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CTSP/54/SEPT2024

24 September 2024

The Hon Soodesh Satkam Callichurn

Minister of Labour, Human Resource Development and Training
Victoria House
Corner St Louis & Barrack Streets
Port-Louis

Sir,

BUSINESS MAURITIUS: LEGAL IMBROGLIO or BAD FAITH?

It is now public knowledge that Business Mauritius has AGAIN used a 'cheap tactic' to this time; not only prevent the publication of a new legislation (Job Classification Report) but has now dared to defy and contest an already "gazetted" decision of your government concerning WAGE RELATIVIY ADJUSTMENTS that is due 30 September 2024!

In a communique issued to their members on 23 September 2024, Business Mauritius has communicated blunt directives to maintain STATUS QUO as their legal advisers are of opinion that there is a **LEGAL IMBROGLIO**. Business Mauritius is also claiming that tripartite consultation process has allegedly not been respected.

The C.T.S.P greatly appreciates your spontaneous intervention, as the Minister of Labour, on the MBC to make it clear that it is LAW and failing to respect and enforce same shall be an offense. The **BAD FAITH** shown by Business Mauritius is preventing the working class of Mauritius to benefit from the FEEL-GOOD FACTOR that your Ministry and Government is striving to achieve. Our team has prepared a chronological statement of events as follows:

1st January 2024

There has been a substantial and positive change in circumstances with the decision to increase the National Minimum Wage from Rs 11,575 to Rs 16,500, that is an increase of Rs 4,925 or 42.5%.

29th February 2024

In a journal article published in *Le Defi Quotidien*, the COO of Business Mauritius declared in all impunity; "*Imposer une grille salariale par occupation est discriminatoire*". It clearly started to demonstrate their bad faith and unwillingness to abide by the DETERMINATION OF WAGES ON OCCUPATIONAL BASIS (*rapport corps des métiers*) exercise that your Ministry and Government was intending to publish in March 2024.

1st March 2024 to 7th June 2024

The lobbying made by Business Mauritius found out to be successful as the report was never published to the great disappointment of the working class! Business Mauritius gathered the audacity to stop your Ministry to enforce Section 91A of the Employment Relations Act 2008 that was already promulgated in law. The working class of Mauritius was also eagerly expecting

the Minister of Finance to announce such decision during the National Budget Speech 2024-2025 but same was not announced because of Business Mauritius!

7th June 2024 to 09th August 2024

Following the National Budget Speech 2024-2025, the C.T.S.P diligently reviewed the Finance Bill and also submitted its contributions via memorandums and proposals to ensure that workers of the Republic of Mauritius shall obtain social justice!

On 09th August 2024, a cabinet decision was taken to provide for a WAGES RELATIVITY ADJUSTMENT for workers whose wages are prescribed **or not** in Remuneration Regulations, with effect as from 01 July 2024. This decision was positively welcomed by workers of the country as the longstanding demand of the C.T.S.P that **work of equal value should be equally remunerated** was starting to become a reality.

13th September 2024 to 23rd September 2024

On 13th August 2024, Cabinet has agreed to 32 Remuneration Regulations being amended, provided that adjustment due in basic wages be paid to employees by 30th September 2024 and that arrears be refunded for the month of July 2024 and August 2024 not later than 31st December 2024.

It is only on 23rd September 2024 that Business Mauritius has decided that the “gazetted” legislations, according to their legal advisers, are a LEGAL IMBROGLIO and proceeded to issue a communique to direct their members to maintain STATUS QUO.

This constant demonstration of **BAD FAITH** cannot persist! They are acting as we live in a TWO GOVERNMENT state and publish several communiques to frequently contradict LAW!

The C.T.S.P is adamant, if employers who are members or not of Business Mauritius REFUSE TO PAY, workers will go on **STRIKE** at a national level!

We thank you for your usual collaboration and understanding and hope that our demands will be positively entertained.

Yours faithfully,



Mr. Reeaz Chuttoo
President - C.T.S. P



Ms. Jane Ragoo
General Secretary – C.T.S.P

Copy:

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- 3) **Ms. A. Seenundun**, Acting Permanent Secretary, Ministry of Labour, Human Resource Development & Training.