

FREQUENTLY ASKED QUESTIONS:

- 1. Q: Can a worker or group of workers request the NRB to review a particular sector?**

A: Strictly speaking NO. Only the Minister is habilitated to do so. However, a joint consultative or negotiating body composed of representatives of a substantial number of workers and of employers in an industry not covered by a collective agreement, may request the Minister to refer a particular sector to the Board for prescribing minimum wage and conditions of employment.

- 2. Q: Can the NRB act as an Enforcement body?**

A: No. The power of '**enforcement**' of Remuneration Orders is vested with the Enforcement Division of the Ministry.

- 3. Q: Is there any established frequency within which Remuneration Orders are reviewed?**

A: No. It is the Minister who decides which sector is to be reviewed based on the prevailing circumstances and conditions thereof.

- 4. Q: What is the average time frame for the review of a Remuneration Order?**

A: This depends on the complexity of the sector and the number of operators therein. The bigger the sector, the more time it takes to conduct the review.

- 5. Q: Do information provided during the investigation remain confidential?**

A: The NRB guarantees confidentiality of all information/documents obtained in the course of its investigation.

6. Q: What are the factors that are taken into consideration by the NRB when determining the level of minimum wage and conditions of employment?

- A:** (a) the interests of the persons immediately concerned and the community as a whole;
- (b) the need to promote decent work and decent living;
- (c) the need to promote gender equality and to fix wages on the basis of job content;
- (d) the principles of natural justice;
- (e) the need for Mauritius to maintain a favourable balance of trade and balance of payments;
- (f) the need to ensure the continued ability of the Government to finance
- (g) development programmes and recurrent expenditure in the public sector;
- (h) the need to increase the rate of economic growth and to protect employment and to provide greater employment opportunities;
- (i) the need to preserve and promote the competitive position of local products in overseas market;
- (j) the capacity to pay of enterprises;
- (k) the need to develop schemes for payment by results and, as far as possible, to relate increased remuneration to increased labour productivity;
- (l) the need to prevent gains in the wages of workers from being adversely affected by price increases;
- (m) the need to establish and maintain reasonable differentials in rewards between different categories of skills and levels of responsibility;
- (n) the need to maintain a fair relation between the incomes of different sectors in the community; and
- (o) the principles and best practices of good employment relations.