

Modest increase for foreign worker quota in tourism

Institutional Framework and Social Dialogue

GOVERNMENT

EMPLOYERS

Workers' and Employers' organisations

The National Employment Policy 2026 shall be implemented through a shared approach and the concept of social dialogue shall be the foundation by which actions are identified, implemented and reviewed.

SHTA recently attended two important meetings hosted by the Ministry for Employment and Human Resource Planning. Let's begin with the second, which was for the Ministry to reveal new protocols for the employment of non-Seychellois on a quota basis. SHTA attended with great interest. Why? Firstly the meeting was announced at the previous week's Olympic House validation meeting on employment policy and, specifically, migrant employment policy. Secondly SHTA (and other organisations) was informed that only one representative would be allowed to attend. This is quite unusual. Thirdly there had been (as far as we know) no consultation with the tourism private sector on this matter. Previous and similar circumstances have led to unilateral policy decisions which would have benefitted from private sector involvement prior to being prescribed. SHTA's point of view, frequently expressed, is that the nation benefits from public and private sector collaboration from the very beginning of policy formulation. There is clear mutual benefit when both sides work together in a common national interest.

In the end nothing of concern emerged from the meeting held on Friday October 2nd, as can be seen from the slides below, although the SHTA Board member who attended the gathering pointed out that Employment insisted that employers have to communicate why they cannot hire candidates proposed by the Ministry. We will also still have to go through the application process for each post.

NEWLY PROPOSED QUOTA RECRUITMENT ENTITLEMENT

TABLE 1: ACCOMMODATION AND FOOD SERVICE'S ACTIVITIES ON MAHE

Quota 2016 (Current)			New quota		
No. of Hotel Rooms	Workforce Minimum – Maximum	Percentage of Non-Seychellois Workers	No. of Hotel Rooms	Workforce Minimum – Maximum	Percentage of Non-Seychellois Workers (core)
1 to 50 rooms	1 – 200	35% of total workforce	1 to 10 rooms	1 – 20	40% of the total workforce, or a maximum of 5 Non-Seychellois
					2 non-Seych workers
51 to 100 rooms	77 – 400	45% of total workforce	11 to 50 rooms	21-100	45% of the total workforce
101 – 200 rooms	152 – 800	50% of total workforce	51 to 100 rooms	50 – 200	50% of the total workforce
201 – 300 rooms	302 – 1200	60% of total workforce	101 – 200 rooms	100 – 400	55% of the total workforce
Excess 300 rooms	1201 and above	70% of total workforce	201 – 300 rooms	200 – 600	60% of the total workforce
			Excess 300 rooms	300 and above	70% of the total workforce

NEWLY PROPOSED QUOTA RECRUITMENT ENTITLEMENT

TABLE 2: ACCOMMODATIONS AND FOOD SERVICE ACTIVITIES ON OUTER ISLANDS

Quota 2016			New quota		
No. of Hotel Rooms	Workforce Minimum – Maximum	Percentage of Non-Seychellois Workers	No. of Hotel Rooms	Workforce Minimum – Maximum	Percentage of Non-Seychellois Workers (core)
1 to 10 rooms	1 – 125	70% of the total workforce	1 to 10 rooms	1 – 20	50% of the total workforce, or a maximum of 5 Non-Seychellois
11 to 100 rooms	126 – 250	75% of the total workforce	11 to 50 rooms	10-100	55% of the total workforce
					5%
Excess 100 rooms	1001 and above	75% of the total workforce	51 to 100 rooms	50 – 200	60% of the total workforce
			101 – 200 rooms	100 – 400	65% of the total workforce
			201 – 300 rooms	200 – 600	70% of the total workforce
			Excess 300 rooms	300 and above	75% of the total workforce

NEWLY PROPOSED QUOTA RECRUITMENT ENTITLEMENT

TABLE 3: ACCOMMODATIONS AND FOOD SERVICE ACTIVITIES ON OUTER ISLANDS

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			101 – 200 rooms	100 – 400	65% of the total workforce
			201 – 300 rooms	200 – 600	70% of the total workforce
			Excess 300 rooms	300 and above	75% of the total workforce

NEWLY PROPOSED QUOTA RECRUITMENT ENTITLEMENT

TABLE 4: TOUR OPERATORS

Quota 2016		New quota	
Tour Operator Category	Percentage of Non-Seychellois Workers	Tour Operator Category	Percentage of Non-Seychellois Workers
Above 200 Employees	10% of the total	Above 100 Employees	20% of the total workforce
100 to 200 Employees	7% of the total	Below 100 Employees	15% of the total workforce
Below 100 Employees	5% of the total workforce		

NEWLY PROPOSED QUOTA RECRUITMENT ENTITLEMENT

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201 – 300 rooms	302 – 1200	60% of total workforce	101 – 200 rooms	100 – 400	55% of the total workforce
Excess 300 rooms	1201 and above	70% of total workforce	201 – 300 rooms	200 – 600	60% of the total workforce
			Excess 300 rooms	300 and above	70% of the total workforce

Apologies for the slightly skewed screen shots, but it does provide that 'just like being there' feeling, which we know many of our members appreciate.

THE BIGGER PICTURE

Recently there have, regardless of the above, been encouraging developments with regards to the sensitive issue of the employment of foreign workers. It is generally accepted that the nation will need an increasing number of expatriates to meet the labour needs aligned with projected economic growth. The World Bank report (see last Update) is in many ways a compendium of common sense, and, as we previously reported, comments made by both the Minister of Finance and the Vice President at the launch of the report were firmly rooted in the reality of our present and projected labour market.

The SHTA's position remains unchanged and as expressed in the Association's Strategic Plan (to be launched at the end of this month along with our new website). We lobby repeatedly for the following:

- The introduction of Tourism Studies from P4 in all state schools
- The development of a fit-for-purpose professional centre, ideally a hybrid model
- The realisation of a strong annual graduate cohort of 'eyes open' and suitably skilled Seychellois, ready to build careers in the tourism private sector
- The recognition that localisation will NOT be achieved through denying GOPs, but only through a logical and effective education pathway

SHTA has long advocated for the above which, if implemented next year, could see positive outcomes within 7 to 10 years. Meaningful localisation (optimising Seychellois positions within the tourism sector without loss of service and organisational standards) is a long game.

Prior to the Quota meeting the validation meeting held on the 24th September was (mostly) overseen by PS Susan Morel. The policies have been circulated to SHTA members already, so, as was the case with the World Bank conference, we will not go over them again here. Rather we will once again share selected comments made by the PS (**Bold** text selected by SHTA) at the validation workshop;

- Today...is to validate your views concerning the employment trends in the two policy documents, the review of the National Employment Policy and Income Migration Policy form part of the Ministry's priorities for this year. Your presence this morning reflects **the shared responsibility** we all have in shaping employment policies that respond to **the realities of our labour market** and support future development...
- The new National Employment Policy proposes a **productive, inclusive, resilient and future-ready** labour force...
- The National Labor Migration Policy emphasises the fact that **Seychelles will continue to rely on non-Seychellois workers in the years to come**. However, their contribution to the workforce should be to complement the local labor force, transfer skills and fill skills gaps.
- This policy's vision is to have a **well managed, fair and inclusive labor migration** that contributes to Seychelles' sustainable social economic development and ensures equitable access to the sector for all workers.

PS Morel's comments complement those made by keynote speakers at the launch of the World Bank Country Jobs & Growth Report, reported in the last SHTA Update.

REMINDER

30.10.2026

EDEN PLAZA – 17:00



By now all members should have received an invitation to the launch of the new SHTA website and the Association's Strategic Plan for the next year.

Please don't forget to RSVP for this one so that our key reception sponsor – ISPC – can make sure that all attendees are adequately catered for. Alongside the customary ISPC hospitality guests will be able to experience 'live' gastronomy, organised by ISPC and indicative of the company's passion for high and innovative standards of cuisine in Seychelles.

We look forward to welcoming you to this important event.

Our Secretariat and our Members

Neesha Palit continues to visit SHTA members in order to find out what issues matter to you and how the Association can assist you.

If you have an urgent concern that you would like to bring to her attention – and through her, SHTA Board members and associates – please feel free to contact Neesha at shtaseychelles@gmail.com

We are always ready to listen to members and share the expertise within the Association.

Neesha Palit (left) with SHTA member Birgitt Lübckemann at the Eden Fine Art Gallery, Eden Plaza

SHTA pays a courtesy visit to Minister of Finance

Left to right: SHTA Chairperson Shamita Palit, Minister Laporte and Peter Sinon at Liberty House, Monday October 5th.

Association Chairperson Shamita Palit led a small delegation to meet with Minister Pierre Laporte. Initially proposed as a 'get to know each other' event, the meeting covered several key tourism issues, including SHTA's strategic priorities and the options government has for supporting the growth and sustainability of the tourism sector.

The Minister focussed upon one strand of the new SHTA Strategic Plan – Business Sustainability – whilst also acknowledging the importance of Education, Maritime (he is particularly enthusiastic about growing this market in Seychelles) and small and medium properties. Appropriately we were joined by Peter Sinon at this point.

Minister Laporte stated that we have no choice but to put in place policies of resilience, bearing in mind our vulnerability to outside forces. He mentioned the increasing importance of Air Seychelles as a bridge to Europe, as well as the need to strengthen the Chinese and Indian markets. Within this context the Minister emphasised the importance of providing appropriate flight environments, and accommodation socially and culturally appropriate to Asian guests. The Minister also articulated the need for a secure direct shipping line from India and China which would provide access to goods.

This wide-ranging discussion also embraced the potential Seychelles has as a film location. The Minister requested a copy of the new Strategic Plan of the Association – the main pillars of which he supported in conversation.

SHTA looks forward to working with Minister Laporte and his team in the future.