



Confédération des Travailleurs du Secteur Privé

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On the eve of the forthcoming election the Confederation des Travailleurs du Secteur Privé notes with great interest that both main alliances competing for the election have given due consideration to many of its proposals.

Since 2013, in its budget proposals to the government and also in its letter addressed to ALL Members of Parliament on 24 July 2014, the CTSP has been urging the Government to look deep into the predicament facing workers of the private sector.

Demands such as:

Portable Severance Allowance Fund

Introduction of a Minimum Wage

Increase in Maternity leaves

Creation of Jobs (same should be decent, with decent salary)

Equal Pay for Equal Work

Direct Income Support to low income families

Elimination of discrimination towards children with disabilities as the State will also cater for them

Payment of SC and HSC exam fees

Among others have been taken into consideration.

However we note with deep concern that nothing has been said on either side concerning the elimination of discrimination between workers of the Public and Private Sector.

1. The Pay Research Bureau (PRB) reviews salary and condition of work of workers in the Public Sector every 3 years for some 85 thousands of the Public and Para-Statal Bodies Sector.
2. Such is not the case for the National Remuneration Board who has to legislate for some 300 thousand workers through 30 Remuneration Orders (RO). Those RO are revised only when the Minister of Labour so decides. 9 of them have not been revised for the last 29 to 30 years (*see attached list for ease of reference*).
3. Furthermore since many sectors are not covered by a Remuneration Order, the following workers (around 167,000) are at the whims of unscrupulous employers. They are namely from :
 - NGO Sector, in particular for special education needs school.
 - Sea Food Hub and Marine Development Sector.
 - Services Sector where 85% of the workforce is female workers (e.g. *ICT Sector, Administrative Sector, Financial Sector, and other services sector*)

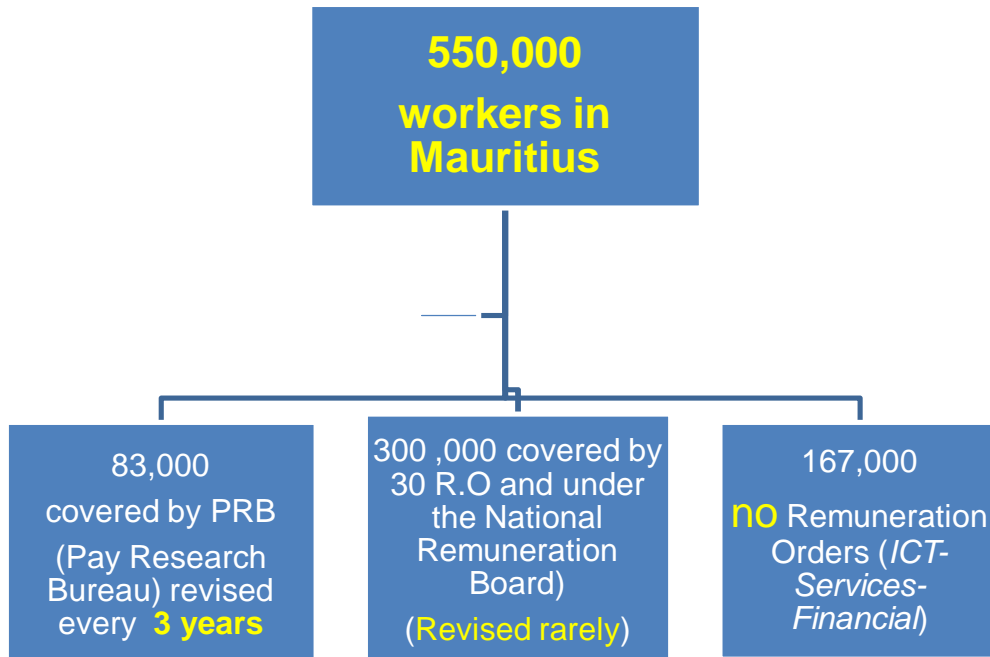
Workers of the Private Sector face much discrimination on top of earning meager salary.

The Consequence of no regulatory framework for regular revision of Remuneration Orders

1. When the Minister of Labour decides to review 1 RO among the 30 existing ones, the upgraded conditions are not applied to other RO. Therefore in many cases discrimination such as **maternity allowance, meal allowance, vacation leave** amongst others have been perpetuated

Although in its recommendation for the Blockmaking, Construction, Stone Crushing and Related Industries (Remuneration Order) Regulations of 2008, the then Chairperson, late Me Mario Helene said “ These recommendations concern items that have a marked social bearing and, as such, ought, in the opinion of the Board, to apply indiscriminately to all sectors of activity unless compelling reasons warrant a different treatment in a particular sector. It is unfortunate that, under the present legislation, they cannot be extended outright to all sectors”.

2. When an RO takes time to come into force
3. RO construction
4. Kan Ro sorti pa aplane, securite, printing, lotel



NOTE : Around 200,000 workers work in the INFORMAL SECTOR and are not covered under any specific law and are thus vulnerable.

