











Mauritius

| WBL 2.0 legal frameworks score | WBL 2.0 supportive frameworks score | WBL 2.0 expert opinions score |
|--------------------------------|-------------------------------------|-------------------------------|
| 87.5 | 52.5 | 67.5 |

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 Legal frameworks score | 75.0 | 100.0 | 100.0 | 100.0 | 75.0 | 75.0 | 100.0 | 75.0 | 100.0 | 75.0 |
| WBL 2.0 Supportive frameworks score | 75.0 | 66.7 | 66.7 | 50.0 | 33.3 | 0.0 | 50.0 | 100.0 | 33.3 | 50.0 |
| WBL 2.0 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 |
|---|--------|--|
| Safety | | |
| Does the law address child marriage? | Yes | Civil Code, Secs. 144, 182 and 183; The Children's Act of 2020, Sec. 12(4) |
| Does the law address 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 |
| Does the law address 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)) |
| Does the law address femicide? | No | No applicable provisions could be located |
| Mobility | | |
| Can a woman choose where to live in the same way as a man? | Yes | Civil Code, Art. 215 |
| Can a woman travel internationally in the same way as a man? | Yes | Passport Act, Art. 3(1) |
| Can a woman travel outside her home in the same way as a man? | Yes | No restrictions could be located |
| Do a woman and a man have equal rights to confer citizenship on their spouses and their children? | Yes | Mauritius Citizenship Act, Arts. 6 and 7 |
| Workplace | | |
| Can a woman get a job in the same way as a man? | Yes | Civil Code, Art. 223 |
| Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age? | Yes | Workers Rights Act, Sec. 5(1) and (5) |
| Does the law prohibit discrimination in employment based on gender? | Yes | Workers Rights Act, Art. 5 |
| Does the law allow employees to request flexible work? | Yes | Workers Rights Act, Sec. 22 |
| Pay | | |
| 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 |
| Can a woman work in an industrial job in the same way as a man? | Yes | No restrictions could be located |
| Marriage | | |
| 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 be "head of household" or "head of family" in the same way as a man? | Yes | Civil Code, Art. 213 |
| 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 |

| Parenthood | | |
|--|-----|--|
| 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 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) |
| Childcare | | |
| Does the law establish the provision of center-based childcare services? | 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 for 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 for nonstate 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 center-based childcare services? | 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 |
| Entrepreneurship | | |
| 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 for 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 |
| Assets | | |
| Do a woman and a man 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? | 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 |
| Pension | | |
| Are the ages at which a woman and a man can retire with full pension benefits the same? | Yes | National Pensions Act, Art. 2 and Ninth Schedule |
| Are the ages at which a woman and a man can retire with partial pension benefits the same? | Yes | National Pensions Act, Art. 20(1)(b) |
| Is the mandatory retirement age for a woman and a man the same? | 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

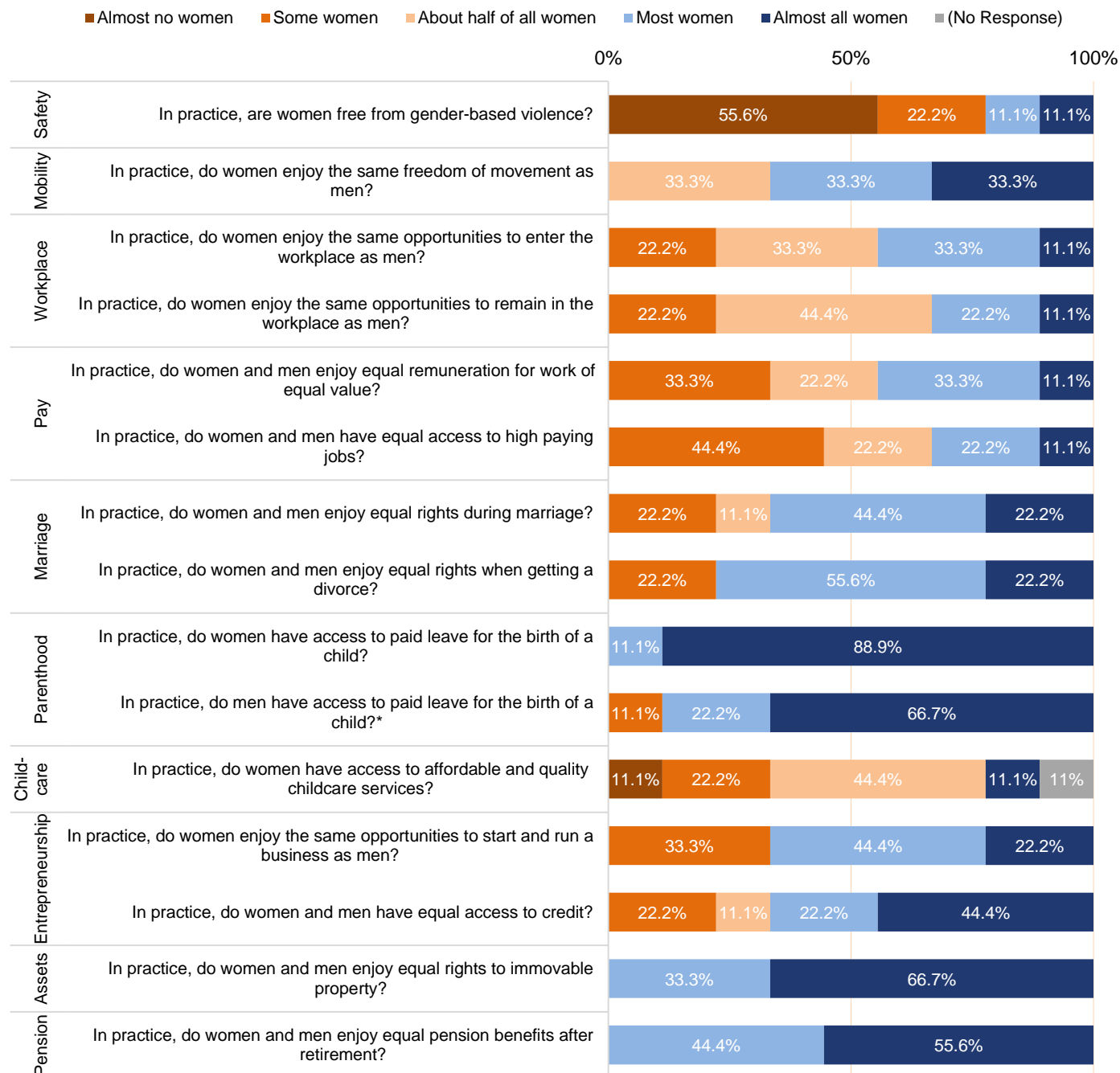
| QUESTION | ANSWER | SOURCE |
|--|--------|--|
| Safety | | |
| Has the government developed comprehensive mechanisms to address violence against women? | Yes | National Strategy and Action Plan of the High Level Committee on the Elimination of Gender Based Violence in the Republic of Mauritius 2020-2024;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

| | | |
|--|-----|---|
| Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women? | No | Insufficient evidence located |
| Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs? | Yes | Budget of the Ministry of Gender Equality and Family Welfare |
| Mobility | | |
| Are passport application processes the same for a woman and a man? | Yes | Passport application procedures |
| Are the application processes for official identity documents the same for a woman and a man? | Yes | ID application procedures |
| Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation? | No | Insufficient evidence located |
| Workplace | | |
| Does a specialized body receive complaints about gender discrimination in employment? | Yes | Human Rights Act, Arts. 2 and 3; National Human Rights Commission of Mauritius |
| Has the government published guidelines on nondiscrimination 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 |
| Pay | | |
| Are pay transparency measures or enforcement mechanisms in place to address the pay gap? | No | Insufficient evidence located |
| Have sex-disaggregated data on employment in different industries or sectors been published? | Yes | Statistics Mauritius: Economic and Social Indicators |
| Marriage | | |
| 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 |
| Parenthood | | |
| 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 |
| Have sex-disaggregated data on unpaid care work been published? | No | Insufficient evidence located |
| Childcare | | |
| 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 nonstate 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 the quality of childcare services? | No | Insufficient evidence located |
| Entrepreneurship | | |
| Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published? | Yes | Statistics Mauritius |
| Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development? | Yes | The National Women Entrepreneur Council; Financing programs by the Mauritian Government; Women Entrepreneur Loan Scheme |
| Does a current national government plan or strategy focus on women's access to financial services? | Yes | National Strategy and Costed Action Plan for Women Entrepreneurship Development in Mauritius |
| Assets | | |
| Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)? | Yes | Code Civil, Arts. 1393 et 1400-1403; Registration Duty Act, Part V, Art. 36 |



| | | |
|---|-----|--|
| Are awareness measures in place to improve women's access to information about marital and inheritance rights? | No | Insufficient evidence located |
| Have anonymized sex-disaggregated data on property ownership been published? | No | Insufficient evidence located |
| Pension | | |
| Are incentives in place to increase women's retirement benefits? | No | Insufficient evidence located |
| Is 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 |

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.