

ANNUAL REPORT 2024-2025

MINISTRY OF LABOUR AND INDUSTRIAL RELATIONS

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DISCLAIMER

Besides being a requirement of the Finance and Audit Act, the Annual Report on Performance prepared in accordance with section 4B of the Finance and Audit Act and Circular No 7 of 2018 of the Ministry of Finance enables the Ministry to showcase and inform about its role and functions, main activities, programmes and measures implemented during the fiscal year. It also assists in the evaluation of the Ministry's performance against the key actions and measures set out in Budget 2024- 2025.

The Annual Report on Performance is a mechanism to promote transparency, accountability and good governance which in turn will lead to more efficient and effective performance.

The Annual Report on Performance for Financial Year 2024-2025 has been compiled based on information and statistics received from various units across the Ministry. The Report was vetted by the concerned officers and approved by the Management of the Ministry before its submission to the Ministry of Finance. All efforts have been made to ensure the accuracy and reliability of the data and information presented.

FOREWORD

Message from the Minister of Labour and Industrial Relations



It is with a sense of responsibility, accountability and purpose that I have been steering the Ministry with an aim to ensuring that the interests of workers are central to policies. Since I was assigned the portfolio of Labour and Industrial Relations in November 2024, I have also endeavoured to restore tripartite dialogue between Government, the representatives of employers and the representatives of workers.

The economic development of Mauritius relies heavily on its human capital. The labour market should therefore respond to the needs for skills and competencies of the country, thus the need to bridge the digital divide to support sustained economic growth. The green economy, the blue economy, digitalisation and Artificial Intelligence are emerging realities in the world of work requiring pressing planning and adaptation. Moreover, the current demographic situation necessitates optimising the use of our decreasing local working force and facilitating the recruitment of migrant workers to address labour shortage and skills mismatch in the labour market.

Only a few weeks after taking office, in December 2024, my Ministry led the efforts to ensure the payment of wages relativity adjustment through legislative amendment and introduce the Special Allowance (14th month bonus) through the Special Allowance Act 2024 and the National Minimum Wage was increased from **Rs 16,500** to **Rs 17,110**. Through the Economic and Financial Measures (Miscellaneous Provisions) Act 2025, the Workers' Rights Act was amended to extend the current sick leave entitlement for workers to care for their spouse with health issues.

I have adopted an open door policy towards trade unionists and representatives of employers' organisations. Through social dialogue we have tried to resolve industrial disputes. We have also held consultations on various issues contained in the Government Programme 2025-2029. These measures include the 40-hour week for non-essential sectors, the introduction of a parental leave and improving existing provisions on flexitime and work-from-home. The Workfare Programme is being reviewed to make it more effective. With a view to protecting workers against adverse weather conditions and eliminating the discrimination between the public and private sectors in such situations, amendments would be introduced to the Workers' Rights Act 2019. Additionally, measures would be introduced to prevent the deterioration of the emotional, psychological, and social well-being of employees faced with factors like workload, job security, and organisational culture.

My Ministry is undergoing a steady digital transformation of its departments so as to improve service delivery. The computerisation of the National Occupational Safety and Health Department is being undertaken. The computerisation of the Labour Division will Go-Live in January 2026. Other digitalisation projects in the pipeline are the introduction of a digital

platform for the Registry of Associations and the use of Artificial Intelligence for Job Matching.

With the assistance of the International Labour Organization, the 2nd Generation Mauritius Decent Work Country Programme will be finalised.

In order to promote industrial harmony and ensure timely access to justice, there is a need to further strengthen and modernise dispute resolution mechanisms in Mauritius. This includes enhancing the efficiency of conciliation and mediation processes, reducing delays in the resolution of labour disputes, and improving coordination among the relevant institutions. Emphasis should also be placed on capacity building for mediators and arbitrators, greater use of alternative dispute resolution mechanisms, and the adoption of digital tools to facilitate case management and tracking. Such measures will contribute to fair, transparent and expeditious resolution of disputes, thereby reinforcing social dialogue and industrial peace.

The Employment Division of the Ministry has also witnessed several achievements, including the organisation of regional job fairs, the issue of permits to foreign workers, the introduction of electronic work permits with digital signature and QR code, the placement of jobseekers in various sectors of the economy, as well as under the different Employment Enhancement Schemes operated by the Ministry. Moreover, the Ministry reviewed the Private Recruitment Agencies Regulations to make it more protective of workers and jobseekers.

I also chaired the Inter-Ministerial Committee on Work Permit Issues and came up with a report with recommendations which were agreed by Government.

Legislations governing the private recruitment agencies would be aligned with the principles of the International Recruitment Integrity System so as to better protect jobseekers and workers and to render employers and recruitment agents more accountable towards workers. The Lodging Accommodation Framework is being revamped for employers to provide decent accommodation to workers.

To facilitate the accommodation of foreign workers, my Ministry is working closely with the Attorney General's Office on the Occupational Safety and Health (Centralised Lodging Accommodation) Regulations. To ensure domestic workers are properly looked after, the Occupational Safety and Health (Domestic Workers) Regulations are under preparation.

My Ministry continues to play an important role in enforcing the rights of workers and ensuring decent work in line with *Sustainable Development Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all*.

During the period July 2024 to June 2025, my Ministry received **23,491** labour complaints, including **443** for the Special Migrant Workers' Unit. **22,800** cases were resolved satisfactorily and **1** case was referred to the Commission for Conciliation and Mediation under section 89 of the Employment Relations Act and **27** to the Employment Relations

Tribunal. A total of **792** cases were referred to the Industrial Court. Among these, **107** were criminal cases and **15** resulted in convictions.

I would like to thank the staff of my Ministry, local stakeholders, development partners, collaborators and international organisations, particularly the International Labour Organization and the International Organization for Migration for their unwavering dedication and collaboration to advance decent work for all.

I cannot emphasise enough that *a happy worker is a productive worker, a productive worker is a profitable worker for the organisation, which in turn will generate growth and economic prosperity for the country.*

The Honourable Muhammad Reza Cassam UTEEM
Minister of Labour and Industrial Relations

PART I: ABOUT THE MINISTRY

1.1 ABOUT THE MINISTRY

1.1.1 Overview

The Ministry is responsible for the formulation of policies and strategies to promote decent work, employment, industrial peace and harmony and the protection of the rights of workers. The Ministry provides assistance to jobseekers and facilitates employment of non-citizens. It also formulates and implements modern, effective legislation to ensure fair, ethical, and organised worker recruitment, addressing challenges in the labour market and mitigating human trafficking risks.

1.1.2 Vision

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

1.1.3 Mission Statement

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

1.1.4 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.
 - Honesty:** We always act in good faith and with fairness.

1.2 HIGHLIGHTS FINANCIAL YEAR 2024-2025

<p>45% of enterprises visited compliant with labour legislation</p>	<p>6% Unemployment rate (Year 2024)</p>	
<p>6 stoppages of works</p>		
<p>9,962 Associations, of which, 178 new associations and 412 Trade Unions, of which, 6 new trade unions registered</p>		
<p>10 out of 10 core International Labour Organization (ILO) Convention signed 11 ILO reports transmitted and 2 ILO questionnaires replied</p>		
<p>3,053 Lodging Accommodation Permits issued (out of which, 1,215 new ones)</p> <p>196 criminal actions initiated at the Industrial Court on Occupational Safety and Health Issues</p>	<p>541 cases dealt with</p> <p>37 individual agreements and 24 collective agreements registered at the Conciliation and Mediation Section</p>	
<p>48 cases disposed of at the Redundancy Board</p>	<p>138 disputes disposed of at the Commission for Conciliation and Mediation</p>	<p>7,115 laid-off workers admitted to the Workfare Programme and Rs 680,893,926 disbursed as Transition Unemployment Benefit</p>

Figure 1: Key Highlights for Financial Year 2024-2025

1.3 HISTORICAL BACKGROUND

- In 1938, the Hooper Commission recommended the setting up of a Labour Department to assist and advise employees in their relationship with their employers and to regulate labour conditions.
- In 1957, the Ministry of Labour was first set up on the institution of the Ministerial system and subsequently operated as the Ministry of Labour and Social Security and was, responsible for labour, public assistance and social welfare.
- In February 1974, the mandate of the Ministry was revisited and it became the Ministry of Labour and Industrial Relations responsible for Labour and Industrial Relations in the private sector.
- Subsequently, in January 1986, following the merger with the Ministry of Women's Rights and Family Welfare, the Ministry was renamed the Ministry of Labour and Industrial Relations, Women's Rights and Family Welfare. However, for administrative purposes, the Ministry continued to operate as two separate and distinct Divisions, namely Labour and Industrial Relations Division and Women's Rights and Family Welfare Division.
- As from September 1991, the Ministry of Labour and Industrial Relations was again established as a separate Ministry.
- As from **23 December 2003**, the Employment Division was attached to the Ministry which was then known as the Ministry of Labour, Industrial Relations, Employment & Training.
- As from December 2024, the Ministry is known as the Ministry of Labour and Industrial Relations comprising the Labour Division and the Employment Division. The Human Resources and Training component has been shifted under the aegis of the Ministry of Education and Human Resources.

1.4 OUR DEPARTMENTS

The Ministry comprises several Departments and Units at the level of Headquarters and operates 17 Regional Labour Offices and 13 Employment Information Centres. The various Departments, Units and Regional Offices are mainly responsible for inspection and enforcement, conciliation and mediation, as well as monitoring of labour, industrial relations, safety and health, employment and training programmes for all workers, including migrant workers.

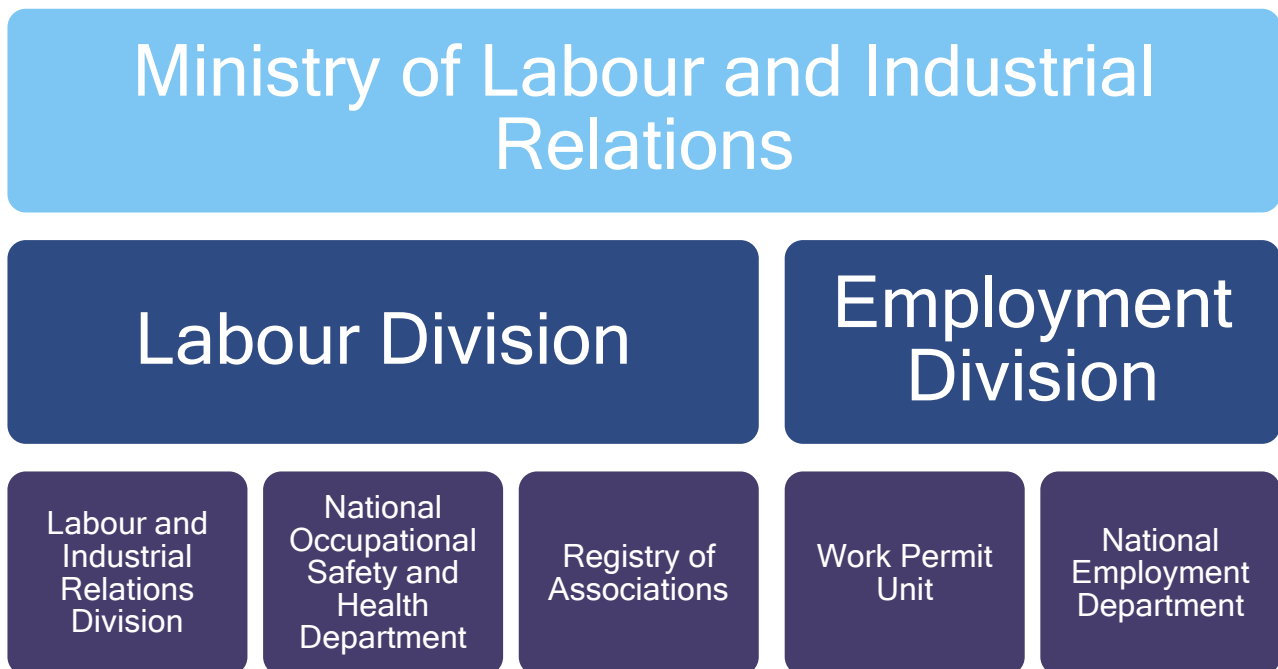


Figure 2: Key Departments of the Ministry of Labour and Industrial Relations

Additionally, the Ministry serves as the national focal point / desk for International Labour Organization (ILO) matters for the Republic of Mauritius.

1.5 STATUTORY BODIES, BOARDS AND COMMITTEES

There are a number of Statutory Bodies, Boards and Committees under the purview of this Ministry namely:

- a) the Advisory Council on Occupational Safety and Health;
- b) the Boiler and Machinery Inspectors Board;
- c) the Commission for Conciliation and Mediation;
- d) the Deregistration of Safety and Health Officers Board;
- e) the Lodging Accommodation Committee;
- f) the Manufacturing Sector Workers Welfare Fund;
- g) the National Remuneration Board;
- h) the National Tripartite Council;
- i) the National Wage Consultative Council;
- j) the Portable Retirement Gratuity Fund Advisory Committee;
- k) the Redundancy Board;
- l) the Scaffold Contractor's Permit Committee;
- m) the Trade Union Trust Fund; and
- n) the Workfare Programme Fund Committee.

1.6 ORGANISATIONAL CHART

1.6.1 Labour Division

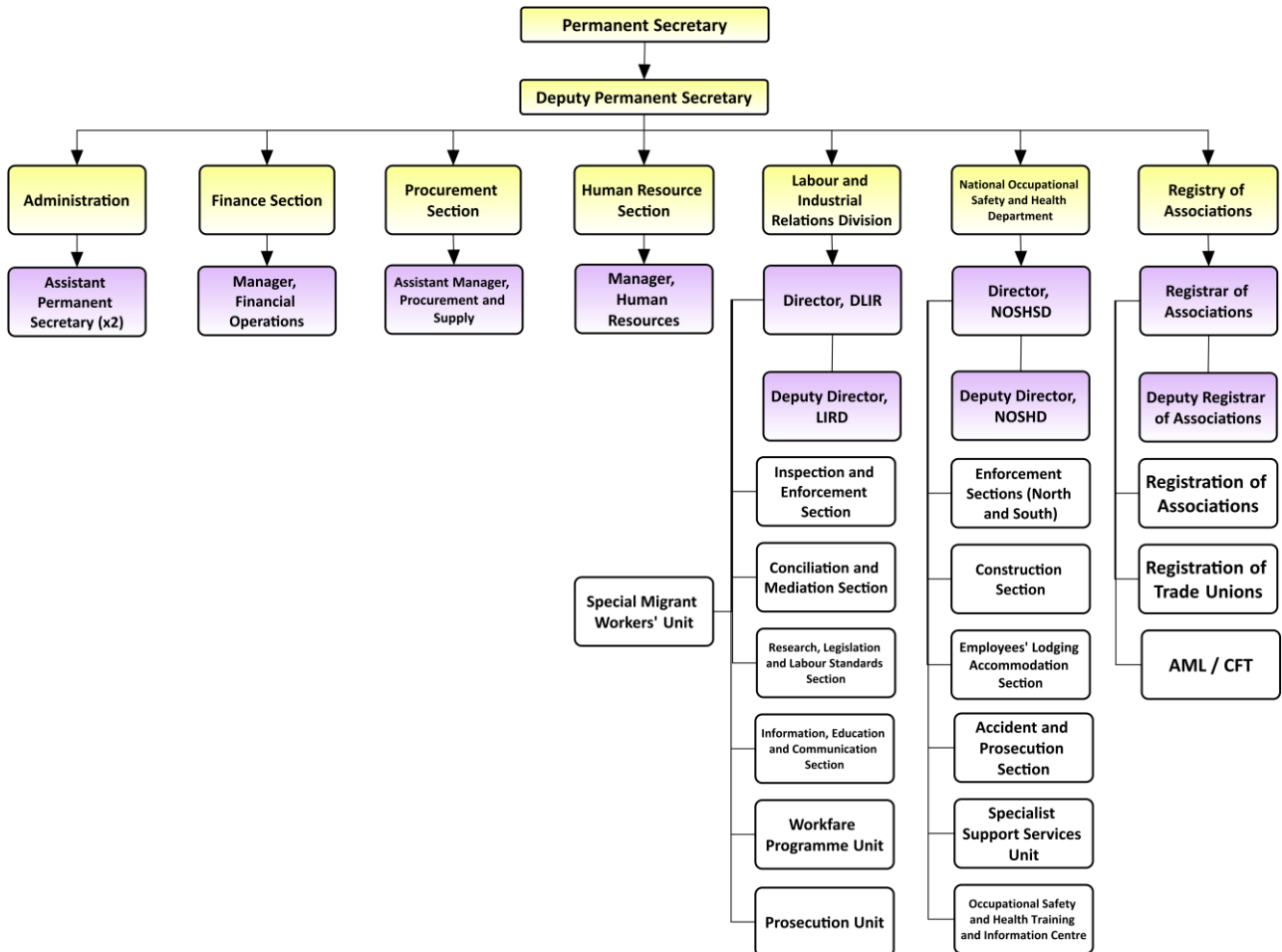


Figure 3: Organisational Chart for the Labour Division

1.6.2 Employment Division

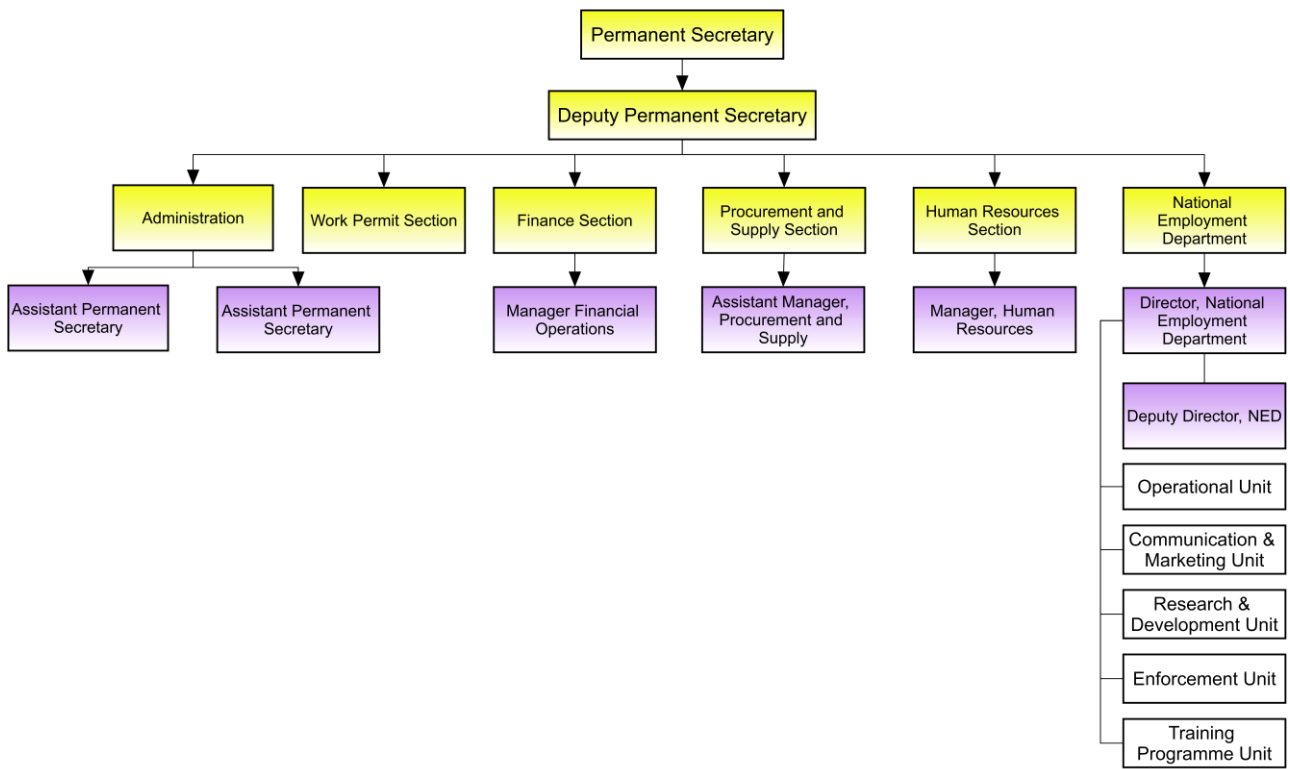


Figure 4: Organisational Chart for the Employment Division

1.6.3 Human Resources

For Financial Year 2024/2025, there were **720** funded positions at the Ministry of which, **446** were for the Labour Division and **274** were for the Employment Division.

Table 1: Gender Distribution of Staff

Staff in Post	Number	Male	Female
Top Management (Salary ≥ Rs 100,000)	7	43%	57%
Middle Management (Rs 47,000 ≤ Salary ≤ Rs 100,000)	77	45%	55%
Support (Salary < 47,000)	625	24%	76%
Overall	709	27%	73%

During Financial Year 2024-2025, **7** vacancies in the posts of Occupational Safety and Health Officer, Principal Occupational Safety and Health Officer, Labour and Industrial Relations Officer and Assistant Director Labour and Industrial Relations have been filled. **21** vacancies remained unfunded.

Table 2: Gender Distribution of Staff in Statutory Bodies / Public Bodies / Boards / Commissions

Staff in Statutory Bodies/ Public Bodies/ Boards/ Commissions	Number	Male	Female
Commission for Conciliation and Mediation	18	22%	78%
National Remuneration Board	15	27%	73%
Redundancy Board	9	33%	67%
National Wage Consultative Council	2	0%	100%
Manufacturing Sector Workers Welfare Fund	17	35%	65%
Trade Union Trust Fund	2	0%	100%
Overall	63	27%	73%

1.6.4 Training of Staff

The Ministry is committed to the development of its personnel. In line with the policy of the Ministry of Public Service and Administrative Reforms, a Training Committee was set up and a plan for the training of the staff was prepared. Officers benefit from training in collaboration with the Civil Service College. Staff were also encouraged to attend online seminars/trainings offered by different international organizations, while also attending seminars/workshops/training abroad.

Moreover, in-house training for staff of the technical cadre is organised regularly to improve competencies of the staff to enforce labour legislations. Additionally, Mauritius being a member of the African Regional Labour Administration Centre (ARLAC), officers also benefit from training opportunities offered by ARLAC on Labour Administration.

The list of training programmes and the number of employees who participated in the programmes for the period **01 July 2024 to 30 June 2025** are as hereunder:

Table 3: Training offered to staff

SN	Department	No of Staff trained	COURSES / SEMINARS	Local/ Abroad/ Online
A	Labour Division			
1	Administration	5	Writing Skills for Parliamentary Questions and Answers	Local
			GAR Awareness Session	Local
			Improving Public Sector Governance through Audit Committees	Local
			SADC Regional Workshop - Johannesburg - South Africa	Abroad
			113 th Session of the International Labour Conference, Geneva	Abroad
2	Labour and Industrial Relations Division	26	Advanced Microsoft Excel	Local
			Advanced Microsoft Word	Local
			Court Proceedings	Local
			Effective Performance Appraisal	Local
			Essentials of Psychology and Counselling Techniques	Local
			Implementing Workplace Sexual Harassment Policies	Local
			Legislative Drafting	Local
			Negotiation and Mediation	Local
			Public Speaking, Report Writing	Local
			Writing Effective Minutes of Meetings	Local
			Risk Management	Local
			First Aid	Local
			ARLAC Basic Labour Market Course Tier 1: Intake 20	Online
		113 th Session of the International Labour Conference, Geneva	Abroad	
		Tripartite Workshop on "Comprehensive & Sustainable Social Protection for All" (Harare, Zimbabwe)	Abroad	
99	Training on the Employment Relations (Amendment Act 2024), the Wage Adjustment Regulations 2024, The Special Allowance Act (Additional Remuneration) 2025 Regulations, the national Minimum Wages Amendment Regulations 2025 and the EPZ (Remuneration) Amendment Regulations 2025	Local		
2	Induction Training for Trainee Labour and Industrial Relations Officers	Local		
3	Occupational Safety and Health	30	AI in Government: A Practical Introduction	Local
			Court Proceedings	Local
			Effective Performance Appraisal	Local
			Leadership for Middle Managers	Local
			Legislative Drafting	Local
			Public Speaking	Local
			Report Writing	Local
			Team Building and Management	Local
			Writing Effective Minutes of Meeting	Local
			Writing skills for Parliamentary Questions and Cabinet Documents	Local
			First Aid	Local
			SADC Regional Workshop - Johannesburg - South Africa	Abroad
			Bilateral Seminar on Occupational Safety and Health of Public Sector for Mauritius - Changsha City, Hunan Province, China	Abroad
			"Enhancement of Institutional Capacity in Oil Spill Response for the Republic of Mauritius" -Ministry of Environment (Above 45 years)	Online
			High level Conference on Preventing and Addressing Violence and Harassment in the World of Work through Occupational Safety and Health	Online
ARLAC Basic Labour Market Course Tier 1: Intake 20	Online			

SN	Department	No of Staff trained	COURSES / SEMINARS	Local/ Abroad/ Online
			ARLAC Basic Labour Market Course Tier 1: Intake 19	Online
		30	Registry filing	Local
		48	Conditions of service	Local
		32	Future of Work: Navigating Transformations Effectively (India)	Local
		56	National OSH Programme	Local
		36	Academy on Labour Administration, Labour Inspection and Workplace Compliance	Local
		35	Malaysian Technical Co-operation Program MTCP on OSH in Construction Industry	Local
		33	Training of inspectors on labour conditions on Board Fishing Vessels	Local
		40	An overview on the Online course on Arlac Basic Labour Market Course	Local
		41	Electrical Safety - Work 'on or near' live uninsulated overhead circuit conductors	Local
		40	Construction - Safe movement of vehicles on premises and construction sites	Local
		21	ILO Code of Practice on Alcohol, Drug and other Substances at the Workplace	
4	Registry of Associations	12	Advanced Microsoft Word	Local
			AI Essentials for Enhancing Public Service Efficiency	Local
			Court Proceedings	Local
			Managerial Psychology for Managers	Local
			Transformational Leadership and Emotional Intelligence	Local
			Writing Effective Minutes of Meetings	Local
5	Finance Section	5	Advance Microsoft Word	Local
			AI Essentials for Enhancing Public Service Efficiency	Local
			Effective Performance Appraisal	Local
6	Human Resource Section	3	Advance Microsoft Word	Local
			Advanced Microsoft Excel	Local
7	Transport and Accommodation Section	4	Leadership for Middle Managers	Local
			Team Building and Management	Local
			GAR Awareness Session	Local
			Transport Management	Local
8	Commission for Conciliation and Mediation	9	Advance Microsoft Word	Local
			AI Essentials for Enhancing Public Service Efficiency	Local
			Business English and French	Local
			GAR Awareness Session	Local
9	National Remuneration Board	3	AI Essentials for Enhancing Public Service Efficiency	Local
			Public Policy Making	Local
			Team Building and Management	Local
B	Employment Division			
1	National Employment Department	126	Leadership for Middle Management	Local
			Legislative Drafting	Local
			Improving Public Governance through Audit Committees	Local
			Public Policy Making	Local
			Effective Performance Appraisal	Local
			Risk Management	Local
			First Aid	Local
Advanced Microsoft Word	Local			

SN	Department	No of Staff trained	COURSES / SEMINARS	Local/ Abroad/ Online
			Government Asset Register (GAR) - Practical	Local
			Standard Defensive Driving	Local
			Legislative Drafting	Local
			Problem Solving and Decision Making	Local
			Public Speaking	Local
			Court Proceedings	Local
			Gender Mainstreaming	Local
			Training Programme for the Employment Counselling Officers of the National Employment Department	Local
			Regional Training Workshop on Labour & Employment Statistics	Abroad
			SADC Regional Training Workshop on Leveraging Employment Impact Assessments for Job Creation	Abroad

1.7 GENDER STATEMENT

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, provisions have been made in section 5 of the Workers' Rights Act 2019 (WRA) 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. Furthermore, the WRA ensures special facilities for pregnant women at work. Moreover, 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.

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.

Additionally, a Gender Cell has been set up at the Ministry having for mandate to institutionalise gender mainstreaming in the plans and activities of the Ministry. It comprises representatives of administration, technical, human resource and finance cadres. It also provides a platform for dialogue where views and concerns on gender mainstreaming issues are shared. With the assistance of the Ministry of Gender Equality and Family Welfare, the Ministry has developed a Gender Policy.

1.8 KEY LEGISLATIONS

- a) The Additional Remuneration Act
- b) The Employment Relations Act 2008 (and associated regulations)
- c) The End of Year Gratuity Act
- d) The Manufacturing Sector Workers Welfare Fund Act
- e) The National Wage Consultative Council Act (and associated regulations)
- f) The Non-Citizen (Employment Restriction) Act
- g) The Occupational Safety and Health Act 2005 (and associated regulations)
- h) The Private Recruitment Agencies Act 2023 (and associated regulations)
- i) The Registration of Associations Act (and associated regulations)
- j) The Special Allowance Act 2024
- k) The Trade Union Trust Fund Act
- l) The Workers' Rights Act 2019 (and associated regulations)

1.8.1 Amendments brought during Financial Year 2024-2025

The Special Allowance Act 2024

The Special Allowance Act 2024 which provides for the payment of a one-off special allowance for the year 2024 to employees drawing a monthly basic wage or salary not exceeding 50,000 rupees, was assented by the President of the Republic of Mauritius on **20 December 2024** and was published in the Government Gazette on **21 December 2024**.

The Non-Citizens (Employment Restriction) Act

The Non-Citizens (Employment Restriction) Act was amended to:

- a) provide for an application for a permit or for the renewal of a permit to be made to the Minister of Labour and Industrial Relations, through the National Electronic Licensing System (NELS), or any such digital platform as may be prescribed;
- b) allow for a permit to be issued in an electronic or a paper-based version; and
- c) issue a combined work/residence permit bearing a Unique Identification Number for the non-citizen.

Employment Relations Act

The following amendments have been made in the Act through the Finance (Miscellaneous Provisions) Act 2024 to:

- a) A migrant worker who is in an employment relationship may be a member of a trade union, in line with the International Labour Organization (ILO) Convention 87 on freedom of association (**Section 13**).
- b) The principle that a worker can join only one union of his choice has been extended to staff of Ministries and Government Departments so as to avoid double counting in membership (**Section 29**).

- c) The period for an employer to submit relevant documents related to recognition of trade unions have been extended from 10 to 20 days to give the Employment Relations Tribunal ample time to determine recognition of trade unions (**Section 38**).
- d) Specific benefits have been provided for specific period of time to allow more flexibility in the collective bargaining process (**Section 57**).
- e) The Conciliation and Mediation Service of the Ministry which is responsible for the subject of labour and employment relations should conduct conciliation or mediation only in circumstances where during the collective bargaining process, the parties have negotiated in good faith and there has been a deadlock (**Section 68**).
- f) Where parties have agreed for the extension of the prescribed delay for the Employment Relations Tribunal to give its award, the duration of the period of extension should also be specified (**Section 70**).
- g) The period for determination of reinstatement cases has been extended from 60 to 90 days so as to give the Employment Relations Tribunal ample time to process the cases (**Section 70A**).

Section 94 of the EReA was amended by the Employment Relations (Amendment) Act 2024 - Act No. 17 of 2024 which was introduced in the National Assembly on **17 December 2024**, was gazetted on **18 December 2024** and became effective as from **01 July 2024**. The main objectives of the amendment were -

- a) to empower the Minister to make regulations to reflect the payment of wage adjustment in order to address the issue of wage relativity that arose from the review of the national minimum wage 2024 in industries or sectors of activity not covered by the existing 32 Remuneration Regulations; and
- b) to prescribe a monthly basic wage for Diploma holders and Graduates for jobs warranting the possession of a diploma or degree as entry requirements.

Workers' Rights Act 2019

The following amendments, amongst others, have been made in the Act through the Finance (Miscellaneous Provisions) Act 2024:

- a) Provision has been made for workers on maternity or paternity leave not to be discriminated against in respect of their career development or opportunity of promotion (**Section 5**).
- b) Subject to operational requirements of enterprises and situations of emergency, the right to disconnect has been provided to a worker who works from home and performs excessive hours of work with a view to safeguarding the health of workers and ensuring a better balance between work and family life (**Section 17A**).
- c) The option of taking time-off instead of being paid overtime has been given to workers to promote more flexible working arrangements (**Section 24**).
- d) To better match demand with supply of labour and ease labour management at level of enterprises and to better protect the rights of workers, provisions have been made for:
 - (i) a labour contractor to recruit and supply migrant workers to enterprises operating in sectors to be prescribed;
 - (ii) the labour contractor to be the employer in respect of remuneration, conditions of employment and food and accommodation; and

- (iii) both the labour contractor and the hirer employer to be liable in case of non-compliance with the provisions of the law **(Section 29A and 29 B)**.
- e) An equitable treatment has been given to all workers who are required to work in circumstances of extreme weather conditions by extending the entitlement of the allowance paid during cyclone warning class III and IV to other circumstances where work is performed during heavy or torrential rainfall or period of safety bulletin **(Section 32)**.
- f) Vacation leave is refundable with a view to not penalizing workers who have not been granted same due to exigencies of duty and at the same time to ensure more flexible working arrangements so as not to jeopardise the smooth operation of enterprises **(Section 47)**.
- g) Maternity leave has been increased from 14 to 16 weeks to give more time to the mother to recover and to look after her child **(Section 52)**.
- h) A mother who gives birth to twins or triplets or multiple births or to a premature baby has been granted a two-week additional maternity leave **(Section 52)**.
- i) Provision for making of “Regulations” to prescribe the terms and conditions to facilitate the implementation for the granting of childcare facilities to a worker who has a child aged not more than 3 years where he is in the employment of an employer having more than 250 workers **(Section 52A)**.
- j) The paternity leave has been increased from 1 week to 4 weeks to encourage shared responsibility for the caring of a new born child since the first days of parenthood is fundamental in building family bonds and in the development of the baby **(Section 53)**.
- k) An employer is required, in relation to a proposed repatriation of migrant workers, to notify the supervising officer responsible for the subject of employment prior to the repatriation with a view to:
 - (i) protecting migrant workers against human trafficking and exerting better control on workers whose work permits have lapsed; and
 - (ii) ensuring that migrant workers have been paid all their legal dues prior to repatriation **(Section 63)**.
- l) Provision has been made to protect the employment of a person on maternity or paternity leave against termination of employment **(Section 64)**.
- m) Failure by an employer to notify the supervising officer of the proposed repatriation of a migrant worker within the prescribed period constitutes an offence **(Section 123)**.

Amendments brought to Regulations

For the period 2024-2025, 35 Regulations were amended and 2 (two) new Regulations were made as follows:

1. The Attorneys’ and Notaries’ Workers (Remuneration) (Amendment No. 2) Regulations 2024

The Attorneys’ and Notaries’ Workers (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on 24 September 2024 and have come into operation on 01 July 2024.

2. The Baking Industry (Remuneration) (Amendment No. 2) Regulations 2024

The Baking Industry (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

3. The Banks Fishermen and Frigo-workers (Remuneration) (Amendment No. 2) Regulations 2024

The Banks Fishermen and Frigo-workers (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

4. The Blockmaking, Construction, Stone Crushing and Related Industries (Remuneration) (Amendment No. 2) Regulations 2024

The Blockmaking, Construction, Stone Crushing and Related Industries (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

5. The Catering and Tourism Industries (Remuneration) (Amendment No. 2) Regulations 2024

The Catering and Tourism Industries (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

6. The Cinema Employees (Remuneration) (Amendment No. 2) Regulations 2024

The Cinema Employees (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

7. The Cleaning Enterprises (Remuneration) (Amendment No. 2) Regulations 2024

The Cleaning Enterprises (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

8. The Distributive Trades (Remuneration) (Amendment No. 2) Regulations 2024

The Distributive Trades (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

9. The Domestic Workers (Remuneration) (Amendment No. 2) Regulations 2024

The Domestic Workers (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

10. The Electrical, Engineering and Mechanical Workshops (Remuneration) (Amendment No. 2) Regulations 2024

The Electrical, Engineering and Mechanical Workshops (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

11. The Export Enterprises (Remuneration) (Amendment No. 3) Regulations 2024

The Export Enterprises (Remuneration) (Amendment No. 3) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

12. The Factory Employees (Remuneration) (Amendment No. 2) Regulations 2024

The Factory Employees (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

13. The Field-crop and Orchard Workers (Remuneration) (Amendment No. 2) Regulations 2024

The Field-crop and Orchard Workers (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

14. The Information and Communication Technologies and Other Related Services (Remuneration) (Amendment No. 2) Regulations 2024

The Information and Communication Technologies and Other Related Services (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

15. The Light Metal and Wooden Furniture Workshops (Remuneration) (Amendment No. 2) Regulations 2024

Light Metal and Wooden Furniture Workshops (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

16. The Livestock Workers (Remuneration) (Amendment No. 2) Regulations 2024

The Livestock Workers (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

17. The Media Employees (Remuneration) (Amendment No. 2) Regulations 2024

The Media Employees (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

18. The Office Attendants (Remuneration) (Amendment No. 2) Regulations 2024

The Office Attendants (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

19. The Pre-Primary School Employees (Remuneration) (Amendment No. 2) Regulations 2024

The Pre-Primary School Employees (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

20. The Printing Industry (Remuneration) (Amendment No. 2) Regulations 2024

The Printing Industry (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

21. The Private Hospitals and Other Related Health Services (Remuneration) (Amendment No. 2) Regulations 2024

The Private Hospitals and Other Related Health Services (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

22. The Private Secondary Schools Employees (Remuneration) (Amendment No. 2) Regulations 2024

The Private Secondary Schools Employees (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

23. The Private Security Services Employees (Remuneration) (Amendment No. 2) Regulations 2024

The Private Security Services Employees (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

24. The Public Transport (Buses) Workers (Remuneration) (Amendment No. 2) Regulations 2024

The Public Transport (Buses) Workers (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

25. The Road Haulage Industry (Remuneration) (Amendment No. 2) Regulations 2024

The Road Haulage Industry (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

26. The Salt-Manufacturing Industry (Remuneration) (Amendment No. 2) Regulations 2024

The Salt-Manufacturing Industry (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

27. The Special Education Needs Institutions Employees (Remuneration) (Amendment No. 2) Regulations 2024

The Special Education Needs Institutions Employees (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

28. The Sugar Industry (Agricultural Workers) (Remuneration) (Amendment No. 2) Regulations 2024

The Sugar Industry (Agricultural Workers) (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

29. The Sugar Industry (Non- Agricultural Workers) (Remuneration) (Amendment No. 2) Regulations 2024

The Sugar Industry (Non- Agricultural Workers) (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

30. The Tailoring Trade (Remuneration) (Amendment No. 2) Regulations 2024

The Tailoring Trade (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and have come into operation on **01 July 2024**.

31. The Tea Industry Workers (Remuneration) (Amendment No. 2) Regulations 2024

The Tea Industry Workers (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and has come into operation on **01 July 2024**.

32. The Travel Agents and Tour Operators Workers (Remuneration) (Amendment No. 2) Regulations 2024

The Travel Agents and Tour Operators Workers (Remuneration) (Amendment No. 2) Regulations 2024 was made by the Minister on **24 September 2024** and has come into operation on **01 July 2024**.

33. The Wage Adjustment Regulations 2024

The Wage Adjustment Regulations 2024 was made by the Minister on **27 December 2024** and have come into operation on **01 July 2024**.

34. The Workers' Rights (Social Plan) (Income Support to Workers) (Amendment) Regulations 2025

The Workers' Rights (Social Plan) (Income Support to Workers) (Amendment) Regulations 2025 was made by the Minister on **07 February 2025** and has come into operation on **01 December 2024**. The amendment was brought to the Regulations to extend the duration of the income support to eligible workers up to February 2025.

35. The National Minimum Wage (Amendment) Regulations 2025

The National Minimum Wage (Amendment) Regulations 2025 was made by the Minister on **16 January 2025** and has come into operation on **01 January 2025**. The regulations have reviewed the national minimum wage from **Rs 16,500** to **Rs 17,110** as from **01 January 2025**.

36. The Export Enterprises (Remuneration)(Amendment) Regulations 2025

The Export Enterprises (Remuneration)(Amendment) Regulations 2025 was made by the Minister on **16 January 2025** and has come into operation on **01 January 2025**.

37. The Workers' Rights (Additional Remuneration) (2025) Regulations 2025

The Workers' Rights (Additional Remuneration) (2025) Regulations 2025 was made by the Minister on **16 January 2025** and has come into operation on **01 January 2025**. The Regulations has prescribed the payment of an additional remuneration as from **01 January 2025** to workers drawing up to **Rs 50,000** per month as follows:

- a) **Rs 610** to full-time workers; and
- b) **3.7%** to part-time workers but not exceeding **Rs 610** per month.

PART II: ACHIEVEMENTS BY DELIVERY UNITS

2.1 LABOUR DIVISION

2.1.1 Labour and Industrial Relations Division

The Labour and Industrial Relations Division (LIRD) comprises various sections and units, namely the Inspection and Enforcement Section (IES); the Conciliation and Mediation Section (CMS); the Research, Legislation and Labour Standards Section (RLLSS); the Information, Education and Communication Section (IECS); the Workfare Programme Unit (WPU); the Special Migrant Workers' Unit (SMWU) and the Prosecution Unit (PU).

The LIRD is mainly responsible for the application of labour legislations, handling of complaints, settlement of industrial disputes and sensitisation on the rights of workers.

Inspection and Enforcement Section

Section 117 of the Workers' Rights Act provides that the Ministry of Labour and Industrial Relations shall be responsible for maintaining a labour inspection service which shall administer and ensure the enforcement of this Act and any other relevant enactment relating to labour or employment.

In relation thereto, an Inspection and Enforcement Section (IES) has been constituted and its activities are as follows:

- a) Responsible for the application of all labour legislation that regulates payment of remuneration and conditions of employment by carrying out regular inspections at places of work;
- b) Register complaints of rights and look for settlement;
- c) Implement the Workmen's Compensation Ordinance in sectors where the National Pensions Act does not apply;
- d) Tender advice to workers and employers and their respective organizations to understand their rights and obligations and to improve the labour relationship existing between them; and
- e) Initiate civil and criminal proceedings on behalf of workers against employers who infringe individual employment rights.

For the period July 2024 to June 2025, the IES conducted **1,349** inspections. For the same period, a total of **26,766** complaints were dealt with, comprising **3,718** cases brought forward from **30 June 2024** and **23,048** new cases registered. Out of the **26,766** cases, **22,418** cases were disposed of.

Special Migrant Workers' Unit

The Special Migrant Workers' Unit (SMWU) was set up in November 1999 to look into the terms and conditions of employment of migrant workers and to ensure that their fundamental rights are being respected. The unit is responsible for:

- a) Verifying and vetting of contracts of employment of migrant workers;

- b) Carrying out routine inspections and follow up visits at the enterprises at regular intervals to ensure that the terms and conditions of migrant workers are fully in line with their vetted contracts of employment and provisions of the law;
- c) Verifying that there exists an efficient means of communication at the level of the enterprise where grievances may be discussed and settled as appropriate;
- d) Induction/Education sessions in the course of the inspection visits;
- e) Registration of complaints regarding breach of provisions of the labour legislation or any terms and conditions of the contract of employment; and
- f) Initiating civil and/or criminal proceedings against defaulting employers.

One-Stop-Shop

A One-Stop-Shop (OSS) service has been implemented as from **01 November 2022**, with the following attributions:

- a) 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;
- b) 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;
- c) to work in close collaboration with the National Occupational Safety and Health Department or Police Department with regard to cases of injury at work or accident involving migrant workers;
- d) to take appropriate action to deal with cases where migrant workers have been forcibly required to work for another employer;
- e) to refer detected or suspected cases of trafficking in persons and to appropriate authorities for necessary action; and
- f) to deal with labour- related complaints such as non-payment of wages, reduced payment of wages, etc.

From July 2024 to June 2025, SMWU carried out **918** inspections at workplaces. For the same period, a total of **529** cases on complaints were dealt with, out of which **51** cases were brought forward from **30 June 2024** and **478** new cases were reported by migrant workers. Out of these **529** cases on complaints, **390** were disposed of and a sum of **Rs 10,454,006.43** recovered on behalf of workers.

Furthermore, during the period July 2024 to June 2025, **32,512** contracts of employment of Migrant Workers were vetted by the SMWU.

Conciliation and Mediation Section

Pursuant to section 68 of the Employment Relations Act, the Supervising Officer of the Ministry may, where parties have negotiated in good faith and no agreement has been reached, provide a conciliation service with a view to reconciling the parties to a dispute not yet reported to the President of the Commission for Conciliation and Mediation. In connection thereto, this Ministry provides conciliation and mediation services through the Conciliation and Mediation Section (CMS) for labour disputes not yet reported to the Commission for Conciliation and Mediation.

Section 64 of the Employment Relations Act provides that no labour dispute shall be reported to the Commission for Conciliation and Mediation except after meaningful negotiations have taken place between the parties for a period not exceeding 90 days from the start of negotiations or such longer period agreed in writing between the parties.

During the period of negotiations any party may, not later than 20 days before the expiry of the period of 90 days or such longer period as may be agreed between the parties, seek the assistance of the Conciliation and Mediation Section with a view to reaching an agreement. In case an agreement is reached, it has the effect of a collective agreement which binds the parties. Where no agreement is reached, the CMS may advise the parties to jointly refer the dispute to the Employment Relations Tribunal or to an arbitrator appointed by them for voluntary arbitration.

From July 2024 to June 2025, a total of **541** representations were dealt with at the CMS, out of which **120** were brought forward from June 2024 and **421** new representations were received. Out of these **541** cases, **461** were disposed of. **1** case was referred to the Commission for Conciliation and Mediation under section 89 of Employment Relations Act. **27** cases were referred to the Employment Relations Tribunal.

Furthermore, **24** Collective and **37** Individual Agreements were registered at the level of the section.

Research, Legislation and Labour Standards Section

The RLLSS comprises two units namely, the legislation section and the ILO section. The functions and achievements of the two sections are as follows:

Legislation Section

The Legislation Section is responsible for the formulation of labour legislation. It also maintains a record of labour laws and related enactments and provides technical advice on labour legislation. The Section also acts as the organising body and secretariat for the yearly Tripartite Technical Meeting on Additional Remuneration (Salary Compensation).

ILO Section

The Ministry of Labour and Industrial Relations acts as the ILO desk for Government in Mauritius. The ILO Section is responsible for International Labour matters. It processes labour standards and resolutions adopted at International Labour Conference. It also prepares annual reports on ratified and unratified Conventions and causes to be tabled labour instruments adopted at International Labour Conferences in the National Assembly. Additionally, the ILO section processes all materials for inputs in relation to regional and international human rights instruments.

For the period July 2024 to June 2025, the ILO Section engaged in the following main activities:

- a) **Monitoring of the Ratification Status of ILO Conventions prioritised by SADC Member States:** submission of questionnaires to the SADC secretariat on the status of the prioritised Conventions that were earmarked for ratification before the next meeting of the Joint Tripartite Technical Committee;
- b) **Law and practice report on realising decent work in the platform economy:** submission to the ILO of inputs to the online questionnaire for the background report to be prepared by the ILO at the 113th Session (2025) for a double-discussion of a standard-setting item on “Decent Work in the Platform Economy”;
- c) **Reports on Ratified Conventions under Article 22 of the ILO Constitution:** Submission of the following reports:
 - (i) Right of Association (Agriculture) Convention, 1921 (No. 11);
 - (ii) Labour Inspection Convention, 1947 (No. 81);
 - (iii) Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87);
 - (iv) Right to Organise and Collective Bargaining Convention, 1949 (No. 98);
 - (v) Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144);
 - (vi) Collective Bargaining Convention, 1981 (No. 154);
 - (vii) Occupational Safety and Health Convention, 1981 (No. 155);
 - (viii) Maritime Labour Convention, 2006, as amended (MLC, 2006); and
 - (ix) Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187);
- d) **ILO Declaration on the Fundamental Principles and Rights at Work, 1988 (Protocol on Forced Labour):** Transmission of reply to questionnaire on the ILO Declaration on Fundamental Principles and Rights at Work, 1998;
- e) **Report for item IV on the agenda of the 112th Session (2024) and 113rd Session (2025) of the International Labour Conference: Protection against biological hazards (standard-setting, first discussion) Questionnaire on Biological Hazards:** Submission on replies to the questionnaire on Protection against biological hazards and submission of additional comments on the protection against biological hazards in the working environment;
- f) **Reports on Unratified Conventions and Recommendations under Article 19 of the ILO Constitution:** Submission of Report on “Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205)”;
- g) **US Worst Forms of Child Labour Reports - Trafficking Victims Protection Act of 2005 - TVPRA List:** Submission of reply to questionnaire for the 2024 Child Labour and Forced Labour Report for Mauritius by the United States. Department of Labor;
- h) **Providing assistance during ILO missions in Mauritius:** September and December 2024;
- i) **African Regional and Labour Administration Centre (ARLAC):** Attending meetings of the 24th Committee of Senior Officials (October 2024); 25th Committee of Senior Officials, Ministerial High-Level Symposium and 51st ARLAC Governing Council Meeting (February 2025); and 26th Committee of Senior Officials and 51B ARLAC Governing Council Meeting (June 2025);
- j) **International Labour Conference 2025:** Preparation of materials for the Mauritian Delegation;

- k) **International Labour Day 2025:** A one-day Tripartite workshop was held on 15 May 2025 at the Docks, Caudan, with the theme - “Together for Decent and Stress-free Workplaces” to highlight the importance of creating work environments where workers’ rights are respected, mental well-being is prioritised, and equitable practices are encouraged;
- l) **Technical Working Group 1 - GBV Prevalence on Migrant Workers and Exploitative Work Conditions for Young Women:** Submission of inputs to the Ministry of Gender Equality and Family Welfare; and
- m) **Mauritius Second Generation Decent Work Country Programme (MDWCP-II):** Coordinating the drafting and implementation of Decent Work Country Programmes (DWCPs), which constitute the ILO framework for country programming, through which the ILO provides support to tripartite constituents at the national level.

Information, Education and Communication Section

The Information, Education and Communication Section (IECS) of this Ministry engages in the preparation, organisation and implementation of courses, seminars, workshops and talks for the benefit of workers in general, middle management and managers with a view to sensitising them on labour legislations and their rights, duties and responsibilities pertaining to the world of work. It conducts a preventive work in creating a better understanding between workers and employers for promoting harmonious industrial relations and creating among workers the awareness of their rights and responsibilities. The IECS contributes to foster a better understanding among the social partners and engages in the training of staff.

From July 2024 to June 2025, the IECS conducted **64** talks island wide and sensitised some **1,101** workers (**504** male and **597** female) on various labour issues. Furthermore, the Section mounted **80** training sessions with a view to enhancing capacity of all officers of the technical cadre of the Division on the provisions of the labour legislation. It also responded to some **2,383** requests for information on the various provisions of the labour legislation from the social partners and members of the public in general.

Workfare Programme Unit

The Workfare Programme (WP) has become operational as from **02 February 2009** following the proclamation of the Employment Rights Act. With the promulgation of the Workers’ Rights Act 2019 (WRA 2019), section 76 of the WRA 2019 provides for the establishment of a Workfare Programme Fund (WPF) within the Ministry for the subject of social security. The WP is financed by the employers, the workers and the Government.

Section 77 of the Act, WPF has for objects to pay:

- a) any transition unemployment benefit;
- b) remuneration due to a worker where an enterprise is considered to be insolvent or in case of force majeure;
- c) the amount representing the balance between the industrial injury allowance specified in section 25(c) of the Social Contribution and Social Benefits Act 2021 and the maximum appropriate basic wage or salary as specified in the Part II of the First Schedule to the Social Contribution and Social Benefits Act 2021; and

d) the financing of such social plan for the benefit of workers as may be prescribed.

The purpose of WP is to provide immediate assistance to laid-off workers through the payment of the Transition Unemployment Benefit (TUB). Such payment is for a maximum period of 12 months varying from 90% of his basic wages for the first 3 months; 60% from the 4th to the 6th month and 30% from the 7th to the 12th month.

Processing of applications for admission to the Workfare Programme is made at the level of the Workfare Programme Unit of the Ministry.

From July 2024 to June 2025, **8,380** applications were received and **7,115** laid off workers were admitted into the Workfare Programme and a total amount of **Rs 680,893,926** was disbursed as Transition Unemployment Benefit.

The Prosecution Unit

The Prosecution Unit deals with court cases at the Industrial Court (open court and chambers) and criminal cases.

Open court

From July 2024 to June 2025, **401** new civil cases were referred to the Industrial Court. In addition, **566** cases were already before the court as at **30 June 2024**. Out of these **967** cases, **482** were disposed of and a total sum of **Rs 22,603,907.03** was recovered on behalf of workers.

Chambers

For the same period, **284** new civil cases were referred to the Industrial Court in Chambers. In addition, **24** cases were already before the court in Chambers as at **30 June 2024**. Out of these **308** cases, **242** were disposed of and a total sum of **Rs 2,857,082.21** was recovered on behalf of workers.

Criminal cases

During the period under review, **107** criminal cases were dealt with, out of which **60** cases were disposed of, including **15** convictions secured and fines amounting to **Rs. 5,000.00** were imposed by the court along with **Rs. 2,800.00** as costs.

2.1.2 National Occupational Safety and Health Department

The National Occupational Safety and Health Department (NOSHD) was established under section 23A of the Occupational Safety and Health Act 2005 (OSHA). Under the OSHA, the mission of the NOSHD is to enhance the standards of occupational safety and health at workplaces through prevention of occupational accidents and diseases, leading to improved productivity at level of enterprises and enhancement of national competitiveness, thereby contributing to the growth of the Gross Domestic Product.

To achieve its mission, the NOSHD has the responsibility to ensure that the provisions of the Occupational Safety and Health Act 2005 and related regulations are complied with at the workplace and that adequate safety and health measures are taken to address new and emerging challenges and hazards. The Department 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 NOSHD comprises **63** technical staff in post and is supported by **16** staff of the General Services Cadre.

As at **30 June 2025**, **587** Safety and Health Officers were registered at the NOSHD.

The NOSHD consists of seven (07) sections namely the Enforcement Sections (North and South); the Construction Section; the Employees' Lodging Accommodation Section; the Accident and Prosecution Section; the Specialist Support Services Unit; the Occupational Safety and Health Training; and Information Centre. These sections have distinct functions which are required to ensure compliance with the OSHA.

Enforcement Sections (North and South)

The Enforcement Sections (North and South) are involved, amongst others, in:

- a) enforcement of the occupational safety and health legislation through visits at factories and places of work, including the Public Sector, ships and Port Area 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 out therein or which are about to be carried out 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.

For the period July 2024 to June 2025, the Enforcement Sections (North and South) conducted **1,091** visits at factories, places of work and buildings; and investigated into **112** complaints. As at **30 June 2025**, **3,904** factories were registered.

Construction Section

The functions of the Construction Section include:

- 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 Permit.

For the period July 2024 to June 2025, the Construction Section undertook **974** visits, investigated into **20** complaints and issued **10** Scaffold Contractor's Permit. At **30 June 2025**, **63** Scaffold Contractors held a valid Scaffold Contractor's Permit.

Employees' Lodging Accommodation Section

The activities of the Employees' Lodging Accommodation Section include:

- 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;
- d) deponing as witness in court; and
- e) processing and issuing Lodging Accommodation Permits.

For the period July 2024 to June 2025, the Employees' Lodging Accommodation Section conducted **1,480** visits, investigated into **50** complaints and issued **1,215** Lodging Accommodation Permits (LAP). As at **30 June 2025**, there were **3,053** lodging accommodations with a valid LAP.

Accident and Prosecution Section

This section comprises the Accident Unit and the Prosecution Unit. The activities of the distinct units are as hereunder:

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.

For the period July 2024 to June 2025, the Accident Unit investigated into **15** fatal accidents, **302** notifiable non-fatal accidents and **2** dangerous occurrences. It conducted **665** visits in relation to investigation into accidents at work and dangerous occurrences.

Prosecution Unit

- a) processing all prosecution files referred by all 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.

For the period July 2024 to June 2025, **196** cases (**368** counts) were lodged at the level of the Industrial Court and **234** judgements (**418** counts) have been delivered. Fines inflicted on accused parties amounted to **Rs 907,700**.

Specialist Support Services Unit

The Specialist Support Services 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.

For the period July 2024 to June 2025, the Specialist Support Services Unit carried out **155** visits and investigated into **2** complaints.

Occupational Safety and Health Training and Information Centre

The Occupational Safety and Health Training and Information Centre (OSHTIC) conducts, amongst others, the following activities:

- a) examination of Conventions of the International Labour Organization 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 organisations;
- 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 National Occupational Safety and Health Department;
- 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 proposals for the National Occupational Safety and Health Department;

- k) organising activities to commemorate the World Day for Safety and Health at Work on 28 April; and
- l) Coordinate the organisation of ILO workshops.

For the period July 2024 to June 2025, the OSHTIC conducted the following activities:

- a) **1** National Tripartite Workshop on the theme World Safety Day: “Revolutionizing health and safety: the role of Artificial Intelligence (AI) and digitalization at work”
- b) **2** national seminars consisting of **45** training sessions at its Centre;
- c) **28** training sessions on site;
- d) organised **3** seminars on Drugs and HIV/AIDS at the workplace;
- e) sensitised **1,791** persons on different occupational safety and health topics; and
- f) issued certificates of registration to **125** Safety and Health Officers.

Other activities

The NOSHD also conducted the following activities for the period July 2024 to June 2025:

- a) held **8** meetings of the Advisory Council for Occupational Safety and Health to discuss occupational safety and health matters; and
- b) issued **1,091** recommendations issued in relation to vector-borne diseases, e.g. Chikungunya, Dengue and Lymphatic Filariasis.

World Day for Safety and Health at Work

The International Labour Organisation (ILO) had proposed for the year 2025 the theme “Revolutionizing health and safety: the role of AI and digitalization at work” for the World Day for Safety and Health at Work 2025 which is commemorated on 28 April every year.

According to ILO, AI and digital tools are revolutionizing occupational safety and health. Today, robots are operating in hazardous environments, doing the heavy lifting, managing toxic materials and working in extreme temperatures. They take on repetitive and monotonous tasks, while digital devices and sensors can detect hazards early on. At the same time, in the absence of adequate OSH measures, digital technologies can lead to accidents, ergonomic risks, work intensification, reduced job control and blurred boundaries.

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

- a) **1,500** posters were printed and distributed among stakeholders.
- b) Message of the Ministry, poster and report from the ILO were posted on the website.
- c) The message and poster from the ILO were also emailed to all GES Users through the postmaster.

A National Tripartite Workshop was held on **28 April 2025**, to sensitise tripartite constituents on these new/emerging technologies and that all stakeholders deploy the necessary measures and efforts to implement preventive safety and health by using AI and digital technologies and at the same time ensure that hazards arising from these new technologies are addressed in a proactive manner. **42** 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 safe use of extension cord at the workplace” was launched.

Revenue Generation by NOSHD

Rs 8,506,516 was generated as total revenue through registration and other fees by the activities of NOSHD for the period July 2024 to June 2025.

Projects/Activities in the pipeline

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 Policy and Programme.

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 as follows:

Table 4: Activities to improve the Legislative Framework

Sn	Legislation/Regulation	Purpose	Status
1	The Occupational Safety and Health (Refuse Collection Works) Regulations	To cater for the safety and health of employees in the refuse collection sector	Under Preparation
2	The Occupational Safety and Health (Display Screen Equipment) Regulations	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	Under Preparation
3	The Occupational Safety and Health (Amendment of Schedules) Regulations	To improve service delivery in line with the computerisation process of the NOSHD	Under Preparation
4	The Occupational Safety and Health (Employees' Lodging Accommodation) (Amendment) Regulations	To enhance the requirements relating to health, safety and fire standards in the lodging accommodations	Under Preparation

Sn	Legislation/Regulation	Purpose	Status
5	The Occupational Safety and Health (Safety of Scaffolds) (Amendment) Regulations	To improve safety and health standards relating to the use of scaffolds on construction sites	Under Preparation
6	The Occupational Safety and Health (Control of Asbestos at Work) (Amendment) Regulations	To be in-line with the computerisation project of the National Occupational Safety and Health Department	Under Preparation
7	The Occupational Safety and Health (Safety of Escalators at work) Regulations	To regulate safety in the use of escalators at work	Under Preparation
8	The Occupational Safety and Health (Domestic Workers) Regulations	To regulate employment of guest workers in private houses for example, carers	Under Preparation
9	The Occupational Safety and Health (Centralised Lodging Accommodation) Regulations	To enhance the standards of employees' lodging accommodations (ELA) and reducing the number of complaints received from neighbours residing in the vicinity of ELAs	Under Preparation
10	The Occupational Safety and Health (Safety of Lifts at Work) Regulations	To ensure better control of installation of lifts	Under Preparation
11	The Occupational Safety and Health (Registration of Contractors) Regulations	To enhance safety and health standards in contracting works	Under Preparation

Improving National Safety and Health Culture

With the continuous changes in the world of work, technology and work patterns, the NOSHD regularly prepares relevant guidelines so as to ensure that stakeholders are sensitised on these new challenges/risks. The Guidelines on safe use of extension cords have been prepared and distributed to stakeholders:

The following guidelines are being prepared:

- a) Work in cold environment;
- b) Workplace transport safety;
- c) Safe use of ladders;
- d) Safe use, handling and storage of pesticides;
- e) Work in hot environment (outdoor); and
- f) Guidelines on work on or near fragile surfaces.

Computerisation

The computerisation of the NOSHD, which is in progress, will help to provide a more efficient and effective service delivery on safety and health matters. Employers and other stakeholders will be able to submit online applications relating to registration and permits.

After approval, they will be able to effect online payment and subsequently the permits/certificates of registration will be issued digitally.

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 NOSHD 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.

Mental Health

Furthermore, to be able to address new challenges in the field of work, such as mental health at the workplace, AI and robotics, biological hazards, green and blue economies and climate change amongst others, the assistance of ILO is being sought for capacity building of staff of NOSHD and other stakeholders under the Mauritius 2nd Generation Decent Work Country Programme.

2.1.3 Registry of Associations

The Registry of Associations (ROA) registers associations, trade unions and their respective rules to enable these organisations to have a legal status and ensure that they operate within their respective legal framework, namely, the Registration of the Associations Act and the Employment Relations Act.

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

Services provided

The services provided by the ROA are as hereunder:

- a) Registration of associations, trade unions and of their rules;
- b) Registration of amendments to the rules of registered associations and trade unions;
- c) Keeping of:
 - (i) Register of Associations
 - (ii) Register of Trade Unions
- d) Provision on request by associations and trade unions, of copies of rules, annual returns, list of officers;
- e) Enquiring into complaints made by members of registered associations and trade unions against their organizations;
- f) Inspection of books, accounts and records of associations and trade unions;
- g) Publication of returns of trade unions including membership strength; and
- h) Conducting outreach/training sessions.

Achievements covering the period 01 July 2024 to 30 June 2025

Table 5: Achievements for the Registry of Associations

Activity	Number
Number of Associations Registered	9,962
- of which, number of new associations	178
Number of Trade Unions Registered	412
- of which, number of new Trade Unions	6
Number of amendments of rules registered	225
Number of inspections carried out	728
Number of complaints received	95
- of which, number of complaints disposed of	48
Number of registrations cancelled	907
Number of outreach sessions conducted	45
Number of cases referred to Court / Employment Relations Tribunal	19

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 ROA has conducted targeted risk-based inspections of associations which are at risk of terrorist financing and conducted outreach to raise and deepen awareness among associations on the potential vulnerabilities of the NPO sector to terrorist financing abuse and terrorist financing risks and the measures that the associations can take to protect themselves.

Computerisation of the Registry of Associations

The Government Programme 2025-2029 outlines the commitment of Government to making Mauritius an Intelligent Island through effective 360 degrees digital transformation of Government Services, with a view to making governance more citizen-centred, data driven, responsible and transparent.

Moreover, the Government Programme 2025-2029 endeavours to implement new policies to enhance protection of workers' rights.

Some **10,000** associations and **410** trade unions are registered with the Registrar of Associations. These organisations are required to comply with the Registration of Associations Act and the Employment Relations Act for their proper functioning. The proper functioning of trade unions underpins the protection of workers' rights through tripartite consultations and promoting employment relations.

The ROA registers these organisations and has the responsibility to enforce the relevant laws for compliance. This includes submission by these organisations of their annual returns. Therefore, the digitalisation of the ROA will support real-time compliance of these organisations with the respective legal frameworks. Bids for a new Digital Platform are expected to be floated in March 2026.

2.1.4 Commission for Conciliation and Mediation

The Commission for Conciliation and Mediation (CCM) is a quasi-judicial institution established under section 87 of the Employment Relations Act. The CCM is an ISO Certified MS ISO-9001:2015 organisation.

Vision

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

Mission

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

Aim

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

Functions

Pursuant to the Employment Relations Act 2008, an aggrieved worker or an employer can avail of two (02) avenues at the level of the CCM, namely, they 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 dispute. The most effective tool used by the Mediator is “Conciliation and Mediation.”

Although the CCM works within the legal framework of the Employment Relations Act 2008, as amended, it aims with minimum legal formalities at crystalising a dispute into an agreement while maintaining the mutual trust between employer and worker. Its objectives include: creating good industrial relations and industrial peace, hence, minimising the

causes of industrial disruption, thus promoting a conducive atmosphere for potential investors and upholding social overall harmony in the country.

Table 6: Dispute resolution by the CCM

Year	Month	Number of Disputes brought forward from previous month	Number of Disputes dealt with (including new disputes reported)	Number of Disputes disposed
2024	July	138	157	38
	August	119	144	18
	September	126	132	13
	October	119	123	7
	November	116	126	2
	December	124	130	4
2025	January	126	130	10
	February	120	126	8
	March	118	123	9
	April	114	131	7
	May	124	131	16
	June	115	128	6

Other information

- a) **354** formal meetings were held with a view to conciliating parties to the labour disputes.
- b) **257** informal meetings were held with disputants and management.
- c) **50** Agreements were signed at the CCM between parties concerned.
- d) **21** Representations had been received and **31** meetings were held to deal with Representations.
- e) **35** cases have been referred to the Employment Relations Tribunal at the request of the party reporting the labour dispute at the Commission.
- f) As at **30 June 2025**, there were **122** labour disputes still pending before the Commission due to the reporting of new labour disputes and postponements requested by parties.

2.1.5 National Remuneration Board

The National Remuneration Board (NRB) is a quasi-judicial institution established under section 90 of 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.

The status of activities of the NRB for the period July 2024 to June 2025 is as hereunder:

Table 7: Status of activities of the National Remuneration Board

Sn	Referral	Action - Reviews and Investigations	Status
1	Adjustment of wages in respect of employees working in sectors not covered by any Remuneration Regulations	After consultations and investigations, the proposed recommendations were issued on 18 December 2024 . Counter proposals were received which were analysed before final recommendations made. <ul style="list-style-type: none"> ○ 18 Number of Public Hearings/ Board Meetings were held ○ 61 field investigation, including surveys and interviews, were held 	Final Recommendations were submitted in January 2025
2	Advisory inputs regarding Consultant's Report on 'Pay and Grading structures for Private Sector Jobs based on Occupations'	All the technical aspects were examined and all observations and inputs were consolidated.	Report expected to be submitted to the Ministry in July 2025
3	Blockmaking, Construction, Stone Crushing and Other Related Industries	Public Hearings almost completed. Awaiting appointment of Accountant by parent Ministry to assess capacity to pay of employers	Drafting of recommendations in progress
4	Bank Fishermen and Frigo Workers	Notices inviting written representations from stakeholders were published. No representations were received during the prescribed period.	Consultations with individual stakeholders to be held

2.1.6 Redundancy Board

The Redundancy Board (RB) 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) Training;
- e) a representative of the Ministry responsible for the subject of finance and economic development;
- f) a representative of employers;
- g) a representative of workers;

- h) an economist; and
- i) 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 issues orders in relation to the reduction of workforce or closing down of enterprise. It can also issue orders, requiring the attendance of any person for the production of any document as it may determine. It gathers 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.

The status of cases for the period **01 July 2024 to 30 June 2025** is as hereunder:

Table 8: Status of cases for Financial Year 2024-2025

Types of Cases	Number of Cases	Number of Employees
No. of Cases lodged (July 2024 to June 2025)	97	810
No. of Case disposed (July 2024 to June 2025)	45	429
No of Cases lodged from 2023-2024 (carried forward)	3	13
No of disposed from 2023-2024 (carried forward)	3	13

2.2 EMPLOYMENT DIVISION

The Employment Division sets employment policies and supports jobseekers by offering guidance on employment opportunities. Structurally, the Employment Division comprises two primary departments: the Work Permit Unit and the National Employment Department. The Employment Division plays a crucial role in managing employment of both local and foreign workers. It formulates and implements modern, effective legislation to ensure fair, ethical, and organised worker recruitment, addressing challenges in the labour market and mitigating human trafficking risks.

2.2.1 Work Permit Unit

The Employment Division has, amongst others, 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 (03) main types of permits issued by the Employment Division are as follows:

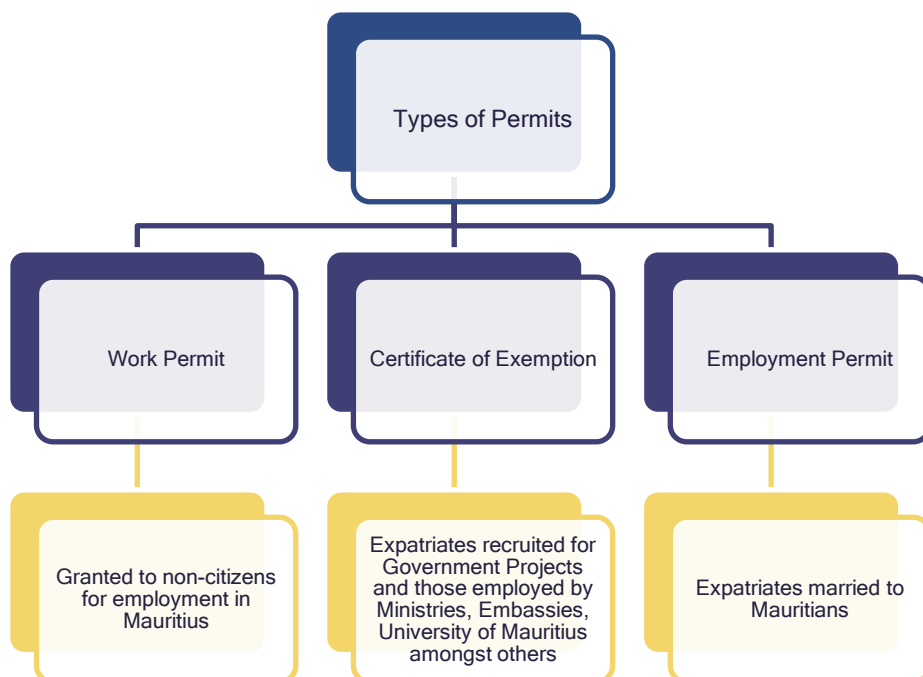


Figure 5: Types of Permits

Number of valid Work Permits and Certificates of Exemption issued as at 30 June 2025 are as follows:

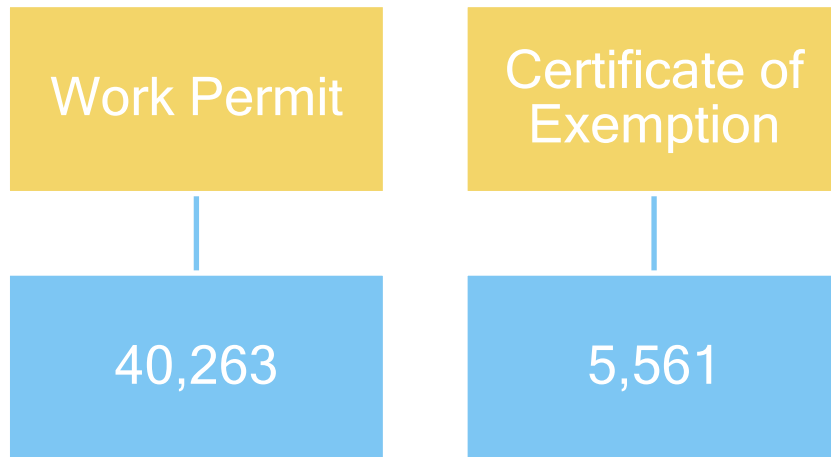


Figure 6: Number of Work Permits and Certificates of Exemption issued for the period July 2024 to June 2025

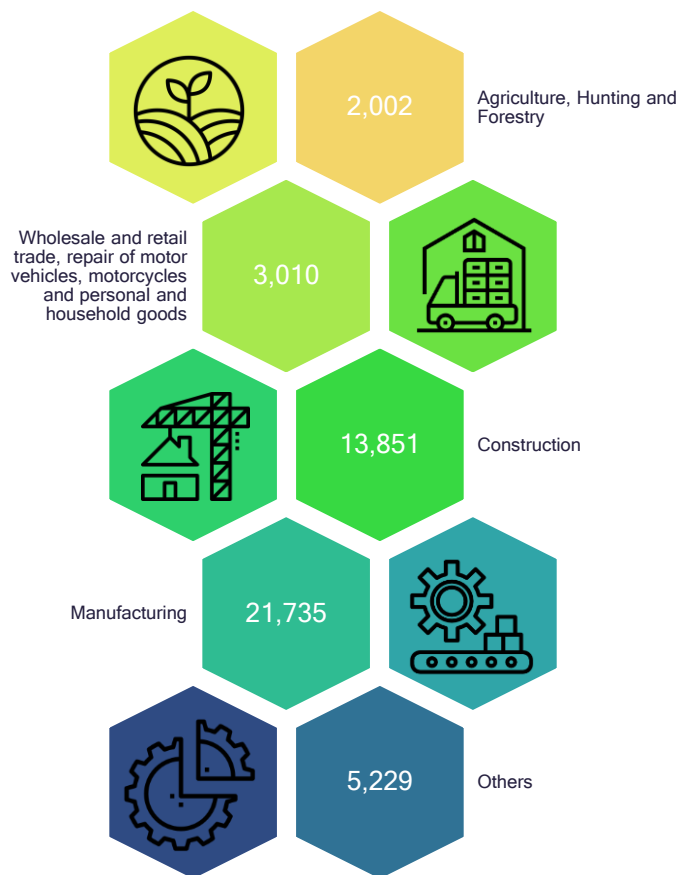


Figure 7: Number of foreign workers per sector as at 30 June 2025

Table 9: Summary of Expatriates holding a valid work permit and certificate of exemption by Industrial Sector of Activity as at 30 June 2025

SECTOR	Female	Male	Total
Manufacturing	4,148	17,584	21,732
Construction	10	13,841	13,851
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	88	2,922	3,010
Agriculture, Hunting and Forestry	12	1,990	2,002
Accommodation And Food Service Activities	78	1,208	1,286
Administrative And Support Service Activities	212	659	871
Other Service Activities	119	627	746
Activities of Households as Employers; Undifferentiated Goods and Services Producing Activities of Households for Own Use	356	311	667
Fishing		394	394
Transportation and Storage	64	311	375
Human Health and Social Work Activities	98	83	181
Public Administration and Defence; Compulsory Social Security	51	104	155
Real Estate, Renting and Business Activities	16	105	121
Education	54	55	109
Financial and Insurance Activities	30	48	78
Extra-Territorial Organisations and Bodies	23	37	60
Professional, Scientific and Technical Activities	5	41	46
Water supply; Sewerage, Waste Management and Remediation Activities		45	45
Information and Communication	11	34	45
Arts, Entertainment and Recreation	9	10	19
Electricity, Gas, Steam, and Air Conditioning Supply		16	16
Mining and Quarrying		15	15
Grand Total	5,384	40,440	45,824

National E-Licensing System (NELS)

The Work Permit Application System (WPAS) was developed in the year 2004. The main purpose was to computerise the process of recording all applications for Work Permit and Certificate of Exemption and the Issuance of permits.

Process Steps:

- Applications are received manually at counter and input in the system by Registry officers after payment of processing fees.
- Minister's Decisions are recorded.
- Claims are generated and payments of fees are recorded.
- Generate Permits/ Certificates

The system was successful and is still in operation.

As from **01 March 2023**, applications for work permit are being processed through the National Electronic Licensing System (NELS) operated by the Economic Development

Board (EDB). The NELS is a user-friendly platform accessible anytime and anywhere, which also enables applicants to track the progress of their applications.

The purpose of the new system was to achieve the following objectives

- Online submission of applications along with supporting documents in electronic format (including part of passport, photograph, contract of employment)
- Online payment of fees facility to Applicants.
- Electronic processing of applications.
- Use of Workflow Software to provide applications in a dashboard format and thus elimination of physical files.
- Online submission of views and recommendations.
- e-Delivery of Work Permits with Digital Certificates.

Technical Committee on Work Permits

New applications for work permits are examined by a Technical Committee on Work Permits which provides appropriate recommendations on applications. In general, the Technical Committee meets twice a week.

Memorandum of Understanding (MOU) with Sourcing Countries

In order to improve the recruitment process for foreign workers and eliminate the risk of Trafficking in Persons (TIP), a Memorandum of Understanding (MOU) was signed with India on **10 May 2023**. It came into effect on **01 October 2023** and 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 local workers in matters of working relations, conditions, social protection, health, hygiene and workplace safety, thus contributing in Combatting of Trafficking in Persons.

The Indian authorities submitted a Standard Operating Procedure (SOP) to ensure a standardised approach and Government has designated the Economic Development Board (EDB) as the Mauritian State Agency for the implementation of the MOU.

Government is also looking into having MOUs with other sourcing countries, *inter-alia*, Bangladesh, Botswana, Ghana, Madagascar, Nepal, and Pakistan. The objective of these MoUs is to promote Mauritius as a free and fair destination for work. It provides for a clear mechanism for deployment of workers through an ethical recruitment framework. MoUs on the recruitment of workers provides an efficient way to regulate migration flows and to foster development, both in the countries of origin and destination. Draft MOUs favouring a 'Government to Government' mechanism are being worked out and consultations in that respect are underway.

Number of Applications for FY 2024-2025 Generating Revenue

Table 10: Number of Applications for work permit processed for the period July 2024 to June 2025

Sn	Description	Number of Applications Processed
1	New Work Permit	23,074
2	Renewal of Work Permit	15,498
3	Certificate of Exemption - New	2,221
4	Certificate of Exemption - Renewal	7,182
TOTAL		47,975

Major achievements

During the FY 2024-2025, workfare programme as well as the Employability Enhancement Programmes have been ongoing. The NED has contributed in the placement of **2,335** jobseekers. In addition, two Job and Training Fairs have been organised at regional level to reach out to jobseekers. The National E-Licensing System (NELS) was enhanced to further streamline the process to provide for transfer/redeployment of foreign workers on the system. Moreover, **47,975** work permits were issued and online payment facility was also implemented namely the point of sale which enables easier payment of work permit fees.

Inter-Ministerial Committee (IMC)

In line with ongoing reforms to enhance efficiency in the processing of applications for the recruitment of foreign workers, an Inter-Ministerial Committee on Work Permit issues was set up by the Government under the Chair of the Minister of Labour and Industrial Relations and comprising the Minister of Tourism; the Minister of Social Integration, Social Security and National Solidarity; the Minister of Industry, SME and Cooperatives and the Minister of Information Technology, Communication and Innovation. The IMC met on several occasions to discuss work permit issues and to formulate recommendations to streamline processes, improve efficiency, and address regulatory, operational, and labour-related issues within the work permit system.

Table 11: Number of Claims and Permits Issued from July 2024 to June 2025

Sn	Description	Number
1	Claims	24,806
2	Work Permit	23,013
3	Certificate of Exemption	7,726

The sum of **Rs 220,527,600** was collected as revenue for the period 2024/2025.

2.2.2 National Employment Department

The National Employment Department (NED) is established in line with the National Employment Act 2017. The NED's 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 including registering and referring

jobseekers to potential employers, providing labour market information, and conducting annual labour market surveys. The National Employment Department also organizes workshops to enhance jobseekers' 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 NED is also responsible for inspecting enterprises employing expatriates, enforcing regulations for private recruitment agencies, and participating in job fairs and outreach initiatives.

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

National Employment Policy 2024 -2028

The implementation of a National Employment Policy (NEP) is a requirement under the framework of the International Labour Organization (ILO) Convention No. 122 - Employment Policy Convention, 1964. This Convention is the principal international instrument guiding member states in the formulation and implementation of comprehensive employment policies.

Convention No. 122 stipulates that every member state must declare and pursue, as a major goal, an active policy designed to promote full, productive, and freely chosen employment. It requires governments to take measures ensuring that:

- There is work for all persons who are available and seeking employment;
- Employment is as productive as possible; and
- Freedom of choice of employment is respected, allowing workers to engage in occupations for which they are best suited without discrimination.

The Convention also emphasizes the importance of consultation with employers' and workers' organizations in shaping and reviewing employment policies. It encourages governments to regularly assess labour market trends, adopt strategies that stimulate job creation, and ensure that economic and social policies are consistent with the objective of full employment.

The Ministry has developed the National Employment Policy (NEP) which provides a clear and coherent framework for promoting full, productive, and decent employment for all. A National Employment Policy serves as a guiding instrument for evidence-based decision-making and effective resource allocation. It supports the Ministry in engaging employers, workers' organizations, and other stakeholders in developing sustainable employment solutions. The National Employment Policy (NEP) 2024-2028 for Mauritius sets a clear and comprehensive vision: to secure decent, productive and freely chosen employment for all citizens, by stimulating job growth in emerging and sunset sectors, addressing education-skills mismatch. It also aims to strengthen the National Employment Department, to upgrade the Labour Market Information System, and recommends the establishment a National Labour Market Observatory to generate timely microdata for evidence-based policymaking. Finally, the NEP report promotes quality employment and social inclusion by advancing

work life integration, enforcing anti-discrimination measures, improving gender equity, and extending protections and services for migrant workers.

The NEP recommends an 11 point implementation framework for institutional strengthening, data and service upgrades, and targeted programme reforms, notably: (1) reinforce the National Employment Department with staff and resources; (2) establish a National Labour Market Observatory to harmonise microdata and drive applied research; (3) create a Sector Skills Council for sectoral skills assessments; (4) empower university faculties in engineering, ICT, environment and blue economy with funding and staff; (5) upgrade MITD's finances, infrastructure and capacity to expand TVET; (6) uplift the Careers Guidance Service into a one stop lifelong guidance centre; (7) build a strong LMIS and integrate job matching AI on the online portal; (8) revamp employment and training programmes to match emerging sector needs; (9) institutionalise regular monitoring and evaluation of programmes; (10) strengthen the one stop shop for foreign workers; and (11) set up a Migrant Integration Hub for social and cultural support, all sequenced over 2024-2028 with combined estimated funding of **Rs 45 million**.

Following the redefinition of Ministries' portfolios, the following responsible agencies, in addition to the Ministry of Labour and Industrial Relations, are spearheading the implementation of the NEP framework namely, Ministry of Education and Human Resource, Ministry of Tertiary Education, Science and Research in collaboration with key stakeholders such as MITD, CGSU, HEC, HRDC, Public Universities and Business Mauritius.

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 labour needs. The EIC also implements employment and training programs, organizes job dating events, performs inspections, assists in redeployment of laid off worker, and disseminates vital labour market information. Additionally, it participates in job fairs and employment outreach initiatives.

The Employment Division 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. Moreover, one EIC operates in Rodrigues under the Rodrigues Regional Assembly.

Registration and Placement of Jobseekers for FY 2024-2025

As at **30 June 2025**, the number of registered jobseekers in Mauritius is as follows:

Table 12: Number of Registered Jobseekers in Mauritius

Registered Jobseekers	Male	Female	Total
Unemployed	4,980	8,914	13,894
In employment	10,267	10,267	20,534
Total	15,247	19,181	34,428

During the period July 2024 to June 2025, the Employment Information Centres conducted **2,558** job canvassing with employers and processed **26,042** vacancies including **1,977** vacancies advertised in the press. **5,914** jobseekers were placed in various sectors such as Manufacturing, Wholesale and Retail Trade, Hotels and Restaurants, and Information Technology during period July 2024 to June 2025. Employment Counselling (Entretien de Suivi) were conducted with **1,616** jobseekers, while **264** workshops (Ateliers) were conducted with **1,871** jobseekers to increase their employability skills. **1,070** work permit inspections and **3** recruitment license inspections upon complaints received were carried out by officers posted in EICs.

The Number of Registered unemployed jobseekers by age group and sex, as at end of June 2025 is as follows:

Table 13: Registered unemployed jobseekers by age group and sex

Age Group	Male		Female		Total	
	Number	%	Number	%	Number	%
16-29	2,321	47	3,012	34	5,333	38
30-34	657	13	1,543	17	2,200	16
35-39	503	10	1,336	15	1,839	13
40-44	437	9	1,273	14	1,710	12
45-49	380	8	1,007	11	1,387	10
50-54	243	5	408	5	651	5
55-65	439	8	335	4	774	6
Total	4,980	100	8,914	100	13,894	100

Labour Market Survey

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 2024 survey, covering **15** key economic sectors, ran from February to June 2024 and aimed to determine employers' recruitment intentions, assist with hiring processes, and identify areas for skill development and training. Despite **10%** response rate, the employers have shown intention to fill **5,297** vacancies, with **62%** of the vacancies in Hotels and Restaurants, Wholesale and Retail Trade, Manufacturing (excluding Textile), and Information and Communication Technology Sector.

Large enterprises employing over **500** people showed plans to recruit **1,238 (28%)**, a decrease from **2,544** employees from 2023. The survey also highlighted gender preferences in job openings, with **35%** for males, **13%** for females, and **52%** for gender-neutral. The key job categories in demand included Helpers and Cleaners (**10%**), Waiters and Bartenders

(8%), Shop Salesperson (5%), Client Information Workers (5%), Cooks and Kitchen Workers (5%) and Drivers (3%).

Employment Outreach Initiatives

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 3,052 job vacancies and successfully placed 67 jobseekers (38 males and 29 females). 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. A Job Fair was organised on Saturday 01 March 2025 at Rabita Hall, Port Louis for redeployment of laid off workers (both local and foreign) of Star Knitwear. Moreover, a Job and Training Fair was organised by the Ministry on 07 May 2025 at Super U, Grand Bay where 33 jobseekers have been employed.

Employment/Placement of Laid-Off Workers under the 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 jobseekers, 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 2024 to June 2025, a total of 1,926 laid-off workers registered with NED under the Workfare Programme, comprising 1,035 males and 891 females. During the same period, 911 laid-off workers (599 males, 312 females) successfully secured gainful employment placements.

Employability Enhancement Programme

Youth Employment Programme

The Youth Employment Programme, is under the purview of the Ministry of Labour and Industrial Relations 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:

Table 14: Quantum of monthly stipend as per qualifications

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 **30 June 2025**, **47,373** (**19,616** males and **27, 757** females) youth and **8,227** employers were registered for the programme. The number of jobseekers placed in companies through the YEP is **25,714** (**11,463** males and **14,251** females). For the period July 2024 - June 2025, **124** youths have been successfully placed in private sectors, and **49** 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.

In addition to the Women Back to Work Programme, the Ministry also 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. As at the end of June 2025, **7,201** women are registered in the programme and **1,480** have been placed under the Back to Work Programme. For the months of July 2024 to June 2025, **363** women and **27** employers have registered for the first time and **8** women were placed.

Dual Training Programme (DTP)

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.

From 2015 to December 2025, **69** companies have registered in the DTP and **232** trainees have successfully completed their training, out of which **109** males and **123** females. **171** trainees have obtained permanent jobs after completion of the training.

5 trainees including **3** males and **2** females are currently on placement with private companies.

Trainee Engineer Scheme (TES)

The Trainee Engineer Scheme (TES) aims at facilitating 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 organises 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 travelling allowance, ensuring financial support during the training period.

Under the Trainee Engineer Scheme, **49** Trainee Engineers were placed in the private sector and **28** in Public Sector Institutions for the months of July 2024 to June 2025. As at **30 June 2025**, the number of applications received for the scheme was **1,715** (**1,268** males and **447** females). The number of placements effected in the public sector was **552** (**431** males and **121** females) and in the private sector was **480** (**363** males and **117** females). Nineteen employers of the public sector and **96** of the private sector are participating in the scheme as at **30 June 2025**.

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.

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 1,000**. 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.

As at June 2025, the total number of placements effected in the public sector is **20** (9 males and 11 females).

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. Presently, there is **1** trainee under the scheme. During this training period, trainees 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.

Labour Migration

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

For the period July 2023 to June 2025, **64** Mauritians have secured job placements across various sectors in Canada through NED.

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.

For the months of July 2024 to June 2025, Phoenix GMI successfully placed **15** male candidates mainly in the Electrical/Mechanical, Wholesale/Retail Trade, Restaurants/Hotels sectors in Quebec.

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>.

The NED considers requests from licensed and recognised overseas employers for outward migration in line with Private Recruitment Agencies Act 2023.

However, Employers who are willing to recruit Mauritians to work abroad have to abide by the following:

- a) to be registered as a recruitment agency under the Act with the Ministry;

- b) to be registered with the Register of Companies; and
- c) to post vacancies on the Ministry's Website: <https://mauritiusjobs.govmu.org>.

At the level of the Ministry, all vacancies obtained are communicated to jobseekers through the Website, EICs and TV programme.

Trafficking in Persons

The Ministry of Labour and Industrial Relations plays a central role in combating Trafficking in Persons (TIP) through close collaboration with national and international partners. At the national level, it works in coordination with the Police, the Office of the Director of Public Prosecutions, the Ministry of Gender Equality and Family Welfare, and the Ministry of Foreign Affairs to identify, investigate, and prosecute cases of labour exploitation and trafficking. The Ministry also partners with the Passport and Immigration Office to regulate the entry and employment of migrant workers, ensuring that employment contracts are transparent and legally compliant. Through the National Steering Committee on Trafficking in Persons, the Ministry contributes to the formulation of national strategies, standard operating procedures, and referral mechanisms to support victims and prevent exploitation. Also, the Ministry participates in a task force meetings set up under the Office of the Director of Public Prosecutions to deal with cases of TIP.

**PART III: RISK
MANAGEMENT,
IMPLEMENTATION AND
MONITORING OF KEY
ACTIONS AND BUDGET
MEASURES IN THE LABOUR
SECTOR**

3.1 RISK MANAGEMENT, CITIZEN ORIENTED INITIATIVES AND GOOD GOVERNANCE

Anti-Corruption Committee

The Ministry of Labour and Industrial Relations recognises that the risk of corruption is present and may occur in the organisation. It is committed to maintaining the highest level of integrity in the conduct of its affairs through the adoption of an Anti-Corruption Policy and corruption prevention strategies in the Ministry.

The anti-corruption policy sets out the commitment of the Ministry of Labour and Industrial Relations for the deterrence and detection of corruption and for adherence to a culture of integrity.

An Anti-Corruption Committee has been reconstituted and is required to meet at least four (04) times yearly. An Anti-Corruption Policy has been prepared and reviewed by the Committee. The Committee will also define the areas to conduct Corruption Risk Assessments.

Risk Management Committee

Risk management is a fundamental element of corporate governance. Risk is associated with possible events which, should they occur, could prevent the Ministry from fulfilling its mission, meeting its commitments and achieving its objectives. Risks may adversely affect the Ministry's strategy, people, assets, environment or reputation.

This Ministry has developed a Risk Management Framework in response to the requirements for the establishment of formal risks management structures.

A Risk Management Committee has been reconstituted and reviewed the Risk Management Framework for finalisation and the different Units/Departments have been requested to assess areas to be included in their Risk Registers. The Committee is required to finalise the Risk Management Framework and update the Risk Registers.

3.1.1 Implementation Plan to Address Shortcomings identified in Audit Report and Status of Remedial Actions

As required under section 20 of 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 monitoring of recommendations made by the Director of Audit is through the Audit Committee.

The Status of Implementation of recommendations made by the Director of Audit, for the Financial Year 2023-2024 issued in February 2025 is as follows:

Table 15: Status of Implementation of Report of Director of Audit for Financial Year 2023-2024

Sn	Issues	Comments from the Director of Audit	Status of Action	% Completion
A	Labour Division			
1	Delay in the Computerisation of Occupational Safety and Health Division	The project should be properly monitored and prompt action should be taken to ensure timely completion of the project.	The Ministry is liaising with SIL to ensure compliance with the contract timeline of the project.	15
2	Transition Unemployment Benefit (TUB) - Alleged Cases of Fraud	A clear time frame should be established for processing of applications.	The Ministry has devised a Standard Operating Procedure for the handling and processing of TUB applications and to enable detection of dubious cases. The Standard Operating Procedure (SOP) is strictly being adhered to for the processing of TUB cases	100
		The Act should be reviewed to include informal cases.	A draft report on to improve the Workfare Programme has been finalised. An actuarial review of the Workfare Programme Fund is required. Specifications and Requirements to prepare the bidding document to secure the services of a consultant have been finalised. Bids will be floated in January 2026.	50
		The computerisation of the Workfare Unit should be expedited. Digitalisation would speed up processing of TUB to make it more business friendly.	The system development was in progress as per the implementation timeline for the Computerisation of the Labour Division Project.	75
3	Non-Renewal of Lease Agreements and Fire Certificates	The Ministry should plan for the renewal of the lease agreements	Action has been initiated to renew the lease agreements. Out of 15 Office Spaces being	13

Sn	Issues	Comments from the Director of Audit	Status of Action	% Completion
		and fire certificates before their expiry.	<p>rented by the Labour Division:</p> <p>a) 2 Lease Agreements are up to date;</p> <p>b) 9 Lease Agreements are being renewed (pending completion of remedial works by owner and final clearance from Ministry of National Infrastructure);</p> <p>c) 4 Office Spaces are being processed for relocation.</p>	
			<p>For Fire Certificates, out of 19 buildings, 16 have a valid Fire Certificate. For the 3 remaining buildings:</p> <p>a) remedial works are in progress in 1 building which is owned by this Ministry;</p> <p>b) for 1 building which is leased, the owner has been notified to renew the Fire Certificate; and</p> <p>c) for the remaining 1 building, same is being relocated.</p>	85
4	Government Asset Register - Assets not Recorded	The IT software costs should be recorded in the GAR as an intangible asset.	The Ministry maintains a Government Asset Register which was last updated on 30 March 2025 .	100
5	Registry of Associations - Poor Monitoring over Submission of Annual Returns	Appropriate actions should be taken to ensure that the Associations and Trade Unions comply with law.	Out of 4,800 Associations and 180 Trade Unions which did not submit their annual returns, about 3,004 notices/letters were issued up to June 2025. The process of issuing	60

Sn	Issues	Comments from the Director of Audit	Status of Action	% Completion
			notice is an ongoing process.	
6	Governance Issues - Non-compliance with Legislation	<p>The Ministry should:</p> <p>a) Exercise control over statutory bodies and other entities operating under its aegis to ensure that they comply with their statutory responsibilities regarding the preparation of financial statements, their submission for audit; and</p> <p>b) Lay a copy of the annual report and audited financial statements before the National Assembly.</p>	<u>Manufacturing Sector Workers' Welfare Fund</u> The annual report of the MSWWF for the financial year 2023-24 was submitted to the National Audit Office in February 2025.	50
			<u>National Wage Consultative Council</u> The annual report of the NWCC for the financial year 2023-24 has been prepared and will be submitted to the NAO after reconstitution of the Council.	50
			<u>Trade Union Trust Fund</u> Financial Reports of the TUTF have already been submitted to the Office of the Director of Audit as follows: <ul style="list-style-type: none"> a) Financial Year 2021/2022 - Submitted date: 03 March 2025 b) Financial Year 2022/2023 - Submitted date: 13 March 2025 c) Financial Year 2023/2024 - Submitted date: 14 April 2025 	80
B Employment Division				
1	All Work Permit not processed through National Electronic Licensing System	A timeframe should be agreed with EDB to ensure the computerisation of the work permit can be fully implemented through NELS.	A request was made to the EDB to provide for the different additional modules on the NELS to cater for Certificate of Exemption. The EDB is working on the enhancement, which is	-

Sn	Issues	Comments from the Director of Audit	Status of Action	% Completion
			<p>expected to be completed by February 2026 and subsequently the implementation of the Employment Permit will follow. For transfer, needful has been done and cases of transfer are being processed on NELS.</p>	
2	<p>Underutilisation of Funds Allocated Under the Employability Enhancement Programme</p>	<p>An assessment of all the programmes should be undertaken to sort out any mismatch in demand and supply of trainees.</p>	<p>The Ministry is strengthening its awareness campaign, Outreach Initiative as well as Job and Training Fairs to increase participation of trainees under the different Employability Enhancement Programmes (EEP).</p> <p>However, it was observed that employers preferred being enrolled under the Prime a L'Emploi scheme under the Mauritius Revenue Authority (MRA) in view of better incentive derived therefrom. The attention of the Ministry of Finance was drawn and the Prime a L'emploi scheme was abolished in the budget exercise 2024-2025. It is now expected that the rate of participation in the above-mentioned programmes will increase.</p> <p>Senior Employment Counseling Officers (SECOs) from the 13 EICs conduct sensitisation campaigns through job canvassing,</p>	50

Sn	Issues	Comments from the Director of Audit	Status of Action	% Completion
			<p>to increase the level of participation of registered employers.</p> <p>Job dating is also organised in regional EICs to connect jobseekers with potential employers in order to increase placement rate by direct interaction.</p>	
3	Non-Submission of Quarterly Progress Report by Employers for TES	Paragraph 15 of the agreement stipulates that 'The employer shall every three months submit progress reports on the trainee/s to the Ministry of Public Infrastructure and Land Transport, copy to HRDT. Out of a sample of 8 companies selected, only one company complied with the above.	<p>Employers participating in the TES have been formally reminded to submit quarterly progress reports.</p> <p>A standardised template has been prepared to ensure uniformity, accuracy, and submission of key information such as name of trainee, signatures for trainee and supervisor, registration number of supervisor, and date of training period.</p>	100
4	Rental of Office Space-Lease Agreements not Renewed and Fire Certificate not available.	The Ministry should initiate action to renew the lease agreements and fire certificates prior to their expiry.	<p>The contract agreement for Riviere des Anguilles EIC has been renewed for period 02 May 2023 to 01 May 2025, and all clearances have been obtained for its renewal for another two years.</p> <p>As for the remaining EICs, necessary action is being taken for renewal.</p> <p>As at date, Vacoas EIC holds a valid fire certificate up to 12 May 2028.</p> <p>As from November 2024, the Career</p>	65

Sn	Issues	Comments from the Director of Audit	Status of Action	% Completion
			Guidance Unit (Social Security House) falls under the purview of Ministry of Education and Human Resource.	

3.1.2 Implementation of Measures in the Government Programme 2025-2029

The Government Programme 2025-2029 articulates the vision of Government for a major transformation of our society with focus on sustainable and inclusive development.

In line with Government's policy, an Implementation Committee, which will act as a Delivery Unit, has been constituted for the Labour Division and the Employment Division respectively. The Implementing Committee is chaired by the respective Permanent Secretary of the Division so as to ensure proper monitoring and coordination in the implementation process.

The status of implementation of measures of the Government Programme 2025-2029 is as follows:

Table 16: Status of Implementation of Government Programme 2025-2029

Page / Para.	Activity	Timeline	Status
A	Labour Division		
Page 16 Para 31	Implement new policies to improve working conditions and enhance protection of workers' rights in a productive workplace		
(a)	Formulation of the Second-Generation of the Mauritius Decent Work Country Programme (MDWCP-II)	February 2024 - March 2026	In progress. The Consultant is preparing the final draft report of the MDWCP-II for review by the Ministry prior to submission to ILO for vetting. The plan would thereafter need to be endorsed by the Tripartite Constituents prior to implementation.
(b)	Implementation of the Second- Generation of the Mauritius Decent Work Country Programme (MDWCP-II)	April 2026 - December 2029	Not yet started. Activity to start during Financial Year 2025-2026 after approval of the MDWCP-II.
(c)	Organising "Les assises du travail et de l'emploi" with tripartite stakeholders and implementation of recommendations thereof	September 2025 - November 2025	In progress. The Assises have been scheduled for September 2025.

Page / Para.	Activity	Timeline	Status
(d)	Capacity building of tripartite stakeholders under the MDWCP-II with technical assistance from the International Labour Organisation (ILO) in the sectors related to Artificial Intelligence, Blue Economy, Green Economy, Climate Change, Mental Health at work and on the ILO SOLVE training package	January 2026 - December 2027	Not yet started. The proposals for Capacity Building will be included under the draft MDWCP-II.
(e)	Secondment of one (01) occupational health physician from the Ministry of Health at the NOSH Department	July 2025 - June 2026	In progress. A request had been made to the Ministry of Health and Wellness to provide for the creation of one post of Occupational Health Physician on its establishment in the Estimates 2025/2026 for secondment to this Ministry. Follow-up is being made.
(f)	Digitalisation of the Registry of Associations	July 2025 - June 2027	In progress. Request was made for provision of funds for the project in the Estimates for Financial Year 2025-2026.
(g)	Enlistment of services of one (01) attorney and (02) barrister from the Attorney General's Office to have a more effective enforcement department and workers' representation in court and before the Employment Relations Tribunal	July 2025 - December 2026	In progress. Request was made for provision of funds for the enlistment of services of attorney and barrister in the Estimates for Financial Year 2025-2026.
(h)	Review the workfare programme, including the delay in processing of applications	April 2025 - July 2026	In progress A Technical Committee has been constituted at the Ministry in March 2025 to revisit the Workfare Programme with a view to bringing any improvements to the Programme and make it more effective. The work of the Committee is in progress.

Page / Para.	Activity	Timeline	Status
(i)	Implementation of the Labour Division Management Information System	November 2024 - January 2026	In progress. System development is in progress as per the implementation timeline.
(j)	To come up with two (02) new regulations to cater for centralised dormitories and domestic workers' accommodation	April 2025 - January 2026	In progress. A proposed draft Centralised Lodging Accommodation Regulations is under preparation.
(k)	To make provision in the Workers' Rights Act to guarantee the independence of disciplinary committees	October 2025 - March 2026	In progress. Tripartite consultations will be held during <i>Les Assises du Travail et de l'Emploi</i> planned for September 2025.
(l)	To raise the threshold of remuneration to qualify as worker in the Workers' Rights Act	October 2025 - March 2026	In progress. Tripartite consultations will be held during <i>Les Assises du Travail et de l'Emploi</i> planned for September 2025.
(m)	To introduce medical leave for women according to their needs in the Workers' Rights Act	October 2025 - March 2026	In progress. Tripartite consultations will be held during <i>Les Assises du Travail et de l'Emploi</i> planned for September 2025.
(n)	To make provision in the Employment Relations Act to strengthen the rights of trade unions and to facilitate collective bargaining	October 2025 - March 2027	In progress. Tripartite consultations will be held during <i>Les Assises du Travail et de l'Emploi</i> planned for September 2025.
(o)	To make provision in the Employment Relations Act to extend the jurisdiction of the Employment Relations Tribunal to make it more accessible to workers	October 2025 - March 2027	In progress. Tripartite consultations will be held during <i>Les Assises du Travail et de l'Emploi</i> planned for September 2025.
(p)	To make provision in the Employment Relations Act to empower the Employment Relations Tribunal to issue Orders in instances of non-compliance with any legislation relating to the employment of a worker	October 2025 - March 2027	In progress. Tripartite consultations will be held during <i>Les Assises du Travail et de l'Emploi</i> planned for September 2025.

Page / Para.	Activity	Timeline	Status
(q)	To provide in the Employment Relations Act for a trade union to submit a return of membership including the number of migrant members without specifying that they hold a valid work permit	January 2025 - December 2027	In progress. Amendment has been drafted by Registrar for consideration for the Finance Bill 2025/2026. However, same was deferred.
(r)	To provide in the Occupational Safety and Health Act for safeguard of a worker's mental health at places of work	January 2025 - December 2027	In progress. Further consultations are required with the Ministry of Health and Wellness and the Ministry of Public Service and Administrative Reforms.
Page 23 Para 47	Introduce a 40-hour work week in non-essential sectors and a policy for equal pay for equal work		
(a)	Amendment of Workers' Rights Act	October 2025 - March 2026	In progress. Tripartite consultations will be held during <i>Les Assises du Travail et de l'Emploi</i> planned for September 2025.
Page 23 Para 47	Provide additional support to parenthood through parental leave of up to one year		
(a)	Amendment of Workers' Rights Act	October 2025 - March 2026	In progress. Tripartite consultations will be held during <i>Les Assises du Travail et de l'Emploi</i> planned for September 2025.
Page 23 Para 47	Introduce Flexitime and Work from Home Schemes for mothers after the maternity leave		
(a)	Amendment of Workers' Rights Act	October 2025 - March 2026	In progress. Tripartite consultations will be held during <i>Les Assises du Travail et de l'Emploi</i> planned for September 2025.
B	Employment Division		
Page 12 Para 27.7	A policy for the recruitment of foreign labour to address the shortage of seasonal workforce will be an urgent task for Government.		
(a)	Employment of foreign workers in the Agricultural sector is being facilitated.	18 March 2025 Ongoing	Ongoing. Applications for work permit for the sector are being approved and work permits issued.

Page / Para.	Activity	Timeline	Status
Page 16 Para 31.6	Government will support the faster growth of employment opportunities for women.		
(a)	The Employment Division is working closely with the training institutions for mounting of courses for women.	Ongoing	In progress. Courses have been mounted in collaboration with the MITD and Polytechnics Mauritius. Some of the courses are already being run while registration of candidates for the remaining courses is ongoing.
Page 16 Para 32.1	Government will adopt measures to address our country's changing demographics and meet the labour market requirements including in strategic sectors such as agriculture.		
(a)	Operators in the Agricultural Sector are applying for work permit for employment of foreign workers. Same is being granted by the Ministry.	Ongoing	Ongoing.

3.2 MANAGEMENT OF GOVERNMENT ASSETS

The Ministry maintains a Government Asset Register which was last updated on **30 March 2025**. The last inventory was conducted during Financial Year 2024-2025.

Challenges have been met due to high staff turnover in the Office Accommodation Section. Moreover, there was a need for better coordination between the Finance Section, the Procurement Section and the Office Accommodation Section for proper updating of the Government Asset Register for this Ministry.

A list of unserviceable items is being compiled for disposal. Corresponding amendments will be made to the Government Asset Register. The next inventory is planned during Financial Year 2025-2026.

3.3 STATUS ON THE IMPLEMENTATION OF KEY ACTIONS 2024-2025

The status of implementation of Key Actions for Financial Year 2024/2025 based on the indicators provided in the Budget for Financial Year 2024/2025 is as hereunder:

Table 17: Outcome Indicator

Outcome					
Low unemployment, skilled workforce, industrial peace and harmony, decent work and safe work environment					
Outcome Indicator	Provisional 2024/2025	Actual 2024/2025	Target 2025/2026	Target 2027/2028	Target 2029/2030
Unemployment Rate	6.0% (2024)	5.9	5.5%	5.3%	5.0%

Table 18: Key Performance Indicators

Delivery Unit	Main Service	Key Performance Indicator	Provisional 2024/2025	Actual 2024/2025
Employment Division	Facilitate placement of registered jobseekers	Number of persons placed by the Ministry	5,104	5,924
Labour & Industrial Relations Division	Enforcement of labour legislation	Percentage of registered complaints disposed of	70%	84%
National Occupational Safety and Health Department	Enforcement of OSH Legislation	Number of inspections carried out	3,000	3,727

Note: With the Performance-Based Budget, the Key Performance Indicators would be aligned to the Budget for Financial Year 2025-2026 in the corresponding Annual Report on Performance.

3.4 STATUS ON THE IMPLEMENTATION OF BUDGET MEASURES 2024-2025

The status of the following measures adopted in Budget Speech for Financial Year 2024-2025 is as follows:

Table 19: Status of implementation of Budget Measures in Budget Speech

Budget Paragraph	Budget Measure	Status
A	Labour Division	
400 (a)	Increase the length of paid leaves from 14 weeks to 16 weeks for maternity leaves	The Workers' Rights Act has been amended in the Finance (Miscellaneous Provisions) Act 2024 to give effect to the Budget Measure. Effective as from 07 June 2024 .
400 (b)	Increase the length of paid leaves from 1 week to 4 weeks for paternity leaves	
401	A special 2-week additional maternity leave will be provided to mothers who have given birth to twins or triplets or multiple births, or to a premature baby	
B	Employment Division	
70	Persons with disabilities will be further supported to integrate the workplace through an increase in the period of placement from 6 months to one year.	1. Placement - July to June 2025 = 8 2. Training under WBTWP- July to June 2025 = 53 From July 2024 to June 2025, an amount of Rs 1, 309,549 has been spent under WBTWP for refund of stipend and payment of training courses
77 (a)	To speed up recruitment of foreign workers, the Agricultural Workers (Job Contractors') Regulations will be amended to provide more flexibility for recruitment in the agricultural sector.	In process Measure is being considered further to consultations with Ministry of Agro-Industry, Food Security, Blue Economy and Fisheries.

3.4.1 Implementation of Budget Measures from Budget Annex 2024-2025

The status of the following measures adopted in the Annex to Budget for Financial Year 2024-2025 is as follows:

Table 20: Status of implementation of measures at Annex to Budget

Budget Paragraph	Annex Measure	Status
A	Labour Division	
C.19 (a)	The Employment Relations Act will be amended to be in line with the International Labour Organization (ILO) Convention 87 of freedom of association by providing that a migrant worker who is in an employment relationship may be a member of a trade union.	The Employment Relations Act has been amended through the Finance (Miscellaneous Provisions) Act 2024 to give effect to the Budget Measure. Effective as from July 2024 .
C.19 (b)	The Employment Relations Act will be amended to extend the principle that a worker can join only one union of his choice to staff of Ministries and Government Departments so as to avoid double counting in membership.	
C.19 (c)	The Employment Relations Act will be amended to provide for specific benefits to be applicable for a specific period of time for more flexibility in the collective bargaining process.	
C.19 (d)	The Employment Relations Act will be amended to provide that the Conciliation and Mediation service of the Ministry responsible for the subject of labour and employment relations to conduct conciliation or mediation only in circumstances where during the collective bargaining process, the parties have negotiated in good faith and there has been a deadlock.	
C.19 (e)	The Employment Relations Act will be amended to provide that where the parties have agreed for the extension of the prescribed delay for the Employment Relations Tribunal to give its award to also specify the duration of the period of extension.	
C.19 (f)	The Employment Relations Act will be amended to provide that the period for determination of reinstatement cases be extended from 60 to 90 days to give the Employment Relations Tribunal ample time to process the cases.	
C.19 (g)	The Employment Relations Act will be amended to provide that the period for an employer to submit relevant documents related to recognition of trade unions be extended from 10 to 20 days to give the Employment Relations Tribunal ample time to determine recognition of trade unions.	
C.50 (a)	The Registration of Associations Act will be amended to clarify that a member of an association must be a resident of Mauritius.	The Registration of Associations Act has been amended through the Finance (Miscellaneous Provisions) Act 2024
C.50 (b)	The Registration of Associations Act will be amended to require that a copy of the national identity card or passport and a copy of the certificate of character of not more than 3	

Budget Paragraph	Annex Measure	Status
	months of each officer to be also submitted together with an application for registration of an association, so as to keep details of identity of officers for AML/CFT purposes and ensure that persons who are undischarged bankrupt or have been convicted for fraud or dishonesty are not officers of an association.	to give effect to the Budget Measure. Effective as from July 2024 .
C.50 (c)	The Registration of Associations Act will be amended to clarify that an employee of an association whether employed on a full-time or part-time basis cannot also be an officer of the association.	
C.50 (d)	The Registration of Associations Act will be amended to streamline provisions of the Act with a view to facilitating health-related NGOs.	
C.50 (e)	The Registration of Associations Act will be amended to remove the requirement for the secretary of an association to deposit with the Registrar of Associations an original document of the security bond furnished by an officer since such a document is already available in the database of the Registrar General's Office.	
C.65 (a)	The Workers' Rights Act will be amended to provide that workers on maternity or paternity leaves must not be discriminated against in respect of their career development or opportunity of promotion.	The Workers' Rights Act has been amended through the Finance
C.65 (b)	The Workers' Rights Act will be amended to provide for more flexible working arrangements by giving a worker the option of taking time-off instead of being paid overtime.	(Miscellaneous Provisions) Act 2024 to give effect to the Budget Measure.
C.65 (c)	The Workers' Rights Act will be amended to provide for the refund of vacation leave with a view to not penalizing workers who are not granted their vacation leave due to exigencies of duty and at the same time to ensure a more flexible working arrangements so as not to jeopardise the smooth operation of enterprises.	Effective as from July 2024 .
C.65 (d)	The Workers' Rights Act will be amended to provide for regulations to be made to facilitate the implementation for the granting of childcare facilities to a worker who has a child aged not more than 3 years where the worker is in the employment of an employer having more than 250 workers.	
C.65 (e)	The Workers' Rights Act will be amended to require an employer, in relation to a proposed repatriation of migrant workers, to notify to the supervising officer of the Ministry responsible for the subject of employment prior to the repatriation with a view to: <ul style="list-style-type: none"> (i) protecting migrant workers against human trafficking and exerting better control on workers whose work permits have lapsed; and (ii) ensuring that migrant workers have been paid all their dues prior to repatriation. 	
C.65 (f)	The Workers' Rights Act will be amended to make it an offence for the failure by an employer to notify the supervising officer of the proposed repatriation of a migrant	

Budget Paragraph	Annex Measure	Status
	worker within the prescribed period so as to deter any abuse by employers.	
C.65 (g)	The Workers' Rights Act will be amended to protect the employment of a person on maternity or paternity leave by providing that termination cannot be effected in such circumstances.	
C.65 (h)	The Workers' Rights Act will be amended to better match demand with supply of labour and ease labour management at level of enterprises and to better protect the rights of workers by providing: <ul style="list-style-type: none"> (i) for a labour contractor to recruit and supply migrant workers to enterprises operating in sectors to be prescribed; (ii) for the labour contractor to be the employer in respect of remuneration, conditions of employment and food and accommodation; and (iii) for both the labour contractor and the hirer employer to be liable in case of non-compliance with the provisions of the law. 	
C.65 (i)	The Workers' Rights Act will be amended to provide an equitable treatment to all workers who are required to work in circumstances of extreme weather conditions by extending the entitlement to an allowance paid during cyclone warning class III and IV to other circumstances where work is performed during heavy or torrential rainfall or period of safety bulletin.	
C.65 (j)	The Workers' Rights Act will be amended to safeguard the health of workers and ensure a better balance between work and family life, by providing that a worker working from home and performing excessive hours of work has the right to disconnect, subject to operational requirements of enterprises and situations of emergency.	
B	Employment Division	
B.1 (h)	Allowing Carers from abroad to stay and work in Mauritius beyond the current maximum period of 4 years, so long as their services are required.	Completed
B.1 (i)	Introduction of a new policy framework for the employment of Domestic Migrant Workers in Mauritius such as Maids and Babysitters by the Ministry of Labour and Industrial Relations.	Completed
B.1 (j)	Abolition of the ratio of Mauritian workers to expatriates for specific sectors including Construction, Manufacturing, Agriculture and SMEs, including Bakery Operator.	Completed
B.1 (k)	Encourage job contractors to recruit a pool of agricultural workers subject to compliance with conditions such as lodging and accommodation as well as registration of the job contractors.	Measure is being reviewed in line with the new Government Policy. Agricultural Workers' (Job contractors)

Budget Paragraph	Annex Measure	Status
		Regulations - same is being reviewed.
B.1(q)	Extension of the Dual Training Programme up to a Certificate level to facilitate the training of workers in the export sector.	Completed

PART IV: FINANCIAL PERFORMANCE

4.1 FINANCIAL HIGHLIGHTS

The Budget of the Ministry of Labour and Industrial Relations was categorized under six (06) Sub-Heads for Financial Year 2024-2025 which represented the main sectors of its activities, namely:

Table 21: Sub-Heads for vote items for Financial Year 2024-2025

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 to the Ministry for the financial year 2024/2025.

4.1.1 Statement of revenue

The Statements of Revenue and Expenditure have been prepared from the Estimates 2024/2025 and data captured from the Treasury Accounting System (TAS).

Table 22: Statement of Revenue

Item / Revenue	2023/2024 Actual (Rs)	2024/2025 Estimates (Rs)	2024/2025 Actual (Rs)
Registration of Associations	544,168	1,000,000	332,297
Registration of Factories	2,427,100	3,000,000	3,378,490
Miscellaneous	3,902,046	3,800,000	5,128,026
Work Permits	237,265,700	355,000,000	440,004,359
Recruitment Licences	NIL	1,000,000	NIL
Total	244,139,014	363,800,000	448,843,172

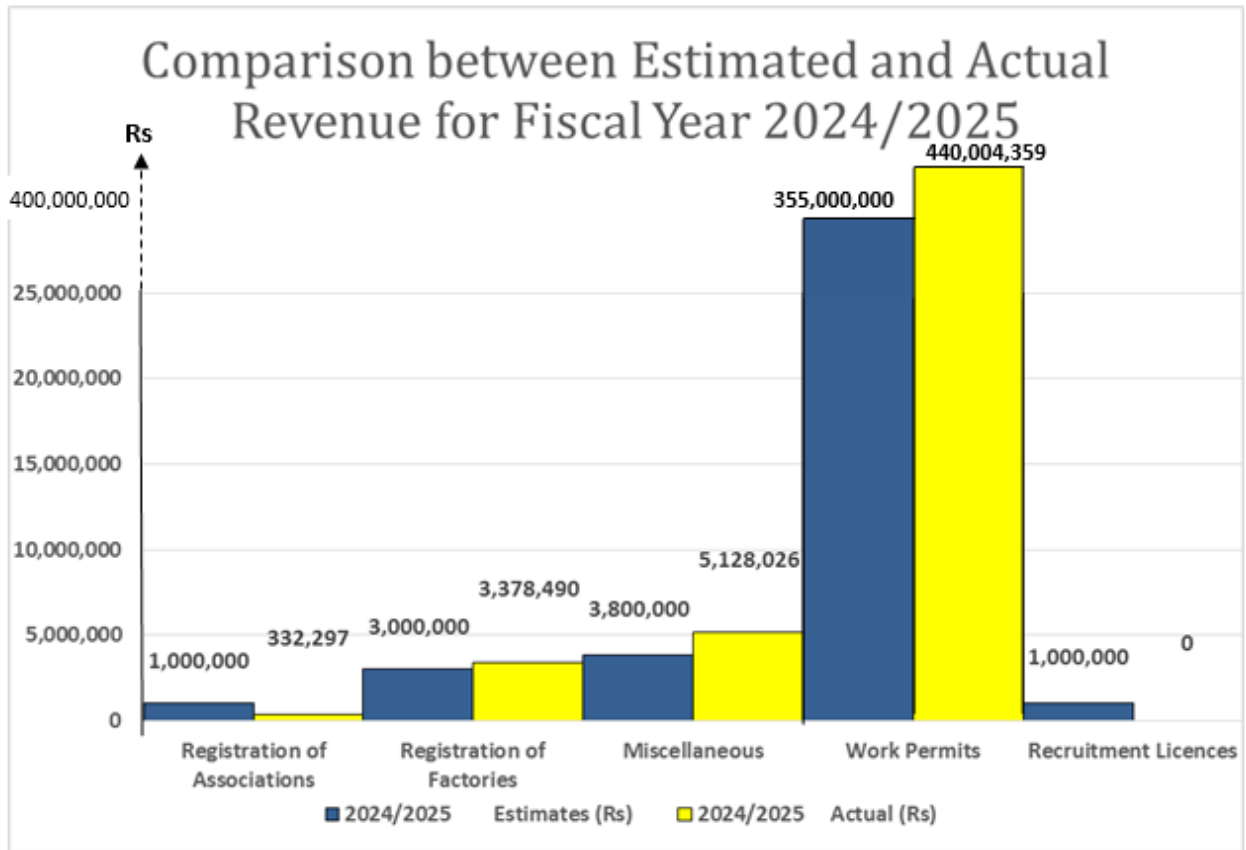


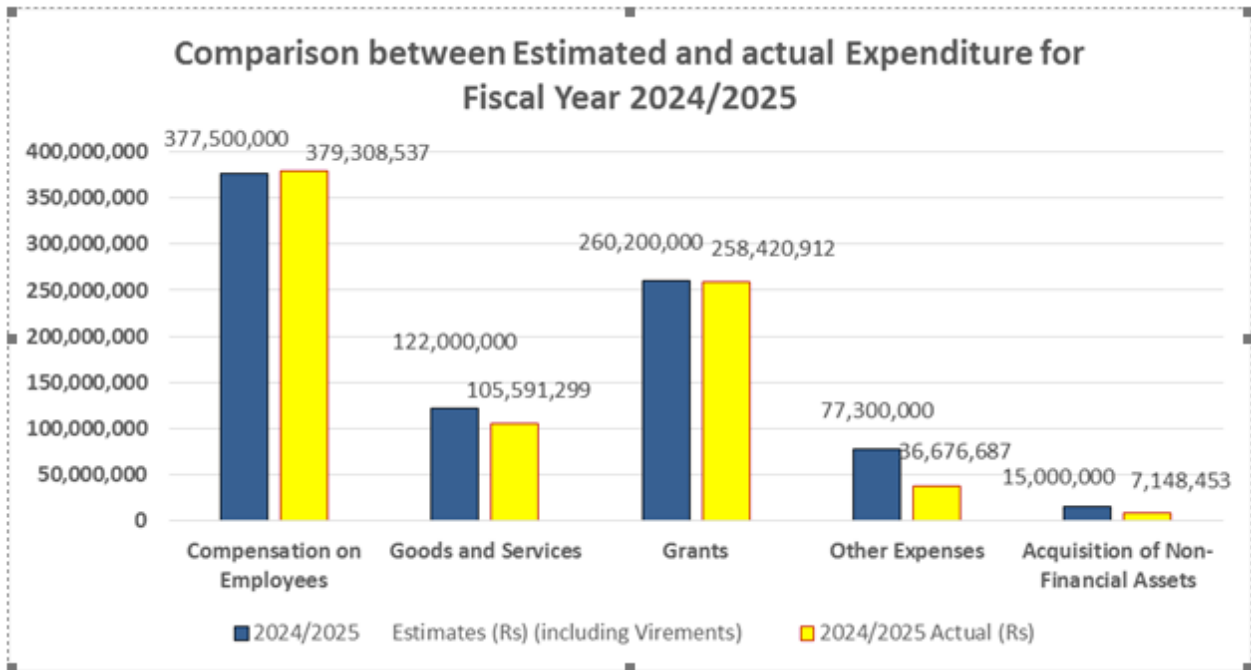
Figure 8: Graphical illustration on Revenue for 2024/2025

4.1.2 Statement of expenditure

Table 23: Statement of Expenditure

Particulars	2023/2024 Actual (Rs)	2024/2025 Estimates (Rs) including virements	2024/2025 Actual (Rs)
Compensation of Employees	341,734,895	377,500,000	379,308,537
Goods and Services	103,779,384	122,000,000	105,591,299
Grants	255,436,750	260,200,000	258,420,912
Other Expenses	63,090,572	77,300,000	36,676,687
Acquisition of Non-Financial Assets	9,926,248	15,000,000	7,148,453
Total	773,967,849	852,000,000	787,145,888

Table 24: Graphical illustration on Expenditure for Financial Year 2024-2025



4.1.3 Statement of Analysis of Major Change

Table 25: Statement of Analysis of Major Change

Sub Head	Estimates 2023/2024 (Rs 000)	Estimates 2024/2025 (Rs 000)	Increase/Decrease in Budget (Rs 000)
17-101: General	104,200	110,200	6,000
17-102: Labour and Employment Relations Management	220,700	227,900	7,200
17-103: Registration of Associations and Trade Unions	20,400	22,000	1,600
17-104: Employment Facilitation	255,700	237,700	(18,000)
17-105: Technical and Vocational Educational and Training	242,000	245,000	3,000
17-106: Human Resource Development	9,000	9,200	200
Total	852,000	852,000	0

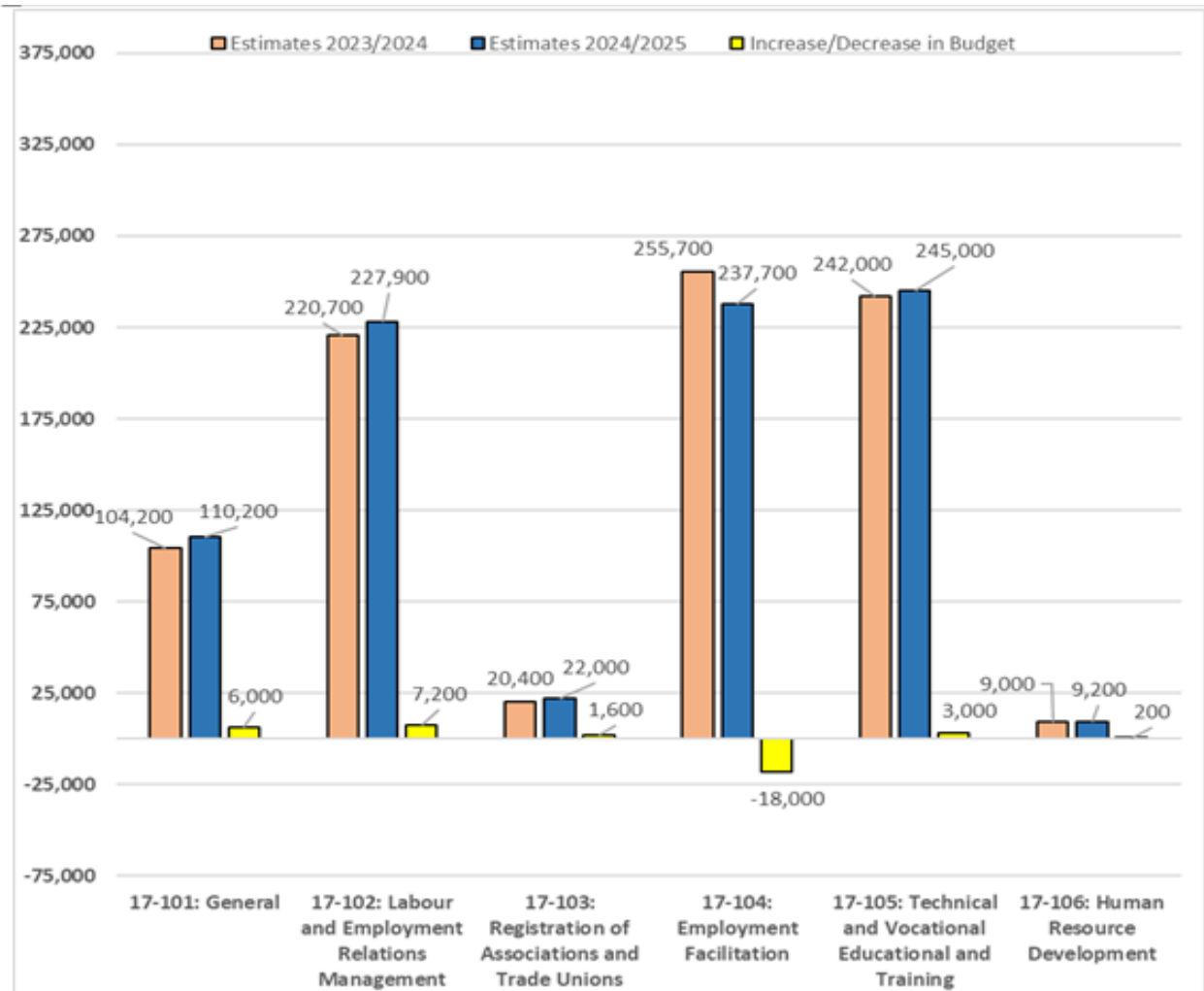


Figure 9: Graphical illustration on Analysis of Major Changes

Analysis of major changes

The “Statement of Analysis of Major Changes” (Table 25 above) provides a comparison of Budget estimates for two (02) Financial Years namely, 2023/2024 and 2024/2025, broken down by specific sub heads.

The total estimate for both Financial Years is **Rs 852 million** indicating no overall increase in budget allocation to the Ministry. However, internal reallocation among sub-heads has occurred.

While allocation under five (05) of the six (06) Sub Heads (17101-17103, 17105 and 17106) have increased in FY 2024/2025, a decrease of 7% has occurred under Sub Head 17-104. This decrease is mainly attributed to a reduction in the provision for the item “Employability Enhancement Programme”

In FY 2023/2024, 90% of the allocated budget was utilized. This figure rose marginally to 92% in FY 2024/2025, reflecting a slight improvement in overall Budget utilization rate.

On the revenue front, collections for FY 2024/2025 have recorded a notable increase of 83% compared to FY 2023/2024. This growth is primarily attributed to a significant rise in the collection of work permit fees.

PART V: WAY FORWARD

5.1 CHALLENGES, PRIORITIES AND THE WAY FORWARD

Mauritius is faced with shortage of labour and skills mismatch in the labour market. The world of work is also evolving, in terms of the green economy, the blue economy, digitalisation and Artificial Intelligence. Mauritius is also reliant on migrant workers and therefore, efforts are required to ensure their protection. The labour market needs to be responsive to economic exigencies of the country.

The Ministry is committed to ensuring decent work to all workers without discrimination, by promoting opportunities for people through employment creation, guaranteeing their rights at work, extending social protection to them and promoting social dialogue.

As highlighted in the Government Programme 2025-2029:

- a) Government will implement new policies to improve working conditions and enhance protection of workers' rights;
- b) Effective policies to bridge the gender gap stemming from gender inequality in the labour force would be introduced;
- c) Growth of employment opportunities for women would be supported; and
- d) The wage determination system will be reviewed.

Areas of priorities, *inter-alia*, include the following:

- **Legislative Reforms**

“*Les Assises du Travail et de l’Emploi*” will be held in September 2025, in line with the ILO Convention “*C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)*”, which requires regular tripartite consultations on labour issues. Legislative reforms, policies and measures would be introduced in relation to:

- workers' rights and conditions of employment;
- challenges with regard to Occupational Safety and Health;
- employment facilitation, migration and labour and skills shortage;
- industrial relations; and
- dispute resolution mechanisms.

With regard to Rodrigues, challenges highlighted include: accessing labour justice and prohibitive costs to attend the Redundancy Board, the Employment Relations Tribunal and the Industrial Court, which are all based in Mauritius. Further consultations are required with the Commission for Tourism, Employment, Labour and Industrial Relations to look into these issues and come up with recommendations.

- **Governance, capacity building and digitalisation**

Standard and harmonised approach to enforcement of labour laws remains a challenge owing to a lack of Standard Operating Procedures, lack of data-driven and evidence-based policy making, and upskilling requirements of the technical departments of the Ministry. Moreover, a consequential number of labour actors fail to have timely access to labour

justice owing to delays in processing of complaints and requests from workers and employers alike.

The digitalisation of departments at the Ministry and provision of services, including with the use of Artificial Intelligence for job matching; investments in continued training and upskilling of staff of the technical cadre; and introduction of Standard Operating Procedures are required.

Reinforcing the Commission for Conciliation and Mediation, enlistment of the services of barristers and attorney-at-law as well as the Special Migrant Workers' Unit are also required to ensure effective service delivery and timely compliance to labour legislations.

- **Migrant Workers**

Mauritius is faced with demographic challenges such as declining birth rate and ageing population. These challenges, coupled with difficulties for the recruitment of workers on the local market in most sectors of the economy, mismatch between the supply and demand of labour, employers are increasingly resorting to the services of foreign workers. Presently, there are around **45,300** foreign workers in Mauritius on a work permit/certificate of exemption. The issue of work permits to migrant workers is one of the core functions of the Ministry.

Moreover, Mauritius has ratified the ILO Convention "*C097 - Migration for Employment Convention since 1969*" which provides for the regulation of the conditions under which the migration of persons for employment shall take place and ensures equality of treatment for migrant workers.

- **Private Recruitment Agencies Regulations**

The Regulations governing the private recruitment agencies are being reviewed so as to better protect jobseekers and workers and to render employers and recruitment agents more accountable towards workers. The new legislation will be aligned with the principles of the International Recruitment Integrity System (IRIS).

- **Inter-Ministerial Committee (IMC)**

In line with ongoing reforms to enhance efficiency in the processing of applications for the recruitment of foreign workers, an Inter-Ministerial Committee (IMC) on Work Permit issues had been set up by the Government under the chair of the Minister of Labour and Industrial Relations and comprising the Minister of Tourism; the Minister of Social Integration, Social Security and National Solidarity; the Minister of Industry, SME and Cooperatives and the Minister of Information Technology, Communication and Innovation. The IMC is working on its report.

- **Rules Based Work Permit System**

In line with the Budget Speech 2025-2026, to address the acute shortage of labour and skills which is severely impinging on investment and therefore economic growth whilst expediting

the recruitment of foreign labour and skills, government will introduce a fast-track and simplified rules-based work permit system to be managed by the Economic Development Board (EDB).

5.2 STRATEGIC DIRECTIONS

5.2.1 Overview

The following presents the key challenges, strategies and expected programme outcomes as highlighted in the Budget, 2025-2026, for the Ministry of Labour and Industrial Relations:

Table 26: Key Challenges and Strategies

Key Challenges	Strategies
Shortage of labour in various sectors	Implementation of the National Employment Policy
	Restructure Employment Information Centres for a more efficient service delivery
Skills mismatch in the labour market	Enhance employability programmes based on industry needs
Keeping pace with the evolving nature of the world of work	Computerisation of the National Employment Dashboard with AI
	Develop and implement the Decent Work Country Programme (Second Generation)
Protection of Migrant Workers	Strengthen regulatory mechanisms to combat illegal recruitment and employment of migrants

5.2.2 Programme Outcomes

Table 27: Programme Outcomes

Programmes	Outcomes
1601: Policy and Strategy for Labour and Industrial Relations	Enabling framework for labour and industrial relations
1602: Labour and Industrial Relations Management	Harmonious industrial relations, decent work and safe work environment
1603: Regulation of Associations and Trade Unions	Registered associations and trade unions operate within regulatory framework
1604: Employment Facilitation	Reduced unemployment rate and facilitation of employment of migrant workers