



COUNTRY GUIDE MAURITIUS

global@zapeo.net

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ABOUT US

ZAPEO is an International PEO co-employer providing Employer of Record (EOR) Services in more than 113 countries around the world.

As an EOR, we provide employment contracts, payroll employees, pay over any taxes and statutory contributions and provide sponsorship for visa applications in order to comply with specific laws and regulations in the country.

We also assist with onboarding and termination of both local or expatriate employees.

BENEFITS

- Legal compliance
- Flexibility
- Time and cost savings
- Reduced liability
- Access to global talent
- Expertise

**DEPLOY
WITH ZAPEO
IN
3 EASY STEPS**

ENGAGE

You and your employee reach an agreement to work in a country.

EMPLOY

Your employee signs a co-employment agreement with ZAPEO.

ENROLL

Your employee is enrolled on the payroll with a country specific legal entity.



WORK PERMITS AND VISAS

In Mauritius, most workers require both a work permit and a residence permit, collectively known as an occupation permit (OP).

Issued by the Economic Development Board (EDB), the OP allows foreign nationals to live and work in Mauritius. It caters specifically to sponsored professionals, investors, or self-employed individuals. Applicants generally need to be aged between 20 and 60, though exceptions may apply for those with specialized skills. Professionals under this permit must earn a minimum monthly salary of Rs 60,000, or Rs 30,000 in the ICT sector.

Typically valid for three years, the OP also offers a short-term option for up to nine months, which can be renewed once for an additional three months. Employers are responsible for submitting the Occupation Permit application on behalf of their employees.



EMPLOYMENT CONTRACTS

Probation Period

The normal probation time in Mauritius runs from one to three months.

Notice period

The desire to discontinue employment might be communicated verbally or in writing. If a worker has been with the same employer for at least three years, at least three months' notice is required. In all other cases, shorter notice periods are required. If the employee is paid monthly or fortnightly, notice must be provided at least 14 days before the end of the calendar month; if the worker is paid at intervals shorter than 14 days, notice must be at least equal to the interval at which pay is paid.

When dismissal is for gross misbehavior, no notice is necessary.

Minimum wage

The minimum wage for a full-time employee has increased to MUR 20 000 per month, effective July 1, 2024.

Working hours and overtime

The usual working week in Mauritius is 45 hours.

Overtime pay is normally determined over a two-week period. It applies if an employee works more than 90 hours in two weeks and is paid at 1.5 times the regular hourly rate. Overtime on a public holiday or on a Sunday is paid at double the standard hourly amount.

Termination

Employers can terminate a fixed-term contract for business needs, personal reasons, or employee misconduct, requiring notice and a written explanation under the Workers' Rights Act (WRA). Many opt for a mutual termination agreement, with terms varying by case.

Severance

Fixed-term contracts end at the specified period or renewal, with no severance pay unless agreed. Indefinite-term contracts usually provide severance pay upon termination, based on service length and reason. Under the Workers' Rights Act (WRA), employees terminated without cause after 12+ months can claim a severance allowance of three months' pay per year of service.

PAID TIME OFF



Annual Vacation

Every employee, other than a part-time employee, who stays in continuous employment with the same employer for a period of 12 consecutive months is entitled to 22 days' annual leave. Employees who have worked continuously for five years are eligible for 30 days of paid vacation for each subsequent five-year period.

Sick

Full-time employees are entitled to 15 days of paid sick leave after 12 months of continuous service. If the employee has not taken sick leave in the previous year, any unused sick time is accrued up to a maximum of 90 working days.

Maternity

A female employee who has worked consistently for one year is entitled to 14 weeks of paid maternity leave, with up to seven weeks used before giving birth. To confirm the pregnancy, the employee must get a medical certificate. The employee is also entitled to a maternity allowance of MUR 3,000. This is paid by the employer within seven days after the birth of the child.

Paternity

After 12 months of employment, male workers are entitled to five days of paid paternity leave.

Family

A female employee who adopts a child under the age of 12 months and has worked for the same company for 12 consecutive months is entitled to 14 weeks of paid leave. The employee must submit a certified copy of the court order as well as a copy of the child's birth certificate.

National Holidays

Mauritius has a total of 15 public holidays which are paid.

Other Paid Time Off

Jury Leave: Paid leave for jury duty, regardless of salary or tenure. Court

Attendance Leave: Unpaid leave when attending court as a party or witness;

paid leave when representing the employer. Special Leave (Requires 12 months of continuous employment):

- 6 paid days for the employee's first marriage.
- 3 paid days for the marriage of the employee's son or daughter.
- 3 paid days for bereavement leave.



EMPLOYEE BENEFITS

Statutory

	Employee	Employer	Notes
Unemployment	1%	4%	NSF Fund + Training Levy Fund
Workers Compensation	-	-	Covered by CSG contributions.
Social Security	3-9%	1.5-4.5%	CSG + PRGF
Retirement/Pension	-	-	Covered by Social Security contributions.
Health	-	-	Mauritius has a public healthcare system that is free of charge for its citizens.

Private

	Notes
Workers compensation	Private workers compensation is available.
Retirement/Pension	Private pension schemes available.
Health	Private health insurance is available.
Life	Life insurance policies are also available.



TAX

Personal Income Tax (PIT)

- **Tax year** : Mauritius fiscal year runs from 1st July to 30th June.
- **Tax rate** : Tax rates range between 0 - 20%.
- **Tax method** : Effective July 1, 2023, Mauritius has introduced a progressive tax system.
- **Tax residency requirements** : Individuals who are domiciled in Mauritius, spend 183 days or more in an income year in Mauritius, or have a total presence in Mauritius of at least 270 days in the tax year and the two preceding tax years are considered residents.
- **Double taxation agreements (DTA's)** : Mauritius has multiple double taxation agreements.

Investment Income Tax

Corporations, whether resident or not, are excluded from paying tax on dividends received from resident companies.

Interest from a resident firm is subject to a 15% tax rate.

Taxable Income

Individuals, regardless of nationality, must pay Mauritian income tax on any income earned within Mauritius, whether they are residents or not. Residents, however, are taxed on their global income from all sources. Income earned outside Mauritius is only taxable if it is received in Mauritius. Additionally, income from work performed in Mauritius is considered to be sourced from Mauritius, even if the payment is received elsewhere.



PAYROLL

Payroll Elements

- **Income:** Wages, salaries, fees, bonuses, and any other supplementary compensation, such as benefits in kind.
- **Deductions:** Deductions for dependents and medical/health insurance premiums are allowed.
- **Benefits in Kind:** Fringe benefits, considered emoluments for PAYE purposes, encompass various advantages, including housing benefits, car benefits, tax benefits, full board and lodging for expatriates or locals, personal expenses covered by the employer, and any other monetary advantages.
- **Employer contributions:** NSF, Training Levy, CSG and PRGF.

Payroll Taxes

Employers are obligated to remit monthly social security contributions, training levy funds and personal income taxes (PAYE) on behalf of the employee.

Payroll Calendar

Employees are not required to be paid on a set schedule.

Payrolls can be done weekly, biweekly, fortnightly, or monthly.



LEGISLATION AND STATUTORY BODIES

LEGISLATION

- The Employment Rights Act 2008
- The Employment Relations Act 2008
- The Labor Act 1975
- The Non-Citizens (Employment restriction) Act 1970
- The End of Year Gratuity Act 2001

STATUTORY BODIES

- Mauritius Revenue Authority

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further information or a
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global@zapeo.net

