

Strategic Note

Mission Statement

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

Strategic Direction 2016-2019

- Ensure the protection of workers and prevalence of decent work conditions through the implementation of the Decent Work Country Programme.
- Sustain effective social dialogue among stakeholders via the National Tripartite Forum.
- Promote good industrial relations between employers and employees by way of broader range of dispute resolution mechanisms.
- Promote occupational safety and health at workplaces through the Occupational Safety and Health Management System.
- Enhance good governance in Associations and Trade Unions.
- Facilitate the employment of job seekers including women, youth, vulnerable groups, laid off workers and disabled through the implementation of employment policies.
- Adopt leaner processes for the timely processing and delivery of permits and licences

Main Achievements for FY 2015/16

- 1,432 inspections carried out by labour Inspectorate, covering 30,800 workers in various sectors and 2,060 workers sensitised on their rights and responsibilities.
- 17,468 complaints registered in labour offices and Rs 72.3M recovered on behalf of workers.
- 1,262 cases dealt with at the Industrial Court and Rs 24.5M recovered on behalf of workers.
- 218 representations settled by the Conciliation and Mediation Section to the satisfaction of parties.
- 5,943 laid off workers joined the workfare programme.
- 4,773 inspections conducted to ensure compliance with Occupational Safety and Health (OSH) norms and 196 complaints investigated into.
- 1,607 inspections conducted by the Registrar of Associations to ensure compliance with the law and 40 complaints disposed of out of 87 complaints received.
- Processes streamlined for the grant of work permits for the Manufacturing Sector leading to a marked reduction in the time taken for the delivery of these permits.
- 1,000 unemployed youth placed under the Youth Employment Programme (YEP) in the Public Sector.
- 3,907 youth placed in the Private Sector under YEP out of 9,978 registered, 290 women placed under the Back to Work Programme and 96 youth trained under the Dual Training Programme.

Key Actions for FY 2016/17

Key Action	Key Performance Indicator	Target
Review of existing legislations: (i) the Employment Rights Act and the Employment Relations Act to consolidate the fundamental rights of workers and reinforce freedom of trade unions	1. The Employment Rights Act and the Employment Relations Act amended	May 2017
(ii) the Occupational Safety and Health Act 2005 to enhance OSH standard at workplaces	2. The Occupational Safety and Health Act 2005 amended	May 2017
(iii) the Registration of Associations Act to improve the registration process in compliance with best regulatory practices	3. The Registration of Associations Act amended	May 2017
Setting up of National Wage Consultative Council to provide for the determination of a national minimum wage	Board, Committees and staff of National Wage Consultative Council in place	Mar 2017
Computerisation of Registry of Associations System to enhance service delivery and reduce time taken to process applications	Average time taken to process applications (days)	45
Operationalisation of the e-work permit system to reduce time taken to process and deliver work permits	1. E-work permit system launched	Dec 2016
	2. Average time taken to deliver work permits (days)	15
Setting up of the National Employment Agency as a one-stop shop for registration, employment counselling, training and placement of jobseekers	National Employment Agency set up and online employment services operational	Jun 2017

Human Resource Allocation

The Ministry has 580 funded positions for FY 2016/17.

VOTE 26-1: Ministry of Labour, Industrial Relations, Employment and Training - continued

SUMMARY OF EXPENDITURE

Rs 000

Details	2015/16 Provisional Actual	2016/17 Estimates	2017/18 Planned	2018/19 Planned
VOTE 26-1 TOTAL EXPENDITURE	429,374	613,000	613,600	613,600
<i>of which</i>				
Recurrent	417,335	603,700	607,900	611,600
Capital	12,038	9,300	5,700	2,000
Sub-Head 26-101: GENERAL	68,977	78,800	75,500	76,100
Recurrent Expenditure	68,977	78,800	75,500	76,100
Capital Expenditure	-	-	-	-
Sub-Head 26-102: LABOUR AND EMPLOYMENT RELATIONS MANAGEMENT	136,858	153,100	159,000	160,800
Recurrent Expenditure	136,858	153,100	159,000	160,800
Capital Expenditure	-	-	-	-
Sub-Head 26-103: REGISTRATION OF ASSOCIATIONS AND TRADE UNIONS	15,250	16,900	17,200	17,200
Recurrent Expenditure	14,000	16,600	17,000	17,200
Capital Expenditure	1,250	300	200	-
Sub-Head 26-104: EMPLOYMENT FACILITATION	208,288	364,200	361,900	359,500
Recurrent Expenditure	197,500	355,200	356,400	357,500
Capital Expenditure	10,788	9,000	5,500	2,000
TOTAL	429,374	613,000	613,600	613,600

Sub-Head 26-101: General

Rs 000

Item No.	Details	2015/16 Provisional Actual	2016/17 Estimates	2017/18 Planned	2018/19 Planned
Recurrent Expenditure		68,977	78,800	75,500	76,100
21	Compensation of Employees	58,119	65,175	62,500	63,100
21110	Personal Emoluments	51,594	57,980	55,235	55,835
.001	Basic Salary	36,600	42,570	42,920	43,755
	Minister	2,304	2,400	2,400	2,400
	Permanent Secretary	1,384	1,464	1,464	1,464
	Deputy Permanent Secretary	931	1,104	1,104	1,104
	Assistant Permanent Secretary	339	372	375	378
	Manager Financial Operations	664	746	753	769

VOTE 26-1: Ministry of Labour, Industrial Relations, Employment and Training - continued

Rs 000

Item No.	Details			2015/16 Provisional Actual	2016/17 Estimates	2017/18 Planned	2018/19 Planned
		In Post Jun 16	Funded 2016/17				
	Assistant Manager, Financial Operations	1	1	577	647	653	666
	Financial Officer/Senior Financial Officer	3	3	1,318	1,375	1,389	1,416
	Assistant Manager (Procurement and Supply)	1	1	637	668	675	688
	Assistant Manager, Internal Control	-	1	-	420	425	433
	Internal Control Officer/Senior Internal Control Officer	-	1	-	240	242	247
	Office Management Executive	4	3	1,514	1,530	1,545	1,580
	Office Management Assistant	11	11	3,595	3,860	3,898	3,976
	Higher Executive Officer (Personal)	1	1	375	418	422	430
	Management Support Officer	40	51	9,100	11,540	11,593	11,898
	Psychologist (New Grade)	-	-	-	-	-	-
	Confidential Secretary	5	5	2,057	2,166	2,188	2,231
	Word Processing Operator	9	9	2,405	2,550	2,575	2,626
	Senior Receptionist / Telephone Operator	1	1	301	398	402	410
	Receptionist/ Telephone Operator	3	4	604	840	848	865
	Head Office Auxiliary	2	2	495	555	561	572
	Office Auxiliary/Senior Office Auxiliary	25	28	4,060	4,700	4,751	4,850
	Stores Attendant	-	1	-	90	125	130
	Driver	4	4	1,013	1,114	1,125	1,147
	Handy Worker	16	20	2,600	3,000	3,030	3,090
	General Worker	2	2	327	373	377	385
	Total	133	154				
.002	Salary Compensation			852	-	-	-
.004	Allowances			1,793	2,720	2,720	2,720
.005	Extra Assistance			2,324	3,735	3,735	3,735
.006	Cash in lieu of Leave			1,600	1,730	1,800	1,800
.009	End-of-year Bonus			3,319	3,725	3,760	3,825
.010	Service to Mauritius Programme			5,106	3,500	300	-
21111	Other Staff Costs			5,812	6,395	6,440	6,440
.001	Wages			228	305	305	305
.002	Travelling and Transport			3,844	4,255	4,300	4,300
.100	Overtime			1,690	1,785	1,785	1,785
.200	Staff Welfare			50	50	50	50
21210	Social Contributions			713	800	825	825
22	Goods and Services			10,859	13,625	13,000	13,000
22010	Cost of Utilities			2,338	2,628	2,628	2,628
22020	Fuel and Oil			324	500	500	500
22030	Rent			5,865	6,072	6,072	6,072
22040	Office Equipment and Furniture			176	900	275	275
22050	Office Expenses			406	590	590	590

VOTE 26-1: Ministry of Labour, Industrial Relations, Employment and Training - continued

Rs 000

Item No.	Details	2015/16 Provisional Actual	2016/17 Estimates	2017/18 Planned	2018/19 Planned
22060	Maintenance	637	785	785	785
22070	Cleaning Services	54	95	95	95
22100	Publications and Stationery	706	885	885	885
22120	Fees	-	390	390	390
22900	Other Goods and Services	353	780	780	780
TOTAL		68,977	78,800	75,500	76,100

Sub-Head 26-102: Labour and Employment Relations Management

Rs 000

Recurrent Expenditure				136,858	153,100	159,000	160,800
21	Compensation of Employees			93,091	106,933	112,833	114,633
21110	Personal Emoluments	In Post Jun 16	Funded 2016/17	80,506	93,299	99,199	100,999
.001	Basic Salary			66,132	78,648	84,093	85,781
	Employment Relations						
	Chairperson, National Remuneration Board	1	1	1,240	1,320	1,320	1,320
	Vice Chairperson, National Remuneration Board	1	1	905	978	988	1,007
	Head Remuneration Analyst	1	1	224	710	717	731
	Senior Remuneration Analyst	1	1	460	500	505	515
	Remuneration Analyst	1	4	351	850	1,296	1,322
	Director, Labour & Industrial Relations	-	1	800	1,000	1,010	1,030
	Deputy Director, Labour & Industrial Relations (New Grade)	-	-	-	-	-	-
	Assistant Director, Labour & Industrial Relations	7	8	4,823	5,800	5,950	6,069
	Principal Labour & Industrial Relations Officer	12	12	7,500	8,248	8,700	8,874
	Senior Labour & Industrial Relations Officer	31	31	12,448	13,200	13,335	13,600
	Labour & Industrial Relations Officer	58	85	11,328	15,477	16,340	16,668
	President, Commission for Conciliation and Mediation	1	1	1,120	1,680	1,680	1,680
	Vice President, Commission for Conciliation and Mediation	1	1	879	960	960	960
	Senior Shorthand Writer	2	2	1,034	1,100	1,111	1,112
	Shorthand Writer	-	2	454	700	838	854
	Occupational Safety & Health						
	Director, Occupational Safety & Health	1	1	1,000	1,070	1,070	1,070
	Deputy Director, Occupational Safety & Health (New Grade)	-	-	-	-	-	-
	Chief Occupational Safety & Health Officer	4	6	3,192	3,800	3,850	4,000

VOTE 26-1: Ministry of Labour, Industrial Relations, Employment and Training - continued

Rs 000

Item No.	Details			2015/16 Provisional Actual	2016/17 Estimates	2017/18 Planned	2018/19 Planned
		In Post Jun 16	Funded 2016/17				
	Divisional Occupational Safety & Health Officer	5	7	3,080	3,300	3,535	3,605
	Principal Occupational Safety & Health Officer	11	13	4,538	5,000	5,110	5,212
	Occupational Safety & Health Officer/Senior Occupational Safety & Health Officer	37	43	9,378	10,675	13,000	13,319
	Occupational Safety & Health Engineer/Senior Occupational Safety & Health Engineer	1	5	632	1,460	1,950	1,989
	Head, Specialist Support Services	1	1	746	820	828	844
	Total	177	227				
.002	Salary Compensation			1,072	-	-	-
.004	Allowances			4,097	4,126	4,126	4,126
.005	Extra Assistance			908	1,000	1,050	1,050
.006	Cash in lieu of Leave			2,600	2,925	2,930	2,930
.009	End-of- year-Bonus			5,698	6,600	7,000	7,112
21111	Other Staff Costs			11,801	12,759	12,759	12,759
.001	Wages			-	202	202	202
.002	Travelling and Transport			11,744	12,500	12,500	12,500
.200	Staff Welfare			57	57	57	57
21210	Social Contributions			783	875	875	875
22	Goods and Services			33,109	35,467	35,467	35,467
22010	Cost of Utilities			5,607	5,935	5,935	5,935
22030	Rent			19,469	20,500	20,500	20,500
22040	Office Equipment and Furniture			594	300	300	300
22050	Office Expenses			1,986	1,579	1,579	1,579
22060	Maintenance			1,178	1,365	1,365	1,365
22070	Cleaning Services			181	205	205	205
22090	Security			138	200	200	200
22100	Publications and Stationery			1,647	1,647	1,647	1,647
22120	Fees			1,510	2,418	2,418	2,418
22170	Travelling within the Republic of Mauritius			110	110	110	110
22900	Other Goods and Services			689	1,208	1,208	1,208
26	Grants			10,658	10,700	10,700	10,700
26210	Contribution to International Organisations			2,658	2,700	2,700	2,700
.098	International Labour Organisation			1,780	1,800	1,800	1,800
.099	African Regional Labour Administration Centre			878	900	900	900
26313	Extra Budgetary Units			8,000	8,000	8,000	8,000
.013	Manufacturing Sector Workers Welfare Fund			4,000	4,000	4,000	4,000
.092	Trade Union Trust Fund			4,000	4,000	4,000	4,000
TOTAL				136,858	153,100	159,000	160,800

VOTE 26-1: Ministry of Labour, Industrial Relations, Employment and Training - continued

Sub-Head 26-103: Registration of Associations and Trade Unions

Rs 000

Item No.	Details		2015/16 Provisional Actual	2016/17 Estimates	2017/18 Planned	2018/19 Planned
Recurrent Expenditure			14,000	16,600	17,000	17,200
21	Compensation of Employees		10,467	12,460	12,860	13,060
21110	Personal Emoluments	In Post Jun 16	9,109	10,968	11,368	11,568
.001	Basic Salary	Funded 2016/17	7,544	9,303	9,683	9,867
	Registrar of Associations	1	616	927	937	956
	Deputy Registrar of Associations	1	685	790	798	813
	Principal Inspector of Associations (<i>Personal</i>)	2	1,199	1,590	1,605	1,637
	Principal Inspector of Associations	-	-	240	483	490
	Senior Inspector of Associations	5	2,059	2,256	2,320	2,361
	Inspector of Associations	10	2,985	3,500	3,540	3,610
	Total	19				23
.002	Salary Compensation		125	-	-	-
.004	Allowances		350	400	400	400
.006	Cash in lieu of Leave		430	490	490	490
.009	End-of-year Bonus		661	775	795	811
21111	Other Staff Costs		1,267	1,372	1,372	1,372
21210	Social Contributions		91	120	120	120
22	Goods and Services		3,533	4,140	4,140	4,140
22010	Cost of Utilities		684	715	715	715
22030	Rent		2,266	2,500	2,500	2,500
22040	Office Equipment and Furniture		18	40	40	40
22050	Office Expenses		169	230	230	230
22060	Maintenance		15	120	120	120
22070	Cleaning Services		35	60	60	60
22090	Security		46	60	60	60
22100	Publications and Stationery		204	240	240	240
22120	Fees		12	50	50	50
22170	Travelling within the Republic of Mauritius		-	30	30	30
22900	Other Goods and Services		85	95	95	95
Capital Expenditure			1,250	300	200	-
31	Acquisition of Non Financial Assets	Project Value Rs 000	1,250	300	200	-
31132	Intangible fixed Assets					
.401	Computerisation of Registry of Associations		1,250	300	200	-
TOTAL			15,250	16,900	17,200	17,200

VOTE 26-1: Ministry of Labour, Industrial Relations, Employment and Training - continued

Sub-Head 26-104: Employment Facilitation

Rs 000

Item No.	Details			2015/16 Provisional Actual	2016/17 Estimates	2017/18 Planned	2018/19 Planned
Recurrent Expenditure				197,500	355,200	356,400	357,500
21	Compensation of Employees			52,636	66,779	67,979	69,079
21110	Personal Emoluments	In Post Jun 16	Funded 2016/17	47,305	60,859	62,059	63,159
.001	Basic Salary			40,470	52,539	53,597	54,598
	Deputy Permanent Secretary	1	1	1,057	1,122	1,133	1,155
	Assistant Permanent Secretary	1	3	298	648	1,012	1,035
	Director, Employment Service	1	1	936	996	996	996
	Deputy Director, Employment Service	1	1	613	668	675	688
	Chief Employment Officer	5	5	2,584	2,825	2,853	2,910
	Senior Employment Officer	13	15	5,430	6,100	6,200	6,324
	Employment Officer	22	40	7,000	11,400	11,514	11,744
	Training Programme Coordinator (New Grade)	-	-	-	-	-	-
	Financial Officer/Senior Financial Officer	1	1	348	396	400	408
	Procurement and Supply Officer / Senior Procurement and Supply Officer	2	2	734	814	822	838
	Office Management Executive	2	6	1,009	2,160	2,182	2,225
	Office Management Assistant	18	18	5,312	6,717	6,900	7,038
	Management Support Officer	39	41	7,243	9,537	9,616	9,758
	Clerical Officer/Higher Clerical Officer (Personal)	1	1	234	234	236	240
	Confidential Secretary	1	1	366	396	400	408
	Word Processing Operator	8	6	2,177	2,204	2,226	2,271
	Receptionist/Telephone Operator	1	4	161	300	303	309
	Head Office Auxiliary	1	1	236	268	271	276
	Office Auxiliary/Senior Office Auxiliary	15	15	2,378	3,122	3,200	3,264
	Driver	2	2	446	502	507	517
	General Worker	10	12	1,908	2,130	2,151	2,194
	Total	145	176				
.002	Salary Compensation			897	-	-	-
.004	Allowances			667	785	785	785
.005	Extra Assistance			247	1,000	1,050	1,050
.006	Cash in lieu of Leave			1,798	2,160	2,175	2,175
.009	End-of-year Bonus			3,226	4,375	4,452	4,551
21111	Other Staff Costs			4,698	5,190	5,190	5,190
.002	Travelling and Transport			3,911	4,500	4,500	4,500
.100	Overtime			727	630	630	630
.200	Staff Welfare			60	60	60	60
21210	Social Contributions			633	730	730	730
22	Goods and Services			21,161	28,421	28,421	28,421
22010	Cost of Utilities			3,071	3,230	3,230	3,230
22020	Fuel and Oil			64	100	100	100
22030	Rent			9,875	11,000	11,000	11,000

VOTE 26-1: Ministry of Labour, Industrial Relations, Employment and Training - continued

Rs 000

Item No.	Details		2015/16 Provisional Actual	2016/17 Estimates	2017/18 Planned	2018/19 Planned
22040	Office Equipment and Furniture		1,051	500	500	500
22050	Office Expenses		1,127	685	685	685
22060	Maintenance		1,355	1,880	1,880	1,880
22070	Cleaning Services		22	50	50	50
22100	Publications and Stationery		1,584	1,584	1,584	1,584
22120	Fees		67	232	232	232
22900	Other Goods and Services		2,945	9,160	9,160	9,160
	<i>of which</i>					
.003	Passage Costs (Repatriation of Expatriates)		76	1,000	1,000	1,000
.903	Awareness Campaign		2,750	6,000	6,000	6,000
.948	Job Fair		-	2,000	2,000	2,000
28	Other Expense		123,703	260,000	260,000	260,000
28212	Transfer to Households		123,703	260,000	260,000	260,000
.028	Employability Enhancement Programme					
	<i>(a) Youth Employment Programme</i>		<i>112,653</i>	<i>200,000</i>	<i>200,000</i>	<i>200,000</i>
	<i>(b) Women Back to Work Programme</i>		<i>5,525</i>	<i>25,000</i>	<i>25,000</i>	<i>25,000</i>
	<i>(c) ICT Training Scheme</i>		<i>-</i>	<i>25,000</i>	<i>25,000</i>	<i>25,000</i>
	<i>(d) Dual Training Programme</i>		<i>5,525</i>	<i>10,000</i>	<i>10,000</i>	<i>10,000</i>
Capital Expenditure			10,788	9,000	5,500	2,000
31	Acquisition of Non-Financial Assets	Project Value Rs 000	10,788	9,000	5,500	2,000
31122	Other Machinery & Equipment					
.802	Acquisition of IT Equipment		500	500	-	-
31132	Intangible Fixed Assets					
.104	Enhancement of Employment Information Centres (EICs)		1,000	2,500	2,000	2,000
.401	Modernisation of Work Permit System	24,100	9,288	6,000	3,500	-
TOTAL			208,288	364,200	361,900	359,500

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