

# Mauritius

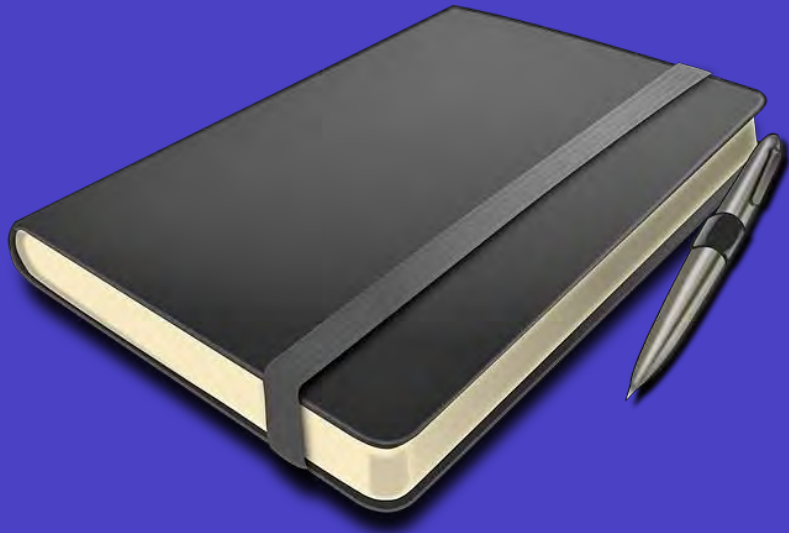
## Country Report

R. K Heerah  
Assistant Director, Safety & Health  
Ministry of Public Service, Administrative & Institutional Reforms

**2023**

**MAURITIUS**





# Agenda

- Basic Information 
- Organization Chart 
- Country Overview 
- Issues and Challenges 
- Good Practices 

# Basic Information



Name: Mr. Rajnish Kumar HEERAH

Designation: Assistant Director, Safety and Health

Country: MAURITIUS

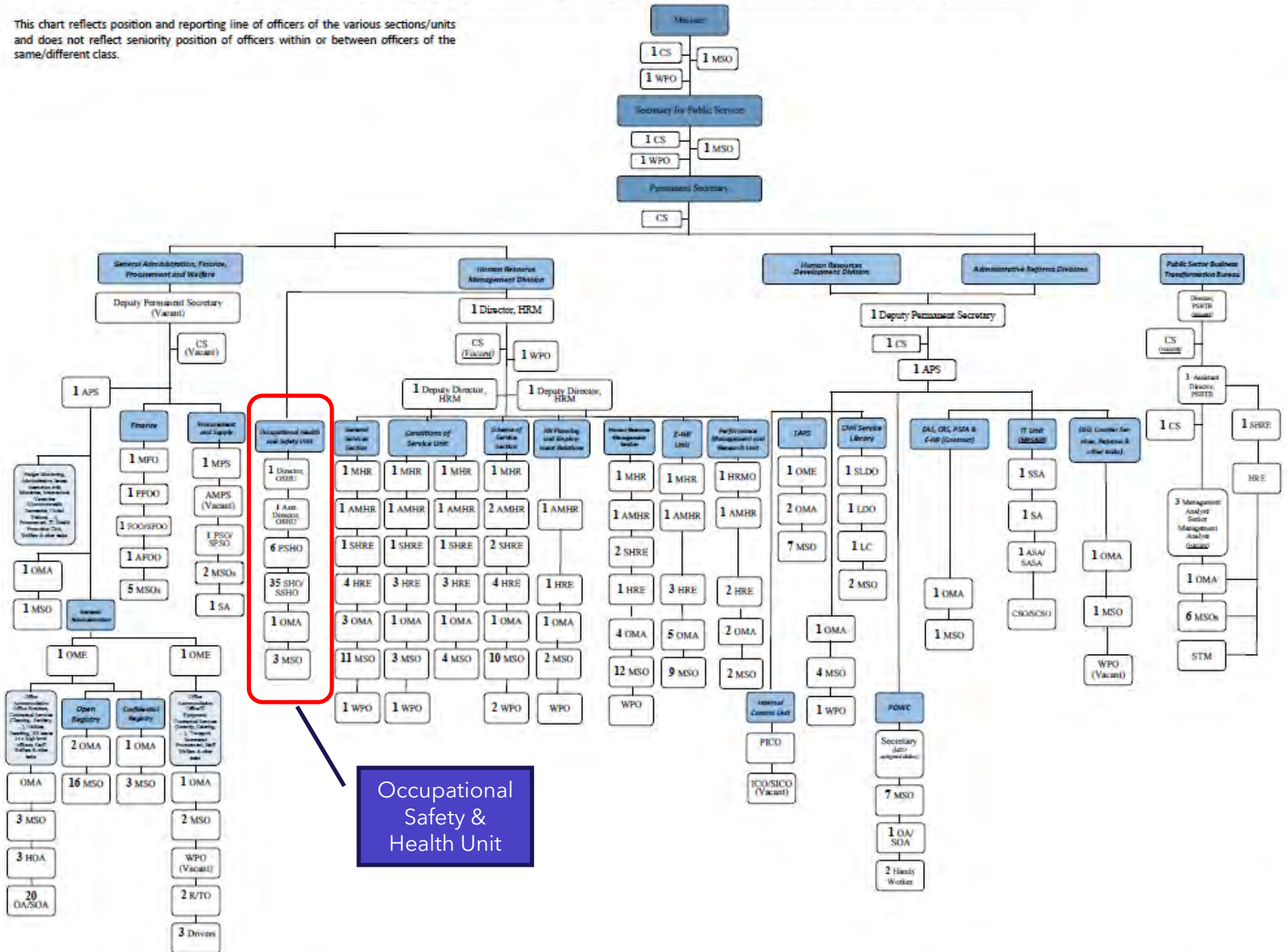
Organization: Ministry of Public Service, Administrative  
& Institutional Reforms

Department: Occupational Safety and Health Unit

Work Experience: 24 years

This chart reflects position and reporting line of officers of the various sections/units and does not reflect seniority position of officers within or between officers of the same/different class.

# Organization Chart



# Country Profile

All about Mauritius

## MAURITIUS



# Mauritius (Paradise on Earth)



The Republic of Mauritius comprises a group of islands in the Southwest Indian Ocean, consisting of the main island Mauritius and the outer islands of Rodrigues, Agalega, Saint Brandon, Tromelin and the Chagos Archipelago.

Total Land Area: 2040 km<sup>2</sup>

Large Exclusive Economic Zone: Approximately 2.3 million km<sup>2</sup>

Prime Minister: The Hon Pravind Kumar JUGNAUTH



# Country Profile

Mauritius gained independence from the UK in 1968 as a Parliamentary Republic and has remained a stable democracy with regular free elections and a positive human rights record.

National Flag: **Red, Blue, Yellow & Green**

Capital: Port Louis

Population: Estimated at 1.3 million

Ethnicity: mostly people of Indian, African, Chinese and European descent.

Language: Most Mauritians are multilingual and speak and write in English, French, Creole and several Asian languages.


Climate: Tropical, modified by southeast trade winds; warm, dry winter (May to November); hot, wet, humid summer (November to May)

# Mauritius - Geographic Location



**Japan is about 185 times *bigger* than Mauritius.**



A vibrant tropical beach scene. In the foreground, a white hammock is strung between two wooden posts, partially submerged in the clear, turquoise water. The beach is a mix of white sand and light-colored coral rubble. To the right, a dense line of lush green palm trees borders the shore. In the distance, several small boats are visible on the water under a bright blue sky filled with fluffy white clouds. The overall atmosphere is serene and idyllic.

**“Mauritius was made first, and  
then Heaven; and Heaven was  
copied after Mauritius”**

**- *Mark Twain***



# Occurrence status of occupational accidents and diseases

- Mauritius enacted the Occupational Safety and Health Act 2005 in September 2005. However, this piece of legislation was proclaimed on 01 September 2007.
- Under Section 85, every employer shall notify the Director, Occupational Safety and Health [*of the Ministry of Labour, Human Resource Development and Training*] by the quickest practicable means, any accident arising out or in connection with work where an employee dies or suffers any of the injuries or conditions specified in the Eleventh Schedule.

# Statistics - Yearly

<b>Cases of Occupational Accidents</b>											
Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Notifiable fatal accidents	9	17	7	7	7	6	7	11	13	10	7
Notifiable non-fatal accidents	231	234	215	180	188	214	234	218	197	177	172
Non-notifiable accidents	123	117	132	125	129	142	174	200	157	141	152
<b>TOTAL</b>	<b>363</b>	<b>368</b>	<b>354</b>	<b>312</b>	<b>324</b>	<b>362</b>	<b>415</b>	<b>429</b>	<b>367</b>	<b>328</b>	<b>331</b>

Source: Ministry of Labour, Human Resource Development & Training  
<https://labour.govmu.org/Pages/stats-osh.aspx>

# Statistics - Sectorwise

STATISTICS OF NOTIFIABLE FATAL ACCIDENTS AT WORK - SECTORWISE								
ECONOMIC ACTIVITY		2012	2013	2014	2015	2016	2017	2018
A	<b>Agriculture, hunting and forestry</b>	-	1	-	1	1	1	1
B	Fishing	-	-	-	-	1		
C	Mining and quarrying	-	-	-	-	-		
D	<b>Manufacturing</b>	2	1	-	2	2	2	1
E	Electricity, gas and water supply	-	1	-	-	-		
F	<b>Construction</b>	5	10	4	1	-	2	4
G	Wholesale and retail trade, repair of motor vehicles, motorcycles and personal and household goods	-	-	-	-	-	1	
H	Hotels and restaurants	-	1	-	-	-		
I	<b>Transport, storage and communication</b>	-	2	1	2	1		1
J	Financial intermediation	-	-	-	-	-		
K	Real estate, renting and business activities	-	1	-	-	-		
L	Public administration, defence and compulsory social security	2	-	-	-	-		
M	Education	-	-	-	-	-		
N	Health and social work	-	-	-	-	-		
O	Other community, social and personal service activities	-	-	2	1	2		
P	Private households with employed persons	-	-	-	-	-		
Q	Extraterritorial organizations and bodies	-	-	-	-	-		
R	Not classified by economic activity	-	-	-	-	-		
<b>TOTAL</b>		<b>9</b>	<b>17</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>6</b>	<b>7</b>



# Data Collection Methods for Statistic

- The Ministry of Labour, Human Resource Development and Training is the enforcing Authority in Mauritius and is responsible for the collection of data in relation to occupational accidents and diseases.
- Within 7 days, the employer shall send a report thereof to the Director, Occupational Safety and Health in the form set out in the Thirteenth Schedule.

# Thirteenth Schedule

**THIRTEENTH SCHEDULE**  
[Section 85]  
**THE OCCUPATIONAL SAFETY AND HEALTH ACT**  
[Section 85]

**REPORT OF ACCIDENT OR DANGEROUS OCCURRENCE**

1. Name and address of employer: : .....  
: .....
2. Place of work and site of accident or dangerous occurrence\*: .....  
.....
3. Nature of business: .....
4. Date and time of accident or dangerous occurrence\*: .....
5. Name and address of injured person: .....  
.....
6. (a) Sex ..... (b) Age .....  
(c) Occupation .....
7. Kind of work being performed at time of accident or dangerous occurrence\*: .....  
.....

# Thirteenth Schedule

**THIRTEENTH SCHEDULE—*continued***

8. Particulars of injury (whether fatal): .....

9. Cause and particulars of the accident or dangerous occurrence\*: .....

.....

10. Reasons for the accident or dangerous occurrence\*: .....

.....

11. Names of witnesses, if any: .....

.....

.....

12. Any further particulars: .....

.....

.....

I certify that to the best of my knowledge that the information given above is correct.

Date ..... Name: .....

Status ..... Signature .....

\_\_\_\_\_

Note: \*Delete whichever is not applicable.



# Safety and Health related Laws and Regulations

- The Government of Mauritius recognizes that workers are its most valuable asset, and that safety and health is one of their fundamental rights.
- The Ministry of Labour, Human Resource Development and Training is the Focal point for safety and health.
- Several Laws and Regulations were made to promote decent work and protect the safety and health of any employee against any risk at his workplace.





# Safety & Health related laws and regulations

## Act

- OCCUPATIONAL SAFETY AND HEALTH ACT 2005 [Act No. 28 of 2005] as subsequently amended

## Regulations

- Occupational Safety and Health (Foundries and Construction Works) Regulations 2019 [GN No. 167 of 2019]
- Occupational Safety and Health (Control of Asbestos at Work) Regulations 2014 [GN No. 216 of 2014]
- Occupational Safety and Health (Transportation of Employees) Regulations 2014 [GN No. 210 of 2014]
- Occupational Safety and Health (Safety of Scaffolds) Regulations 2013 - updated as at 2015 (latest) [GN No. 16 of 2014]



# Safety & Health related laws and regulations

## Regulations (continue..)

- Occupational Safety and Health (Ship Construction and Ship Repairs) Regulations 2013 [GN No. 254 of 2013]
- Occupational Safety and Health (Work at Height) Regulations 2013 [GN No. 190 of 2013]
- Occupational Safety and Health (Personal Protective Equipment) Regulations 2012 [GN No. 146 of 2012]
- Occupational Safety and Health (Safety of Lifts at Work) Regulations 2012 [GN No. 108 of 2012]
- Occupational Safety and Health (Noise at Work) Regulations 2012 [GN No. 107 of 2012]
- Occupational Safety and Health (Employees' Lodging Accommodation) Regulations 2011 - updated as at 2015 (latest) [GN No. 27 of 2011]



# Safety & Health related laws and regulations

## Regulations (continue..)

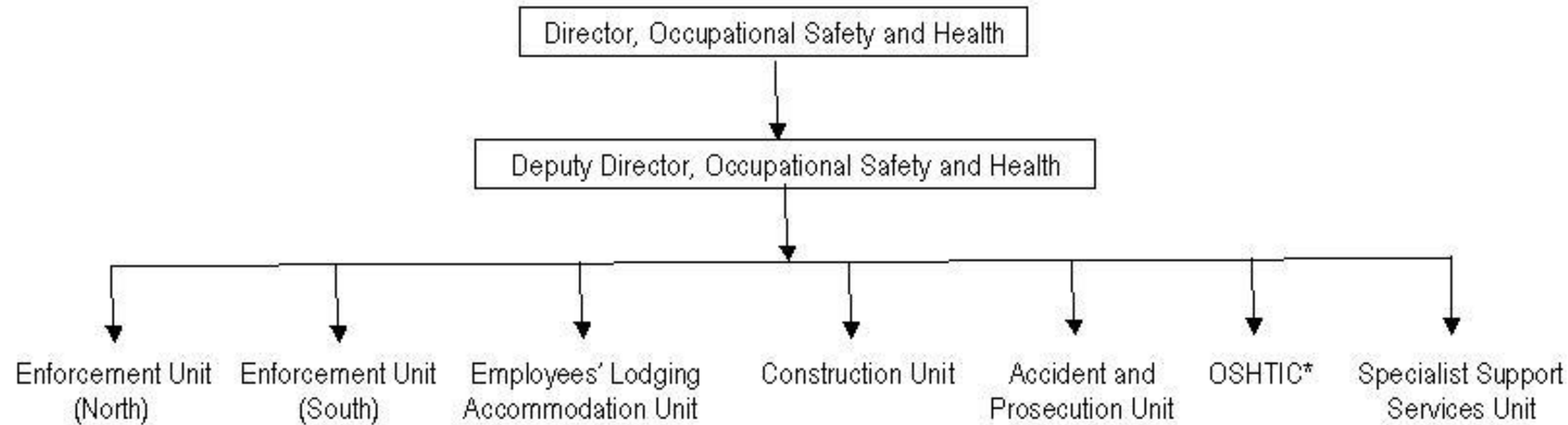
- Occupational Safety and Health (Electricity at Work) Regulations 2009 [GN No. 47 of 2009]
- Occupational Safety and Health (Fees and Registration) Regulations 2007 - updated as at 2014 (latest) [GN No. 123 of 2007]
- Occupational Safety and Health (Transitional Provisions) Regulations 2007 - updated as at 2009 (latest) [GN No. 122 of 2007]
- Occupational Safety, Health and Welfare (Woodworking Machines) Regulations 1989 - updated as at 2012 (latest) [GN No. 66 of 1989]
- Occupational Safety, Health and Welfare (First-aid) Regulations 1989 - updated as at 2005 (latest) [GN 65 of 1989]



# Labor Inspection System

- The Ministry of Labour, Human Resource Development and Training is the Focal point for safety and health.
- Enforcement Authority
- Under Section 24 of OSHA 2005, powers have been vested upon the Permanent Secretary, Ministry of Labour, Human Resource Development and Training to carry out inspection, examination and investigation to ensure that the provisions of the Act are being complied with.

# Occupational Safety and Health Division





# Workers' Accident Insurance Compensation

- Workmen's Compensation Act.  
Compensation, in respect of occupational accidents, to manual workers and non-manual workers whose salary does not exceed Rs 72000 annually.
- Compensation is paid to:
  - (i) a public officer in the event of permanent incapacity due to personal injury sustained out of and in the course of duties; and
  - (ii) the officer's dependents where there are fatal injuries or death by accident arising out of and in the course of duties.



# Safety of Equipment and Facilities

- Part V - Safety (Machinery)  
[Section 46 - Section 63]
- Section 47 - Dangerous Machinery
- Section 51 - Cranes and other lifting Machines
- Section 53 - Hoists and Lifts
- Section 55 - Steam Boilers
- Section 59 - Air Receivers
- Section 60 - Refrigeration Plants
- Section 61 - Special Provisions



# Training/Education Programs

- OSH Act 2005.  
Qualifications specified in the First Schedule to practice as a Safety and Health Officer
- Minimum qualification - Diploma in Occupational Safety and Health & offered by Local Universities.
- Training on OSH is mandatory under the Law.
- Section 6(2) - Special duties of Employers  
[adequate safety and health information, instruction and training - recruitment/exposure to new risk/ new plant or change related to any process]





# Activities of OSH organizations other than Government

- IOSHM (Institution of Occupational Safety & Health Management)
- NGO and non-profit organisation promoting occupational safety and health



- Organisations approved by the Mauritius Qualification Authority - First Aid



# OSHMS and Risk Assessments

- OSHMS.  
It is not a mandatory requirement under the law. However, under Para. 172 of the Government Programme 2020 - 2024, OSHMS to be developed across the Civil Service.
- ILO-OSH:2001 Guidelines  
[On a pilot basis in 3 organisations]
- ISO 45001:2018  
[phase implementation]



# OSHMS and Risk Assessments

- RISK ASSESSMENT

Section 10 & 11 of OSHA 2005

- (i) Employers are required to carry out a suitable and sufficient assessment of the risk within 30 days of the start of an operation .
- (ii) Review not later than 2 years or earlier.
- (iii) Recording of findings

\* Amendments 2022

Establishment of Safety and Health Collaboration Committee to discuss risk assessment



# Campaign/Event/National Convention and Exhibition

- World Day for Safety and Health at Work.  
It is an annual feature and celebrated on 28 April.  
Distribution of ILO posters by the Ministry of Labour, Human Resource Development & Training
- Safety and health Week  
Award for best initiatives in the Civil Service
- Tripartite Forum organised by the Ministry of Labour, Human Resource Development and Training.

# Reference

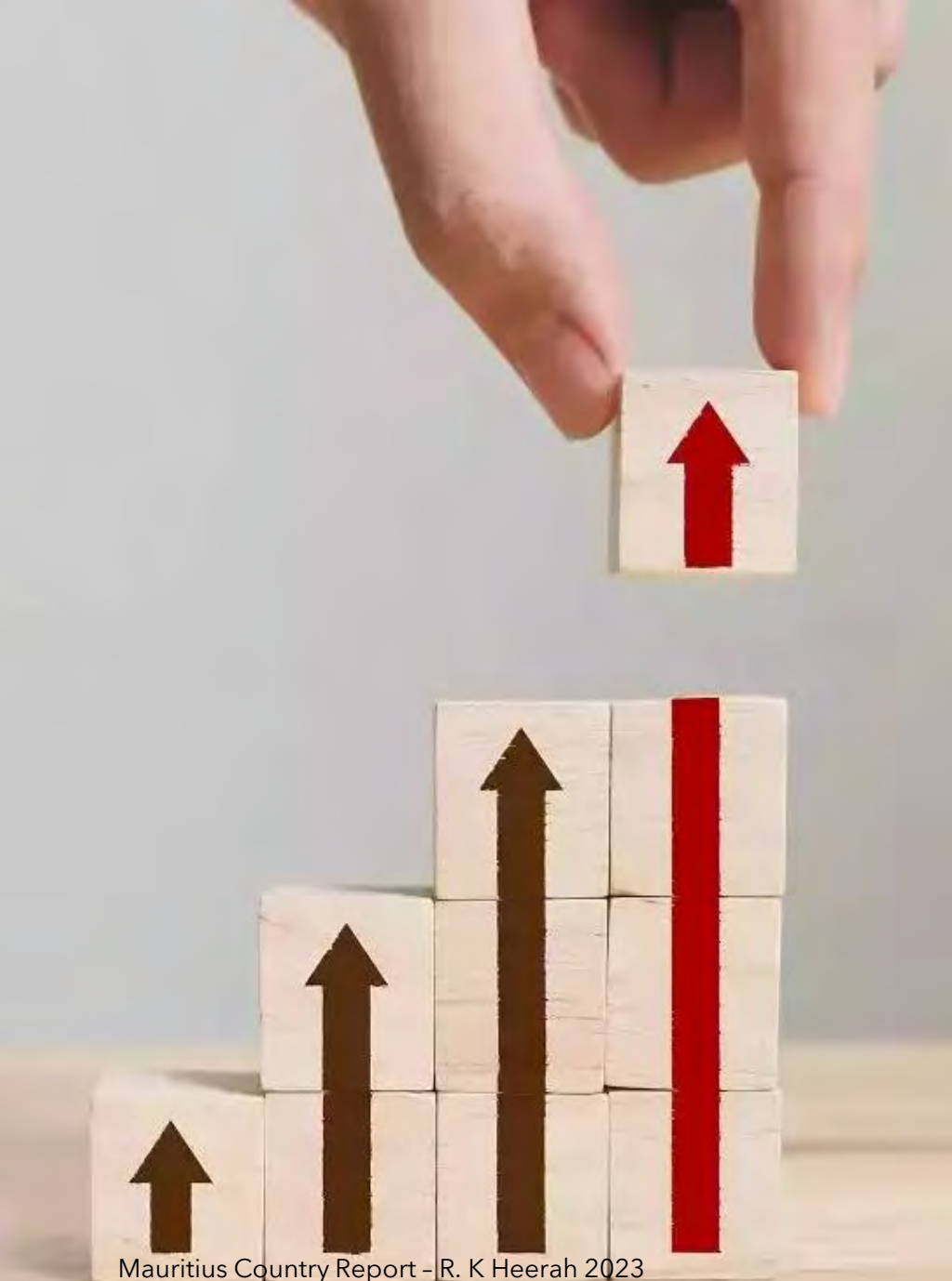
<https://labour.govmu.org/Documents/Legislations/osha%202005/Act/3.OCCUPATIONAL%20SAFETY%20AND%20HEALTH%20ACT,%20No%2028%20of%202005.pdf>

<https://labour.govmu.org/Documents/customer%20charter%20labour%20division.pdf>

<https://labour.govmu.org/Pages/stats-osh.aspx>

<https://bti-project.org/en/reports/country-report/MUS>

<https://www.imf.org/en/Countries/MUS>



## Major initiatives

- Review of the OSHA 2005 - The Occupational Safety and Health (Amendment) Act 2022
- Restructuring of the Occupational Safety and Health Division into the National Safety and Health Department
- Enhancement of Work Environment Program in the Civil Service [budget allocation to cater for safety and health project under the scheme]



# Issues & Challenges

Poor level of compliance with OSH Laws and Regulations

Lack of Commitment (within the Civil Service) & Manpower

Lack of competencies in the implementation of the OSHMS



# Good Practices

- Enhancement of Work Environment Program [yearly some 160 projects are funded to a tune of Rs 4.5 Million]
- Setting up of Central Monitoring Committee on OSH under the Ministry of Public Service, Administrative and Institutional Reforms



# Thank you

Mr. Rajnish Kumar HEERAH  
Assistant Director, Safety and Health  
Ministry of Public Service, Administrative  
& Institutional Reforms  
MAURITIUS

