

Workers' Rights Act (Mauritius)

Description



Mastering the Workers' Rights Act: Empowering Compliance in the Mauritian Workplace

Navigate employment law with confidence and create a legally sound workplace that protects both business and employee interests..

Workers' Rights Act

Course Details

Workers Rights Act

Course Overview

This comprehensive HR course provides essential knowledge and practical skills for managing human capital effectively in modern organizations. Covering eight core modules, participants will master the complete HR lifecycle from strategic planning to data-driven decision making.

The program combines foundational HR principles with contemporary practices including talent acquisition, employee engagement, performance management, and legal compliance. Students will learn to build positive workplace cultures, develop effective reward systems, and use HR analytics to drive organizational success.

Designed for both aspiring HR professionals and current practitioners, this course emphasizes practical application through real-world scenarios and best practices. Upon completion, participants will be equipped to contribute strategically to organizational goals while ensuring compliance and fostering employee development.

Target Audience

- Individuals seeking a career in Human Resources
- HR professionals aiming to enhance their knowledge and qualifications
- Business owners or managers who want to improve their people management skills
- Those looking for a pathway to higher-level HR qualifications

Benefits For Employers

This course is ideal for:

? **MQA Approved, HRDC Refundable**

? **Strategic HR Capability** – Employees who understand HR's role in achieving business objectives

? **Improved Hiring Quality** – Better recruitment processes that attract and select top talent

? **Enhanced Employee Engagement** – Higher productivity and retention through effective relationship management

- ? **Optimized Performance Systems** – Clear goal-setting and reward structures that drive results
- ? **Skilled Workforce Development** – Strategic learning programs that build organizational capabilities
- ? **Legal Compliance Assurance** – Reduced risk of employment law violations and associated costs
- ? **Positive Workplace Culture** – Better organizational behavior management and employee satisfaction
- ? **Data-Driven HR Decisions** – Analytics-based insights that optimize workforce investments
- ? **Reduced HR Costs** – More efficient HR processes and lower employee turnover expenses
- ? **Competitive Advantage** – Professional HR practices that differentiate your organization in the market

Course Benefits

By the end of this course, participants will be able to:

- ? Comprehensive HR Knowledge
- ? Strategic Thinking Skills
- ? Talent Acquisition Expertise
- ? Employee Engagement Mastery
- ? Performance Management Proficiency –
- ? Learning & Development Capabilities
- ? Legal Compliance Confidence
- ? Cultural Leadership Skills
- ? Data Analytics Competency
- ? Career Advancement

Course Content

By the end of this course, participants will be able to:

- ? Principles of Human Resource Management

- ? Recruitment, Selection & Talent Acquisition
- ? Employee Relations & Engagement
- ? Performance & Reward Management
- ? Learning & Development
- ? Employment Law & Compliance
- ? Organizational Behavior & Workplace Culture
- ? HR Data & Analytics



MAURITIUS QUALIFICATIONS AUTHORITY



Course Features

- Certificate of Completion
- Entry Requirements – Any
- Flexible day and dates

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Benefits To The Learner

- ? Certificate of Completion
- ? **Comprehensive HR Knowledge** – Master all core HR functions from recruitment to analytics
- ? **Strategic Thinking Skills** – Understand HR’s role in driving organizational success
- ? **Talent Acquisition Expertise** – Learn effective hiring and selection techniques
- ? **Employee Engagement Mastery** – Build skills to motivate and retain top performers
- ? **Performance Management Proficiency** – Design and implement effective evaluation systems

- ? **Learning & Development Capabilities** – Create impactful training and career development programs
- ? **Legal Compliance Confidence** – Navigate employment laws and ensure organizational compliance
- ? **Cultural Leadership Skills** – Shape positive workplace environments and organizational behavior
- ? **Data Analytics Competency** – Use HR metrics to make informed, strategic decisions
- ? **Career Advancement** – Gain credentials and skills for HR leadership roles and promotions

Human Resource Administration

Master the art and science of HR management to transform your workforce into your organization's greatest competitive advantage.

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Human Resource Administration

Course Overview

This comprehensive course bridges the gap between theoretical HR principles and practical administration. Participants will learn to design, implement, and evaluate HR systems that align with organizational objectives while fostering an engaged, productive workforce. Through real-world case studies, interactive workshops, and applied projects, you'll develop both the technical knowledge and strategic mindset needed to excel in modern HR leadership.

Target Audience

- ? Aspiring HR Manager/Officers
- ? Department managers with HR responsibilities
- ? Government Officers
- ? Business owners

Benefits For Employers

- ? **MQA Approved, HRDC Refundable**
- ? **Reduced Legal Risk:** Minimize costly employment tribunal cases and penalties

- ? **Improved HR Efficiency:** Standardize processes for contracts, terminations, and leave management
- ? **Enhanced Employee Relations:** Create fair, transparent workplace policies that boost morale
- ? **Regulatory Confidence:** Stay current with Ministry of Labour requirements and tribunal procedures
- ? **Cost Savings:** Avoid fines, legal fees, and compensation payouts from non-compliance
- ? **Talent Retention:** Implement best practices that improve employee satisfaction and reduce turnover
- ? **Operational Clarity:** Establish clear policies that prevent workplace conflicts and misunderstandings
- ? **Competitive Advantage:** Demonstrate commitment to ethical employment practices to attract top talent
- ? **Audit Readiness:** Maintain documentation and procedures that pass regulatory inspections

Course Benefits

By the end of this course, participants will be able to:

- ? **Legal Compliance:** Ensure full adherence to Mauritian employment legislation
- ? **Risk Mitigation:** Reduce exposure to wrongful dismissal claims and employment disputes
- ? **Operational Excellence:** Streamline HR processes with legally compliant procedures
- ? **Professional Development:** Build expertise in employment law and labor relations
- ? **Workplace Harmonization:** Foster better employer-employee relationships through fair practices
- ? **Strategic Decision Making:** Make informed HR decisions backed by legal knowledge
- ? **Documentation Mastery:** Create legally sound employment records and procedures
- ? **Conflict Prevention:** Identify and address potential issues before they escalate
- ? **Industry Standards:** Align practices with current employment law best practices
- ? **Business Protection:** Safeguard organizational reputation and financial stability
- ? **Employee Empowerment:** Understand worker rights to create respectful work environments
- ? **Regulatory Updates:** Stay informed about changes in Mauritian employment legislation

Course Content

What You'll learn:

Module 1: Legal Framework Foundation

- ? Workers' Rights Act structure and scope
- ? Regulatory framework and key institutions
- ? Ministry of Labour and Employment Relations Tribunal roles

Module 2: Employment Contracts ? Contract types and essential provisions

- ? Fixed-term vs. indefinite-term arrangements
- ? Probationary periods and contract modifications

Module 3: Compensation and Working Time

- ? Working hours, overtime, and minimum wage compliance
- ? Special work provisions and allowance calculations
- ? Payroll compliance and record-keeping

Module 4: Leave and Benefits

- ? Annual, sick, and parental leave entitlements
- ? Educational leave and special circumstances
- ? Mandatory employee benefits

Module 5: Disciplinary Actions and Termination

- ? Compliant disciplinary processes and documentation
- ? Termination grounds and severance calculations
- ? Wrongful dismissal prevention

Module 6: Dispute Resolution

- ? Internal grievance procedures

? Mediation, conciliation, and tribunal processes

? Compliance management strategies



MAURITIUS QUALIFICATIONS AUTHORITY



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Course Features

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[Join Course](#)



Benefits To The Learner

- ? Certificate of Completion
- ? **Career Advancement:** Gain specialized knowledge in Mauritian employment law
- ? **Professional Credibility:** Develop expertise valued by employers across industries
- ? **Practical Skills:** Learn to draft compliant contracts and handle disciplinary procedures
- ? **Problem-Solving Capability:** Master dispute resolution and grievance management techniques
- ? **Market Value:** Increase employability with sought-after legal compliance expertise
- ? **Leadership Skills:** Build confidence to manage complex employee relations situations

- ? **Certification Achievement:** Earn recognized credentials in employment law
- ? **Networking Opportunities:** Connect with other HR professionals and legal experts
- ? **Strategic Thinking:** Understand how employment law impacts business decisions

Why Enrol in this Course

Talk to Us!

[Contact Us Now](#)



Practical-Focused Curriculum

Designed by professionals for real-world application



Interactive Learning

Combination of theory with practical exercises and case studies



Flexible Study Format

Professional-friendly scheduling for working managers



Online Tutoring

Guidance and support providing one-on-one assistance and feedback online

pricing packages

Choose Your Pricing Plan

Flexible payment options designed to fit different budgets and learning needs, with various packages available to make quality management education accessible and affordable.

Mauritius

workshop

- MUR 15,000
- 8 hours
- MQA Approved
- HRDC Refundable
- Certificate of Attendance

standard

- MUR 40,000
- 24 Hours
- MQA Approved
- HRDC Refundable
- Certificate of Participation

premium (most popular)

- MUR 60,000
- MQA Approved
- HRDC Refundable
- Certificate of Completion

- Conducted in a Hotel
- All Comprehensive modules
- Highly Interactive Sessions
- Personal Development Plan
- Individual Coaching
- Advice/Guidance/Follow-up after Course

International

workshop

- USD 350
- 8 hours
- Online – Interactive sessions
- Certificate of Attendance

standard

- USD 900
- 24 Hours
- Online – Interactive sessions
- Certificate of Participation

premium (most popular)

- USD 1.315
- MQA Approved
- HRDC Refundable
- Certificate of Completion
- Conducted in a Hotel
- All Comprehensive modules
- Highly Interactive Sessions
- Personal Development Plan
- Individual Coaching
- Advice/Guidance/Follow-up after Course

Limited Promotion

Get up to 15% discount for registration in the Premium and Standard Packages this month!

Reviews



Fabien D.
Asst HR Manager – Moroil

I have learnt a lot of new things in this Key Managerial Skills course that make a think about myself, my career, my job and have a different approach to work. I really enjoyed the training as it was very interactive and the trainer shared a lot of practical solutions to work problems. I will recommend this course to other professionals, especially those aspiring to be Managers.



Irshaad E.
Senior Lab Technician – Natec

The Key Managerial course has totally transformed my way of thinking, I learnt a lot of new things that are going to be useful in my professional life as well as my personal life. The trainer shared so much information about what a manager should know to do his/her job properly. I really recommend this course to all Managers and aspiring managers.



Avish P.
Taylor Smith

The Managerial Skills course has enabled me to rethink about myself, my passion, the things which I had forgotten. I learnt a lot, especially how to manage more efficiently. I spent very nice time in the course as I would not have imagined the course to be so interactive. The trainer shared a lot with us. I recommend this course to all managers and aspiring managerial position.



Mattieu F.

Asst. Operations Manager Taylor Smith

I would not have thought that the Managerial Skills course could be that much interactive. The trainer listened to us, enlightened so much on many important things on the roles, qualities and skills of managers. She made us think about ourselves. Fantastic. I would recommend this course to all Managers and all those aspiring to Manager's position.

Contact Information

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Get in touch with us

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