Policies and Services for the Protection of Domestic workers in Mauritius

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Domestic Workers

As per the regulations of 1983, the following provisions have been made for Domestic workers:

1. **Definition of Normal working hours**
2. **Definition of Extra Work**
3. **Notional calculation of basic rate**
4. **Payment of wages**
Domestic Workers

Leave benefits
Maternity benefits
Protective clothing and equipment
Travelling benefits
Subsistence allowance
End of year bonus
Disturbance allowance
Impact on Domestic Workers

• Protection and Security
• Improved Productivity
• Job Satisfaction
• Sense of belonging to the job
Community, Social and Personal Services

For policy reflections, a two-step approach is adopted focusing on the present and future prospects for domestic workers.

Two key assumptions are as follows:

The Community, Social and Personal Services is used as a proxy for measuring the economic impact of domestic workers.

The dependency ratio is used as a determinant for demand of labour for domestic workers.
Domestic Workers and the Economy

Growth in the domestic worker sector v/s Economic Growth

<table>
<thead>
<tr>
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<th>2007&lt;sup&gt;1&lt;/sup&gt;</th>
<th>2008&lt;sup&gt;1&lt;/sup&gt;</th>
<th>2009&lt;sup&gt;1&lt;/sup&gt;</th>
<th>2010&lt;sup&gt;1&lt;/sup&gt;</th>
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<tbody>
<tr>
<td>Other community, social and personal service activities and private households with employed persons</td>
<td>0.3</td>
<td>0.4</td>
<td>0.3</td>
<td>0.3</td>
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<tr>
<td>Gross Domestic Product at basic prices</td>
<td>+5.7</td>
<td>+5.5</td>
<td>+3.1</td>
<td>+4.4</td>
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Source: Central Statistical Office
Future for Domestic Workers

With the rise in dependency ratio, a rise in demand for domestic workers is expected. This shows that the sector still has a good prospect for growth and development of Mauritius.

Source: Central Statistics Office (Population Statistics)
Reflections for Africa

- Develop a Legal Framework for Domestic workers
- Regulate the Sector for Domestic workers
- Develop a Human Resource Development Plan to train workers in the Domestic sector
- Possibility of sending interested domestic workers to work in other receiving countries offering appropriate protection and compatible labour laws