins/2022/statistical-bulletin-on-labor-employment-data](http://www.employment.gov.sc/e-library/bulletins/2022/statistical-bulletin-on-labor-employment-data).

<sup>32</sup> Available at [www.employment.gov.sc/e-library/statistics/quarterly-report-statistics](http://www.employment.gov.sc/e-library/statistics/quarterly-report-statistics).

## 8. Data exchange with organizations outside Seychelles

The migration data assessment exercise found no information about prior communications on routine migration data-sharing, or cooperation on data in general, with the authorities of other countries. As reported by stakeholders, exchange of data between Seychelles and other countries had happened only on an ad hoc basis, for example, at international meetings on migration.

The National Planning Department, under the Ministry of Finance, National Planning and Trade, is responsible for coordinating data collection and compilation to assess national progress made towards the SDGs. There is no specific focus, however, on migration-related SDG targets.

The Immigration and Civil Status Department is responsible for coordinating data collection and compilation for the follow-up to the Global Compact for Migration and the Global Compact on Refugees. No migration data reporting has been delivered by the department to date.

### 8.1. Gaps and challenges in data-sharing with organizations outside Seychelles

A lack of cooperation on migration data, including data-sharing, with authorities in other countries makes it very difficult to gain a comprehensive understanding of migration patterns affecting Seychelles at the present and, importantly, in the future. In other words, how migration to and from Seychelles will impact the country socially and economically will be left to chance if this continues.

By not reporting on migration in the context of the SDGs, Seychelles might not be able address the complex interplay between migration and sustainable development. Hence, the Government might not be able to see how migration can support progress towards the SDGs and ensure that the specific needs and challenges of migrants, as well as Seychelles, as a host country, are considered in policy and development planning.

It is not by chance that Objective 1 of the Global Compact for Migration is a migration data objective: “Collect and utilize accurate and disaggregated data as a basis for evidence-based policies” (United Nations, 2018). If Seychelles fails to meet this objective, it risks developing policies in isolation – policies that are not evidence-based and which cannot be measured against those of the rest of the world.



## 9. National policies, strategies and working groups on migration

All official collection, processing, sharing and analysis of data (including migration data) are undertaken by the NBS and regulated as per the National Bureau of Statistics Act (2010).<sup>33</sup> Seychelles presently has no national migration data management strategy, but as mentioned in a previous chapter, labour migration is considered in Vision 2033.

No institution is currently tasked with leading the formulation of a national migration data management strategy.<sup>34</sup> Similarly, there is no formal coordination mechanism to oversee migration data management in Seychelles.

### 9.1. The migration data landscape in Seychelles

A partial mapping and description of the migration data landscape in Seychelles was carried out with *Migration in Seychelles: A Country Profile 2013* (IOM, 2014). Section A.1 of the Migration Profile covered the different data sources at the time:

#### Part A. Overview of the Population and Migration Trends in Seychelles

##### A.1. International migration data sources in Seychelles

###### A.1.1. Censuses as sources of migration data

###### A.1.2. Census data in Seychelles

###### A.1.3. Sample surveys

###### A.1.4. Administrative data within border management systems

###### A.1.5. Residence permits

###### A.1.6. International databases

Although many parts of the migration system were surveyed for the Migration Profile, it was clear that no comprehensive framework existed. An updated Migration Profile is presently being prepared by IOM and the Government of Seychelles.

In 2020, *Migration Governance Indicators Profile 2020 – Republic of Seychelles* was published. At the time, there was no “national migration strategy, nor [was] there evidence that [Seychelles was] working towards enhancing migration policy coherence at all levels of the Government” (IOM, 2020:15). Today, there is neither a national migration strategy nor a national migration data management strategy.

<sup>33</sup> The full text of the act is available at [www.nbs.gov.sc/images/Act14-NBS.pdf](http://www.nbs.gov.sc/images/Act14-NBS.pdf).

<sup>34</sup> Most stakeholders agree that the Immigration and Civil Status Department would be well placed to do so.

Seychelles collects and publishes migration data annually. Every year, the National Bureau of Statistics publishes a migration and tourism report. The 2019 report includes arrivals data on the number of “new immigrants”, length and purpose of stay, and country of residence, as well as data on the number of departures, disaggregated by purpose of departure, citizenship of departing person, destination continent, and country and month of departure. Data on arrivals of new immigrants, departures of residents, and net migration are disaggregated by age and sex. Additionally, the ICS Department publishes annual statistics on the number of residency and work permits issued to migrants, disaggregated by industry, occupational groups and nationality, but not by sex. (Ibid.:14)

Seychelles has been doing well overall in developing an “e-government” framework (DESA, 2022). It was among the top 100 countries in 2022 in terms of the overall E-Government Development Index (EGDI), with a score above the global average of 0.6102. The following clearly illustrates this achievement:

In Seychelles, significant digital transformation has taken place since the beginning of the COVID-19 pandemic. As highlighted by the Vice President of the Republic of Seychelles, the country has used the digitalization momentum created by the pandemic to introduce innovative changes in the education and public administration systems, taking the country one step closer to realizing the Goals set out in the 2030 Agenda. Digital transformation in the country has not reached its full potential, largely due to the slow speed and high cost of Internet services; however, the Government has been working with telecommunications services to extend Internet accessibility to more segments of the population.” (Ibid.:65)

Despite an awareness of the need to improve data collection, analysis and management, and a special focus on labour migration in Vision 2033, Seychelles has yet to formulate a national migration management strategy.

In the 2020 Migration and Tourism Statistics report (NBS, 2021), the migration situation is given relatively little attention, with only one paragraph dedicated to it:

Migration statistics, 2020 (Tables 14–19). There has been a net migration of –1,569 persons in 2020, representing a decrease of –1,799) persons compared to 2019. This net migration of –1,569 persons is accounted for by a net loss –4,003) in long-term migrants, a net loss –1,526) in short-term migrants and a net gain +3,960 in residents who were absent for short periods. Details on the age and sex distribution of migrants in 2019 are shown in Table 17. (Ibid.)



## 9.2. Gaps and challenges national policies, strategies and working groups on migration

The upcoming update to the Migration Profile, ten years after the first edition, is welcome news, but the Government must carefully consider how to maximize the process, so that the new edition does not become the end-product itself. As IOM put it:

Migration Profiles are more likely to contribute to capacity-building and use of evidence for policy where the exercise is not limited to the production of a report, but where the Migration Profile process involves capacity-building and coordination activities. These elements also ensure greater sustainability and country ownership of the Migration Profile. (IOM, 2018:1)

Having no national migration data management strategy makes it difficult for (highly knowledgeable and dedicated) government staff dealing with migration data to pull in the same direction and manage migration data in a whole-of-government manner. The lack of a migration data management strategy also hinders the fulfilment of, for example, the labour migration goals stated in Vision 2033.

With no institution appointed to lead the formulation of a national migration data management strategy, there is a high risk that the process will not get on track as each institution focuses on its own (busy) agenda. Similarly, with no formal and dedicated coordination mechanism to oversee (daily) migration data management, migration data will remain scattered and incoherent. Both a strategy and a coordination mechanism or body are becoming increasingly important with the country's growing dependence on foreign labour.



## 10. Bilateral and multilateral cooperation on migration

Seychelles has signed various bilateral and multilateral agreements related to migration and has ratified several international conventions. Among global instruments, the country has adopted the Global Compact for Migration (2018) and the United Nations Convention relating to the Status of Refugees (“the Geneva Convention” (1951)). Seychelles has, furthermore, ratified the Convention on the Rights of the Child (1990) and the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (1990). The country has also ratified 38 ILO conventions in total (ILO, 2024).

Seychelles is a member of several regional consultative processes on migration, including the SADC, which collaborates with other RECs, the African Union and other continental frameworks in contributing to the continental and global development agendas, such as the African Union’s Agenda 2063 and the SDGs. The country is also a member of the Migration Dialogue for the Indian Ocean Commission Countries (MiDIOCC), which brings together the member States of the Indian Ocean Commission to address migration issues of common interest.

Seychelles has engaged in bilateral migration negotiations with other countries. It started working on bilateral labour agreements (BLAs) with Ghana, India, Mauritius, Nepal, the Philippines and Sri Lanka in 2020. These and all future BLAs are to adopt the principles of ethical recruitment of migrant workers established in a BLA signed between Seychelles and Bangladesh in October 2019. This BLA introduced new regulations for the recruitment of Bangladeshi migrant workers by Seychellois companies. For instance, Seychellois employers may only recruit Bangladeshi migrant workers through recognized private employment agencies accredited by the Government of Bangladesh, in an effort to counter human trafficking (IOM, 2020). The BLA with Bangladesh is currently under review. Bilateral agreements to employ Cuban medical staff and Nigerian surveyors are being explored.

### 10.1. Gaps and challenges bilateral and multilateral cooperation on migration

Seychelles is not very active in multilateral cooperation on migration data. Given the small number of staff in government institutions, it is difficult for the country to dedicate staff to each multilateral cooperation mechanism that it takes part in. By not actively participating in bilateral and multilateral cooperation on migration data, Seychelles misses out on the potential benefits of having a more comprehensive picture of migration to and from Seychelles. This is underlined by the increase in the size of the non-Seychellois population, from 8.6 per cent of the total population in 2010 to 19.4 per cent of the total population in 2022 (NBS, 2024:29). Seychelles’ active participation in the SAMM Project will enhance

its ability to collect, store and manage harmonized cross-border data on mixed-migration flows.

Very little data is available on migration flows that take place under established BLAs. Furthermore, there is a lack of detailed data, with multiple indicators, on migrants from countries with which Seychelles is negotiating and reviewing BLAs. With sufficient, detailed data on migrants of those nationalities, Seychelles would be in a much better position to assess the potential social and economic impacts of entering into and/or maintaining BLAs with their countries of origin.

# 11. General migration data gaps and challenges

The lack of coordination between different entities responsible for collecting migration-relevant data is one of the most serious gaps in the national migration data framework, leading to inconsistent sharing and utilization of data, if at all. Migration data is either not produced in the first place or is scattered among various institutions while migration remains a cross-cutting issue. It is very clear that migration data is kept in silos, that is, it is not shared and used to produce statistics – and even if it is produced, it is almost exclusively used internally. The Government of Seychelles currently does not have sufficient data to paint an accurate picture of the migration situation in Seychelles.

ICSD is the main authority working in the area of migration, and yet it still has no dedicated statistics unit or team. Their data is not accessible to external parties, and even their staff need to request access to their own raw data from their ICT department. The Human Resource Development Planning Unit within the Employment Department produces and publishes annual reports on expatriate employment.

The lack of a foundational document, such as a strategy or agreed guidelines, for supporting and maintaining a modern migration data framework makes it very difficult for various government authorities to navigate the migration data landscape and plan for such a framework accordingly. Such a gap can be addressed once a coordination mechanism is established.

There is no standardization in classifications and definitions, and government institutions work in migration data silos, with no linkages with each other – or, at least, the linkages are not well defined. In most government institutions, there is no monitoring and analysis of data being collected, and there is also a lack of qualified staff in data analytics and statistics.

The limited possibility of adding staff has convinced participating stakeholders that on-the-job training and externally administered training for existing staff will be the way forward. In other words, critical skills will be required for ICSD and other departments to manage migration data. It is essential to make the Government understand the importance of having the right people, with the right skills, in each department to produce statistics and reports that could be used for policymaking and planning.

The flow of administrative data from various entities to the NBS for analysis and subsequent dissemination of data findings is currently low. The NBS is demand driven, and the various government institutions that collect migration data do not typically share it with the NBS for analysis. Thus, there is limited data analysis, as each institution concentrates on selected variables that are of interest to it. Employment data on ITZ-licensed companies, however, is available upon request. Potential administrative data sources to be harnessed include private and public electronic services, including credit cards (for data on spending), electronic passenger tickets (for tourism and travel data) and e-passports (for international migration

data). Steps should be taken to improve and ensure access to administrative data collected and kept by NBS and ICSD.

There are limited statistics on Seychellois who have left the country and currently living abroad and on their contributions to national development. It is a challenge to collect data before departure and once they have settled abroad. The establishment of the Seychellois Diaspora Register to map and connect with the diaspora is a step in the right direction, but its use in policymaking still needs to be proven. The assessment exercise has found the collection and analysis of international migration data to be almost non-existent, and that there has been no consistent nor future planned use for it.

Practical coordination among agencies and organizing training for migration specialists on migration data and the development of a timely migration data curriculum for staff remain absent. It is not clear if migration data systems are secure, and if personal data are protected and safeguarded sufficiently through adequate administrative and information technology procedures.

## 12. General recommendations

Improving coordination between the various entities responsible for collecting migration-relevant data would help enhance data-sharing and data accessibility, as well as the use of data for policy formulation. A well-tested and successful way to strengthen and improve coordination is to establish an interministerial or inter-agency committee composed of these entities. Such a recommendation surfaced again and again during the survey, the workshop and the stakeholder interviews.

This proposed inter-agency coordination committee will find this assessment useful as they discuss which data is lacking, based on what has been identified here. Which policy decisions need to be informed by data will have to be considered. The committee shall meet regularly, with a higher frequency in the beginning. Additionally, there will need to be a focal person for statistics in each organization, which should aim to produce (thematic) reports. More than anything, all entities need to work together to produce a more comprehensive and accurate overview of what migration can contribute to Seychellois society, which shall help to mitigate the potential negative consequences of not knowing the foreign population composition in Seychelles.

Given the vast volume of data captured by civil society organizations, non-governmental organizations and the private sector (e.g. employers' associations), representatives from these entities should be included in at least some of the work of this future inter-agency coordination committee. Producing and harnessing the benefits of migration data should be an inclusive process.

Ideally, the activities of the inter-agency coordination committee will be guided by a national migration strategy and/or a national migration data management strategy. Any existing sector policies and strategic implementation documents, upon which a memorandum of understanding has been signed, shall contribute towards developing the future national migration data management strategy (the so-called "Nordic model" can also be used as a reference to guide its formulation). There needs to be a clear and well-defined link between all organizations collecting migration data.

Most participants in the data assessment exercise identified the importance of having ICSD as the lead coordinating entity that collects migration data from other structures and regularly produces migration statistics. A unified database for migration data was also suggested. That said, some respondents recognized the pivotal role that the statistics section of each entity has in collecting and managing migration data that is of specific interest to that entity.

All stakeholders need to agree on classifications to be used and have the same definitions of terms so that the migration data that they collect can be comparable. (The University of Seychelles might be able to help with educating stakeholders and the public.)

Reports and other publications based on statistics produced and/or collected by government institutions should be in layman's terms so that everybody can benefit from them. Aggregated migration data should be readily available to all (published on a website and may follow a

dashboard format), thus reducing the need to request data. A centralized system should be created and be made accessible to all main stakeholders.

Currently, migration data is scattered, lacks uniform indicators and is not regularly reported for timely use by policymakers. Protocols for the routine sharing of administrative data generated by line ministries with the NBS and ICSD need to be developed.

A next step could be the development of an action plan<sup>35</sup> devised by the inter-agency committee that directly addresses the most critical gaps (as pointed out in this assessment). The action plan could focus on training in data entry, collection and compilation, and call for the national migration data system to be reviewed and linked with key government departments.

The inter-agency committee can coordinate the implementation of the action plan by serving as a platform for the development of data-sharing protocols and data protection policies. The implementation of the action plan should be supported through specialized training and technical assistance for key governmental stakeholders on migration data collection, use and reporting, and data protection.

Strengthening of data reporting requires the systematic development of national capacities in migration data, which shall include the development of information-sharing protocols for administrative data, such as statistics on the issuance of entry permits and GOPs.

Capacity development should be based on the stock-taking of available data, sources and reporting mechanisms that took place during the assessment exercise as a first step towards developing consistent, high-quality reporting of migration data for policymaking. Ways to fully exploit existing information capabilities of databases and e-governance systems should be identified, and efforts should build upon what already exists in the NBS and ICSD.

Further measures perceived as potentially helpful by some respondents included inviting international experts to share their data management expertise and exchanging data with other countries. Prioritizing the amendment of the legislative framework to help improve migration data collection and management was also mentioned.

The respondents also provided specific recommendations for the improvement of migration data collection, management and dissemination. Some respondents reported that migration data currently collected in Seychelles is not centralized and processed according to an agreed-upon structure. In this regard, the crucial need to centralize the data collection system was raised.

Based on the present assessment, actions are proposed in order to address short-, medium- and long-term needs, detailed in the next three chapters.

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<sup>35</sup> An action plan can be developed even before a strategy is developed and then adjusted accordingly when the strategy is developed.



## 13. Needs to address in the short term

The clear and significant difference in how different government entities use and understand the migration data concepts and definitions is a major gap that needs to be addressed. Even though hardly any sharing of data presently takes place, a major obstacle to data-sharing and exchange in the future will be if not all involved “speak the language of data”. This, of course, also applies to international cooperation.

A first step should be to clarify concepts and definitions among key stakeholders, as well as identifying any gaps in understanding. A subgroup could, over time, develop specialized concepts and definitions and have these approved by the proposed interministerial or inter-agency committee.

### 13.1. Capacity development

**Develop capacities to collect, analyse and manage data.** Effective capacities on data collection, analysis and management are essential to ensuring evidence-based policymaking. An integrated and operational approach to the migration case workflow, data on the cases in the workflow and information technology structures available for the workflow processes is important in understanding and developing for the future creation of migration statistics. To build this capacity, the following more targeted and detailed assessments will be helpful:

- (a) Workflow assessment, which focuses on how relevant categories of cases can be identified, documented, most effectively processed and streamlined (input).
- (b) Data assessment, which looks at how to obtain information about relevant categories of cases efficiently through the use of reporting systems for the collection, sharing and analysis of statistics (output).
- (c) Information technology assessment, which recommends the introduction of new or adjustments to existing information technology systems in order to ensure the availability of an effective electronic migration data management system capable of satisfying, where possible, the needs identified by the workflow and data assessments.

After the assessments, follow-up and prioritization of findings and recommendations for action are equally important for each caseload.

Data training activities are particularly needed as data collection tools are modernized and the use of administrative data for statistical purposes increases. On-the-job training and more formal and structured training events could target not only statistics focal points and staff working in data analytics in various government institutions, but also policymakers, with the aim of ensuring more effective communication between technical and political stakeholders.

**Develop capacities on data disaggregation.** Effective capacities in data disaggregation are needed, in order to improve evidence-based policymaking. As a first step, priorities for data disaggregation will need to be identified based on policy needs (e.g. monitoring the implementation of Vision 2033 and global policy frameworks such as the Global Compact for Migration and the 2030 Agenda for Sustainable Development). As a second step, the technical and financial feasibility of improving data disaggregation within existing data collection structures will need to be assessed. This would allow the formulation of recommendations on ways to improve migration data in Seychelles, such as the inclusion of targeted questions in administrative forms. Finally, training measures could be implemented, targeting the technical focal points of relevant government bodies.

The different government entities should utilize their knowledge of the role of data in regional and global policy processes and their practical consequences and share this knowledge with other entities. Regional and global frameworks – such as the 2030 Agenda and the Global Compact for Migration – call for an improved use of migration data for evidence-based policymaking. To effectively heed this call, it is essential that government bodies dealing with migration have updated information on policy development and that they are aware of their potential contributions towards policy implementation. However, the assessment exercise has shown that levels of knowledge of policy processes vary across entities. A format for reporting updates on policy development should be agreed upon, so that non-participants in the process are able to boost their policy knowledge.

Training and information-sharing platforms, such as newsletters and bulletins, could be possible solutions to keep stakeholders updated on relevant policy developments at the regional and global levels.

# 14. Needs to address in the medium term

## 14.1. National coordination

The proposed interministerial or inter-agency coordination committee should develop a detailed plan for improving migration data. This plan shall have clear key performance indicators for each of the areas below:

- (a) Identifying existing gaps in migration data;
- (b) Assessing what kinds of data are collected and how they are utilized and shared;
- (c) Assessing and prioritizing what further data needs to be collected;
- (d) Disaggregation of migration data by income, gender, age and migration status;
- (e) Engagement in international migration data forums;
- (f) Data protection;
- (g) Other relevant areas.

Data collected, used, shared and analysed need to be far more detailed in order to obtain adequate knowledge of migration – knowledge that will be useful in planning in many parts of the Government. Text box 1 show examples of useful, detailed data.

### Text box 1. Producing detailed data

Positive decisions on residence permit, citizenship and asylum applications (i.e. approved applications, with residence permits disaggregated by type (1 to 4))

#### 1. Family reunification

Number of received applications, by applicant's nationality

└─ Number of decided applications, by category

└─ Positive decisions, by category

Positive decisions, by applicant's nationality

Positive decisions issued by extension to spouses and cohabitants, by applicant's nationality

#### 2. Work

Number of received applications, by applicant's nationality

└─ Number of decided applications, by category

└─ Positive decisions, by category

Positive decisions, by category and applicant's nationality

#### 3. Study

Number of received applications, by applicant's nationality

└─ Number of decided applications, by category

└─ Positive decisions, by category

Positive decisions, by category and applicant's nationality

4. **Permanent residence**
  - Number of received applications, by applicant's nationality
    - └ Positive decisions, by type
  
5. **Seychelles citizenship**
  - Number of received applications, by applicant's nationality
    - └ Positive decisions
  
6. **Asylum**
  - Number of received applications, by applicant's nationality
    - └ Number of decided cases
      - └ Positive asylum decisions, by applicant's status and nationality
  - Number of decided cases regarding stateless asylum-seekers
    - └ Positive asylum decisions, by applicant's status
  - Refugee allocations by region
  
7. **Others**
  - Number of returned Seychellois
    - └ Number of persons repatriated from Seychelles
    - Number of immigrants to Seychelles, by citizenship
    - Number of emigrants from Seychelles, by citizenship
    - Number of non-nationals in Seychelles
    - Number of immigrants and their descendants

Any migration data terminology and concepts to be adopted should be agreed upon by members of the interministerial or inter-agency committee and then endorsed by the Government. As part of data assessment in aid of capacity-building ([section 13.1](#)), the most important concepts and terms should be prioritized and consensus built around them first. Annex I provides a detailed guide on how this can be done.

Ensure continued regular dialogue between data producers and data users in the inter-agency coordination committee. Effective communication on policy priorities and data needed for those in line with the national strategy is essential, in order to ensure evidence-based policymaking. Discussion during this regular dialogue should be documented decisions communicated.

## 14.2. Technical equipment

**Improve technical equipment.** Effective information technology equipment is essential for data analysis and management. However, some respondents reported that some data registries were still in Excel format, rendering data difficult to analyse, duplicate and share. There is a need for increased digitalization of data to standards determined through an information technology assessment.

# 15. Needs that will need to be addressed in the longer term

## 15.1. National coordination

Establish formal and informal channels for data-sharing and communication between departments and units at the inter- and intraministerial levels. Migration is a cross-cutting issue and, therefore, related data are often scattered across authorities and structures.

The assessment exercise has shown that there is room for improvement in communication and data-sharing practices. Formal and informal channels that could be established, aside from the proposed inter-agency committee, include periodic meetings and institutional focal points. These should be done through a participatory approach that also involves structures whose mandates are only indirectly linked to migration.

In addition, migration data must be made available to institutions monitoring the implementation of the SDGs and the Global Compact for Migration, in order to allow effective integration of migration into national and global development strategies. At the same time, it will be necessary to ensure that data-sharing systems are secure, and that personal data is protected and safeguarded through adequate administrative procedures.

## 15.2. Technical equipment

**Work towards full digitalization of data collection and processing.** As a first step, this would require increasing the availability of effective information technology equipment, which is essential for data analysis and management and is currently still lacking. In the short term, the proposed interministerial or inter-agency coordination committee could coordinate the formulation of guidelines regarding the information technology equipment needed to facilitate the establishment of an integrated and digitalized data system based on an information technology assessment. Following this, ministries could assess related needs at the unit or department level. In the medium to long term, government authorities could facilitate adaptation of the technical equipment of their units and departments to meet recommended specifications, as well as the provision of targeted data training for their staff.

## 15.3. Use of big data

The Government should consider and explore the potential of using various types of big data<sup>36</sup> – such as mobile phone, social media and satellite data – to improve understanding of phenomena related to global migration and human mobility. Using such data could complement traditional data sources and methods of producing migration statistics.

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<sup>36</sup> For more information, refer to the article, “Big data, migration and human mobility” (IOM, 2021).



# Conclusion

The migration data assessment in Seychelles has shown that different government institutions collect, analyse and manage migration-relevant data. However, these data are often incomplete, fragmented and scattered – indeed, siloed in these institutions. Existing data is generally neither aggregated nor shared. An effective mechanism ensuring coordination and management of data collection and analysis is still non-existent. Furthermore, practices related to the communication and sharing of data within and between institutions still appear to be weak. The digitalization of data management appears to be quite limited.

There have been efforts to tackle these gaps, yet the implementation of migration-related policies needs to be reinforced. This constitutes a crucial step towards ensuring timely, quality and disaggregated data, with the ultimate aim of supporting evidence-based policies, the integration of migration into national and international development strategies, as well as the monitoring of progress with regards to the implementation of the 2030 Agenda for Sustainable Development and the Global Compact for Migration.





# Annex I. Guide to defining terminology, data concepts and data characteristics

Indicator 1: Number of Foreigners in XXX Country		Data Documentation
Please provide national definition of the term “citizens” and the legislative act which specifies this term.		
Please provide national definition of the term “foreigners” and the legislative act which specifies this term.		
Please provide national definition of the term “total population” and the legislative act which specifies this term.		
Availability of data on non-nationals:	electronically	
	in hardcopy	
Institution(s) responsible for data collection (primary source, unless otherwise stated).		
Data collected:	directly by the central authority	
	initially by the territorial authorities and then sent to the central authority	
What legislation specifies the compilation of this type of data?		
Source of data	population census	
	population register	
	surveys	
	border statistics	
	other (please state which)	
Data stored in	database	
	census	
	other (please state which)	

Indicator 1: Number of Foreigners in XXX Country		Data Documentation
Date of the last population census		
Periodicity of the population census		
Data on total population includes nationals residing abroad.		
Frequency of data compilation	monthly	
	quarterly	
	semi-annually	
	annually	
	other (please state which)	
Refers to Primo (P) or Ultimo (U) (for instance, for annual data, Primo means 1 January and Ultimo means 31 December)		
Data counted as persons		
Data counted as cases		
Children are included and counted separately.		
Please provide national definition of the term “children” and the legislative act which specifies this term.		
Please list all types of residence permit existing in your country.		
Does data include persons with all types of residence permits?		
What is the minimum duration of stay before being counted?		
Does data include persons with visa (without residence permit)?		
Does data include asylum-seekers?		
Breakdown of data by	citizenship	
	gender	
	age	
Are children born in the country automatically granted citizenship?		
Is data shared with other national authorities in your country?		
If yes, please state with which national authorities this type of data is shared.		

Indicator 1: Number of Foreigners in XXX Country		Data Documentation
Is data shared with national authorities from other countries?		
If yes, please state with which authorities of other countries this type of data is shared.		
Is data shared with international organizations?		
If yes, please state with which international organizations this type of data is shared.		
Is data public?		
If yes, when is it released?		
Is data for the current period provisional?		
If yes, is the data revised	continuously?	
	at the end of the period?	
Please provide a well-defined focal point responsible for the data.		
Information provided by (Full Name/Title)		
Information as of (DD/MM/YY)		

## Annex 1.1. Mapping and Assessment Questionnaire



### ASSESSMENT OF NATIONAL MIGRATION DATA IN SEYCHELLES

Dear Sir/Madam,

With the support of the European-Union-funded “Southern Africa Migration Management” project, the International Organization for Migration (IOM) is conducting an Assessment of Migration Data in Seychelles. The objective is part of a broader regional initiative to build the evidence base with respect to migration and hence to facilitate policymaking and planning in Seychelles.

In this context, a survey of key stakeholders is being carried out as a means to better comprehend the state of migration data and its management in Seychelles.

It would be appreciated if you could kindly participate in the survey and respond to the various questions. The survey, which is directed to you as a key stakeholder in the migration domain, either as a producer or user of migration data, will not take more than 30 minutes of your time. Your opinion is very important in helping to assess current data availability, as well as analysis and reporting structures, identify gaps and challenges, and define the support needed.

We assure you that all qualitative and quantitative data collected as part of the survey will be treated in the strictest confidence and that only the Consultant and IOM will have access to the raw data.

Kindly note that a copy of the Assessment of Migration Data in Seychelles Final Report will be shared with your institution/organization after its validation.

Should you require any clarification, please do not hesitate to contact me.

We thank you for your assistance and look forward to receiving the completed questionnaire at latest by 31 March 2023.

Yours truly,

**Claus Folden**

IOM Consultant for the Assessment of Migration Data in Seychelles

Email: [clausfolden@yahoo.co.uk](mailto:clausfolden@yahoo.co.uk)

## Background information

Name of organization	
Department/Unit	
Address	
Name of respondent	
Position	
Telephone	
Email	
Main responsibility with respect to migration data	
Date of response	

### A. Legal framework

A1. Please specify the laws and regulations that govern collection, processing, sharing and analysis of migration data.

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### B. National migration data strategy

B1. Is there a national migration data strategy in your country? If YES, please provide a link to the strategy.

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B2. Is migration integrated in another national development plan? If YES, please provide a link to the plan.

B3. Which institution leads the formulation of the migration data strategy?

B4. Which institution is responsible for implementing and monitoring the strategy?

B5. Is there any coordination mechanism for overseeing migration data management in Seychelles?

B6. If YES, please briefly describe how the coordination mechanism functions.

B7. Can you provide an example of how migration data has informed policymaking?

B8. What do you consider to be the most important gap(s) in migration data or statistics in the country in relation to policymaking and policy planning?

### C. Definitions, standards and quality of data

C1. Are there any discussions and/or agreements between different government offices about setting standards on concepts and classifications so that big data can be used to inform policymaking on migration?

C2. How does your organization ensure the quality of migration data that it collects?

## D. Collection of data

D1. Please list the types of migration data collected by your organization with respect to each group of migrants, as well as the frequency of collection.

Group	Types of data collected	Method of data collection	Frequency of collection
Foreign-born persons in Seychelles			
Non-citizens in the country			
Returning citizens (Seychellois)			
Citizens (Seychellois) living abroad			
Non-citizens with Seychellois parent			
Migrant workers (labour migrants)			
Non-citizen investors			
Internal migrants			
Refugees			
Asylum-seekers			
Others			



D2. By which method are the following categories of migration data collected by your organization?

Field	Population and Housing Census	Surveys
1. Country of birth		
2. Country of citizenship		
3. Duration of stay in Seychelles		
4. Country of birth of parents		
5. Place of previous residence		
6. Duration of stay in the current residence		
7. Gender		
8. Age		
9. Culture		
10. Religion		
11. Developmental stage		
12. Accompanied persons		
13. Unaccompanied persons		
14. Regular migrant status		
15. Irregular migrant status		
16. Others		

D3. Please mark all types of administrative data sources managed by your office that can produce migration statistics. List, for each source, the population subgroups that are specifically included or excluded (e.g. labour migrants, students and refugees); and, if applicable, add rules for registration or de-registration (e.g. duration of stay or absence).

Administrative source	Source used	Groups included	Groups excluded	Rules for registration and de- registration
A. Border Control/ Immigration Office				
B. Population registers				
C. Registers of non-citizens				
D. Registers of asylum-seekers and refugees				
E. Register of workers abroad				
F. Resident permit				
G. Exit permit				
H. Work permit				
I. Visa issuance				
J. Tax and/or social security records				
K. Health/medical records				
L. Education/school records				
M. Others (please specify)				

D4. Does your organization collect migration data and statistics from private sector/ businesses or NGOs in your country? If YES, please list the data and statistics.

### E. Storage of data

E1. Please describe the methods (including data storage premises and use of cloud services, if any) by which your organization currently stores and secures collected data?

E2. How much electronic data do you currently retain (in GB/TB)?

E3. Please describe the hardware resources your office uses for migration data management.

## F. Analysis of data

F1. Are migration data collected by your organization disaggregated? If YES, please specify the kind of disaggregation undertaken.

F2. Please elaborate on the types of analysis of migration data made in your organization.

F3. Are data from the administrative source(s) in your organization integrated with those collected by other agencies?

F4. Are data from the administrative source(s) in your organization integrated into one large database? [If YES, describe this database.]

## G. Reporting of data

G1. To whom does your organization report migration data/statistics?

G2. In what format(s) does your organization report migration data/statistics?

G3. At what frequency does your organization report migration data/statistics?

- Weekly basis
- Fortnightly basis
- Monthly basis
- Quarterly basis
- Twice a year
- Other (please specify): \_\_\_\_\_

## H. Sharing and dissemination of data

H1. Is there a data-sharing agreement between your organization and other migration data producers in Seychelles for statistical purposes? [If YES, describe the agreement.]

H2. Please specify how data collected from administrative sources are compiled and disseminated.

Administrative source	Type of data disseminated	Form in which the data is published/ disseminated	Frequency of publication/ dissemination	Link
A. Border Control/ Immigration Office				
B. Population registers				
C. Registers of foreigners				
D. Registers of asylum-seekers and refugees				
E. Register of workers abroad				
F. Resident permit				
G. Exit permit				
H. Work permit				
I. Visa issuance				
J. Tax and/or social security records				
K. Health/medical records				
L. Education/school records				
M. Others (please specify)				

H3. What are the measures adopted by your organization to ensure that the confidentiality of migration data is protected?

H4. How is administrative data disseminated and used for policymaking and public knowledge?

- Anonymized individual records are available to users, with proper protocols to protect privacy and confidentiality of personal data.
- Aggregated data are available to users; special tabulations can be requested.
- Aggregated data are published and disseminated to data.
- Data is for internal use only and not available to the public.

H5. In what form(s) are migration data disseminated to the public? Select all that apply.

- Anonymized microdata
- Aggregated data tables
- Key messages and data stories
- Interactive charts
- Special tabulations generated for users
- Other (please specify)

## I. Data exchange with organizations outside Seychelles

I1. Has your office ever contacted a statistics office in another country to obtain or provide migration statistics? If YES, please specify the type of migration data obtained or provided.

I2. Does your organization share migration data to a government agency in another country?

13. Which office is responsible for coordinating data collection and compilation to assess the progress made with respect to the Sustainable Development Goals (SDGs) at the national level?

14. Could you please describe the mechanism put in place to coordinate the compilation of data to assess the progress made with respect to the SDGs at the national level?

15. Which office is responsible for coordinating data collection and compilation for follow-up action to the Global Compact for Safe, Orderly and Regular Migration?

16. Which office is responsible for coordinating data collection and compilation for follow-up action to the Global Compact on Refugees?

#### J. Other comments



J1. Do you have any other comments to make with respect to the collection, storage, analysis, sharing, dissemination and use of migration data in Seychelles?

Thank you!

## Annex II. Interministerial/inter-agency action matrix

Strategic topic/ Objectives	Outcomes	Actions (proposed)	Entity responsible
Strengthening what exists: Make better use of data already collected; ensure disaggregation and enhance capacity to collect data.	Detailed migration data capacity assessment report.	<ul style="list-style-type: none"> <li>Undertake a detailed technical assessment of existing data capacities.</li> <li>Validate findings through a whole-of-government process, with the participation of data producers and users.</li> <li>Implement an evidence-based training programme.</li> </ul>	NBS
Outreach: Develop and implement a plan to count Seychellois abroad.	(Increased) capacity to reach out to Seychellois nationals abroad, including through collaboration between key authorities.	Undertake a mapping of Seychellois diaspora communities.	<ul style="list-style-type: none"> <li>NBS</li> <li>Ministry of Foreign Affairs</li> </ul>
Migration data plan: Develop a plan to strengthen the collection of national migration data based on a thorough assessment of how such data is currently collected, reported and used, investing in capacity development support to increase the availability of high-quality, timely and reliable migration data.	<ul style="list-style-type: none"> <li>Data collection plan, which includes a data collection calendar</li> <li>Data dissemination plan for regularly sharing collected data.</li> </ul>	Provide comprehensive training to relevant agencies to implement the plan.	
Good practices: Engaging in international migration data forums to increase migration data-sharing and cooperation with other countries.	<ul style="list-style-type: none"> <li>Regular participation in international migration data forums.</li> <li>Streamlined definitions for data collection, data disaggregation and exchange.</li> </ul>	<ul style="list-style-type: none"> <li>Exchange of best practices and innovation through regular participation in the International Forum on Migration Statistics.</li> <li>Efficient, cost-effective, cross-compatible information technology systems.</li> </ul>	

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\* All hyperlinks were active at the time of writing this report.







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