

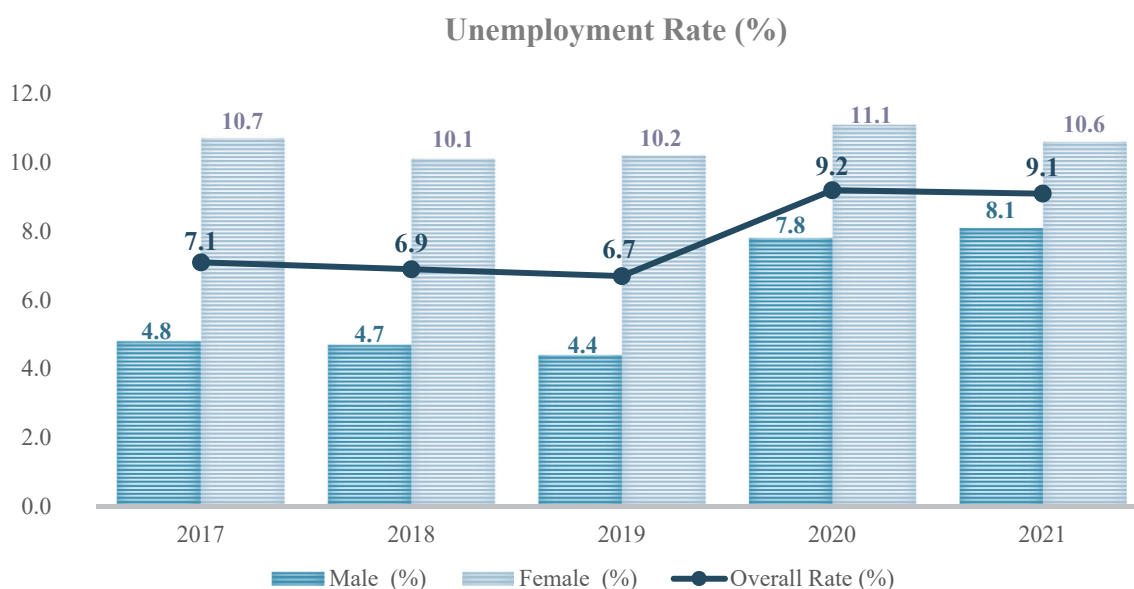
STRATEGIC OVERVIEW

I. Mission Statement

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

II. Current Situation & Challenges

- In 2021, the total number of Mauritians in employment was 484,400, of which 293,000 were males and 191,400 were females.
- For the year 2021, the unemployment rate stood at 9.1 percent compared to 9.2 percent in 2020.



- As at March 2021, 30,013 foreign workers were in employment in large establishments, out of which 19,662 were in the manufacturing sector and 6,901 in construction activities.
- From July 2021 to March 2022:
 - Some 930 individuals benefitted from various training programmes, namely the Youth Employment Programme, Women Back to Work Programme, Dual Training Programme and the Trainee Engineer Scheme.
 - 2,048 jobs were terminated due to economic reasons and 4,776 due to other reasons.
 - Occupational Safety and Health (OSH): -
 - Investigations into 143 complaints were conducted in relation to occupational safety and health;

VOTE 17-1: Labour, Human Resource Development and Training - *continued*

- 334 visits were carried out to investigate into cases of accidents and dangerous occurrences;
 - 5 Prohibition Orders were issued to employers where the places of work or activities carried out therein involved risks of serious bodily injuries; and
 - 122 cases (176 counts) were lodged at the Industrial Court against employers who had breached the OSH legislation.
- 1,865 inspection visits were carried out at enterprises to ensure compliance with the labour legislation.
 - 16,896 complaints relating to, inter alia, conditions of work and termination of employment, were registered at the Ministry, of which 173 from migrant workers.

Key Challenges

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

III. Strategic Direction 2022-2025

Strategic Direction	Enabler
Address changing labour market conditions	<ul style="list-style-type: none"> ▪ Identify new training and reskilling needs of redundant/unemployed persons to improve employability ▪ Implement training and employment programmes with greater focus on addressing unemployment among youth and women ▪ Expand network with Private Registered Training Institutions & Government Agencies to provide industry-based training ▪ Facilitate recruitment of foreign labour in specific areas of labour shortage
Promote employment opportunities across all sectors	<ul style="list-style-type: none"> ▪ Consolidate existing training and placement schemes to target a greater number of unemployed/redundant workers

VOTE 17-1: Labour, Human Resource Development and Training - *continued*

Strategic Direction	Enabler
	<ul style="list-style-type: none"> ▪ Increase Employment Outreach Initiatives through job dating, e-recruitment, amongst others, at regional level ▪ Upgrade the Labour Market Information System to facilitate interaction between employers and jobseekers
Improve manpower planning to support labour market policies	<ul style="list-style-type: none"> ▪ Operationalise the National Employment Department to address the labour market needs in a holistic manner ▪ Set up a National Employment Dashboard ▪ Enhance coordination with stakeholders, including educational bodies and business community
Making Technical and Vocational Education and Training (TVET) an attractive pathway	<ul style="list-style-type: none"> ▪ Rebrand TVET by designing and offering courses in emerging sectors and introducing blended learning and innovative pedagogy ▪ Create new pathways for TVET Graduates to upskill themselves by joining higher education institutions.
Increase compliance rate with labour legislation and promote harmonious industrial relations	<ul style="list-style-type: none"> ▪ Increase coverage of inspections at workplaces and address complaints in an efficient and effective manner ▪ Increase level of sensitisation of stakeholders on the legal framework ▪ Implementation of a Digital Labour Administration System
Improve working conditions and safety and health standards at all places of work	<ul style="list-style-type: none"> ▪ Develop a National OSH Profile to overcome hurdles in enhancing overall OSH standards in the country ▪ Review existing OSH legislation to ensure safe working conditions for all employees and decent living conditions for migrant workers ▪ Set up a one-stop-shop for effective service delivery to migrant workers

IV. Key Deliverables and Key Performance Indicators

Outcome				
Low unemployment, skilled workforce, industrial peace and harmony, decent work and safe work environment				
Outcome Indicator	Actual 2021/22 (Prov.)	Target 2022/23	Target 2024/25	Target 2030
Unemployment Rate	9.1% (2021)	< 9.1%	< 8.9%	< 8.5%

VOTE 17-1: Labour, Human Resource Development and Training - continued

Delivery Unit	Main Service	Key Performance Indicator	Actual 2021/22 (Prov.)	Target 2022/23	Target 2023/24	Target 2024/25
Human Resource Development and Training Division	Facilitate placement of registered jobseekers	Number of persons placed by the Ministry	4,784	4,800	5,000	5,200
Mauritius Institute of Training and Development	Provision of technical and vocational education and training	Enrolment in National Apprenticeship Programme (Dual Mode)	1,358	1,472	1,650	2,000
		Percentage of trainees in employment 6 months after completion of training	60%	75%	78%	80%
Labour & Industrial Relations Division	Enforcement of labour legislation	Percentage of registered complaints disposed of	75%	77%	80%	85%
Occupational Safety and Health Division	Enforcement of OSH Legislation	Number of inspections carried out	3,425	4,500	4,500	5,000

V. Human Resource & Gender Distribution

Staff in Post	Number	Male	Female
Top Management (Salary ≥ Rs 110,000)	5	100%	-
Middle Management (Rs 47,000 ≤ Salary <Rs 110,000)	64	47%	53%
Support (Salary <Rs 47,000)	504	28%	72%
Overall	573	30%	70%

CISD Figures – May 2022

Staff in main Statutory Bodies/Public Bodies	Number	Male	Female
Mauritius Institute of Training and Development	339	55%	45%
Human Resource Development Council	65	43%	57%
Manufacturing Sector Workers Welfare Fund	18	39%	61%

VOTE 17-1: Labour, Human Resource Development and Training - continued

FINANCIAL RESOURCES

Summary by Economic Categories

Rs 000

Code	Economic Categories	2021/22 Estimates	2022/23 Estimates	2023/24 Planned	2024/25 Planned
VOTE 17-1: TOTAL EXPENDITURE		880,000	868,000	865,000	849,000
Recurrent Expenditure		849,950	828,000	828,100	834,000
20	Allowance to Minister	2,400	2,400	2,400	2,400
21	Compensation of Employees	293,050	331,300	339,300	345,200
22	Goods and Services	99,300	118,700	110,800	110,800
26	Grants	208,200	225,300	225,300	225,300
28	Other Expense	247,000	150,300	150,300	150,300
Capital Expenditure		30,050	40,000	36,900	15,000
26	Grants	21,300	12,000	12,000	12,000
31	Acquisition of Non-Financial Assets	8,750	28,000	24,900	3,000

Summary by Sub-Heads

Rs 000

Details	2021/22 Estimates	2022/23 Estimates	2023/24 Planned	2024/25 Planned
Sub-Head 17-101: General	89,900	101,300	102,200	103,500
Sub-Head 17-102: Labour and Employment Relations Management	183,200	211,300	206,700	203,000
Sub-Head 17-103: Registration of Associations and Trade Unions	16,700	18,600	18,800	19,000
Sub-Head 17-104: Employment Facilitation	365,700	302,500	302,900	289,000
Sub-Head 17-105: Technical and Vocational Education and Training	217,300	226,000	226,000	226,000
Sub-Head 17-106: Human Resource Development	7,200	8,300	8,400	8,500
TOTAL	880,000	868,000	865,000	849,000

Sub-Head 17-101: General

Rs 000

Item No.	Details	2021/22 Estimates	2022/23 Estimates	2023/24 Planned	2024/25 Planned
Recurrent Expenditure		89,900	101,300	102,200	103,500
20	Allowance to Minister	2,400	2,400	2,400	2,400
20100	Annual Allowance	2,400	2,400	2,400	2,400
21	Compensation of Employees	72,688	81,800	83,000	84,300
21110	Personal Emoluments	64,993	72,200	73,400	74,700
.001	Basic Salary	44,516	51,800	52,900	54,100
.002	Salary Compensation	2,545	750	750	750
.004	Allowances	1,660	1,800	1,800	1,800
.005	Extra Assistance	10,300	11,000	11,000	11,000
.006	Cash in lieu of Leave	2,012	2,200	2,200	2,200
.009	End-of-year Bonus	3,960	4,650	4,750	4,850
21111	Other Staff Costs	6,495	8,400	8,400	8,400

VOTE 17-1: Labour, Human Resource Development and Training - continued

Rs 000

Item No.	Details	2021/22 Estimates	2022/23 Estimates	2023/24 Planned	2024/25 Planned
.001	Wages	230	250	250	250
.002	Travelling and Transport	4,815	6,300	6,300	6,300
.100	Overtime	1,400	1,800	1,800	1,800
.200	Staff Welfare	50	50	50	50
21210	Social Contributions	1,200	1,200	1,200	1,200
.001	Contribution to the National Savings Fund	1,200	1,200	1,200	1,200
22	Goods and Services	14,812	17,100	16,800	16,800
22010	Cost of Utilities	1,835	2,105	2,105	2,105
22020	Fuel and Oil	450	550	550	550
22030	Rent	6,770	6,770	6,770	6,770
22040	Office Equipment and Furniture	400	700	400	400
22050	Office Expenses	860	1,040	1,040	1,040
22060	Maintenance	1,035	1,095	1,095	1,095
22070	Cleaning Services	130	320	320	320
22100	Publications and Stationery	1,032	1,170	1,170	1,170
22120	Fees	50	100	100	100
22900	Other Goods and Services	2,250	3,250	3,250	3,250
	<i>of which</i>				
.032	Organisation of Labour Day and other Events	200	200	200	200
.955	Gender Mainstreaming	200	200	200	200
.967	National Wage Consultative Council	1,500	2,500	2,500	2,500
TOTAL		89,900	101,300	102,200	103,500

Sub-Head 17-102: Labour and Employment Relations Management

Recurrent Expenditure		178,900	197,000	198,300	200,500
21	Compensation of Employees	124,186	136,300	140,300	142,500
21110	Personal Emoluments	107,852	117,020	121,020	123,220
.001	Basic Salary	87,936	97,120	100,945	102,970
.002	Salary Compensation	3,309	1,000	1,000	1,000
.004	Allowances	4,500	6,000	6,000	6,000
.006	Cash in lieu of Leave	4,450	4,500	4,500	4,500
.009	End-of- year-Bonus	7,657	8,400	8,575	8,750
21111	Other Staff Costs	14,864	17,810	17,810	17,810
.001	Wages	220	250	250	250
.002	Travelling and Transport	14,494	17,400	17,400	17,400
.100	Overtime	50	60	60	60
.200	Staff Welfare	100	100	100	100
21210	Social Contributions	1,470	1,470	1,470	1,470
.001	Contribution to the National Savings Fund	1,470	1,470	1,470	1,470
22	Goods and Services	42,514	49,400	46,700	46,700
22010	Cost of Utilities	7,761	8,627	8,627	8,627
22030	Rent	26,080	27,520	27,520	27,520
22040	Office Equipment and Furniture	400	700	400	400
22050	Office Expenses	1,840	2,350	2,350	2,350
22060	Maintenance	1,190	1,840	1,840	1,840

VOTE 17-1: Labour, Human Resource Development and Training - continued

Rs 000

Item No.	Details		2021/22 Estimates	2022/23 Estimates	2023/24 Planned	2024/25 Planned
22070	Cleaning Services		260	410	410	410
22090	Security		100	100	100	100
22100	Publications and Stationery		1,770	2,090	2,090	2,090
22120	Fees		1,688	2,938	1,938	1,938
22170	Travelling within the Republic		75	75	75	75
22900	Other Goods and Services		1,350	2,750	1,350	1,350
	<i>of which</i>					
.001	Uniforms		1,100	1,100	1,100	1,100
26	Grants		12,200	11,300	11,300	11,300
26210	Contribution to International Organisations					
.098	International Labour Organisation		2,000	2,100	2,100	2,100
.099	African Regional Labour Administration Centre		1,200	1,200	1,200	1,200
26313	Extra Budgetary Units					
.013	Manufacturing Sector Workers Welfare Fund		4,000	4,000	4,000	4,000
.092	Trade Union Trust Fund		5,000	4,000	4,000	4,000
Capital Expenditure			4,300	14,300	8,400	2,500
31	Acquisition of Non-Financial Assets	Project Value Rs 000	4,300	14,300	8,400	2,500
31121	Transport Equipment					
.801	Acquisition of Vehicles		-	1,800	-	-
31122	Other Machinery and Equipment					
.802	Acquisition of IT Equipment		1,300	1,500	1,100	500
	<i>(a) Acquisition of IT Equipment</i>		500	500	500	500
	<i>(b) Digital Court Recording System (for Redundancy Board)</i>	5,200	800	1,000	600	-
31132	Intangible Fixed Assets					
.113	Computerisation of the Occupational Safety and Health (OSH) Division	12,000	3,000	9,000	1,300	-
.119	Computerisation of Labour Division	10,000	-	2,000	6,000	2,000
TOTAL			183,200	211,300	206,700	203,000

Sub-Head 17-103: Registration of Associations and Trade Unions

Recurrent Expenditure		16,200	18,600	18,800	19,000
21	Compensation of Employees	11,145	12,100	12,400	12,600
21110	Personal Emoluments	10,086	11,030	11,330	11,530
.001	Basic Salary	8,066	9,055	9,325	9,495
.002	Salary Compensation	320	100	100	100
.004	Allowances	500	525	525	525
.006	Cash in lieu of Leave	400	550	560	570
.009	End-of-year Bonus	800	800	820	840

VOTE 17-1: Labour, Human Resource Development and Training - continued

Rs 000

Item No.	Details		2021/22 Estimates	2022/23 Estimates	2023/24 Planned	2024/25 Planned
21111	Other Staff Costs		939	950	950	950
.002	Travelling and Transport		889	900	900	900
.200	Staff Welfare		50	50	50	50
21210	Social Contributions		120	120	120	120
.001	Contribution to the National Savings Fund		120	120	120	120
22	Goods and Services		5,055	6,500	6,400	6,400
22010	Cost of Utilities		470	625	625	625
22030	Rent		2,950	3,060	3,060	3,060
22040	Office Equipment and Furniture		200	300	200	200
22050	Office Expenses		260	510	510	510
22060	Maintenance		315	890	890	890
22070	Cleaning Services		85	175	175	175
22090	Security		100	100	100	100
22100	Publications and Stationery		500	640	640	640
22120	Fees		25	50	50	50
22170	Travelling within the Republic		30	30	30	30
22900	Other Goods and Services		120	120	120	120
Capital Expenditure			500	-	-	-
31	Acquisition of Non Financial Assets	Project Value Rs 000	500	-	-	-
31132	Intangible Fixed Assets					
.401	Computerisation of Registry of Associations	3,510	500	-	-	-
TOTAL			16,700	18,600	18,800	19,000

Sub-Head 17-104: Employment Facilitation

Recurrent Expenditure			361,750	288,800	286,400	288,500
21	Compensation of Employees		78,805	93,800	96,200	98,300
21110	Personal Emoluments		70,772	84,640	87,040	89,140
.001	Basic Salary		58,956	72,315	74,515	76,415
.002	Salary Compensation		2,943	1,300	1,300	1,300
.004	Allowances		1,025	1,500	1,500	1,500
.005	Extra Assistance		400	425	425	425
.006	Cash in lieu of Leave		2,500	2,800	2,800	2,800
.009	End-of-year Bonus		4,948	6,300	6,500	6,700
21111	Other Staff Costs		6,833	7,860	7,860	7,860
.002	Travelling and Transport		5,573	6,300	6,300	6,300
.100	Overtime		1,200	1,500	1,500	1,500
.200	Staff Welfare		60	60	60	60
21210	Social Contributions		1,200	1,300	1,300	1,300
.001	Contribution to the National Savings Fund		1,200	1,300	1,300	1,300
22	Goods and Services		35,945	44,700	39,900	39,900
22010	Cost of Utilities		2,760	3,430	3,430	3,430
22020	Fuel and Oil		175	200	200	200

VOTE 17-1: Labour, Human Resource Development and Training - continued

Rs 000

Item No.	Details		2021/22 Estimates	2022/23 Estimates	2023/24 Planned	2024/25 Planned
22030	Rent		14,200	14,200	14,200	14,200
22040	Office Equipment and Furniture		300	700	400	400
22050	Office Expenses		675	950	950	950
22060	Maintenance		1,960	1,985	1,985	1,985
22070	Cleaning Services		25	40	40	40
22100	Publications and Stationery		4,425	5,995	5,995	5,995
22120	Fees		825	6,200	1,700	1,700
22900	Other Goods and Services		10,600	11,000	11,000	11,000
	<i>of which</i>					
.003	Passage Costs (Repatriation of Expatriates)		1,500	1,500	1,500	1,500
.903	Awareness Campaign		7,800	8,000	8,000	8,000
.948	Employment Outreach Initiative		1,000	1,000	1,000	1,000
28	Other Expense		247,000	150,300	150,300	150,300
28212	Transfer to Households					
.028	Employability Enhancement Programme		247,000	150,300	150,300	150,300
	<i>(a) Youth Employment Programme</i>		<i>150,000</i>	<i>70,000</i>	<i>70,000</i>	<i>70,000</i>
	<i>(b) Women Back to Work Programme</i>		<i>15,000</i>	<i>15,000</i>	<i>15,000</i>	<i>15,000</i>
	<i>(c) Trainee Engineer Scheme</i>		<i>82,000</i>	<i>62,000</i>	<i>62,000</i>	<i>62,000</i>
	<i>(d) Training and Placement of Persons with Disabilities</i>		<i>-</i>	<i>3,300</i>	<i>3,300</i>	<i>3,300</i>
Capital Expenditure			3,950	13,700	16,500	500
31	Acquisition of Non-Financial Assets	Project Value Rs 000	3,950	13,700	16,500	500
31112	Non-Residential Buildings		1,000	2,000	1,000	-
.401	Upgrading of Office Buildings		1,000	2,000	1,000	-
31122	Other Machinery & Equipment					
.802	Acquisition of IT Equipment		500	1,200	500	500
31132	Intangible Fixed Assets					
.104	Enhancement of Employment Information Centres (EICs)		2,450	500	-	-
.122	E-Register of Skills	<i>25,000</i>	<i>-</i>	<i>10,000</i>	<i>15,000</i>	<i>-</i>
TOTAL			365,700	302,500	302,900	289,000

Sub-Head 17-105: Technical and Vocational Education and Training

Recurrent Expenditure			196,000	214,000	214,000	214,000
26	Grants		196,000	214,000	214,000	214,000
26313	Extra-Budgetary Units					
.027	Mauritius Institute of Training and Development		196,000	214,000	214,000	214,000

VOTE 17-1: Labour, Human Resource Development and Training - continued

Rs 000

Item No.	Details	2021/22 Estimates	2022/23 Estimates	2023/24 Planned	2024/25 Planned
Capital Expenditure		21,300	12,000	12,000	12,000
26	Grants	21,300	12,000	12,000	12,000
26323	Extra-Budgetary Units				
.027	Mauritius Institute of Training and Development	21,300	12,000	12,000	12,000
	(a) Acquisition of Furniture & Fittings	1,300	1,300	1,300	1,300
	(b) Equipment - Formation Professionnelle	10,000	4,700	4,700	4,700
	(c) Improvement/Refurbishment	10,000	4,000	4,000	4,000
	(d) Acquisition of IT Equipment	-	2,000	2,000	2,000
TOTAL		217,300	226,000	226,000	226,000

Sub-Head 17-106: Human Resource Development

Recurrent Expenditure		7,200	8,300	8,400	8,500
21	Compensation of Employees	6,226	7,300	7,400	7,500
21110	Personal Emoluments	5,701	6,600	6,700	6,800
.001	Basic Salary	4,706	5,550	5,630	5,710
.002	Salary Compensation	150	50	50	50
004	Allowances	150	150	150	150
.006	Cash in lieu of Leave	250	350	360	370
.009	End-of-year Bonus	445	500	510	520
21111	Other Staff Costs	450	625	625	625
.002	Travelling and Transport	450	600	600	600
.100	Overtime	-	25	25	25
21210	Social Contributions	75	75	75	75
.001	Contribution to the National Savings Fund	75	75	75	75
22	Goods and Services	974	1,000	1,000	1,000
22010	Cost of Utilities	92	127	127	127
22030	Rent	707	668	668	668
22040	Office Equipment and Furniture	50	50	50	50
22050	Office Expenses	25	25	25	25
22100	Publications and Stationery	70	100	100	100
22900	Other Goods and Services	30	30	30	30
TOTAL		7,200	8,300	8,400	8,500

VOTE 17-1: Labour, Human Resource Development and Training - continued

HUMAN RESOURCES

SN	Position Titles	Funded	
		2021/22	2022/23
Vote 17-1: Labour, Human Resource Development and Training		635	658
Sub-Head 17-101: General		159	158
1	Minister	1	1
2	Permanent Secretary	1	1
3	Deputy Permanent Secretary	1	1
4	Assistant Permanent Secretary	1	1
5	Manager, Financial Operations	1	1
6	Assistant Manager, Financial Operations	1	1
7	Financial Operations Officer/Senior Financial Operations Officer <i>formerly Financial Officer/Senior Financial Officer</i>	2	1
8	Assistant Financial Operations Officer <i>formerly Assistant Financial Officer</i>	3	3
9	Assistant Manager (Procurement and Supply)	1	1
10	Procurement and Supply Officer/Senior Procurement and Supply Officer	1	1
11	Assistant Procurement and Supply Officer	1	1
12	Assistant Manager, Internal Control	1	1
13	Internal Control Officer/Senior Internal Control Officer	1	1
14	Manager, Human Resources	1	1
15	Human Resource Executive	1	1
16	Office Management Executive	4	4
17	Office Management Assistant	11	11
18	Higher Executive Officer (<i>Personal</i>)	1	1
19	Office Supervisor	1	1
20	Management Support Officer	48	48
21	Confidential Secretary	7	7
22	Word Processing Operator	9	9
23	Senior Receptionist/Telephone Operator	1	1
24	Receptionist/Telephone Operator	4	4
25	Head Office Auxiliary	2	2
26	Office Auxiliary/Senior Office Auxiliary	26	26
27	Stores Attendant	1	1
28	Driver	5	5
29	Handy Worker	19	19
30	General Worker	2	2
Sub-Head 17-102: Labour and Employment Relations Management		229	234
	Employment Relations		
1	Chairperson, National Remuneration Board	1	1
2	Vice-Chairperson, National Remuneration Board	1	1
3	Head Remuneration Analyst	1	1
4	Senior Remuneration Analyst	1	1
5	Remuneration Analyst	4	4
6	Director, Labour and Industrial Relations	-	-
7	Deputy Director, Labour and Industrial Relations	1	1
8	Assistant Director, Labour and Industrial Relations	8	9

VOTE 17-1: Labour, Human Resource Development and Training - continued

SN	Position Titles	Funded	
		2021/22	2022/23
9	Principal Labour and Industrial Relations Officer	13	13
10	Senior Labour and Industrial Relations Officer	34	34
11	Labour and Industrial Relations Officer	86	86
12	President, Commission for Conciliation and Mediation	1	1
13	Vice President, Commission for Conciliation and Mediation	1	1
14	Manager, Human Resources	1	1
15	Human Resource Executive	1	1
16	Registrar, Redundancy Board (<i>New</i>)	-	-
17	Deputy Registrar, Redundancy Board (<i>New</i>)	-	1
18	Senior Transcriber <i>formerly Senior Shorthand Writer</i>	2	2
19	Transcriber <i>formerly Shorthand Writer</i>	2	2
	Occupational Safety and Health		
20	Director, Occupational Safety and Health	-	1
21	Deputy Director, Occupational Safety and Health	1	1
22	Chief Occupational Safety and Health Officer	5	5
23	Divisional Occupational Safety and Health Officer	5	5
24	Principal Occupational Safety and Health Officer	15	16
25	Occupational Safety and Health Officer/Senior Occupational Safety and Health	41	42
26	Head, Specialist Support Services	1	1
27	Occupational Safety and Health Engineer/Senior Occupational Safety and Health Engineer	3	3
Sub-Head 17-103: Registration of Associations and Trade Unions		23	24
1	Registrar of Associations	1	1
2	Deputy Registrar of Associations	-	1
3	Principal Inspector of Associations	3	3
4	Senior Inspector of Associations	6	6
5	Inspector of Associations	13	13
Sub-Head 17-104: Employment Facilitation		214	232
1	Permanent Secretary	1	1
2	Deputy Permanent Secretary	1	1
3	Assistant Permanent Secretary	3	3
4	Director, Employment Service	1	-
5	Deputy Director, Employment Service	1	-
6	Chief Employment Officer	5	-
7	Senior Employment Officer	17	-
8	Employment Officer	39	-
9	Director, National Employment Department	-	1
10	Deputy Director, National Employment Department	-	1
11	Chief Employment Coordinator	-	5
12	Senior Employment Counselling Officer	-	17
13	Employment Counselling Officer	-	39
14	Principal Financial Operations Officer	1	1
15	Financial Operations Officer/Senior Financial Operations Officer <i>formerly Financial Officer/Senior Financial Officer</i>	1	1
16	Assistant Financial Operations Officer <i>formerly Assistant Financial Officer</i>	1	1

VOTE 17-1: Labour, Human Resource Development and Training - continued

SN	Position Titles	Funded	
		2021/22	2022/23
17	Principal Procurement and Supply Officer	1	1
18	Assistant Procurement and Supply Officer	1	1
19	Assistant Manager, Human Resources	1	1
20	Human Resource Executive	1	1
21	Office Management Executive	6	6
22	Office Management Assistant	21	21
23	Office Supervisor	1	1
24	Management Support Officer	68	86
25	Confidential Secretary	1	1
26	Word Processing Operator	6	6
27	Receptionist/Telephone Operator	4	4
28	Head Office Auxiliary	1	1
29	Office Auxiliary/Senior Office Auxiliary	15	15
30	Driver	2	2
31	General Worker	14	14
Sub-Head 17-106: Human Resource Development		10	10
1	Human Resource Analyst/Senior Human Resource Analyst <i>formerly Human Resource Analyst and Senior Human Resource Analyst</i>	2	2
2	Principal Careers Counsellor	1	1
3	Senior Careers Counsellor	1	1
4	Careers Counsellor	6	6
TOTAL		635	658

STRATEGIC OVERVIEW

I. Mission Statement

- To provide the right framework for trade facilitation and promote healthy competition
- To promote and safeguard the interests and rights of the consumers
- To ensure regular supply of essential commodities

II. Current Situation & Challenges

- The COVID-19 pandemic, the disruption in supply chains, the increase in freight costs and, more recently, the Russia-Ukraine war have resulted in a significant increase in prices of several commodities, including fuel, food and other essential products, at the global level.
- To mitigate the impact of the higher prices on the population, 7 additional essential products, namely edible oil, pulses, canned tomatoes, canned fish, milk powder, cheese and margarine, were brought under the price control mechanism with a maximum price.
- A subsidy scheme on the 7 essential food products was also introduced for a period of one year to compensate the loss in revenue to importers and distributors, and to protect the purchasing power of consumers.
- A Price Observatory was set up in September 2021 to, inter alia, study the evolution of prices of commodities and publish, on a monthly basis, the price of different brands of products across supermarkets and hyper markets.
- The State Trading Corporation (STC) has transferred its operations for the storage of food commodities, namely wheat flour, Long Grain White Rice and basmati rice to a modern warehouse at Mer Rouge.

Key Data from July 2021 to April 2022

Consumer Affairs Unit

7,910 inspections carried out at trade premises to ensure strict compliance with existing regulations and 712 contraventions, including fixed penalty notices, issued to defaulters

Competition Commission

55 competition cases assessed and completed

Legal Metrology Services

10,624 instruments verified/calibrated and 1,027 Trade/Packing premises and petrol pumps inspected

Trade Division

5,598 import permits, 1,417 export permits and 4,029 clearances for second-hand motor vehicles approved

Price Fixing Unit

3,738 and 396 costings in respect of controlled products processed and approved for Mauritius and Rodrigues, respectively

Bunker Sales

Bunker Fuel sales of 448,408 metric tonnes to some 1,428 vessels by the 15 operators in Trade in Bunker Fuels as at March 2022

Key Challenges

- Protecting consumers in the wake of the COVID-19 pandemic, the effects of the Russia-Ukraine war and other external factors that have caused an increase in the price of commodities on the local market
- Higher subsidies required to keep prices of essential products at affordable levels impacting on the financial position of the STC
- Adapting to new trends in consumer habits, including rapid development of e-commerce, and effectively monitoring the evolution of prices and preventing abusive trade practices

III. Strategic Direction 2022-2025

Strategic Direction	Enabler
Ensure more effective consumer protection	<ul style="list-style-type: none"> ▪ Introduction of a new Consumer Protection Bill that will enhance consumer protection and address e-commerce issues ▪ A Price Monitoring and Control Application will be developed under the Price Observatory to inform consumers of prices of selected goods in different outlets across the island and assist in taking informed decision
Promote and protect competition in markets	<ul style="list-style-type: none"> ▪ Investigate and remedy restrictive business practices ▪ Amend existing Competition Act to enhance detection and enforcement against anticompetitive practices
Ensure security of supply of essential commodities	<ul style="list-style-type: none"> ▪ Construct storage facilities to increase storage capacity of LPG and Jet A-1
Increase trade in bunker fuel	<ul style="list-style-type: none"> ▪ Attract private investment in bunker storage and explore possibilities of joint ventures with large operators

IV. Key Deliverables and Key Performance Indicators

Outcome				
Effective protection of consumer interests and improved consumer satisfaction				
Outcome Indicator	Actual 2021/22 (Prov.)	Target 2022/23	Target 2024/25	Target 2030
Percentage of complaints resolved within two months	77%	80%	88%	90%

VOTE 17-2: Commerce and Consumer Protection - continued

Delivery Unit	Main Service	Key Performance Indicator	Actual 2021/22 (Prov.)	Target 2022/23	Target 2023/24	Target 2024/25
Ministry of Commerce and Consumer Protection (MCCP)	Safeguard the interests of consumers and prevent abusive trade practices	Introduction of the New Consumer Protection Bill in National Assembly	-	Dec 2022	-	-
MCCP / Consumer Affairs Unit	Ensure effective consumer protection	Number of trade premises inspected	7,276	12,000	12,500	13,000
Competition Commission	Promote and protect competition	Number of competition cases assessed and completed	60	64	68	72
State Trading Corporation	Ensure security of supply of essential commodities	Number of essential products supplied (Cumulative)	4	7	7	7

V. Human Resource & Gender Distribution

Staff in Post	Number	Male	Female
Top Management (Salary ≥ Rs 110,000)	1	100%	-
Middle Management (Rs 47,000 ≤ Salary <Rs 110,000)	28	46%	54%
Support (Salary <Rs 47,000)	121	45%	55%
Overall	150	45%	55%

CISD Figures – May 2022

Staff in Statutory Bodies / Public Bodies	Number	Male	Female
Competition Commission	20	45%	55%
State Trading Corporation	245	74%	26%

VOTE 17-2: Commerce and Consumer Protection - continued

FINANCIAL RESOURCES

Summary by Economic Categories

Rs 000

Code	Economic Categories	2021/22 Estimates	2022/23 Estimates	2023/24 Planned	2024/25 Planned
VOTE 17-2: TOTAL EXPENDITURE		177,000	180,000	172,100	173,700
Recurrent Expenditure		172,490	167,400	169,900	171,500
21	Compensation of Employees	86,925	93,800	96,600	98,200
22	Goods and Services	20,995	24,200	23,900	23,900
26	Grants	64,570	49,400	49,400	49,400
Capital Expenditure		4,510	12,600	2,200	2,200
26	Grants	300	300	300	300
31	Acquisition of Non-Financial Assets	4,210	12,300	1,900	1,900

Summary by Sub-Heads

Rs 000

Details	2021/22 Estimates	2022/23 Estimates	2023/24 Planned	2024/25 Planned
Sub-Head 17-201: General	12,500	13,900	14,100	14,300
Sub-Head 17-202: Commerce and Trade Development	132,400	127,600	119,500	120,400
Sub-Head 17-203: Consumer Protection and Market Surveillance	32,100	38,500	38,500	39,000
TOTAL	177,000	180,000	172,100	173,700

Sub-Head 17-201: General

Rs 000

Item No.	Details	2021/22 Estimates	2022/23 Estimates	2023/24 Planned	2024/25 Planned
Recurrent Expenditure		12,500	13,900	14,100	14,300
21	Compensation of Employees	11,655	13,000	13,200	13,400
21110	Personal Emoluments	10,965	11,580	11,780	11,980
.001	Basic Salary	7,575	8,690	8,850	9,010
.002	Salary Compensation	275	90	90	90
.004	Allowances	1,000	400	400	400
.005	Extra Assistance	1,050	1,180	1,180	1,180
.006	Cash in lieu of leave	440	490	520	550
.009	End-of-year Bonus	625	730	740	750
21111	Other Staff Costs	655	1,305	1,305	1,305
.002	Travelling and Transport	600	950	950	950
.100	Overtime	50	350	350	350
.200	Staff Welfare	5	5	5	5
21210	Social Contributions	35	115	115	115
.001	Contribution to the National Savings Fund	35	115	115	115
22	Goods and Services	845	900	900	900
22010	Cost of Utilities	250	190	190	190
22020	Fuel and Oil	25	40	40	40

VOTE 17-2: Commerce and Consumer Protection - continued

Rs 000

Item No.	Details	2021/22 Estimates	2022/23 Estimates	2023/24 Planned	2024/25 Planned
22040	Office Equipment and Furniture	50	45	45	45
22050	Office Expenses	25	25	25	25
22060	Maintenance	96	195	195	195
22070	Cleaning Services	40	45	45	45
22090	Security	14	15	15	15
22100	Publications and Stationery	75	90	90	90
22900	Other Goods and Services	270	255	255	255
TOTAL		12,500	13,900	14,100	14,300

Sub-Head 17-202: Commerce and Trade Development

Recurrent Expenditure		129,790	118,000	118,500	119,400
21	Compensation of Employees	46,730	49,000	49,800	50,700
21110	Personal Emoluments	41,280	43,600	44,400	45,300
.001	Basic Salary	33,480	37,035	37,775	38,535
.002	Salary Compensation	2,000	500	500	500
.004	Allowances	900	825	825	825
.006	Cash in lieu of leave	2,000	2,000	2,000	2,000
.009	End-of-year Bonus	2,900	3,240	3,300	3,440
21111	Other Staff Costs	4,850	4,700	4,700	4,700
.002	Travelling and Transport	4,450	4,200	4,200	4,200
.100	Overtime	350	450	450	450
.200	Staff Welfare	50	50	50	50
21210	Social Contributions	600	700	700	700
.001	Contribution to National Savings Fund	600	700	700	700
22	Goods and Services	18,490	19,600	19,300	19,300
22010	Cost of Utilities	1,875	1,965	1,965	1,965
22020	Fuel and Oil	200	250	250	250
22030	Rent	14,300	14,285	14,285	14,285
22040	Office Equipment and Furniture	100	100	100	100
22050	Office Expenses	240	255	255	255
22060	Maintenance	340	790	490	490
22070	Cleaning Services	100	110	110	110
22090	Security	440	440	440	440
22100	Publications and Stationery	315	485	485	485
22120	Fees	175	490	490	490
22170	Travelling within the Republic	30	30	30	30
22900	Other Goods and Services	375	400	400	400
26	Grants	64,570	49,400	49,400	49,400
26210	Contribution to International Organisations				
.119	Contribution to Organisation Internationale de Metrologie Legale	70	100	100	100
26313	Extra-Budgetary Units				
.008	Competition Commission	64,500	49,300	49,300	49,300
	<i>of which</i>				
	<i>Refund of COMESA Merger Filing Fees</i>	22,500	-	-	-

VOTE 17-2: Commerce and Consumer Protection - continued

Rs 000

Item No.	Details	2021/22 Estimates	2022/23 Estimates	2023/24 Planned	2024/25 Planned
Capital Expenditure		2,610	9,600	1,000	1,000
26	Grants	300	300	300	300
26323	Extra-Budgetary Units				
.008	Competition Commission	300	300	300	300
31	Acquisition of Non-Financial Assets	2,310	9,300	700	700
31122	Other Machinery & Equipment				
.802	Acquisition of IT Equipment	560	300	700	700
.804	Acquisition of Laboratory Equipment	1,750	1,000	-	-
.999	Acquisition of Other Machinery & Equipment	-	8,000	-	-
TOTAL		132,400	127,600	119,500	120,400

Sub-Head 17-203: Consumer Protection and Market Surveillance

Recurrent Expenditure		30,200	35,500	37,300	37,800
21	Compensation of Employees	28,540	31,800	33,600	34,100
21110	Personal Emoluments	24,475	26,240	28,040	28,540
.001	Basic Salary	19,775	22,000	23,600	23,930
.002	Salary Compensation	1,000	260	260	260
.004	Allowances	800	900	900	900
.006	Cash in lieu of leave	1,200	1,200	1,300	1,400
.009	End-of-year Bonus	1,700	1,880	1,980	2,050
21111	Other Staff Costs	3,770	5,220	5,220	5,220
.002	Travelling and Transport	3,700	4,900	4,900	4,900
.100	Overtime	50	300	300	300
.200	Staff Welfare	20	20	20	20
21210	Social Contributions	295	340	340	340
.001	Contribution to National Savings Fund	295	340	340	340
22	Goods and Services	1,660	3,700	3,700	3,700
22010	Cost of Utilities	335	340	340	340
22040	Office Equipment and Furniture	25	25	25	25
22050	Office Expenses	60	85	85	85
22060	Maintenance	425	1,030	1,030	1,030
22100	Publications and Stationery	80	275	275	275
22120	Fees	420	1,235	1,235	1,235
22900	Other Goods and Services	315	710	710	710
	<i>of which</i>				
.903	Awareness Campaign (Consumer Education)	20	250	250	250
Capital Expenditure		1,900	3,000	1,200	1,200
31	Acquisition of Non-Financial Assets	1,900	3,000	1,200	1,200
31122	Other Machinery and Equipment				
.802	Acquisition of IT Equipment	1,700	2,500	1,000	1,000
31132	Intangible Fixed Assets				
.801	Acquisition of Software	200	500	200	200
TOTAL		32,100	38,500	38,500	39,000

VOTE 17-2: Commerce and Consumer Protection - continued

HUMAN RESOURCES

SN	Position Titles	Funded	
		2021/22	2022/23
Vote 17-2: Commerce and Consumer Protection		168	173
Sub-Head 17-201: General		14	18
1	Permanent Secretary	1	1
2	Manager, Financial Operations	1	1
3	Assistant Manager, Financial Operations	1	1
4	Principal Financial Operations Officer	1	1
5	Financial Operations Officer/Senior Financial Operations Officer <i>formerly Financial Officer/Senior Financial Officer</i>	1	1
6	Assistant Financial Operations Officer <i>formerly Assistant Financial Officer</i>	1	1
7	Procurement and Supply Officer/Senior Procurement and Supply Officer	1	1
8	Manager, Human Resources	1	1
9	Human Resource Executive	1	1
10	Management Support Officer	1	4
11	Confidential Secretary	2	2
12	Office Auxiliary/Senior Office Auxiliary	1	1
13	Driver	1	1
14	Driver/Office Attendant (Ex-NESC) <i>(Personal)</i>	-	1
Sub-Head 17-202: Commerce and Trade Development		103	104
Fair Trading Practices			
1	Deputy Permanent Secretary	1	1
2	Assistant Permanent Secretary	2	2
3	Analyst/Senior Analyst	2	2
4	Office Management Executive	1	1
5	Office Management Assistant	6	6
6	Office Supervisor	1	1
7	Management Support Officer	14	14
8	Confidential Secretary	1	1
9	Word Processing Operator	3	3
10	Receptionist/Telephone Operator	1	1
11	Head Office Auxiliary	1	1
12	Office Auxiliary/Senior Office Auxiliary	3	3
13	Driver	2	2
Compliance to Import & Export Trade Legislations			
14	Director of Trade	-	-
15	Principal Analyst (Trade)	1	1
16	Senior Analyst (Trade)	1	1
17	Analyst (Trade)	4	4
18	Senior Commercial Officer	-	-
19	Commercial Officer	1	1
20	Assistant Commercial Officer	1	1
21	Office Management Assistant	1	1
22	Management Support Officer	14	14
23	Word Processing Operator	1	1
24	Office Auxiliary/Senior Office Auxiliary	2	2

VOTE 17-2: Commerce and Consumer Protection - *continued*

SN	Position Titles	Funded	
		2021/22	2022/23
	Legal Metrology Services		
25	Director, Legal Metrology Services	1	1
26	Deputy Director, Legal Metrology Services	1	1
27	Legal Metrologist	2	2
28	Legal Metrology Officer	7	7
29	Senior Technical Officer (Legal Metrology)	1	1
30	Technical Officer (Legal Metrology) (<i>Personal</i>)	3	3
31	Office Management Executive	1	1
32	Management Support Officer	5	5
33	Confidential Secretary	1	1
34	Word Processing Operator	1	1
35	Receptionist/Telephone Operator	1	1
36	Senior Laboratory Auxiliary	1	1
37	Laboratory Auxiliary	5	5
38	Driver (Mechanical Unit) <i>formerly Heavy Vehicle/Mechanical Driver</i>	2	2
39	Driver	2	2
40	Office Auxiliary/Senior Office Auxiliary	2	2
41	Helper	2	2
42	General Worker	1	2
Sub-Head 17-203: Consumer Protection and Market Surveillance		51	51
1	Head, Consumer Affairs Unit	1	1
2	Principal Consumer Affairs Officer	1	1
3	Senior Consumer Affairs Officer	4	4
4	Consumer Affairs Officer	27	27
5	Assistant Permanent Secretary	1	1
6	Office Management Executive	1	1
7	Office Management Assistant	1	1
8	Management Support Officer	4	4
9	Word Processing Operator	1	1
10	Receptionist/Telephone Operator	1	1
11	Office Auxiliary/Senior Office Auxiliary	2	2
	Price Control		
12	Office Management Executive	1	1
13	Office Management Assistant	1	1
14	Management Support Officer	5	5
TOTAL		168	173