



Ministry of Labour, Human Resource Development  
and Training

# **Annual Report on Performance Fiscal Year 01 July 2021- 30 June 2022**

2021 - 2022



## Contents

Part I – About The Ministry .....	3
Minister’s Statement.....	4
Statement from the Permanent Secretary.....	5
Role and functions of Ministry .....	6
Brief Overview of the Sections/Units of the Ministry .....	7
Statutory Bodies under the purview of the Ministry .....	8
About Our People.....	9
Total HR for the Ministry.....	10
Staffing .....	13
Organigram.....	16
Gender Policy .....	167
Gender Policy Statement.....	167
Part II – MINISTRY/DEPARTMENT ACHIEVEMENTS & CHALLENGES .....	18
Legislation.....	18
Major amendments in the legal framework18.....	18
Workers’ Rights Act .....	18
Regulations.....	20
Brief Overview of Sections/Units .....	22
The Prosecution Unit.....	223
Achievements.....	234
The Inspection and Enforcement Section .....	<b>Error! Bookmark not defined.</b> 4
The Special Migrant Workers Unit .....	24
Workfare Programme Unit.....	24
The Conciliation and Mediation Section .....	25
Information, Education and Communication Section .....	235
Occupational Safety And Health Division.....	256
Activity of the Occupational safety and Health Division for period July 2020 to June 2021 .....	28
World Day for Safety & Health at Work.....	30

Trends, Challenges and Way Forward .....	32
Improving Legislative Framework .....	33
Improving National Safety and Health Culture .....	34
Registry Of Associations .....	345
Commission For Conciliation And Mediation.....	38
National Remuneration Board .....	40
Redundancy Board .....	401
National Employment Department.....	42
Risk Management, Citizen Oriented.....	49
Initiatives & Good Governance .....	49
Follow up on implementation of Audit Recommendations .....	50
Part III – FINANCIAL PERFORMANCE .....	51
Part IV – WAY FORWARD.....	545
Trends and Challenges .....	545
Strategic Direction.....	556

*Part I – ABOUT THE MINISTRY*

**PART 1 ABOUT THE MINISTRY**

**VALUES**

**OUR CORE VALUES**

**Integrity:**  
We are guided by the highest standards of professional ethics

**Quality:**  
We are result-oriented and are committed to provide services of the highest quality in a timely manner.

**Team spirit:**  
We promote and demonstrate team spirit in achieving organisational goals.

**MISSION**

**Mission**

Promote decent work, support employers and workers in creating a safe, conflict-free and productive workplace and facilitate access to gainful employment.

**VISION**

**Vision**

That all Mauritians have access to gainful and productive employment and that the work environment be safe and conflict-free

## Minister's Statement

Here we are, two years since the outbreak of the world's most disruptive virus, COVID-19. If 2020 was a year defined by our ability to pivot rapidly to meet the overwhelming challenges of fighting the global pandemic at its peak, last year - 2021 - has witnessed our versatility and perseverance in caring for our population through the many waves of the disease.



I wish to state that I am extraordinarily proud of our courageous and skilled workforce, who stepped up to battle the pandemic and get Mauritius working again. But we should not forget those workers who paid a heavy personal price for their tremendous professionalism. Their sacrifice while combating the virus gave us all the courage to focus on rebuilding and re-stabilizing our workforce.

The Ministry of Labour, Human Resource Development and Training has been accompanying this recovery by designing amendments to the *Workers' Rights Act* via the *Finance (Miscellaneous Provisions) Bill 2022*, so that workers are better protected. For example, there has been the introduction of an allowance for those on duty during Class 3 & 4 cyclonic warnings. Moreover, there is now the obligation for employers to grant a Food Allowance to employees called upon to work in rotation when they work more than 10 hours.

In this spirit of protecting our workforce and promote their familial well-being, we have also come forward with a special leave for working parents to care for their sick children. Moreover, my Ministry has also already initiated appropriate action towards the introduction of a Parental leave to the benefit of a worker who is the carer of a newborn child or an adopted child. Another amendment was brought to prevent an employer from firing an employee on the basis of poor performance after the latter has been injured at work.

As you can see, our efforts to shield the labour force have been relentless during the last 12 months. It follows our pledge to promote social justice wherever and whenever possible. Another proof of that is the abolition of exam fees for all MiTD students, as announced in the Budget 2022-23.

In conclusion, I would like to thank all the staff of my ministry, and those of institutions attached to it, for all the good job performed.

### **Hon Soodesh S. Calichurn**

Minister of Labour, Human Resource Development and Training,  
Minister for Commerce and Consumer Protection.

## **Statement from the Permanent Secretary**

During financial Year 2021/2022, the Labour Division and the Human Resource Development and Training Division (HRDT) were each headed by a Permanent Secretary. Consequent upon the retirement of Mr J. Hauroo in February 2022, I supervised the HRDT Division until end May 2022. In June 2022, Mr P. Pirthee, Permanent Secretary was posted to the Ministry to take charge of the HRDT Division. In the circumstances and for practical reasons, this report, which highlights the achievements of the Ministry, is being presented by me

The period July 2021 to June 2022 was indeed very challenging for both Divisions, especially in view of the implementation of the measures put in place by Government for the economy to pick-up. The HRDT Division had to cope with an abnormally huge volume of applications for work permit from employers operating in different sectors of the economy. Procedures and processes for granting work permits to foreign workers were streamlined. Other major developments that took place relate to the setting up of the National Employment Department following the proclamation of the National Employment Act to replace the Employment Services and approval by Government of the National Skills Development Strategy 2022-2026.

Equally, the Labour Division, in its endeavor to protect the rights as well as the safety and health of workers had to increase the number of inspections at workplaces. In spite of constraints, the computerization project of the Occupational Safety and Health Division of the Ministry successfully took off. Furthermore, a study for the computerization of the activities relating to Labour Inspection and Enforcement was successfully conducted and necessary funding obtained for same to be implemented during Financial Year 2022/2023.

It was interesting to note that officers of the Labour and HRDT Divisions spared no effort to demonstrate good team spirit whenever they were required to address specific issues affecting the rights of workers, including migrant workers.

I would like to thank all members of staff for their unflinching support and I am confident that together we will keep moving forward towards achieving the Ministry's goals and objectives.

**K. Samlall**  
Permanent Secretary

## **Role and functions of Ministry**

The Ministry of Labour, Human Resource Development and Training aims at providing an effective and efficient service to members of the public and the working community in ensuring their rights at work in a conducive working environment.

The key functions of the Ministry include:

- a) promoting industrial peace and harmony and to protect the fundamental rights and dignity of workers;
- b) enhancing productivity and the general well-being of the workforce through improvement in the standards of safety and health and prevention of occupational diseases and accidents at the workplace;
- c) regulating the functioning of associations and trade unions;
- d) facilitating employment of jobseekers, providing assistance and guidance with regard to employment prospects and facilitating the employment of non-citizens, where required;
- e) regulating the operation of recruitment agencies involved in the recruitment of Mauritians for employment locally and/or overseas and the recruitment of non-citizens for employment in Mauritius;
- f) monitoring the performance of parastatal bodies/units operating under its aegis;
- g) promoting human resource development in line with economic and social objectives and stimulating a culture of training and lifelong learning;
- h) promoting research, enhanced knowledge and excellence in technical, vocational education and training; and
- i) providing quality guidance and counselling to students and the public at large.



## Brief Overview of the Sections/Units of the Ministry

The Ministry comprises several Divisions and Units at its headquarters, which are mainly responsible for policy formulation and implementation as well as monitoring of labour, industrial relations, safety and health, employment and training programmes.

### LABOUR AND IR DIVISION

- ensure compliance with labour legislation both in respect of Mauritians and migrant workers and institutes such civil or criminal proceedings as deemed necessary and conduct such proceedings in the Industrial Court for or in the name of a worker
- provides a conciliation service to promote the settlement of industrial disputes reported to the Minister

### HUMAN RESOURCE DEVELOPMENT AND TRAINING

- register jobseekers, including laid-off workers and place them in gainful employment
- collection and dissemination of Labour Market Information
- enforce the Non-Citizens (Employment) (Restriction) Act and issue work permits to migrant workers
- enforce the Recruitment of Workers Act and issue Recruitment License to Recruitment Agencies.

### OCCUPATIONAL SAFETY AND HEALTH DIVISION

- enforcement of legislation pertaining to occupational safety and health
- ensures continual enhancement of safety and health standards at workplaces

### NATIONAL REMUNERATION BOARD

- make recommendations to the Minister regarding minimum re-muneration and terms and conditions of employment in the private sector

### COMMISSION FOR CONCILIATION AND MEDIATION

- provide conciliation, mediation and advisory services for promoting the improvement of industrial relations in the workplace

### REGISTRY OF ASSOCIATIONS

- conferring legal status on associations and trade unions
- ensuring compliance to the Registration of the Associations Act

### REDUNDANCY BOARD

- deal with all cases of reduction of workforce and closure of enterprises for economic, financial, structural, technological or any other similar reasons.

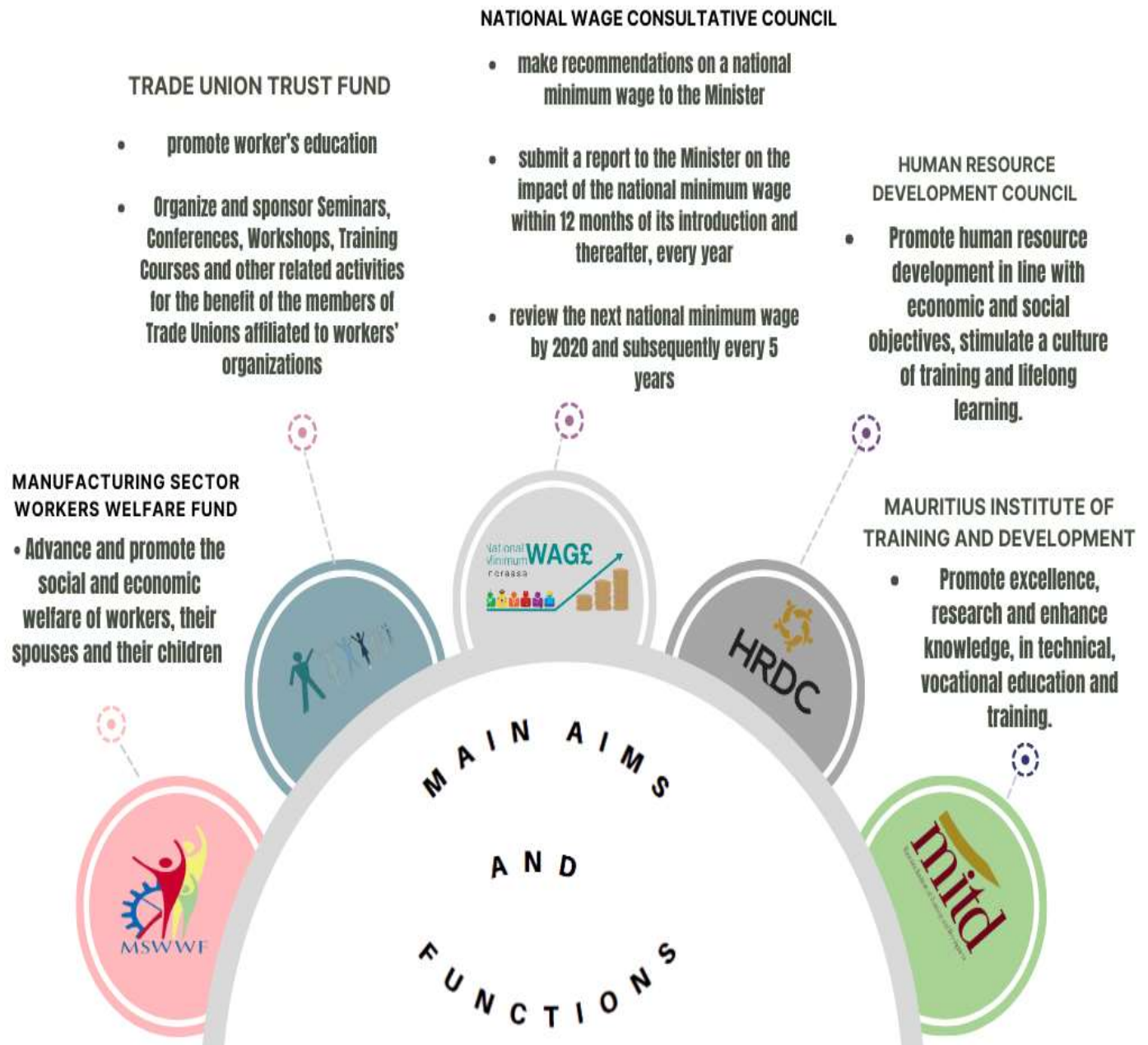
### CAREER GUIDANCE

- Provide quality guidance and counselling to students and the public at large
- Provide career information



## Statutory Bodies under the purview of the Ministry

There are six parastatal bodies operating under the aegis of the Ministry. Their main aims and functions are as follows:

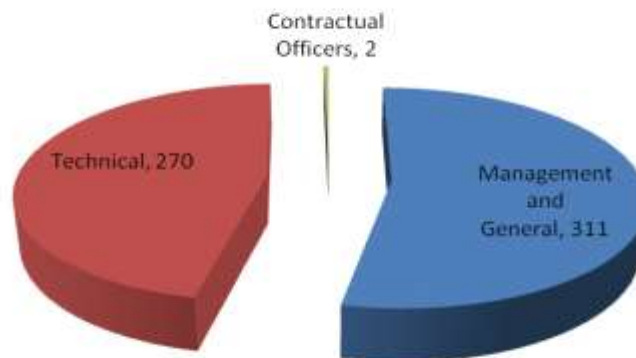


## About our People

The Ministry of Labour, Human Resource Development and Training is headed by two Permanent Secretaries, each responsible for the Labour Division and Human Resource Development and Training Division, respectively. They are both assisted in their functions by officers of the administrative, technical cadre and those of the general services.

Accordingly, for the financial year 2021/2022, the Ministry had **583** funded positions including contractual officers and advisers.

**Funded Positions in MLHRDT 2021/2022**



## Human Resources

Job Title/Category	Labour Division	HRDT Division
Minister	1	
Permanent Secretary	1	1
Deputy Permanent Secretary	1	-
Assistant Permanent Secretary	1	3
Manager, Financial Operations	1	-
Assistant Manager, Financial Operations	1	-
Manager, Human Resources	2	-
Assistant Manager, Human Resources	-	1
Human Resource Executive	1	1
Registrar of Associations	1	-
Deputy Registrar of Associations	-	-
Chairperson, National Remuneration Board	1	-
Vice Chairperson, National Remuneration Board	1	-
Director, Labour and Industrial Relations	1	-
Deputy Director, Labour and Industrial Relations	1	-
Director, Occupational Safety and Health	1	-
Deputy Director, Occupational Safety and Health	1	-
Head Specialist Support Services	1	-
President, Commission for Conciliation and Mediation	1	-
Vice President, Commission for Conciliation and Mediation	1	-
Assistant Manager (Procurement & Supply)	1	-
Assistant Manager, Internal Control	1	-

<b>Total Funded positions 2021/2022</b>	
<b>Labour Division</b>	<b>Number</b>
Management and General	168
Labour and Industrial Relations	141
Occupational Safety and Health	70
Registry of Associations	22
Commission for Conciliation and Mediation	4
National Remuneration Board	6
<b>Total</b>	<b>411</b>

## STAFFING

<b>Labour Division</b>			
<b>Job Title/Category</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Labour	46	79	125
Occupational Safety and Health	23	44	67
Registry of Associations	6	13	19
Administrative	2	1	3
Adviser	6	-	6
Officers on Contract	3	1	4
National Remuneration Board	2	6	8
Financial Operations	2	3	5
Procurement and Supply	1	2	3
Internal Control	1	1	2
HR Cadre	1	3	4
General Service	13	62	75
Senior Transcriber	-	2	2
Transcriber	-	2	2
Receptionist	1	4	5
Head Office Auxiliary	2	-	2
Office Auxiliary/Senior Office Auxiliary	10	15	25
Handy Worker	9	10	19
General Worker	1	1	2
Driver	5	-	5

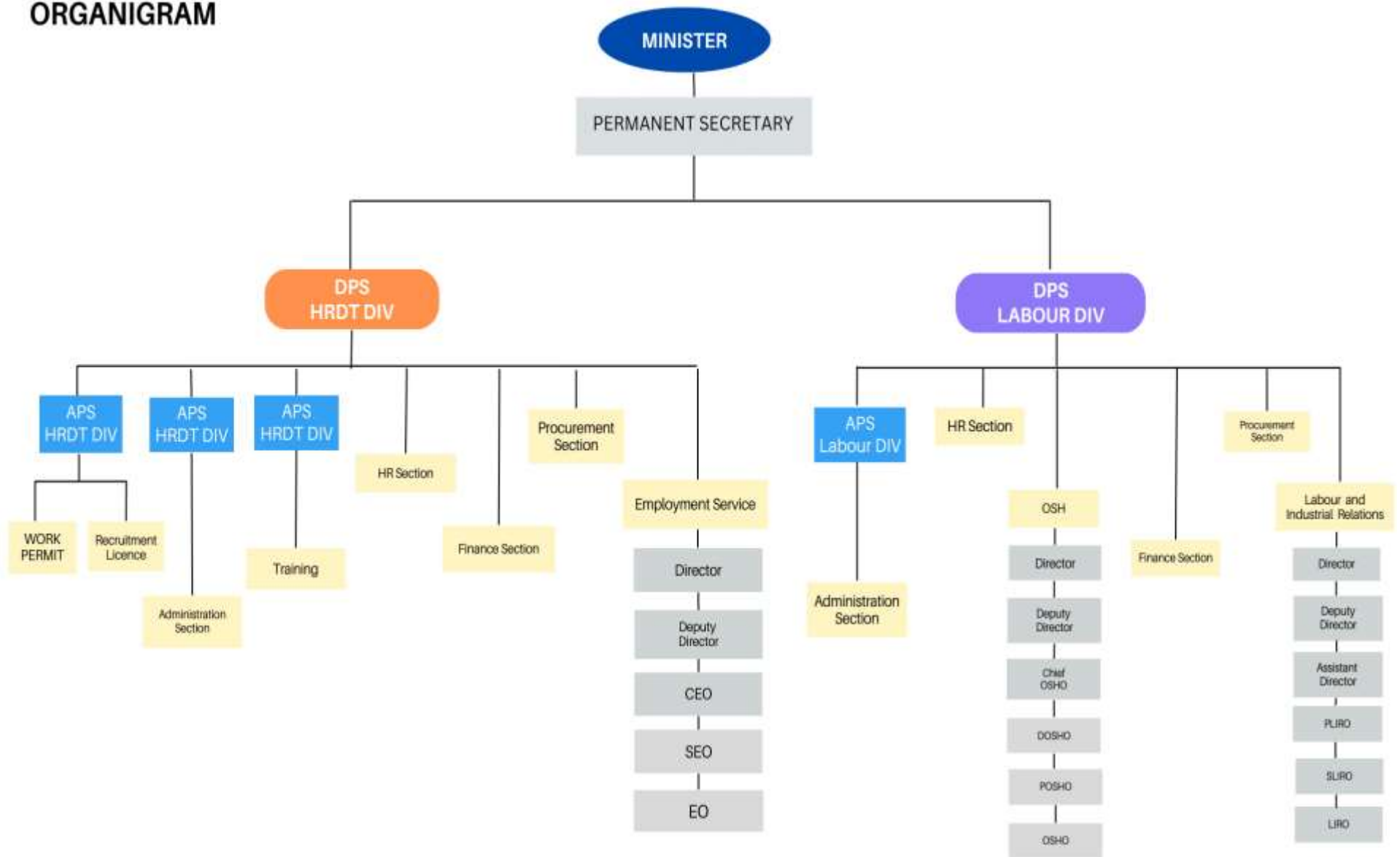
<b>HRDT DIVISION</b>			
<b>Job Title/Category</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Director, NED	1	-	1
Principal Careers Counsellor	-	1	1
Senior System Analyst	-	1	1
Senior Careers Counsellor	-	1	1
Careers Counsellor	3	2	5
Human Resource Analyst	2	-	2
Chief Employment Coordinator	1	2	3
Assistant System Analyst	-	1	1
Office Management Executive	-	7	7
Financial Operations	1	3	4
Principal Procurement & Supply Officer	-	1	1
Senior Employment Counselling Officer	1	12	13
Assistant Procurement & Supply Officer	-	1	1
Office Supervisor	-	1	1
Confidential Secretary	-	1	1
Head Office Auxiliary	1	-	1
Office Auxiliary/Senior Office Auxiliary	3	10	13
Driver	2	-	2
General Service	22	77	99
Receptionist /Telephone Operator	1	3	4
General Worker	4	9	13

## NUMBER OF STAFF

<b>Labour Division</b>			
<b>Cadre</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Labour	47	84	131
Occupational Safety and Health	23	43	66
Registry of Associations	7	13	20
Administrative	2	1	3
Adviser	6	-	6
Officers on Contract	3	1	4
NRB	2	6	8
Financial Operations	2	3	5
Procurement and Supply	1	2	3
Internal Control	1	1	2
HR Cadre	2	2	4
General Service	19	59	78
Shorthand	-	4	4
Receptionist	1	4	5
Head Office Auxiliary	2	-	2
Office Auxiliary/Senior Office Auxiliary	12	12	24
Handy Worker	9	10	19
General Worker	1	1	2
Driver	5	-	5
STM	1	8	9



# ORGANIGRAM



## **GENDER POLICY**

### **Gender Policy Statement**

There is an acknowledgement that women's rights are human rights and there is a broad acceptance that gender equality is a critical and indispensable component of human development in Mauritius to achieve the Sustainable Development Goals (SDGs) in a holistic manner.

Gender equality refers to equal access to social goods, services and resources, and equal opportunities in all spheres of life for women and men. However, gender equality does not necessarily result in equal outcomes for men and women, as they have different needs and priorities. Gender equality is the process of being fair to women and men. Women and men should not only be given equal access but they should be given the means for benefiting from this equality.

This philosophy is even enshrined in section 3 of our Constitution, which stipulates that "in Mauritius there have existed and shall continue to exist without discrimination by reason of race, place of origin, political opinions, colour, creed or sex...".

As regards the Ministry of Labour, Human Resource Development and Training, provisions have been made in section 5 of the Workers' Rights Act to the effect that no worker should be discriminated on grounds of gender and sexual orientation in the course of his employment. Section 26 of the Act also provides for equal remuneration for work of equal value. The Occupational Safety and Health Act 2005 on the other hand, ensures that the specific needs of women at work are catered for. As such, section 39 of the Act provides for sanitary conveniences for employees of each sex while section 42 for special accommodation for clothing for each sex. Furthermore, the Workers' Rights Act (WRA) ensures special facilities for pregnant women at work.

The National Remuneration Board (NRB), set up under section 90 of the Employment Relations Act 2008 (EReA), is responsible for making recommendations on minimum remuneration and other terms and conditions of employment for workers in the private

sector. While reviewing Remuneration Regulations, the NRB remains guided by the principles outlined at section 97 of EReA and in so far as is consistent with the contextual evolution of the sectors of activity, ensures that wage determination, job appellations and classifications are based on principle of *“equal remuneration for work of equal value”* as outlined in ILO Convention No. 100 and section 26 of WRA.

As a commitment to the advancement of its gender equality agenda, the Ministry even ensures gender disaggregated data in terms of target groups and amount of money spent on all genders.

Furthermore, a Gender Cell has also been set up at the Ministry. It comprises representatives of administration, technical, human resource and finance cadres. The Cell has a mandate to institutionalise gender mainstreaming in the plans and activities of the Ministry. It also provides a platform for dialogue where views and concerns on gender mainstreaming issues are shared.

Consideration is also being given to the amendment brought to the Statutory Bodies (Accounts and Audit) Act which requires Statutory Bodies under the aegis of the Ministry to have at least one woman on their Board of Directors.

## Part II – MINISTRY/DEPARTMENT ACHIEVEMENTS & CHALLENGES

### LABOUR AND INDUSTRIAL RELATIONS DIVISION

#### **Legislations :**

- Workers' Rights Act
- Employment Relations Act
- National Wage Consultative Council Act
- End of Year Gratuity Act
- Workmen's Compensation Act
- Remuneration Regulations

#### ***Major amendments in the legal framework during period under review (July 2021 – June 2022)***

#### **Workers' Rights Act**

The Workers' Rights Act was amended in the Finance (Miscellaneous Provisions) Act 2021 with the main objective to –

- (i) reinforce the protection of the rights of workers in respect of their remuneration, income support, conditions of employment and job security in the present socio-economic context, marked by the adverse effect of the Covid-19 pandemic on the economy and the labour market;
- (ii) protect workers' health at the workplace in the context of the COVID-19 pandemic pertaining to the conditions regarding access to a workplace, for workers who are not vaccinated or do not have a negative PCR test result, to be also applicable to a worker whose salary is in excess of Rs. 600,000 in a year as well as to a worker of a statutory body or a worker other than a public officer whose conditions of employment are specified by the PRB.;
- (iii) reinforce the application and enforcement of the compromise agreement by providing that a "Transaction" made under the Civil Code will not apply where a Compromise Agreement is made in respect of a worker drawing up to Rs. 600,000 annually;
- (iv) facilitate the application for a protective order, by empowering the supervising officer to make an application in Court in cases where severance allowance has not been paid following an order made by the Redundancy Board or a judgment of the Industrial Court and also where a

worker has not been paid remuneration or gratuity to which he is entitled to under the PRGF by an insolvent enterprise;

- (v) extend the entitlement of workers to the benefit under the Wage Guarantee Fund Account, where an enterprise is considered to be insolvent, in other instance such as during a watershed meeting;
- (vi) provide for the Minister to make Regulations to cater for conditions regarding payment of remuneration or grant of leave in relation to absences, where a worker employed in specified health and training institutions, cannot have access to his place of work as a result of him not being vaccinated or not being able to produce a negative PCR test result;
- (vii) provide that the refund of return bus fare be extended also to a worker who travels by a light rail vehicle from his residence to his place of work and back;
- (viii) protect workers from abusive termination of employment for economic reasons by providing that distressed enterprises, which are already over indebted and which eventually may become insolvent and lay off all its workers, may instead of seeking financial assistance give written notice to the Redundancy Board of its intended reduction of workforce;
- (ix) broaden the mandate of the Redundancy Board to empower the Board to conduct conciliation or mediation in case of reduction of workforce with a view to promoting a settlement, as is presently the case for the Industrial Court;
- (x) provide a worker who submits his application for payment of a Transition Unemployment Benefit (TUB) after the prescribed delay of 60 days, for reasons due to illness or injury, to be also entitled to the payment of a TUB;
- (xi) provide, for the purpose of recovering overpayment of TUB, that the Court may make an order for a worker to reimburse the amount of TUB received during the period he has been gainfully employed and for employers to refund the amount of TUB paid to a worker in cases whereby they regularly lay off and re-employ the same workers on new contracts after a break of 28 days;
- (xii) extend the entitlement to the payment of a gratuity under the PRGF to a jockey or track rider providing services in the horseracing activities;
- (xiii) specify that a worker whose retirement benefits are payable under the Sugar Industry Pension Fund (SIPF) is not eligible to join the PRGF and that the retirement benefit paid under the SIPF shall not be less than the gratuity payable on retirement under the PRGF.

## Regulations

The following main Regulations were also made under the Workers' Rights Act and the Employment Relations Act –

- (i) With a view to protecting jobs, the Workers' Rights (Prescribed Period) Regulations 2020 made initially to provide that an employer should not terminate the employment of any of his workers on economic grounds, unless the employer has applied for financial support, was extended during period 30 June 2021 to 31 December 2021 and thereafter up to 30 June 2022;
- (ii) The Workers' Rights (Overtime in Connection with Covid-19 Period) Regulations 2021 was made in December 2021 to provide that the period during which overtime work performed may be paid as specified in section 24A of the Workers' Rights Act should end on 31 December 2021.
- (iii) The Workers' Rights (Registration of Employers) Regulations 2021 was made in December 2021 to provide that for the purpose of section 115(2) of the Workers' Rights Act, an employer shall make an application for registration in the form set out in the Schedule.
- (iv) The Workers' Rights (Shift Work) (Prescribed Period) Regulations 2021 was made in December 2021 to provide that the period during which a worker shall not be entitled to any allowance for work performed on night shift as provided in section 23(7) of the Workers' Rights Act should end on 31 December 2021.
- (v) The Workers' Rights (Additional Remuneration) (2022) Regulations was made in January 2022 to provide for the payment of Additional Remuneration, effective as from 01 January 2022, to compensate workers for the loss of their purchasing power;
- (vi) The National Minimum Wage Regulations was amended in January 2022 to prescribe the rate of the national minimum wage, effective as from 01 January 2022;
- (vii) The Workers' Rights (Payment of Special Allowance 2022) Regulations were made in January 2022 to provide for the payment of special allowance by the Mauritius Revenue Authority to workers drawing a salary of less than Rs. 11,075 per month for the year 2022;
- (viii) The Export Enterprises (Remuneration) Regulations was amended in January 2022, following the grant of salary compensation, to adjust the rate prescribed in the Regulations on which overtime, attendance bonus and piece rate would be calculated;
- (ix) The Workers' Rights (Atypical Work) Regulations was amended in December 2021 to delete the definition of "atypical worker" contained therein as a definition of "atypical worker" is already provided in the Workers' Rights Act.

## **Brief Overview of Sections/Units:**

**The Labour and Industrial Relations Division comprise the following sections/units: -**

- Inspection and Enforcement Section, divided into seven regions, each headed by one Assistant Director.
- Research and Legislation/Information, Education and Communication /Labour Standards Sections, under the supervision of an Assistant Director.
- Special Migrant Workers Unit/Workfare Programme Unit/Conciliation and Mediation Section, supervised by one Assistant Director.
- The Prosecution Unit.

### **The Inspection and Enforcement Section (IES)**

The section comprises **17** regional Labour Offices scattered all over the island. All the Labour Offices operate on a full-day basis. IES customers report at this section to seek information on labour laws or to register complaints. Complaints received are of different nature such as termination of employment, non-payment of wages/bonus/allowances, and reduced payment of wages, workplace violence and other disputes relating to rights of workers. This section also carries out inspections throughout the island to ensure compliance with labour laws.

### **The Research and Legislation/Information, Education and Communication/Labour Standards Sections**

These are specialized units and their primary functions are as follows –

- Research and Legislation section – responsible for the drafting of labour legislation;
- Labour Standards section- responsible for reporting to the International Labour Office and other international organizations on behalf of the Government; and
- Information, Education and Communication section – responsible for the dissemination of information to the public as well as for the education of social partners. The section is also responsible for the capacity building of technical staff of the Ministry.



## **The Special Migrant Workers Unit (SMWU)/Workfare Programme Unit (WPU)/ Conciliation and Mediation Section (CMS)**

### **Special Migrant Workers Unit**

- The Special Migrant Workers Unit is specifically responsible for the enforcement of labour legislation for the protection of the rights of migrant workers in Mauritius. There are currently about 36,415 migrant workers in Mauritius. Prior to the issuing of a work permit by the Employment Division, the Special Migrant Workers Unit vets the contract of employment of the migrant workers in line with the prevailing labour legislation. The Unit also carries out inspections to ensure that the conditions of employment of migrant workers are not less favourable than local workers.

### **Workfare Programme Unit (WPU)**

- All the applications from laid-off workers for registration to the Workfare Programme are worked out by officers of the Enforcement Section and transmitted to the WPU for processing and referral to the Ministry of Social Integration, Social Security and National Solidarity for the payment of the Transition and Unemployment Benefit to the workers concerned.

### **Conciliation and Mediation Section (CMS)**

- The CMS provides a conciliation service upon representations made to the Ministry by workers' representatives or workers themselves under section 68 of the Employment Relations Act, prior to reporting a dispute to the Commission for Conciliation and Mediation.

### **The Prosecution Unit**

The unit processes criminal and civil cases of non-compliance with the law in view of prosecution

## **Achievements**

### **The Inspection and Enforcement Section**

The Inspection and Enforcement Section of the Labour and IR Division carried out **3020** inspections during the period under review and recovered a total amount of **Rs 156,035** on behalf of workers. For the same period, a total of **27, 316** cases were dealt with, out of which **6,195** cases have been brought forward from 30 June 2021 and **21, 121** new cases were registered. Out of the **27,316** cases, **23, 256** cases were disposed of and a sum of **Rs 375,312,017.78** recovered on behalf of workers.

### **The Special Migrant Workers Unit**

As regards migrant workers, the Special Migrant Workers Unit carried out **374** inspections at workplaces during the period under review and recovered a total amount of Rs **407, 154** on behalf of workers.

For the same period, a total of **293** cases were dealt with, out of which **59** cases were brought forward from 30 June 2021 and **234** new cases were reported by migrant workers. Out of these **293** cases, **262** were settled and **Rs 3, 523, 875.91** recovered on their behalf.

Furthermore, **14, 353** contracts of employment of Migrant Workers were vetted.

### **Workfare Programme Unit**

Over period July 2021 – June 2022, **7, 524** laid off workers were admitted into the Workfare Programme and a total amount of **Rs 779,810,827** was disbursed as Transition Unemployment Benefit.

### **The Prosecution Unit (Court Cases)**

During the period under review, **869** new civil cases were referred to the Industrial Court, in addition to **1095** which were already before the court. Out of these **1964** cases, 758 were disposed of and a total sum of Rs **13,889,305.93** was recovered on behalf of workers; and **31** new criminal cases were lodged in addition to **132** which were already

before the court. **45** cases of convictions were recorded and fines amounting to **Rs 17,800** were imposed.

### **The Conciliation and Mediation Section**

For the period under review, a total of **404** representations were dealt with at the Conciliation and Mediation Section, out of which **116** were brought forward from June 2021 and **288** new representations were received. Out of these **404** cases, **265** were disposed of. Furthermore, **29** Collective Agreements were registered during the said period at the level of the section.

### **Information, Education and Communication Section**

#### **Sensitization campaigns for stakeholders and training programmes for capacity building of the technical cadre of the Ministry**

During the period under review the Section conducted some 104 talks island wide and sensitized some 1,211 workers (564 males and 647 females) on various labour issues.

Furthermore, the Section mounted some 61 training sessions with a view to enhancing capacity of the technical cadre of the Division on the provisions of the labour legislation and particularly on amendments brought thereto in the wake of the Covid-19 pandemic through the Covid-19 Act and the Finance (Miscellaneous Provisions) Act 2021.

The Section also responded to some 4,023 requests for information on the various provisions of the labour legislation from the social partners and members of the public in general.

## OCCUPATIONAL SAFETY AND HEALTH DIVISION

The mission of the Occupational Safety and Health Division is to enhance the standards of occupational safety and health at workplaces through prevention of occupational accidents and diseases thereby leading to improved productivity at level of enterprises and enhancement of national competitiveness. To achieve its mission, the Occupational Safety and Health Division has the responsibility to ensure that the provisions of the **Occupational Safety and Health Act 2005** and related regulations are complied with at the workplace and that adequate safety and health measures are taken to address new and emerging challenges and hazards. The Division is also involved in enhancing the national safety and health culture through the provision of training to all stakeholders, disseminating information on occupational safety and health as well as preparing and distributing guidelines on various occupational safety and health topics. As at 30 June 2022, the number of technical staff in post was **70** and the Occupational Safety and Health Division (OSH) is also supported by **15** staff of the General Services cadre.

### BRIEF OVERVIEW OF THE OCCUPATIONAL SAFETY AND HEALTH DIVISION

The Occupational Safety and Health Division consists of seven sections with distinct functions as detail hereunder: -

#### **Enforcement Sections (North and South), which are involved in, amongst others:**

- (a) enforcement of the occupational safety and health legislation through inspections at factories and workplaces (including Ministries and Departments) and make appropriate recommendations for remedial measures;
- (b) issuing of prohibition orders for hazardous activities observed in the course of visits;
- (c) registration of factories and steam boilers;
- (d) issuing of Factory Building Permits;
- (e) investigation into complaints on occupational safety and health;
- (f) establishment of contraventions for breach of legislation; and
- (g) conducting noise surveys in enterprises.

**Construction Section, which is involved in:**

- (a) enforcement of occupational safety and health legislation through inspections at construction sites and giving appropriate recommendations to employers;
- (b) issuing of prohibition orders for hazardous activities observed in the course of visits;
- (c) issuing of Scaffold Contractor's Permits;
- (d) investigating into complaints on occupational safety and health;
- (e) establishment of contraventions for breach of legislation; and
- (f) conducting noise surveys on construction sites.

**Employees' Lodging Accommodation Section, which is involved in:**

- (a) enforcement of the occupational safety and health legislation through inspections in lodging accommodations and make appropriate recommendations for remedial measures;
- (b) processing of applications for and issuing of Lodging Accommodation Permits;
- (c) investigating into complaints on occupational safety and health in lodging accommodations; and
- (d) establishment of contraventions for breach of legislation.

**Accident and Prosecution Section, which is responsible for:**

- (a) investigating into all notifiable occupational accidents and dangerous occurrences reported to the Occupational Safety and Health Division and giving appropriate recommendations to employers to prevent recurrence;
- (b) the establishment of contraventions for breach of legislation; and
- (c) prosecuting employers before the Industrial Court.

**Specialist Support Services Unit which is responsible to:**

- (a) carry out inspections and investigate into accidents and dangerous occurrences in the field of chemical, electrical, civil and mechanical engineering; and
- (b) provide training programmes and prepare guidelines on specialised topics.

**Occupational Safety and Health Training and Information Centre, amongst others, carries out the following activities:**

- (a) examination of Convention of the International Labour Organisation on occupational safety and health with a view to ratification.
- (b) preparing of draft legislation on occupational safety and health;
- (c) preparation and distribution of guidelines on occupational safety and health topics;
- (d) planning, organising and conducting national seminars on occupational safety and health at its training centre and on site;
- (e) registration of Safety and Health Officers; and
- (f) compilation of statistical information for the Occupational Safety and Health Division.

## **ACTIVITIES OF THE OCCUPATIONAL SAFETY AND HEALTH DIVISION FOR PERIOD JULY 2021 TO JUNE 2022**

### **Enforcement Sections (North and South) conducted the following activities:**

- **1,665** inspections at factories, places of work and buildings; and
- **124** complaints investigated into (including **3** related to the Safety and Health of employees on vessels of the Mauritius Port Authority).

Note: As at 30 June 2022, there were **3,554** registered factories.

### **Construction Section undertook the following activities:**

- **1,121** inspections;
- **25** complaints have been investigated into; and
- **7** Prohibition Orders have been issued.

Note: As at 30 June 2022, there were **42** Scaffold Contractors with a valid Scaffold Contractor's Permit.

### **Activities carried out by the Employees' Lodging Accommodation Section:**

- **1,387** inspections;
- **43** complaints have been investigated into; and
- **837** lodging accommodation permits have been issued.

Note: As at 30 June 2022, there were **1,840** lodging accommodations with a valid Lodging Accommodation Permit.

**Specialist Support Services Unit carried out:**

- **228** inspections; and
- investigation into **8** complaints.

**Activities carried out by the Accident and Prosecution Section:**

**1. Accident Unit:**

- **7** fatal accidents and **176** notifiable non-fatal accidents have been notified to the accident unit which have been investigated into; and
- **425** visits in relation to accident investigations have been carried out.

**2. Prosecution Unit:**

- **165** cases (**248** counts) have been lodged; and
- **172** judgments (**233** counts) have been delivered and fines paid by contraveners amounting to Rupees **796,600**.

**Occupational Safety and Health Training and Information Centre (OSHTIC) carried out the following activities:**

- organized **27\*** national seminars and conducted **99** training sessions at the Centre;
- conducted **28** training sessions on site;
- sensitized **2,034** persons on different occupational safety and health topics; and
- registered **134** Safety and Health Officers.

Note: 1. As at 30 June 2022, there were **797** registered Safety and Health Officers.

2. \*Includes 12 seminars on Drugs and HIV & AIDS at the workplace.



**The Occupational Safety and Health Division also carried out the following activities:**

- in relation to COVID-19, **3,419** visits were conducted and **25** complaints were investigated into;
- **2,826** inspections have been carried out at factories, places of work and employees' lodging accommodations in relation to the Clean-Up Mauritius and Embellishment Campaign.

**World Day for Safety and Health at Work**

To commemorate the World Day for Safety and Health at Work 2022, several activities were organised by the Occupational Safety and Health Division which were as follows:

- (a) The Hon. Minister addressed the working community across the globe through a video message uploaded on the website of the International Labour Organisation (ILO). In his speech the Minister made an earnest appeal to the social partners to give occupational safety and health a high priority on their agenda so as to ensure that no worker suffers from occupational accidents and diseases due to poor working conditions.
- (b) Two half-day seminars were organised for officers of this Ministry which were held on the 21<sup>st</sup> and 22<sup>nd</sup> of April 2022. The participants, 14 male and 32 female officers from the different Divisions of the Ministry were sensitised on the provisions of the Occupational Safety and Health Act 2005 and on the preventive measures regarding office safety.
- (c) A full-day brainstorming session was held on 28 April 2022 for all technical officers of the Occupational Safety and Health Division, comprising 19 male and 34 female officers. The theme for the year promotes the concept of establishing a safety culture in enterprises to improve the safety and health standards and was lengthily discussed.
- (d) The Occupational Safety and Health Division also participated in a radio talk on Saturday, 30 April 2022 in relation to the World Day for Safety and Health at Work 2022 on the channel of the Mauritius Broadcasting Corporation.
- (e) 5,000 posters of the ILO were printed and distributed to all stakeholders. The poster was also uploaded on the website of the Ministry for ease of reference by stakeholders.
- (f) The message of the Ministry on this occasion was also conveyed to all Government

Email Subscribers (GES) through the Postmaster together with a soft copy of the ILO poster.

### **Guideline**

The Occupational Safety and Health Division has come up with a guideline on 'Work 'on or near' live uninsulated overhead circuit conductors'.

### **Capacity Building of Staff**

Staff of the Occupational Safety and Health Division received training as indicated below:

- (i) Training in Prosecution (training provided by the Office of the Director of Public Prosecutions) : 30 officers
- (ii) Noise at work (training provided by the Open University of Mauritius) : 5 officers
- (iii) Maritime Labour Convention (course provided by ITC –ILO, Turin) : 1 officer
- (iv) ARLAC Basic Labour Market Course (provided by ARLAC - ILO, Zimbabwe) : 2 officers

## **TRENDS, CHALLENGES AND WAY FORWARD**

The field of occupational safety and health is very dynamic and subject to constant changes in technology, work processes, work patterns and emergence of new hazards. New challenges/hazards to be addressed in the field of occupational safety and health includes Covid-19 pandemic, safety and health issues related to work-from-home and an ageing population and hazards arising from activities in new and emerging sectors such as blue economy (e.g. fish farms, aquaculture), green economy (e.g. wind farms, solar farms, recycling plants), artificial intelligence and robotics being used in industries, light rail systems and maritime labour. Furthermore, the recent ILO declaration that 'safe and healthy working environment is a fundamental right' is a new challenge for the Occupational Safety and Health Division.

### **Way Forward**

The Occupational Safety and Health Division is taking a multipronged approach to address the challenges it is facing. The strategies adopted include:

#### **1. Reviewing of the National OSH Profile**

With a view to having an accurate and up-to-date occupational safety and health situation of Mauritius and in line with the ILO Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), Mauritius is in the process of reviewing its National Occupational Safety and Health Profile with the assistance of the ILO. The national Occupational Safety and Health Profile will help in identifying challenges in the field of occupational safety and health and propose measures to address same through an updated National Occupational Safety and Health programme.

## 2. Improving Legislative Framework

With a view to ensuring that the legal framework is up-to-date and addresses existing and new risks, the relevant legislations are regularly reviewed.

- 2.1 In order not to penalise employers who have either not been able to renew their certificates of registration of a factory and Lodging Accommodation Permits or submit reports of machines which expired during the lockdown period, amendments are being brought to existing occupational safety and health legislation.
- 2.2 Besides existing hazards at the workplace, the world of work is facing new challenges and thus, consideration is being given to amend the existing Occupational Safety and Health Act 2005.
- 2.3 The OSH Division has also initiated appropriate actions to come up with a legal framework to cater for the safety and health of employees involved in refuse collection;
- 2.4 The Occupational Safety and Health (Employees' Lodging Accommodation) Regulations 2011, which aim at establishing safety and health norms for employees' lodging accommodations, are in the process of being amended in order to enhance the requirements relating to health, safety and fire standards in the lodging accommodations.
- 2.5 Consideration is also being given to amend the *Occupational Safety and Health (Safety of Scaffolds) Regulations* to further improve safety and health standards relating to the use of scaffolds on construction sites.

### **3. Improving National Safety and Health Culture**

With the continuous changes in the world of work, technology and work patterns, the Occupational Safety and Health Division is in the process of preparing relevant guidelines so as to sensitise stakeholders on safety and health issues in different types of activities and work environment.

### **4. Computerisation**

The computerisation of the Occupational Safety and Health Division, which is in progress, will help to provide a more efficient and effective service delivery on safety and health matters.

### **5. Capacity Building of Staff**

With a view to ensuring a high level of service delivery, provision of adequate training to members of staff of the Occupational Safety and Health Division is high on the agenda of the Ministry. In this regard, training opportunities in the fields of asbestos at work, scaffold and Maritime Labour Convention, amongst others, are being explored.

# REGISTRY OF ASSOCIATIONS

## **Legislations:**

- Registration of Associations Act 1978
- Employment Relations Act 2008

## **Registry of Associations**

- conferring legal status on associations and trade unions
- ensuring compliance with the Registration of the Associations Act and the Employment Relations Act

## **Aims and Objectives**

- To register associations, trade unions and their respective rules to enable these organizations to have a legal status
- To ensure that these organizations operate within their respective legal framework.

## **Legislations Enforced**

In line with the provisions of the Registration of Associations Act, the Registry of Associations is headed by a Registrar who ensure compliance with the Act as well as relevant sections of the Employment Relations Act and the Sports Act.

## **Services provided and Activities**

- Registration of associations, trade unions and of their rules;
- Registration of amendments to the rules of registered associations and trade unions;
- Keeping of:
  - Register of Associations
  - Register of Trade Unions
- Provision on request by associations and trade unions, of copies of rules, annual returns, list of officers;
- Enquiring into complaints made by members of registered associations and trade unions against their organizations;

- Inspection of books, accounts and records of associations and trade unions;
- Publication of returns of trade unions including membership strength; and
- Conducting outreach/training sessions.

### **Achievements covering the period 01 July 2021 to 30 June 2022**

Number of registrations	345
Number of amendments of rules registered	140
Number of inspections carried out	752
Number of complaints received	79
Number of complaints disposed of	15
Number of registrations cancelled	267
Number of outreach sessions	79
Number of cases referred to court	0

### **Computerisation of the Registry of Associations**

With a view to obtaining a web-enabled software for harnessing Information and Communication Technologies (ICT) to enhance the operations and service delivery of the Registry of Associations, the processes of the Registry of Associations have been computerized and the system is live since 26 September 2016. The computerized system enables the Division to reduce the time taken to process applications of registration of associations from 8 weeks to 35 days.



## **Legislations**

The Finance (Miscellaneous Provisions) Act 2018 amended the Registration of Associations Act, to, *inter alia*, empower the Registrar of Associations to undertake educational programs so as to raise and deepen awareness among all associations as well as the donor community on the potential vulnerabilities of the sector to terrorism financing abuse and terrorism financing risks and the measures that associations can take to protect themselves against such abuse.

The Anti-Money Laundering and Combatting the Financing of Terrorism and Proliferation (Miscellaneous Provisions) Act 2019 amended the Registration of Associations Act *inter-alia* to include measures related to good governance.

### **Anti-Money Laundering and Combatting the Financing of Terrorism (AML/CFT)**

In compliance with the Financial Action Task Force (FATF) Recommendations on Non Profit Organisations (NPO), the Registrar of Associations has conducted targeted risk-based inspections of associations which are at risk of terrorist financing and advising them of measures that such associations can take to protect themselves.

## COMMISSION FOR CONCILIATION AND MEDIATION

The Commission for Conciliation and Mediation (CCM) is an ISO certified institution. The Employment Relations Act 2008, as amended, provides two avenues for an aggrieved worker or employer to apprise the CCM. He can either report a labour dispute under Section 64 or seek advice generally on any employment and industrial issue under Section 88.

In both situations, the CCM endeavours to promote good industrial relations by engaging all its skills and efforts with a view to help parties settle their case.

Although the CCM works within the legal framework of the Employment Relations Act 2008, as amended, it aims, with minimum legal formalities, at crystalising a dispute into an agreement while maintaining the mutual trust between employer and worker.

### Cases dealt with by the Commission

Year	Month	Number of Disputes brought forward	Number of Disputes dealt with (including new disputes reported)	Number of Disputes disposed
2021	July	69	88	14
2021	August	74	94	7
2021	September	87	100	13
2021	October	87	89	5
2021	November	84	91	2
2021	December	89	102	9
2022	January	93	119	8
2022	February	111	122	14
2022	March	108	112	4

2022	April	108	117	6
2022	May	111	133	4
2022	June	129	152	25

- **208** formal meetings were held with a view to conciliating parties to the labour disputes.
- **234** informal meetings were held with disputants and management and to deal with Representations.
- **34** Agreements were signed at the CCM between parties concerned.
- **28** Representations had been received from 01 July 2021 to 30 June 2022.

As at **30 June 2022**, there were **127** labour disputes still pending before the Commission due to the reporting of new labour disputes and postponements requested by parties.

## **NATIONAL REMUNERATION BOARD**

Section 90 of the Employment Relations Act 2008 provides for the setting up of the National Remuneration Board (NRB). Its objectives are Inter-alia, to make investigations and to submit recommendations on minimum remuneration and other specific terms and conditions of employment in sectors which are referred to it by the Minister.

### **Private Media Industry**

- 20 interviews were conducted
  - 7 Public Hearings and Board Meetings were held.
- The Final Recommendations submitted on 18 July 2022.

### **Special Education Needs Sector**

- Hearings have been held and 6 survey/interviews completed. The proposed Recommendations are being finalized and will be issued shortly.

### **Catering and Tourism Industries**

Notices inviting representations from stakeholders have been published and same received.

In connection with the amendment brought to Section 91 of the Employment Relations Act 2008 (which has not yet been proclaimed) which aims for a shift from sector-based to occupation-based determination of wages, the office of the NRB has also worked on:

- (i) The Preparation of a draft national classification of occupations; and
- (ii) The Review and update of the relevant National |Standard Industrial Classification of Economic Activities (NSIC) with the collaboration of Statistics Mauritius.

## REDUNDANCY BOARD

The Redundancy Board has been set up under section 73 of the Workers' Rights Act 2019. It deals with all cases of reduction of workforce and closure of enterprises for economic, financial, structural, technological or any other similar reasons.

The Board consists of:

- (a) a President;
- (b) a Vice-President;
- (c) a representative of the Ministry of Labour, Human Resource Development and Training;
- (d) a representative of the Ministry responsible for the subject of finance and economic development;
- (e) a representative of employers;
- (f) a representative of workers;
- (g) an economist; and
- (h) an accountant.

The law provides that no one is to be appointed President or Vice-President of the Board unless he is qualified for appointment as a Judge of the Supreme Court or has held judicial office. The Board makes orders in relation to the reduction of workforce or closing down of enterprise. It also makes orders for requiring the attendance of any person for the production of any document as it may determine. It takes evidence on oath.

The Board may sit in one or more Divisions at any time and any place in Mauritius. Its proceedings are to be completed within 30 days from the date of notification by the employer and such period may be extended by agreement of both parties.

From 1st July 2021 to 30 June 2022, the total number of cases before the Board was **45** out of which **28** cases have been disposed and **17** cases are in progress. The **45** cases concern 126 employees (intended to be reduced).

Out of the **45** cases, there are **6** cases (81 employees) of Reduction of Workforce/Closure of Enterprise and **39** cases (45 employees) of Application for Reinstatement / Severance Allowance.

All of the **6** cases of Reduction of Workforce/ Closure of Enterprise have been disposed.

Out of the **39** cases of Application for Reinstatement/Severance Allowance, **22** cases been disposed and **17** cases are in progress before the Board.

Out of the **22** cases disposed, **3** Orders were delivered where **2** applications for severance allowance were not justified and **1** was justified.

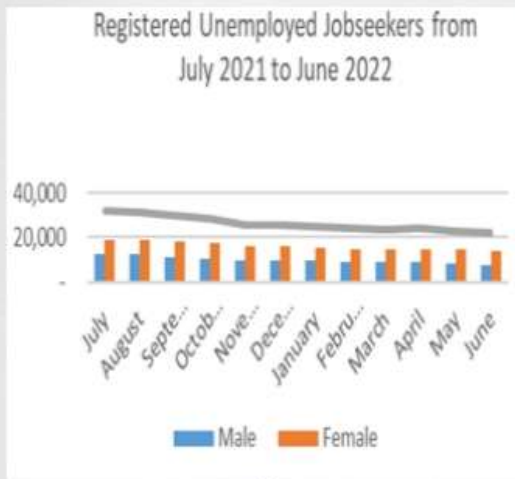
**1** case is on Judicial Review.

# National Employment Department

The National Employment Department has been set up in October 2021 following the proclamation of the National Employment Act.

## Achievements for the period July 2021 to June 2022

a) 33,964 unemployed jobseekers (Male: 13,610 Female: 20,354) were registered as at 01 July 2021. This number decreased to 21,869 unemployed jobseekers (Male: 7,934, Female: 13,935) in June 2022. This evolution is depicted in the graph below.



b) 6,432 jobseekers were placed in various sectors such as Textile, Other Manufacturing, Trade, Hospitality and ICT.

c) A total of 46,354 vacancies were notified to the Department.

d) 10,258 youth and 521 employers were registered under the Youth Employment Programme. 787 youth were placed in private companies and 329 others in the Public Sector.



e) 681 women and 68 employers were registered under the Back to Work Programme. 22 women were placed in private companies (The processing of agreement was temporarily withheld due to the review of criteria and the BTW agreement).



f) 15 companies have participated in the Dual Training Programme and 26 trainees were still following courses. Since the start of the programme, 155 trainees have obtained permanent employment after completion of their training.



g) Under the Trainee Engineer Scheme, 83 Trainee Engineers were placed in private companies and 42 in the Public Sector.



i) A Labour Market Survey (LMS) 2022 was conducted from January 2022 to May 2022. The response rate was 12% and 5,096 vacancies were registered. 34% of the vacancies were from the Hotels and Restaurants and Information and Communication Technology sectors grouped together.

During the Labour Market Survey 2022, Textile, Fur and Leather Machine Operators (12%), Waiters and Bartenders (6%), Cleaners (5%) and Customer Service Clerks (4%) were the most available jobs obtained from employers who responded.



## EICs

j) The project of re-structuring of the Employment Information Centres (EICs) has been completed for 11 EICs. 2 EICs remained to be re-structured, namely Quatre Bornes and Rose Belle. Necessary is being done for the restructuring.

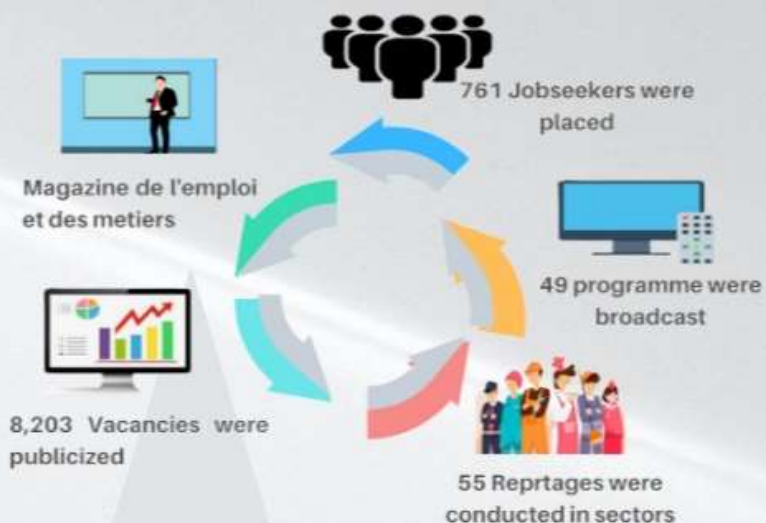
The Employment Information Centres conducted 2,297 job canvassing with employers and processed 32,760 vacancies. Employment Counselling (Entretien de Suivi) were conducted with 1,040 jobseekers, while 89 workshops (Ateliers) were conducted with 290 jobseekers to increase their employability skills

k) 231 work permit inspections and 53 recruitment license inspections were carried out by EIC Officers.





Through the TV programme "Magazine de L'Emploi et des Métiers", 49 programmes were broadcast, 8,203 vacancies publicized and 761 jobseekers were placed. 55 reportages were conducted on different sectors and occupations to show the evolution of the labour market. A new contract agreement has been signed between the Ministry and the MBC



#### k) Cooperation with Pole emploi



- The Ministry has been assisted by Pole Emploi, France through the Agence Française de Development, for the restructuring of the Employment Service since October 2015.
- The cooperation between Pole Emploi and the Employment Service has been developed on the following axes:
  - Improvement of the infrastructure
  - Training of staff
  - Delivery of Service
  - IT Development

The training of the current staff through the assistance of Pole Emploi has continued until December 2021 on additional service deliveries such as New Ateliers, Virtual Counselling and e-Recruitment.

## l) Overseas Employment Opportunities



The second edition of the Journées Quebec Maurice was organized by the Direction des Services D'Immigration of the Ministry of Immigration of Quebec in partnership with the Ministry of Labour, HRD and Training in December 2021 for recruitment of Mauritians by Restaurant Normandin and Villa Saint Georges (a residential home for seniors) in Quebec. As at 30 June 2022, a total of 147 Mauritians have been offered a job in Restaurant Normandin and 12 Mauritians in Villa St Georges.

A recruitment agency from Quebec, Phenix GMI that was registered on the website of mauritiusjobs in December 2021, has been advertising vacancies for 7 jobs on the website since January 2022.

As at 30 June 2022, a total of 143 candidates from Mauritius comprising of 138 males and 5 females have been offered a job with 19 different employers in the following sectors in Quebec.



## m) Workfare Programme

The role of the National Employment Department(NED) is to facilitate redeployment of laid-off workers for those who have opted for job placement. The laid off workers are eligible to a Transitional Unemployment Benefit (TUB) for a period of maximum 12 months.

The number of laid-off workers registered under the Workfare Programme for period 01 July 2021 to 30 June 2022 stood at **3,924** (2,394 Male, 1,530 Female). For the period 01 July 2020 to 30 June 2021, **481** laid off workers (338 Male, 143 Female) were placed into gainful employment.

The number of Laid-off workers registered at the NED under the Workfare Programme as at 30 June 2022 stood at **4,041** (2,461 Male, 1,580 Female). The Ministry is pursuing its efforts to inform jobseekers about available vacancies on its website <https://mauritiusjobs.govmu.org> and via communique on MBC TV and Radio.

#### n) Status on Implementation of Key Actions

Key Actions with Key Performance Indicators were stipulated in the Budget document 2021-2022 and the status is given in the table below.

<b>Key Action</b>	<b>Key Performance Indicator</b>	<b>Target (as per budget estimates)</b>	<b>Status</b>
Facilitate placement opportunities for registered jobseekers	Number of persons placed by the Ministry of Labour	5,000	6,432 jobseekers were placed
Restructure the employment service with the setting up of a National Employment Department	Number of Employment Information Centres (EICs) restructured	3	The National Employment Department has been set up. 2 EICs remain to be restructured

#### o) Ensam avek Citizens Service Unit (CSU)



The National Employment Department has participated in "ensam avek CSU" activities in the following regions:

<b>SN</b>	<b>Date</b>	<b>Regions</b>
1	Saturday 9th October 2021	Cascavelle Shopping Mall, Cascavelle
2	Saturday 16 October 2021	Cœur de Ville, Grand Bay
3	Saturday 27 October 2021	La City Trianon, Trianon

3 Radio talk shows were conducted on Kool FM together with the CSU on matters relating to "Promotion of Employment."

## 17. Careers Guidance Service Unit

The Careers Guidance Service Unit is responsible to help and guide individuals develop realistic strategies in the pursuit of Education, Training and Employment bearing in mind their personality, skills and interests.

The following activities were conducted between July 2021 to June 2022:

<b>SN</b>	<b>Activities</b>	<b>Number</b>
<b>1</b>	Providing career counselling	90 persons
<b>2</b>	Certification of documents	9,062 documents for 1,418 persons
<b>3</b>	Career education programmes in secondary schools	79 schools  17,730 students

The Unit also participated in a career counselling workshop at Polytechnics Mauritius. Furthermore, a webinar was held for students during the National Science Week held at Rajiv Gandhi Science Centre on last November.



## **Risk Management, Citizen Oriented**

### **Initiatives & Good Governance**

#### **Internal Control Unit**

The Internal Control Unit of the Ministry operates independently and assists management in accomplishing its objectives by bringing a systematic and disciplined approach to evaluate and improve the effectiveness of the organization's risk management, control, and governance processes.

Using a risk assessment model for audit selection, the Unit comprising one Assistant Manager, Internal Control prepared an annual audit plan for period July 2021 to June 2022, under which seven audits were performed, with priority given to areas where the risk was deemed to be higher.

#### **Audit Committee**

In accordance with the Charter issued by the Office of Public Sector Governance, the Ministry has set up an Audit Committee to assist the Accounting Officer in monitoring and reviewing both the risk control and the governance processes established in the Ministry. For the period under review, the Committee met on seven occasions.

#### **Customer Care Service – a citizen oriented initiative**

The Ministry is committed to provide the highest level of services in a timely manner. With this objective in mind, a special desk has been set up at the Head Office to provide support services and information to workers, employers, representatives of trade unions and members of the public. The same services are also provided in all the 16 Labour Offices and 13 Employment Information Centres located around the island.

**Follow up on implementation of Audit Recommendations.**

This Ministry is ensuring regular follow-up on the observations made by the Director of Audit in its Reference Sheet – Annual Audit Report 2021-2022 and the implementation of its recommendations thereon pertaining to the rental of the office space. Out of 18 buildings which are being rented by this Ministry, 7 buildings have valid lease agreement, 2 buildings are Government owned, 5 are in the process of relocation and 4 lease agreement will be signed shortly, upon receipt of all clearances

## Part III – FINANCIAL PERFORMANCE

### (i) Budget for Financial Year 2021-2022

The Budget of the Ministry of Labour, Human Resource Development and Training is categorised under six Sub-Heads which represent the main sectors of its activities, namely:

Sub - Head	Sector
17-101	General
17-102	Labour and Employment Relations Management
17-103	Registration of Associations and Trade Unions
17-104	Employment Facilitation
17-105	Technical and Vocational Educational and Training
17-106	Human Resource Development

Funds to the tune of Rs 880 Million were appropriated to the Ministry for the financial year 2021/2022.

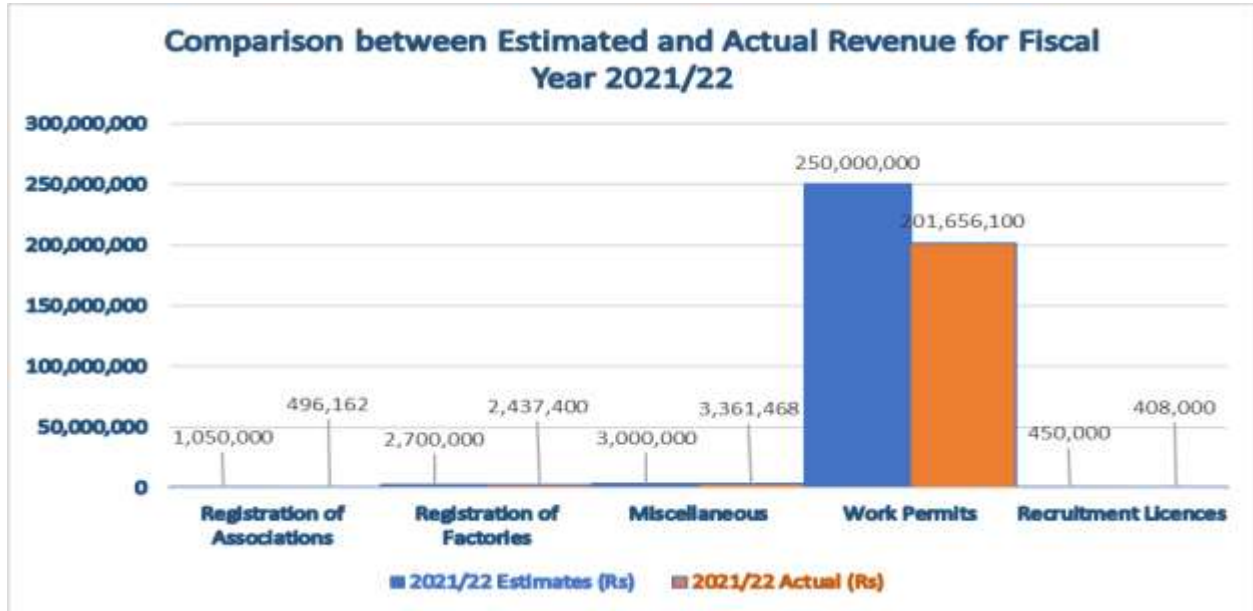
### (ii) Statement of Revenue and Expenditure

The Statements of Revenue and Expenditure have been prepared from the Estimates 2021/2022 and data captured from the Treasury Accounting System (TAS).

#### A. Statement of Revenue

Item/Revenue	2020/21 Actual (Rs)	2021/22 Estimates (Rs)	2021/22 Actual (Rs)
Registration of Associations	579,144	1,050,000	496,162
Registration of Factories	2,448,165	2,700,000	2,437,400
Miscellaneous	1,792,539	3,000,000	3,361,468
Work Permits	89,272,300	250,000,000	201,656,100
Recruitment Licences	96,000	450,000	408,000
Total	94,188,148	257,200,000	208,359,130

## Graphical illustration on Revenue for 2021/2022

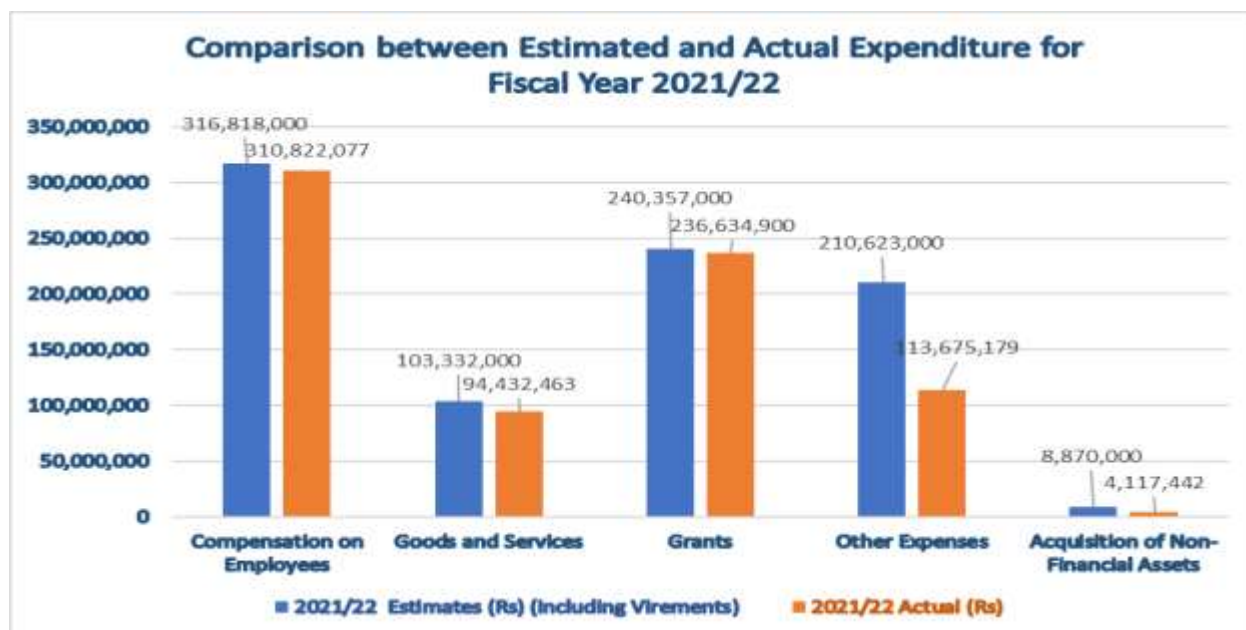


### B. Statement of Expenditure

Particulars	2020/21 Actual (Rs)	2021/22 Estimates (Rs) (including Virements)	2021/22 Actual (Rs)
Compensation on Employees	265,078,579	316,818,000	310,822,077
Goods and Services	91,234,428	103,332,000	94,432,463
Grants	211,392,848	240,357,000	236,634,900
Other Expenses	153,151,615	210,623,000	113,675,179
Acquisition of Non-Financial Assets	1,420,130	8,870,000	4,117,442
<b>Total</b>	<b>722,277,600</b>	<b>880,000,000</b>	<b>759,681,991</b>



## Graphical illustration on Expenditure for 2021/2022



### (iii) Analysis of major changes

A comparison of funds appropriated to the Ministry by the National Assembly for Financial Year 2020/2021 and 2021/2022 shows an overall increase of Rs 69,000,000. In the budget despite a 7.7% and 3.8% decrease under Sub Head 17-103 and 17-105 respectively as shown in the table below:

Sub Head	Estimates 2020/21 (Rs 000)	Estimates 2021/22 (Rs 000)	Increase in Budget (Rs 000)
17-101: General	81,950	89,900	7,950
17-102: Labour and Employment Relations Management	179,610	183,200	3,590
17-103: Registration of Associations and Trade Unions	18,100	16,700	(1,400)
17-104: Employment Facilitation	298,700	365,700	67,000
17-105: Technical and Vocational Educational and Training	226,000	217,300	(8,700)
17-106: Human Resource Development	6,640	7,200	560
<b>Total</b>	<b>811,000</b>	<b>880,000</b>	<b>69,000</b>

A general increase in Budget is mainly due to the cost of implementation of the PRB 2021 Report. However, a significant increase will also be noted under Sub-Head 17-104: Employment Facilitation where the annual allocation under the Employability Enhancement Programmes (EEP) has risen by 133.2% to reach Rs 247M from Rs 185.5M with a view to give opportunities for training to a greater number of unemployed persons.

**86.33%** of the budgeted provisions for FY 2021/2022 were utilized as compared to **89.1%** in FY 2020/2021. A slight decrease in overall expenditure may be attributed to restrictions prevailing due to COVID 19 pandemic whereby targets for placement of unemployed persons in the three training schemes under the EEP could not be achieved. Furthermore, IT and Office equipment could not be procured on the local market due to acute shortage around March 2022 and thereafter.

On the revenue side, a general increase of **121.2%** has been witnessed in the collections for financial year 2021/2022 in comparison with the figures for financial year 2020/2021. While collection of revenue under item – Registration of Associations has stagnated, steady increase in collections to almost reach the pre-Covid figures have been noted under other revenue items.

## Part IV – WAY FORWARD

### Trends and Challenges

- ❖ Addressing skills mismatch in the labour market
- ❖ Youth unemployment rate remains above 25 percent
- ❖ Reluctance of Mauritian labour to participate in certain sectors
- ❖ Enhancing skills mobility due to changes in the labour market
- ❖ Strengthening regulatory mechanisms and enforcement actions to reduce the number of illegal foreign workers
- ❖ Enhance organisational capacity to effectively address complex issues in the modern work environment
- ❖ Enhance enforcement of legislation through increased inspections of workplaces, lodging accommodations, as well as registered associations
- ❖ Response to new challenges/hazards arising out of new and emerging sectors, new technologies and patterns of work
- ❖ Sustainability of Workfare Programme Fund

Some other challenges which will continue to exist are:

- ❖ Decreasing birthrate
- ❖ Ageing Population
- ❖ Regular improvement of legal and administrative framework
- ❖ Continual improvement of safety and health framework

## Strategic Direction

### Strategic Direction 2022-2025

- Address changing labour market conditions
- Promote employment opportunities across all sectors
- Improve manpower planning to support labour market policies
- Making Technical and Vocational Education and Training (TVET) an attractive pathway
- Increase compliance rate with labour legislation and promote harmonious industrial relations
- Improve working conditions and safety and health standards at all places of work