

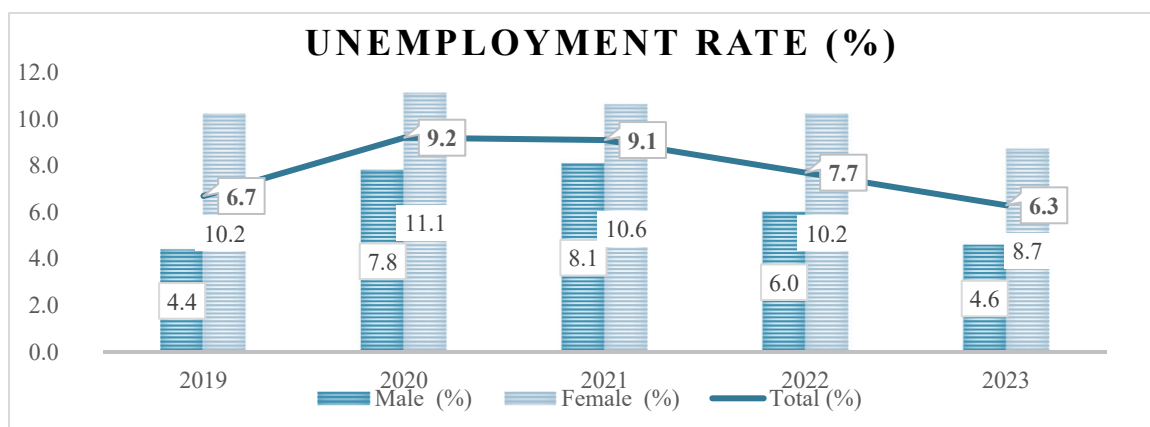
**STRATEGIC OVERVIEW**

**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 2023, the total number of Mauritians in employment was 555,200, of which 328,300 (59.1 percent) were males and 226,900 (40.9 percent) were females.
- The unemployment rate declined from 7.7 percent in 2022 to 6.3 percent in 2023, with a drop in both male and female unemployment.
- Youth unemployment went down to 18.2 percent in 2023 from 25.1 percent in 2022.



Source: Statistics Mauritius

- 1,458 women registered under the ‘Women Back-to-Work Programme’ were offered placement in enterprises.
- From July 2023 to March 2024:
  - Some 1,410 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 2,770 individuals were enrolled in various training programmes in Mauritius Institute of Training and Development (MITD) Training Centres.
  - Occupational Safety and Health (OSH):
    - Investigations into 124 complaints were conducted in relation to occupational safety and health;
    - 286 visits were carried out to investigate into cases of accidents and dangerous occurrences (10 fatal accidents, 138 serious accidents and 2 dangerous occurrences);
    - 11 Prohibition Orders were issued to employers where the places of work or activities carried out therein involved risks of serious bodily injuries;
    - 125 cases (187 counts) were lodged at the Industrial Court against employers who had breached the OSH legislation; and

- 2,275 visits carried out to ensure compliance with occupational safety and health legislation.
- Some 3,300 inspection visits, of which 456 visits covering migrant workers, were carried out at enterprises to ensure compliance with the labour legislation.
- Some 14,965 complaints relating to, inter alia, conditions of work and termination of employment were registered at the Ministry, of which 336 migrant workers.
- The Commission for Conciliation and Mediation disposed of 175 cases of labour disputes.
- The Redundancy Board disposed of 11 cases and delivered 1 Order for unjustified termination.
- New work permit applications and renewals, which were previously manual, are now made solely on the National E-Licensing System (NELS) platform.
- Ratio of foreign to local employees is being reviewed for specific sectors which are in need of labour.
- 1,171 jobs were terminated due to economic reasons and 4,306 due to other reasons.

**Key Challenges**

- Decline in the labour force due to low population growth
- Address skills mismatch in the labour market
- Reluctance of Mauritian workforce to join in certain sectors such as Manufacturing, Construction, Agriculture, Transport and Tourism
- Increase participation of the youth and women in the labour market (in sectors such as Construction, Transport, Security, IT (shifts), Manufacturing and Mechanical Engineering)
- Brain drain and disengagement disrupting the labour market
- Prevent and combat trafficking as well as exploitation of migrants
- Effective enforcement 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

**III. Strategic Direction 2024-2027**

Strategic Direction	Enabler
<b>Address changing labour market conditions</b>	<ul style="list-style-type: none"> <li>▪ Review training and placement programmes to address unemployment among youth and women</li> <li>▪ Facilitate fair and ethical recruitment of foreign workers</li> <li>▪ Enforce regulatory mechanisms to combat illegal recruitment and employment of migrants</li> <li>▪ Strengthen international cooperation for safe, orderly and regular migration</li> <li>▪ Conduct labour market surveys to obtain reliable and latest information for future labour market needs</li> <li>▪ Disseminate up to date information on labour market through digital platforms and media</li> <li>▪ Increase access to careers guidance</li> </ul>

<b>Strategic Direction</b>	<b>Enabler</b>
<b>Promote employment opportunities across all sectors</b>	<ul style="list-style-type: none"> <li>▪ Enhance service delivery in Employment Information Centres</li> <li>▪ Develop and promote employment outreach initiatives</li> <li>▪ Enhance the Labour Market Information System to facilitate interaction between employers and jobseekers</li> <li>▪ Implement the National Employment Policy</li> <li>▪ Set up a National Employment Dashboard</li> <li>▪ Increase collaboration with relevant stakeholders e.g. educational bodies and business community to address labour issues</li> <li>▪ Develop and implement the second generation of the Mauritius Decent Work Country Programme</li> </ul>
<b>Digitalisation of the work permit process for non-citizens</b>	<ul style="list-style-type: none"> <li>▪ Digitalise application for all work- related permits through the National E-Licensing System</li> <li>▪ Continuous review of work permit application process and procedures</li> </ul>
<b>Making Technical and Vocational Education and Training (TVET) an attractive pathway</b>	<ul style="list-style-type: none"> <li>▪ Rebrand TVET by designing and offering courses in emerging sectors and introducing blended learning and innovative pedagogy</li> <li>▪ Enhance the skills and knowledge of trainers to better respond to the needs of trainees</li> <li>▪ Create new pathways for TVET graduates to upskill themselves by joining higher education institutions</li> <li>▪ Upgrade infrastructure of Training Centres and modernize training equipment</li> <li>▪ Carry-out career counselling</li> <li>▪ Implement Collaborative Partnership with National and International Organisations</li> </ul>
<b>Increase compliance rate with labour legislation and promote harmonious industrial relations</b>	<ul style="list-style-type: none"> <li>▪ Increase coverage of inspections at workplaces and address complaints in an efficient and effective manner</li> <li>▪ Increase level of sensitisation of stakeholders on the legal framework</li> </ul>
<b>Enhance organisational capacity for improved labour administration</b>	<ul style="list-style-type: none"> <li>▪ Implement a digital Labour Administration System for effective service delivery and policy formulation based on reliable/up-to-date data</li> </ul>
<b>Increase pre-employment training and enhance the quality and relevance of training</b>	<ul style="list-style-type: none"> <li>▪ Develop new courses for new/emerging economic sectors</li> <li>▪ Adoption of a blended learning approach combining face to face learning and remote learning</li> <li>▪ Investment in new technologies</li> </ul>
<b>Improve safety and health standards at all places of work</b>	<ul style="list-style-type: none"> <li>▪ Develop a National Occupational Safety and Health (OSH) Profile to come up with a programme for further enhancing the National OSH standards</li> <li>▪ Reinforce the existing OSH legislation to enhance safety and health standards for all employees and decent living conditions for migrant workers</li> </ul>

#### 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 2023/24 (Prov.)	Target 2024/25	Target 2026/27	Target 2030
Unemployment Rate	6.3% (2023)	< 6.3%	< 6%	< 5.8%

Delivery Unit	Main Service	Key Performance Indicator	Actual 2023/24 (Prov.)	Target 2024/25	Target 2025/26	Target 2026/27
Human Resource Development and Training Division	Facilitate placement of registered jobseekers	Number of persons placed by the Ministry	4,227	4,200	4,300	4,400
Mauritius Institute of Training and Development	Provision of training	Enrolment in National Apprenticeship Programme (Dual Mode)	2,000	2,500	2,700	2,900
		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	82%	83%	84%	85%
Occupational Safety and Health Division	Enforcement of OSH Legislation	Number of inspections carried out	2,275	3,000	3,500	4,000

#### V. Human Resource & Gender Distribution

Staff in Post	Number	Male	Female
Top Management (Salary ≥ Rs 110,000)	4	75%	25%
Middle Management (Rs 47,000 ≤ Salary <Rs 110,000)	77	45%	55%
Support (Salary <Rs 47,000)	528	24%	76%
<b>Overall</b>	<b>609</b>	<b>27%</b>	<b>73%</b>

Source: Ministry of Labour, Human Resource Development and Training

Staff in Statutory Bodies / Public Bodies	Number	Male	Female
Mauritius Institute of Training and Development	343	57%	43%
Human Resource Development Council	73	40%	60%
Manufacturing Sector Workers Welfare Fund	17	35%	65%

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

**FINANCIAL RESOURCES**

**Summary by Economic Categories**

**Rs 000**

Code	Economic Categories	2023/24 Estimates	2024/25 Estimates	2025/26 Planned	2026/27 Planned
<b>VOTE 17-1: TOTAL EXPENDITURE</b>		852,000	<b>852,000</b>	879,000	884,000
<b>Recurrent Expenditure</b>		820,800	826,000	862,300	870,000
20	Allowance to Minister	2,400	2,400	2,400	2,400
21	Compensation of Employees	348,800	375,100	414,100	421,800
22	Goods and Services	122,400	122,000	119,300	119,300
26	Grants	242,900	249,200	249,200	249,200
28	Other Expense	104,300	77,300	77,300	77,300
<b>Capital Expenditure</b>		31,200	26,000	16,700	14,000
26	Grants	12,000	11,000	11,000	11,000
31	Acquisition of Non-Financial Assets	19,200	15,000	5,700	3,000

**Summary by Sub-Heads**

**Rs 000**

Details	2023/24 Estimates	2024/25 Estimates	2025/26 Planned	2026/27 Planned
Sub-Head 17-101: General	104,200	110,200	131,900	133,700
Sub-Head 17-102: Labour and Employment Relations Management	220,700	227,900	226,700	226,900
Sub-Head 17-103: Registration of Associations and Trade Unions	20,400	22,000	23,000	23,600
Sub-Head 17-104: Employment Facilitation	255,700	237,700	242,500	244,600
Sub-Head 17-105: Technical and Vocational Education and Training	242,000	245,000	245,000	245,000
Sub-Head 17-106: Human Resource Development	9,000	9,200	9,900	10,200
<b>TOTAL</b>	<b>852,000</b>	<b>852,000</b>	<b>879,000</b>	<b>884,000</b>

**Sub-Head 17-101: General**

**Rs 000**

Item No.	Details	2023/24 Estimates	2024/25 Estimates	2025/26 Planned	2026/27 Planned
<b>Recurrent Expenditure</b>		<b>104,200</b>	<b>110,200</b>	<b>131,900</b>	<b>133,700</b>
<b>20</b>	<b>Allowance to Minister</b>	<b>2,400</b>	<b>2,400</b>	<b>2,400</b>	<b>2,400</b>
20100	Annual Allowance	2,400	2,400	2,400	2,400
<b>21</b>	<b>Compensation of Employees</b>	<b>83,955</b>	<b>88,925</b>	<b>110,625</b>	<b>112,425</b>
21110	Personal Emoluments	74,340	79,105	100,805	102,605
.001	Basic Salary	51,890	52,405	72,405	74,005
.002	Salary Compensation	2,700	6,500	6,500	6,500
.004	Allowances	2,000	2,000	2,000	2,000
.005	Extra Assistance	11,000	11,000	11,000	11,000
.006	Cash in lieu of Leave	1,900	2,100	2,200	2,300
.009	End-of-year Bonus	4,850	5,100	6,700	6,800

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

Rs 000					
Item No.	Details	2023/24 Estimates	2024/25 Estimates	2025/26 Planned	2026/27 Planned
21111	Other Staff Costs	8,415	8,620	8,620	8,620
.001	Wages	250	320	320	320
.002	Travelling and Transport	6,100	6,200	6,200	6,200
.100	Overtime	2,000	2,000	2,000	2,000
.200	Staff Welfare	65	100	100	100
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
<b>22</b>	<b>Goods and Services</b>	<b>17,845</b>	<b>18,875</b>	<b>18,875</b>	<b>18,875</b>
22010	Cost of Utilities	2,205	2,265	2,265	2,265
22020	Fuel and Oil	700	850	850	850
22030	Rent	6,770	7,050	7,050	7,050
22040	Office Equipment and Furniture	700	700	700	700
22050	Office Expenses	1,150	1,225	1,225	1,225
22060	Maintenance	1,095	1,155	1,155	1,155
22070	Cleaning Services	320	360	360	360
22100	Publications and Stationery	1,480	1,845	1,845	1,845
22120	Fees	100	100	100	100
22900	Other Goods and Services	3,325	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
<b>TOTAL</b>		<b>104,200</b>	<b>110,200</b>	<b>131,900</b>	<b>133,700</b>

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

Rs 000					
<b>Recurrent Expenditure</b>		<b>207,000</b>	<b>218,400</b>	<b>223,200</b>	<b>226,100</b>
<b>21</b>	<b>Compensation of Employees</b>	<b>141,810</b>	<b>151,640</b>	<b>158,440</b>	<b>161,340</b>
21110	Personal Emoluments	124,765	134,365	141,165	144,065
.001	Basic Salary	101,565	104,965	111,265	113,765
.002	Salary Compensation	4,000	9,300	9,300	9,300
.004	Allowances	6,000	6,000	6,000	6,000
.006	Cash in lieu of Leave	4,300	4,500	4,600	4,700
.009	End-of- year-Bonus	8,900	9,600	10,000	10,300
21111	Other Staff Costs	15,575	15,575	15,575	15,575
.001	Wages	275	275	275	275
.002	Travelling and Transport	15,100	15,100	15,100	15,100
.100	Overtime	100	100	100	100
.200	Staff Welfare	100	100	100	100
21210	Social Contributions	1,470	1,700	1,700	1,700
.001	Contribution to the National Savings Fund	1,470	1,700	1,700	1,700
<b>22</b>	<b>Goods and Services</b>	<b>52,290</b>	<b>53,060</b>	<b>51,060</b>	<b>51,060</b>
22010	Cost of Utilities	9,127	9,327	9,327	9,327
22030	Rent	28,200	28,800	28,800	28,800

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

Rs 000

Item No.	Details	2023/24 Estimates	2024/25 Estimates	2025/26 Planned	2026/27 Planned
22040	Office Equipment and Furniture	700	1,150	700	700
22050	Office Expenses	2,350	2,425	2,425	2,425
22060	Maintenance	2,100	2,240	2,240	2,240
22070	Cleaning Services	410	510	510	510
22090	Security	100	100	100	100
22100	Publications and Stationery	2,490	2,740	2,740	2,740
22120	Fees	4,438	2,593	1,943	1,943
22170	Travelling within the Republic	75	75	75	75
22900	Other Goods and Services	2,300	3,100	2,200	2,200
	<i>of which</i>				
.001	Uniforms	1,350	1,350	1,350	1,350
.974	Decent Work Country Programme ( <i>Second Generation</i> )	100	900	-	-
<b>26</b>	<b>Grants</b>	<b>12,900</b>	<b>13,700</b>	<b>13,700</b>	<b>13,700</b>
26210	Contribution to International Organisations				
.098	International Labour Organisation	3,350	4,100	4,100	4,100
.099	African Regional Labour Administration Centre	1,350	1,400	1,400	1,400
26313	Extra Budgetary Units				
.013	Manufacturing Sector Workers Welfare Fund	4,000	4,000	4,000	4,000
.092	Trade Union Trust Fund	4,200	4,200	4,200	4,200
<b>Capital Expenditure</b>		<b>13,700</b>	<b>9,500</b>	<b>3,500</b>	<b>800</b>
<b>31</b>	<b>Acquisition of Non-Financial Assets</b>	<b>13,700</b>	<b>9,500</b>	<b>3,500</b>	<b>800</b>
	Project Value Rs 000				
31122	Other Machinery and Equipment				
.802	Acquisition of IT Equipment	500	800	800	800
31132	Intangible Fixed Assets				
.113	Computerisation of Occupational Safety and Health Division	12,000	2,900	-	-
.119	Computerisation of Labour Division	10,000	5,800	2,700	-
<b>TOTAL</b>		<b>220,700</b>	<b>227,900</b>	<b>226,700</b>	<b>226,900</b>

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

Rs 000

<b>Recurrent Expenditure</b>		<b>19,800</b>	<b>21,800</b>	<b>22,800</b>	<b>23,400</b>
<b>21</b>	<b>Compensation of Employees</b>	<b>12,975</b>	<b>14,850</b>	<b>15,850</b>	<b>16,450</b>
21110	Personal Emoluments	11,805	13,600	14,600	15,200
.001	Basic Salary	9,530	10,475	11,375	11,875
.002	Salary Compensation	400	1,000	1,000	1,000
.004	Allowances	525	525	525	525
.006	Cash in lieu of Leave	450	600	600	600
.009	End-of-year Bonus	900	1,000	1,100	1,200
21111	Other Staff Costs	1,050	1,075	1,075	1,075
.002	Travelling and Transport	1,000	1,000	1,000	1,000
.100	Overtime	-	25	25	25
.200	Staff Welfare	50	50	50	50

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

Rs 000

Item No.	Details	2023/24 Estimates	2024/25 Estimates	2025/26 Planned	2026/27 Planned
21210	Social Contributions	120	175	175	175
.001	Contribution to the National Savings Fund	120	175	175	175
<b>22</b>	<b>Goods and Services</b>	<b>6,825</b>	<b>6,950</b>	<b>6,950</b>	<b>6,950</b>
22010	Cost of Utilities	700	700	700	700
22030	Rent	2,960	2,960	2,960	2,960
22040	Office Equipment and Furniture	300	300	300	300
22050	Office Expenses	510	560	560	560
22060	Maintenance	1,110	1,110	1,110	1,110
22070	Cleaning Services	175	250	250	250
22090	Security	100	100	100	100
22100	Publications and Stationery	740	740	740	740
22120	Fees	50	50	50	50
22170	Travelling within the Republic	30	30	30	30
22900	Other Goods and Services	150	150	150	150
<b>Capital Expenditure</b>		<b>600</b>	<b>200</b>	<b>200</b>	<b>200</b>
<b>31</b>	<b>Acquisition of Non-Financial Assets</b>	<b>600</b>	<b>200</b>	<b>200</b>	<b>200</b>
31122	Other Machinery & Equipment				
.802	Acquisition of IT Equipment	600	200	200	200
<b>TOTAL</b>		<b>20,400</b>	<b>22,000</b>	<b>23,000</b>	<b>23,600</b>

**Sub-Head 17-104: Employment Facilitation**

Rs 000

<b>Recurrent Expenditure</b>		<b>250,800</b>	<b>232,400</b>	<b>240,500</b>	<b>242,600</b>
<b>21</b>	<b>Compensation of Employees</b>	<b>102,075</b>	<b>111,500</b>	<b>120,300</b>	<b>122,400</b>
21110	Personal Emoluments	91,900	100,325	109,125	111,225
.001	Basic Salary	74,925	76,925	84,925	86,825
.002	Salary Compensation	4,200	9,500	9,500	9,500
.004	Allowances	1,500	1,700	1,700	1,700
.005	Extra Assistance	2,025	2,400	2,400	2,400
.006	Cash in lieu of Leave	2,400	2,600	2,700	2,800
.009	End-of-year Bonus	6,850	7,200	7,900	8,000
21111	Other Staff Costs	8,775	9,475	9,475	9,475
.002	Travelling and Transport	6,700	7,400	7,400	7,400
.100	Overtime	2,000	2,000	2,000	2,000
.200	Staff Welfare	75	75	75	75
21210	Social Contributions	1,400	1,700	1,700	1,700
.001	Contribution to the National Savings Fund	1,400	1,700	1,700	1,700
<b>22</b>	<b>Goods and Services</b>	<b>44,425</b>	<b>42,100</b>	<b>41,400</b>	<b>41,400</b>
22010	Cost of Utilities	3,530	3,635	3,635	3,635
22020	Fuel and Oil	250	300	300	300
22030	Rent	14,275	14,372	14,372	14,372
22040	Office Equipment and Furniture	1,000	1,300	1,000	1,000
22050	Office Expenses	1,050	1,125	1,125	1,125
22060	Maintenance	2,810	2,028	2,228	2,228
22070	Cleaning Services	40	150	150	150



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

Rs 000

Item No.	Details		2023/24 Estimates	2024/25 Estimates	2025/26 Planned	2026/27 Planned
22100	Publications and Stationery		5,995	6,615	6,615	6,615
22120	Fees		4,800	1,800	1,200	1,200
	<i>of which</i>					
.002	Fees to Chairperson and Members of Boards and Committees		3,000	1,000	1,000	1,000
.008	Fees to Consultants - ( <i>National Employment Policy</i> )		1,600	600	-	-
22900	Other Goods and Services		10,675	10,775	10,775	10,775
	<i>of which</i>					
.813	Expenses icw National Action Plan to Combat Trafficking in Persons		-	1,000	1,000	1,000
<b>26</b>	<b>Grants</b>		<b>-</b>	<b>1,500</b>	<b>1,500</b>	<b>1,500</b>
26313	Extra Budgetary Units					
.166	Skills Development Authority		-	1,500	1,500	1,500
<b>28</b>	<b>Other Expense</b>		<b>104,300</b>	<b>77,300</b>	<b>77,300</b>	<b>77,300</b>
28212	Transfer to Households					
.028	Employability Enhancement Programme		104,300	77,300	77,300	77,300
	<i>(a) Youth Employment Programme</i>		<i>50,000</i>	<i>28,000</i>	<i>28,000</i>	<i>28,000</i>
	<i>(b) Women Back to Work Programme</i>		<i>10,000</i>	<i>10,000</i>	<i>10,000</i>	<i>10,000</i>
	<i>(c) Trainee Engineer Scheme</i>		<i>40,000</i>	<i>35,000</i>	<i>35,000</i>	<i>35,000</i>
	<i>(d) Training and Placement of Persons with Disabilities</i>		<i>3,300</i>	<i>3,300</i>	<i>3,300</i>	<i>3,300</i>
	<i>(e) Trainee Land Surveyor Scheme</i>		<i>1,000</i>	<i>1,000</i>	<i>1,000</i>	<i>1,000</i>
<b>Capital Expenditure</b>			<b>4,900</b>	<b>5,300</b>	<b>2,000</b>	<b>2,000</b>
<b>31</b>	<b>Acquisition of Non-Financial Assets</b>	Project Value Rs 000	<b>4,900</b>	<b>5,300</b>	<b>2,000</b>	<b>2,000</b>
31112	Non-Residential Buildings					
.401	Upgrading of Office Buildings		600	-	-	-
31121	Transport Equipment					
.801	Acquisition of Vehicles		1,800	1,800	-	-
31122	Other Machinery & Equipment					
.802	Acquisition of IT Equipment		500	2,000	1,000	1,000
31132	Intangible Fixed Assets					
.104	Enhancement of Employment Information Centres (EICs)		1,000	500	-	-
	<i>(a) Upgrading of Labour Market Information System</i>	<i>4,610</i>	<i>500</i>	<i>500</i>	-	-
	<i>(b) Restructuring of EICs</i>	<i>13,430</i>	<i>500</i>	-	-	-
.122	E-Register of Skills	<i>25,000</i>	1,000	1,000	1,000	1,000
<b>TOTAL</b>			<b>255,700</b>	<b>237,700</b>	<b>242,500</b>	<b>244,600</b>

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

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

Rs 000

Item No.	Details	2023/24 Estimates	2024/25 Estimates	2025/26 Planned	2026/27 Planned
<b>Recurrent Expenditure</b>		<b>230,000</b>	<b>234,000</b>	<b>234,000</b>	<b>234,000</b>
<b>26</b>	<b>Grants</b>	<b>230,000</b>	<b>234,000</b>	<b>234,000</b>	<b>234,000</b>
26313	Extra-Budgetary Units				
.027	Mauritius Institute of Training and Development	230,000	234,000	234,000	234,000
<b>Capital Expenditure</b>		<b>12,000</b>	<b>11,000</b>	<b>11,000</b>	<b>11,000</b>
<b>26</b>	<b>Grants</b>	<b>12,000</b>	<b>11,000</b>	<b>11,000</b>	<b>11,000</b>
26323	Extra-Budgetary Units				
.027	Mauritius Institute of Training and Development	12,000	11,000	11,000	11,000
	(a) Acquisition of Furniture & Fittings	1,300	1,000	1,000	1,000
	(b) Equipment - Formation Professionnelle	4,700	4,000	4,000	4,000
	(c) Improvement/Refurbishment	4,000	4,000	4,000	4,000
	(d) Acquisition of IT Equipment	2,000	2,000	2,000	2,000
<b>TOTAL</b>		<b>242,000</b>	<b>245,000</b>	<b>245,000</b>	<b>245,000</b>

**Sub-Head 17-106: Human Resource Development**

Rs 000

<b>Recurrent Expenditure</b>		<b>9,000</b>	<b>9,200</b>	<b>9,900</b>	<b>10,200</b>
<b>21</b>	<b>Compensation of Employees</b>	<b>7,985</b>	<b>8,185</b>	<b>8,885</b>	<b>9,185</b>
21110	Personal Emoluments	7,035	7,235	7,935	8,235
.001	Basic Salary	5,867	5,805	6,470	6,745
.002	Salary Compensation	168	410	410	410
.004	Allowances	235	235	235	235
.006	Cash in lieu of Leave	235	235	260	275
.009	End-of-year Bonus	530	550	560	570
21111	Other Staff Costs	875	875	875	875
.002	Travelling and Transport	850	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
<b>22</b>	<b>Goods and Services</b>	<b>1,015</b>	<b>1,015</b>	<b>1,015</b>	<b>1,015</b>
22010	Cost of Utilities	142	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
<b>TOTAL</b>		<b>9,000</b>	<b>9,200</b>	<b>9,900</b>	<b>10,200</b>

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

**HUMAN RESOURCES**

SN	Position Titles	Funded	
		2023/24	2024/25
<b>Vote 17-1: Labour, Human Resource Development and Training</b>		<b>686</b>	<b>730</b>
<b>Sub-Head 17-101: General</b>		<b>161</b>	<b>181</b>
1	Minister	1	1
2	Permanent Secretary	1	1
3	Deputy Permanent Secretary	1	1
4	Assistant Permanent Secretary	1	2
5	Manager, Financial Operations	1	1
6	Assistant Manager, Financial Operations	1	1
7	Financial Operations Officer/Senior Financial Operations Officer	1	-
8	Assistant Financial Operations Officer	3	4
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	66
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	28	29
27	Stores Attendant	1	1
28	Driver	5	5
29	Handy Worker	20	20
30	General Worker	2	2
<b>Sub-Head 17-102: Labour and Employment Relations Management</b>		<b>240</b>	<b>241</b>
	<b>Employment Relations</b>		
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	-	1
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: Ministry of Labour, Human Resource Development and Training - continued**

SN	Position Titles	Funded	
		2023/24	2024/25
10	Senior Labour and Industrial Relations Officer	34	34
11	Labour and Industrial Relations Officer	91	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	3	3
	<b>Occupational Safety and Health</b>		
20	Director, Occupational Safety and Health	1	1
21	Deputy Director, Occupational Safety and Health	-	-
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	4	4
<b>Sub-Head 17-103: Registration of Associations and Trade Unions</b>		<b>24</b>	<b>24</b>
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
<b>Sub-Head 17-104: Employment Facilitation</b>		<b>251</b>	<b>274</b>
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	2
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	7	7

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

SN	Position Titles	Funded	
		2023/24	2024/25
17	Office Management Assistant	27	27
18	Office Supervisor	1	1
19	Management Support Officer	97	117
20	Confidential Secretary	2	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	17
25	Driver	2	2
26	General Worker	14	14
<b>Sub-Head 17-106: Human Resource Development</b>		<b>10</b>	<b>10</b>
	<b>Careers Guidance</b>		
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
<b>TOTAL</b>		<b>686</b>	<b>730</b>