

Environmental and Social Management Plan for SYAH-SEYCHELLES Blue Economy Internship Programme (4th Edition)

1. **Project Description** (rationale, objectives, location, specific activities)

This document assesses the environmental and social impacts expected in the context of the ‘Blue Economy Internship Program’ (BEIP), as well as the actions taken to mitigate the impacts. The program will be led by the SIDS Youth AIMS Hub (SYAH-Seychelles), a youth-led NGO promoting sustainable development through youth-led projects.

BEIP serves to promote sustainable development opportunities for young people in the Blue Economy (BE) by exposing them to opportunities within the existing framework. BEIP addresses 3 of the Sustainable Development Goals i.e. SDG 5 (Achieve gender equality and empower women and girls), SDG 8 (Decent work and economic growth) and SDG 14 (Life below water).

The programme enables Seychellois youth aged between 15-30 years old to undertake a two-week internship in different local organizations that fall within the Blue Economy (BE) sector. As a merit-based programme, BEIP introduces youth from all types of backgrounds to the myriad of career opportunities offered by the BE. The programme is open to youth from Mahe, Praslin and La Digue. BEIP creates opportunities for youth to obtain on-the-job experience whilst also raising awareness about the BE among youth and the wider public.

During the entire programme BEIP interns are tasked in keeping a record of their day-to-day experiences and newly acquired knowledge using creative methods such as writing blogs or creating voxpops. These are published on social media and the SYAH website, helping to sensitise the public on the Blue Economy. The programme also incorporates an entrepreneurial stream whereby participants are encouraged to identify gaps within the sector and conceptualise the business opportunities it provides.

The objectives of the programme are to:

Objective 1: Decrease youth unemployment.

Objective 2: Develop entrepreneurial skills of youth.

Objective 3: Raise awareness among Seychellois, especially youth, on the myriad of careers and business opportunities within the BE.

As part of the programme, a BEIP Social which comprises of either a snorkeling or mangrove clean up and planting activity is organized to allow interns to learn about the importance of corals and mangroves, as well as, to develop an appreciation of the ocean, as it has been found that approximately 50% of previous interns had never actually snorkeled before BEIP. The social also serves as a team-building activity. As interns are scattered across different organizations, it provides a platform for the interns to interact and exchange ideas with like-minded youth and form collaborations especially in preparation for the business proposal assignment.

Since 2016, SYAH-Seychelles has run 3 editions of the programme. The programme has seen the participation of 85 youth, many of whom have obtained further internship or job opportunities within their host organizations or proceeded for further studies within the BE spectrum. Every year, the

programme has seen a substantial increase in the number of applications received (31% and 42% in 2017 and 2018 respectively) as demand and interest grows among the youth.

An increase in organizations volunteering to host interns has also been observed for every edition (2 new host organizations approaching SYAH-Seychelles to join the programme every year). This demonstrates the important value of the BEIP to organizations as well.

The success of BEIP has led to its endorsement from the Vice-President of Seychelles, as well as, its support from the Commonwealth as an exemplary youth-led initiative to be replicated in other countries.

2. Risks, mitigation measures and monitoring

The aspect of the programme that has been highlighted for an ESMP is the BEIP Social which comprises either a snorkeling or mangrove planting activity. It allows interns to learn about the importance of corals and mangroves, as well as, to develop an appreciation of the ocean, as it has been found that approximately 50% of previous interns had never actually snorkeled before BEIP. The social also serves as a team-building activity. As interns are scattered across different organizations, it provides a platform for the interns to interact and exchange ideas with like-minded youth and form collaborations especially in preparation for the business proposal assignment.

However, it is important to note that the BEIP social is NOT the focal point of the programme and will not constitute as a measure of success but rather as an educational supplement to the internship.

Mangroves and coral reefs are potential critical natural habitats and mitigations are proposed to avoid impacts.

Risk Table 1: BEIP Social: Snorkeling OR mangrove planting

Potential risks	Mitigation measures	Indicators to monitor implementation of mitigation measures
Environmental risks		
1. Coral damage (trampling) by snorkelers	Snorkeling operator/company to conduct pre-snorkeling briefing to interns on snorkeling protocol Interns with little/no snorkeling experience practice with a more experienced snorkeler/company agent in an area with no coral before session	Attendance Sheet. Record damages to mangroves or coral reefs caused during the course of the project.
2. Marine fauna/flora strikes from boat propellers	Snorkeling trip booked with licensed and trained excursion operators Skippers to travel at slow speed in shallow areas Facilitators/Interns to act as spotters when boat is in motion to spot marine fauna	License of operator Number of marine fauna/flora strikes from boat reported
3. Marine environment damage by anchoring	Snorkeling trip booked with licensed and trained excursion operators Skipper to position boat over anchor before pulling up anchor to minimize damage. Anchorage in sand and away from high biodiversity /sensitive zones as much as possible	Record damages to mangroves or coral reefs caused during the course of the project.
4. Pollution of sea from littering/fuel	Snorkeling operator/company to conduct 'no littering' protocol sessions with interns prior to excursion	No. of snack containers/bottles taken pre-trip = no. of snack containers/bottles returned to shore at end of trip

	Snorkeling trip booked with licensed and trained excursion operators	No. of reported incidents of littering at sea by operator/agency
	No tank fueling to be done at sea by operator	No. of full fuel tanks on boat (on boat as precautionary measure in case of emergency) = no of full fuel tanks at the end of the trip (unless there was an emergency situation)
	Portable/ extra tanks need to be secured	
5. Habitat encroachment-planting mangroves in natural coastal habitats that will be negatively affected by mangrove plantation	Mangrove planting activities conducted through existing entities that maintain mangrove habitats (i.e. Ephelia Resort, UniSey, GIF etc...) and have in depth knowledge of mangroves	
	Obtain permission from MEECC to conduct planting activity	Letter of Authorization obtained from MEECC to conduct the activity
6. Mangrove species inappropriate for the area of plantation	Mangrove planting activities conducted through existing entities that maintain mangrove habitats (i.e. Ephelia Resort, UniSey, GIF etc...) and have in depth knowledge of mangroves	
7. Land is not prepared for planting and poor planting methodology employed	Mangrove planting activities conducted through existing entities that maintain mangrove habitats (i.e. Ephelia Resort, UniSey, GIF etc...) and have in depth knowledge of mangroves	
	Experienced entities will prepare the area and seedlings prior to the activity	Planting activity reports / Entities monitoring reports demonstrate flourishing mangrove plants
	Entities to brief interns and demonstrate appropriate planting technique prior to the activity	Attendance Sheet to show No. of students involved in programme who have an understanding of how mangroves should be planted.
Social risks		
8. A person is lost	Head count of everyone at the start and periodically during the activity.	Attendance sheets upon departure and return
	Participants always in pairs or more.	
9. Seasickness	Interns briefed on how to avoid getting seasick and to inform facilitator if they feel unwell	No. of persons suffering from seasickness
	Seasick tablets made available upon request	No. of tablets consumed
10. Injuries incurred by snorkelers (e.g. cuts from propellers, sunburns, jelly fish stings)	First Aid kit to be available at all times.	Attendance Sheet (Testimony Section completed and signed by SYAH rep)
	snorkeling operator familiar with local jellyfish stings symptoms and treatments	
	Participants satisfy Health and Fitness Consent form criteria as provided by snorkeling operator	
	Using buoys and markers to separate diving activity from vessels	Weather condition forecast dated pre-session concluding safe conditions. Termination of session if unpleasant weather.
	Skipper/facilitator to be aware of current weather forecast and tidal and sea conditions.	Termination of session potentially dangerous sea animals reported/sighted
	Participants aware pre-session of dangerous marine predators and protocol to exit the water if these are detected.	

	Participants informed to avoid dehydration wear UV protective clothing, hats, sunglasses and sunblock before trip.	
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Risk Table 2: Internship

The internship will be held for two weeks in December (9th -20th December 2019) for all placements. The placements entail the interns work shadowing an employee and assigned tasks that assist the supervisor. All assignments are done under the strict supervision of the supervisor.

The confirmed host organizations for the Blue Economy Internship Programme (4th edition) are:

- Blue Economy Research Institute
- ICS – Silhouette Island (Only 18+ yrs)
- Hunt Deltel
- Seychelles Fisheries Authority
- Seychelles Air Force
- Seychelles Coast Guard
- Seychelles Maritime Safety Administration
- Seychelles Energy Commission
- Seychelles Ports Authority
- SOCOMEP
- WISEOCEANS
- MCSS
- Seychelles Sustainable Tourism Foundation
- Indian Ocean Tuna Ltd

In addition to the mitigation measures outlined below, each intern will also be provided with this ESMP document as an Annex to the MOU that they sign with SYAH-Seychelles (Refer to Annex).

Potential risk	Mitigation measures	Indicators to monitor implementation of mitigation measures
11. Intern is injured during the internship	All interns obtain Occupational Insurance	Proof of Occupational Insurance purchased
	All interns undertake a ‘Health and Safety at Work’ Session during the Induction Ceremony	No. of interns who have an understanding of Health and Safety at work
	Interns receive placement at either licensed/regulated/governmental entities within the formal sector.	License/Registration of on randomly selected organizations (unless specified by SEYCCAT that all entities must submit this)
	Interns to be provided with appropriate PPE from employer	
	All participants provide Emergency contact details	
	All host organizations are aware of the ESMP and comply with national Health and Safety Regulations at work	

12. Misconduct of intern and/or work colleagues	All interns will undertake a ‘Health and Safety at Work’ Session during the Induction Ceremony	Attendance record at the Health and Safety Work Session
	All interns sign an MOU and Exclusion of Liability and Indemnity Form with SYAH	No. of signed MOUs and Exclusion of Liability and Indemnity Form
	All supervisors assess performance of intern	Non. Of Intern Performance Evaluation forms submitted to SYAH-Seychelles
13. Intern does not obtain work experience from host organization	All interns produce at least 3 blogs/voxpops of their experience	No. of blogs/voxpops received

3. Monitoring Plan

The objective of the monitoring plan is to ensure that the mitigation measures are properly implemented.

3.1. Data collection, analysis and report responsibilities

Please refer to Section 3.3.

3.2. Additional support (capacity building, resources etc.)

List the additional support that is required to ensure that the mitigation measures are properly being implemented.

Please refer to Section 3.3.

3.3. Monitoring table

As part of the programme, a BEIP Social which comprises of either a snorkeling or mangrove clean up and planting activity is organized to allow interns to learn about the importance of corals and mangroves, as well as, to develop an appreciation of the ocean, as it has been found that approximately 50% of previous interns had never actually snorkeled before BEIP. The social also serves as a team-building activity. The social will be hosted only once during the full two weeks for approximately two to three hours. Hence, the frequency for indicator in the below table will be 1.

At this point it is important to note that the BEIP social is **NOT** the focal point of the programme i.e. data collection, analysis and reporting responsibilities of the impact of the mangroves planted for example, is not one of the objectives of the programme and thus should be considered to lie outside the scope of the programme.

Nonetheless, SYAH-Seychelles will submit all data that it can collect on its own and shall seek, but under reasonable circumstances should not be obliged to, submit reports on aspects that are outside of the objectives of the programme as listed in Section 1 (e.g. monitoring reports that demonstrate no adverse effect to environment from mangrove planting activities conducted by UniSey (which would include the one conducted with SYAH).

Risk Ref	Mitigation measures	Indicator	Freq.*	Responsibility	Cost
1.	Snorkeling operator/company to conduct pre-snorkeling briefing to interns on snorkeling protocol	Attendance Sheet	1	SYAH-Seychelles	N/A
	Interns with little/no snorkeling experience practice with a more experienced snorkeler/company agent in an area with no coral before session	Attendance Sheet (Testimony Section completed and signed by SYAH rep)	1	SYAH-Seychelles	N/A
2.	Snorkeling trip booked with licensed and trained excursion operators	License of operator	1	SYAH-Seychelles	N/A
	Facilitators/Interns to act as spotters when boat is in motion to spot marine fauna/flora	Number of marine fauna/flora strikes from boat reported/	1	SYAH-Seychelles	N/A

3.	Snorkeling operator/company to conduct 'no littering' protocol sessions with interns prior to excursion	Number of snacks, bottles etc. Before and after trip	1	SYAH-Seychelles	N/A
	No tank fueling to be done at sea by operator	No. of full fuel tanks on boat (on boat as precautionary measure in case of emergency) = no of full fuel tanks at the end of the trip (unless there was an emergency situation)	1	SYAH-Seychelles	N/A
	Portable/ extra tanks need to be secured	Attendance Sheet (Testimony Section completed and signed by SYAH rep)	1	SYAH-Seychelles	N/A
4.	Obtain permission from MEECC to conduct activity	Letter of Authorization obtained from MEECC to conduct the activity	1	SYAH-Seychelles	N/A
5.	Experienced entities will prepare the area and seedlings prior to the activity	Attendance Sheet (Testimony Section completed and signed by SYAH rep)	1	SYAH-Seychelles	N/A
	Entities to brief interns and demonstrate appropriate planting technique prior to the activity	Attendance Sheet	1	SYAH-Seychelles	N/A
6.	Head count of everyone at the start, periodically during the activity and at the end before return.	Attendance Sheet	1	SYAH-Seychelles	N/A
	Participants always in pairs or more.				
7.	Interns briefed on how to avoid getting seasick and to inform facilitator if they feel unwell	Attendance Sheet	1	SYAH-Seychelles	N/A
	Seasick tablets made available upon request	Attendance Sheet with testimony section on No. of tablets utilized by SYAH rep	1	SYAH-Seychelles	N/A

8.	First Aid kit to be available at all times.	Attendance Sheet (Testimony Section completed and signed by SYAH rep)	1	SYAH-Seychelles	N/A
	Skipper/facilitator to be aware of current weather forecast and tidal and sea conditions.	Weather condition forecast dated pre-session concluding safe conditions signed by SYAH rep	1	SYAH-Seychelles	N/A
9.	All interns covered by Occupational Insurance	Proof of Occupational Insurance purchased	1	SYAH-Seychelles/ Insurance broker	Insurance cost as per budget
	All interns undertake a 'Health and Safety at Work' Session during the Induction Ceremony	Attendance Sheet (Testimony Section completed and signed by SYAH rep)	1	SYAH-Seychelles	N/A
	Interns receive placement at either licensed/regulated/governmental entities within the formal sector.	License/Registration of on randomly selected organizations (unless specified by SEYCCAT that all entities must submit this)	1	SYAH-Seychelles/ Host organization	200 SCR/organization
	Interns to be provided with appropriate PPE from employer	Interns were appropriate PPE	1	Host organization	N/A
	All participants provide Emergency contact details	List of Emergency contact details	1	SYAH-Seychelles	N/A
10.	All interns sign an MOU and Exclusion of Liability and Indemnity Form with SYAH	No. of signed MOUs and Exclusion of Liability and Indemnity Form	1	SYAH-Seychelles/Participants and Guardians	N/A
	All supervisors assess performance of intern	Intern Performance Evaluation forms submitted to SYAH-Seychelles	1	Host organizations	
13.	All interns produce at least 3 blogs/voxpops of their experience	Blogs/Voxpops	3 in two weeks	Interns	N/A

* The numbers in this column are for the entire duration of the internship.

3.4. Implementation schedule

Activity	Timeline of Activity		
	October	November	December
Mitigation measures			
Develop Attendance Sheet			
Obtain Letter of Authorization from MEECC			
Obtain License/Registration from randomly selected host organizations			
Develop MOUs, Intern Performance Evaluation, Exclusion of Liability and Indemnity and Emergency Contact Details forms			
Develop guidelines on blog and voxpops submissions			
Obtain Snorkeling Operator License			
Develop Health and Safety at Work Presentation			
Monitoring of the mitigation measures implementation			
Complete Attendance Sheet from various activities			
Submit MOUs, Intern Performance Evaluation, Exclusion of Liability and Indemnity and Emergency Contact Details forms			
Submit blog and voxpops produced by interns to SeyCCAT upon request.			
Deliver Health and Safety Workshop Session			

Note that the following documents are completed and have been included in the Annex:

- MOUs
- Intern Performance Evaluation Form
- Exclusion of Liability and Indemnity Form
- Emergency Contact Details Form

Annex 1: Memorandum of Understanding (SYAH and Intern)

Memorandum of Understanding

Between

***SIDS Youth AIMS Hub-Seychelles
AND
Participant***

1. Preamble

This Memorandum of Understanding, hereinafter referred to as “**MoU**”, is proposed as the basis of a voluntary partnership between the two aforementioned parties to promote sustainable development opportunities within the Blue Economy sector for young people in the Seychelles. As unemployment increases globally, young people are being encouraged to seek job opportunities and innovative business solutions in new sectors such as the Blue Economy. A formal ‘Blue Economy’ internship has been initiated to inspire and empower youth, aged between 16-29, to take up a career in the ocean based economy, subsequently tackling Sustainable Development Goals 14 (Life below water) and 8 (Decent work and economic growth). The participants of the internship, hereinafter referred to as “**interns**” will follow a two to three week internship in Seychelles with the respective organisation.

2. Points of Departure

a) _____ hereinafter referred to as “**intern**” is an applicant who has met all the eligibility criteria and agreed to participate in the full duration of the internship programme.

b) **SIDS Youth AIMS Hub-Seychelles** hereinafter referred to as “**SYAH**”, is the Seychelles chapter of a regional Non-Governmental Organisation (NGO) network of young people from Small Island Development States (SIDS) in the Atlantic, Indian Ocean, Mediterranean and South China Sea. Its mission is to provide a networking platform that promotes and helps advance youth-led sustainable development projects. It promotes participatory governance, supports volunteering and research work done by youth and provides opportunities that empowers them to play an active role and contribution towards the sustainable development of their countries and the world.

3. Purpose

This MoU will serve as a formal written agreement of the collaboration between SYAH and the intern.

The objectives of the project are:

- a) To generate awareness and mobilise innovation competencies in Seychellois youth on careers and business opportunities available in the Blue Economy.
- b) To empower today's youth with work experience so that they can make more informed career path decisions
- c) To engage with government, industry and civil society to increase awareness of the value and positive impact of training and recruiting a young person in the workplace.
- d) To promote good practice in terms of conduct, integrity, ethics and sustainable development in the work place, environment, people and life in general
- e) To lower unemployment rates

4. Responsibilities

To accomplish the above objectives, SYAH and the intern must abide to the responsibilities listed below.

a. SYAH

- i. **SYAH** will be responsible for assessing the applications, conducting interviews and allocating successful interns to the organisations that it perceives to be the best suitor for the intern.
- ii. **SYAH** will be responsible to facilitate the internship programme for the maximum benefit of interns.
- iii. **SYAH** will be responsible for ensuring all interns are treated in a fair and equal manner.
- iv. **SYAH** will be responsible for the organisation of the interns only for the official Opening and Closing day of the internship programme in Seychelles. During the internship, interns are responsible for their own schedule and registration at their respective organisations.
- v. **SYAH** will be responsible for the daily allowance of SR75 per day to cover the cost of food and transport for the interns. The payment will be made at the end of each week and will be made dependent on the interns attendance on the programme.
- vi. **SYAH** will be responsible in providing interns with a Weekly report for the logging of their weekly activities. The reports will be collected by SYAH weekly and the blogs and vlogs will be monitored remotely.
- vii. **SYAH** will be responsible in selecting the interns that will proceed to Mauritius based on their performance during the two to three-week internship in Seychelles.
- viii. **SYAH** will be responsible in organising the trip to Mauritius.

b. Intern

- i. **Intern** will be responsible for notifying **SYAH** at a very early stage of any mitigating circumstance not permitting them to attend the full internship programme, including the Opening and Closing ceremony on Saturdays (as per timetable). It is at SYAH's discretion if to allow the intern to continue on the programme or identify another candidate to replace the intern.
- ii. **Intern** will be responsible for organising their own schedule and signing of their attendance register at their respective organisations.
- iii. **Intern** will be responsible for being punctual, respectful and well-behaved throughout the programme. If SYAH perceives the intern to be behaving as a poor Ambassador for SYAH which is reflecting negatively on the organisation, SYAH has the right to terminate the interns programme.
- iv. **Intern** is expected to dress appropriately and according to the organisations dress code of conduct.
- v. **Intern** will not:
 - a. Report to the organisation under the influence of drugs or alcohol
 - b. Tolerate or participate in verbal exchange of a sexual nature or engage in behaviour that might be perceived as sexual with a client or community organisation representative.
 - c. Tolerate or participate in verbal exchange or engage in behaviour that might be perceived as offensive and/or inappropriate against an individual on the basis of their race, religion, age, gender, national origin, colour, disability or military or veteran status.
 - d. Enter into personal relationships with a client or community partner representative during the term of your service.
- vi. **Intern** is expected to abide to his/her responsibilities including but not limited to the following:
 - a. To follow the policies, standards and practices of their respective organisations during the internship.
 - b. To report to their respective organisations on time and to follow all established regulations of the organisation.
 - c. To keep in confidence all information pertaining to their respective organisations and its matters.
 - d. To conform to established professional standards and practices while training at their respective organisations
- vii. **Intern** will be responsible to meet with a **SYAH** representative at the end of each week for collection of payment.
- viii. **Intern** will be responsible to have the hosting organisation sign the attendance register and present the register in order for payment to be effected.
- ix. **Intern** will be responsible for completing the Weekly Report and the daily blog and vlog at the end of each week's internship.
- x. **Intern** agrees to discuss his/her role/experience as an intern to the media and other events in future.
- xi. **Intern** acknowledges and understands the risks associated with the internship and that SYAH and the respective organisation will not be held responsible for

any loss, injury, or other damage to the person or property of any student participating in the internship unless such loss, injury or damage results from the negligence or wilful conduct of SYH and/or the respective organisation, its agents, officers or employees.

- xii. **Intern** will be responsible in obtaining familiarity with the ESMP Template provided as an Annex to this documents. Should they observe any of the risks identified occurring or any violation of the measures they should inform SYAH immediately
- xiii. **Intern** will be responsible in understanding and seeking appropriate clarification for all documentation that they agree to sign at the commence of the internship (i.e. Stipend Allowance Agreement, Indemnity Contract and the MoU). Failure to sign and comply to all required documentation will lead to the immediate termination of the intern's participation in the programme.

c. Duration

This MOU is at-will and may be modified by mutual consent of authorized officials from SYAH and the intern. This MOU shall become effective upon signature by the authorized officials from SYAH and the intern and will remain in effect until modified or terminated by any one of the partners by mutual consent. In the absence of mutual agreement by the authorized officials from SYAH and the intern this MOU shall end on 23rd December 2019.

This MoU reflects the common understanding of the following parties:

SIDS YOUTH AIMS HUB-SEYCHELLES

Date _____
Kalsey Belle , President

Date _____
Blue Economy Intern

Annex 2: Internship Indemnity Form (Over 18)

Blue Economy Internship Programme (4th Edition)

EXCLUSION OF LIABILITY AND INDEMNITY

1. I _____ **[Insert Name]**, Identity
Number _____ **[Insert Number]**, of

_____ **[insert address]**,

being 18 years of age or older have voluntarily agreed to participate in the Blue Economy Internship Programme (4th Edition) arranged and hosted by the SIDS Youth AIMS Hub - Seychelles, that introduces young people to careers in Blue Economy through a formal internship programme following which young people would be in a better position to have work experience in the field and for the employer to see the value of having a young person working in the area.

2. The programme will be facilitated by the SIDS Youth AIMS Hub - Seychelles and run from 9th December to 20th December. The terms and conditions upon which the Internship will be conducted are set out in other documents or communications received.
3. I hereby irrevocably waive any claim I may have and hereby irrevocably indemnify, release and hold SIDS Youth AIMS Hub - Seychelles and institution of placement or any person or entity affiliated to these entities its directors, its employees and its agents harmless against all loss, damages, claims, expenses, theft, damage to or destruction of my property equipment (or in my possession), any and all bodily injury or death arising from or in connection with the Internship Programme or my participation therein, including any and all related activities or howsoever arising.
4. I acknowledge and agree that by participation in the Internship Programme and any and all related activities may expose me to the risk of loss, damage to, destruction of my property, bodily injury or death, which risks I freely accept and expressly assume.

5. I am aware that SIDS Youth AIMS Hub - Seychelles shall not be providing any insurance or other cover in relation to life, medical, liability or any other insurance (covering me while participating in the internship program), which may cover me in the event of an incident, accident, damage to or destruction of my property, equipment, bodily injury or death.
6. This exclusion of liability and indemnity is binding on my heirs, dependants, executors and administrators.

I understand the contents of this exclusion of liability and indemnity, which I have read carefully, and I agree to be bound by it.

Signature: _____

Name: _____

Date: _____

Internship Indemnity Form (Under 18)

Blue Economy Internship Programme (4th Edition)

EXCLUSION OF LIABILITY AND INDEMNITY

7. I _____ **[Insert Name]**, Identity

Number _____ **[Insert Number]**, of

_____ **[Insert Address]**,

being the parent or lawful guardian of _____

[Insert Participant Name], Identity

Number _____ **[Insert Participant Number]**, of

_____ **[insert address]**,

who is under 18 years of age, have voluntarily agreed for the abovenamed to participate in the Blue Economy Internship Programme (4th Edition) arranged and hosted by the SIDS Youth AIMS Hub - Seychelles, that introduces young people to careers in Blue Economy through a formal internship programme following which young people would be in a better position to have work experience in the field and for the employer to see the value of having a young person working in the area.

8. The programme will be facilitated by the SIDS Youth AIMS Hub - Seychelles and run from 9th December to 20th December. The terms and conditions upon which the Internship will be conducted are set out in other documents or communications received.

9. I hereby irrevocably waive any claim I may have and hereby irrevocably indemnify, release and hold SIDS Youth AIMS Hub - Seychelles and institution of placement or any person or entity affiliated to these entities its directors, its employees and its agents harmless against

all loss, damages, claims, expenses, theft, damage to or destruction of my property equipment (or in my possession), any and all bodily injury or death arising from or in connection with the Internship Programme or my participation therein, including any and all related activities or howsoever arising.

10. I acknowledge and agree that by participation in the Internship Programme and any and all related activities may expose me to the risk of loss, damage to, destruction of my property, bodily injury or death, which risks I freely accept and expressly assume.
11. I am aware that SIDS Youth AIMS Hub - Seychelles shall not be providing any insurance or other cover in relation to life, medical, liability or any other insurance (covering me while participating in the internship program), which may cover me in the event of an incident, accident, damage to or destruction of my property, equipment, bodily injury or death.
12. This exclusion of liability and indemnity is binding on my heirs, dependants, executors and administrators.

I understand the contents of this exclusion of liability and indemnity, which I have read carefully, and I agree to be bound by it.

Signature of parent or lawful guardian: _____

Name: _____

Date: _____

Annex 4: Intern Performance Evaluation Form

Intern's Name _____ Date _____

Organisation _____

Supervisor Name & Title _____

Attendance

Week 1					Week 2				
M	T	W	T	F	M	T	W	T	F

Job Performance

Evaluation Item	Rating					
	5	4	3	2	1	N/A
Quality of Work: <i>Achieves satisfactory results/presentation for duties & tasks completed</i>						
Quantity of Work: <i>Works effectively & efficiently; tasks done in a timely manner</i>						
Work Habits: <i>Care of equipment, observation of company policies & procedures</i>						
Comprehension: <i>Understands the assigned tasks & duties; asks questions for clarification</i>						
Reliability: <i>Job completion; ability to get things done; conscientiousness</i>						
Attitude towards Work: <i>Enthusiastic & motivated; willing to accept suggestions</i>						
Dependability: <i>Punctual and reliable in attendance</i>						
Professionalism: <i>Interacts well with other employees, conducts him/herself professionally</i>						
Initiative: <i>Interest in assuming added responsibilities</i>						

5-Excellent 4-Very Good 3-Good 2-Fair 1-Poor N/A-Not Applicable



Performance Summary

What are the intern's strongest points?

What are the areas that the intern needs to improve on?

Additional comments:

**Supervisor
Signature**

Date

Intern signature

Date
