



# Confédération des Travailleurs des Secteurs Publique et Privé

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4 December 2019

**Hon. Soodesh Satkam Callichurn**  
Minister of Labour and Human Resource  
Development and Training  
Level 1 to 9, Victoria House  
Cnr Barracks & St Louis Streets  
Port Louis

Sir,

The National Minimum Wage will be increased to Rs 9,700 in addition with a Government grant of Rs 500.00.

You will recall that a recommendation from the N.R.B in September 2018 on co-relativity of wages in 30 Remuneration Order for the Private Sector was remitted to you.

In the last tripartite meeting you announced that needful will be done to implement same. This implies that only co-relativity for the introduction of the Minimum wage in January 2018 will be catered and a second exercise by the N.R.B must be carried out for co-relativity of Minimum Wage to be paid in January 2020.

On the contrary, employees of the public sector will benefit from Rs 1,300 in January 2020 (Rs300 compensation for lost in purchasing power and Rs 1,000 as advance on P.R.B recommendations) and at latest October 2020, the P.R.B will table its recommendation for a general salary review in the public sector taking into consideration co-relativity for Minimum Wage of January 2018 and Minimum Wage for January 2020.

The P.R.B recommendation will be applicable with arrears as from January 2020.

This is most unfair towards workers of the private sector, when the N.R.B tabled its recommendation in September 2018, you did not proceed with its implementation on the basis that no recommendations for co-relativity in the public sector has yet been done.

In order to avoid all perceptions that private sector workers are being marginalized, the C.T.S.P firmly believe that the exercise of co-relativity for the private sector should take into consideration the revised minimum wage that will be implemented in January 2020.

Furthermore, we have taken note with most great concern, of one major weakness in the National Minimum Wage Regulation.

It is not mentioned in the regulation what is the category that the Minimum Wage applies to. As such, sectors that are not covered by any Remuneration Order are paying the National Minimum Wage to Skilled or even Highly Skilled workers.

Many employees from the Administrative, Commercial and Financial Sectors have contacted the C.T.S.P to share how they are being overexploited.

We have 18 cases where female staff are doing clerical jobs for insurance agencies and “Agence de Voyage” and are paid solely the Minimum Wage.

The fact that the above sectors are not covered by any Remuneration Order, there is no prescribed wage structure and no job hierarchy.

The above agencies do not employ anyone below the grade of Clerk or Customer Service Agent, they simply apply the Minimum Wage to the one at the lowest rung of the ladder in their company.

The C.T.S.P proposes that in the coming amendments of the National Wage Regulation to fit the new Minimum Wage of January 2020, it will be most appropriate that a clear definition be given for the application of the Minimum Wage.

The C.T.S.P proposes :-

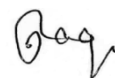
**“The Minimum Wage shall be paid to any worker doing a job of routine and repetitive nature that do not require any particular skills nor the operation of any machine”**

We hope our request will be positively entertained.

Yours truly



**Reez Chuttoo**  
**President**



**Jane Ragoo (Ms.)**  
**General Secretary**

Copy: The Financial Secretary- Mr Dev Manraj  
The Chairperson National Wage Council- Mr. Vijay Appanah  
The Assistant Director of Labour- Mr. Herbert Jouan