











# Mauritius

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
<b>87.5</b>	<b>52.5</b>	<b>67.5</b>

*Women, Business and the Law 2024* (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Mauritius, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Port Louis). The scores for Mauritius are shown in the table below.

## Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	75.0	100.0	100.0	100.0	75.0	75.0	100.0	75.0	100.0	75.0
Supportive frameworks score	75.0	66.7	66.7	50.0	33.3	0.0	50.0	100.0	33.3	50.0
Expert opinions score	0.0	75.0	50.0	50.0	75.0	100.0	50.0	75.0	100.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Mauritius (87.5 out of 100.0) is higher than the global average (64.2) and higher than the Sub-Saharan Africa regional average (57.4). When it comes to constraints on freedom of movement, laws affecting women’s decisions to work, laws affecting women’s pay, laws affecting childcare and laws affecting women’s property and inheritance, Mauritius obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Mauritius is on the indicator measuring laws affecting women’s safety. To improve on the Safety indicator, Mauritius may wish to consider introducing legislation on femicide.

The **WBL 2.0 supportive frameworks score** for Mauritius (52.5 out of 100.0) is higher than the global average (39.5) and higher than the Sub-Saharan Africa regional average (24.5). When it comes to supportive frameworks related to women starting and running a business, Mauritius obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Mauritius is on the indicator measuring supportive frameworks affecting women’s work after having children. To improve on the Parenthood indicator, Mauritius may wish to consider making it possible to apply for maternity benefits

through a single government application process, putting incentives in place to encourage fathers to take paternity leave on the birth of a child and publishing sex-disaggregated data on unpaid care work.

The **WBL 2.0 expert opinions score** for Mauritius (67.5 out of 100.0) is higher than the global average (65.7) and higher than the Sub-Saharan Africa regional average (54.6). When it comes to expert opinions on women's work after having children, expert opinions on women's property and inheritance and expert opinions on women's pensions, Mauritius obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Mauritius is on the indicator measuring expert opinions on women's safety.

## WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
<b>Safety</b>		
Is there legislation on domestic violence?	Yes	The Protection from Domestic Violence Act 1997, Secs. 2, 3 and 3A; The Protection from Domestic Violence (Amendment) Act 2016, Secs. 3, 4, 5 and 13(a(2))
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	Yes	Criminal Code, Sec. 254(1); Workers Rights Act of 2019, Secs. 114(1)(a), (3) and (5); Equal Opportunities Act of 2008, Secs. 25, 26, 35(c)(2); Finance (Miscellaneous Provisions) Act 2022, Art. 81(aj); The Cybersecurity and Cybercrime Act 2021, Secs. 2 and 17
Is there legislation on child marriage?	Yes	Civil Code, Secs. 144, 182 and 183; The Children's Act of 2020, Sec. 12(4)
<b>Mobility</b>		
Can a woman travel internationally in the same way as a man?	Yes	Passport Act, Art. 3(1)
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
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Mauritius Citizenship Act, Arts. 6 and 7
<b>Workplace</b>		
Can a woman get a job in the same way as a man?	Yes	Civil Code, Art. 223
Does the law prohibit discrimination in employment based on gender?	Yes	Workers Rights Act, Art. 5
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Workers Rights Act, Sec. 5(1) and (5)
Does the law allow employees to request flexible work?	Yes	Workers Rights Act, Sec. 22
<b>Pay</b>		
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 an industrial job 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
<b>Marriage</b>		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Civil Code, Art. 213
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Civil Code, Arts. 212 et 214
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Civil Code, Arts. 230-238
Does a woman have the same rights to remarry as a man?	No	Civil Code, Art. 228

<b>Parenthood</b>		
Is paid leave of at least 14 weeks available to mothers?	Yes	Workers' Rights Act 2019, Art. 52
Are leave benefits for mothers paid solely by the government?	No	Workers' Rights Act 2019, Art. 52
Is there paid leave available to fathers?	Yes	Workers' Rights Act 2019, Art. 53(1)
Is dismissal of pregnant workers prohibited?	Yes	Workers' Rights Act 2019, Art. 64(1)
<b>Childcare</b>		
Does the law establish provision of childcare services in center-based settings?	Yes	Child Day Care Centers Regulations 2022, Secs. 2, 5 and 7; Institutions for Welfare and Protection of Children Regulations 2000, Secs. 2 and 6; Official Website of the City Council of Port Louis
Does the law establish any form of support to families for childcare services?	Yes	Social Integration and Empowerment (Crèche Scheme) Regulations 2019, Secs. 2-3 and Schedule
Does the law establish any form of support to non-state childcare providers?	Yes	One-Off Grant Scheme for Upgrading of Child Day Care Centers (CDCC)/Crèches; Income Tax Act 1995, Sec. 67
Does the law establish quality standards for the provision of childcare services in center-based settings?	Yes	Child Day Care Centers Regulations 2022, Secs. 8(4)(5), 10 and Schedule 2, Sec. 4 and Schedule 6; Institutions Welfare and Child Protection Regulations 2000, Secs. 7(5), 8 and Schedule 2
<b>Entrepreneurship</b>		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Civil Code, Arts. 217 and 1123; Commercial Code, Art. 5
Does the law prohibit discrimination in access to credit based on gender?	Yes	Equal Opportunities Act 2008, Arts. 2 and 18
Does the law prescribe a gender quota on corporate boards?	Yes	Companies Act, Sec. 133; Statutory Bodies (Accounts and Audit) Act, Sec. 4D
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
<b>Assets</b>		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Civil Code, Arts. 1403, 1421, 1424 et 1428; Land Acquisition Act, Act 54 of 1943
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Arts. 731, 745 et 757
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 731, 767 et 768
Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Arts. 1393 et 1400-1403
<b>Pension</b>		
Are the ages at which men and women can retire with full pension benefits equal?	Yes	National Pensions Act, Art. 2 and Ninth Schedule
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	National Pensions Act, Art. 20(1)(b)
Is the mandatory retirement age for men and women equal?	Yes	Workers' Rights Act 2019, Sec. 109(1)(c)
Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
<b>Safety</b>		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	National Strategy and Action Plan of the High Level Committee on the Elimination of Gender Based Violence in the Republic of Mauritius 2020-2024; Guidelines for Employers, prepared by the Equal Opportunities Commission; Family Support Bureaux; Psychological Services /Child Perpetrator Support Unit
Are there special procedures for cases of sexual harassment?	Yes	Equal Opportunities Division; The Cybersecurity and Cybercrime Act 2021, Secs. 26-32 and 49-50

Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	No	Insufficient evidence located
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	Yes	Budget of the Ministry of Gender Equality and Family Welfare
<b>Mobility</b>		
Are passport application processes the same for women and men?	Yes	Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
<b>Workplace</b>		
Has the government published guidelines on non-discrimination based on gender in recruitment?	Yes	Equal Opportunities Commission: Guidelines for Employers
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Is there a specialized body that receives complaints about gender discrimination in employment?	Yes	Human Rights Act, Arts. 2 and 3; National Human Rights Commission of Mauritius
<b>Pay</b>		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	Yes	Statistics Mauritius: Economic and Social Indicators
<b>Marriage</b>		
Is there a fast-track process or procedure for family law disputes?	No	Insufficient evidence located
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	Yes	Application for Legal Aid, the Supreme Court of Mauritius
<b>Parenthood</b>		
Is it possible to apply for maternity benefits through a single government application process?	No	Insufficient evidence located
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Has sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
<b>Childcare</b>		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of the City Council of Port Louis
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	Yes	Official Website of the Ministry of Gender Equality, Child Development and Family Welfare, One-Off Grant Scheme for Upgrading of Child Day Care Centers (CDCC)/Crèches Guidelines to Applicants
Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
<b>Entrepreneurship</b>		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	Yes	Statistics Mauritius
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	Yes	The National Women Entrepreneur Council; Financing programs by the Mauritian Government; Women Entrepreneur Loan Scheme
Is there a current national government plan or strategy with a focus on women's access to financial services?	Yes	National Strategy and Costed Action Plan for Women Entrepreneurship Development in Mauritius
<b>Assets</b>		

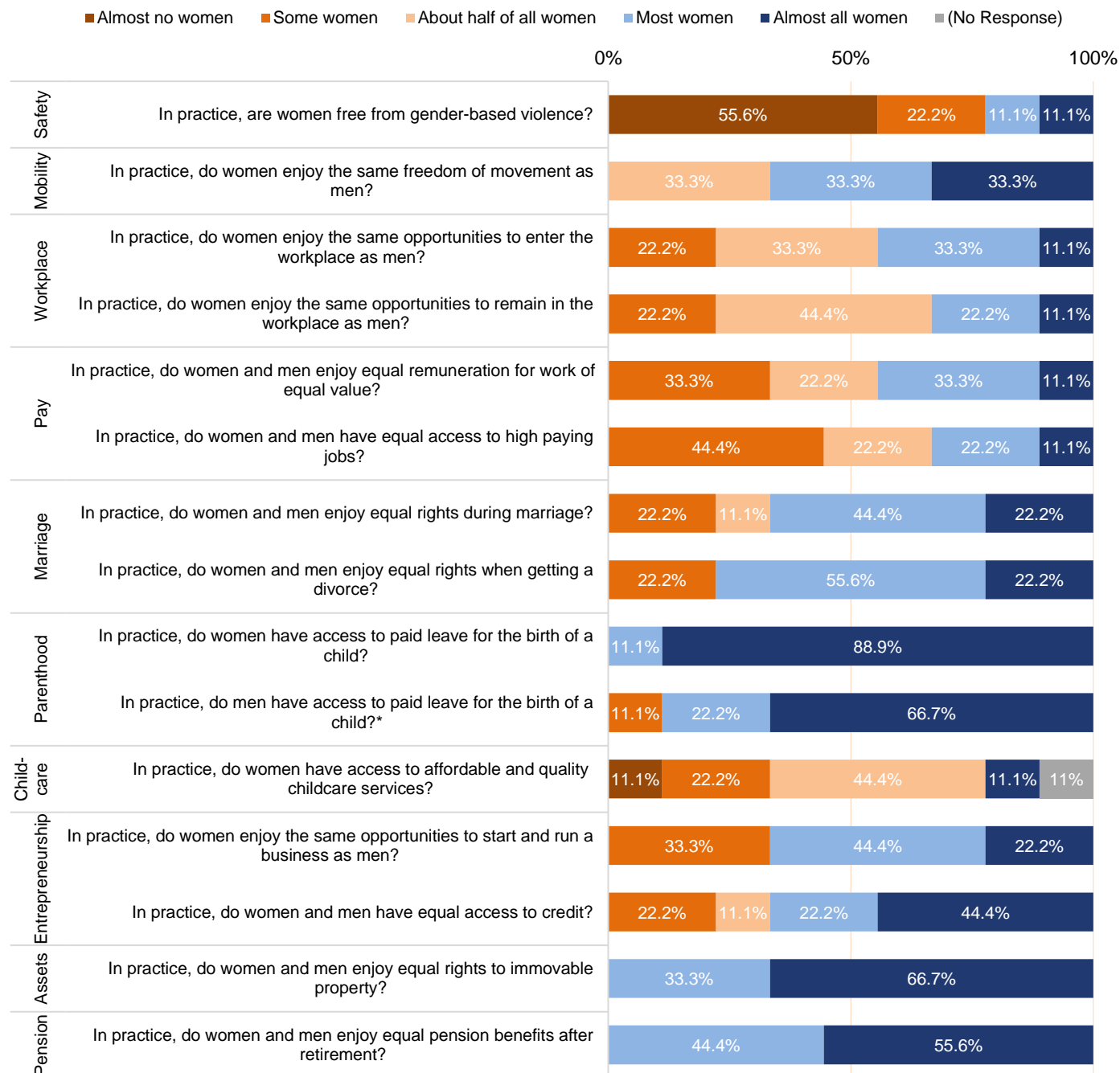


Are there mechanisms or incentives to encourage women to register immovable property?	Yes	Code Civil, Arts. 1393 et 1400-1403; Registration Duty Act, Part V, Art. 36
Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	No	Insufficient evidence located
<b>Pension</b>		
Are there incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Ministry of Labor and Employment Relations

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## WBL 2.0 distribution of expert opinion responses



\*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.