

Mauritius

Women, Business and the Law 2021 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Port Louis). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Mauritius scores 91.9 out of 100**. The overall score for Mauritius is higher than the regional average observed across Sub-Saharan Africa (71). Within the Sub-Saharan Africa region, the maximum score observed is 91.9 (Mauritius).

Mauritius - Scores for Women, Business and the Law 2021



Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, constraints on women's starting and running a business, and gender differences in property and inheritance, Mauritius gets a perfect score.

Areas for Improvement

However, when it comes to laws affecting women's work after having children, and laws affecting the size of a woman's pension, Mauritius could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Mauritius is on the indicator related to laws affecting women's work after having children (the WBL2021 Parenthood Indicator). To improve on the Parenthood Indicator, Mauritius may wish to consider making the government administer 100% of maternity leave benefits, and making paid parental leave available.

Recent Reforms

No reforms were observed during the past year.



Further data details for Mauritius are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/mauritius/2021>

	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Civil Code, Art. 215
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Passport Act, Art. 3(1); Passport application form
Workplace	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
	Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	Yes	Workers' Rights Act 2019, Art. 5
	Is there legislation on sexual harassment in employment?	Yes	Criminal Code, Sec. 254(1); Employment Rights Act 2008, Sec. 54(1)(a); Equal Opportunities Act 2008, Secs. 25 and 26
Pay	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Employment Rights Act 2008, Sec. 54(2); Equal Opportunities Act 2008, Sec. 26(11); <i>Criminal Code,</i> Sec. 254(1) <i>Civil:</i> Equal Opportunities Act 2008, Sec. 35(c)(2)
	Does the law mandate equal remuneration for work of equal value?	Yes	Workers' Rights Act 2019, Art. 26(1)
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Marriage	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
	Is there no legal provision that requires a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	Yes	Protection from Domestic Violence Act; The Protection from Domestic Violence (Amendment) Act 2016
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
	Is paid leave of at least 14 weeks available to mothers?	Yes	Workers' Rights Act 2019, Sec. 52
	Does the government pay 100% of maternity leave benefits?	No	Workers' Rights Act 2019, Sec. 52
	Is paid leave available to fathers?	Yes	Workers' Rights Act 2019, Art. 53(1)
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepreneur.	Is dismissal of pregnant workers prohibited?	Yes	Workers' Rights Act 2019, Art. 64(1)
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Equal Opportunity Act 2008, Arts. 2 and 18
	Can a woman sign a contract in the same way as a man?	Yes	Civil Code, Art. 1123
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
Assets	Can a woman open a bank account in the same way as man?	Yes	Civil Code, Art. 217
	Do men and women have equal ownership rights to immovable property?	Yes	Civil Code, Arts. 1403, 1421, 1424 and 1428
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Arts. 731, 745 and 757
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 731, 767 and 768
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Civil Code, Arts. 1421, 1424 and 1428
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Arts. 1393 and 1400-1403
	Is the age at which men and women can retire with full pension benefits the same?	Yes	Women: National Pensions Act, Art. 2 and Ninth Schedule Men: National Pensions Act, Art. 2 and Ninth Schedule
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Women: National Pensions Act, Art. 20(1)(b) Men: National Pensions Act, Art. 20(1)(b)
	Is the mandatory retirement age for men and women the same?	Yes	Women: Workers' Rights Act 2019, Sec. 109(1)(c) Men: Workers' Rights Act 2019, Sec. 109(1)(c)
	Are periods of absence due to child care accounted for in pension benefits?	No	No applicable provisions could be located