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**Chhatrapati Shahu Institute of Business
Education & Research (CSIBER)**

(An Autonomous Institute)

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**Chhatrapati Shahu Institute of Business
Education and Research (CSIBER)**

**South Asian Journal of Management Research
(SAJMR)
Special Issue**

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Assessing the Impact of the COVID-19 Pandemic on Employment Legislation and Workers' Rights in Mauritius

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Abstract

The COVID-19 pandemic has profoundly disrupted various societal and institutional aspects, significantly affecting employees' rights and employment legislation. This study focuses on the Mauritian economy, examining the pandemic's impact on working conditions, job security, and health and safety measures. Data was gathered from 161 respondents using a convenience sampling technique and analyzed with SPSS software. The findings reveal that while the pandemic has adversely affected several workplace factors. However, respondents did not perceive a decline in wage levels or a corresponding impact on their sense of being valued at work. The insights from this research can guide institutions in refining employment legislation and reinforcing employees' awareness of their rights.

Keywords: COVID-19, Employment Legislation, Workers' Rights, Job Security, Job Motivation

Introduction

Research Background

A pandemic, defined as an outbreak affecting multiple countries or continents, has far-reaching implications. COVID-19, first identified in Wuhan, China, in December 2019, rapidly spread across the globe, including to Mauritius. The pandemic's impact on global economies and labor markets has been significant, with Mauritius, a key player in the Indian Ocean tourism industry, facing particular challenges. The crisis has tested the country's labor laws and regulations, revealing the difficulties encountered by the government, businesses, and employees. Legislative efforts have focused on protecting worker safety, reducing job losses, and adapting to the evolving labor market demands. This study also investigates how the pandemic has accelerated changes in labor practices and considers the long-term implications for workers' rights in the post-COVID era. The research explores the complex landscape of Mauritius, highlighting the dynamic shifts in employment law and workers' rights prompted by the pandemic's unprecedented challenges.

Research Problem

The COVID-19 pandemic has caused unprecedented global disruptions, significantly affecting various sectors, including the workforce. In Mauritius, these disruptions have led to notable changes in employment laws and have had a profound impact on workers' rights. However, the effects of these governmental actions and legal amendments on the job environment and the protection of workers' rights in Mauritius have not been thoroughly explored. Dobbins et al. (2023) emphasize the importance of examining the impact of the pandemic and public health responses on workers and work outcomes across different institutional settings, underscoring the ongoing restructuring of work as a result of the pandemic.

Aim of Study

This research aims to evaluate the impact of COVID-19 on employment legislation and workers' rights in Mauritius. It investigates the changes and adaptations made to labor laws, assessing their effect on employee protections and their effectiveness in addressing challenges posed by the pandemic. The study also considers potential legislative amendments to enhance worker protection during future public health crises. The goal is to ensure that workers' rights are adequately safeguarded in similar future events, with an emphasis on identifying any weaknesses or areas where current laws may require improvement.

Research Objectives

The research objectives are to:

- Examine the influence of the COVID-19 pandemic on the development and alteration of employment legislation and regulations in Mauritius.

- Evaluate the effects of these legislative changes on workers' rights in Mauritius, particularly in areas such as job security, working conditions, wage policies, and social protections.
- Investigate how the Mauritian workforce has responded to the impact of COVID-19 on labor laws and workers' rights, while exploring shifts in employment trends and workplace relationships.

Research Questions

- How significantly have Mauritius's employment laws been impacted by the COVID-19 pandemic?
- What modifications have been made to workers' rights in Mauritius due to the pandemic?
- How has Mauritius's labor force adapted to the new employment laws and labor market conditions brought about by the COVID-19 pandemic?

Significance of Study

This study aims to examine the impact of the COVID-19 pandemic on employment laws in Mauritius, with a focus on determining whether the changes are temporary or likely to have lasting effects. By analyzing how workers' rights have been protected, altered, or compromised, the research seeks to provide policymakers with recommendations for future actions. This study contributes to the global understanding of the pandemic's impact on employment and allows for comparisons between Mauritius and other similar countries. The research specifically focuses on the effects of the pandemic on workers' rights in Mauritius, emphasizing the need to protect the most vulnerable workers and ensure that emergency measures do not disproportionately harm low-wage earners. Additionally, the study highlights the importance of educating employees about their rights and the legal protections available to them, as well as advocating for stronger labor standards.

Literature Review

Introduction

The COVID-19 pandemic has profoundly affected various aspects of life globally, leading to the implementation of numerous measures such as lockdowns, business closures, and social restrictions to curb the virus's spread (Sanmath, 2021). These measures have had both immediate and long-term implications for people's working lives. However, the pandemic's impact on employment legislation and workers' rights remains a key focus in current research.

The International Labour Organization (ILO, 2020) highlights that the pandemic has drastically affected global labor markets, particularly in Mauritius, a nation heavily reliant on tourism. The rapid spread of COVID-19 and the subsequent lockdowns led to significant job losses and changes in employment conditions. In response, countries, including Mauritius, have modified labor regulations and introduced special measures aimed at protecting vulnerable workers, enhancing business flexibility, and supporting economic recovery (Organisation for Economic Co-operation and Development [OECD], 2020).

Mauritius, specifically, has enacted several legislative changes to address both the immediate and long-term effects of the crisis on its labor market. This review provides valuable insights for future policymaking in similar small island developing states.

Globally, the pandemic has caused severe disruptions in health, economic, environmental, and social spheres (Chakraborty and Maity, 2020). Extended lockdowns and restrictions, though effective in controlling the virus, have exacerbated these issues (Brady and Wilder-Smith, 2021; Mofijur et al., 2020). The social consequences are particularly pronounced, with significant declines in mobility (Kim and Kwan, 2022), social capital (Pitas and Ehmer, 2020; Elgar et al., 2021), and overall social and economic stability (Agarwal, 2021; Paul et al., 2021), leading to widespread disruption in social life (Motamed-Jahromi and Kaveh, 2021).

Definitions

COVID-19 Pandemic

The COVID-19 pandemic, caused by the severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2), began as an international outbreak. The first cases of the novel coronavirus (nCoV) were reported in China in December 2019, and the virus rapidly spread to other countries. The World Health Organization (WHO)

declared the outbreak a Public Health Emergency of International Concern (PHEIC) on January 30, 2020, and later classified it as a pandemic on March 11, 2020.

Employment Legislation

In Mauritius, employment legislation is governed by the Workers' Rights Act, which outlines the core principles of the country's employment laws and ensures the protection of both employers' and employees' fundamental rights in a manner consistent with international standards (TalentLab.mu, 2024). The legislation comprehensively covers regulations, duties, and rights related to work contracts, wages, working hours, paid leave, and workplace health and safety. Additionally, it provides safeguards against discrimination and wrongful termination, and establishes procedures for resolving labor disputes. The framework of Mauritius' labor laws is primarily based on the Employment Relations Act and the Workers' Rights Act 2019.

Workers' Rights

Since gaining independence, the Mauritian government has made significant efforts to enhance working conditions and labour rights. Key legislative milestones include the Employment Relations Act 2008 and the Employment Rights Act 2008, which provide comprehensive frameworks for employment relations, conflict resolution, and workers' rights. The Workers' Rights Act 2019 is the principal legislation governing workers' rights in Mauritius, detailing entitlements related to working hours, compensation, leave benefits, termination of employment, and other employee protections (Workers' Rights Act 2019, 2023).

Influence of Covid-19 Pandemic on International and Local Economies

Global Influence

To curb the spread of COVID-19, most countries have implemented various non-pharmaceutical interventions (NPIs) such as lockdowns, business closures, and mobility restrictions (Juranek et al., 2021). Evidence suggests that NPIs have been effective in mitigating adverse health effects (Cho, 2020). However, concerns persist about the potential economic and labor market damage caused by these measures (Cajner et al., 2020). Lockdowns, in particular, are expected to lead to significant economic hardship (Baldwin & Weder di Mauro, 2020), presenting a dilemma for governments between economic stability and public health (Lin & Meissner, 2020).

The Nordic region provides a useful context for examining the varied effects of NPIs on labor market outcomes due to its similar economic, healthcare, and judicial frameworks (Juranek et al., 2021). Prior to the COVID-19 crisis, employment trends in the Nordic countries were relatively similar (OECD, 2018), but the countries implemented differing NPI strategies. Denmark, Norway, and Finland imposed strict NPIs restricting social interaction starting in week 11 of 2020, while Sweden opted for less severe restrictions, allowing many businesses to remain open (Juranek et al., 2021). These measures significantly impacted economic activities such as hospitality, personal services, and public transportation.

All Nordic countries introduced government initiatives to mitigate the pandemic's adverse effects on the labor market. Denmark and Sweden established short-term work schemes, with Denmark's program beginning on March 9, 2020, offering government compensation of 75% of salaries for retained employees (Bennedsen et al., 2020). Finland expanded its existing furlough program, while Norway enhanced its short-term work scheme starting March 20, 2020, covering up to 100% of the first 20 days' wages (OECD, 2020). Sweden's short-term compensation policy, effective March 16, 2020, allows employees to reduce working hours by up to 60% (80% from May 1st), with government support provided through a short-term employment allowance (Hensvik & Skans, 2020).

Local Influence

In Mauritius, a country that has made significant economic progress, health authorities announced by the end of April 2020 that over 90% of COVID-19 patients had recovered, with 312 recoveries out of 332 confirmed cases and only 7 active cases remaining. Due to the severity of the situation, the government imposed a total lockdown on March 20, 2020, which lasted six weeks until May 4, 2020 (Mamode et al., 2020). During this period, several policies were implemented, including work access permits for essential services, scheduled grocery store visits for essential supplies, mandatory COVID-19 screenings for customers, and strict enforcement of social distancing in public spaces (Mamode et al., 2020). Figure 1 below illustrates the total number of cases of COVID-19 in Mauritius.

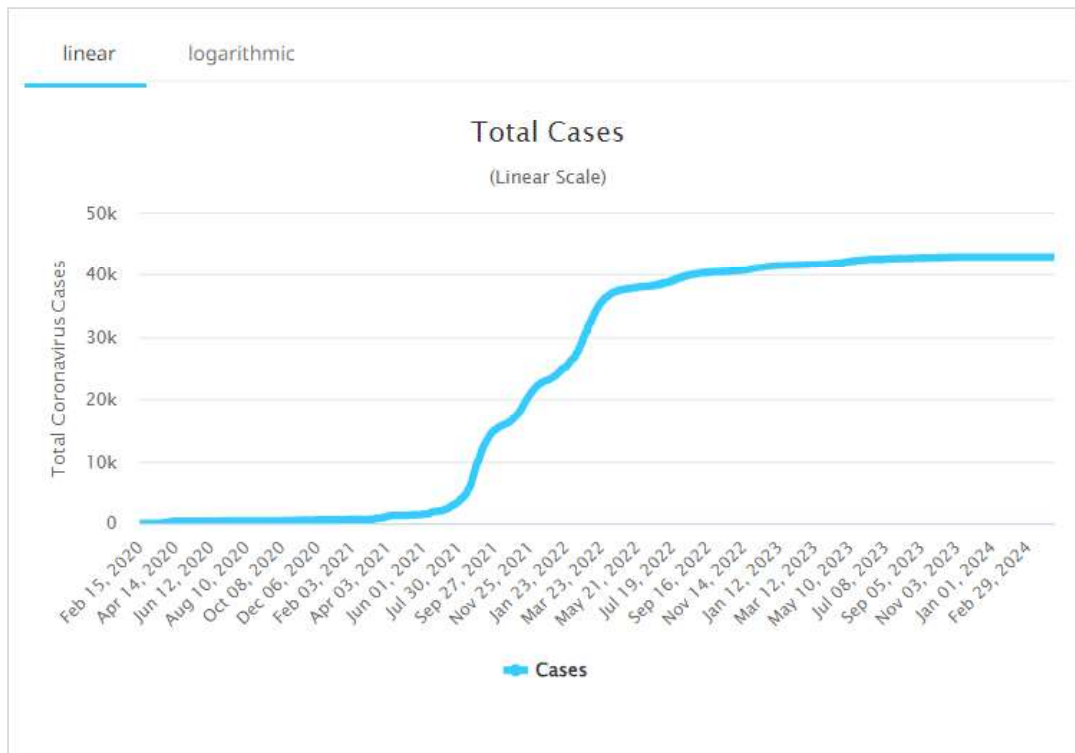


Figure 1: The Total Cases of COVID-19 Cases In Mauritius

Source: www.worldometer.com

Impact of Covid-19 Pandemic on Workers' Rights

Influence of Covid-19 Pandemic on Job Security

Lockdowns and restrictions on movement during the COVID-19 pandemic led to the closure of many businesses and limited access to labor and other essential inputs. This particularly affected low-skill workers whose tasks could not be performed remotely, resulting in a decline in labor demand and lower living standards.

To monitor the socioeconomic impact of COVID-19 on Mauritian households, the World Bank and Statistics Mauritius launched a series of quarterly household surveys from May to July 2020. These surveys were funded by the World Bank, which also provided technical assistance for data collection.

As of July 2020, employment levels were still 6.9% below those recorded in the first quarter of the year. Although the national lockdown ended in June, the return to workplaces for those unable to work remotely was gradual. This is reflected in the increase in employment levels observed in June and July compared to May, when the country was still under strict lockdown.

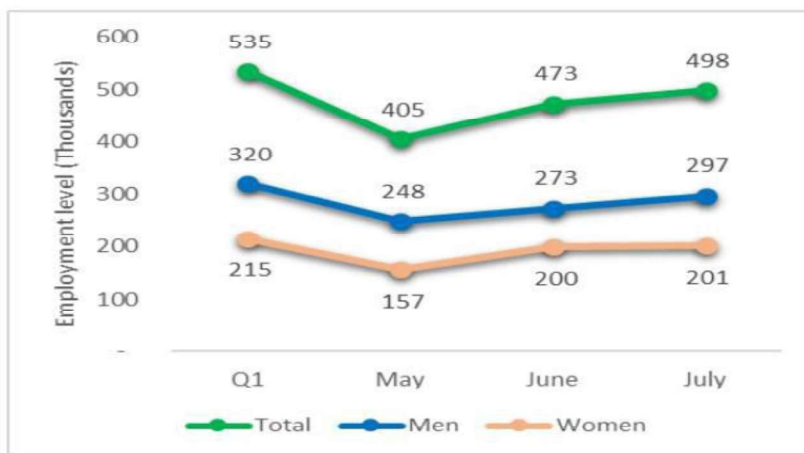


Figure 2: Trends in Employment Overall and By Sex, Q1 - July 2020

Source: World Bank, 2020

Workers in the informal sector are not covered by social security benefits and are not allowed to form trade unions, as their employment is neither regulated by the government nor officially registered. Unlike workers in the formal economy, who are protected by employment laws, those in the informal sector often work longer hours.

During the May lockdown, employment saw a significant decline, particularly in the informal sector, where non-wage and wage employment dropped by 51% and 65% respectively. Although informal employment rebounded after the lockdown, formal employment continued to struggle, falling by 10% in May and remaining 1.4% below the levels recorded in the first quarter as of July.

This is illustrated in Figure 3 below:



Figure 3: Trends In Employment by Type and Formality Status, Q1 - July 2020 Source: World Bank, 2020

In the context of this study, the COVID-19 pandemic has emerged as an unprecedented and uncontrollable challenge with tangible consequences for employment (Akkermans et al., 2020). The unusual surge in layoffs during the pandemic has led individuals to assess the extent to which their jobs may be at risk, thereby increasing feelings of job insecurity. Lin et al. (2021) found a positive correlation between job insecurity and the presence of the COVID-19 pandemic among Chinese workers. Perceptions of job insecurity vary among individuals; for instance, Klug et al. (2019) note that early-career workers face different levels of job insecurity based on factors such as temporary contracts or lower educational attainment. Additionally, job insecurity levels are likely to fluctuate slightly throughout the pandemic, as employment insecurity is expected to vary over time due to the prolonged nature of the outbreak (Kinnunen et al., 2014).

Influence of Covid-19 Pandemic on Working Conditions

In Mauritius, remote work was uncommon prior to the COVID-19 outbreak, with traditional office spaces being the norm and limited flexibility in work schedules. A 2018 report by the International Labour Organization (ILO) highlighted that remote employment was primarily confined to specific industries such as consulting and information technology (ILO, 2018). However, by early 2020, both companies and employees began to embrace the concept of remote work, something that seemed unimaginable just a year earlier.

The employer-employee relationship is primarily governed by an employment agreement, supplemented by mutually agreed-upon policies that dictate business operations. It is a common misconception that only the provisions of an employment contract or existing policies are legally binding in an ongoing employment relationship. In reality, all contractual provisions and policies must comply with the law, specifically the Workers' Rights Act 2019, along with relevant legislation. Consequently, the Court may declare any policy or provision invalid if it contradicts the law (Workers' Rights Act, 2019).

In this context, the Workers' Rights (Working from Home) Regulations 2020 are particularly significant. These regulations apply to all workers, whether full-time or part-time, and irrespective of whether their work is regular, irregular, or temporary. The regulations also extend to employees whose work is divided between their home, workplace, or a client's premises, imposing obligations on both employers and employees (Workers' Rights (Working from Home) Regulations, 2020).

Under these regulations, an employer may require an employee to work from home with 48 hours' notice, and the employee is obliged to comply. Conversely, an employer may, at its discretion, grant an employee's request to work from home. If remote work is to be undertaken, both parties must enter into a "Work from Home Agreement" as stipulated by the WFH Regulations. This agreement serves as a supplement to the employment contract and the provisions of the Workers' Rights Act 2019 (Workers' Rights Act, 2019).

Homeworkers, or employees working from home, are entitled to allowances for work-related expenses incurred at home, such as costs associated with utilities like electricity, water, and telecommunications. These expenses are comparable to travel allowances or bus/light rail fare provided to workers commuting to their workplace. The employer is required to reimburse the employee monthly for these work-related expenses, as agreed upon by both parties (Workers' Rights (Working from Home) Regulations, 2020).

Influence of Covid-19 Pandemic on Health and Safety

Furthermore, the employer has the right, when necessary, to conduct an appropriate assessment of the proposed workplace to ensure that working conditions do not pose a risk to the health and safety of the home worker or their family members, as stipulated by the WFH Regulations. While this provision aims to safeguard health and safety, there are concerns regarding the practicality of this right granted to employers. For instance, the privacy of the worker's family members residing at the assessment site must be considered, even though the regulations emphasize the importance of health and safety.

Responses from the Government and Employers

The responses from the government and employers in Mauritius during the COVID-19 pandemic included various legislative measures and modifications to employment policies to address the challenges brought about by the lockdown and the ongoing health crisis.

- **Regulations for a State of Emergency:** The government implemented regulations to manage the state of emergency, ensuring that legal frameworks were in place to handle the public health crisis and its impact on employment.
- **Wage Assistance Schemes:** The government introduced wage assistance programs to support businesses and employees who were financially impacted by the pandemic. This helped mitigate the adverse effects on workers' income.
- **Sanitary Measures:** Employers were required to implement sanitary measures to ensure the health and safety of employees. This included providing personal protective equipment (PPE), conducting regular health screenings, and maintaining a safe work environment.
- **Modifications to Employment Policies:** There were several modifications to existing employment policies to adapt to the new working conditions, such as the introduction of work-from-home regulations, shift work, flexitime, and adjustments in overtime pay and paid time-off. These changes aimed to provide flexibility to both employers and employees during the pandemic.
- **COVID-19 Act and Quarantine Act:** Specific legislation, such as the COVID-19 Act and Quarantine Act, was enacted to formalize the new norms and ensure compliance with health guidelines.
- **Work from Home:** The pandemic accelerated the adoption of remote working. The government and employers worked together to establish regulations and agreements that governed working from home, including provisions for covering work-related expenses incurred at home.

These responses highlight the collaborative efforts between the government and employers to safeguard workers' rights and adapt to the unprecedented challenges posed by the pandemic.

Hypothesis Formulation

This article outlines the formulation of three hypotheses that explore the impact of the COVID-19 pandemic on workers' rights, job security, and the relationship between wage decline and employees' perception of employer value.

Hypothesis 1: Changes in Working Conditions' Effect on Workers' Rights

The pandemic has led companies to adopt new working practices like remote work and flexible hours, which some employees see as beneficial to workers' rights. However, these changes have not been universally positive. For example, remote work has increased workloads, extended work hours, and caused higher stress levels. Moreover, not all employees can work remotely, especially those in manual labor or lower-paying jobs.

Null Hypothesis (H0): Changes in working conditions have no significant effect on workers' rights.

Alternative Hypothesis (H1): Changes in working conditions have a significant effect on workers' rights.

Hypothesis 2: Impact of COVID-19 Pandemic on Job Security

The pandemic has caused global economic disruption, leading to increased job insecurity. This impact varies across sectors, with some industries like technology experiencing growth and improved job security, while others have suffered more. Governments and organizations have implemented measures to protect workers' rights, such as health and safety regulations and temporary wage subsidies.

Null Hypothesis (H0): The COVID-19 pandemic has no significant impact on job security.

Alternative Hypothesis (H1): The COVID-19 pandemic has a significant impact on job security.

Hypothesis 3: Relationship between COVID-19-Related Wage Decline and Employee's Sense of Employer Value

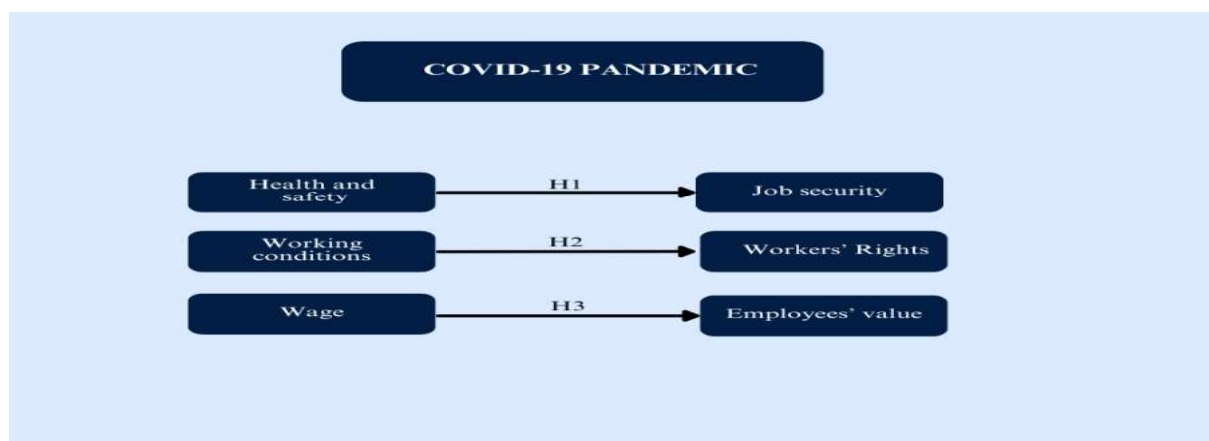
Job satisfaction is linked to positive organizational outcomes such as retention and performance. During the pandemic, wage declines, especially in low-paying jobs, have affected employees' sense of their value to their employers.

Null Hypothesis (H0): There is no significant relationship between COVID-19-related wage decline and the employee's sense of employer value.

Alternative Hypothesis (H1): There is a significant relationship between COVID-19-related wage decline and the employee's sense of employer value.

These hypotheses are designed to investigate the various dimensions of how the COVID-19 pandemic has influenced labor dynamics and employee well-being.

Conceptual Framework



Research Methodology

The research process integrates both qualitative and quantitative approaches, enabling a comprehensive analysis of the topic.

Research Design

The study adopts a combination of explanatory and descriptive research designs to explore the relationship between the pandemic and changes in employment legislation. The quantitative aspect is reinforced by statistical analysis, while the qualitative aspect is supported by in-depth interviews.

Data Collection

Primary data was collected through structured questionnaires and interviews. The sample consisted of 161 respondents, selected using a convenience sampling technique. The data collection was guided by a pilot study to ensure reliability and validity. Secondary data was also reviewed from various relevant sources to support the findings.

Sampling

The target population included employees from various sectors in Mauritius. The sampling process was carefully executed to ensure representation, with a focus on those directly impacted by the legislative changes due to the pandemic.

Data Analysis

Quantitative data was analyzed using SPSS software, employing statistical tools such as descriptive statistics, correlation analysis, and hypothesis testing to examine the relationships between variables. Qualitative data from interviews were thematically analyzed to capture insights into personal experiences and perceptions of the legislative changes.

Ethical Considerations

The study adhered to ethical standards, ensuring confidentiality and informed consent from all participants. The limitations of the study, including the scope of the sample and the challenges of data collection during a pandemic, were acknowledged.

Data Analysis

The study offers a detailed examination of how the COVID-19 pandemic has impacted employment legislation and workers' rights in Mauritius, drawing from data collected through surveys and interviews. The findings are centered around the pandemic's effects on working conditions, job security, wages, and the perceptions employees hold of their employers. This analysis provides a comprehensive understanding of the shifts in the labor market during this unprecedented time.

A key aspect of the research is the demographic profile of the respondents, which consisted of 161 individuals. The sample had a slightly higher representation of females (55%) compared to males (45%). The age distribution leaned towards a younger demographic, with 55% of respondents aged between 18 and 25 years, 40% between 26 and 40 years, and only 5% aged 41 to 60 years. Educational background was also significant, with 65% of respondents holding a graduate degree, 14% with postgraduate education, 12% holding diplomas, and 10% having completed secondary education. This demographic analysis is crucial as it ensures that the findings reflect a broad and diverse representation of the workforce in Mauritius.

The impact of the pandemic on working conditions was profound, with many employees reporting worsened conditions. The shift to remote work, changes in working hours, and varying levels of support from employers were common experiences. The study highlights the challenges that arose, particularly with inadequate home office setups and increased stress due to the blurred boundaries between work and personal life. These factors contributed to a mixed impact on workers, with some appreciating the flexibility of remote work while others struggled significantly.

Job security emerged as a major concern, with many respondents expressing anxiety about the stability of their employment during the pandemic. The research indicates that sectors hardest hit by the pandemic, such as hospitality and tourism, experienced higher levels of job insecurity. Government interventions, such as wage assistance schemes, were critical in mitigating some of these concerns, although the effectiveness of these measures varied across different sectors. This finding underscores the uneven impact of the pandemic on job security depending on the industry.

Wages and compensation were also significantly affected by the pandemic. A considerable portion of the respondents reported experiencing wage reductions, reduced working hours, or complete loss of income. These financial challenges deeply impacted employees' sense of value and morale. The study found that industries where remote work was feasible saw less impact on wages, whereas sectors like hospitality and retail faced more severe financial consequences, exacerbating the financial strain on workers.

The research further explored how employees perceived their employers' response to the pandemic. While some employers were praised for their efforts to maintain jobs and ensure safety, others were criticized for providing inadequate support and communication. The findings show a clear correlation between wage reductions and diminished perceptions of employer value. Many employees felt undervalued due to the lack of financial and emotional support during the crisis, which has significant implications for employer-employee relationships moving forward.

The legal and policy implications of the pandemic were also a focus of the study. The findings highlight the significant changes in employment legislation in Mauritius, driven by the need to address health and safety concerns, remote working conditions, and job security. New policies were introduced to protect workers, but the study suggests that these measures may not be sufficient in the long term. Continuous adaptation of legal frameworks is necessary to better protect workers' rights in future crises, ensuring that the lessons learned from the pandemic are applied to strengthen employment laws.

In conclusion, the study provides valuable insights into the profound impact of COVID-19 on employment legislation and workers' rights in Mauritius. The findings underscore the critical need for more resilient and flexible employment laws that can effectively respond to crises. As the pandemic continues to evolve, ongoing research and policy development will be essential to safeguard the rights and well-being of workers in Mauritius, ensuring that they are better protected in future challenges. The demographic data, while providing important context, also points to the need for further research with a larger, more diverse sample to validate and expand upon these findings.

Recommendations

To address the complex challenges posed by the COVID-19 pandemic on employment legislation and workers' rights in Mauritius, a multifaceted approach is recommended, beginning with a deep understanding of the external environment. Businesses must closely monitor and adapt to the political landscape, particularly the lockdown measures and restrictions enforced by the Mauritian government. These regulations have a profound impact on employment, and organizations need to remain agile, ensuring compliance while also safeguarding the rights and well-being of their employees.

Economically, it is essential to implement robust assistance programs targeted at sectors most affected by the pandemic, such as tourism, services, and education. These programs could include financial grants and strengthened tax relief schemes to alleviate the burden on struggling businesses. Moreover, thriving industries should be encouraged to recruit actively, thereby reducing unemployment and helping to bridge the gap left by sectors in decline. This strategic redistribution of resources can help stabilize the labor market and promote economic recovery.

Socially, there is a pressing need to enhance workers' awareness of their rights and responsibilities under Mauritian employment legislation. Organizations should spearhead comprehensive awareness campaigns, targeting diverse regions and populations to ensure that all workers are informed and empowered. This approach not only strengthens the workforce but also fosters a culture of respect and adherence to labor laws, ultimately contributing to more equitable and just working environments.

Technological advancement plays a crucial role in adapting to the new normal of remote work. Investments in digital infrastructure and technology are vital to support this transition, ensuring that remote working is viable

for a broader segment of the population. Furthermore, organizations should provide continuous training to enhance employees' digital literacy, enabling them to navigate the demands of distance work effectively. This technological shift must be supported by policies that ensure accessibility and inclusivity, so that all workers can benefit from these advancements.

Legally, it is imperative to establish transparent and effective compliance mechanisms to ensure that organizations adhere to new legislations introduced in the wake of the pandemic. Additionally, conflict resolution resources should be made readily available to address work-related disputes equitably. Policies aimed at eradicating gender disparities, supporting vulnerable groups, and promoting workplace inclusion should be prioritized. These measures will help create a more resilient and fair employment landscape, capable of withstanding future crises while ensuring that all employees are treated with dignity and fairness.

Conclusion

In this evolving era, it is essential for workers to be informed about their rights, and for employers to adhere strictly to employment legislation to ensure effective organizational management. Both employers and employees must be prepared to navigate any unforeseen circumstances, both now and in the future.

This study aimed to analyze the impact of the COVID-19 pandemic on employment legislation and workers' rights in Mauritius. The findings indicate that the pandemic has led to significant changes in working conditions, affecting workers' rights and job security. However, the research also suggests that while COVID-19-related wage declines were evident, they did not significantly alter employees' perceptions of their employers' value compared to the period before the pandemic.

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