

AFRICAN REGIONAL COUNCIL

2018

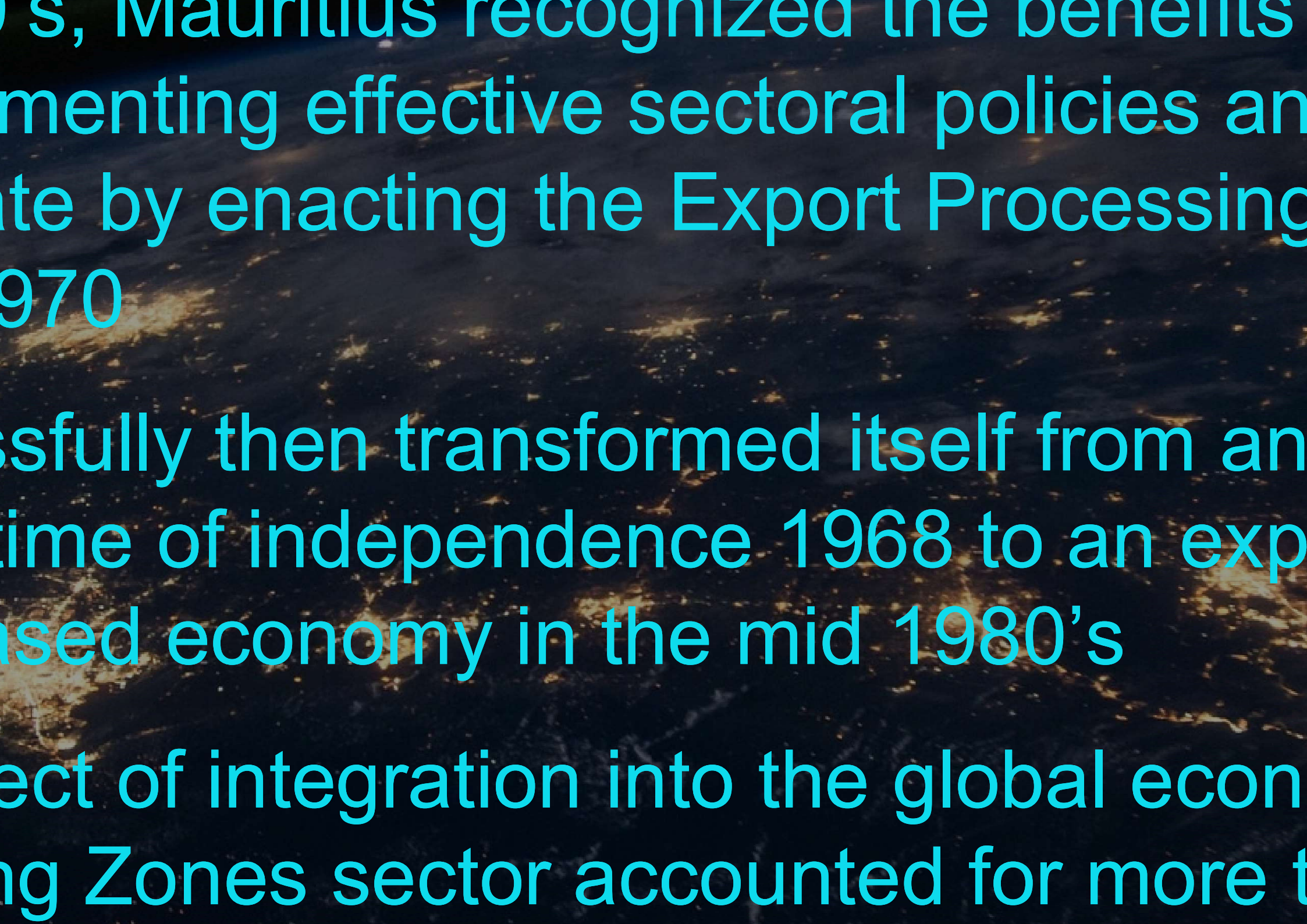
Challenges Facing the World of Work
Trends in Employment and Employment
Relations

Africa: The Mauritian Experience

By

Professor Ved Prakash Toru

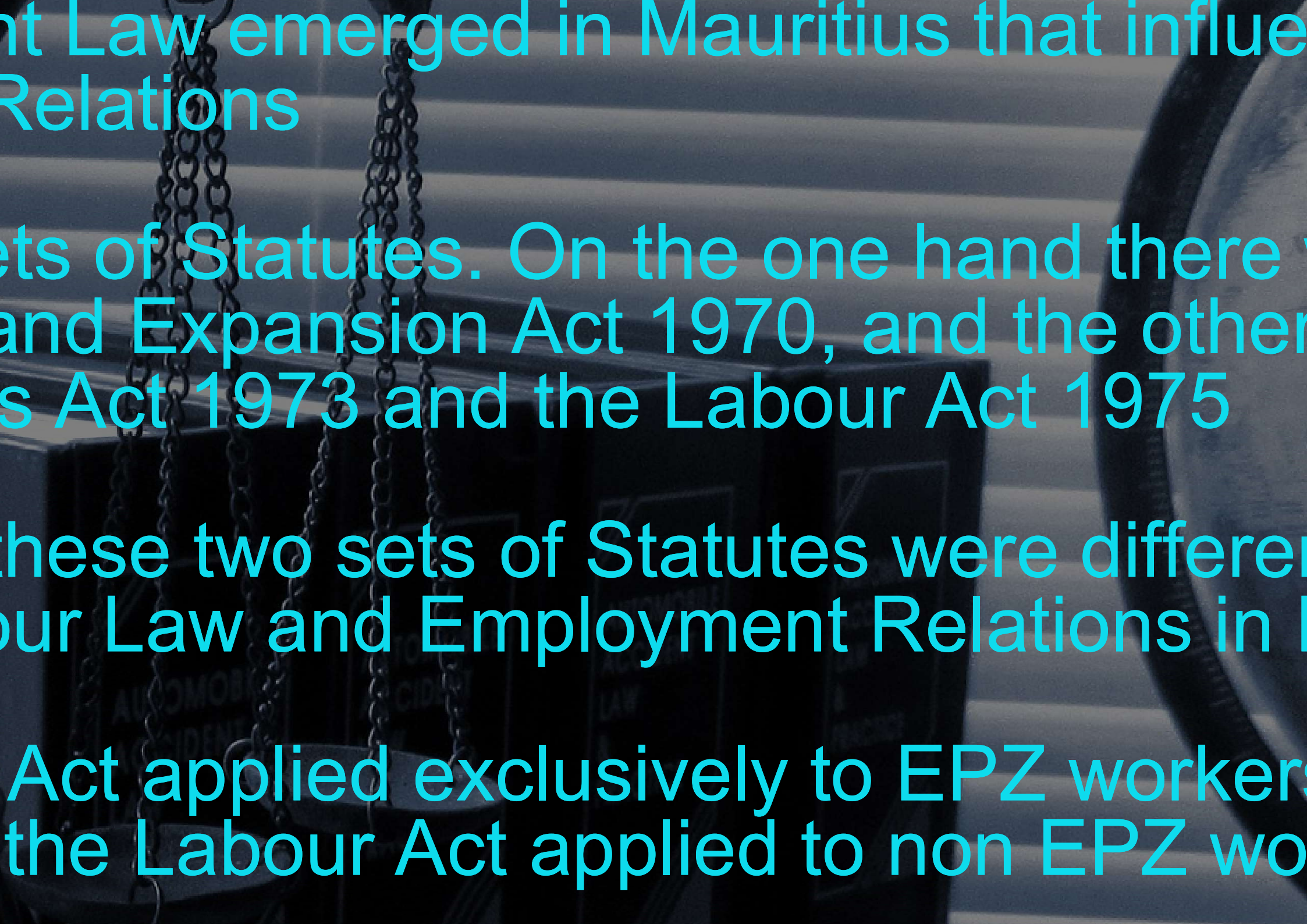
role globalisation in shaping Employment Relations in Mauritius;
the regulatory measures taken by the Government of Mauritius to enhance workable Employment Relations;
the present trends in Employment Relations; and
the ways the Government is planning to address the challenges facing Employment Relations.



1970s, Mauritius recognized the benefits
implementing effective sectoral policies and
state by enacting the Export Processing
1970

successfully then transformed itself from an
time of independence 1968 to an export
based economy in the mid 1980's

effect of integration into the global econ
Export Processing Zones sector accounted for more t

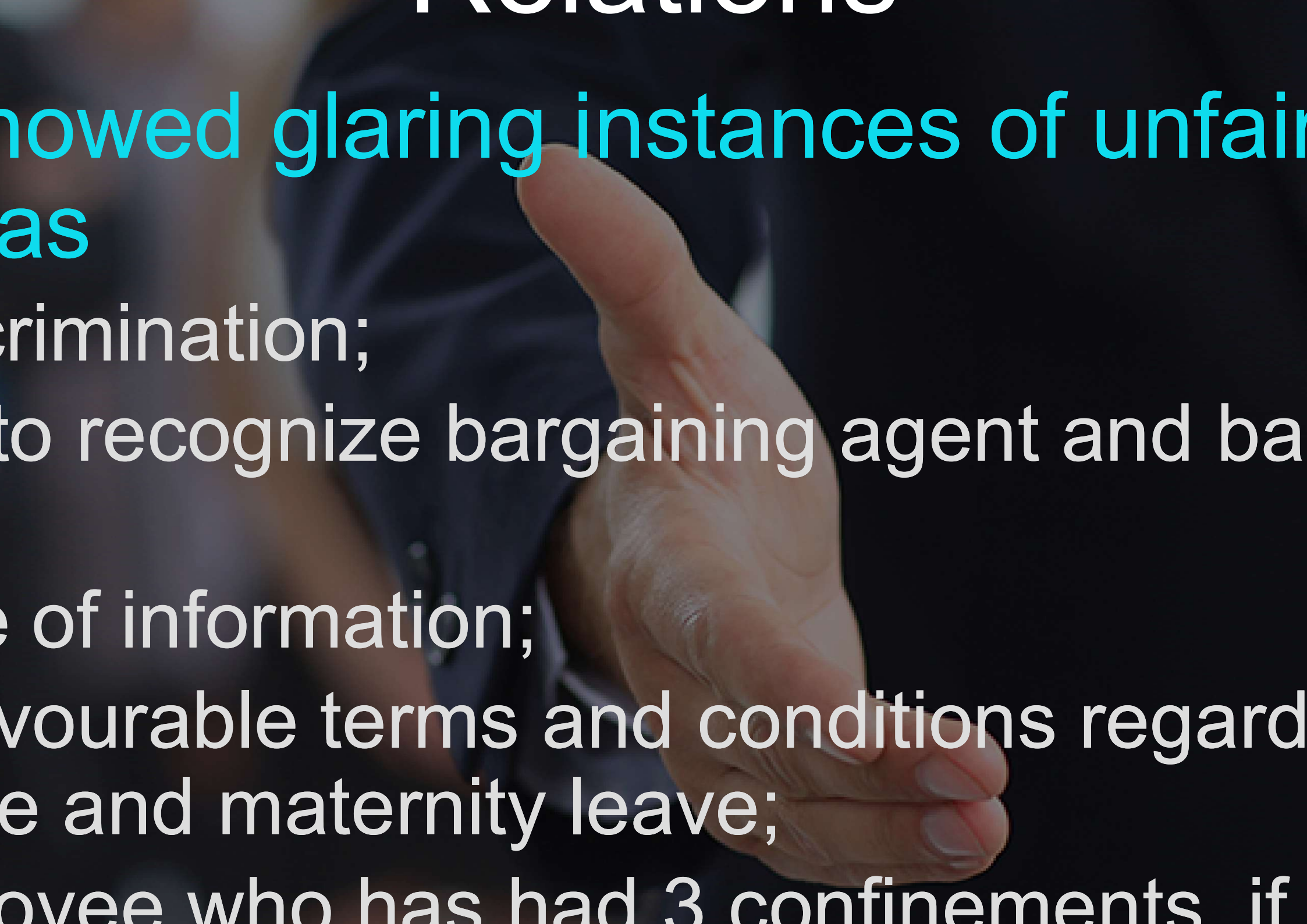
The background of the slide features a close-up, slightly blurred image of a balance scale. The scale's pans and chains are visible on the left side, while the right side shows a portion of a large, dark wheel or dial. Behind the scale, there is a stack of old, leather-bound books. The overall color palette is dark and muted, with shades of blue, grey, and brown, giving it a professional and academic appearance.

nt Law emerged in Mauritius that influence
Relations

ets of Statutes. On the one hand there v
and Expansion Act 1970, and the other
s Act 1973 and the Labour Act 1975

these two sets of Statutes were different
our Law and Employment Relations in

Act applied exclusively to EPZ workers
the Labour Act applied to non EPZ wo

A hand with the index finger pointing upwards, set against a dark blue background. In the background, a person in a dark blue suit is visible, though out of focus. The text is overlaid on the image in white and cyan colors.

showed glaring instances of unfair
as
crimination;
to recognize bargaining agent and ba
e of information;
vourable terms and conditions regard
e and maternity leave;
ovee who has had 3 confinements if

ified the following ILO Convent
labour and Employment Rela
non EPZ employees:

association 1948 No. 87

organize collectively 1949 No. 98

f any form of Forced Labour or C

No. 29

Government was committed through the Employment
Labour Act

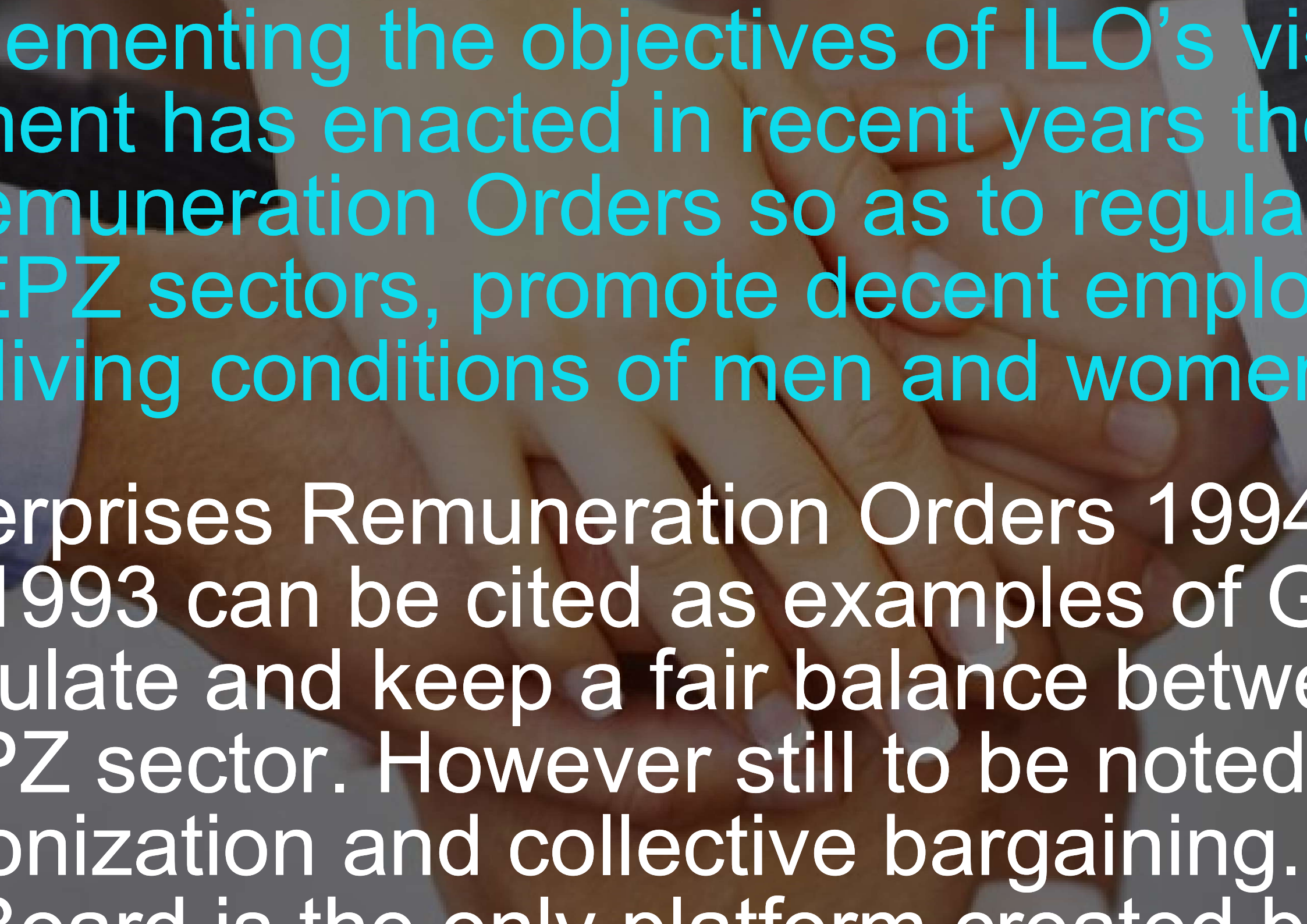
the democratic rights of workers, trade union
accordance with the ILO standards
freedom of association and right to collective
voluntary settlement of labour disputes
Industrial Relations Commissions and the P
unual

Globalization present trends in Employment
have shown the following phenomena
change to the understanding and application
Employment Law in Mauritius. These
characterized by semi-skilled and low
90% of employment according to the
and the Human Resource Development
et is facing increasing skills mismatch
n unemployment despite sustained

itive pressures and the justification
precedented financial crisis

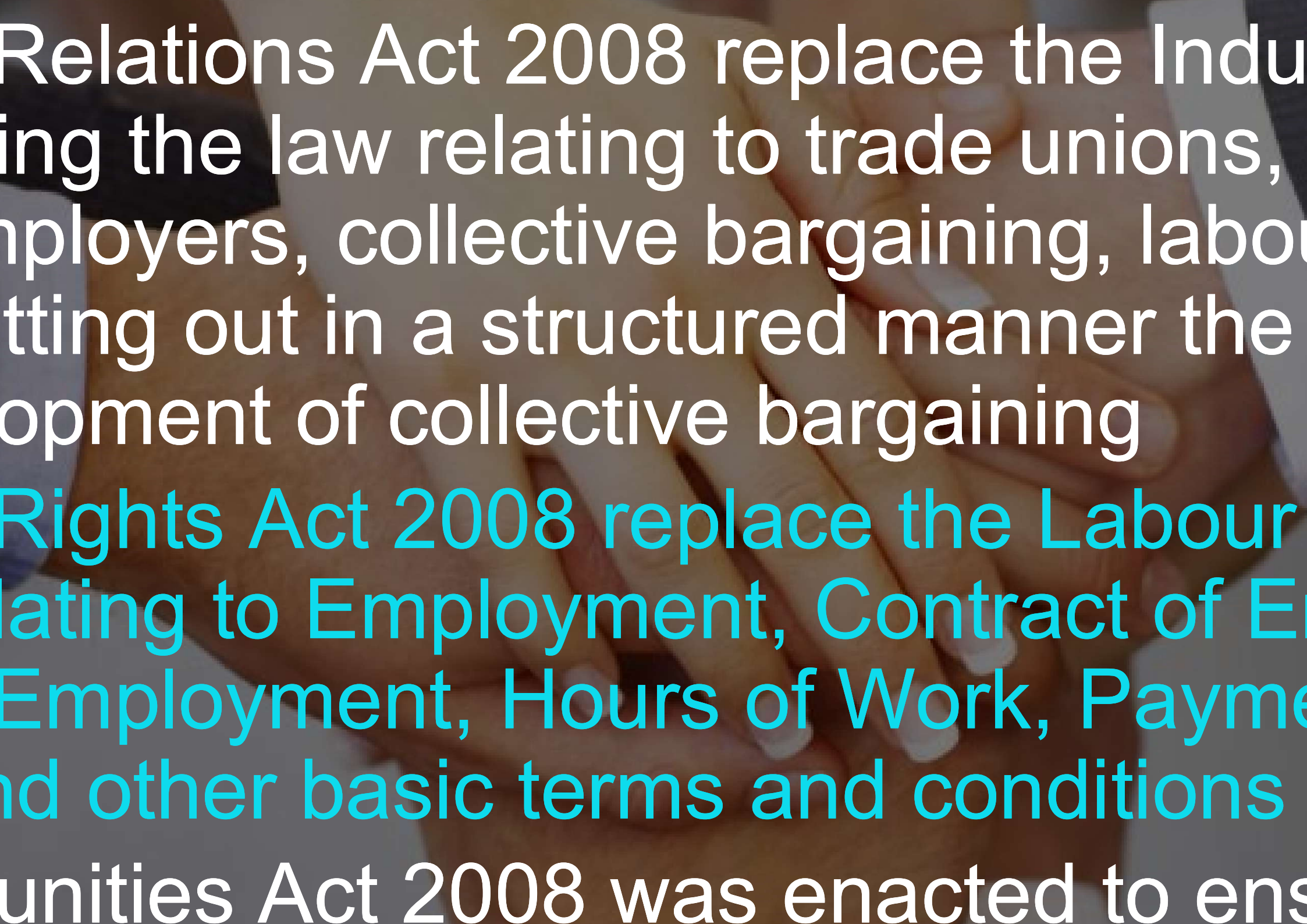
iming at a more systematic re-appraisal
structures impacting on variation in the
an application of the law relating to
to operational requirements, transf

arket individual labour is giving place
w an extensive overlapping in individ
ees

The background of the slide features a close-up photograph of several hands of different skin tones gently cupping a small, translucent globe. The hands are positioned around the globe, with fingers slightly curled, creating a sense of global unity and care. The lighting is soft, highlighting the textures of the skin and the reflective surface of the globe.

Implementing the objectives of ILO's vision, the Government has enacted in recent years the Remuneration Orders so as to regulate EPZ sectors, promote decent employment and improve living conditions of men and women.

Peru's Remuneration Orders 1994 and 1993 can be cited as examples of Government's efforts to regulate and keep a fair balance between the EPZ sector. However still to be noted is the lack of unionization and collective bargaining. The only platform created by

A background image showing a pair of hands holding a document, with the text overlaid on it.

Relations Act 2008 replace the Indu
ing the law relating to trade unions,
employers, collective bargaining, labour
tting out in a structured manner the
opment of collective bargaining

Rights Act 2008 replace the Labour
lating to Employment, Contract of E
Employment, Hours of Work, Payme
nd other basic terms and conditions

unities Act 2008 was enacted to ens

The background image shows a close-up of several hands working on documents. One hand is holding a blue pen and writing on a document. Another hand is pointing at a bar chart on a document. The documents contain various charts and graphs, including bar charts and line graphs. The text is overlaid on this image in a large, bold, sans-serif font. The top part of the text is in cyan, and the bottom part is in white.

face tremendous challenges to
and provide conducive employment
signed a Memorandum of Understa
with the International Labour O

opportunities to decent work emplo
ating work environment
s for higher responsibilities
ial dialogue and strengthen trip

has demonstrated resilience and
resilience of the world of work from the
ongoing challenges borne out of imp
ns to focus on organizational iss
nancement of good human relation
s and trade unions.

on if Mauritius has to meet the c
sertive workforce it has

ortcomings in the Employment F
eto Act and the Remuneration O

board to be empowered to resolve
without delay

arning opportunities and life long
yone, generating appropriate know
s and sustainable development
Training Ordinance of 1963, and
lation to cater for the present and
ers

THANK YOU

must create a kind of globalization
that enhances employment and
employment relations.”

PROFESSOR VED PRUKASH