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Your rights at work in Mauritius

A plain guide for employees: working hours, overtime, pay, leave, maternity and ending a job. Every point names the section of the Workers' Rights Act it comes from.

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Career Moves Ltd, UHY Building, Vivea Business Park, Moka, Mauritius
contact@careermoves.info

How to read this guide

This guide sets out what the law gives a worker in Mauritius. It is written from the Workers' Rights Act 2019, as amended to Act 13 of 2026, and each point shows the section it comes from so that you can check it.

The regulations for a particular industry can set different terms for that kind of work, and your contract can give you more than the Act. A contract cannot take away a right the Act gives you.

This is general information, not legal advice.

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PART 1

Who the law covers

The Workers' Rights Act is the main law on employment in Mauritius. It covers most people who work for an employer.

The Act applies to every work agreement, whether it is written, spoken or simply understood.

Workers' Rights Act 2019. Sections 2 and 3(1).

Most of its rules cover workers whose basic wage or salary is not more than Rs 600,000 a year. Some protections cover higher earners too, including the rules on discrimination, maternity and paternity leave, ending a job and violence at work.

Workers' Rights Act 2019. Section 2, definition of worker.

Public officers and local government officers are outside most of the Act.

Workers' Rights Act 2019. Section 3(2).

An employer may always give better terms than the Act requires.

Workers' Rights Act 2019. Section 3(3).

You cannot sign away your rights. An agreement to give up a right under the Act has no effect.

Workers' Rights Act 2019. Section 18(4).

PART 2

Starting a job

What must be in place when you are taken on.

The minimum age for work is 16. A person under 18 may not be given work likely to harm their health, safety or development.

Workers' Rights Act 2019. Sections 2, 8 and 9.

If you are engaged for more than one month, your employer must give you a written statement of the particulars of your employment within 14 days of the end of your first calendar month.

Workers' Rights Act 2019. Section 11.

A fixed-term contract is allowed only for an employer's temporary needs. Your terms on a fixed-term contract must not be less favourable than those of a permanent worker doing the same or similar work.

Workers' Rights Act 2019. Section 13(1) and (5).

An employer may not discriminate against a worker or a job applicant on grounds that include age, race, colour, caste, creed, sex, sexual orientation, gender, HIV status, impairment, marital or family status, pregnancy, religion, political opinion, place of origin, national extraction or social origin.

Workers' Rights Act 2019. Section 5.

An employer may not take money from your pay as a payment for getting or keeping your job.

Workers' Rights Act 2019. Section 34(3)(b).

PART 3

Working hours and rest

The normal week, daily limits and breaks for full-time workers.

A normal working week is 45 hours, not counting meal and tea breaks: 9 hours a day on a five-day week, or 8 hours on five days and 5 hours on the sixth.

Workers' Rights Act 2019. Section 20(1).

Except in special circumstances, you cannot be required to work more than 12 hours in a day.

Workers' Rights Act 2019. Section 20(3).

You are entitled to a rest day of at least 24 hours in a row in every 7 days. It is a Sunday, unless your employer operates seven days a week, in which case it must be a Sunday at least twice a month.

Workers' Rights Act 2019. Section 20(5).

You are entitled to at least 11 hours of rest in a row each day.

Workers' Rights Act 2019. Section 20(7).

Unless you agree otherwise, you get a one-hour meal break after no more than 4 hours of work in a row, and one tea break of at least 20 minutes or two of at least 10 minutes.

Workers' Rights Act 2019. Section 56(1).

PART 4

Overtime and public holidays

Extra hours are paid at a higher rate.

Overtime on a normal working day is paid at not less than one and a half times your normal rate.

Workers' Rights Act 2019. Section 24(4).

Work on a public holiday is paid at not less than twice your normal rate during normal hours, and not less than three times after normal hours.

Workers' Rights Act 2019. Section 24(3).

Your employer must give you at least 24 hours' notice of overtime, as far as that is practicable. If you do not wish to work extra hours on a day, you must tell your employer at least 24 hours ahead.

Workers' Rights Act 2019. Section 24(1) and (2).

A contract may state that your pay already includes overtime and public holiday work, but only if it sets out in writing the maximum number of hours that the pay covers.

Workers' Rights Act 2019. Section 24(5).

You are paid a normal day's pay for a public holiday that falls on one of your normal working days, other than a Sunday.

Workers' Rights Act 2019. Section 30(1).

PART 5

Pay, payslips and deductions

When you are paid and what may be taken from your pay.

You are paid every month, unless you and your employer agree on shorter intervals.

Workers' Rights Act 2019. Section 27(1).

Your employer must give you a payslip each time you are paid.

Workers' Rights Act 2019. Section 27(3).

An advance on your pay can be recovered only with your written authorisation, and by no more than one fifth of your basic wages in a pay period. Total deductions may not be more than half of your pay for a pay period.

Workers' Rights Act 2019. Section 34(1) and (2).

Your employer may not deduct a fine or compensation for poor work or for damage to the employer's property, and may not charge interest on an advance.

Workers' Rights Act 2019. Section 34(3).

If your monthly basic wage is not more than Rs 100,000 and you are still employed on 31 December, you receive an end of year bonus of one twelfth of your earnings for the year. Three quarters of it is paid at least 5 clear working days before 25 December.

Workers' Rights Act 2019. Section 54(1) and (4).

If you work more than 2 extra hours after a normal day, you receive a free meal or a meal allowance of Rs 85.

Workers' Rights Act 2019. Section 44 and Fourth Schedule.

PART 6

Getting to work

When your employer must help with travel.

If you live more than 3 kilometres from your place of work, your employer must provide free transport or pay the return bus or light rail fare.

Workers' Rights Act 2019. Section 59(1).

If you start or finish at a time when no public transport runs, your employer must provide free transport whatever the distance.

Workers' Rights Act 2019. Section 59(2).

Your employer must provide the tools you need for the job and replace them when they wear out.

Workers' Rights Act 2019. Section 58.

PART 7

Paid leave

Leave builds up with time in the same job.

After 12 months of continuous work with the same employer, a full-time worker is entitled to 20 working days of annual leave in each following year, plus 2 more days a year.

Workers' Rights Act 2019. Section 45(1) and (2).

After the same 12 months, a full-time worker is entitled to 15 working days of sick leave on full pay each year. Sick leave you do not use is carried forward.

Workers' Rights Act 2019. Section 46(1).

Between the sixth and twelfth month, a worker who has been present on every working day earns one day of annual leave and one day of sick leave each month.

Workers' Rights Act 2019. Sections 45(4) and 46(3).

After 12 months you are entitled to special leave on full pay: 6 working days for your own first marriage, and 3 working days on the death of your spouse, child, father, mother, brother or sister.

Workers' Rights Act 2019. Section 48.

A female worker with severe menstruation-related symptoms is entitled to one day of menstrual leave on full pay each month.

Workers' Rights Act 2019. Section 46A.

After 5 years in a row with the same employer, a worker other than a migrant worker is entitled to up to 30 days of paid vacation leave.

Workers' Rights Act 2019. Section 47.

PART 8

Maternity and paternity

Leave and protection around the birth of a child.

A female worker is entitled to 16 weeks of maternity leave on full pay, on production of a medical certificate. At least 8 weeks must be taken after the birth.

Workers' Rights Act 2019. Section 52(1).

There are 2 more weeks of paid leave for twins, other multiple births or a premature baby.

Workers' Rights Act 2019. Section 52(1A).

For 6 months after the birth, a mother who is nursing is entitled to two half-hour breaks or one break of an hour each day, which are not taken off her working hours.

Workers' Rights Act 2019. Section 52(7).

A father with 12 months of continuous service is entitled to 4 weeks in a row of paternity leave with pay. With less service, the same leave is without pay.

Workers' Rights Act 2019. Section 53(1) and (4).

An employer may not give notice of dismissal to a worker during her maternity leave or while she is nursing, except on economic, technological, structural or similar grounds.

Workers' Rights Act 2019. Section 52(11).

PART 9

Ending a job

Notice, fair procedure and what you are owed.

Either side must give at least 30 days' notice to end the employment, or pay in place of notice. An employer who gives notice must state the reason.

Workers' Rights Act 2019. Section 63(2), (4) and (5).

During your notice you are entitled to reasonable paid time off to look for another job.

Workers' Rights Act 2019. Section 63(6).

You cannot be dismissed on grounds that include race, colour, caste, national extraction, social origin, age, pregnancy, religion, political opinion, sex or sexual orientation, or for taking maternity or paternity leave, being certified sick, belonging to a trade union, or making a complaint in good faith.

Workers' Rights Act 2019. Section 64(1).

Before dismissal for misconduct, your employer must notify you of the charge within 10 days of learning of it, give you at least 7 days' notice of a hearing, and decide within 7 days after you have answered.

Workers' Rights Act 2019. Section 64(2).

At the hearing you may be assisted by a trade union representative, a legal representative, or both.

Workers' Rights Act 2019. Section 64(7).

If you are suspended while a matter is looked into, you are paid your basic salary for the period of suspension.

Workers' Rights Act 2019. Section 66(1).

Your employer must give you a certificate of employment within 7 days of your employment ending.

Workers' Rights Act 2019. Section 68(1).

After at least 12 months of continuous employment, if the Court finds that your dismissal was unjustified it may order severance allowance of 3 months' remuneration for every 12 months of service.

Workers' Rights Act 2019. Sections 69(1) and 70(1).

PART 10

Violence, harassment and complaints

What is forbidden at work, and where to turn.

Nobody may harass a worker, sexually or otherwise, or assault, verbally abuse, insult, humiliate, threaten or bully a worker.

Workers' Rights Act 2019. Section 114(1).

When a case is reported, your employer must enquire into it and act within 15 days.

Workers' Rights Act 2019. Section 114(4).

Any worker may make a complaint against their employer to the supervising officer of the Ministry responsible for labour and employment relations. Preventing a worker from complaining is an offence.

Workers' Rights Act 2019. Sections 2 and 120.

PART 11

If you are a migrant worker

The Act covers migrant workers, with a few differences.

A migrant worker is a worker who holds a permit under the Non-Citizens (Employment Restriction) Act. The rules in this guide apply to migrant workers unless a point says otherwise.

Workers' Rights Act 2019. Section 2.

The rule that a permanent position may not be filled on a fixed-term contract does not apply to migrant workers.

Workers' Rights Act 2019. Section 13(4).

Vacation leave after 5 years does not apply to migrant workers.

Workers' Rights Act 2019. Section 47(1).

No severance allowance is payable to a migrant worker when a fixed-term contract reaches its end.

Workers' Rights Act 2019. Section 69(2).

PART 12

Questions people ask

How many hours is a normal working week in Mauritius?
45 hours, not counting meal and tea breaks, under section 20 of the Workers' Rights Act 2019.

How much annual leave do workers get in Mauritius?
After 12 months with the same employer, a full-time worker is entitled to 20 working days of annual leave a year plus 2 more days, under section 45 of the Workers' Rights Act 2019.

How much sick leave do workers get in Mauritius?
After 12 months with the same employer, a full-time worker is entitled to 15 working days of sick leave on full pay a year, under section 46 of the Workers' Rights Act 2019.

How is overtime paid in Mauritius?
At not less than one and a half times the normal rate on a working day. Work on a public holiday is paid at not less than twice the normal rate, and three times after normal hours, under section 24 of the Workers' Rights Act 2019.

How long is maternity leave in Mauritius?
16 weeks on full pay, with 2 more weeks for multiple births or a premature baby, under section 52 of the Workers' Rights Act 2019.

How much notice is needed to end a job in Mauritius?
At least 30 days from either side, or pay in place of notice, under section 63 of the Workers' Rights Act 2019.

Source and what is not covered

Source: Workers' Rights Act 2019, as amended to Act 13 of 2026, the copy published by the Mauritius Revenue Authority at https://www.mra.mu/download/WorkersRightsAct2019.pdf. The Act is amended most years, and this guide is checked again after each change.

Not covered in this edition: the national minimum wage, night shift pay, retirement gratuity and the rules for each industry. A point is added only once it has been read in the law or on an official source.

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