

# **EXTRACT OF ANNUAL REPORT FOR YEAR 2010**

## **I. LAWS AND REGULATIONS RELEVANT TO THE WORK OF THE INSPECTION SERVICE**

### **Remuneration Regulations**

- (1) The Attorneys' and Notaries' Workers (Remuneration) Regulations 2010
- (2) The Baking Industry (Remuneration Order) Regulations 2003
- (3) The Bank Fisherman and Frigo-workers (Remuneration Order) Regulations 1997
- (4) The Blockmaking, Construction, Stone Crushing and Related Industries (Remuneration Order) Regulations 2003
- (5) The Catering and Tourism Industries (Remuneration Order) Regulations 2004
- (6) The Cinema Employees (Remuneration Order) Regulations 2005
- (7) The Cleaning Enterprises (Remuneration Order) Regulations 1995
- (8) The Distributive Trades (Remuneration Order) Regulations 2004
- (9) The Domestic Workers (Remuneration Order) Regulations 2010
- (10) The Electrical, Engineering and Mechanical Workshops (Remuneration Order) Regulations 1983
- (11) The Export Enterprises (Remuneration Order) Regulations 1984
- (12) The Factory Employees (Remuneration Order) Regulations 2001
- (13) The Field-crop and Orchard Workers (Remuneration Order) Regulations 2008
- (14) The Light Metal and Wooden Furniture Workshops (Remuneration Order) Regulations 2002
- (15) The Livestock Workers (Remuneration Order) Regulations 2008
- (16) The Newspapers and Periodicals Employees (Remuneration Order) Regulations 2001
- (17) The Nursing Homes (Remuneration Order) Regulations 1984
- (18) The Office Attendants (Remuneration Order) Regulations 2000
- (19) The Pre-Primary School Employees (Remuneration Order) Regulations 2000
- (20) The Printing Industry (Remuneration Order) Regulations 1984
- (21) The Private Secondary School Employees (Remuneration Order) Regulations 1984

- (22) The Public Transport (Buses) Workers (Remuneration) Regulations 2009
- (23) The Road Haulage Industry (Remuneration) Regulations 2009
- (24) The Salt-Manufacturing Industry (Remuneration Order) Regulations 1983
- (25) The Security Guards (Remuneration Order) Regulations 1986
- (26) The Sugar Industry (Agricultural Workers) (Remuneration Order) Regulations 1983
- (27) The Sugar Industry (Non-Agricultural Workers) (Remuneration Order) Regulations 1985
- (28) The Tailoring Trade (Remuneration Order) Regulations 2001
- (29) The Tea Industry Workers (Remuneration Order) Regulations 1984
- (30) The Travel Agents and Tour Operators Workers Remuneration Regulations 2009

### **Other Labour Legislation**

- (1) The Labour Act 1975 (Repealed and replaced by the Employment Rights Act)
- (2) The Industrial Relations Act 1973 (Repealed and replaced by the Employment Relations Act)
- (3) The Employment Relations Act 2008
- (4) The Employment Rights Act 2008
- (5) The Additional Remuneration Acts
- (6) The End of Year Gratuity Acts

## **II. RESEARCH, LEGISLATION AND LABOUR STANDARDS SECTION**

### **1. LEGISLATION UNIT**

#### ***New Remuneration Regulations made –***

- The Remuneration Orders (Amendment) Regulations to include the Additional Remuneration for 2010 were made on 2 April 2010 and became effective as from 1 January 2010.
- The Sugar Industry (Agricultural Workers) (Amendment) Regulations and the Sugar Industry (Non-Agricultural Workers) (Amendment) Regulations to provide for the 40-hour week during crop season were made on 2 April 2010 and became effective as from 10 April 2010.
- The Attorneys' and Notaries' Employees (Remuneration Order) Regulations were repealed and replaced by a new Regulations with effect from 1 September 2010. The new Regulations which cover some 800 workers, have granted a wage increase varying from 9 to 12% to the different categories of workers and improved several of their conditions of employment.
- The Domestic Workers (Remuneration Order) Regulations were repealed and replaced by a new Regulations with effect from 1 December 2010. The new Regulations which cover some 43,000 households employing domestic workers, have granted a wage increase varying from 10 to 22% to the different categories of workers and improved several of their conditions of employment.

## **2. LABOUR STANDARDS UNIT**

### ***(i) Elaboration of a Decent Work Country Programme (DWCP) for Mauritius***

The project on the elaboration of a Decent Work Country Programme for Mauritius, launched in November 2008, aims primarily at promoting decent employment through specific programmes and activities, determined in consultation with social partners. The DWCP document has been finalized by Mrs. E. Hanoomanjee, national consultant appointed by the ILO, on 25 November 2010 after intensive consultations with tripartite constituents.

Before reference to Cabinet for approval, the document has been forwarded to the different Ministries concerned for approval of their respective programmes/activities and estimated budget and to the Ministry of Finance and Economic Development for clearance with respect to its budgetary implications. The final step in the DWCP elaboration process will be the signing of the document by tripartite constituents i.e. Government, workers' and employers' organizations.

### ***(ii) Elimination of all Forms of Discrimination in the Existing National Mauritian Law – “Harmonisation Study”***

Following a study on the Elimination of all Forms of Discrimination in the Existing National Mauritian Law, carried out under the UNDP Project “Capacity Building for Gender Equality and Empowerment of Women”, a Monitoring Committee, co-chaired by the Minister of Labour, Industrial Relations & Employment and the Attorney-General, has been set up in February 2010 with a view to implementing the report of the study.

Stakeholders including concerned Ministries, the private sector, workers' organizations and NGOs, have been invited to submit their views on the report and their inputs will be considered by the Monitoring Committee in conjunction with the recommendations contained in the report in the implementation phase.

### III. INFORMATION, EDUCATION AND COMMUNICATION SECTION

#### *No. of seminars held and talks delivered*

<b>Month</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Talks/ Seminars at Site Level</b>	<b>No. of Seminar at IECS</b>
January 2010	26	10	36	2	-
February 2010	32	11	43	-	2
March 2010	142	131	273	11	1
April 2010	211	348	559	12	2
May 2010	451	59	510	17	-
June 2010	288	508	796	20	1
July 2010	353	200	553	14	2
August 2010	204	125	329	14	1
September 2010	195	90	285	20	-
October 2010	317	173	490	10	2
November 2010	211	87	298	17	1
December 2010	72	103	175	6	1
<b>Total</b>	<b>2,502</b>	<b>1,845</b>	<b>4,347</b>	<b>143</b>	<b>12</b>

#### IV. INSPECTION AND ENFORCEMENT SECTION

*(i) Number of Inspection Visits*

<b>Period</b>	<b>No. of Inspection Visits</b>	<b>No of Workers Covered</b>
Jan 10	8	645
Feb 10	47	2,713
Mar 10	67	5,677
Apr 10	31	2,046
May 10	36	2,096
Jun 10	68	3,945
Jul 10	31	5,636
Aug 10	56	5,746
Sep 10	57	6310
Oct 10	50	4263
Nov 10	19	831
Dec 10	15	409
<b>Total</b>	<b>485</b>	<b>40,317</b>

**(ii) Number of complaints registered**

<b>Period</b>	<b>Complaints Registered</b>	<b>Cases Disposed of</b>	<b>Amount Recovered (Rs)</b>
Jan 10	771	631	2,505,835.00
Feb 10	573	679	3,763,277.00
Mar 10	625	614	3,297,360.00
Apr 10	542	725	3,452,548.00
May 10	495	575	3,100,667.00
Jun 10	496	574	2,835,601.00
Jul 10	547	624	3,259,089.00
Aug 10	635	637	3,075,182.00
Sep 10	578	631	2,768,161.00
Oct 10	572	572	3,024,877.00
Nov 10	562	499	2,657,207.00
Dec 10	671	515	4,297,810.00
<b>Total</b>	<b>7,067</b>	<b>7,276</b>	<b>38,037,614.00</b>

**(iii) Cases dealt with at the Industrial Court**

***Cases dealt with at the Industrial Court***

<b>Month</b>	<b>Chambers</b>			<b>Open Court</b>			<b>Criminal</b>			
	<b>New</b>	<b>Disposed</b>	<b>Amount Recovered Rs</b>	<b>New</b>	<b>Disposed</b>	<b>Amount Recovered Rs</b>	<b>New</b>	<b>Disposed</b>	<b>Fines Rs</b>	<b>Costs Rs</b>
January	27	18	172,000	14	26	8,003,863	3	9	16,500	2,100
February	45	25	281,717	20	39	2,500,222	3	3	5,000	500
March	51	38	205,332	27	50	5,514,591	10	7	9,000	1,000
April	27	8	15,000	37	11	419,371	11	4	8,000	700
May	5	33	250,670	29	39	863,300	7	1	3,500	200
June	67	39	357,200	57	23	852,376	4	5	8,000	600
July	39	26	82,159	77	22	610,653	23	5	7,000	600
August	35	33	243,220	69	22	725,586	19	2	3,500	300
September	28	37	460,000	28	32	2,499,370	2	9	25,500	1,250
October	16	38	85,932	32	30	824,977	8	8	26,000	10,000
November	6	31	120,204	32	40	792,953	5	13	44,000	3,600
December	13	7	50,800	33	22	893,467		12	74,000	1,600
<b>Total</b>	<b>359</b>	<b>333</b>	<b>2,324,234</b>	<b>455</b>	<b>356</b>	<b>24,500,729</b>	<b>95</b>	<b>78</b>	<b>230,000</b>	<b>22,450</b>



## V. CONCILIATION AND MEDIATION SECTION

### (i) *Representations received and enquiries carried out at enterprises*

	<b>Brought Forward</b>	<b>Reported during month</b>	<b>Total</b>	<b>Settled</b>	<b>Withdrawn</b>	<b>Outstanding</b>	<b>Enquiries</b>
Jan 10	60	17	77	5	17	55	3
Feb 10	55	11	66	3	8	55	3
Mar 10	55	13	68	7	6	55	2
Apr 10	55	24	79	10	8	61	1
May 10	61	16	77	4	5	68	4
Jun 10	68	18	86	6	7	73	4
Jul 10	73	9	82	5	7	70	1
Aug 10	70	11	81	10	17	54	1
Sep 10	54	24	78	13	10	55	1
Oct 10	55	14	69	3	11	55	1
Nov 10	55	13	68	6	9	53	1
Dec 10	53	25	78	8	12	58	NIL
<b>Total</b>		<b>195</b>		<b>80</b>	<b>117</b>		<b>22</b>

### (ii) *Statistics of Workfare Programme Unit*

### WORKFARE PROGRAMME 2010

Month	Job Placement			NEF			SMEDA			TOTAL		
	M	F	T	M	F	T	M	F	T	M	F	T
January	65	118	183	2	17	19	13	10	23	80	145	225
February	56	24	80	5	3	8	7	1	8	68	28	96
March	28	45	73	2	7	9	7	10	17	37	62	99
April	36	16	52	3	6	9	8	3	11	47	25	72
May	23	21	44	8	17	25	10	2	12	41	40	81
June	63	25	88	3	3	6	8	3	11	74	31	105
July	67	49	116	2	5	7	5	4	9	74	58	132
August	73	120	193	8	11	19	9	3	12	90	134	224
September	36	49	85	3	3	6	7	0	7	46	52	98
October	48	49	97	8	8	16	8	9	17	64	66	130
November	38	44	82	3	12	15	4	6	10	45	62	107
December	66	110	176	4	72	76	12	22	34	82	204	286
<b>TOTAL</b>	<b>599</b>	<b>670</b>	<b>1,269</b>	<b>51</b>	<b>164</b>	<b>215</b>	<b>98</b>	<b>73</b>	<b>171</b>	<b>748</b>	<b>907</b>	<b>1,655</b>

## VI. SPECIAL MIGRANT WORKERS UNIT

### (i) No. of inspection visits

Month	No. of Inspection	Workers Covered			Amount Recovered Rs
		Male	Female	Total	
Jan 10	21	2,765	374	3,139	55,960
Feb 10	23	826	890	1,716	4,206
Mar 10	13	1,003	342	1,345	12,235
Apr 10	7	499	6	505	80,951
May 10	17	959	1,265	2,224	232,530
Jun 10	19	2,310	569	2,879	620,999
Jul 10	19	2,896	2,525	5,421	14,295
Aug 10	35	4,137	2,039	6,176	9,132
Sept 10	65	2716	2681	5397	76,734
Oct 10	34	1231	28	1259	839,995
Nov 10	43	817	221	1038	688,643
Dec 10	24	1080	1582	2662	87,574
<b>Total</b>	<b>320</b>	<b>21,239</b>	<b>12,522</b>	<b>33,761</b>	<b>2,723,254</b>

### (ii) No. of complaints

Months	No. of Complaints Registered	Amount Recovered Rs
Jan 10	21	73,487
Feb 10	28	472,636
Mar 10	28	-
Apr 10	33	49,132
May 10	29	155,924
Jun 10	31	3,698
Jul 10	24	73,690
Aug 10	29	2,350,939
Sept 10	24	79,614
Oct 10	33	839,995
Nov 10	18	679,098
Dec 10	13	87,574
<b>Total</b>	<b>311</b>	<b>4,865,787</b>

LABOUR & INDUSTRIAL RELATIONS DIVISION

12 MAY 2011