



KNOW YOUR RIGHTS

**A guide for migrant workers
in Mauritius**



1. Introduction

This pamphlet aims at informing migrant workers of their rights and possible remedial actions in case of violation of these rights. It also serves to make migrant workers aware of the dangers of Human Trafficking. This pamphlet is meant for all migrant workers; irrespective of their sector of employment.

2. Before coming to Mauritius



2.1 GENERAL INFORMATION FOR MIGRANT WORKERS

- a) Before you travel to Mauritius, you will need to obtain a Work Permit/Certificate of Exemption as well as an Entry Permit /Residence Permit to work and stay in Mauritius. You should not proceed to Mauritius or/and start working in Mauritius unless you have obtained the above documents.

- b) It is the responsibility of your employer to apply to the Ministry of Labour and Industrial Relations and to the Passport and Immigration Office on your behalf for your Work Permit/Certificate of Exemption and Residence Permit, respectively.
- c) The Contract of Employment should be agreed between you and your employer. It will determine the terms and conditions of your employment and the benefits you will be entitled to and your responsibilities as well as those of your employer. The terms and conditions of the contract of employment should be in line with prevailing labour laws in Mauritius.
- d) You will have to undergo certain medical tests before coming to Mauritius and a final medical test upon arrival. All information about medical tests is available in the Work Permit Information Sheet posted on the website of the Ministry of Labour and Industrial Relations on <https://empment-labour.govmu.org>.
- e) Before travelling to Mauritius, you should look for basic information about the country, for example its currency, language, climate, exchange rates, living standards, religious practices and public holidays.
- f) You may request verification of your permit before coming to Mauritius. You may obtain this information from the Mauritius Mission or Consulate in your country of origin or by contacting the Ministry of Labour and Industrial Relations directly through email emp@govmu.org.
- g) You should be aged between 20 and 60 (up to 65 years in the case of non-citizens having specific expertise) years to be eligible for a Work Permit/Certificate of Exemption in Mauritius.
- h) You should **not** bring your spouse or family members to Mauritius.
- i) You should be cautious about overgenerous promises and any unverified information / misleading information, unlicensed recruitment agents and any claim of recruitment fees. You should take necessary precautions to avoid being victim of fake or fraudulent recruitment advertisement, and to protect yourself from being a victim of human trafficking.

- j) Your passport and Work Permit should always remain in your possession and should not be retained by your employer.



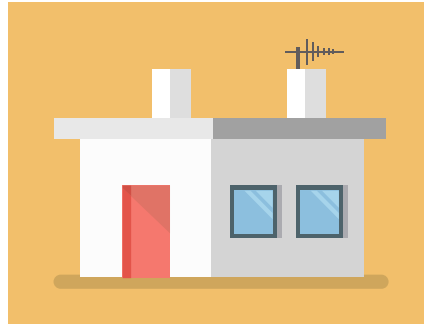
You should not allow your employer to retain your passport.

- k) Your Work Permit authorises you to work solely for the employer mentioned therein. It is not transferable to another employer. If you wish to work for another employer, a new Application for work permit should be made by the new employer. This application should be accompanied by a letter of no-objection from your current employer. The new Work Permit will be issued upon cancellation of your previous Work Permit.
- l) In accordance with the Non-Citizens (Employment Restriction) Act and Passport and Immigration Office (PIO) policies, it is a criminal offence if you remain in Mauritius when your work permit or visa has expired or has been cancelled.
- m) Prior to the expiry of your Work Permit, your employer may, with your consent, arrange for the renewal of your work permit for another term subject to the approval of the competent authorities.
- n) At the expiry of your Work Permit /Residence Permit, your employer should provide you with an air ticket to return to your home country.
- o) Your employer shall, at least 20 working days in advance, notify the Ministry of Labour and Industrial Relations and obtain the necessary clearances from the relevant authorities prior to your repatriation.
- p) It is for the employer to bear all cost of repatriation where the contract of employment is terminated for any reason that is not attributable to the migrant worker.

2.2 RECRUITMENT AGENCIES

According to the Private Recruitment Agencies Act 2023 and Private Recruitment Agencies Regulations 2025, all recruitment costs including application for obtaining a Work Permit should be borne by the employer and no recruitment fees are to be met by you.

2.3 APPLICATION FOR WORK AND RESIDENCE PERMITS



At the time of application for Work and Residence Permits, your employer should submit:

- a) your provisional Medical Clearance from the Ministry of Health and Wellness based on the medical tests done in your home country. Details of tests to be carried out are available at <https://employment-labour.govmu.org>;
- b) your vetted Contract of Employment; and
- c) a Lodging Accommodation Permit regarding the accommodation where you will be residing.

3. TRAVELLING TO MAURITIUS

- a) Upon arrival in Mauritius, Work Permit and Entry/Residence Permit will facilitate your immigration clearance.
- b) Within one week of your arrival in Mauritius, you will have to undergo further medical tests, following which the Ministry of Health and Wellness will issue a final medical clearance. The details of the repeat tests are available at <https://employment-labour.govmu.org>

You are advised to:

- i. give a copy of your permits to your next of kin in your country of origin;
- ii. keep important phone numbers for Mauritius and your country of origin readily accessible; and
- iii. keep a copy of your permits with you at all times in view of possible security checks by the Police and any other authorised officers.

4. Your Rights As A Migrant Worker



4.1 YOUR RIGHT TO BE REMUNERATED FAIRLY AND TREATED DECENTLY

A. SALARY

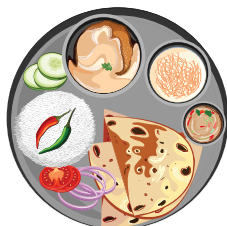
- a) You are entitled to be paid not less than the national minimum wage, similar to citizens of Mauritius. The national minimum wage, from 1st January 2025 is Rs 17,110 Mauritian Rupees per month (except for Export Oriented Enterprises, it is inclusive of a maximum of Rs 3,000 for food and accommodation).
- b) Your employer should also comply with all Occupational Safety and Health legislations.
- c) Your employer should provide you with a pay slip, which clearly specifies your revenues and deductions. You may also seek additional clarification from your employer if ever you believe there have been excessive or unauthorized deductions.

- d) You are entitled to the payment of extra remuneration whenever you are required to work additional hours beyond your normal hours of work, as per applicable law.
- e) As per Section 34 (3) of the Worker's Rights Act, your employer shall not make any deduction from your salary regarding cost of uniforms, safety equipment, tools provided to you, or cost for any damage to the property of the employer.
- f) You will be required to make contributions from your salary under the "Social Contribution and Social Benefits Act".

B. LEAVE ENTITLEMENT

You have the right to enjoy your leave entitlement as per your contract of employment and in compliance with the prevailing Labour Laws of Mauritius.

C. FOOD, LODGING ACCOMMODATION AND TRANSPORT



- a) The employer must provide you with a lodging accommodation that has a valid Lodging Accommodation Permit, and must cater for basic facilities for your comfortable stay which includes provision of:
 - separate bed with mattress for each migrant worker;
 - adequate and clean sanitary facilities;
 - furniture for clothing and personal belongings;
 - cooking facilities;
 - first aid facilities;
 - adequate and clean employee accommodation and dining areas;
 - fire equipment and electrical installation of adequate safety standards; and
 - appropriate means of conveyance free of charge to any hospital or similar institution in case of sickness or injury. Your employer must provide you with travelling facilities or pay your travelling expenses between your place of accommodation and your place of work, as specified in your contract and in compliance with the prevailing labour laws of Mauritius.

Your employer should provide you with a free meal or a meal allowance of Rs 85 on any day you are required to perform more than 2 hours of extra work subject to the relevant provisions of the law.

D. Health and Safety

- a) You have the right to safe and healthy working environment and be provided with information, instruction, training and supervision to ensure your safety and health at your workplace;
- b) Your employer must, so far as is reasonably practicable, eliminate any risk to safety and health arising from hazards at the workplace or reduce it to the minimum
- c) Your employer will have to ensure, at his own costs, that you are promptly taken to a public hospital or similar institution in case you are sick or injured at work
- d) Your employer must provide you with appropriate personal protective equipment and clothing where there are risks of bodily injury which cannot be prevented by other means. (e.g. respirator, protective footwear, gloves etc.) and such equipment must be replaced upon wear and tear, as per applicable law.
- e) You should wear or use any protective equipment or clothing provided to you and report forthwith to your employer the loss or damage of the protective equipment or clothing.
- f) You should take reasonable care for your safety and health at work and cooperate with your employer in the discharge of any duty placed upon him under the legislation.



4.2 YOUR RIGHT TO BE FREE FROM DISCRIMINATION/VIOLENCE AT WORK/SEXUAL HARASSMENT/EXPLOITATION

- a) It is unlawful for your employer or any other person to:
 - i) harass you, sexually or otherwise;
 - ii) assault you;
 - iii) verbally abuse, or insult or humiliate you in any manner whatsoever; use of filthy/invective languages or injurious expressions
 - iv) express the intention to cause harm to you;
 - v) bully or use threatening behaviour towards you;
 - vi) use aggressive gesture indicating intimidation, contempt or disdain towards you; or
 - vii) by words or act, hinder you in the course of or as a result of your work.
- b) Any person who contravenes the above shall, on conviction, be liable to a fine not exceeding 100,000 rupees and to imprisonment for a term not exceeding five years.
- c) In case you are a victim of Violence at Work/ Sexual Harassment/Exploitation, you may contact the Police on Tel: 999 or 148 or 208 0034/5 or the Ministry of Labour and Industrial Relations on hotline 86 003 or call at the One-Stop Shop for migrant workers on Tel: 207 2600 (Ext 2212);
- d) For all work-related issues, you can contact the Ministry of Labour and Industrial Relations during office hours from 08.45 hrs to 16.00 hrs on hotline 86 003 or call at the One-Stop Shop for migrant workers on Tel: 207 2600 (Ext 2212). The address is Victoria House, St Louis Street, Port Louis.

You may also contact the following departments of the Ministry of Labour and Industrial Relations in case of emergency. –

Departments	Contact details for	matters relating to
Head Office	mol@govmu.org +230 207 2711	Overall Administration
Special Migrant Workers' Unit/ One Stop Shop	+230 207 2600 Ext 2212	Terms and conditions of contract of employment
Employees' Lodging and Accommodation Section	+230 207 2600 +230 207 2731	Safety and health norms for workers' lodging accommodations
Occupational Safety and Health Division	+230 207 2600	Safety and health norms at work place
Work Permit Unit	+230 405 0100	Recruitment of non-citizens in Mauritius and the processing of Work Permit/ Certificate of Exemption

You are advised to inform about your location and the phone number from which you are calling and ask for an interpreter if you do not speak English;

- e) In accordance with the Trafficking in Persons Act, any person who contravenes the provisions of the act, shall on conviction, be liable to a fine not exceeding 100,000 rupees and to imprisonment for a term not exceeding five years;
- f) In case you are being discriminated at work, you may lodge a complaint with:

the Special Migrant Workers Unit (SMWU) on Tel: 207 2600 on Extension 2212, or the Equal Opportunities Commission by filling a Complaint Form which can be downloaded from the Commission's website at <https://eoc.govmu.org/eoc/>. The said form be faxed on 201 3408 or emailed to eoc@govmu.org.

If your employer or any other person at your place of work is harassing or abusing you, do not allow the situation to continue. Seek advice and help from Government Institutions.

5. MAKING COMPLAINTS

- You may register formal complaints against your employer in case of non-compliance with your terms and conditions of employment, safety and health at work, and living conditions in your lodging accommodation at the Special Migrant Workers' Unit on Tel: 207 2600 on Extension 2212.
- You may call the police hotline on 999 or 148 or the Police Information room on Tel: 208 0034 / 208 0035. They operate on a 24-hour basis.
- For matters relating to women's rights, and equality between men and women, you may contact the Head Office of the Ministry of Gender Equality & Family Welfare on +230 405 3300.
- For matters relating to Entry/Residence Permits and passports, you may contact the Passport and Immigration Office on Email address piomain@govmu.org or on +230 2602073.

6. TERMINATION OF CONTRACT

- a) In case of termination of your employment, your dues, including notice prior to termination, if applicable, outstanding wages till the last day you have worked, end of year bonus pro-rated if termination is during the year and refund of outstanding annual leave if applicable, are payable by your Employer.
- b) If you have not been paid your dues, you can register a complaint at the Special Migrant Workers' Unit (SMWU) of the Ministry of Labour, and Industrial Relations.
- c) Your employer should provide you with an air-ticket to return to your home country on the expiry or termination of your employment.

7. OFFENCES

- It is an offence to make any statement which you know to be false for the purpose of obtaining a Work Permit for yourself or for another person. On conviction, you will be liable to a fine not exceeding Rs 10,000 and to imprisonment for a term not exceeding one year. (Section 8(a) of the Non-Citizens (Employment Restriction) Act)
- You may be requested by an authorised person to produce your work permit immediately or he may authorise you to produce the permit within 3 days at a particular police station.
- If you fail without reasonable excuse or refuse to produce a permit as required, you shall commit an offence and, on conviction, you shall be liable to pay a fine not exceeding 500 rupees and undergo imprisonment for a term not exceeding 3 months. (Section 6 of the Non-Citizens (Employment Restriction) Act)
- You should not stay illegally in Mauritius after the expiry of your Visa or Work Permit/Certificate of Exemption. If any person, without reasonable excuse, remains in Mauritius after his Residence Permit or visa has expired or been cancelled, he commits an offence and on conviction, he is liable to a fine not exceeding one million rupees and to imprisonment for a term not exceeding 5 years. (Section 36 of the Immigration Act 2022)
- You should not work or be employed in Mauritius without a permit or in breach of the conditions attached to your Work Permit.
- You should not work for another employer other than the one mentioned in your Work Permit.
- You should not continue to work after your permit has expired or been cancelled.
- A migrant worker who works illegally, that is, without a Work Permit or in breach of the conditions attached to a Work Permit, commits an offence and, on conviction he is liable to a fine of not less than 100,000 rupees but not more than 500,000 rupees and to imprisonment for a term not exceeding 5 years. (Section 3(4) of the Non-Citizens (Employment Restriction)) Act.
- You are reminded that acts of corruption and bribery are unlawful.



- You should not absent from work without authorization or/and desert your dormitory for more than 3 consecutive days, as it may constitute a breach of the Contract of Employment. Your employer may inform the Police of you being missing and thereafter your Work Permit would be cancelled.

8. Human trafficking

- Anyone can potentially become a victim of human trafficking irrespective of level of education, sex, age, and their nationality (Mauritian or foreigner).
- Under the Combating of Trafficking in Persons Act 2009 of Mauritius amended in 2023, Human Trafficking is unlawful. It involves the recruitment, sale, supply, procurement, capture, removal, transportation, transfer, harboring, or receipt of a person through the use of threat, force, intimidation, fraud or coercion, abduction, deception, abuse of power and abuse of a position of vulnerability, for the purpose of exploitation.



- Exploitation includes sexual exploitation, forced labour, debt bondage, illegal removal of body organs and all forms of slavery or practices similar to slavery.

- “debt bondage” involves an agreement to work or offering of personal services towards the repayment of a debt but the value of those services is not applied towards the repayment of the debt; or the length of those services is not limited and defined.
- Traffickers may be prosecuted criminally and may face civil liability as well. The reporting, prosecution and conviction of offences are laid down in sections 11 to 14 of the Combating of Trafficking in Persons Act 2009.

8.1 The warning signs indicating human trafficking and what traffickers generally do:

- Create situations of threats and fear of harm/aggression.
- Cause physical, psychological harm/abuse or sexual abuse and other form of violence.
- Threaten to harm you or your family if you try to leave or complain about being ill-treated or report them to the authorities or seek help.
- Blackmail you that you will be deported or arrested for seeking assistance.
- You are prevented from moving freely from the place of your work or lodging accommodations.
- Your passport / travel documents being retained or confiscated.
- You are prevented from getting into contact with friends and relatives.
- You have no control over your own money.
- You are forced to lie and not to reveal the truth about your situation.
- You are recruited though you do not have adequate qualifications, skills and experience, and in some instances mainly because of your age and physical attributes.
- You are promised lots of money, a great life, and other gifts and promises about the type of work, working hours, working or living conditions, or pay, which turn out to be false.

- You are threatened over debts created and imposed by the trafficker and you are compelled to perform labour, services or commercial sex acts (prostitution) to repay a debt.



8.2 What assistance is available for victims of human trafficking?



Victims may be allowed to access a shelter under the security of Government Authorities and Victims will be provided with immediate support, such as medical and psychological assistance and appropriate care (food and clothing) during their stay in the Shelter. Government Authorities may also assist victims to return to their country. When the victim who is in a shelter or in the care of an authorised person, organisations or institution agrees to collaborate with Government regarding the investigation and prosecution of the trafficking case, a temporary visitor's permit may be issued to a victim present in Mauritius

Contact Number of relevant institutions:

Name of Institution	Telephone Number	Concerns
National Human Rights Commission	+230 460 7925 / 460 5148	Violations of human rights enshrined in the Constitution
Equal Opportunities Commission	+230 201 3502 +230 201 1074	Discrimination and Sexual Harassment
Independent Police Complaints Commission	+230 260 0513 / 260 0516 / 260 0444 / 260 0446	Complaints against police officers in the discharge of their functions (excluding corruption and money laundering)

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**Disclaimer: The information contained in this pamphlet is provided as a guide only.
The relevant laws will provide you with the complementary information.**