



Ministry of Labour, Human Resource Development
and Training

Annual Report on Performance Year 01 July 2023- 30 June 2024

2023 - 2024



Contents

Part I –

LABOUR DIVISION

Minister's Statement.....	3
About The Ministry.....	4
Role and functions of Ministry	5
Brief Overview of the Sections/Units of the Ministry	6
Statutory Bodies under the purview of the Ministry	7
About Our People	8
Total HR for the Ministry	9
Staffing	10
Organigram.....	13
Gender Policy.....	15
Gender Policy Statement.....	15

HUMAN RESOURCE DEVELOPMENT AND TRAINING DIVISION (HRDT)

Role and functions of the Human Resource Development and Training.....	17
Statutory Bodies under the purview of the HRDT Division.....	19
About our People.....	20
Organigram.....	20
Total HR.....	21
Local Training Centre.....	24
Brief Overview of Sections/Units of the HRDT Division.....	25
Key Legislations.....	29

Part II – MINISTRY/DEPARTMENT ACHIEVEMENTS & CHALLENGES

Research and Legislation	31
Major amendments in the legal framework.....	31
Workers' Rights Act	31
Amendments brought to the Employment Relations Act (EReA)	35
Amendments brought to the National Wage Consultative Council Act.....	37
Amendments brought to Regulations.....	37

Labour Standards Unit.....	38
Brief Overview of Sections/Units	44
The Inspection and Enforcement Section.....	44
The Special Migrant Workers Unit.....	45
Workfare Programme Unit	46
The Conciliation and Mediation Section	46
Achievements	47
National Occupational Safety And Health Department.....	49
Activity of the National Occupational safety and Health Department (July 2023 to June 2024).....	52
World Day for Safety & Heath at Work	54
Trends, Challenges and Way Forward	56
Improving Legislative Framework.....	57
Improving National Safety and Health Culture.....	59
Registry Of Associations	60
Commission For Conciliation And Mediation	63
National Remuneration Board.....	65
Redundancy Board.....	66
National Employment Department	68
Key Activities for FY 2023-2024	71
Training	72
Report of Director of Audit.....	77
Key Performance Indicators.....	78
Part III – FINANCIAL PERFORMANCE	79
Part IV – WAY FORWARD.....	84
Trends and Challenges	84
Strategic Direction.....	86

ABOUT THE MINISTRY

Minister's Statement

As we gather to reflect on the achievements of the last twelve months, it is with a sense of pride and satisfaction that I address you these few words.

Since my nomination as Minister of Labour, Human Resource Development and Training back in December 2014, I have made it a must to initiate measures that have been instrumental in improving the conditions of all workers of our Republic.



This year has been particularly significant, reflecting our ongoing commitment to enhancing fair labour practices and ensuring that our workforce is well protected and empowered. Recent amendments have introduced stronger provisions for job security, including extended notice periods and clearer guidelines for termination of employment. On the Occupational Safety and Health front, we have strengthened regulations related to workplace safety, mandating more rigorous standards.

Most importantly, we have ensured fair wage practices and promoted equitable pay. This initiative is part of our broader effort to close the wage gap and the enactment of a new amount of the National Minimum Wage, and the ensuing wage relativity exercise, go in the same line.

Recognizing the importance of work-life balance, we have expanded maternity and paternity leave entitlements so as to support working parents and promote a more inclusive, family-friendly work environment. These amendments represent our unwavering commitment to improving the working conditions and rights of all employees in Mauritius. We believe they will significantly contribute to the overall well-being of our workforce.

As we move forward, let us remain focused on monitoring the implementation of these changes to ensure their effectiveness. In conclusion, I would like to thank all my collaborators, officers and staff for their contribution.

Hon. Soodesh Satkam CALLICHURN,

Minister of Labour, Human Resource Development and Training.

LABOUR DIVISION

PART 1 ABOUT THE MINISTRY

VISION

VISION

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

MISSION

MISSION

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

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.

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.

LABOUR DIVISION

Brief Overview of the Sections/Units of the Ministry

The Ministry comprises several Departments 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 legislations both in respect of Mauritian and migrant workers and institute such civil or criminal proceedings as deemed necessary and conduct such proceedings in the Industrial Court for or in the name of a worker.
- provide 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.
- collect and disseminate 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 Recruit Agencies.

OCCUPATIONAL SAFETY AND HEALTH DIVISION

- enforce legislation pertaining to occupational safety and health.
- ensure 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 ASSOCIATION

- confer legal status on associations and trade unions.
- ensure compliance to the Registration of the Associations Act.

REDUNDANCY BOARD

- deal with all cases of reduction and 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 and technical cadres as well as those of the general services.

Accordingly, for the financial year 2023/2024, the Ministry had **665** funded positions including contractual officers and advisers.

Human Resources

Job Title/Category	Labour Division	HRDT Division
Minister	1	
Permanent Secretary	1	1
Deputy Permanent Secretary	1	1
Assistant Permanent Secretary	2	3
Manager, Financial Operations	1	
Assistant Manager, Financial Operations	1	-
Manager, Human Resources	2	-
Assistant Manager, Human Resources	-	1
Human Resource Executive	2	1
Registrar of Associations	1	-
Deputy Registrar of Associations	1	-
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, National Occupational Safety and Health Department	1	-
Deputy Director, National Occupational Safety and Health Department	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	-

Total Funded positions for both Labour and HRDT Division 2023-2024	
Labour Division	Number
Management and General	161
Labour and Industrial Relations	148
Occupational Safety and Health	74
Registry of Associations	24
Commission for Conciliation and Mediation	2
National Remuneration Board	8
Redundancy Board	1
Total	418

STAFFING

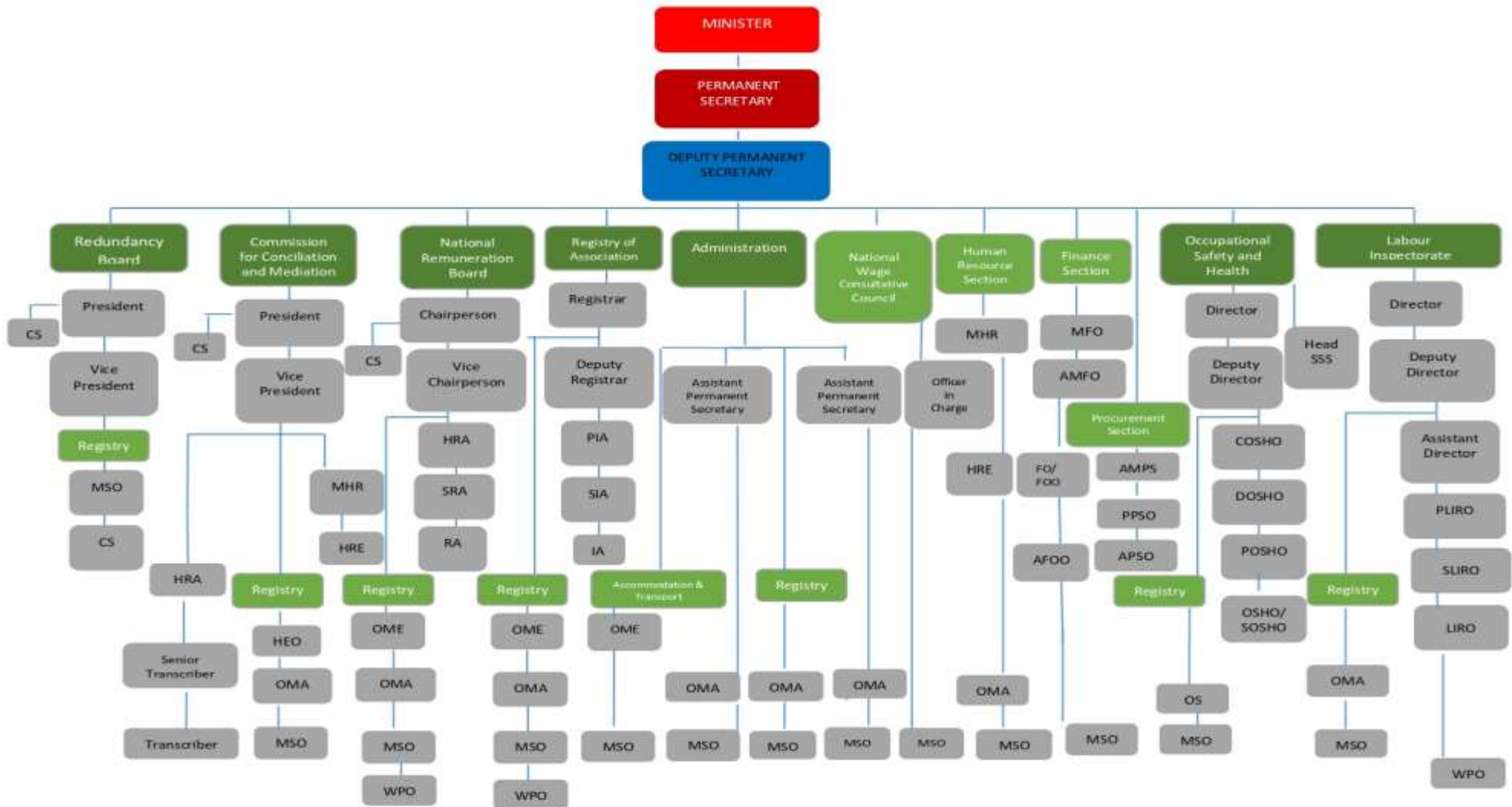
Labour Division			
Job Title/Category	Male	Female	Total
Labour	51	93	144
Occupational Safety and Health	23	48	71
Registry of Associations	5	18	23
Administrative	1	2	3
Adviser	6	-	6
Officers on Contract	3	1	4
National Remuneration Board	2	6	8
Financial Operations	2	4	6
Procurement and Supply	1	2	3
Internal Control	0	1	1
HR Cadre	2	2	4
General Service	19	74	93
Senior Transcriber	-	2	2
Transcriber	-	0	0
Receptionist	2	2	4
Head Office Auxiliary	2	-	2
Office Auxiliary/Senior Office Auxiliary	7	21	28
Handy Worker	10	10	20
General Worker	1	1	2
Driver	4	-	4

HRDT DIVISION			
Job Title/Category	Male	Female	Total
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	3	4
Assistant System Analyst	-	1	1
Office Management Executive	1	6	7
Financial Operations	1	2	3
Principal Procurement & Supply Officer	-	1	1
Senior Employment Counselling Officer	-	12	12
Assistant Procurement & Supply Officer	-	-	-
Office Supervisor	-	1	1
Confidential Secretary	-	2	2
Head Office Auxiliary	1	-	1
Office Auxiliary/Senior Office Auxiliary	2	12	14
Driver	1	-	1
General Service	30	112	142
Receptionist /Telephone Operator	1	3	4
General Worker	3	9	12

NUMBER OF STAFF

Labour Division			
Cadre	Male	Female	Total
Labour	51	93	143
Occupational Safety and Health	23	48	71
Registry of Associations	5	18	23
Administrative	1	2	3
Adviser	6	-	6
Officers on Contract	3	1	4
NRB	2	6	8
Financial Operations	2	4	6
Procurement and Supply	1	2	3
Internal Control	0	1	1
HR Cadre	2	2	4
General Service	19	74	93
Shorthand	-	2	2
Receptionist	2	2	4
Head Office Auxiliary	2	-	2
Office Auxiliary/Senior Office Auxiliary	7	21	28
Handy Worker	10	10	20
General Worker	1	1	2
Driver	4	-	4
STM	-	1	1

Organigram



MHR: Manager Human Resources	PIA: Principal Inspector of Associations
HRE: Human Resource Executive	SIA: Senior Inspector of Associations
MFO: Manager Financial Operations	IA: Inspector of Associations
AMFO: Assistant Manager Financial Operations	HRA: Head Remuneration Analyst
FOO/SFOO: Financial Operations Officer/ Senior Financial Operations Officer	SRA: Senior Remuneration Analyst
AFOO: Assistant Financial Operations Officer	RA: Remuneration Analyst
AMPS: Assistant Manager Procurement and Supply	CS: Confidential Secretary
PPSO: Principal Procurement and Supply Officer	
APSO: Assistant Procurement and Supply Officer	
OME: Office Management Executive	
OMA: Office Management Assistant	
HEO: Higher Executive Officer	
OS: Office Supervisor	
MSO: Management Support Officer	
WPO: Word Processing Operator	
STM: Intern under Service To Mauritius Programme	
PLIRO: Principal Labour and Industrial Relations Officer	
SUIRO: Senior Labour and Industrial Relations Officer	
LIRO: Labour and Industrial Relations Officer	
COSHO: Chief Occupational Safety and Health Officer	
DOSHO: Divisional Occupational Safety and Health Officer	
POSHO: Principal Occupational Safety and Health Officer	
OSHO/SOSHO: Occupational Safety and Health Officer/Senior Occupational Safety and Health Officer	
Head SSS: Head, Specialist Support Services	

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 also 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 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.

HUMAN RESOURCE DEVELOPMENT AND TRAINING DIVISION

Role and functions of the Human Resource Development and Training Division

The Human Resource Development and Training Division (HRDT) plays a crucial role in managing foreign worker recruitment and employment policies. It formulates and implements modern, effective legislation to ensure fair, ethical, and organized worker recruitment, addressing challenges in the competitive labor market and mitigating human trafficking risks. The HRDT supports job seekers by offering guidance on employment opportunities. It also supervises the implementation of training programs by the MITD and HRDC to maintain a steady supply of trained and skilled local workers. Structurally, the HRDT comprises two primary departments: Work Permit Department and National Employment Department.

Mission

- To promote decent work by supporting employers and workers to create a safe, conflict-free and productive workplace and facilitate access to gainful employment underpinned by responsive skills development programmes.

Vision

- All Mauritians have access to gainful and productive employment and the work environment be safe and conflict free.

Key functions of the HRDT

- Facilitates employment of job seekers, providing assistance and guidance with regards to employment prospects and facilitating the employment of non-citizens, where required;
- Regulates 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;

- Monitor the employment of expatriates in line with the provisions of the Non-Citizens (Employment Restriction) Act 1973 and in accordance with policies of Government;
- Process work permit applications and issue same in accordance with policies of the Government
- Monitors the performance of parastatal bodies/units operating under its aegis;
- Promotes human resource development in line with economic and social objectives and stimulating a culture of training and lifelong learning;
- Promotes research, enhanced knowledge and excellence in technical, vocational education and training; and
- Provides quality guidance and counselling to students and the public at large.

Core Values

- Integrity – We are guided by the highest standards of professional ethics.
- Quality – We are result-oriented and committed to providing services of the highest quality to our customers.
- Timeliness – We are responsive and strive to meet set targets.
- Teamwork – We foster teamwork and value mutual trust and respect.
- Honesty – We always act in good faith and with fairness.

Key Challenges

- Decline in the labour force due to low population growth
- Address skills mismatch in the labour market
- Reluctance of Mauritian workforce to join certain sectors such as Manufacturing, Construction, Agriculture, Transport and Tourism
- Increase participation of the youth and women in the labour market (in sectors such as Construction, Transport, Security, Information Technology, Manufacturing and Mechanical Engineering)
- Brain drain and disengagement disrupting the labour market
- Prevent and combat trafficking as well as exploitation of migrant workers

Statutory Bodies Under the Purview of The HRDT Division

Mauritius Institute of Training and Development (MITD)

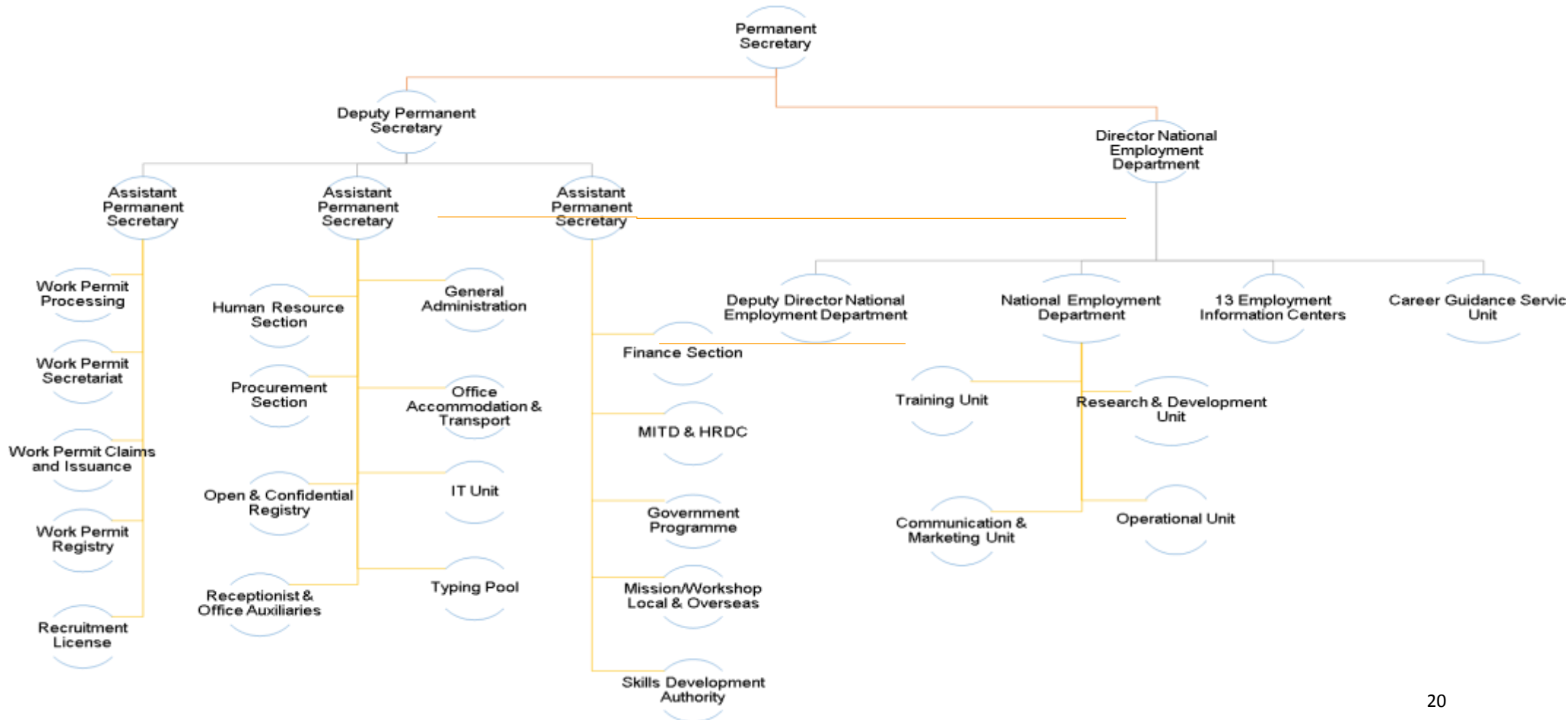
The Mauritius Institute of Training and Development (MITD) is a corporate body established in November 16, 2009 under the MITD Act 2009. It took over the responsibilities of the Industrial and Vocational Training Board and part of the Technical School Management Trust Fund. MITD's primary objectives include promoting excellence in technical and vocational education and training, fostering research, increasing access to training, facilitating exchange programs, and supporting apprenticeships. Its functions encompass developing and conducting training programs, engaging in research, providing consultancy services, setting up training centers, developing curricula, awarding qualifications, establishing exchange programs, collaborating with similar institutions, and advising the Minister on relevant matters. Through these activities, MITD plays a crucial role in advancing technical and vocational education and training in Mauritius.

Human Resource Development Council (HRDC)

The Human Resource Development Council (HRDC) of Mauritius, established in 2003 under the HRD Act, operates as a corporate body under the Ministry of Labour, Human Resource Development and Training. Its primary mandate is to promote and develop the country's labour force in alignment with the needs of a rapidly growing economy. The HRDC's key functions include advising on HR policies, bridging education and workplace, facilitating stakeholder dialogue, addressing skill mismatches, commissioning research, encouraging employee training, monitoring training relevance, promoting knowledge management, overseeing skill development schemes, and managing the National Training Fund. The Council aims to foster a culture of lifelong learning, enhance employability and productivity, and support Mauritius's transition to a knowledge economy. Since its inception, the HRDC has played a crucial role in incentivizing private sector training, disbursing Rs 5.2 billion and facilitating the training of over 1.1 million employees. The Council regularly updates its training incentive schemes to encourage continued investment in workforce development and ensure the sustainability of the National Training Fund.

About Our People

The administrative head of the Ministry is the Permanent Secretary and she is assisted in her functions and duties by one Deputy Permanent Secretary and three Assistant Permanent Secretaries as well as other officers posted in different units namely, the Work Permit Units, National Employment Department, Recruitment License Unit, Human Resources Unit, Financial Operations, Office Accommodation, Procurement Section and IT Unit. The organisational chart of the Ministry is depicted in the figure below:



For the Financial Year 2023/2024, the HRDT Division had 261 funded positions and comprised the following:

Human Resources			
Job Title/Category	Male	Female	Total
<i>Permanent Secretary</i>	0	1	1
<i>Deputy Permanent Secretary</i>	1	0	1
<i>Assistant Permanent Secretary</i>	1	2	3
<i>Director, NED</i>	1	-	1
<i>Deputy Director, NED</i>	1	-	1
<i>Principal Careers Counsellor</i>	-	1	1
<i>Senior Systems Analyst</i>	-	1	1
<i>Senior Careers Counsellor</i>	-	1	1
<i>Careers Counsellor</i>	3	2	5
<i>Assistant Manager, Human Resources</i>	-	1	1
<i>Human Resource Executive</i>	-	1	1
<i>Human Resource Analyst/ Senior Human Resource Analyst</i>	2	-	2
<i>Principal Financial Operations Officer</i>	1	-	1
<i>Financial Operations Officer/Senior Financial Operations Officer</i>	-	1	1
<i>Assistant Financial Operations Officer</i>	-	1	1
<i>Chief Employment Coordinator</i>	1	3	4
<i>Assistant Systems Analyst</i>	-	1	1
<i>Computer Support Officer</i>	-	1	1

Office Management Executive	1	6	7
<i>Office Management Assistant</i>	6	18	24
<i>Management Support Officer</i>	18	79	97
<i>Principal Procurement & Supply Officer</i>	-	1	1
<i>Senior Employment Counselling Officer</i>	-	12	12
<i>Employment Counselling Officer</i>	7	32	39
<i>Assistant Procurement & Supply Officer</i>	-	-	-
<i>Office Supervisor</i>	-	1	1
<i>Confidential Secretary</i>	-	2	2
<i>Word Processing Operator</i>	-	3	3
<i>Head Office Auxiliary</i>	1	-	1
<i>Office Auxiliary / Senior Office Auxiliary</i>	3	11	14
<i>Driver</i>	2	-	2
<i>Receptionist / Telephone Operator</i>	1	2	3
<i>General Worker</i>	3	10	13

Promotion

Further to the retirement of 2 Senior Employment Counselling Officers, 2 Employment Counselling Officers have been promoted to the grade of Senior Employment Counselling Officer.

Appointment

1 Deputy Director, National Employment Department has been appointed in a temporary capacity.

Recruitment

The following recruitment has been made in FY 2023-2024:

- 24 Employment Counselling Officers
- 2 General Workers
- 1 Driver

Human Resource Development

The HRDT is committed to the development of its personnel. Further to the request of the Ministry of Public Service, Administrative and Institutional Reforms, a training committee was set up and a plan for the training of the staff was prepared. Local training is organized mostly in collaboration with the Civil Service College. Staffs were also encouraged to attend online seminars/trainings offered by the different international organizations.

Local Training Centre

The list of training programmes and the number of employees who attended same is shown below:

SN	Training/Workshops/Seminars	No of Beneficiaries	Designated Officer
1.	½ day training session on 'Improving Public Sector Governance Management Audit Committees'	4	Audit Committee members
2.	Tea Making & Service	3	Office Auxiliary/Senior Office Auxiliary
3.	Public Speaking	1	Employment Counselling Officer
4.	Half day Awareness Session (GAR)	1	APS
5.	First Aid	4	Head Office Auxiliary Office Auxiliary/Senior Office Auxiliary Management Support Officer
6.	Advanced Excel	4	Office Management Assistant, Management Support Officer, Word Processing Officer
7.	Training Course on Effective Performance Appraisal (3 Officers)	3	Senior Careers Counsellor Human Resource Executive Financial Operations Officer /Senior Financial Operations Officer
8	Training course on Fundamentals of Professional Ethics, Integrity and Governance (Batch of 20 Officers)	20	Office Management Assistant, Chief Employment Coordinator, Employment Counselling Officer, Human Resource Analyst, Management Support Officer, Office Supervisor, Receptionist/Telephone Operator, Office Auxiliary/Senior Office Auxiliary, General Worker
9.	Induction Course Employment Counselling Officer	24	Temporary Employment Counselling Officers
10	Risk Management	1	Office Management Executive
11	Legal Writing	1	APS
12	Training on Financial Operation in the Public Sector	2	Assistant Financial Operations Officer Financial Operations Officer/ Senior Financial Operations Officer
Total No of Beneficiaries		68	

Safety and Health

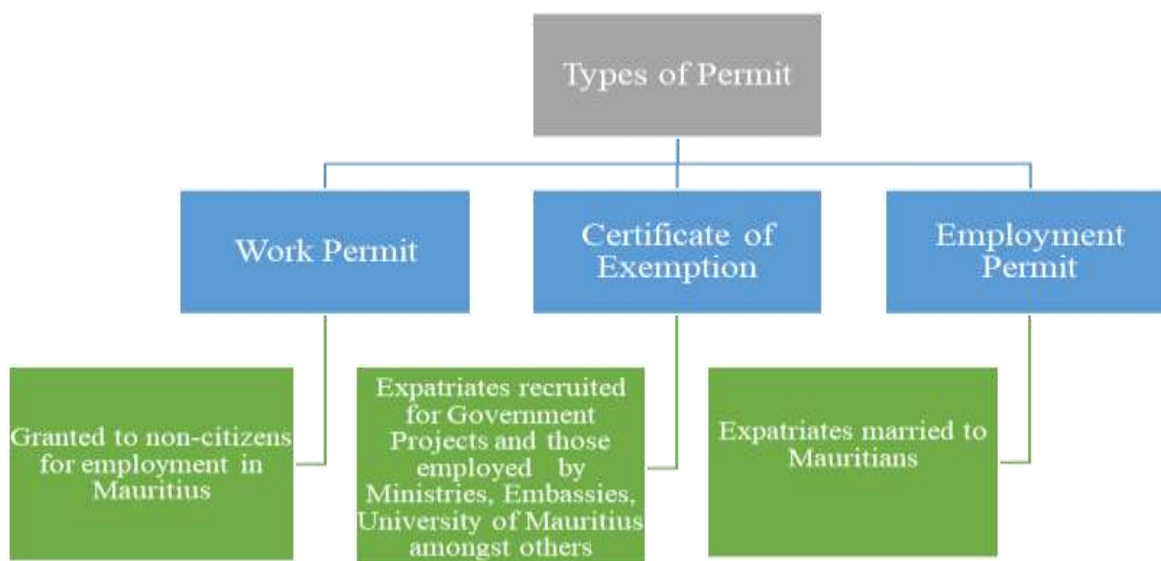
The Human Resource Development and Training Division (HRDT) is dedicated to maintaining a safe and healthy work environment for its staff. In accordance with the Occupational Safety and Health Act 2005, the division has established a Safety and Health Committee. This committee meets regularly throughout the year, serving as a platform for collaboration between management and employees on safety and health issues specific to the HRDT Division. These meetings facilitate open communication, allowing for the identification and addressing of workplace safety concerns, thereby fostering a culture of safety and well-being within the organization.

Brief Overview Of Sections/Units Of The HRDT Division

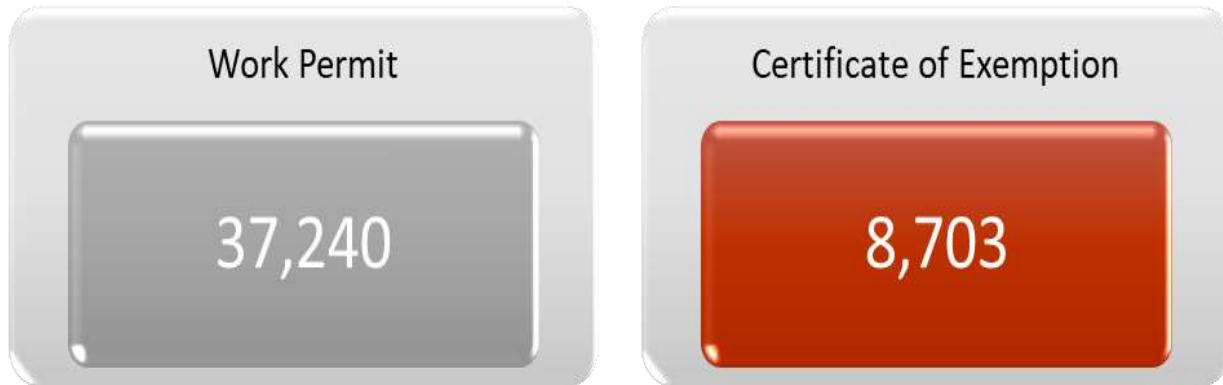
Work Permit

The HRDT has the mandate to grant work permits to non-citizens to allow them to work in Mauritius. According to section 3(1) of the Non-citizens (Employment Restriction) Act 1973, a non-citizen shall not engage in any occupation in Mauritius for reward or profit or be in employment in Mauritius unless he has a valid permit.

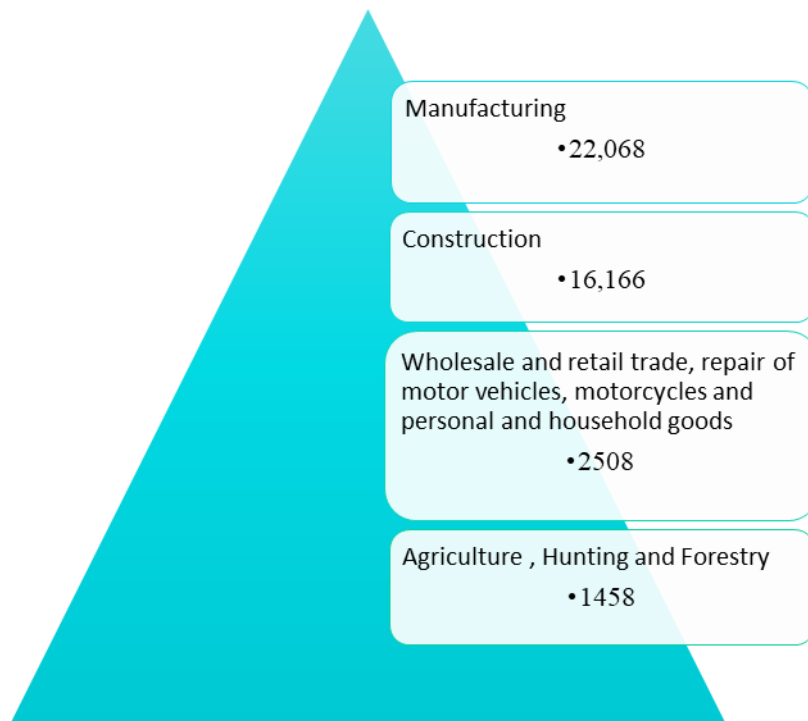
The three types of permits issued by the HRDT Division are as follows:



Number of valid permits as at 30 June 2024



Number of foreign workers per sector:



Summary of Expatriates holding a valid work permit or certificate of exemption by Industrial Sector of Activity as at 30 June 2024

SECTOR	EXEMPTION CERTIFICATE			WORK PERMIT			TOTAL
	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	
<i>Administrative And Support Service Activities</i>	-	-	-	109	273	382	382
<i>Agriculture, Hunting And Forestry</i>	-	-	-	9	1449	1458	1458
<i>Construction</i>	3	8028	8031	16	8119	8135	16166
<i>Education</i>	43	44	87	17	18	35	122
<i>Electricity, Gas And Water Supply</i>	-	-	-		5	5	5
<i>Extra-Territorial Organisations And Bodies</i>	24	32	56	-	-	-	56
<i>Financial And Insurance Activities</i>	14	14	28	6	29	35	63
<i>Fishing</i>	-	291	291	-	28	28	319
<i>Health And Social Work</i>	-	1	1	107	110	217	218
<i>Hotels And Restaurants</i>	1	-	1	47	686	733	734
<i>Information And Communication</i>	-	-	-	9	35	44	44
<i>Manufacturing</i>	-	-	-	4130	17938	22068	22068
<i>Mining And Quarrying</i>	-	-	-		13	13	13
<i>Other Service Activities</i>	9	29	38	113	533	646	684
<i>Private Households With Employed Persons</i>	1	-	1	192	155	347	348
<i>Professional, Scientific And Technical Activities</i>	-	-	-	-	30	30	30
<i>Public Administration And Defence; Compulsory Social Security</i>	40	127	167	3	1	4	171
<i>Real Estate Activities</i>	-	-	-	22	181	203	203
<i>Transportation And Storage</i>		2	2	106	243	349	351
<i>Wholesale And Retail Trade, Repair Of Motor Vehicles, Motorcycles And Personal And Household Goods</i>	-	-	-	55	2453	2508	2508
Grand Total	135	8568	8703	4941	32299	37240	45943

National E-Licensing System (NELS)

As from 01 March 2023, applications for work permit are being processed through the National Electronic Licensing System (NELS) Platform operated by the Economic Development Board (EDB). The NELS is a user-friendly platform accessible anytime and anywhere, which also enables the applicants to track the progress of their applications.

Committees on Work Permits

A Technical Committee on Work Permit has been set up to examine applications for work permits and provide appropriate recommendations. In principle, the Technical Committee meets twice a week.

Permission in Principle

Employers wishing to recruit foreign labour in bulk have to apply and obtain a Permission in Principle (PIP) before applying for a work permit. For the period 01 July 2023 to 30 June 2024, this Ministry has granted 1520 PIPs.

Memorandum of Understanding (MOU) with Sourcing Countries

In order to improve the recruitment process for foreign workers and eliminate the risk for Trafficking in Persons (TIP), a Memorandum of Understanding (MoU) was signed with India on 10 May 2023. It has come into effect on 01 October 2023 and it provides, inter-alia, for fair and ethical recruitment to be conducted pursuant to the 'G to G' mechanism. It is also based on the Employer Pay Principle and equal treatment of foreign workers as accorded to locals in matters of working relations, conditions, social protection, health, hygiene and workplace safety, thus contributing in Combatting of Trafficking in Persons. The recruitment is done through the National Skill Development Corporation (NSDC) Job Portal. Business Mauritius and NSDC are the focal points for Mauritius and India respectively.

The Government is replicating this MoU with other countries, namely Nepal, Madagascar, Bangladesh and Ghana. Draft MoUs on the recruitment of workers favouring a 'Government to Government' mechanism with the Government of Nepal, Bangladesh, Madagascar and Ghana are being worked out and consultations in that respect are underway. Recruitment through a G to G mechanism provides an efficient way to regulate migration flows and to foster development, both in the countries of origin and destination.

Key Legislations

Recruitment Agency

The grant/renewal of a Recruitment Licence in Mauritius is made under the Private Recruitment Agencies Act 2023.

The Private Recruitment Agencies Act was proclaimed on 16 February 2024. It ensures ethical recruitment in line with the recommendations of the International Labour Organisation and the International Organisation for Migration. This Act mandates the acquisition of a license to operate a recruitment agency and hire workers, both within Mauritius and abroad. Charging recruitment fees to workers, including travel expenses, is now prohibited. It aims at consolidating and strengthening the law with regard to the recruitment of citizens of Mauritius for employment locally and abroad, and for the recruitment of non-citizens for employment in Mauritius. The Act, inter-alia, provides for:

- an Employer Pay Principle (EPP), meaning that no person shall charge a worker any fee in relation to his recruitment and all cost for his recruitment, including his travel expenses, shall be borne by his employer;
- prohibits deceitful and misleading advertisements and canvassing for wrongful inducement for the recruitment of workers; and
- gives more powers to the enforcement agency with regard to the variation, suspension and revocation of a licence for the recruitment of workers.

Non-Citizens (Employment Restriction) Act

The employment of non-citizens in Mauritius is regulated by the Non-Citizens (Employment Restriction) Act. Non-citizens are not allowed to engage in any occupation for reward or profit, or be employed in Mauritius, unless they have a valid work permit.

Number of Applications for FY 2023-2024 and Revenue Generated

Number of Applications for work permit processed by this Ministry for the period July 2023 to June 2024

Sn.	Description	Number of Permits
1.	New Work Permit	17,226
3.	Renewal of Work Permit	12,196
4.	Certificate of Exemption – New	8,546
5.	Certificate of Exemption - Renewal	2,359
	Total	40,327

Number of Claims and Permits Issued by this Ministry as from July 2023- June 2024

Sn.	Description	Number
1.	Claims	26,937
2.	Work Permit	26,473
3.	Certificate of Exemption	10,453

Revenue

The sum of **Rs. 260,409,050** was collected as revenue for the period 2023/2024.

Part II – MINISTRY/DEPARTMENT ACHIEVEMENTS & CHALLENGES

Labour and Industrial Relations Division

Research and 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 2023 – June 2024)

Workers' Rights Act

The Workers' Rights Act was amended in the Finance (Miscellaneous Provisions) Act 2023 with the following main objectives –

- a) The definition of part-time has been clarified to facilitate its application;
- b) Provision has been made for a more flexible working arrangements by authorizing a worker to complete his normal working hours in a week on 4 days to better respond to business operational requirements with social obligations;
- c) More flexible work arrangements have been introduced to allow that a worker may be employed on a part-time basis;
- d) The absence for authorized leave is deemed to be attendance at work;
- e) Computation of hourly rate on the basis of 195 hours in a month has been introduced to harmonise and standardizer the computation of wages;
- f) The payment of remuneration is credited in the worker's individual bank account to prevent abuse by the spouse of the worker;

- g) The allowance of 5% payable to a part-time worker has been adjusted to the rate of 10% to address the disparity arising out of the two different rates;
- h) A worker is paid his normal remuneration where he is required to remain indoors during the period when a safety bulletin is in force;
- i) An employer is required to take an insurance policy to cover a worker who is required to work during a period of extreme weather conditions, in cases of injury, disease or death;
- j) Provision regarding special allowance to workers whose terms and conditions are governed by the PRB, has been prescribed with a view to also guarantee these categories of workers a monthly income of Rs 15,000 as from 1 July 2023;
- k) The remuneration payable under the Wage Guarantee Fund Account is limited to the last three months only;
- l) A worker may opt that his untaken annual leave be accumulated instead of being refunded;
- m) To reconcile work with family obligations, a worker may avail of any of his leaves entitlement to care for his child and his parents and grandparents, with health care related issues;
- n) The leave to participate in international sport event is also applicable to workers representing Mauritius in international cultural events;
- o) A female worker who suffers a miscarriage is granted another 5 days' leave on full pay in addition to the 3 weeks' leave;
- p) An employer having more than 250 workers should provide free of charge, child care facilities to a worker having a child aged up to 3 years, on the premises of the workplace or within a distance of 1 kilometer from the workplace;
- q) Where a male worker or his spouse has adopted a child aged less than 12 months, the male worker is also entitled to the paternity leave of 5 working days, with a view to ensure the same treatment to the father of an adopted child;

- r) The 10% increase in petrol allowance should not less than 1,000 rupees and not more than 2,000 rupees, as from 1 July 2023;
- s) A worker should be given an opportunity to answer the charge in an oral hearing and be granted at least 7 days to answer the charge in the oral hearing following his written explanations;
- t) The employer is required to make available to a worker, for inspection, such information or documents relevant to the charge which the employer intends to adduce in evidence in the course of the hearing;
- u) A worker is required to register his complaint for reinstatement not later than 15 days of the termination of his employment and the Ministry should refer the matter to the Tribunal not later than 30 days after the date of registration;
- v) The Redundancy Board is mandated to make an order in cases of justified termination of employment;
- w) The Board should complete its proceedings in cases related to specific enterprises in the service sector in 30 days instead of 15 days;
- x) The time frame for the Board to complete its proceedings has been increased from 30 days to 60 days;
- y) The definition of insolvency has been aligned with the definition given in section 2;
- z) The amount paid as transition unemployment benefit is credited in the personal account of the worker to protect the worker against any abuse by his spouse;
- aa) A worker who refuses two offers of employment is not entitled to the payment of transition unemployment benefit;
- bb) The basic wage taken for computation of the transition unemployment benefit has been aligned on the National Savings Fund (Collection of contributions) Regulations.
- cc) For the computation of gratuity on retirement, final remuneration includes only remuneration for work performed for the month;

- dd) The amount of the employer's monthly contribution in private pension scheme should not be less than the amount of an employer's monthly contribution if based on the PRGF rate;
- ee) The administrator of the pension scheme is required to make a declaration to the FSC to that effect every period of 12 months as from 1 July 2023;
- ff) The administrator of a private pension scheme or the governing body of a self-administered scheme should certify that the employer complies with the eligibility criteria of PRGF;
- gg) Provision made for other options for timely processing of cases and payment of retirement benefits under the PRGF;
- hh) Contributions for past services is computed on the basis of the remuneration for last completed month;
 - ii) An employer is required to make a return to the MRA and the administrator specifying the amount of gratuity paid on the retirement of a worker for his past services to avoid double payment;
 - jj) An employer who sponsors a worker in a private pension scheme should pay to the MRA the PRGF contributions for the period the worker was not covered by the private pension scheme to ensure that his retirement benefit covers his whole length of service;
- kk) A worker attaining the appropriate retiring age while he is still in employment in an enterprise which is declared insolvent has been granted the right to retirement benefit;
- ll) The daily rate of pay is computed on the basis of 26 days for all workers for the calculation of the retirement gratuity;
- mm) An employer is not required to submit an annual PRGF return;
- nn) The method of computing surcharge has been reviewed to facilitate the recovery of unpaid PRGF contributions;

- oo) An employer is required to pay a lumpsum equivalent to the PRGF rate of 15 days remuneration per year of service to a worker who has not been paid his retirement benefits by a private pension scheme;
- pp) Failing to comply with a written notice is classified as a direct contravention whereby there will be no obligation to put the charge to the employer;
- qq) A transition period has been provided for any pending case of reinstatement to be referred to the Tribunal within 30 days;
- rr) The share of the levy allocated to the Workfare Programme Fund has been increased from 0.5% to 0.75 % for period July 2023 to June 2025.

Amendments Brought to The Employment Relations Act (EReA)

1. Main amendments brought under the Finance (Miscellaneous Provisions) Act 2023

- a) The definition of labour dispute also excludes a worker appointed by the Disciplined Forces Services Commission from reporting a dispute to claim reinstatement following suspension from employment;
- b) The definition of labour dispute includes a referral made by the supervising officer in respect of a claim of reinstatement following a termination of employment in view of the fact that the Employment Relations Tribunal can make an order only where a labour dispute has been reported;
- c) The definition of Regulations has been amended to clarify between a Remuneration Regulations and Wages Regulations in view of the fact that the Remuneration Regulations would be related to specific conditions of employment only and Wages Regulations to wages fixed on an occupation basis;
- d) The strength of a trade union is computed on the basis of non-citizen workers who are in employment by limiting the entitlement of a non-citizen to be a member of a trade union only where the non-citizen worker holds a valid work permit and renews his membership on 31 December of each year;

- e) The accounting period for preparing statements of receipts and payments is the 31 December in any year as the accounting period was not specified in the rules of all trade unions;
- f) The Registrar of Associations is required to publish in the Gazette the return by the trade union within a period of 6 months;
- g) The Employment Relations Tribunal is mandated to make its order in cases of reinstatement within a period of 60 days instead of 90 days with a view not to penalize enterprises and impede on the process of the replacement of the worker;
- h) The National Remuneration Board (NRB) must take as baseline the wages set on an occupation basis in the Wages Regulations for the review of wages in view of change of wage determination from an industry to an occupation basis.
- i) The wages determined on an occupation basis is capped to Rs 30,000 in a month;
- j) A wage grid is provided for bachelor's degree holders in view of the fact that many graduates are not paid in accordance with their qualifications;
- k) The Minister has been empowered to appoint a consultant to make recommendations for the introduction of wages on an occupation basis in view of the complexity of the exercise which would cut across all the different sectors of the economy;
- l) The Minister has been empowered to make regulations upon recommendations made by the Consultant in view of the fact that present the Minister can only make regulations following a recommendation from the NRB;
- m) A transition period has been provided so that disputes referred to the Tribunal before 1 July 2023 and which were still pending be deemed to have been referred on 1 July 2023.

Amendments Brought to The National Wage Consultative Council Act (NWCCA)

2. Main amendments brought under the Finance (Miscellaneous Provisions) Act 2023

The National Wage Consultative Council Act has provided that after the review of the national minimum wage in 2020, the Council may proceed with the next review before the prescribed period of 5 years.

AMENDMENTS BROUGHT TO REGULATIONS

3. The National Minimum Wage (Review) Regulations 2023

The National Minimum Wage (Review) Regulations 2023 was made by the Minister on 13 November 2023 and came into operation on same date.

4. The Workers' Rights (Additional Remuneration) (2024) Regulations 2024

The Workers' Rights (Additional Remuneration) (2024) Regulations 2024 was made by the Minister on 15 January 2024 and came into operation on 01 January 2024.

5. The National Minimum Wage (Amendment) Regulations 2024

The National Minimum Wage (Amendment) Regulations 2024 was made by the Minister on 12 January 2024 and came into operation on 01 January 2024.

6. The Export Enterprises (Remuneration)(Amendment) Regulations 2024

The Export Enterprises (Remuneration)(Amendment) Regulations 2024 was made by the Minister on 15 February 2024 and came into operation on 01 January 2024.

7. The Special Education Needs Institutions Employees (Remuneration) Regulations 2024

The Special Education Needs Institutions Employees (Remuneration) Regulations 2024 was made by the Minister on 1 March 2024 and came into operation on 01 January 2024.

8. The Workers' Rights (Social Plan)(Income Support to Workers) Regulations 2024

The Workers' Rights (Social Plan)(Income Support to Workers) Regulations 2024 was made by the Minister on 29 April 2024 and came into operation on 01 April 2024.

LABOUR STANDARDS UNIT

Achievements for Period July 2023 to June 2024

1. Ratification of Violence and Harassment Convention, 2019 (No. 190)

The last Convention ratified by Mauritius was the Violence and Harassment Convention, 2019 (No.190) and its accompanying Violence and Harassment Recommendation, 2019 (No. 209), effected on 01 June 2021.

The Convention No. 190 came in force with effect from 01 July 2022.

Government submitted its **first report** on the application of the Convention to the International Labour Organisation (ILO), as laid down under Article 22 of the ILO Constitution, on 01 September 2023.

2. Replies to the Questionnaire on the Abrogation of the following instruments made to the ILO on 04 October 2023:

- a) the Underground Work (Women), Convention 1935 (No. 45);
- b) the Safety Provisions (Building) Convention, 1937 (No. 62);
- c) the Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63); and
- d) the Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947 (No. 85).

3. Reports on Ratified Conventions, as listed below, submitted on 01 September 2023 under Article 22 of the ILO Constitution:

- a) C 097 – Migration for Employment Convention (Revised), 1949 (No. 97);
- b) C 100 – Equal Remuneration Convention, 1957 (No. 100);

- c) C 111 – Discrimination (Employment and Occupation) Convention, 1958 (No. 111);
- d) C 156 – Workers with Family Responsibilities Convention, 1981 (No. 156);
- e) C 189 – Domestic Workers Convention, 2011 (No. 189); and
- f) C 190 – Violence and Harassment Convention, 2019 (No. 190).

4. Reports on Unratified Conventions and Recommendations under Article 19 of the ILO Constitution submitted to the ILO on 29 February 2023:

- a) Workmen’s Compensation (Agriculture) Convention, 1921 (No. 12);
- b) Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19);
- c) Equality of Treatment (Accident Compensation) Recommendation, 1925 (No. 25);
- d) Social Security (Minimum Standards) Convention, 1952 (No. 102) (Part VI);
- e) Employment Injury Benefits Convention. 1964 [Schedule I amended in 1980] (No. 121); and
- f) Employment Injury Benefits Recommendation, 1964 (No. 121).

5. ILO Declaration on Fundamental Principles and Rights at Work, 1998 (Protocol on Forced Labour)

The Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work, 1998 is an obligation for Members States, arising from the very fact of their membership, to respect, to promote and to realise in good faith and in accordance with the ILO Constitution, the principles concerning the fundamental rights. Members that have not ratified one or more of the fundamental instruments, have to submit information on any changes to their law and practice with regard to each of the categories of principles and rights set out in the Declaration. Member States have to report to an online e-questionnaire.

- For year 2023, written consultations were initiated with relevant stakeholders and the consolidated e-questionnaire for the Government of Mauritius was transmitted to the ILO on 31 October 2023.

- For year 2024, written consultations have been initiated with relevant stakeholders (Social Partners and Ministries concerned) and on the basis of their replies, this Ministry will consolidate the questionnaire and same will be transmitted to the ILO on 31 October 2024.

6. ILO Mission in Mauritius

- a) Mr. Frederik MUIA, the new ILO Country Office Director for Madagascar, Comoros, Mauritius and Seychelles and Mr. Ny Aina Tsiferanirina, the new Programme Officer were on mission in Mauritius for period 25 to 30 September 2023. They made a courtesy call on the Honourable Minister to discuss a number of issues that require support, technical or otherwise, from the ILO. They also met senior official of the Labour Division (Labour and OSH Divisions) and the HRDT Division;
- b) Mr. F. MUIA, effected a second visit in Mauritius on 4 April 2024 in the course of a UN Retreat. The latter paid a courtesy call on the Honourable Minister. He again met senior officials of the Labour Division (Labour and OSH Divisions) and the HRDT Division.
- c) Mr. F. MUIA, effected a third visit in Mauritius from 12 to 18 May 2024. Following his courtesy call on the Honourable Minister, he met Senior Officials of the Ministry. Additionally, the ILO organised a workshop during this period with the Worker's Organisation to design a programme of engagement and capacity building for trade unions.

7. International Labour Conference (ILC)

- a) A tripartite delegation from Mauritius headed by the Hon. Minister of Labour attended the 112th Session of the International Labour Conference (ILC) held in Geneva from 03 to 14 June 2024. Mrs. S. Jeetoo, the Director (LIR) was the representative for the Government Group on behalf of Mauritius.
- b) A comprehensive brief containing relevant documents and information on the ILC was submitted by the Unit to the Honourable Minister and the Director of Labour.

8. African Regional and Labour Administration Centre (ARLAC)

a) 21st Committee of Senior Officials

The Committee of Senior Officials was held in Lesotho from the 9 to 13 October 2023 and Mrs. S. Jeetoo, Director of LIR, attended same on behalf of the PS of the Ministry (Labour Division).

b) 50th ARLAC Governing Council Meeting (GCM)

The 50th ARLAC Governing Council Meeting (GCM) was held on 14 February 2024 in Mombasa, Kenya. As a precursor to the GCM, the 22nd Committee of Senior Officials (CSO) was held on 13 February 2024. After the GCM, a Ministerial High-Level Symposium on “*Securing the Future: Empowering All for Sustainable Development in a Changing World*” was held following which the ARLAC Jubilee Anniversary was celebrated on 15 February 2024.

Mrs. S. Jeetoo, the Director (LIR), attended all the above meetings and the 50th celebration, on behalf of the Honourable Minister and the PS.

c) 22nd Committee of the Senior Officials and the 50th ARLAC Governing Council Meeting (GCM)

Documents were prepared for Mrs. S. Jeetoo, Director of Labour, who represented the Government of Mauritius for the 22nd Committee of Senior Officials and the 50th ARLAC Governing Council Meeting held from 11 to 12 June 2024 respectively at the ILO Headquarters, Geneva.

9. Report for item IV on the agenda of the 112th Session (2024) of the International Labour Conference (ILC): Protection against biological hazards (standard-setting, first discussion) Questionnaire on Biological Hazards

The questionnaire on “Protection against biological hazards” was submitted to the ILO on 31 July 2023 and replies received from member countries formed the basis discussion at the 112th Session of the ILC in June 2024.

10. Adoption of SADC Protocol on Employment and Labour

On 12.07.2023, the Secretary for Foreign Affairs (SFA) requested this Ministry to inform whether the signing of the Draft Protocol on Employment and Labour could be envisaged or whether it had any reservations to the Articles of the Protocol and,

if so, to state the reasons of such reservations. The SFA also circulated the newly adopted Protocol on Employment and Labour in view of the holding of the meeting of SADC Ministers of Justice in DRC from 17-21 July 2023.

Following wide consultations held with relevant stakeholders for their respective views thereon, including the Ministry of Social Integration, Social Security and National Solidarity (Social Security and National Solidarity Division) (MSS) on the issue of portability of retirement benefits, the ministry submitted its views to the SFA to the effect that the draft protocol may be ratified **with a reservation to Article 12(4)** of the Protocol. However, the signature of Protocols with reservations is not allowed.

11. Monitoring the Ratification Status of ILO Conventions prioritised by SADC Members States

A correspondence was received from the Secretary for Foreign Affairs transmitting a letter from the SADC Secretariat requesting Member States to submit information on the status of ILO Conventions that are earmarked for ratification before the next meeting of the Joint Tripartite Technical Committee (JTTC), which is planned to be held in November 2024.

The SADC Secretariat has requested all Member States, including Mauritius, to complete and submit an online questionnaire on the status of the prioritised Conventions.

The online questionnaire was submitted to the SADC Secretariat on 05 July 2024.

12. Technical Working Group 1 (TWG 1) GBV Prevalence on Migrant Workers and Exploitative Work Conditions for Young Women

- The Consultant, Ms. Aleeyah Lallmahomed, has already submitted her Inception Report - Research study on migrant workers on 27th of February 2023; and
- The Consultant is currently conducting focus meetings in selected enterprises.

13. Technical Working Group 3 (TWG 3) – Identifying and redressing discriminatory practices that prevent the full realisation of human rights for women and girls

- The Ministry of Labour and AGO are the Co-Chairs for the TWG3
- The TWG3 held two (2) meetings on 27 July 2023 and 11 January 2024 respectively.
- Latest updates of the Matrix, incorporating measures taken by the different stakeholders in TWG 3, was sent to MGEFW on 19.04.24 for compilation for the HLC to be chaired by the PM.

14. MDWCP II

- Decent Work Country Programmes (DWCPs) constitute the ILO framework for country programming, through which the ILO provides support to tripartite constituents at national level. It contains integrated and balanced strategies to achieve the ILO's strategic objectives around the priorities identified, linked to the national context and responding to contemporary challenges in the world of work.
- The First Generation of the Mauritius Decent Work Country Programme (MDWCP I) was signed by the national tripartite constituents on 30 November 2012. It ended on 31 December 2015.
- Following a bidding exercise for the recruitment of a National Consultant, the University of Technology Mauritius (UTM) has been awarded the contract on 21 February 2024 for the formulation of the MDWCP II.
- A kick off meeting, chaired by the then Permanent Secretary, Ms. K. Kautick, was held on 18 March 2024, with UTM representatives in presence of members of the Technical Committee, set up at the level of the Ministry, to oversee the work of the Consultancy Team.
- The introductory session with the ILO with the participation of the National Consultancy Team (NCT) and the Focal Point of the MLHRDT was held on 26 March 2024.

- The first Technical Committee meeting with the NCT and chaired by the Assistant Permanent Secretary (Mr. Mudhoo) was held on Tuesday 16 April 2024.
- The working session between NTC and Trade Union Confederations was held on Wednesday 24 April 2024.
- The 1st draft report of the contextual analysis of the MDWCP II was submitted by the NCT on 01.06.2024 and, a reviewed draft, based on the views from the Technical Committee (TC) members, was submitted on 11 July 2024 by the NCT. The second draft Country Context Analysis (CCA) is being analysed by TC members for finalisation prior to transmission to the ILO.

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 37,473 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.

ONE STOP SHOP (OSS)

A One-Stop-Shop (OSS) service has been implemented with the Special Migrant Workers Unit as from 01st November 2022, with the following attributions:

- to provide at a single point, dedicated services relating to rights of migrant workers, including those pertaining to labour rights,
- Occupational Safety and Health issues and also Work and Residence Permits;
- to act as an interface with relevant authorities/Departments on other issues affecting migrant workers and to ensure proper follow-up actions until such matters are resolved;

- to work in close collaboration with the Occupational Safety and Health Division or Police Department with regard to cases of injury at work or accident involving migrant workers;
- to take appropriate action to deal with cases where migrant workers have been forcibly required to work for another employer;
- to deal with cases of trafficking in persons and referral to appropriate authorities; and
- to deal with labour- related complaints such as non-payment of wages, reduced payment of wages, etc.

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 Industrial Relations Division carried out **3,349** inspections during the period under review. For the same period, a total of **23,174** complaints were dealt with, comprising **3,869** cases brought forward from 30 June 2022 and **19,305** new cases registered. Out of the **23,174** cases, **19,456** cases were disposed of and a sum of **Rs223,590,113.57** recovered on behalf of workers.

The Special Migrant Workers Unit

As regards migrant workers, the Special Migrant Workers Unit carried out **647** inspections at workplaces during the period under review. For the same period, a total of **239** complaints were dealt with, out of which **8** cases were brought forward from 30 June 2022 and **231** new cases were reported by migrant workers. Out of these **239** cases, **182** were settled and a sum of **Rs.4,143,777** recovered on their behalf.

Furthermore, **31,557** contracts of employment of Migrant Workers were vetted.

Workfare Programme Unit

Over period July 2023 – June 2024, **5,670** laid off workers were admitted into the Workfare Programme and a total amount of **Rs441,400,313** was disbursed as Transition Unemployment Benefit.

The Prosecution Unit (Court Cases)

- During the period under review, **590** new civil cases were referred to the Industrial Court. In addition, **733** cases were already before the court as at 30 June 2023. Out of these **1,323** cases, **734** were disposed of and a total sum of **Rs21,480,196** was recovered on behalf of workers; and
- **57** criminal cases were dealt with during the period, out of which **13** convictions were secured and fines amounting to **Rs13,800** were imposed by the court along with **Rs2, 300** as costs.

The Conciliation and Mediation Section

For the period under review, a total of **560** representations were dealt with at the Conciliation and Mediation Section, out of which **115** were brought forward from June 2023 and **445** new representations were received. Out of these **560** cases, **440** were disposed of. Furthermore, **96** Collective Agreements were registered, comprising **64** Collective Agreements and **32** Individual Agreements, 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 **58** talks island wide and sensitized some **1,086** workers (**509** males and **577** females) on various labour issues.

Furthermore, the Section mounted some **168** training sessions with a view to enhancing capacity of the technical cadre of the Division on the provisions of the labour legislation.

The Section also responded to some **2,762** requests for information on the various provisions of the labour legislation from the social partners and members of the public in general.

NATIONAL OCCUPATIONAL SAFETY AND HEALTH DEPARTMENT

The mission of the National Occupational Safety and Health Department 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, enhancement of national competitiveness thereby contributing to the growth of the Gross Domestic Product. To achieve its mission, the National Occupational Safety and Health Department has the responsibility to ensure that the provisions of the **Occupational Safety and Health Act 2005** and related regulations (*list at Annex*) 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 by conducting regular training/sensitization programmes for stakeholders including employees (private/public sectors), employers, safety and health officers and trade unions; disseminating information on occupational safety and health as well as preparing and distributing guidelines on various occupational safety and health topics.

The National Occupational Safety and Health Department presently comprises of **71** technical staff in post and is supported by **13** staff of the General Services Cadre.

BRIEF OVERVIEW OF THE NATIONAL OCCUPATIONAL SAFETY AND HEALTH DEPARTMENT

The National Occupational Safety and Health Department 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 visits at factories and places of work, including the Public Sector, and make appropriate recommendations for remedial actions to be taken by employers;
- (b) investigation into complaints;
- (c) conducting noise surveys in enterprises;

- (d) issuing of prohibition orders at any place of work or any activity carried on therein or which are about to be carried on therein, involves a risk of serious bodily injury and of imminent danger;
- (e) establishment of contraventions for breach of legislation;
- (f) deponing as witness in court;
- (g) processing and issuing certificates of registration of factories;
- (h) processing and registration of steam boilers; and
- (i) processing and issuing of Factory Building Permits.

Construction Section, which is involved in:

- (a) enforcement of occupational safety and health legislation through visits at construction sites and giving appropriate recommendations to employers;
- (b) investigating into complaints;
- (c) conducting noise surveys;
- (d) issuing of prohibition orders where there is a risk of serious bodily injury and of imminent danger;
- (e) establishment of contraventions for breach of legislation;
- (f) deponing as witness in court; and
- (g) processing and issuing of Scaffold Contractor's Permits.

Employees' Lodging Accommodation Section, which is involved in:

- (a) enforcement of the occupational safety and health legislation through visits in lodging accommodations and make appropriate recommendations for remedial measures to be taken by employers;
- (b) investigating into complaints;
- (c) establishment of contraventions for breach of legislation; and
- (d) deponing as witness in court; and
- (e) processing and issuing Lodging Accommodation Permits.

The Accident and Prosecution Section consists of the Accident Unit and the Prosecution Unit which are involved in the following activities:

1. Accident Unit:

- (a) investigating into all notifiable occupational accidents and dangerous occurrences reported to the National Occupational Safety and Health Department and giving appropriate recommendations to employers to prevent recurrence;
- (b) proposing court actions in case of breach of occupational safety and health legislation; and
- (c) deponing as witness in court.

2. Prosecution Unit:

- (a) processing all prosecution files referred by other sections;
- (b) lodging information at the level of the Industrial Court;
- (c) liaising with the Office of the Director of Public Prosecution and the Attorney General's Office; and
- (d) standing as prosecutor at the level of 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 giving appropriate recommendations to employers;
- (b) investigating into complaints;
- (c) provide training and prepare guidelines on specialised topics; and
- (d) deponing as witness in court.

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) processing matters related to International Labour Organisation, South African Development Community, International Organisation for Migration and other international organizations;

- (c) examining and submitting views and comments on all draft legislations, documents submitted by other Ministries or organisations;
- (d) preparing draft legislation on occupational safety and health;
- (e) preparing and distributing guidelines on occupational safety and health topics;
- (f) planning, organising and conducting national seminars on occupational safety and health at its training centre and on site;
- (g) processing and issuing of certificates of registration to practice as Safety and Health Officers;
- (h) compilation of statistical information for the Occupational Safety and Health Division;
- (i) analysing notifiable accidents at work with a view to develop policy and strategy to improve standard of occupational safety and health;
- (j) compiling and finalising budget proposal for the Occupational Safety and Health Division; and
- (k) organising activities to commemorate the World Day for Safety and Health at Work on 28 April.

Activities of The National Occupational Safety and Health Department for Period July 2023 to June 2024

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

- **782** visits at factories, places of work and buildings;
- **120** complaints investigated into; and
- **3** Prohibition Orders issued.

Note: As at 30 June 2024, **3,847** factories were registered.

Construction Section undertook the following activities:

- **756** visits;
- **8** complaints investigated into; and
- **9** Prohibition Orders issued; and
- **5** Scaffold Contractor's Permit issued.

Note: As at 30 June 2024, **53** Scaffold Contractors held a valid Scaffold Contractor's Permit.

Activities carried out by the Employees' Lodging Accommodation Section:

- **1,290** visits;
- **16** complaints investigated into; and
- **492** lodging accommodation permits issued.

Note: As at 30 June 2024, there were **2,585** lodging accommodations with a valid Lodging Accommodation Permit.

Specialist Support Services Unit carried out the following activities:

- **88** visits; and
- **4** complaints investigated into.

Activities carried out by the Accident and Prosecution Section:

1. Accident Unit:

- investigated into **14** fatal accidents, **189** notifiable non-fatal accidents and **4** dangerous occurrences; and
- carried out **410** visits in relation to investigation into accidents at work and dangerous occurrences.

2. Prosecution Unit:

- **154** cases (**239** counts) lodged at the level of the Industrial Court; and
- **123** judgments (**164** counts) have been delivered and fines paid by contraveners amounted to **Rupees 722,300**.

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

- organised **1** National Tripartite Workshop on the theme Ensuring safety and health at work in a changing climate;
- organized **13** national seminars consisting of **118** training sessions at its Centre;
- conducted **48** training sessions on site;
- sensitized **3,950** persons on different occupational safety and health topics; and
- issued certificates of registration to **77** Safety and Health Officers.

Note: As at 30 June 2024, **571** Safety and Health Officers were registered at the National Occupational Safety and Health Department.

The National Occupational Safety and Health Department also carried out the following activities:

- **7** meetings of the Advisory Council for Occupational Safety and Health were held to discuss occupational safety and health matters;
- **11** inspections in relation to asbestos;
- **22** noise surveys;
- organised **7** seminars on Drugs and HIV/AIDS at the workplace;
- **866** visits and **5** complaints in relation to COVID-19; and
- **1,286** visits 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

The International Labour Organisation (ILO) had proposed for the year 2024 the theme 'Ensuring safety and health at work in a changing climate' for the World Day for Safety and Health at Work 2024 which is commemorated on 28 April every year. According to ILO, changing weather patterns have notable impacts on the world of work, particularly affecting workers safety and health. Examples of occupational risks exacerbated by climate change include heat stress, UV radiation, air pollution, major industrial accidents, extreme weather events, an increase in vector-borne diseases and increased exposure to chemicals.

To commemorate the event, the following activities were carried by the National Occupational Safety and Health Department:

- 2000 posters were printed and distributed among stakeholders.
- Message of this Ministry, poster and report from the ILO were posted on the website of this Ministry.
- The message and poster from the ILO were also emailed to all GES Users through the postmaster.
- A National Tripartite Workshop was held on Thursday 02 May 2024, to enable tripartite constituents to sensitise tripartite constituents on these new/emerging occupational safety and health risks faced by workers at their places of work, to examine the impacts of climate change in the local context

and to come up with realistic proposals to address this new challenge faced by workers. 43 participants from employers, employees, representatives of trade unions, other representatives and officers of the National Occupational Safety and Health Department participated in this workshop. On this occasion, the guideline on the prevention of slip, trip, falls at the workplace was also launched.

Guidelines

The National Occupational Safety and Health Department has come up with ‘*Guidelines on Prevention of slip, trip and fall at the workplace*’ which was launched by the Honorable Minister Soodesh Callichurn on the occasion of the World Day for Safety and Health at Work 2023 during the National Tripartite Workshop held on 02 May 2024. The guidelines are available on the website of the Ministry and are being widely distributed to stakeholders.

Capacity Building of Staff

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

1. Online Course on Improving the National Framework for Occupation Safety and Health	:	1 officer
2. Attended Academy on Labour Administration, Labour Inspection and Workshop Compliance, Turin, Italy.	:	1 officer
3. Online Training – ARLAC – Basic Labour Market Course	:	1 officer
4. Online Training on Training of Inspectors on Labour Conditions on Board fishing Vessels - ILO	:	1 officer
5. Online Training – Development and Management of Inspection Systems of Labour conditions on board fishing vessels.	:	1 officer

TRENDS, CHALLENGES AND WAY FORWARD

1. Trends and Challenges

- (a) Providing adequate occupational safety and health coverage to all employees in all sectors/ places of work;
- (b) Capacity building of technical staff in specific subjects;
- (c) 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 in the field of occupational safety and health includes:
 - (i) safety and health issues related to work-from-home;
 - (ii) safety and health of an ageing workforce;
 - (iii) 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;
 - (iv) light rail transit systems;
 - (v) maritime labour; and
 - (vi) climate change.

2. Way Forward

With a view to addressing the above-mentioned challenges, there is a need to take several actions such as:

(a) 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 International Labour Organisation 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.

(b) Improving Legislative Framework

With a view to ensuring that the legal framework is up-to-date and addresses existing and new risks, the National Occupational Safety and Health Department is enhancing its legislative framework by:

(i) preparing new legislation:

- The Occupational Safety and Health (Refuse Collection Works) Regulations to cater for the safety and health of employees in the refuse collection sector;
- The Occupational Safety and Health (Display Screen Equipment) Regulations 2023 to regulate the use of display screen equipment at places of work so that adequate preventive and protective measures are put in place to protect workers from safety and health problems associated with the use of display screen equipment;
- The Occupational Safety and Health (Fees and Registration) Regulations 2024 which aim at increasing ease of doing business and to be in-line with the computerisation project of the National Occupational Safety and Health Department.

(ii) amending existing legislation:

- The Occupational Safety and Health (Amendment) Act 2022 was passed in the National Assembly in November 2022 and proclaimed on 22 June 2024. Being given that the services of the National Occupational Safety and Health Department are being computerized to improve the service delivery, the forms in the Occupational Safety and Health (Amendment) Act 2022 have to be in line with the computerisation process. Thus, to

amend the schedules in the Occupational Safety and Health (Amendment) Act 2022, the Occupational Safety and Health (Amendment of Schedules) Regulations 2024 is being prepared.

- 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.
- The Occupational Safety and Health (Safety of Scaffolds) (Amendment) Regulations 2024 which aims at further improving safety and health standards relating to the use of scaffolds on construction sites.
- The Occupational Safety and Health (Control of Asbestos at Work) Regulations 2014 is being amended through the Occupational Safety and Health (Control of Asbestos at Work) (Amendment) Regulations 2024 so as to be in-line with the computerisation project of the National Occupational Safety and Health Department.
- The National Occupational Safety and Health Department has in the past come across several cases whereby employers were using sub-standard lifts. Although the Safety and Health (Safety of Lifts at Work) Regulations 2012 provides for lift installers to design, construct, install, maintain and test lifts, the NOSHD is not aware of the number of lift installers in the country and whether they are competent in this field. With a view to ensure better control of installation of lifts, the Ministry is proposing to bring some amendments to the existing Occupational Safety and Health (Safety of Lifts at Work) Regulations 2012 and coming up with the Safety and Health (Safety of Lifts at Work) (Amendment) Regulations 2024.

(c) 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 regularly prepares relevant guidelines so as to ensure that stakeholders are sensitised on these new challenges/risks.

(d) 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.

(e) 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.

(f) increase in the number of Technical Staff

Presently, there are **84** Technical staff on establishment and only **74** posts have been funded.

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 2023 to 30 June 2024

Number of registrations	284
Number of amendments of rules registered	167
Number of inspections carried out	522
Number of complaints received	97
Number of complaints disposed of	40
Number of registrations cancelled	219
Number of outreach sessions	62
Number of cases referred to court / Employment Relations Tribunal	29

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.

Vision

To gain recognition and value from all stakeholders for fostering sound, harmonious and peaceful relations in the working arena.

Mission

To resolve labour conflict in mutual respect with minimum legal formalities.

Aim

To continually improve our service delivery in improving working life and encouraging fair labour practices.

The Employment Relations Act 2008, as amended, provides two avenues for an aggrieved worker or employer concerning terms and conditions of employment 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.

Mediation differs greatly from arbitration or a Court of Law in that the neutral third party, the mediator, does not impose a solution.

The objective of mediation is to help the parties resolve their own dispute. The most effective tool used by the Mediator is "Negotiation." Though in-negotiation, every party may be dissatisfied, it is the best way for the resolution of a dispute. In the process for Negotiation, compromise becomes inevitable.

At this juncture, I am happy to state that the Commission manages to successfully help resolve all the disputes declared by the Union pertinent to the Sugar Industry.

Although the CCM works within the legal framework of the Employment Relations Act 2008, as amended, it aims with minimum legal formalities at crystallising a dispute into an agreement while maintaining the mutual trust between employer and worker. Creating good industrial relations and industrial peace, no doubt, minimise the causes of industrial disruption, thus promoting a conducive atmosphere for potential investors and upholding social overall harmony in the country.

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
2023	July	183	202	16
2023	August	186	218	15
2023	September	203	216	4
2023	October	212	220	12
2023	November	208	225	40
2023	December	185	193	31
2024	January	162	180	10
2024	February	170	192	13
2024	March	179	189	34
2024	April	155	165	12
2024	May	153	161	14
2024	June	147	155	17

- **354** formal meetings were held with a view to conciliating parties to the labour disputes.
- **257** informal meetings were held with disputants and management.
- **50** Agreements were signed at the CCM between parties concerned.
- **21** Representations had been received and **31** meetings were held to deal with Representations
- As at **30 June 2024**, there were **138** labour disputes still pending before the Commission due to the reporting of new labour disputes and postponements requested by parties.

NATIONAL REMUNERATION BOARD

The National Remuneration Board (NRB) is a quasi-judicial institution established under the Employment Relations Act. It is mandated under the law to make recommendations regarding minimum remuneration and specific terms and conditions of employment in sectors which are referred to it by the Minister. These recommendations underpin the Remuneration Regulations, which currently govern 32 distinct sectors of the economy.

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 and 5 Public Hearings and Board Meetings were held.

The Final Recommendations submitted on 27 January 2023.

Catering and Tourism Industries

Public Hearings and Financial Analysis of Accounts of Operators in progress.

Occupation-based Minimum Wage Determination

Following amendment, the NRB has been continuously working in close collaboration with different stakeholders/department as well as the consultant appointed for this purpose in order to fine tune the process and address the hurdles encountered with the new approach and finding practical solutions thereto.

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.

Since the 1st of July 2023 up until 30th of June 2024, the total number of cases before the Board was **33** (4 cases from previous financial year) out of which **18** cases have

been disposed of and **6** cases are still in progress and **9** in abeyance. The **33** cases concerned **120** employees (intended to be reduced).

Out of the **33** cases, there were **11** cases (98 employees) of Reduction of Workforce/Closure of Enterprise and **22** cases (**22** employees) of Application for Reinstatement / Severance Allowance.

Overall, out of the **18** Cases Disposed of, **4** cases were settled, **7** cases were Set Aside, **3** cases were Withdrawn and in total **4** Orders (**1** case from previous financial year) were delivered.

Details of Reduction of Workforce/ Closure of Enterprise

Out of the **11** cases of Reduction of Workforce/Closure of Enterprise, **8** (**2** cases from previous financial year) cases have been disposed of and **3** cases were still in progress before the Board. **2** Orders was delivered.

Details of Application for Reinstatement / Severance Allowance

Out of the **22** cases of Application for Reinstatement/Severance Allowance, **10** cases have been disposed of, **3** cases are still in progress and **9** in abeyance before the board.

Out of the **10** cases disposed of, **2** Orders ((**1** case from previous financial year) were delivered, **1** case was set aside and **1** case still pending for Judicial Review.

Judicial Review before the Supreme Court

6 cases have been logged for Judicial Review before the Supreme Court out of which **3** are still pending.

NATIONAL EMPLOYMENT DEPARTMENT

The National Employment Department is established by the National Employment Act 2017. This new legislative framework has introduced improved service delivery mechanisms aimed at empowering jobseekers. By providing guidance, support, and tools to help individuals better position themselves in the job market, the department facilitates more effective job placement. This shift towards a more supportive and empowering model reflects a contemporary understanding of employment services, focusing on equipping jobseekers with the skills and resources they need to navigate the labour market successfully.

The National Employment Department main objective is to address the needs of the labour market, promote employment and facilitate training and placement of jobseekers. It performs a wide range of functions to support jobseekers and maintain a healthy labour market. These include registering and referring jobseekers to potential employers, providing labour market information and career counselling, and conducting annual labour market surveys. The National Employment Department also organizes workshops to enhance jobseeker employability, focusing on skills like CV writing and interview preparation. It also canvasses employers for vacancies and participation in training programs, implements and monitors these programs, and disseminates employment statistics and job opportunities through various media channels.

The National Employment Department is responsible for inspecting enterprises employing expatriates, enforcing regulations for private recruitment agencies, and participating in job fairs and outreach initiatives. Additionally, it facilitates access to overseas jobs through marketing and advertising through the use of the Mauritius jobs website.

The National Employment Department plays a crucial role in bridging the gap between jobseekers and employers while ensuring compliance with employment regulations and promoting workforce development.

Employment Information Centre (EICS)

The Employment Information Centre (EIC) serves as a crucial hub for labour market management, offering a wide array of services to support both jobseekers and employers. Its core functions include registering and placing jobseekers, managing vacancies through the Labour Market Information System, providing career counselling, and conducting labour market surveys to anticipate future needs. The EIC also implements employment and training programs, organizes job dating events, performs inspections, assists in laid off worker redeployment, and disseminates vital labour market information. Additionally, it participates in job fairs and employment outreach initiatives.

The Human Resource Development and Training Division (HRDT) has 13 Employment Information Centres located in 13 regions of Mauritius including Triolet, Goodlands, Riviere du Rempart, Rose Belle, Mahebourg, Riviere des Anguilles, Quartier Militaire, Central Flacq, Port Louis, Curepipe, Vacoas, Quatre Bornes and Rose Hill. Additionally, one EIC operates in Rodrigues under the Rodrigues Regional Assembly. The EICs have been set up under the Pole Emploi model and were provided with capacity building programs to ensure effective service delivery across both Mauritius and Rodrigues.

Registration and Placement of Jobseekers for FY 2023-2024

As at 30 June 2024, the number of registered jobseekers is as follows:

Registered Jobseekers	Male	Female	Total
<i>Unemployed</i>	5692	10,411	16,103
<i>In employment</i>	9864	10,351	20,215
<i>Total</i>	15,556	20,762	36,318

During the period July 2023 to June 2024, the Employment Information Centres conducted 2456 job canvassing with employers and processed 28,388 vacancies including 3,575 vacancies advertised in the press. 5,958 jobseekers were placed in

various sectors such as Textile, Manufacturing, Trade, Hospitality and ICT during the period July 2023 to June 2024. Employment Counselling (Entretien de Suivi) were conducted with 1,129 jobseekers, while 196 workshops (Ateliers) were conducted with 500 jobseekers to increase their employability skills. 630 work permit inspections and 38 recruitment license inspections were carried out by officers posted in EICs.

The Number of Registered Unemployed and In Employment jobseekers by sex, as at June 2024 is as follows:

<i>Unemployed Jobseekers</i>			<i>In employment Jobseekers</i>			<i>Total Jobseekers</i>		
<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>	<i>M</i>	<i>F</i>	<i>Total</i>
5,692	10,411	16,103	9,864	10,351	20,215	15,556	20,762	36,318

The Number of Registered unemployed jobseekers by age group and sex, as at end of June 2024 is as follows:

<i>Age group</i>	<i>Male</i>		<i>Female</i>		<i>Total</i>	
	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>
16-29	2,866	50	3,895	37	6,761	42
30-34	714	13	1,662	16	2,376	15
35-39	493	9	1,481	14	1,974	12
40-44	516	9	1,533	15	2,049	13
45-49	412	7	1,123	11	1,535	10
50-54	284	5	411	4	695	4
55-65	407	7	306	3	713	4
Total	5,692	100	10,411	100	16,103	100

Key Activities for FY 2023-2024

Labour Market Survey (LMS)

The Labour Market Survey (LMS), conducted annually by the National Employment Department, is a comprehensive assessment of the country's workforce needs and trends. The 2023 survey, covering 15 key economic sectors, ran from February to June and aimed to determine employers' recruitment intentions, assist with hiring processes, and identify areas for skill development. Despite an 11% response rate, it revealed 6,384 vacancies, with 51% of the vacancies in Hotels and Restaurants, Manufacturing (excluding Textile), and Real Estate and Other Businesses.

Large enterprises employing over 500 people showed plans to recruit 2,544 employees, an increase from 2022. The survey also highlighted gender preferences in job openings, with 32% for males, 12% for females, and 56% gender-neutral. The key job categories in demand included Manufacturing Helpers, Refuse Workers, Construction Skilled Workers, Cleaners and Helpers, and Food Processing Workers.

Employment Outreach Initiatives

The National Employment Department (NED) connects jobseekers with employers and disseminates labour market information through 13 Employment Information Centres (EICs) nationwide. NED also offers proximity service delivery through "Job Dating", thereby facilitating on-site interviews and selections.

NED has participated in 40 "Ensam avec CSU" activities across the country for the FY 2023-2024. Furthermore, through the "Magazine de L'Emploi et des Métiers" television programme, the National Employment Department aims at disseminating vital information about job vacancies across diverse sectors of the economy, with a dual objective of raising awareness about the job market and highlighting the services offered by the Ministry through various initiatives.

Over the course of 48 broadcasts, the program effectively publicized 6482 job vacancies and successfully placed 316 jobseekers. Additionally, it featured 69 in-depth

reports focusing on different sectors and occupations as well as training opportunities, offering insightful glimpses into the evolving landscape of the labour market.

Workfare Programme

The Workfare Programme (WP) plays a crucial role in supporting workers who have been laid off. It provides essential financial relief and assists with job placement, training or reskilling, and even starting businesses.

The National Employment Department (NED) plays a pivotal role in facilitating the redeployment of laid-off workers who opt for job placement, ensuring they receive Transitional Unemployment Benefits (TUB) for up to 12 months. The Ministry actively informs job seekers, particularly those affected by layoffs, about available vacancies through Employment Information Centres (EICs), the official website (<https://mauritiusjobs.govmu.org>), and via communications on MBC TV and Radio.

From July 2023 to June 2024, a total of 2680 laid-off workers registered with NED under the Workfare Programme, comprising 1545 males and 1,135 females. During the same period, 719 laid-off workers (491 males, 228 females) successfully secured gainful employment placements.

Training

Youth Employment Programme

The Youth Employment Programme, is under the purview of the Ministry of Labour, Human Resource Development and Training since February 2015. Geared towards unemployed youth aged 16 to 35, the programme focuses on providing placements and training opportunities in both public and private organizations. Its primary objectives include facilitating up to two years of training or placement for participants, ensuring they acquire essential skills for the workforce, and supporting employers in securing skilled manpower. The monthly stipend paid to trainees is as follows:

Qualifications	Private (Rs)	Public (Rs)
HSC holders	8,000	6,000
Diploma holders	10,000	7,000
Degree holders	15,000	10,000
Post Graduate	15,000	12,000

As at June 2024, 12,550 youth and 328 employers were registered for the programme. For the period July 2023-June 2024, 260 youth have been successfully placed in private sectors, and 70 in the Public Sector Institutions.

Women Back to Work Programme

The Women Back to Work Programme, launched in June 2015, is specifically designed to assist unemployed women aged 30 and above in reintegrating or joining the workforce. Its primary goal is to enhance self-confidence among participants and promote their economic independence through employment. Women enrolled in the programme are placed for a period of 2 years, and received a monthly stipend of Rs 10,575 during their placement. This initiative aims to empower women by facilitating their transition back into the labour market, thereby contributing to their personal and professional growth.

In addition to the Women Back to Work Programme, the Ministry organizes specialized training courses aimed at unemployed women. These courses cover a range of fields including Hairdressing Techniques, Beauty Therapy, Bakery and Pastry, Early Childhood Education, Care of the Elderly and Disabled Persons, Flower Arrangements, small-scale gardening with irrigation systems and Basic IT Application Skills. These training opportunities are delivered through the Mauritius Institute of Training and Development (MITD), thus providing women with essential skills and knowledge to enhance their employability in these specific sectors. By equipping participants with vocational skills, the Ministry aims to empower women to pursue careers in these fields and contribute meaningfully to their communities and the economy at large.

554 women and 42 employers were registered under the Back to Work Programme. For the period of July 2023 to June 2024, 17 women were placed in private sector and 28 women successfully completed the training by MITD.

Dual Training Programme

The Dual Training Programme integrates practical on-the-job training with classroom studies, creating a dynamic learning environment that directly meets the needs of companies while mitigating labour market mismatches. Courses under this programme are precisely tailored to fulfil specific employer requirements, developed collaboratively by industry associations and training institutions to meet accreditation standards set by the Tertiary Education Commission.

17 companies are participating in the programme with 26 trainees currently enrolled. Since its inception, 164 trainees have successfully transitioned into permanent employment upon completing their training.

Trainee Engineer Scheme (TES)

The Trainee Engineer Scheme (TES) aims to facilitate engineering graduates in qualifying for registration with the Council of Registered Professional Engineers (CRPE) of Mauritius, thereby enabling them to function independently as fully qualified engineers. Administered with the support of the Institute of Engineers (Mauritius), the scheme organizes comprehensive two-year training programs tailored to each graduate's field of expertise as recommended by CRPE.

The scheme provides for a monthly stipend of Rs 26,050 along with a traveling allowance, ensuring financial support during their training period.

Under the Trainee Engineer Scheme, 52 Trainee Engineers were placed in private sector and 23 in the Public Sector Institutions

Training and Placement of Persons with Disabilities

Mauritius, having signed and ratified the UN Convention on the Rights of Persons with Disabilities (UNCRPD), is committed to safeguarding and advancing the rights of individuals with disabilities. Article 27 of the Convention specifically addresses the rights of persons with disabilities concerning work and employment. In its recent concluding

observations, the UN Committee recommended that Mauritius should implement affirmative actions in the public sector, monitor compliance, and establish programs to facilitate the inclusion of young persons with disabilities in the open labour market, in collaboration with disability organizations.

In response to these recommendations, the Budget 2022/2023 provided for the creation of a Scheme for the placement of Persons with Disabilities in both the Public and Private Sectors, modelled after the successful Youth Employment Programme.

This programme targets unemployed persons with disabilities registered at the Training and Employment of Persons with Disabilities Board (TEDPB).

Initially, the program is planned to run for a period of 6 months. Depending on its effectiveness and outcomes, there are considerations to extend the program for a total of 1-year placement period. Trainees will benefit from a monthly stipend of Rs. 10,000 plus a travelling allowance of Rs. 1000. This initiative aims to enhance opportunities for employment and integration for persons with disabilities across various sectors, promoting inclusivity and equal participation in the workforce.

Under the Training and Placement of Persons with Disabilities, 14 trainees were placed in the Public Sector.

Trainee Land Surveyor Scheme

Due to reported shortages of Land Surveyors affecting local contractors and delaying project implementations, the Ministry has initiated the Trainee Land Surveyor Scheme (TLSS) to address this issue by providing young graduates with pre-registration training opportunities. In the Ministry's budget for 2023-2024, a provision of Rs 1 million was made specifically for the TLSS, aiming to bolster the supply of qualified Land Surveyors in the labour market. The Scheme is a comprehensive two-year practical training program under the direct supervision and responsibility of a certified Land Surveyor. During this training period, trainees will receive a monthly stipend of Rs 17,045 along with reimbursement of bus fares. This initiative not only aims to address the shortage of

skilled professionals in the field but also supports the professional development and accreditation of future Land Surveyors in Mauritius.

Under the Trainee Land Surveyor Scheme, 5 trainees were offered placement.

Labour Migration

Since 2020, National Employment Department (NED) is actively involved in facilitating labour migration projects for employment opportunities in Canada.

For the period July 2023 to June 2024, 49 Mauritians have secured job placements across various sectors in Canada.

Quebec International was in Mauritius from 22 to 23 November 2023 for the recruitment of Mauritians to work in Canada resulting in the placement of 5 Mauritians in Quebec. Villa Saint Georges, a residential facility for seniors in Quebec, recruited 4 Mauritians during the same period, contributing to the healthcare sector's workforce needs in Canada.

Additionally, Phoenix GMI, a Quebec-based recruitment agency registered on the Ministry's website, has been pivotal in facilitating job placements.

Phoenix GMI successfully placed 21 candidates, with 19 different employers in Quebec. During the same period, Qatar Airways has recruited 19 cabin crews.

To sensitize the public on risks of illegal and fraudulent recruitment practices, information have been disseminated through press releases, articles in the Magazine de l'emploi et des Métiers, updates on its official Facebook account, and postings on the website <https://mauritiusjobs@govmu.org>.

Career Guidance Service Unit

The Careers Guidance Service Unit, operating under the Ministry of Labour, Human Resource Development and Training, plays a crucial role in guiding young individuals towards informed decisions regarding education, training, and employment opportunities

tailored to their personalities and circumstances. The Unit's objectives include providing careers guidance and counselling to students, jobseekers, and the public, supporting careers education programs in schools, and disseminating career information.

Key activities conducted from July 2023 to June 2024 include:

- 14,682 individuals were counseled including participants from career fairs.
- 10,831 copies of educational documents were certified.
- Career presentations and interactive guidance sessions were conducted in 70 schools, reaching 11,412 students
- Presentations were held in 39 secondary schools, attended by 3,373 students.
- Visits to 15 enterprises were conducted to gather current career information and job profiles.
- The Unit participated in 12 events, providing services to 2,780 students through workshops, fairs, and open days.

These activities highlight the Unit's commitment to facilitating informed career choices, supporting educational pathways, and bridging the gap between jobseekers and employers, thereby enhancing career prospects and development opportunities for the Mauritian youth and job-seeking population

Report of Director Of Audit

As required under the Finance and Audit Act, the Director of Audit submits an annual report of all accounts of the Government and of the Rodrigues Regional Assembly. The Director of Audit has drawn attention on the following issues:

- (i) The Risk Policy has not been implemented and the time frame for the implementation of the same was not set as well as the risk areas were not addressed by the Ministry.

- (ii) The Ministry is working on the implementation of the Risk Management Framework and same will be completed by February 2024.

KEY PERFORMANCE INDICATORS

Outcome				
Low unemployment, skilled workforce, industrial peace and harmony, decent work and safe work environment				
Outcome Indicator	Actual 2022/23 (Prov.)	Target 2023/24	Target 2025/26	Target 2030
Unemployment Rate	7.7% (2022)	<7.3%	<7.0%	<6.5%

Delivery Unit	Main Service	Key Performance Indicator	Actual 2022/23 (Prov.)	Target 2023/24	Target 2024/25	Target 2025/26
Human Resource Development and Training Division	Facilitate placement of registered jobseekers	Number of persons placed by the Ministry	4,651	4,900	4,950	5,000
Mauritius Institute of Training and Development	Provision of training	Enrolment in National Apprenticeship Programme (Dual Mode)	2,000	2,100	2,200	2,300
		Percentage of trainees in employment within 6 months of completion of training	75%	78%	80%	82%
Labour & Industrial Relations Division	Enforcement of labour legislation	Percentage of registered complaints disposed of	74%	76%	80%	85%
Occupational Safety and Health Division	Enforcement of OSH Legislation	Number of inspections carried out	3,181	4,500	4,500	5,000

Part III – FINANCIAL PERFORMANCE OF THE MINISTRY

(i) Budget for Financial Year 2023-2024

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 **852** Million were appropriated by the Ministry for the financial year 2023/2024.

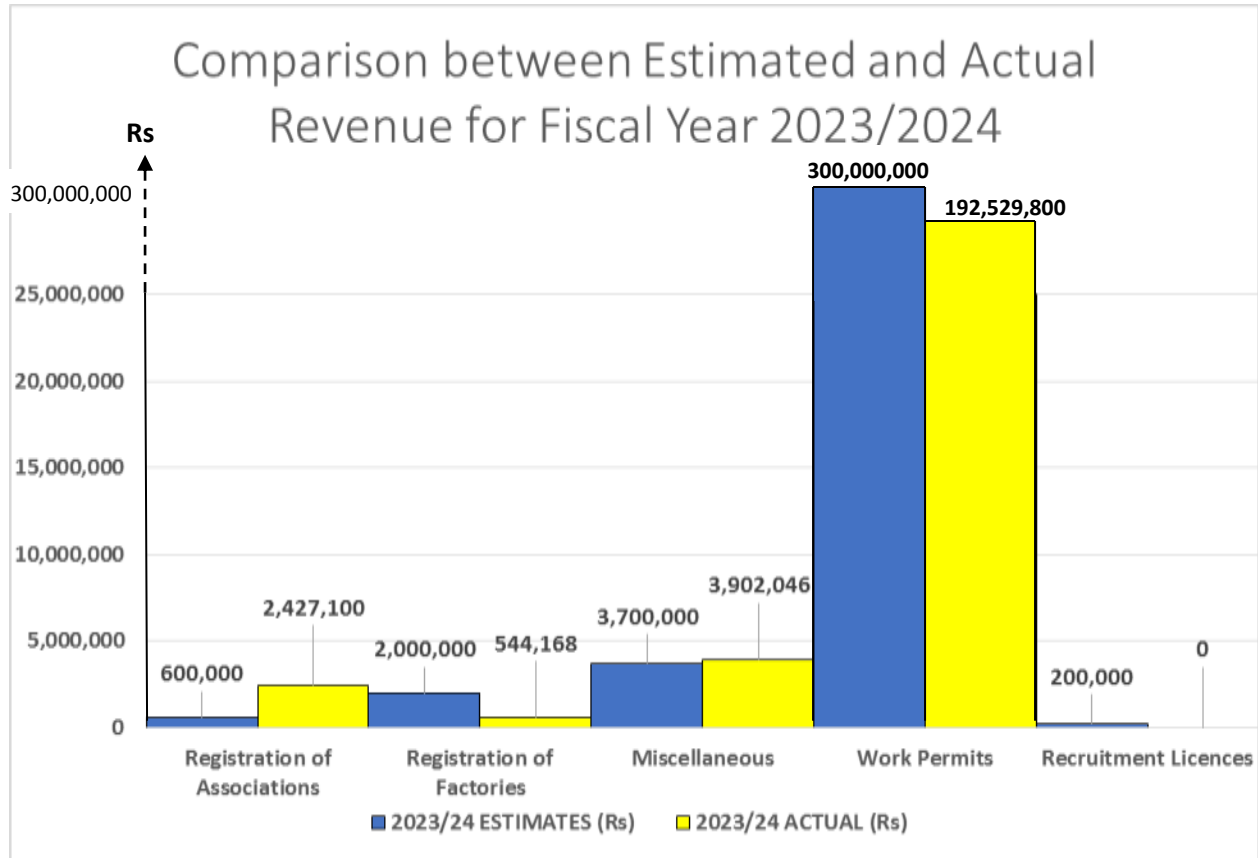
(ii) Statement of Revenue and Expenditure

The Statements of Revenue and Expenditure have been prepared from the Estimates 2023/2024 and data captured from the Treasury Accounting System (TAS).

A. Statement of Revenue (Table 1)

Item/Revenue	2022/2023 Actual (Rs)	2023/2024 Estimates (Rs)	2023/2024 Actual (Rs)
Registration of Associations		600,000	2,427,100
Registration of Factories	2,478,875	2,000,000	544,168
Miscellaneous	3,910,245	3,700,000	3,902,046
Work Permits	192,529,800	340,000,000	237,265,700
Recruitment Licences	96,000	200,000	Nil
Total	199,546,682	346,500,000	244,139,014

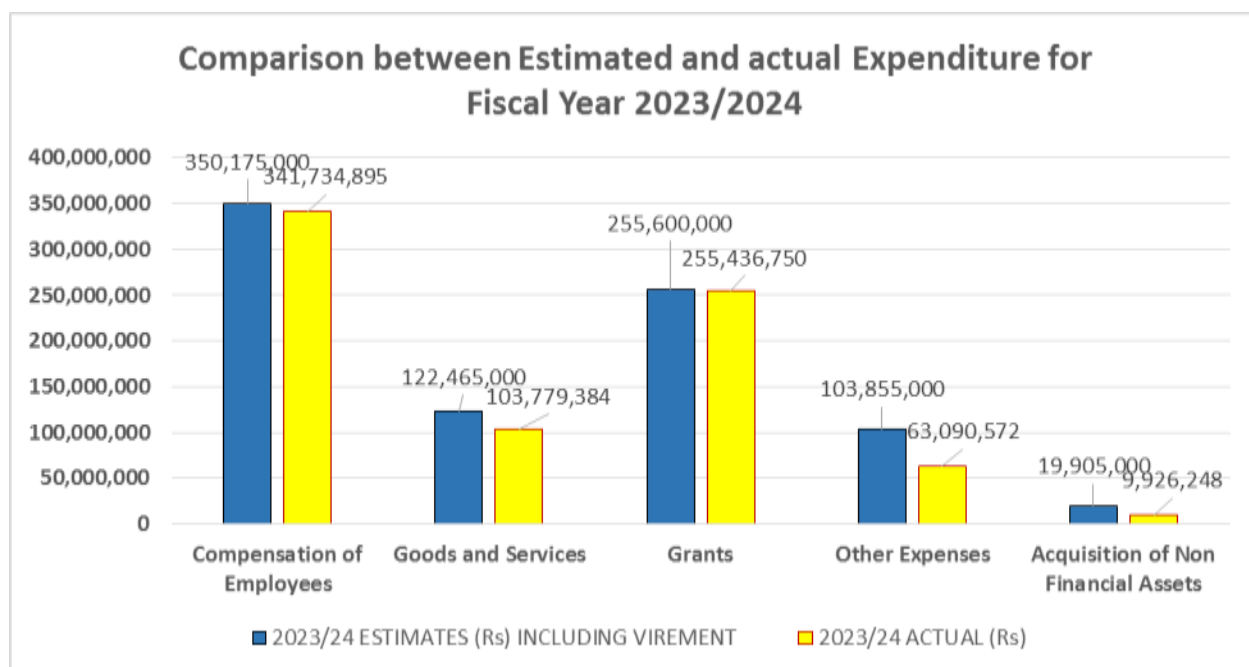
Graphical illustration on Revenue for 2023/2024



B. Statement of Expenditure (Table 2)

Particulars	2022/2023 Actual (Rs)	2023/2024 Estimates (Rs) (including Virements)	2023/2024 Actual (Rs)
Compensation on Employees	314,657,947	350,175,000	341,734,895
Goods and Services	92,549,015	122,465,000	103,779,384
Grants	238,512,974	255,600,000	255,436,750
Other Expenses	94,151,972	103,855,000	63,090,572
Acquisition of Non-Financial Assets	7,525,748	19,905,000	9,926,248
Total	747,437,656	852,000,000	773,967,849

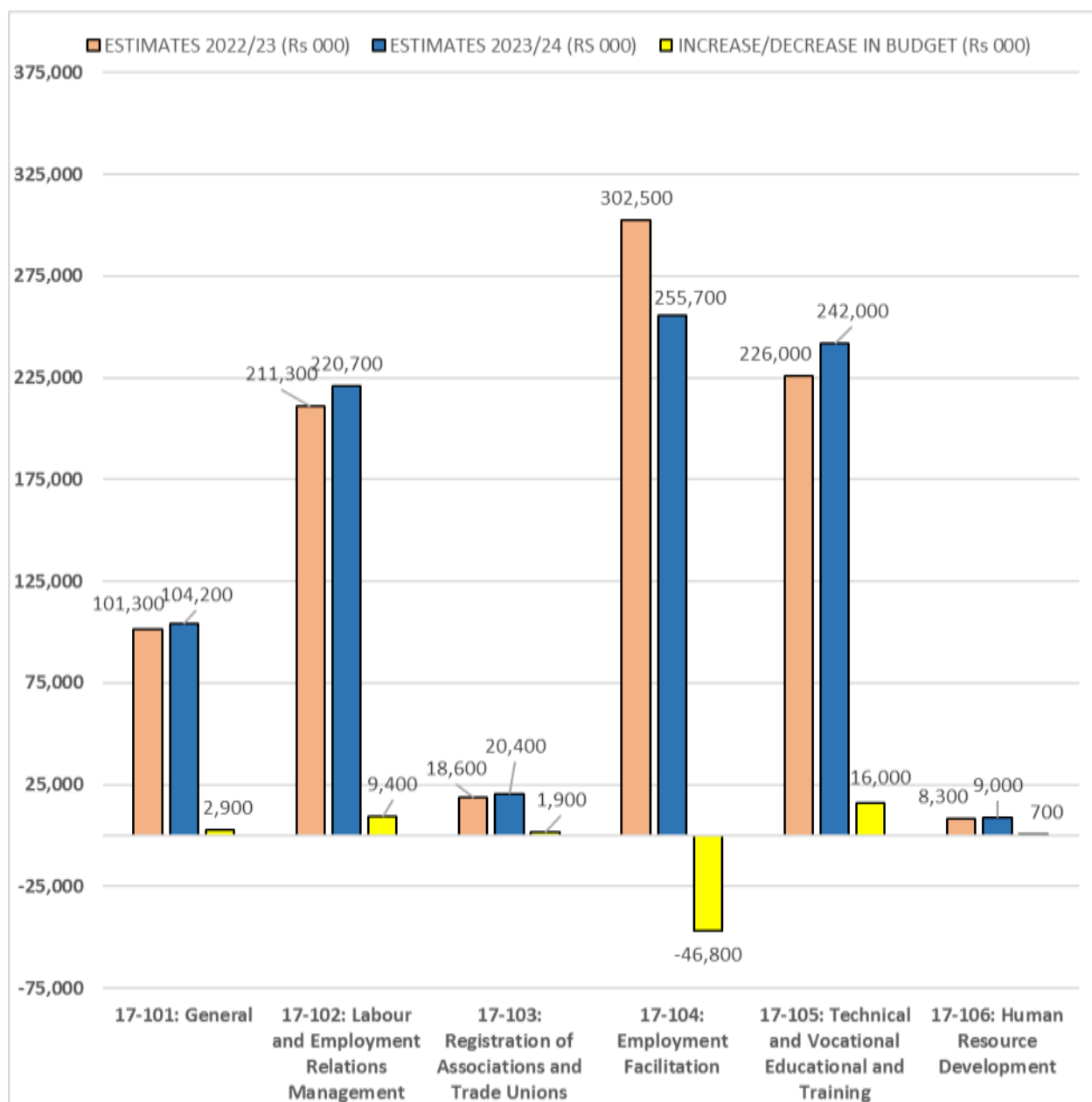
Graphical illustration on Expenditure for 2023/2024



C. Statement of Analysis of Major Changes (Table 3)

Sub Head	Estimates 2022/2023 (Rs 000)	Estimates 2023/2024 (Rs 000)	Increase/Decrease in Budget (Rs 000)
17-101: General	101,300	104,200	2,900
17-102: Labour and Employment Relations Management	211,300	220,700	9,400
17-103: Registration of Associations and Trade Unions	18,600	20,400	1,800
17-104: Employment Facilitation	302,500	255,700	(46,800)
17-105: Technical and Vocational Educational and Training	226,000	242,000	16,000
17-106: Human Resource Development	8,300	9,000	700
Total	868,000	852,000	(16,000)

Graphical illustration on Analysis of Major Changes



(iii) Analysis of major changes

A comparison of funds appropriated to the Ministry by the National Assembly for financial year 2022/2023 and 2023/2024 shows an overall decrease of 16M in Financial Year (FY) 2023/2024. In fact, provisions under five of the six Sub Heads (17101-17103, 17105 and 17106) have been increased in FY 2023/2024. However, there has been a decrease of 15.4% in provision under Sub Head 17-104 mainly attributed to a decrease in the funds allotted under the Youth Employment Programme. This has caused an overall budget reduction of 1.84% in FY 2023/2024.

In FY 2022/2023, 86% of the budgeted provision was utilized, whereas in FY 2023/2024, the figure has increased to 90%.

On the revenue side, an increase of 22.3% has been registered in collections for FY 2023/2024 as compared to FY 2022/2023. This increase is attributed mainly to an upsurge in the collection of fees for work permits following the post-Covid era.

Risk Management, Citizen Oriented (Labour Division)

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 providing 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.

Part IV – WAY FORWARD

LABOUR DIVISION

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
- ❖ Enhancing organisational capacity to effectively address complex issues in the modern work environment
- ❖ Enhancing enforcement of legislation through increased inspections of workplaces, lodging accommodations, as well as registered associations
- ❖ Responding 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

HRDT DIVISION

The figure below identifies the internal factors and resources that constitute the strengths and weaknesses of the Human Resource Development and Training Division as well as the external factors on which the Human Resource Development and Training Division may capitalize upon (Opportunities) or may constitute a threat to its operation and mission.

Strengths

- Strong Management /Leadership
- Trained Workforce
- Strong Legislative Framework
- Geographically situated EICs covering all localities of the island and accessible for jobseekers and employers
- Customer Programs/Scheme Oriented
- A well designed e-platform for registration of jobseekers and publication of vacancies offered by registered employers as well as for registration and renewal of work permits
- Reliable and timely dissemination of labour market information through various media

Weaknesses

- Lack of adequate human resource
- Challenges in enforcing legal framework
- Lack of capacity building and appropriate training
- Overdependence on General Service Cadre Officers and trainees and lack of enforcement in the Technical Cadre

Opportunities

- Enhanced Service Delivery by leveraging technology for efficient labour market monitoring and services
- Improve Legislative Framework
- Memorandum of Understanding (MOU) with sourcing countries so as to provides a framework for ethical recruitment and prevent Trafficking in Persons (TIPs).
- Provision of Overseas employment for local jobseekers

Threats

- Economic crises leading to increase in unemployment and labor disputes
- Informal Labor Markets present a challenge in protecting worker's rights
- Globalisation -Increased international competition can affect local labor markets.

Strategic Direction

Labour Division

Strategic Direction 2022-2025

- Address changing labour market conditions
- Promote employment opportunities across all sectors
- Improve manpower planning to support labour market policies
- Make 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

HRDT DIVISION

The Human Resource Development and Training Division has defined its strategic direction for the next three years (2023-2026) as follows:

Strategic Direction	Enabler
Address changing labour market conditions	<ul style="list-style-type: none">▪ Maintain training and employment programmes with greater focus on addressing unemployment among youth and women▪ Facilitate recruitment of foreign labour in specific sectors where there are labour shortages▪ Organise focus groups with potential:<ul style="list-style-type: none">○ employers to identify their labour needs and to gather relevant labour market data○ jobseekers to gather information on their aspirations and job expectations▪ Conduct labour market surveys to obtain reliable and latest information for manpower planning and future

	<p>of work</p> <ul style="list-style-type: none"> ▪ Enhance skills to facilitate mobility in the labour market ▪ Disseminate useful information and qualitative data to jobseekers through digital platforms
Promote employment opportunities across all sectors	<ul style="list-style-type: none"> ▪ Consolidate existing training and placement schemes to target a greater number of unemployed/redundant workers ▪ Increase Employment Outreach Initiatives ▪ Enhance the Labour Market Information System with additional functionalities to facilitate interaction between employers and jobseekers ▪ Develop a strategic policy for employment creation
Improve manpower planning to support labour market policies	<ul style="list-style-type: none"> ▪ Setting up of a National Employment Dashboard ▪ Coordination with stakeholders for e.g. educational bodies and business community to address labour issues
Making TVET an attractive pathway	<ul style="list-style-type: none"> ▪ Rebrand TVET by designing and offering courses in emerging sectors and introducing blended learning and innovative pedagogy ▪ Enhancing the skills and knowledge of trainers to better respond to the needs of trainees ▪ Create new pathways for TVET Graduates to upskill themselves by joining higher education institutions
Increase compliance rate with labour legislation and promote harmonious industrial relations	<ul style="list-style-type: none"> ▪ Increase coverage of inspections at workplaces and address complaints in an efficient and effective manner ▪ Increase level of sensitisation of stakeholders on the legal framework

Enhance organisational capacity for improved labour administration	<ul style="list-style-type: none"> □ Implementation of a digital Labour Administration System for effective service delivery and policy formulation based on reliable/up-to-date data
To expedite the grant of work permits to non-citizens	<ul style="list-style-type: none"> ▪ Digitalise application for work permit ▪ Increase number of work permit applications through the National E-Licensing System ▪ Continuous review of work permit application system
Increase pre-employment training and enhance the quality and relevance of training	<ul style="list-style-type: none"> ▪ Develop new courses for new/emerging economic sectors ▪ Adoption of a blended learning approach combining face to face learning and remote learning ▪ Investment in new technology
Improve safety and health standards at all places of work	<ul style="list-style-type: none"> ▪ Develop a National Occupational Safety and Health (OSH) Profile to come up with a road map for further enhancing the National OSH standards ▪ Review existing OSH legislation to enhance safety and health standards for all employees and decent living conditions for migrant workers