

STRATEGIC OVERVIEW

Mission Statement

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

Strategic Direction	→	Enabler
Promote new employment opportunities across all sectors and improve working conditions	→	<ul style="list-style-type: none"> ▪ Implement the Decent Work Country Programme- 2nd Generation ▪ Further strengthen the existing training and placement schemes ▪ Encourage work from home, shift system and flexi-time
Expand employment opportunities abroad for Mauritians	→	<ul style="list-style-type: none"> ▪ Conclude mutual agreements with various countries
Preservation of employment in a safe and health hazard free environment	→	<ul style="list-style-type: none"> ▪ Review of Labour and Occupational Safety and Health Legislations
Combat labour trafficking	→	<ul style="list-style-type: none"> ▪ Review the legislative framework
Improve compliance with national occupational safety and health standards	→	<ul style="list-style-type: none"> ▪ Increase coverage of inspection in workplaces and provide training to employees, employers and other relevant stakeholders to enhance the national safety and health culture
Improve manpower planning to support labour market policies	→	<ul style="list-style-type: none"> ▪ Develop a timely and comprehensive database at the National Employment Department

Key Actions and Targets

Key Action	Key Performance Indicator	Actual 2019/20 (Prov.)	Target 2020/21	Target 2021/22	Target 2022/23
Facilitate placement opportunities for registered jobseekers	Number of persons placed by the Ministry of Labour	4,431	5,000	5,000	6,000
Enforcement of labour legislation to address relevant grievances	Percentage of registered complaints settled	50	55	65	70
Compliance with the National Minimum Wage Regulation	Percentage of firms implementing the national minimum wage where inspections were carried out	80	85	90	90
Increase access to Technical and Vocational Education and Training	Enrolment in MITD courses	1,391	1,900	2,000	2,100

Human Resource Allocation

There is a total of 588 funded positions for FY 2020/21.

VOTE 20-1: Ministry of Labour, Human Resource Development and Training - continued

SUMMARY OF EXPENDITURE

Rs 000

Details	2019/20 Estimates	2020/21 Estimates	2021/22 Planned	2022/23 Planned
VOTE 20-1 TOTAL EXPENDITURE	903,742	811,000	840,600	818,800
<i>of which</i>				
Recurrent	880,142	763,100	800,500	809,800
Capital	23,600	47,900	40,100	9,000
Sub-Head 20-101: GENERAL	87,200	81,950	85,180	85,940
Recurrent Expenditure	87,200	81,950	85,180	85,940
Capital Expenditure	-	-	-	-
Sub-Head 20-102: LABOUR AND EMPLOYMENT RELATIONS MANAGEMENT	198,900	179,610	191,060	184,660
Recurrent Expenditure	191,100	175,510	182,160	184,160
Capital Expenditure	7,800	4,100	8,900	500
Sub-Head 20-103: REGISTRATION OF ASSOCIATIONS AND TRADE UNIONS	19,200	18,100	18,300	18,600
Recurrent Expenditure	18,600	17,600	18,300	18,600
Capital Expenditure	600	500	-	-
Sub-Head 20-104: EMPLOYMENT FACILITATION	341,700	298,700	305,700	305,600
Recurrent Expenditure	333,700	294,400	303,000	304,100
Capital Expenditure	8,000	4,300	2,700	1,500
Sub-Head 20-105: TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING	249,600	226,000	233,500	217,000
Recurrent Expenditure	242,400	187,000	205,000	210,000
Capital Expenditure	7,200	39,000	28,500	7,000
Sub-Head 20-106: HUMAN RESOURCE DEVELOPMENT	7,142	6,640	6,860	7,000
Recurrent Expenditure	7,142	6,640	6,860	7,000
Capital Expenditure	-	-	-	-
TOTAL	903,742	811,000	840,600	818,800

VOTE 20-1: Ministry of Labour, Human Resource Development and Training - continued

Sub-Head 20-101: General

Rs 000

Item No.	Details		2019/20 Estimates	2020/21 Estimates	2021/22 Planned	2022/23 Planned
Recurrent Expenditure			87,200	81,950	85,180	85,940
20	Allowance to Minister		2,400	2,400	2,400	2,400
20100	Annual Allowance	Funded 2019/20				
(1)	Minister	1	2,400	2,400	2,400	2,400
	Total	1				
21	Compensation of Employees		66,747	63,660	66,360	67,120
21110	Personal Emoluments	Funded 2019/20	58,652	55,780	58,210	58,860
.001	Basic Salary		45,517	41,393	41,883	42,383
(1)	Permanent Secretary	1	1,464	1,464	1,464	1,464
(2)	Deputy Permanent Secretary	1	1,104	1,104	1,104	1,104
(3)	Assistant Permanent Secretary	1	455	420	430	440
(4)	Manager, Financial Operations	1	780	800	800	800
(5)	Assistant Manager, Financial Operations	1	680	680	680	680
(6)	Financial Officer/Senior Financial Officer	2	970	950	975	979
(7)	Assistant Financial Officer	2	545	673	682	692
(8)	Assistant Manager (Procurement and Supply)	1	697	680	680	680
(9)	Procurement and Supply Officer/Senior Procurement and Supply Officer	1	445	453	468	482
(10)	Assistant Procurement and Supply Officer	1	210	244	249	255
(11)	Assistant Manager, Internal Control	1	697	697	697	697
(12)	Internal Control Officer/Senior Internal Control Officer	1	400	-	-	-
(13)	Office Management Executive	4	2,324	2,324	2,324	2,324
(14)	Office Management Assistant	11	3,875	3,370	3,415	3,471
(15)	Higher Executive Officer (Personal)	1	454	461	461	461
(16)	Office Supervisor	1	434	434	434	434
(17)	Management Support Officer	50	12,000	10,450	10,632	10,778
(18)	Confidential Secretary	6	2,800	2,550	2,575	2,625
(19)	Word Processing Operator	9	2,560	1,700	1,725	1,750
(20)	Senior Receptionist/Telephone Operator	1	334	334	334	334
(21)	Receptionist/Telephone Operator	4	900	760	770	780
(22)	Head Office Auxiliary	2	575	575	575	575
(23)	Office Auxiliary/Senior Office Auxiliary	28	5,340	4,955	5,020	5,100
(24)	Stores Attendant	1	191	195	199	203
(25)	Driver	5	1,438	1,320	1,340	1,360
(26)	Handy Worker	20	3,463	3,525	3,570	3,630
(27)	General Worker	2	382	275	280	285
	Total	159				
.002	Salary Compensation		1,700	1,945	1,945	1,945
.004	Allowances		2,000	1,660	1,700	1,800
.005	Extra Assistance		3,735	6,932	6,932	6,932

VOTE 20-1: Ministry of Labour, Human Resource Development and Training - continued

Rs 000

Item No.	Details	2019/20 Estimates	2020/21 Estimates	2021/22 Planned	2022/23 Planned
.006	Cash in lieu of Leave	1,900	-	1,800	1,800
.009	End-of-year Bonus	3,800	3,850	3,950	4,000
21111	Other Staff Costs	7,195	6,780	7,050	7,160
.001	Wages	310	230	300	310
.002	Travelling and Transport	5,000	5,100	5,200	5,200
.100	Overtime	1,785	1,400	1,500	1,600
.200	Staff Welfare	100	50	50	50
21210	Social Contributions	900	1,100	1,100	1,100
22	Goods and Services	18,053	15,890	16,420	16,420
22010	Cost of Utilities	2,545	2,245	2,245	2,245
22020	Fuel and Oil	600	600	600	600
22030	Rent	6,673	6,673	6,673	6,673
22040	Office Equipment and Furniture	600	500	600	600
22050	Office Expenses	860	860	860	860
22060	Maintenance	1,120	990	1,120	1,120
22070	Cleaning Services	120	140	140	140
22100	Publications and Stationery	1,295	1,032	1,032	1,032
22120	Fees	390	100	100	100
22900	Other Goods and Services	3,850	2,750	3,050	3,050
	<i>of which</i>				
.032	Organisation of Labour Day and other Events	500	200	500	500
.955	Gender Mainstreaming	200	200	200	200
.967	National Wage Consultative Council	2,800	2,000	2,000	2,000
	TOTAL	87,200	81,950	85,180	85,940

Sub-Head 20-102: Labour and Employment Relations Management

Recurrent Expenditure				191,100	175,510	182,160	184,160
21	Compensation of Employees			132,067	121,017	127,667	129,667
21110	Personal Emoluments	Funded	Funded	115,197	104,752	111,188	113,029
.001	Basic Salary	2019/20	2020/21	94,997	89,652	91,438	93,179
	Employment Relations						
(1)	Chairperson, National Remuneration Board	1	1	1,320	1,320	1,320	1,320
(2)	Vice Chairperson, National Remuneration Board	1	1	1,032	1,032	1,032	1,032
(3)	Head Remuneration Analyst	1	1	789	811	834	857
(4)	Senior Remuneration Analyst	1	1	554	572	590	609
(5)	Remuneration Analyst	4	4	1,415	1,475	1,511	1,550
(6)	Director, Labour and Industrial Relations	1	-	947	-	-	-
(7)	Deputy Director, Labour and Industrial Relations	1	-	869	-	-	-
(8)	Assistant Director, Labour and Industrial Relations	9	8	6,640	6,200	6,300	6,400
(9)	Principal Labour and Industrial Relations Officer	13	13	9,200	8,555	8,555	8,555
(10)	Senior Labour and Industrial Relations Officer	34	34	14,960	13,820	14,220	14,625

VOTE 20-1: Ministry of Labour, Human Resource Development and Training - continued

Rs 000

Item No.	Details			2019/20 Estimates	2020/21 Estimates	2021/22 Planned	2022/23 Planned
		Funded 2019/20	Funded 2020/21				
(11)	Labour and Industrial Relations Officer	95	76	19,950	21,533	22,105	22,710
(12)	President, Commission for Conciliation and Mediation	1	1	1,680	1,680	1,680	1,680
(13)	Vice President, Commission for Conciliation and Mediation	1	1	960	960	960	960
(14)	Senior Shorthand Writer	2	2	1,100	1,100	1,100	1,100
(15)	Shorthand Writer	2	2	658	777	786	795
	Occupational Safety & Health						
(16)	Director, Occupational Safety and Health	1	1	1,070	1,070	1,070	1,070
(17)	Deputy Director, Occupational Safety and Health	1	1	909	892	892	892
(18)	Chief Occupational Safety and Health Officer	6	5	4,300	4,325	4,450	4,590
(19)	Divisional Occupational Safety and Health Officer	7	5	4,460	3,240	3,265	3,283
(20)	Principal Occupational Safety and Health Officer	15	15	6,596	5,915	6,078	6,248
(21)	Occupational Safety and Health Officer/Senior Occupational Safety and Health Officer	47	40	12,456	11,515	11,820	12,025
(22)	Head, Specialist Support Services	1	1	845	960	960	960
(23)	Occupational Safety and Health Engineer/Senior Occupational Safety and Health Engineer	5	3	2,287	1,900	1,910	1,918
	Total	250	216				
.002	Salary Compensation			2,600	2,600	2,600	2,600
.004	Allowances			5,200	4,500	5,000	5,000
.006	Cash in lieu of Leave			4,200	-	4,100	4,150
.009	End-of- year-Bonus			8,200	8,000	8,050	8,100
21111	Other Staff Costs			15,470	14,795	14,895	14,995
.001	Wages			220	220	220	220
.002	Travelling and Transport			15,000	14,400	14,500	14,600
.100	Overtime			100	75	75	75
.200	Staff Welfare			150	100	100	100
21210	Social Contributions			1,400	1,470	1,584	1,643
22	Goods and Services			47,588	43,693	43,693	43,693
22010	Cost of Utilities			7,115	7,965	7,965	7,965
22030	Rent			25,805	25,965	25,965	25,965
22040	Office Equipment and Furniture			2,150	800	800	800
22050	Office Expenses			2,340	1,840	1,840	1,840
22060	Maintenance			1,590	1,050	1,050	1,050
22070	Cleaning Services			265	265	265	265
22090	Security			200	180	180	180
22100	Publications and Stationery			2,080	1,620	1,620	1,620
22120	Fees			2,433	2,183	2,183	2,183
22170	Travelling within the Republic			110	75	75	75

VOTE 20-1: Ministry of Labour, Human Resource Development and Training - continued

Rs 000

Item No.	Details	2019/20 Estimates	2020/21 Estimates	2021/22 Planned	2022/23 Planned
22900	Other Goods and Services	3,500	1,750	1,750	1,750
	<i>of which</i>				
.974	Decent Work Country Programme (Second Generation)	1,500	500	500	500
26	Grants	11,445	10,800	10,800	10,800
26210	Contribution to International Organisations				
.098	International Labour Organisation	1,800	1,800	1,800	1,800
.099	African Regional Labour Administration Centre	1,645	1,000	1,000	1,000
26313	Extra Budgetary Units				
.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
Capital Expenditure		7,800	4,100	8,900	500
31	Acquisition of Non-Financial Assets	7,800	4,100	8,900	500
		Project Value Rs 000			
31122	Other Machinery and Equipment	4,200	500	500	500
.802	Acquisition of IT Equipment	4,200	500	500	500
	(a) Acquisition of IT Equipment	1,000	500	500	500
	(b) Digital Court Recording	3,200	-	-	-
			5,200		
31132	Intangible Fixed Assets				
.113	Computerisation of the Occupational Safety and Health (OSH) Division	3,600	3,600	8,400	-
TOTAL		198,900	179,610	191,060	184,660

Sub-Head 20-103: Registration of Associations and Trade Unions

Recurrent Expenditure				18,600	17,600	18,300	18,600
21	Compensation of Employees			12,825	12,485	13,160	13,460
21110	Personal Emoluments	Funded	Funded	11,455	11,465	12,090	12,290
.001	Basic Salary	2019/20	2020/21	9,280	9,815	9,995	10,140
(1)	Registrar of Associations	1	1	996	1,032	1,032	1,032
(2)	Deputy Registrar of Associations	-	-	-	-	-	-
(3)	Principal Inspector of Associations	3	3	1,698	1,756	1,802	1,840
(4)	Senior Inspector of Associations	5	6	2,026	3,027	3,086	3,108
(5)	Inspector of Associations	18	13	4,560	4,000	4,075	4,160
	Total	27	23				
.002	Salary Compensation			300	300	300	300
.004	Allowances			600	500	500	500
.006	Cash in lieu of Leave			500	-	425	450
.009	End-of-year Bonus			775	850	870	900
21111	Other Staff Costs			1,250	900	950	1,050
.002	Travelling and Transport			1,200	850	900	1,000
.200	Staff Welfare			50	50	50	50
21210	Social Contributions			120	120	120	120
22	Goods and Services			5,775	5,115	5,140	5,140
22010	Cost of Utilities			730	570	570	570
22030	Rent			2,950	2,950	2,950	2,950
22040	Office Equipment and Furniture			600	325	350	350

VOTE 20-1: Ministry of Labour, Human Resource Development and Training - continued

Rs 000

Item No.	Details		2019/20 Estimates	2020/21 Estimates	2021/22 Planned	2022/23 Planned
22050	Office Expenses		320	310	310	310
22060	Maintenance		485	365	365	365
22070	Cleaning Services		100	100	100	100
22090	Security		100	100	100	100
22100	Publications and Stationery		290	220	220	220
22120	Fees		50	25	25	25
22170	Travelling within the Republic		30	30	30	30
22900	Other Goods and Services		120	120	120	120
Capital Expenditure			600	500	-	-
31	Acquisition of Non Financial Assets	Project Value Rs 000	600	500	-	-
31132	Intangible Fixed Assets					
.401	Computerisation of Registry of Associations	3,510	600	500	-	-
TOTAL			19,200	18,100	18,300	18,600

Sub-Head 20-104: Employment Facilitation

Recurrent Expenditure				333,700	294,400	303,000	304,100
21	Compensation of Employees			77,710	72,280	75,880	76,980
21110	Personal Emoluments	Funded	Funded	70,150	64,620	68,220	69,320
.001	Basic Salary	2019/20	2020/21	59,630	56,495	57,625	58,645
(1)	Permanent Secretary	-	1	-	1,464	1,464	1,464
(2)	Deputy Permanent Secretary	1	1	1,032	857	881	909
(3)	Assistant Permanent Secretary	3	3	1,640	1,450	1,495	1,540
(4)	Director, Employment Service	1	1	930	978	996	996
(5)	Deputy Director, Employment Service	1	1	644	668	688	707
(6)	Chief Employment Officer	5	4	2,895	2,325	2,325	2,325
(7)	Senior Employment Officer	15	15	6,100	6,331	6,457	6,584
(8)	Employment Officer	22	21	8,074	6,750	6,901	7,052
(9)	Director, National Employment Department (New)	-	-	-	-	-	-
(10)	Deputy Director, National Employment Department (New)	-	-	-	-	-	-
(11)	Chief Employment Coordinator (New)	-	-	-	-	-	-
(12)	Senior Employment Counselling Officer (New)	-	-	-	-	-	-
(13)	Employment Counselling Officer (New)	-	-	-	-	-	-
(14)	Training Programme Coordinator	1	-	177	-	-	-
(15)	Principal Financial Operations Officer	1	1	545	499	517	535
(16)	Financial Officer/Senior Financial Officer	1	1	417	429	440	453
(17)	Assistant Financial Officer	1	1	254	339	348	357
(18)	Principal Procurement and Supply Officer	1	1	545	545	545	545

VOTE 20-1: Ministry of Labour, Human Resource Development and Training - continued

Rs 000

Item No.	Details			2019/20 Estimates	2020/21 Estimates	2021/22 Planned	2022/23 Planned
		Funded 2019/20	Funded 2020/21				
(19)	Assistant Procurement and Supply Officer	1	1	238	244	249	255
(20)	Office Management Executive	7	6	3,752	3,250	3,315	3,385
(21)	Office Management Assistant	24	18	7,193	6,375	6,470	6,565
(22)	Office Supervisor	1	1	300	429	434	434
(23)	Management Support Officer	70	67	16,043	14,688	15,105	15,417
(24)	Confidential Secretary	1	1	434	430	444	453
(25)	Word Processing Operator	6	6	1,570	1,595	1,625	1,650
(26)	Receptionist/Telephone Operator	4	4	810	980	990	998
(27)	Head Office Auxiliary	1	1	288	288	288	288
(28)	Office Auxiliary/Senior Office Auxiliary	15	15	3,191	3,050	3,075	3,115
(29)	Driver	2	2	516	531	537	543
(30)	General Worker	15	14	2,042	2,000	2,036	2,075
	Total	200	187				
.002	Salary Compensation			2,120	2,200	2,200	2,200
.004	Allowances			800	675	675	675
.005	Extra Assistance			-	400	400	400
.006	Cash in lieu of Leave			2,500	-	2,450	2,500
.009	End-of-year Bonus			5,100	4,850	4,870	4,900
21111	Other Staff Costs			6,560	6,560	6,560	6,560
.002	Travelling and Transport			5,500	5,500	5,500	5,500
.100	Overtime			1,000	1,000	1,000	1,000
.200	Staff Welfare			60	60	60	60
21210	Social Contributions			1,000	1,100	1,100	1,100
22	Goods and Services			40,990	36,620	36,620	36,620
22010	Cost of Utilities			3,760	3,060	3,060	3,060
22020	Fuel and Oil			210	175	175	175
22030	Rent			13,900	13,900	13,900	13,900
22040	Office Equipment and Furniture			800	600	600	600
22050	Office Expenses			985	825	825	825
22060	Maintenance			2,760	2,760	2,760	2,760
22070	Cleaning Services			25	25	25	25
22100	Publications and Stationery			5,050	4,525	4,525	4,525
22120	Fees			2,400	325	325	325
22900	Other Goods and Services			11,100	10,425	10,425	10,425
	<i>of which</i>						
.003	Passage Costs (Repatriation of Expatriates)			1,500	1,500	1,500	1,500
.903	Awareness Campaign			7,600	7,600	7,600	7,600
.948	Employment Outreach Initiative			1,700	1,000	1,000	1,000
28	Other Expense			215,000	185,500	190,500	190,500
28212	Transfer to Households						
.028	Employability Enhancement Programme			215,000	185,500	190,500	190,500
	<i>(a) Youth Employment Programme</i>			125,000	108,000	108,000	108,000
	<i>(b) Women Back to Work Programme</i>			15,000	7,500	7,500	7,500
	<i>(c) Trainee Engineer Scheme</i>			75,000	70,000	75,000	75,000

VOTE 20-1: Ministry of Labour, Human Resource Development and Training - continued

Rs 000

Item No.	Details		2019/20 Estimates	2020/21 Estimates	2021/22 Planned	2022/23 Planned
Capital Expenditure			8,000	4,300	2,700	1,500
31	Acquisition of Non-Financial Assets	Project Value Rs 000	8,000	4,300	2,700	1,500
31122	Other Machinery & Equipment					
.802	Acquisition of IT Equipment		500	500	500	500
31132	Intangible Fixed Assets					
.104	Enhancement of Employment Information Centres (EICs)		3,500	2,800	1,200	-
	(a) Upgrading of Labour Market Information System (LMIS)	4,610	2,000	1,300	-	-
	(b) Restructuring of EICs	13,430	1,500	1,500	1,200	-
.401	Modernisation of Work Permit System		4,000	1,000	1,000	1,000
TOTAL			341,700	298,700	305,700	305,600

Sub-Head 20-105: Technical and Vocational Education and Training

Recurrent Expenditure			242,400	187,000	205,000	210,000
26	Grants		242,400	187,000	205,000	210,000
26313	Extra-Budgetary Units					
.027	Mauritius Institute of Training and Development		242,400	187,000	205,000	210,000
Capital Expenditure			7,200	39,000	28,500	7,000
26	Grants		7,200	39,000	28,500	7,000
26323	Extra-Budgetary Units					
.027	Mauritius Institute of Training and Development		7,200	39,000	28,500	7,000
	<i>of which</i>					
	(a) Acquisition of Furniture & Fittings		-	2,000	1,000	1,000
	(b) Equipment - Formation Professionnelle		6,600	32,000	18,000	4,500
	(c) Improvement/Refurbishment		-	5,000	9,500	1,500
TOTAL			249,600	226,000	233,500	217,000

Sub-Head 20-106: Human Resource Development

Recurrent Expenditure			7,142	6,640	6,860	7,000
21	Compensation of Employees		6,013	5,616	5,836	5,976
21110	Personal Emoluments		5,733	5,336	5,556	5,696
.001	Basic Salary		5,227	4,751	4,886	5,001
(1)	Human Resource Analyst	Funded 2019/20: 2 Funded 2020/21: 2	1,092	750	775	815
(2)	Principal Careers Counsellor	1 1	668	833	846	846
(3)	Senior Careers Counsellor	1 1	680	728	745	755
(4)	Careers Counsellor	7 6	2,467	2,110	2,180	2,235
(5)	Word Processing Operator	1 1	320	330	340	350
	Total	12 11				
.002	Salary Compensation		106	160	160	160
.006	Cash in lieu of Leave		50	-	60	60
.009	End-of-year Bonus		350	425	450	475

VOTE 20-1: Ministry of Labour, Human Resource Development and Training - continued

Rs 000

Item No.	Details	2019/20 Estimates	2020/21 Estimates	2021/22 Planned	2022/23 Planned
21111	Other Staff Costs	260	260	260	260
.002	Travelling and Transport	260	260	260	260
21210	Social Contributions	20	20	20	20
22	Goods and Services	1,129	1,024	1,024	1,024
22010	Cost of Utilities	142	142	142	142
22030	Rent	712	707	707	707
22040	Office Equipment and Furniture	100	50	50	50
22050	Office Expenses	25	25	25	25
22100	Publications and Stationery	110	70	70	70
22900	Other Goods and Services	40	30	30	30
TOTAL		7,142	6,640	6,860	7,000