

Our Vision

To be a key provider of world-class statistical information

Our Mission

To provide coherent, timely, relevant and reliable statistics, consistent with international principles and standards, for effective policy and decision-making, and for monitoring national development processes

Core Values and Principles

Relevance

Credibility and Integrity

Confidentiality

Trust in People

Access for all

In this Issue

Editorial Note

Institutional Development at the CSO

Performance Management System

Regional Training Workshop on Energy

Statistics

South-South Cooperation in Statistics

International Comparison Programme -ICP

E –Business Plan for the CSO

The CSO Intranet

Human Development Index- HDI

Documentation Centre of the CSO

Training/Meetings

Mastering the Google Search Engine

Staffing Developments

Occupational Safety and Health

Editorial Note

The CSO had the privilege of hosting successfully a “Regional Training Workshop on Energy Statistics and Energy Indicators for Sustainable Development in the SADC Countries” from 21 to 24 August 2007. The workshop is one of the activities planned for the period 2006-07 by the UN Statistical Division (UNSD) in collaboration with the SADC Secretariat. Differences in standards and compilation methods that are used in the compilation of energy statistics within and between Member States pose problems in energy studies, especially when comparing data at national and regional level. The main objective of the workshop was therefore geared towards building capacity to improve basic energy statistics and indicators within the SADC region. CSO ensured the smooth running of the workshop by providing the necessary logistic and administrative support.

Other important events during the 3rd Quarter 2007 related to:

- a study tour from 9 to 10 July 2007 by a team of three officers from the Uganda Bureau of Statistics;
- the launching of an Intranet at the head office to better disseminate information to its staff; and
- the reorganization of the CSO along programmes following Government commitment to move to programme-based budgeting (PBB).

Fieldwork for the Household Budget Survey (HBS) 2006/07 has been completed and analysis of data is in progress. An issue of our “Economic and Social Indicator” giving the main survey results and updated weights for the Consumer Price Index is scheduled for 26 October 2007. This office wishes to put on record its appreciation of the efforts put in by the team of officers in order to complete the editing and coding of the HBS questionnaires one week before the scheduled date while maintaining the quality standard.

Institutional Development at the CSO

The environment in which official statistics are compiled and released keeps changing and is currently changing so profoundly that past experience is only partly applicable in the running of a statistical agency. Some of the changes are technology-driven and proceed at an incredible pace. Others are the consequence of social, legal and institutional developments. Still others result from greater affluence, better education and more sophisticated use of knowledge than ever before. In this context, it is important that the statistical organization thrives and develops in a way that allows it to adapt to the constant change and in line with international recommendations. This has been the case for the CSO. For quite some time, however, there has been a felt need to reconsider the status and structure of the CSO and to reform the National Statistical System so that official statistics compiled meet the test of practical utility and are seen by the public as being produced in an impartial manner. In order to meet these needs, a number of efforts and assessments have been made since late 1990s and they include:

- i. Revisiting the 1951 Statistics Act. The new 2000 Statistics Act is now more in line with the United Nations Fundamental Principles of Official Statistics published in 1994.
- ii. A review by the Pay Research Bureau (PRB) in June 2003 which recommended that the CSO should be restructured on a functional basis.
- iii. A technical audit of the structure and functions of the CSO undertaken in September 2003 by Mr. Bill McLennan, Chairman of the UN Statistical Commission from 1993 to 1994. He considered the structure of the CSO to be inappropriate and his recommendations were similar to those of the PRB.
- iv. An audit of CSO's IT infrastructure undertaken in June 2003 by Dr. Phan Tuan Pham, an Advisor on Informatics at the United Nations Statistics Division.
- v. A mission on Observance of Standards and Codes was undertaken by the IMF in April 2002.
- vi. A national statistical audit was undertaken in May 2003 by the SADC-EU Statistical Training Project.
- vii. A mission by Mr. William de Vries, the Deputy Director, United Nations Statistics Division undertaken from 1 to 5 May 2004. He made a presentation on the organization and management of National Statistical Offices.
- viii. A mission by Mr. O. O. Ajayi, an AfDB consultant and formerly the Director General of the Nigerian Federal Office of Statistics undertaken in September 2005. He held consultations with key stakeholders towards the formulation of the Reference Regional Strategic Framework for African Statistical Capacity Building in Africa (RRSF).

Unfortunately, the recommendations made in the above reviews, audits and consultations were not all implemented. This was due mainly to the fact that almost all top management posts remained unfilled for 6 years in the wake of lengthy judicial procedures for resolution of staff dissatisfaction resulting from a selection exercise by the Public Service Commission carried out in 1999. However in 2005, CSO saw the need for and actually developed a medium-term Strategic Plan (2006 -2008) to guide it in developing statistics in the country. The development of the Plan also took on board recommendations of the above mentioned reviews, audits and consultations.

In the meantime the international community identified better statistics as a priority and came up with an action plan for developing National Statistical Systems - The Marrakech Action

Plan for Statistics (MAPS). It urged developing countries to develop their National Statistical Systems through the design of National Strategies for the Development of Statistics (NSDS) by 2006, and implementation in the following year. The aim is to produce the statistics needed to monitor progress towards the Millennium Development Goals which come under review in 2010.

In line with international recommendations, the Central Statistics Office with assistance from the African Development Bank (AfDB) developed a strategy which was finalized in December 2006. It includes a number of reforms to our National Statistical System with the establishment of an autonomous National Statistical Agency as the hub and coordinator.

More recently Government has taken strong commitment to move to programme-based budgeting in 2008-2009. This new budgetary system together with the recommendations of the NSDS called for the reorganization of the CSO along programmes. A new structure has been worked out and has been discussed with the staff during a presentation on 13 August 2007. The new structure and the establishment of an autonomous statistical agency are being discussed with the relevant authorities with a view to pass on enabling legislation by June 2008.

It is expected that the above reform initiatives together with the Performance Management System already introduced in the department would enhance the capability of the CSO to better manage resources, improve service delivery and respond more effectively to user needs.

Performance Management System

Mid-Term Performance Review and Feedback

All CSO staff, excluding a few officers currently on leave, have completed their Mid-Term Performance Review and filled in their Appraisal Forms. This exercise has, however, taken more time than initially planned.

An evaluation of the situation following the completion of the Mid-Term Performance Review has been carried out by Heads of Divisions/Administrative Units. Their observations are summarised below:

1. It is felt that officers have generally understood the concept and aims of the PMS. They are responding well to this new System although some of them find it to be somewhat cumbersome. Some more flexibility in the application of the System is considered necessary so as to accommodate changing priorities.
2. It has been observed that in a number of cases Key Performance Indicators (KPIs) need to be fine-tuned so that they better reflect the quantity, quality and time-line of the tasks to be performed.
3. It has been reported that officers choose their own means for recording and documenting performance issues and do not always proceed in accordance with the guidelines issued. Moreover, informal meetings between appraisers and appraisees to discuss performance issues have not been held as frequently as expected.
4. It is considered that in many cases the self-assessment exercises have not been carried out objectively and that officers have over-rated themselves while others have been reluctant to point out their weaknesses.

5. It has also been reported that officers tend to rely too much on formal training to enhance their capabilities and address performance gaps and are not keen to engage in self-development activities.
6. It has been observed that in spite of the instructions issued many officers have not proceeded as requested to fill in and return their Appraisal Forms.

To conclude, there are indications that the PMS has impacted positively on the overall performance of CSO officers, although it is considered that the desired work culture is not yet widely spread across the Department.

Regional Training Workshop on Energy Statistics



The Central Statistics Office hosted the ‘Regional Training Workshop on Energy Statistics and Energy Indicators for Sustainable Development in the SADC Countries’ from 21 to 24 August 2007 at the Gold Crest Hotel, Quatre Bornes. The workshop was organized and funded by the United Nations Statistical Division (UNSD) in collaboration with the International Atomic Energy Agency (IAEA) and the SADC Secretariat.

There were 22 participants from 17 African countries, mostly those of the SADC member states while the resource persons were from the UNSD, IAEA, Economic Commission for Africa (ECA) and Economic Community of West African States (ECOWAS).

The objective of the workshop was to build capacity to improve basic energy statistics and indicators, and also provide a forum for exchange of information on the status of the national energy statistics within the SADC region.

The workshop was opened by the Deputy Prime Minister, Minister of Finance and Economic Development, Hon. R. Sithanen in the presence of the Minister of Public Utilities, Hon. A.T. Kasenally. The Director of Statistics, Mr. K. Kovacs from the UNSD and Mr. A. Gritsevskiy from the IAEA also addressed the invitees present at the function.



Address by Mr R. Sithanen, Deputy Prime Minister & Minister of Finance, Mauritius



Mr K. Kovacs (UNSD) doing a presentation

At the end of the 4-day workshop, participants recognised the importance of energy statistics and indicators in the national and regional development related strategies and policies. They also recognised the weaknesses of the National Statistical Systems in energy statistics, especially in terms of limited capacities within the statistical service on energy statistics, coordination with other governmental units within the country and also capacity building. They expressed concerns over the problem posed by the differences in standards and compilation methods existing within and between SADC Member States and which hamper the comparability of energy statistics at national and regional level. They also pointed out the inadequate funding of National Statistical Systems by governments. They expressed concern about the lack of sufficient effort to facilitate energy statistics programmes at the regional level.

Based on these findings, participants formulated eleven recommendations mostly geared towards actions to harmonise, coordinate, promote and improve capacity for compiling energy statistics and indicators at national and regional level.

South-South Cooperation in Statistics – Mauritius and Uganda

A team from Uganda Bureau of Statistics (UBOS) comprising Ms. Norah Madaya, Ms. Atai Innelda and Mr. James Muwange visited the office on Monday 9th and Tuesday 10th July 2007. The purpose of the study tour was to expose the team, who form part of the Ugandan NSDS design team, to different approaches and experiences for statistical development and learn about other specific initiatives from sectoral statistics. They were interested in the following areas:

1. Coordination and functioning of a centralized National Statistical System (NSS)
2. Functioning and establishment of the common statistical service
3. Compilation and management of administrative data
4. Producer Price Index for hotels and restaurants
5. Master Sample development
6. Compilation of environment and governance for the MDG monitoring
7. Publication of Statistical Output.

During the two days, the team talked to the Director on the first two topics and, for the subject matters, visits to the different concerned units were planned. As for compilation of administrative data, the visitors went to the statistical units in two line ministries, namely Social Security and Education, where they were briefed on the existing administrative arrangements between the statistical units and units/departments of the Ministry to have access to administrative data. They also visited the statistical unit of Ministry of Health and Quality of life, which compile their own statistics independent of CSO.

International Comparison Programme (ICP) – AFRICA (2005 Round)

Introduction

Mauritius participated, together with some 50 African countries, in the 2005 round of the International Comparison Programme (ICP)-Africa, which is coordinated by the African Development Bank (AfDB) and the World Bank. The participation of the country in this statistical activity was the third after the 1985 and 1994 rounds.

ICP-Africa is the regional component of the global ICP, a statistical initiative established to produce Purchasing Power Parity (PPP) estimates, with the objective of facilitating cross-country comparisons of Gross Domestic Product (GDP) and its sub-aggregates. The 2005 round also integrated poverty specific PPPs in its mainstream and aimed at strengthening the capacity of African countries to provide timely and reliable statistical data.

CSO received financial assistance amounting to around USD 300,000 from the AfDB to meet the implementation cost of the programme, while technical assistance was received in the form of two AfDB missions, and 17 workshops attended by twelve officers.

Activities of the ICP

The ICP data requirements consisted of detailed data on GDP expenditure, and prices for household and government consumption expenditure, and investment. Implementation of the ICP at country level involved the following activities during the period 2005 to 2006:

1. Collection of prices of household consumption goods and services on a monthly basis
2. Collection of other specific prices on education services, pharmaceutical products and health services on a quarterly basis
3. Collection of prices of machinery and equipment and components of construction works on a yearly basis
4. Collection of data on compensation of employees in General Government
5. Preparation of databases of prices and calculation of national average prices and
6. Compilation of GDP expenditure by around 200 items of expenditure for the period 2002 to 2005.

All the activities were successfully completed by CSO within agreed timeframes, and the data submitted to AfDB for integration in the computation of the regional PPPs. First estimates of PPP for the African region based on household consumption expenditure items were published by AfDB in March 2007 while PPPs based on all items of expenditure will be published in November 2007. Global PPPs will be published by the World Bank around December 2007.

CSO - Nominated as Member of Special Advisory Group

The office has the privilege to form part of the Special Advisory Group of the United Nations Statistics Commission (UNSC) to evaluate the 2005 round of the ICP with respect to its scope and activities. The group will also make proposals on the desirability of a new round taking into consideration lessons learnt from the evaluation.

The first meeting of the group was held on 22 August 2007 in Lisbon, Portugal, alongside the Conference of the International Statistical Institute. Because of financial constraints, neither the Director nor the national ICP coordinator was able to attend the meeting. Mrs. N. Gudjadhur who was attending the workshop “Integrating Global Census Microdata” in Portugal from 22 to 26 August 2007 represented the office at the meeting.

E-Business Plan for the CSO

The CSO is undergoing a restructuring process with a view to becoming more responsive to current and future demands, by making use of state of the art methods and technology. In this context the CSO is implementing an e-Business Plan prepared by De Chazal Du Mee Consulting Ltd (DCDMC) which was approved by the CSO and the Ministry of Information Technology and Telecommunications in August 2006.

The primary objective of this e-Business Plan is to define an appropriate IT strategy to improve the work processes of the CSO, laying emphasis on improving productivity, quality and service delivery. The e-Business plan aims at reviewing the actual work processes at the CSO and recommending appropriate Information and Communication Technologies (ICT) solutions in terms of suitable hardware as well as application system software and communication facilities and efficient use of IT.

The plan comprises a set of 12 projects categorized in three key stages. The first stage, “Introduce Service Essentials”, aims to supplement the base IT infrastructure to a level that it can be used for the delivery of advanced e-business services. The second stage builds on the first one to allow the CSO to “Adopt e-Government Best Practices” such as the electronic delivery of services through a web portal. The third stage, “Achieve World-Class Operations”, is concerned with raising the performance of CSO’s operations to a level where it will be at par with international standards in areas such as Library Management System, Workflow Application, Optical Character Recognition and Computer Based Interviews.

The 12 projects recommended by the DCDMC consultants under the e-Business Plan are as follows:

S/N	Project	Main Objectives
1	Modernise IT environment	√ Put in place an enhanced ICT infrastructure with a network-connected PC for every CSO staff
2	New application architecture	√ Put in place a centralised relational database management system (RBDMS) which will cater for the development of custom applications required by the CSO √ Put in place a reporting system that will eventually be used to produce all reports for CSO outputs directly from the centralised database
3	Data integration and validation with Business Rules Engine	√ Put in place a data integration platform to automatically populate the centralised database with data received from external sources
4	Clean/enrich data and rationalize data channels	√ Improve the quality of data in current systems in order to leverage the functionality of the new systems
5	Web portal through GOC	√ Leverage GOC infrastructure to put in place a user-friendly web portal
6	Move existing systems to new application architecture	√ Redevelop all Excel-based applications on the new application architecture √ Automate manual systems to the new application architecture
7	Central depository of all statistics produced in the country	√ Put in place a process to leverage the centralised database and data integration platform for storage of all statistics produced in the country as mandated by the Statistics Act 2000
8	Library Management System	√ Automate and improve the efficiency of common library tasks √ Electronic archiving of paper documents
9	Optical Character Recognition (OCR)	√ Reduce manual data entry for surveys and censuses through the use of OCR
10	Computer Based Interviews (CBI)	√ Eliminate data entry for some surveys and censuses through the use of CBI
11	Workflow Application	√ To automate internal approval workflows of the CSO Graphical user interface for the development of workflows through the definition of process steps, sequence and routing rules or their equivalents
12	Centralised point of contact for queries	√ Respond to simple queries directly. Forward complex queries to appropriate unit √ Log and track status of all queries through their lifecycles

A Steering Committee chaired by the Director of Statistics and comprising officers of the Central Statistics Office (CSO), the Central Informatics Bureau (CIB), the Ministry of Information Technology and Telecommunications (MITT), the Central Information Systems Division (CISD), the Government Online Centre (GOC) and the Information Technology Security Unit (ITSU) has been set up to closely monitor the implementation process of the plan.

Procedures as regards tendering for the first project are being finalized by the CIB which will be eventually sent to the CTB for floating. Preliminary works have also been initiated by the IT Unit for the preparation of tender documents concerning Projects 2 and 3. The projects “Web portal through GOC” and “Library Management System” are currently being implemented.

Further, as one of the ongoing activities of the IT Unit, the office’s website is being continuously updated to improve its user friendliness. Thus more sections such as “Classifications”, Methodology”, “Student Corner”, “Statistics by Subject” and “Tableau de

Bord” have recently been added. Besides, CSO has also launched its Intranet System since July 2007.

The CSO Intranet

To better disseminate information to the staff posted at the CSO head office, an intranet has been designed and installed. The intranet is accessible through the “CSO Intranet” icon on the desktop of all PCs connected to our Local Area Network (LAN).

An intranet is an internal computer network that securely shares an organization's information or operations with its employees. Web publishing allows 'cumbersome' documents to be easily accessed throughout the CSO using Hypermedia and Web technologies.



Home Page of CSO Intranet

The following information is presently available on the CSO intranet:

- Mission and vision statement
- Administrative forms: sick, casual, vacation and request for time off
- Issues of newsletter
- A current list of staff with telephone numbers along with their personal and the unit email address (where applicable).
- Notes of meeting (administrative, technical, divisional and newsletter)

Human Development Index - HDI

Based on data for 2004, the latest UNDP report of 2006 has ranked Mauritius 63 out of 177 countries with a HDI of 0.8, indicating a high human development. Mauritius and Seychelles are the only African countries to be among this group.

The UNDP categorizes countries according to 3 groups namely: low, medium and high human development on the basis of a Human Development Index (HDI). The HDI is a composite index which measures the average achievements in a country in three basic dimensions of human development, namely:

- (i) A long and healthy life, as measured by life expectancy at birth
- (ii) Knowledge, as measured by the adult literacy rate (with two-thirds weight) and the combined primary, secondary, and tertiary gross enrolment ratio (with one-third weight) and
- (iv) Decent standard of living, as measured by GDP per capita.

The index ranges between 0 (lowest level of human development) and 1 (highest level of human development). A HDI below 0.5 is considered to represent *low development*; a HDI ranging between 0.5 and 0.8 medium development and a HDI of 0.8 or more is considered to represent *high development*.

Documentation Centre of the CSO – Current Awareness Service

Reference books acquired:

Title	Author
Le Petit Larousse Illustre , 2007	Larousse
Corporate Information Strategy and Management	Lynda Applegate and Robert D.Austin
Sample Surveys with Special Reference to Africa	Professor Ben Kiregyera
Performance Management .Key Strategies and Practical Guidelines	Armstrong Michael
Productivity Management. A Practical Handbook	Joseph Prokopenko

Other Documentations:

Title	Author or Institution
Substance Abuse in Rodrigues	Nigel Richards
World Health Statistics, 2007	World Health Organisation
Survey Report on Pay Increase granted to Employees, August 2007	Mauritius Employers' Federation
Survey Report on Annual Business Trends, February 2007	Mauritius Employers' Federation
Directory of Members, 2007	Mauritius Employers' Federation

Training/Meetings attended by staff during the third quarter of 2007**(i) Overseas**

Name	Programme	Country	Period
Ms. B. F. Koussa and Mr. D. Jagai	Regional Training on Economic Statistics	Botswana	2 nd to 20 th July
Ms. B.S.B.Sham Jacmohun	Workshop on Environment	Addis Ababa, Ethiopia	16 th to 20 th July
Mr. M. Dawoonauth	ICP- Africa Regional workshop on Gross Domestic Product Breakdown	Dakar, Senegal	23 rd to 27 th July
Ms. L. F. Cheung Kai Suet	Regional Workshop for African countries on compilation of Basic Economic Statistics	South Africa	23 rd to 26 th July
Mr. Y. M. Buxsoo	Regional Review Meeting for the Atlas of Africa's changing Environment	Cairo, Egypt	30 th July to 1 st August
Mr. P. Seenauth and Ms. K. Ramsaha	Training Course on Statistics on Agriculture & Food security	South Africa	20 th to 31 st August
Ms. N. D. Gujadhur	Integrating Global Census Microdata	Portugal	22 nd to 26 th August
Ms. R. Moraby	Meeting of the COMESA Heads of Statistical Offices	Zambia	10 th to 12 th September

(i) Local

In-House Training

The following officers attended a one and a half hour presentation on “Performance Management” :

Mr. H. Bundhoo	Mr. M. Dawoonauth	Ms. T. Beerachee
Ms. L. F. Cheung Kai Suet	Mr. L. Persand	Mr. D. Venkatasawmy
Ms. Y. Cassimally	Mr. S. Bhonoo	Ms. P. Iyavoo
Mr. D. Juleemun	Mr. A. Haulkhory	Mr. A. Poreema
Ms. M. Ganoo	Ms. C. Bandinah	Mr. K. Bheecarry
Ms. G. Appadu	Ms. R. Soborun	Mr. R. Rujub
Ms. S. F. Cheung Tung Shing	Ms. C. Rughoobur	Mr. S. D. Venkatasami
Mr. C. Ramnath	Mr. A. Bundhoo	Ms. N. Joomun
Mr. E. Wong	Mr. S. Mungralee	Ms. S. Sham-Jacmohun
Mr. L. S. Lee Chee Sang	Mr. S. Haulcooree	Ms. J. Rambojun
Mrs. R. Moraby	Mr. A. Ramasamy	Mr. D. Pillay
Mr. S. Boodoo	Ms. D. Balgobin	Mr. K. Prayag
Mr. D. Pothegadoo	Ms. F. Koossa	Ms. P. Bucktowar
Mr. Y. Thorabally	Ms. N. Guillaume	Mr. R. Appadhoo
Mr. B. Unmar	Ms. H. Tse Ve Koon	Mr. M. Bungsy

Other Local Training

The following officers attended a 2-day course on “Effective Writing Skills” :

Mr. S. Boodoo

Ms. R. Moraby

Mr. K.Y. Wong Pin Lun

Mr. D. Pothegadoo

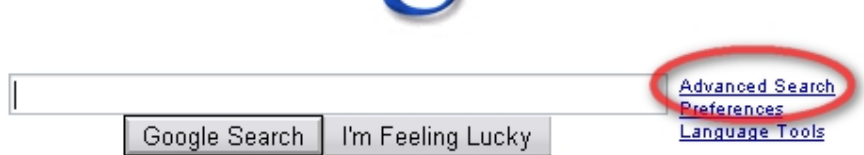
The Art of Googling - Mastering the Google Search Engine

By Ali Hoolash

Talk about searching the internet and Google (www.google.com) is the first name that pops up in the conversation. This is no surprise as Google has become a household name as far as online search engines are concerned. However, many users lack the knowledge of tapping into this powerful search engine to retrieve the information they are seeking and Google itself does not help in this task with its deceptively simple home page interface. Many users just type their queries in its most basic form and hope for the best!

So here are a few quick tips to help you master this powerful search engine:

1. To search the definition of a word, simply type “define: *your word*”. (e.g. define: hypothesis test)
2. To search the contents of a specific website, type “*your word* site: *the website you want to search from*” (e.g. tourism indicators site: abs.gov.mu). This is a powerful feature as it limits your search to a specific website and thus eliminates irrelevant search results.
3. Google can also act as a quick calculator for you. For example, if you need to find the result of “54897 divide by 25”, just type “54897/25” or “54897*25” in case it’s a multiplication result that you are after. Google can also handle a few complex mathematical operations like cosine and sine. Give it a try!
4. If you are looking for a specific document format in a specific website, here’s what you need to type: “filetype:*your document extension* site: *the website address*”. So, if for example, we are looking for PDF documents on the website of the Library of Congress, we would type the following “filetype:pdf site:loc.gov”. The search results will list all the PDF documents available on that website. If you know the full name of the file you are looking for, then all you need to do is type the full name and its extension after “filetype:”
5. Another sleek syntax to use is the “intitle” syntax. You can use it in combination with any of the above syntaxes. For example, if you are looking for PDF documents with “Binomial Distribution” in the title, the query would look like this: “intitle:binomial distribution filetype:pdf”

The Google logo is displayed in its characteristic multi-colored font (blue, red, yellow, blue, green, red) with a trademark symbol.

Dig deeper in the Google Interface

If you do not want to manually type all of the above syntaxes, you can have a nice webpage present itself on your screen which will perform the exact jobs described above. When you have logged onto Google (www.google.com), simply click on the link “Advanced Search”. Now, just fill in the blanks where applicable (Note: you do not need to fill the form completely – just fill in where applicable depending on the nature of your search).

After having read this article, we hope that you will never look at Google the same way as before! The world’s a click away, waiting to be tapped.

Staffing Developments

Vacancies on the establishment of the Central Statistics Office are being filled on a priority needs basis and subject to availability of funds. Recent staffing developments are as follows:-

Assignment

Mr. D. JULEEMUN, Senior Statistician, has been assigned the duty of Principal Statistician as from 24 September 2007 to assist the office in the timely delivery of relevant programmes under the Programme Based Budgeting.

Appointments

The officers listed hereunder have been appointed Senior Statistical Officers.

Mr. Guru Govind CHANDYDYAL

Mrs. Karoona Devi POTHEGADOO

Mrs. Razia Banon DULLOO

Occupational Safety and Health

1. Occupational Safety and Health Act

The Occupational Health and Welfare Act of 1988 and Occupational Safety and Health Act 2005 impose responsibilities and duties on both the employers as well as the employees.

2. Legal Duties and Responsibilities

Every employer is bound to:

- Ensure the safety and health at work of all employees
- Provide and maintain a safe and healthy working environment
- Arrange safe use, handling, storage and transport of materials

- Provide and maintain adequate facilities and arrangements for the welfare of employees
- Provide information, instruction, training and supervision
- Ensure that any person not in his employment (e.g. his customer) is not exposed to risks to his safety or health.

3. **Special Duties of Employers**

Every employer of 50 or more employees shall:

- Make a written statement of the policy with reference to Occupational Health and Safety of his employees
- Make arrangements to give effect to the policy
- Record the arrangements made in a register
- Review the policy as and when required with the Staff Association
- Provide such resources, as appropriate, having regard to the activities and size of the organization
- Provide employees with adequate Safety and Health information, instruction and training.

4. **Duties of Employees**

Every employee shall while at work:

- Take reasonable care for the Safety and Health of himself and of other persons who may be affected by his acts or omissions at work
- Co-operate with the employer in the discharge of any duty or requirement placed upon the employer under this Act
- Wear any protective clothing at all times when there is a risk of bodily injury
- Report forthwith to his employer the loss, destruction or other defects in the protective equipment or clothing
- Not smoke at places of work, except in authorized areas.

5. **Occupational Safety and Health Unit**

For the Civil Service, Government has set up an Occupational Safety and Health Unit under the aegis of the Ministry of Civil Service and Administrative Reforms.

Role of Occupational Safety and Health Unit

- Carry out inspections in Ministries/Departments and make recommendations for improvements accordingly
- Effect follow-up visits to ensure that measures recommended are implemented
- Attend to complaints made by Officers/Management
- Advise on Personal Protective Equipment
- Carry out investigations on accidents and injuries
- Conduct training for specific grade of officers
- Offer online advices
- Issue relevant guidelines.