

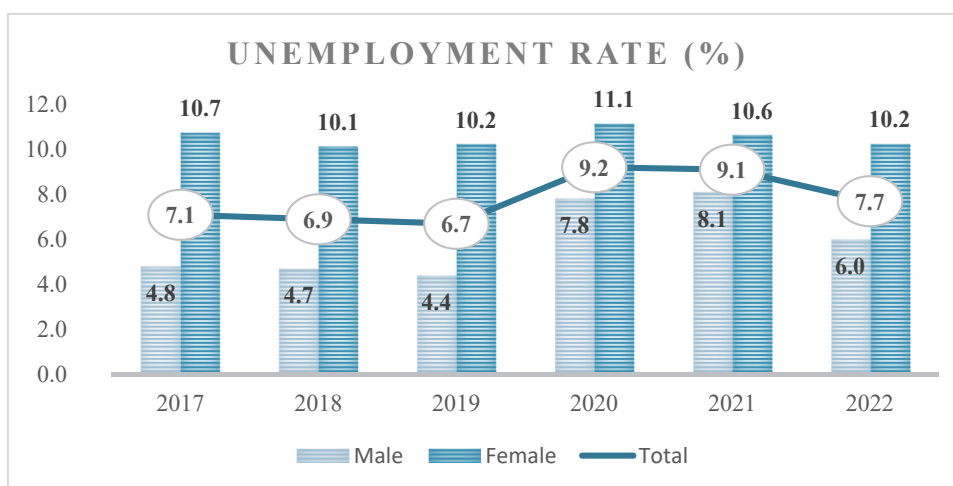
STRATEGIC OVERVIEW

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 2022, the total number of Mauritians in employment was 519,600, of which 318,000 (61.2 percent) were males and 201,600 (38.8 percent) were females.
- The unemployment rate for 2022 decreased to 7.7 percent from 9.1 percent in 2021, with a decline in both male and female unemployment.
- Youth unemployment dropped to 25.1 percent in 2022 from 27.7 percent in 2021.



- From July 2022 to April 2023:
 - Some **1,461** individuals benefitted from various training programmes, namely Youth Employment Programme, Women Back to Work Programme, Dual Training Programme, Trainee Engineer Scheme and the National Training & Re-skilling Scheme.
 - Some **1,935** individuals were enrolled in various training programmes in Mauritius Institute of Training and Development (MITD) Training Centres.
 - In 2022, 1,553 jobs were terminated due to economic reasons and 3,908 due to other reasons.
 - Occupational Safety and Health (OSH):
 - Investigations into 128 complaints were conducted in relation to occupational safety and health;
 - 309 visits were carried out to investigate into cases of accidents and dangerous occurrences;
 - 16 Prohibition Orders were issued to employers where the places of work or activities carried out therein involved risks of serious bodily injuries; and

- 115 cases (154 counts) were lodged at the Industrial Court against employers who had breached the OSH legislation.
- 4,202 inspection visits were carried out at enterprises to ensure compliance with the labour legislation, of which 302 visits covering migrant workers.
- 14,729 complaints relating to, inter alia, conditions of work and termination of employment were registered at the Ministry, of which 166 migrant workers.
- The Redundancy Board has disposed of 17 cases and delivered one Order for unjustified termination.
- The Commission for Conciliation and Mediation disposed of 138 cases of labour disputes.

Key Challenges

- Shrinking of the labour force due to low population growth
- Address skills mismatch in the labour market
- Reluctance of Mauritian workforce to participate in certain sectors such as Manufacturing and Construction
- Strengthen regulatory mechanisms and enforcement actions to reduce the number of illegal foreign workers
- Training and placement of jobseekers in certain sectors
- Review of the Labour Legislative Framework in light of new changes and challenges in the world of work
- Enhance organisational capacity to effectively address complex issues in the modern work environment
- Youth unemployment rate remains above 20 percent
- Sustainability of Workfare Programme Fund

III. Strategic Direction 2023-2026

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

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

Strategic Direction	Enabler
Promote employment opportunities across all sectors	<ul style="list-style-type: none"> ▪ Consolidate existing training and placement schemes to target a greater number of unemployed/redundant workers ▪ Increase Employment Outreach Initiatives ▪ Enhance the Labour Market Information System with additional functionalities to facilitate interaction between employers and jobseekers ▪ Develop a strategic policy for employment creation
Improve manpower planning to support labour market policies	<ul style="list-style-type: none"> ▪ Setting up of a National Employment Dashboard ▪ Coordination with stakeholders for e.g. educational bodies and business community to address labour issues
Making TVET an attractive pathway	<ul style="list-style-type: none"> ▪ Rebrand TVET by designing and offering courses in emerging sectors and introducing blended learning and innovative pedagogy ▪ Enhancing the skills and knowledge of trainers to better respond to the needs of trainees ▪ Create new pathways for TVET Graduates to upskill themselves by joining higher education institutions
Increase compliance rate with labour legislation and promote harmonious industrial relations	<ul style="list-style-type: none"> ▪ Increase coverage of inspections at workplaces and address complaints in an efficient and effective manner ▪ Increase level of sensitisation of stakeholders on the legal framework
Enhance organisational capacity for improved labour administration	<ul style="list-style-type: none"> ▪ Implementation of a digital Labour Administration System for effective service delivery and policy formulation based on reliable/up-to-date data
To expedite the grant of work permits to non-citizens	<ul style="list-style-type: none"> ▪ Digitalise application for work permit ▪ Increase number of work permit applications through the National E-Licensing System ▪ Continuous review of work permit application system
Increase pre-employment training and enhance the quality and relevance of training	<ul style="list-style-type: none"> ▪ Develop new courses for new/emerging economic sectors ▪ Adoption of a blended learning approach combining face to face learning and remote learning ▪ Investment in new technology
Improve safety and health standards at all places of work	<ul style="list-style-type: none"> ▪ Develop a National Occupational Safety and Health (OSH) Profile to come up with a road map for further enhancing the National OSH standards ▪ Review existing OSH legislation to enhance safety and health standards for all employees and decent living conditions for migrant workers

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 2022/23 (Prov.)	Target 2023/24	Target 2025/26	Target 2030
Unemployment Rate	7.7% (2022)	<7.3%	<7.0%	<6.5%

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

V. Human Resource & Gender Distribution

Staff in Post	Number	Male	Female
Top Management (Salary ≥ Rs 110,000)	2	50%	50%
Middle Management (Rs 47,000 ≤ Salary <Rs 110,000)	71	44%	56%
Support (Salary <Rs 47,000)	503	27%	73%
Overall	576	29%	71%

CISD Figures – May 2023

Staff in Statutory Bodies / Public Bodies	Number	Male	Female
Mauritius Institute of Training and Development	313	55%	45%
Human Resource Development Council	72	40%	60%
Manufacturing Sector Workers Welfare Fund	18	44%	56%

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

FINANCIAL RESOURCES

Summary by Economic Categories

Rs 000

Code	Economic Categories	2022/23 Estimates	2023/24 Estimates	2024/25 Planned	2025/26 Planned
VOTE 17-1: TOTAL EXPENDITURE		868,000	852,000	860,200	865,500
Recurrent Expenditure		828,000	820,800	840,100	850,500
20	Allowance to Minister	2,400	2,400	2,400	2,400
21	Compensation of Employees	331,300	348,800	370,800	377,600
22	Goods and Services	118,700	122,400	117,700	118,300
26	Grants	225,300	242,900	244,900	247,900
28	Other Expense	150,300	104,300	104,300	104,300
Capital Expenditure		40,000	31,200	20,100	15,000
26	Grants	12,000	12,000	12,000	12,000
31	Acquisition of Non-Financial Assets	28,000	19,200	8,100	3,000

Summary by Sub-Heads

Rs 000

Details	2022/23 Estimates	2023/24 Estimates	2024/25 Planned	2025/26 Planned
Sub-Head 17-101: General	101,300	104,200	106,600	108,800
Sub-Head 17-102: Labour and Employment Relations Management	211,300	220,700	219,300	216,900
Sub-Head 17-103: Registration of Associations and Trade Unions	18,600	20,400	22,000	22,200
Sub-Head 17-104: Employment Facilitation	302,500	255,700	258,800	260,900
Sub-Head 17-105: Technical and Vocational Education and Training	226,000	242,000	244,000	247,000
Sub-Head 17-106: Human Resource Development	8,300	9,000	9,500	9,700
TOTAL	868,000	852,000	860,200	865,500

Sub-Head 17-101: General

Rs 000

Item No.	Details	2022/23 Estimates	2023/24 Estimates	2024/25 Planned	2025/26 Planned
Recurrent Expenditure		101,300	104,200	106,600	108,800
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	81,800	83,955	86,155	88,155
21110	Personal Emoluments	72,200	74,340	76,540	78,540
.001	Basic Salary	51,800	51,890	53,840	55,590
.002	Salary Compensation	750	2,700	2,700	2,700
.004	Allowances	1,800	2,000	2,000	2,000
.005	Extra Assistance	11,000	11,000	11,000	11,000
.006	Cash in lieu of Leave	2,200	1,900	2,000	2,100
.009	End-of-year Bonus	4,650	4,850	5,000	5,150
21111	Other Staff Costs	8,400	8,415	8,415	8,415

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

Rs 000

Item No.	Details	2022/23 Estimates	2023/24 Estimates	2024/25 Planned	2025/26 Planned
.001	Wages	250	250	250	250
.002	Travelling and Transport	6,300	6,100	6,100	6,100
.100	Overtime	1,800	2,000	2,000	2,000
.200	Staff Welfare	50	65	65	65
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	17,100	17,845	18,045	18,245
22010	Cost of Utilities	2,105	2,205	2,205	2,205
22020	Fuel and Oil	550	700	700	700
22030	Rent	6,770	6,770	6,770	6,770
22040	Office Equipment and Furniture	700	700	700	700
22050	Office Expenses	1,040	1,150	1,150	1,150
22060	Maintenance	1,095	1,095	1,095	1,095
22070	Cleaning Services	320	320	420	520
22100	Publications and Stationery	1,170	1,480	1,580	1,680
22120	Fees	100	100	100	100
22900	Other Goods and Services	3,250	3,325	3,325	3,325
	<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	2,500	2,500	2,500	2,500
TOTAL		101,300	104,200	106,600	108,800

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

Rs 000

Recurrent Expenditure		197,000	207,000	212,700	215,400
21	Compensation of Employees	136,300	141,810	149,710	152,010
21110	Personal Emoluments	117,020	124,765	132,665	134,965
.001	Basic Salary	97,120	101,565	108,865	110,865
.002	Salary Compensation	1,000	4,000	4,000	4,000
.004	Allowances	6,000	6,000	6,000	6,000
.006	Cash in lieu of Leave	4,500	4,300	4,400	4,500
.009	End-of- year-Bonus	8,400	8,900	9,400	9,600
21111	Other Staff Costs	17,810	15,575	15,575	15,575
.001	Wages	250	275	275	275
.002	Travelling and Transport	17,400	15,100	15,100	15,100
.100	Overtime	60	100	100	100
.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	49,400	52,290	50,090	50,490
22010	Cost of Utilities	8,627	9,127	9,227	9,327
22030	Rent	27,520	28,200	28,200	28,200
22040	Office Equipment and Furniture	700	700	700	700
22050	Office Expenses	2,350	2,350	2,450	2,550

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

Rs 000

Item No.	Details		2022/23 Estimates	2023/24 Estimates	2024/25 Planned	2025/26 Planned
22060	Maintenance		1,840	2,100	2,200	2,400
22070	Cleaning Services		410	410	410	410
22090	Security		100	100	100	100
22100	Publications and Stationery		2,090	2,490	2,490	2,490
22120	Fees		2,938	4,438	1,938	1,938
22170	Travelling within the Republic		75	75	75	75
22900	Other Goods and Services		2,750	2,300	2,300	2,300
	<i>of which</i>					
.001	Uniforms		1,100	1,350	1,350	1,350
.974	Decent Work Country Programme (Second Generation)		100	100	100	100
26	Grants		11,300	12,900	12,900	12,900
26210	Contribution to International Organisations					
.098	International Labour Organisation		2,100	3,350	3,350	3,350
.099	African Regional Labour Administration Centre		1,200	1,350	1,350	1,350
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	4,200	4,200	4,200
Capital Expenditure			14,300	13,700	6,600	1,500
31	Acquisition of Non-Financial Assets	Project Value Rs 000	14,300	13,700	6,600	1,500
31121	Transport Equipment					
.801	Acquisition of Vehicles		1,800	-	-	-
31122	Other Machinery and Equipment					
.802	Acquisition of IT Equipment		1,500	500	500	500
	(a) Acquisition of IT Equipment		500	500	500	500
	(b) Digital Court Recording System (for Redundancy Board)	5,200	1,000	-	-	-
31132	Intangible Fixed Assets					
.113	Computerisation of Occupational Safety and Health Division	12,000	9,000	8,200	2,100	-
.119	Computerisation of Labour Division	10,000	2,000	5,000	4,000	1,000
TOTAL			211,300	220,700	219,300	216,900

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

Rs 000

Recurrent Expenditure			18,600	19,800	22,000	22,200
21	Compensation of Employees		12,100	12,975	15,175	15,375
21110	Personal Emoluments		11,030	11,805	14,005	14,205
.001	Basic Salary		9,055	9,530	11,530	11,630
.002	Salary Compensation		100	400	400	400
.004	Allowances		525	525	525	525
.006	Cash in lieu of Leave		550	450	500	550
.009	End-of-year Bonus		800	900	1,050	1,100

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

Rs 000

Item No.	Details	2022/23 Estimates	2023/24 Estimates	2024/25 Planned	2025/26 Planned
21111	Other Staff Costs	950	1,050	1,050	1,050
.002	Travelling and Transport	900	1,000	1,000	1,000
.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	6,500	6,825	6,825	6,825
22010	Cost of Utilities	625	700	700	700
22030	Rent	3,060	2,960	2,960	2,960
22040	Office Equipment and Furniture	300	300	300	300
22050	Office Expenses	510	510	510	510
22060	Maintenance	890	1,110	1,110	1,110
22070	Cleaning Services	175	175	175	175
22090	Security	100	100	100	100
22100	Publications and Stationery	640	740	740	740
22120	Fees	50	50	50	50
22170	Travelling within the Republic	30	30	30	30
22900	Other Goods and Services	120	150	150	150
Capital Expenditure		-	600	-	-
31	Acquisition of Non-Financial Assets	-	600	-	-
31122	Other Machinery & Equipment				
.802	Acquisition of IT Equipment	-	600	-	-
TOTAL		18,600	20,400	22,000	22,200

Sub-Head 17-104: Employment Facilitation

Rs 000

Recurrent Expenditure		288,800	250,800	257,300	259,400
21	Compensation of Employees	93,800	102,075	111,275	113,375
21110	Personal Emoluments	84,640	91,900	101,100	103,200
.001	Basic Salary	72,315	74,925	83,475	85,255
.002	Salary Compensation	1,300	4,200	4,200	4,200
.004	Allowances	1,500	1,500	1,500	1,500
.005	Extra Assistance	425	2,025	2,025	2,025
.006	Cash in lieu of Leave	2,800	2,400	2,500	2,600
.009	End-of-year Bonus	6,300	6,850	7,400	7,620
21111	Other Staff Costs	7,860	8,775	8,775	8,775
.002	Travelling and Transport	6,300	6,700	6,700	6,700
.100	Overtime	1,500	2,000	2,000	2,000
.200	Staff Welfare	60	75	75	75
21210	Social Contributions	1,300	1,400	1,400	1,400
.001	Contribution to the National Savings Fund	1,300	1,400	1,400	1,400
22	Goods and Services	44,700	44,425	41,725	41,725
22010	Cost of Utilities	3,430	3,530	3,530	3,530
22020	Fuel and Oil	200	250	250	250

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

Rs 000					
Item No.	Details	2022/23 Estimates	2023/24 Estimates	2024/25 Planned	2025/26 Planned
22030	Rent	14,200	14,275	14,275	14,275
22040	Office Equipment and Furniture	700	1,000	700	700
22050	Office Expenses	950	1,050	1,050	1,050
22060	Maintenance	1,985	2,810	2,010	2,010
22070	Cleaning Services	40	40	40	40
22100	Publications and Stationery	5,995	5,995	5,995	5,995
22120	Fees	6,200	4,800	3,200	3,200
	<i>of which</i>				
.002	Fees to Chairperson and Members of Boards and Committees	3,000	3,000	3,000	3,000
.008	Fees to Consultant - <i>National Employment Policy</i>	3,000	1,600	-	-
22900	Other Goods and Services	11,000	10,675	10,675	10,675
28	Other Expense	150,300	104,300	104,300	104,300
28212	Transfer to Households				
.028	Employability Enhancement Programme	150,300	104,300	104,300	104,300
	<i>(a) Youth Employment Programme</i>	70,000	50,000	50,000	50,000
	<i>(b) Women Back to Work Programme</i>	15,000	10,000	10,000	10,000
	<i>(c) Trainee Engineer Scheme</i>	62,000	40,000	40,000	40,000
	<i>(d) Training and Placement of Persons with Disabilities</i>	3,300	3,300	3,300	3,300
	<i>(e) Trainee Land Surveyor Scheme</i>	-	1,000	1,000	1,000
Capital Expenditure		13,700	4,900	1,500	1,500
31	Acquisition of Non-Financial Assets	13,700	4,900	1,500	1,500
31112	Non-Residential Buildings				
.401	Upgrading of Office Buildings	2,000	600	-	-
31121	Transport Equipment				
.801	Acquisition of vehicles	-	1,800	-	-
31122	Other Machinery & Equipment				
.802	Acquisition of IT Equipment	1,200	500	500	500
31132	Intangible Fixed Assets				
.104	Enhancement of Employment Information Centres (EICs)	500	1,000	-	-
	<i>(a) Upgrading of Labour Market Information System (LMIS)</i>	4,610	500	-	-
	<i>(b) Restructuring of EICs</i>	13,430	-	500	-
.122	E-Register of Skills	25,000	10,000	1,000	1,000
TOTAL		302,500	255,700	258,800	260,900

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

Rs 000					
Recurrent Expenditure		214,000	230,000	232,000	235,000
26	Grants	214,000	230,000	232,000	235,000
26313	Extra-Budgetary Units				
.027	Mauritius Institute of Training and Development	214,000	230,000	232,000	235,000

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

Rs 000

Item No.	Details	2022/23 Estimates	2023/24 Estimates	2024/25 Planned	2025/26 Planned
Capital Expenditure		12,000	12,000	12,000	12,000
26	Grants	12,000	12,000	12,000	12,000
26323	Extra-Budgetary Units				
.027	Mauritius Institute of Training and Development	12,000	12,000	12,000	12,000
	(a) Acquisition of Furniture & Fittings	1,300	1,300	1,300	1,300
	(b) Equipment - Formation Professionnelle	4,700	4,700	4,700	4,700
	(c) Improvement/Refurbishment	4,000	4,000	4,000	4,000
	(d) Acquisition of IT Equipment	2,000	2,000	2,000	2,000
TOTAL		226,000	242,000	244,000	247,000

Sub-Head 17-106: Human Resource Development

Rs 000

Recurrent Expenditure		8,300	9,000	9,500	9,700
21	Compensation of Employees	7,300	7,985	8,485	8,685
21110	Personal Emoluments	6,600	7,035	7,535	7,735
.001	Basic Salary	5,550	5,867	6,297	6,457
.002	Salary Compensation	50	168	168	168
004	Allowances	150	235	235	235
.006	Cash in lieu of Leave	350	235	250	265
.009	End-of-year Bonus	500	530	585	610
21111	Other Staff Costs	625	875	875	875
.002	Travelling and Transport	600	850	850	850
.100	Overtime	25	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	1,000	1,015	1,015	1,015
22010	Cost of Utilities	127	142	142	142
22030	Rent	668	668	668	668
22040	Office Equipment and Furniture	50	50	50	50
22050	Office Expenses	25	25	25	25
22100	Publications and Stationery	100	100	100	100
22900	Other Goods and Services	30	30	30	30
TOTAL		8,300	9,000	9,500	9,700

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

HUMAN RESOURCES

SN	Position Titles	Funded	
		2022/23	2023/24
Vote 17-1: Labour, Human Resource Development and Training		658	686
Sub-Head 17-101: General		158	161
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	1	1
8	Assistant Financial Operations Officer	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	28
27	Stores Attendant	1	1
28	Driver	5	5
29	Handy Worker	19	20
30	General Worker	2	2
Sub-Head 17-102: Labour and Employment Relations Management		234	240
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	9	9
9	Principal Labour and Industrial Relations Officer	13	13

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

SN	Position Titles	Funded	
		2022/23	2023/24
10	Senior Labour and Industrial Relations Officer	34	34
11	Labour and Industrial Relations Officer	86	91
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	1
18	Senior Transcriber	2	2
19	Transcriber	2	3
	Occupational Safety and Health		
20	Director, Occupational Safety and Health	1	1
21	Deputy Director, Occupational Safety and Health	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	16	16
25	Occupational Safety and Health Officer/Senior Occupational Safety and Health Officer	42	42
26	Head, Specialist Support Services	1	1
27	Occupational Safety and Health Engineer/Senior Occupational Safety and Health Engineer	3	4
Sub-Head 17-103: Registration of Associations and Trade Unions		24	24
1	Registrar of Associations	1	1
2	Deputy Registrar of Associations	1	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		232	251
1	Permanent Secretary	1	1
2	Deputy Permanent Secretary	1	1
3	Assistant Permanent Secretary	3	3
4	Director, National Employment Department	1	1
5	Deputy Director, National Employment Department	1	1
6	Chief Employment Co-ordinator	5	5
7	Senior Employment Counselling Officer	17	17
8	Employment Counselling Officer	39	39
9	Principal Financial Operations Officer	1	1
10	Financial Operations Officer/Senior Financial Operations Officer	1	1
11	Assistant Financial Operations Officer	1	1
12	Principal Procurement and Supply Officer	1	1
13	Assistant Procurement and Supply Officer	1	1
14	Assistant Manager, Human Resources	1	1
15	Human Resource Executive	1	1
16	Office Management Executive	6	7
17	Office Management Assistant	21	27
18	Office Supervisor	1	1

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

SN	Position Titles	Funded	
		2022/23	2023/24
19	Management Support Officer	86	97
20	Confidential Secretary	1	2
21	Word Processing Operator	6	6
22	Receptionist/Telephone Operator	4	4
23	Head Office Auxiliary	1	1
24	Office Auxiliary/Senior Office Auxiliary	15	15
25	Driver	2	2
26	General Worker	14	14
Sub-Head 17-106: Human Resource Development		10	10
	Careers Guidance		
1	Human Resource Analyst/Senior Human Resource Analyst	2	2
2	Principal Careers Counsellor	1	1
3	Senior Careers Counsellor	1	1
4	Careers Counsellor	6	6
TOTAL		658	686

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 consumers
- To deliver quality strategic and essential products at affordable prices while ensuring continuity in supply

II. Current Situation & Challenges

- The impact of external factors has resulted in a surge in prices of several commodities, including essential ones, and a distortion in consumption patterns.
- Currently, 37 products are under price control in Mauritius, of which 11 are under the Maximum Price (fixed prices) and 26 are under the Maximum Mark-Up Regulations.
- A draft Consumer Protection Bill, with the objective to provide a modern consumer protection framework is under preparation. Consultations with relevant stakeholders will be held before finalisation of the bill.
- The Price Observatory Committee is closely monitoring the evolution of prices of at least 100 widely used commodities. The information gathered will be made available to the public through the ‘MOPRI’ mobile application. This will allow effective monitoring of prices and facilitate reporting by the public of any unfair trade practices.
- The State Trading Corporation (STC) is commercialising commodities under the brand name ‘Smatch’ to ensure a wide distribution of essential products in order to make it accessible to the entire population, especially to the most vulnerable groups.
- The continuous increase in the purchase price of commodities being commercialised by the STC and the appreciation of the US Dollar have negatively impacted on the financial position of the STC.
- The STC has experienced a drastic fall in its Bank balance and Reserves due to deficit in the subsidy account and deficit of around MUR 4.6 billion in the Price Stabilisation Account as at May 2023.

Key Data from July 2022 to April 2023

Trade Division

- 8,418 import permits, 1,542 export permits and 6,302 clearances for imports of second-hand motor vehicles approved
- 2,919 Certificates in relation to export were issued (AGOA, COMESA, GSP, KPC)
- Authorisations were granted for the holding of 12 Trade Fairs, out of which 1 for an international fair
- 16 Scrap Metal Exporter Licences, 14 Scrap Metal Dealer Licences, 67 Scrap Metal Carrier Permits and 31 Collector Permits were issued

Consumer Affairs Unit

- 7,106 inspections at trade premises were carried out to ensure strict compliance with existing regulations and 402 contraventions, including fixed penalty notices, have been issued to defaulters

Bunker Fuels - STC

- 311,047 metric tonnes of Bunker Fuels sold to some 1,385 vessels by the 14 operators in Trade in Bunker Fuels as at March 2023

Legal Metrology Services

- 10,174 instruments verified/calibrated and 2,174 Trade/Packing premises and petrol pumps inspected
- 102 contraventions have been established against traders for non-compliance

Price Fixing Unit

- 6,046 costings in respect of controlled products were processed for Mauritius and 772 for Rodrigues and were approved. Amendments were made to the Rodrigues Consumer Protection (Control of price of taxable and non-taxable goods) Regulations to fix prices

Key Challenges

- Increase in commodity prices due to the adverse impact of the Russia-Ukraine conflict and other factors such as inflation, rising energy costs and depreciation of the rupee vis-à-vis major currencies
- Effective monitoring of price evolution and preventing abusive trade practices in the wake of new trends in consumer habits and rapid development of e-commerce
- Adapting IT systems for effective service delivery to the public
- Issue of permits within 2 working days

III. Strategic Direction 2023-2026

Strategic Direction	Enabler
Ensure more effective consumer protection	<ul style="list-style-type: none"> ▪ Introduction of a new Consumer Protection Bill to enhance consumer protection and addressing e-commerce issues ▪ Enhance the mobile application (MOPRI) to provide consumers with more visibility on prices of several commodities and allow them to report malpractices ▪ Introduction of a Price Analysis and Monitoring Division to monitor the evolution of commodity prices and come up with strategies for fairer trade practices ▪ Increase and enhance inspection of trade and packing premises to have better control of weighing and measuring instruments
Promote and protect competition in markets	<ul style="list-style-type: none"> ▪ Investigate and remedy restrictive business practices ▪ Amend existing legislation to enhance detection and enforcement against anticompetitive practices
Ensure security of supply of essential commodities	<ul style="list-style-type: none"> ▪ Maintain and ensure the supply and fair distribution of essential goods ▪ Acquisition/construction of storage facilities for Liquefied Petroleum Gas (LPG) in the port area ▪ Construct storage facilities for petroleum products, Jet A1 and bunker fuels
Promote International Trade	<ul style="list-style-type: none"> ▪ Assist stakeholders to promote exports under Trade Agreements and reducing unnecessary barriers to trade ▪ Streamline procedures to facilitate trade and ease of doing business

IV. Key Deliverables and Key Performance Indicators

Outcome				
Effective protection of consumer interests and improved consumer satisfaction				
Outcome Indicator	Actual 2022/23 (Prov.)	Target 2023/24	Target 2025/26	Target 2030
Percentage of complaints resolved within two months	80%	85%	90%	90%

Delivery Unit	Main Service	Key Performance Indicator	Actual 2022/23 (Prov.)	Target 2023/24	Target 2024/25	Target 2025/26
MCCP/ Consumer Affairs Unit	Ensure effective consumer protection	No. of trade premises inspected	7,106	9,000	10,000	11,000
Competition Commission	Promote and protect competition	No. of competition cases assessed and completed	59	62	65	67
MCCP/Trade Division	Ensure timely delivery of permits	Percentage of permits processed within 2 working days	50%	80%	95%	95%
State Trading Corporation	Ensure resilient supply of petroleum products	Percentage of strategic reserve maintained for Mogas and Gas Oil at any point in time	50%	50%	50%	50%
Legal Metrology Services	Assize/calibrate weighing and measuring instruments to protect consumer rights	Number of instruments assized/calibrated	10,174	12,000	12,500	13,000

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)	25	56%	44%
Support (Salary <Rs 47,000)	119	45%	55%
Overall	145	46%	54%

CISD Figures – May 2023

Staff in Statutory Bodies / Public Bodies	Number	Male	Female
Competition Commission	22	41%	59%
State Trading Corporation	256	74%	26%

VOTE 17-2: Commerce and Consumer Protection - continued

FINANCIAL RESOURCES

Summary by Economic Categories

Rs 000

Code	Economic Categories	2022/23 Estimates	2023/24 Estimates	2024/25 Planned	2025/26 Planned
VOTE 17-2: TOTAL EXPENDITURE		180,000	205,000	205,300	196,500
Recurrent Expenditure		167,400	183,900	188,200	191,500
21	Compensation of Employees	93,800	105,000	110,100	113,300
22	Goods and Services	24,200	27,800	27,000	27,100
26	Grants	49,400	51,100	51,100	51,100
Capital Expenditure		12,600	21,100	17,100	5,000
26	Grants	300	300	300	300
31	Acquisition of Non-Financial Assets	12,300	20,800	16,800	4,700

Summary by Sub-Heads

Rs 000

Details	2022/23 Estimates	2023/24 Estimates	2024/25 Planned	2025/26 Planned
Sub-Head 17-201: General	13,900	17,200	18,800	19,200
Sub-Head 17-202: Commerce and Trade Development	127,600	143,800	142,100	131,200
Sub-Head 17-203: Consumer Protection and Market Surveillance	38,500	44,000	44,400	46,100
TOTAL	180,000	205,000	205,300	196,500

Sub-Head 17-201: General

Rs 000

Item No.	Details	2022/23 Estimates	2023/24 Estimates	2024/25 Planned	2025/26 Planned
Recurrent Expenditure		13,900	17,200	18,800	19,200
21	Compensation of Employees	13,000	16,200	17,700	18,100
21110	Personal Emoluments	11,580	14,115	15,615	16,015
.001	Basic Salary	8,690	10,195	11,625	11,980
.002	Salary Compensation	90	300	300	300
.004	Allowances	400	650	650	650
.005	Extra Assistance	1,180	1,200	1,200	1,200
.006	Cash in lieu of leave	490	720	750	775
.009	End-of-year Bonus	730	1,050	1,090	1,110
21111	Other Staff Costs	1,305	1,940	1,940	1,940
.002	Travelling and Transport	950	1,585	1,585	1,585
.100	Overtime	350	350	350	350
.200	Staff Welfare	5	5	5	5
21210	Social Contributions	115	145	145	145
.001	Contribution to the National Savings Fund	115	145	145	145
22	Goods and Services	900	1,000	1,100	1,100
22010	Cost of Utilities	190	225	225	225
22020	Fuel and Oil	40	70	70	70
22040	Office Equipment and Furniture	45	45	140	140

VOTE 17-2: Commerce and Consumer Protection - continued

Rs 000

Item No.	Details	2022/23 Estimates	2023/24 Estimates	2024/25 Planned	2025/26 Planned
22050	Office Expenses	25	25	25	25
22060	Maintenance	195	205	205	205
22070	Cleaning Services	45	45	45	45
22090	Security	15	20	20	20
22100	Publications and Stationery	90	105	110	110
22900	Other Goods and Services	255	260	260	260
TOTAL		13,900	17,200	18,800	19,200

Sub-Head 17-202: Commerce and Trade Development

Recurrent Expenditure		118,000	125,500	126,500	127,700
21	Compensation of Employees	49,000	52,200	54,100	55,200
21110	Personal Emoluments	43,600	46,390	48,285	49,380
.001	Basic Salary	37,035	38,940	40,725	41,705
.002	Salary Compensation	500	1,600	1,600	1,600
.004	Allowances	825	850	850	850
.006	Cash in lieu of leave	2,000	1,500	1,510	1,525
.009	End-of-year Bonus	3,240	3,500	3,600	3,700
21111	Other Staff Costs	4,700	5,100	5,100	5,100
.002	Travelling and Transport	4,200	4,600	4,600	4,600
.100	Overtime	450	450	450	450
.200	Staff Welfare	50	50	50	50
21210	Social Contributions	700	710	715	720
.001	Contribution to National Savings Fund	700	710	715	720
22	Goods and Services	19,600	22,200	21,300	21,400
22010	Cost of Utilities	1,965	1,975	2,125	2,225
22020	Fuel and Oil	250	460	460	460
22030	Rent	14,285	14,195	14,195	14,195
22040	Office Equipment and Furniture	100	100	100	100
22050	Office Expenses	255	255	255	255
22060	Maintenance	790	2,005	1,455	1,455
22070	Cleaning Services	110	110	110	110
22090	Security	440	440	440	440
22100	Publications and Stationery	485	655	655	655
22120	Fees	490	1,290	790	790
22170	Travelling within the Republic	30	30	30	30
22900	Other Goods and Services	400	685	685	685
26	Grants	49,400	51,100	51,100	51,100
26210	Contribution to International Organisations				
.119	Contribution to Organisation Internationale de Metrologie Legale	100	100	100	100
26313	Extra-Budgetary Units				
.008	Competition Commission	49,300	51,000	51,000	51,000
Capital Expenditure		9,600	18,300	15,600	3,500
26	Grants	300	300	300	300
26323	Extra-Budgetary Units				
.008	Competition Commission	300	300	300	300

VOTE 17-2: Commerce and Consumer Protection - continued

Rs 000					
Item No.	Details	2022/23 Estimates	2023/24 Estimates	2024/25 Planned	2025/26 Planned
31	Acquisition of Non-Financial Assets	9,300	18,000	15,300	3,200
31122	Other Machinery & Equipment				
.802	Acquisition of IT Equipment	300	300	300	300
.804	Acquisition of Laboratory Equipment	1,000	5,800	1,250	1,000
.999	Acquisition of Other Machinery & Equipment	8,000	8,000	-	-
31132	Intangible Fixed Assets				
.125	Computerisation of Legal Metrology Services	-	3,900	13,750	1,900
TOTAL		127,600	143,800	142,100	131,200

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

Rs 000					
Recurrent Expenditure		35,500	41,200	42,900	44,600
21	Compensation of Employees	31,800	36,600	38,300	40,000
21110	Personal Emoluments	26,240	30,960	32,660	34,360
.001	Basic Salary	22,000	24,870	26,925	28,500
.002	Salary Compensation	260	900	900	900
.004	Allowances	900	1,700	1,200	1,200
.006	Cash in lieu of leave	1,200	1,300	1,305	1,310
.009	End-of-year Bonus	1,880	2,190	2,330	2,450
21111	Other Staff Costs	5,220	5,220	5,220	5,220
.002	Travelling and Transport	4,900	4,500	4,500	4,500
.100	Overtime	300	700	700	700
.200	Staff Welfare	20	20	20	20
21210	Social Contributions	340	420	420	420
.001	Contribution to National Savings Fund	340	420	420	420
22	Goods and Services	3,700	4,600	4,600	4,600
22010	Cost of Utilities	340	505	505	505
22040	Office Equipment and Furniture	25	65	65	65
22050	Office Expenses	85	105	105	105
22060	Maintenance	1,030	1,205	1,205	1,205
22100	Publications and Stationery	275	275	275	275
22120	Fees	1,235	985	985	985
22900	Other Goods and Services	710	1,460	1,460	1,460
	<i>of which</i>				
.903	Awareness Campaign (Consumer Education)	250	1,000	1,000	1,000
Capital Expenditure		3,000	2,800	1,500	1,500
31	Acquisition of Non-Financial Assets	3,000	2,800	1,500	1,500
31122	Other Machinery and Equipment				
.802	Acquisition of IT Equipment	2,500	1,800	1,000	1,000
31132	Intangible Fixed Assets				
.801	Acquisition of Software	500	1,000	500	500
TOTAL		38,500	44,000	44,400	46,100

VOTE 17-2: Commerce and Consumer Protection - continued

HUMAN RESOURCES

SN	Position Titles	Funded	
		2022/23	2023/24
Vote 17-2: Commerce and Consumer Protection		173	183
Sub-Head 17-201: General		18	19
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	1	1
6	Assistant Financial Operations Officer	1	1
7	Procurement and Supply Officer/Senior Procurement and Supply Officer	1	1
8	Manager, Human Resources	1	1
9	Senior Human Resource Executive	-	1
10	Human Resource Executive	1	1
11	Management Support Officer	4	4
12	Confidential Secretary	2	2
13	Office Auxiliary/Senior Office Auxiliary	1	1
14	Driver	1	1
15	Driver/Office Attendant (Ex-NESC) (<i>Personal</i>)	1	1
Sub-Head 17-202: Commerce and Trade Development		104	106
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	Commercial Officer	1	1
19	Assistant Commercial Officer	1	1
20	Office Management Assistant	1	1
21	Management Support Officer	14	14
22	Word Processing Operator	1	1
23	Office Auxiliary/Senior Office Auxiliary	2	2

VOTE 17-2: Commerce and Consumer Protection - continued

SN	Position Titles	Funded	
		2022/23	2023/24
	Legal Metrology Services		
24	Director, Legal Metrology Services	1	1
25	Deputy Director, Legal Metrology Services	1	1
26	Legal Metrologist	2	3
27	Legal Metrology Officer	7	11
28	Senior Technical Officer (Legal Metrology)	1	1
29	Technical Officer (Legal Metrology) (<i>Personal</i>)	3	-
30	Office Management Executive	1	1
31	Management Support Officer	5	5
32	Confidential Secretary	1	1
33	Word Processing Operator	1	1
34	Receptionist/Telephone Operator	1	1
35	Senior Laboratory Auxiliary	1	1
36	Laboratory Auxiliary	5	5
37	Driver (Mechanical Unit)	2	2
38	Driver	2	2
39	Office Auxiliary/Senior Office Auxiliary	2	2
40	Helper	2	2
41	General Worker	2	2
Sub-Head 17-203: Consumer Protection and Market Surveillance		51	58
1	Head, Consumer Affairs Unit	1	1
2	Principal Consumer Affairs Officer	1	3
3	Senior Consumer Affairs Officer	4	4
4	Consumer Affairs Officer	27	32
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	Analyst (Commerce) (<i>New</i>)	-	-
13	Office Management Executive	1	1
14	Office Management Assistant	1	1
15	Management Support Officer	5	5
TOTAL		173	183