

Mauritius

Fixed Term Contracts

Fixed-term contracts are allowed for a maximum of 24 months. They can be renewed as often as needed within the 24-month maximum.

Probationary Periods

Probationary periods are allowed for 1-3 months. 1 week written notice is required for termination.

Holidays

There are 15 public holidays

Vacation

After 12 months of continuous employment, 20 working days during each subsequent 12-month period in which the worker continually works. After 6 consecutive months, if present for all working days during those months, a worker is entitled to 1 working day of vacation for each subsequent month up to the twelfth month. Part-time workers receive annual leave on a pro-rated basis.

Sick Leave

15 working days of sick leave on full pay after 12 months of continuous employment, and in each subsequent 12-month period thereafter. After 6 months of continuous employment (provided the worker is present during each working day), one day of sick leave during each subsequent month up to the twelfth month they remain in continuous employment.

Working Hours

9 hours per day/45 per week if the worker is required to work 5 days a week.

Overtime

No less than 2x the basic hourly rate for any hours worked on a public holiday.

1.5x the basic hourly rate for hours worked more than 45 hours (or agreed upon weekly hours if less than 45) in a week.

Paid time off can be substituted instead of overtime payment. If a worker is required to work more than 2 hours extra after completing a normal day's work, an adequate free meal or paid meal allowance must be provided.

Mandatory Bonuses

13th-month bonus is required (a bonus is equivalent to 1/12 of workers earning for the year). 75% must be paid not later than 5 clear working days before 25 December of that year, and the remaining balance before the last day of the year.

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Termination

After the probationary period, but less than 1 year, 30 days verbal or written notice. After 1 year, two months of written notice are required. There is a severance pay of 3 months for every 12 months of continuous employment. Accrued annual leaves and bonuses are paid out (pro-rated as needed)