

# **MAURICE ILE DURABLE**

**CONSULTATIVE WORKSHOPS  
14 JUNE – 29 JULY 2011**

## **Working Group 4 Employment/ Economy**

**Final Report**

**12 August 2011**

## **Preamble**

The concept of Maurice Ile Durable (MID) was first launched in 2008 by the Prime Minister, Dr. The Honourable Navinchandra Ramgoolam as a long term vision for the sustainable development of Mauritius. The initial thrust of the MID initiative was to minimize our dependency on fossil fuels through increased utilization of renewable energy and a more efficient use of energy in general but it soon widened to include all aspects of the economy, society and the environment that are considered to be pivotal in the pursuit of a sustainable Mauritius. The main objective of the MID concept is to make Mauritius a world model of sustainable development, particularly in the context of Small Island Developing States.

The aim of the Working Group on Employment/Economy (WG4) is to identify new models of sustainable development that support employment. This is in line with the MID strategy that integrates the three fundamental pillars namely the environmental requirements, the social and human development dimensions and economic efficiency. While there are many plans and policies that govern our development process, there exists not a single document that addresses all pillars of sustainable development in the same integrated manner that the current policy will aim to do, and none that will have the same solid grounding in public consultation and expert opinion. The WG4 has thus established through a process of consultation with stakeholders concrete recommendations which would feed in the process of the formulation of the MID Policy, Strategy and Action Plan.

The specific objective of the WG4 is to address the issue of promoting a Green Economy, through green employment and green growth. Different working sessions with representatives from various governmental and private institutions were organised to take stock of present policies, actions and projects as well as recommend strategies in the short-term, medium-term and long-term that would help Mauritius to move towards a Green Economy. With this view, the proposals considered by the group and presented in the attached report are based on two principles: first it is possible to integrate environment, economic development and social progress, second the integration goes through a profound reorientation of our modes of production and consumption, because of the extent and severity of the current ecological imbalances. The integration of the environment into the development process is based on the margins available to improve the management of scarce resources, reduce and eliminate environmental damages and stimulate business creation to

achieve sustainable development. The re-adjustment of our production and consumption patterns must be part of an overall strategy whereby the consumer and the citizen play an active role. It is therefore important to build a new balance in terms of economic, environmental and social activities between production, consumption, research and development, innovation and services in both Mauritius and Rodrigues.

## **Acknowledgement**

Thanks to all the members of the MID Consultative Working Group on Employment/Economy for their help and support during the workshops.

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## **List of Acronyms**

AFD - Agence Francaise de Developpement

CSO- Central Statistics Office

EIA - Environmental Impact Assessment

EIP - Environment Investment

ESA's - Environment Sensitive Areas

ESI - Environmental and Social Indicators

GRI - Global Reporting Initiative

ILO - International Labour Organisation

MEXA – Mauritius Export Association

MID - Maurice Ile Durable

MOESD - Ministry of Environment and Sustainable Development

MSW - Municipal Solid Waste

NEAP - National Environmental Action Plan

NES - National Environment Strategy

NGOs - Non Governmental Organisations

PMO - Prime Minister's Office

SCP - Sustainable Consumption and Production

SSIA - Strategic Sustainability Impact Assessment

ToR- Terms of Reference

UNDP- United Nations Development Programme

UNEP – United Nations Environment Programme

UoM – University of Mauritius

WG4 - Working Group on Employment/Economy

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## **Executive Summary**

### **Context**

During the last two years Mauritius has also embarked in various initiatives aimed at the Greening of the Economy. Some of the initiatives relate to the development of the National Programme on Sustainable Consumption and Production, the elaboration of a Long Term Energy Strategy and Action Plan for Mauritius and the setting up of 'Maurice Ile Durable' Fund.

The Government now intends to have a concrete MID Policy, a clear ten year MID Strategy and a detailed MID Action Plan to pave the way for the sustainable development of Mauritius. In order to achieve this objective, the Government has constituted six working groups to work out on the following themes, covering the 5Es of MID: namely Energy, Environment, Education, Employment and Equity. The WG4 on Employment/Economy was set up by the Ministry of Environment and Sustainable Development (MOESD) under the aegis of the Prime Minister's Office (PMO), to address the issue of promoting a Green Economy, through green employment and green growth.

### **Shared Vision/Understanding of Sustainable Development**

There was a shared understanding among members of the WG4 who agreed on the concept of sustainable development. Sustainable development was identified as a broader aspiration rather than that of achieving economic growth alone. Sustainability was viewed as being multidimensional since it is important to consider not only the economic aspect of sustainable development but also the social, cultural and environmental dimensions.

It was agreed that the development of Mauritius must be measured not only from the perspective of economic growth, but must also encompass the efficient use of resources, reduction of waste produced either directly or indirectly through by-products, decline in pollution, recycling of resources, access to resources for all, decent work and sustainable work-life balance. The

cultural aspect of sustainable development must also be accounted for. Sustainable development was understood as an objective, a principle and a process aiming at improving the quality of life.

### **The Vehicle to Achieve the MID Vision**

In view of the broad dimension of sustainable development, it was viewed that the implementation of the MID concept could not rest on a single Ministry. The WG4 stressed on the need for an implementation agency, having an in-built consultative mechanism to realise the MID vision. It was thus proposed to set up a **MID Commission**, a **Consultative Group** and a **bi-partisan Parliamentary Committee** that will act as three main entities having specific responsibilities to achieve the MID vision. The MID Commission will be a team which will ensure that policies, strategies and action plans are implemented and are on target. The Consultative Group will involve greater stakeholders' participation and ownership. The Parliamentary Committee will involve ministerial committees which will address the problems of different stakeholders in the way forward for a more sustainable island. The Strategic and Consultative nature of this vehicle was agreed as an important element to achieve the MID vision.

### **The Guidelines – Twenty Factors (The Multiple Aspects of Sustainable Development Recognised by WG4)**

The WG4 proposed that guidelines be enumerated by the consultants or experts for twenty (20) factors that were identified by the working group as being critical in moving towards a green economy. These factors are listed in the following table:

**Table 1: List of Proposed Identified Factors**

Energy	Pollution	Education	Food Security
Water Resources	Waste	Transport	Employment
Governance	Bio-diversity	Construction	Discrimination (Ethnic, Gender)
Law and Order	Public Health and Safety	Work-Life Balance	Green Inclusive Growth
Land / Sea Use and Planning	Occupational Health and Safety	Income Needs	Stakeholders Participation and Ownership

The four important elements of these factors were highlighted as the policies, process, norms (standards) and redlines. The policies are various propositions to be made in the different broad areas specified in Table 1 above. The process is considered from the initiation to implementation stage of the strategy/policy with the involvement of different stakeholders. Thus, plans, programmes and projects will involve a planning, monitoring and evaluation process. The norms are the governing standards and guiding principles that exist for better monitoring and evaluation. The last aspect is the redline which involves activities or strategies that should not be in our MID initiative because they are not MID compatible and/or because of the irreversible nature of their implications for the following 20 years. The redline reflects the recommendations of urgent and immediate action to be taken based on the consensus reached by the discussions by WG4.

## **Main Propositions / Recommendations**

### **Proposition 1: Green Economy and Green Jobs**

It was noted that it is still a problem to settle on a method for identifying what is green. Such a method would need to accurately gauge the green economy's size and rate of growth, and to identify the jobs associated with it. From the shared vision of sustainable development, it is also important to have more quality-of-life-oriented indices/ sustainable indicators in measuring 'development' relative to the common purely economic indices which may fail to capture sustainable development.

The complexity in the categorisation of green occupations and activities was also discussed. In this respect, it was suggested that there need to be a more in-depth study and analysis on measuring the creation of Green Jobs. The ILO in collaboration with the UNDP and UoM is presently conducting a research project on green jobs, which is a starting point for further in-depth study and analysis. The working group recognised the importance of such studies and supported this particular initiative.

### **Proposition 2: Global Reporting Initiative (GRI)**

The WG4 also discussed the importance and relevance of greening local private and public organisations. The Global Reporting Initiative (GRI) was recognised as being a major tool for making the activities of local companies, and therefore economic activity in the country, more sustainable.

Though companies are required to report annually on the sustainability of their activities, the actual reporting mechanism does not give a real picture of the extent to which sustainable development issues are being addressed within the organisation. The GRI reporting framework is a tool that sets out proper indicators for organisations to develop and improve on. It is noted that to date, no Mauritian company has implemented the GRI reporting framework. The recommendation of the group was that as a gradual step towards the adoption of the

sustainability reporting, firms should be encouraged to adopt level C of the GRI and make moving up the level in the next three years a priority. Other forms of sustainability reporting also exist and could, as an alternative, be adopted.

### **Proposition 3: Sustainability Index**

From a macroeconomic perspective, the need for a tool to evaluate the progress towards sustainable development was discussed by the working group. It was opined that it is essential to have a 'Sustainability Index' for Mauritius. This index would consist of a comprehensive set of indicators that include the environmental, social and economic components of sustainable development. The structure of the index will consist of indicators based on the 5 Es specified in the MID Green Paper and would truly reflect the shared vision of sustainable development.

This index recommended by the group will be useful in setting targets for the achievement of progress in the process.

### **Proposition 4: Sustainable Consumption and Production (SCP)**

Under the current SCP programme, the present strategic priorities are efficient use of resources with a focus on energy, water and sustainable buildings and construction, education and communication for sustainable lifestyles, integrated solid waste management and recycling, sustainable public service practices and increase market supply and demand for sustainable products. Though the current objectives of SCP programme are much in line with the MID initiative, it was agreed that the programme is not very much visible.

In many cases it would seem that financial barriers and lack of commitment were the main cause for not implementing such projects. Recommendations to overcome this shortcoming are further elaborated in terms of financial incentives and taxation.

## **Financial Incentives and Taxation**

The Government has set-up several taxes on polluting activities/ products with a view to discourage these activities/products that are unsustainable and regarded as non-MID. The financial instruments in place to date are the Environment Protection Fee (EPF) on certain activities such as the hotel industry and stone crushing plants; the MID levy of fuels and the levy on PET bottles and plastic bags; and just recently the Carbon Tax is being levied on vehicles. Despite these potential sources of funding, certain sectors involved in green activities, such as the recycling industry, do not benefit from any form of financial incentive. In line with the MID Vision, there is a need to reconsider the allocation of funds levied through environmental taxes so as to provide incentives that will contribute to moving towards a green economy.

## **Issues Where Consensus Has Not Been Reached**

Though consensus was reached on many of the issues discussed, there are some issues where there were divergent opinions from the participants namely: the 24/7 Economy, Duty Free Island, Pricing of Utilities and Existing Labour Legislations.

- **24/7 Economy**

With regards to the round-the-clock economy, some members believe that this initiative will boost the economy, create jobs and hence increase the income of households that can then afford a higher standard of living. This initiative was also seen as opening up the economy to the adoption of alternative work practices such as flexi time, work from home or shift system. However, there were apprehensions on the part of other participants that a 24/7 economy would be MID-incompatible. The local resources of the country were thought to be insufficient to meet the needs of such an economy in terms of energy and human resource.

- **Duty Free Island**

There were divergent views as whether the Duty Free Island is MID or non MID-compatible. Some participants have deemed this project as being MID-incompatible for a number of reasons. Firstly, duty-free shopping promotes consumerism that is against SCP principles. The requirement of sustaining a duty-free island will imply keeping up with short-lived fashion trends that encourage overproduction and a “throw-away” life style. There were also concerns that even the potential for job creation might be discounted, as it is unlikely that jobs created will be entirely green or socially inclusive. Other participants explained that it is difficult to comment on the compatibility of the Duty-Free Island project as there is not much information about what is exactly the Duty Free Island and what it constitutes of. Until more details of the project are known, not much can be said on its impacts.

- **Pricing of Utilities**

The view shared by a sub- working group was that utilities such as water supply to households tend to be undervalued and its current pricing tends to promote wastage. However, this view was contested given that access to water is a basic human right and therefore there is a need to ensure that water is accessible to everyone, especially low-income households, at an affordable price.

- **Existing Labour Legislations**

Recent changes to the local labour legislations were also questioned in the light of sustainable jobs. It was explained that newly enacted labour legislations are not conducive to the welfare of employees and have stripped away the protection of workers by removing the limit of a maximum of eight working hours a day. Some members also highlighted the fact that the present local labour legislations do not favour social protection and decent work.

Other members argue that changes to our labour laws have been in line with based economic reforms aimed at creating a business friendly environment for attracting investment, stimulating economic growth and generating and sustaining employment. The new labour laws espouse the

model of flexi-security, making provisions for workers to be compensated and supported in cases of job losses through a workfare programme while promoting greater flexibility and positive relationships in the world of work that are essential for competitiveness and job creation.

## **1. Introduction**

To achieve the MID vision, a working group on Employment/Economy (WG4) was set up by the MOESD under aegis of the PMO to identify ways and means of achieving the National MID Vision and come up with recommendations for the formulation of the MID Policy, Strategy and Action Plan. Since, the MID concept is a social project that belongs to the Mauritian population to transform the environmental, economic and social landscape of the country, a participatory approach was adopted. This participative process takes on board the whole society in the implementation of a strategy for sustainable development so much that the WG4 constituted of representatives from Ministries, parastatal bodies, Private Sector, Trade Unions, Environmental Non Governmental Organisations and other organizations from the Civil Society.

The MID vision for the theme Employment/Economy concentrates on three aspects namely the creation of more employment opportunities in an economy that is green, inclusive, resilient, robust and diversified. Second, the economy also aims at providing an eco friendly working environment that ensures work life balance for sustainable human development and family welfare. Lastly, the economy is forged so as to constantly promote green growth in line with sustainable consumption and production patterns.

The working group focuses on the economic dimension of sustainability. The themes discussed are: concept of sustainable development, green-inclusive growth, green jobs, sustainable businesses, work-life balance, sustainable consumption and production, and the different sectors of the economy namely agriculture, fishing, tourism, construction, education and transport were also covered (Annex 1 presents a list of all themes and sub-themes discussed under the WG4). In line with these sub-themes, the need for a vehicle to transform the MID vision into reality was discussed. It was agreed that this MID Commission, along with the Consultative Group and the Parliamentary Committee will ensure the implementation of actions and projects within the set time frame with the consultation of different stakeholders.

## **2. Schedule of Meetings**

The working group met on four (4) occasions at Domaine Les Pailles. The meetings were scheduled on the 17<sup>th</sup> and 24<sup>th</sup> June and 13<sup>th</sup> and 27<sup>th</sup> July 2011.

### **3. Discussions: Stock-Taking, Gaps and Emerging Issues**

#### **3.1 A Shared Vision of Sustainable Development**

##### **Stock-taking**

The concept of sustainable development was recognised as a broader aspiration than that of the achievement of economic growth. Sustainability was viewed as being multidimensional. It is important to consider not only the economic aspect of sustainable development but also the social, cultural and environmental dimensions. The MID project has been acknowledged as a social initiative and hence the derived policies must allow for the impact on quality of life, equity and poverty reduction.

It was agreed that economic development must be measured not only from the perspective of economic growth, but also must take into account the following elements namely, the efficient use of resources, reduction of waste produced either directly or indirectly through by-products, decline in pollution, recycling of resources, redistribution of resources to all instead of the current concentration of resources to a few and sustainable work-life ratio.

##### **Gaps**

The cultural aspect of sustainable development has often been ignored. As human beings are central to the achievement of sustainable development, the cultural dimension is vital for development. As for the ecological dimension of sustainable development, sustainability requires "*maintenance of essential ecological processes and life-support systems; preservation of genetic diversity; and sustainable utilization of species and resources*".

##### **Emerging Issues and Propositions**

Sustainable development was understood as being an objective, a principle and a process aiming at improving the quality of life. From this shared vision of sustainable development, the need to

have more quality-of-life-oriented indices in measuring ‘development’ becomes pressing relative to the common purely economic indices which may fail to capture sustainable development.

### **3.2 The Vehicle to Translate the MID Vision into Reality**

#### **Stock-taking**

The MOESD is already a coordinating body that works in coordination with the SD objective. The MOESD already has the National Environment Strategy (NES), National Environmental Action Plan (NEAP), and Environment Investment Program (EIP) that review different projects. The NES also promotes Sustainable Consumption and Production (SCP). There is already a national network for SD. It is done at different levels from grassroots to top level.

#### **Gaps**

Though policies exist to move towards a sustainable island, it was stated that there is no coherence between the action plans and the policies. There might be contradictions, incoherencies and a lack of clarity pertaining to the policy making process. There is thus a need for a complementary approach to environmental, social and economic policies. Horizontal and vertical social dialogue has to form part of this policy making process. Consultation of all stakeholders is very crucial and should not be one off but embedded in the decision process.

#### **Emerging Issues and Propositions**

The need for an implementation agency was viewed as an important paradigm to achieve the MID vision. The MID Commission along with the Consultative Group and a Parliamentary Committee were proposed. These main entities will represent the vehicle to move Mauritius towards a sustainable island.

The MID Commission will be a team which will ensure that policies, strategies and action plans are on target and be implemented. The Consultative Group will involve greater stakeholders’

participation and ownership. It will ensure genuine participative democracy which is much wider and continuous. It has been argued that perhaps it is the lack of participative democratic decisions that have led to the slow progress on the field of sustainability issues in Mauritius. The bi-partisan Parliamentary Committee involves ministerial committees which will address the problems of different stakeholders in the way forward for a more sustainable island. The Strategic and Consultative nature of this vehicle was agreed as an important element to achieve the MID vision. This framework will help policymakers respond to the current situation and to move in the MID trajectory

This legal framework will be at the apex of policy making and will merge the social and environment needs of the MID vision. It will not only be a catalyst in the formulation of policies but also provide the information that can be used in the consolidation of existing policies and legislations. It will be a permanent body owned by the Mauritian society. It is a team which will ensure that policies, strategies and action plans are on target and be implemented, monitored and evaluated. It will evolve over time and can be reviewed every 3 to 5 years to become the most efficient vehicle towards the achievement of sustainable development.

### **3.2.1. The Composition, Terms of Reference and Proposition of the MID Framework**

#### **Composition**

1. PMO-nominated representatives (non-Ministry related)
2. Private sector–nominated representatives
3. NGO-nominated representatives
4. Trade unions-nominated representatives
5. Additional representatives from Ministries/ Government authorities/ Parastatal bodies to be nominated on specific projects as and when required

## **Terms of Reference (ToR) of the MID Framework**

1. Prioritise projects with respect to the Action Plan
2. Ensure implementation of projects within the set time frame
3. Remove roadblocks for financing of projects
4. Monitoring and evaluation of projects and propose remedial actions to achieve targets on time
5. Appoint experts to assist the MID Office in its mission whenever necessary
6. Ensure that all projects/strategies are in line with the MID vision
7. Consult and report on progress to civil society
8. Ensure appropriate real-time policy re-orientation if need be, in view of major development at national and international level
9. Advise on modifications to be brought to current legislations to make them MID-compliant
10. Recommend the development of new legislations relevant to the MID policy implementation
11. Review forthcoming and ongoing development projects (public and private) across Mauritius and ascertain that they are MID compliant
12. Recommend remedial measures on existing development where these are found to be non-MID compliant

## **Specific Propositions**

- It was agreed that it will be difficult to have representatives from all Ministries on the committee as it will make operation and decision making more difficult. It was also pointed out that not all the Ministries would need to be involved in all projects / legislation reviews / decisions.
- There is a practical need to reduce the number of people on the committee; Not least for cost-related issues.
- The committee members should be dedicated to implementing the MID strategy on a full time basis, with the help of a full-time support staff. Having part time committee

members with full time support staff will not be enough to drive the MID implementation.(This justifies the setting up of a mechanism such as a MID Office)

- It was also suggested that the committee be the organism that will prioritise funding for all new projects. In other words, the committee should be aware of the funds available each year for MID projects, and be the one deciding on the sequence of submitted projects implementation, on the basis of that budget, so that there is a coordinated strategy. Once the committee approves / recommends a project, financing of that project should be guaranteed de facto and need no further form of ‘green light’ / approval, within the allocated budget limits.
- If additional budget is required, for important national scale projects, the committee should liaise with the PMO / Ministry of Finance and Economic Empowerment and actively contribute to obtain additional funds from the Agence Francaise de Developpement (AFD)/ other donors so that the MID implementation is pursued.
- In order for the committee to have the required authority over all Ministries to get the MID strategy implemented, it was recommended that the body be composed of high level PMO-nominated representatives (rather than from some Ministries, so as not to favour any Ministry) and representatives of private sector / trade unions / Non Governmental Organisations.

### **3.3 Measuring the Green Economy and Green Jobs – The Need for More in-Depth Statistics and Analysis**

#### **Stock-taking**

A Green Economy is a system of economic activities related to the production, distribution and consumption of goods and services that result in improved human wellbeing over the long term, while not exposing future generations to significant environmental risks and ecological scarcities. Greening of the economy links to engine of development, creation of employment and eradication of poverty (UNEP, 2011).

A green economy generates jobs, businesses and investments while expanding clean energy production, increasing energy efficiency, minimising greenhouse, gas emissions, waste and pollution, and conserving water and other natural resources. Thus, green jobs are those jobs that contribute appreciably to maintaining or restoring environmental quality and avoiding future damage to the ecosystems.

There are high potential sectors for Green Jobs namely:

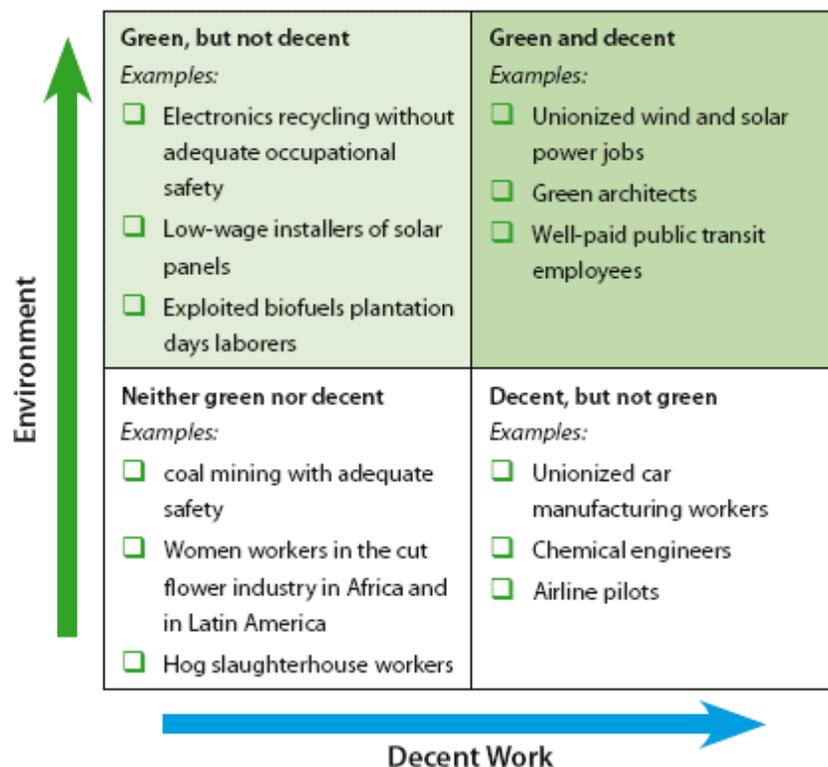
- Mobility: mass transportation
- Energy I: efficiency in buildings, industry, transport
- Energy II: renewable sources (sun, wind, thermal, water, ...)
- Waste management: reduction, re-use and recycling
- Sustainable agriculture and forestry
- Environmental services

Job creation effects from a greener economy can be viewed from three different aspects namely:

1. Direct jobs: first round of job changes resulting from changing outputs in target industries (e.g. greener buildings)
2. Indirect jobs: subsequent job changes resulting from changing inputs required to accommodate 1 (e.g. better roofing materials)
3. Income-induced jobs: additional jobs created by changes in household incomes and expenditures resulting from 1 and 2. (e.g. spending on consumption by builders and roof-making families)

Green jobs are also related to decent work and this can be observed in Figure 1:

**Figure 1: Environment and Decent Work**



Source: Presentation by Kees van der Ree, ILO

### Gaps

It is still a problem to settle on a method for identifying what is green. Such a method would need to accurately gauge the green economy's size and rate of growth, and to identify the jobs associated with it. Further, there exist problems of definition and the categorisation of green occupations and activities.

### Emerging Issues and Propositions

- To study what is green and how do we measure it; necessitate further in-depth analysis. The WG recommended a comprehensive study on the green economy and green employment.
- The WG recommended further investigations that will help in the collection of data on green economy and green jobs in the Mauritian economy. This information will be helpful for policy making.

### **3.3.1. Definition of Green Jobs –Applying the ILO Definition**

As for the definition and categorisation of green occupations, it was suggested that reference be made to the definition of green jobs provided by the International Labour Organisation (ILO). From the ILO definition:

*‘Jobs are green when they help reduce negative environmental impact ultimately leading to environmentally, economically and socially sustainable enterprises and economies. More precisely, green jobs are decent jobs that:*

- *Reduce consumption of energy and raw materials*
- *Limit greenhouse gas emissions*
- *Minimise waste and pollution*
- *Protect and restore ecosystems’*

### **3.3.2 Green Jobs in Different Sectors**

#### **Stock-taking**

It was also stated that green jobs could prevail in different sectors namely agriculture, manufacturing, construction, installation, and maintenance, as well as administrative, and service-related activities that contribute substantially to preserve the environmental quality. Specifically, but not exclusively, this includes jobs that help to protect and restore ecosystems and biodiversity; reduce energy, materials, and water consumption through high-efficiency and avoidance strategies; decarbonizes the economy; and minimize or altogether avoid generation of all forms of waste and pollution. Jobs that are socially productive, such as those in the caring, health and education sectors are also to be considered as green jobs. In the same way, employment in heritage and eco-tourism are also green jobs. But green jobs, also need to be good jobs that meet longstanding demands and goals of the labour movement, through adequate wages, safe working conditions, and preserving worker rights.

With respect to the social dimension of sustainable development, the CSO provided information on the number of workers earning below the poverty line. According to their figures, in 2006/07,

the relative poverty line defined as half of the median monthly household income<sup>1</sup> per adult equivalent is estimated at Rs 3,821. Further, 5 percent of the total number of employed persons<sup>2</sup> is below the poverty line (2006/07 Household Budget Survey).

### **Emerging Issues and Propositions**

- Table 3 in the Base Paper (see a copy of the Base Paper in Annex 5) needs to be more comprehensive and provide wider green employment statistics in different sectors of the economy.
- In addition, there is an ongoing research being conducted by the ILO, funded by UNDP and carried out by academics from the University of Mauritius that could be helpful as the research is much in line with the MID vision. The overall objective of this ILO/UNDP study is to support, complement and strengthen Mauritius' sustainable development policy, strategy and ten-year action plan through embedding the employment dimension in the analysis and implementation throughout the process. The study will be useful since it will undertake a socio-economic assessment that will analyse the relationship between employment and environment with a view on how government policies and public and private investment can help to achieve green job creation, can secure jobs and can ensure a "just" transition. The study and ensuing support will guide a strategy that generates green employment, is climate resilient and spurs economic growth and social development, which represents a centre piece in the MID vision.
- Further, the US Bureau for Labour Statistics is in the process of developing a methodology to measure the green job component (both environmental and social aspect) of the economy. This methodology would be useful in assessing green jobs and identifying the scope of green jobs in the Mauritian economy.

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<sup>1</sup> Household income refers mainly to income from work, transfers and property; it also includes imputed rent for owner occupied households

<sup>2</sup> Employed persons refer to the population aged 16 years and over

- The CSO also provided a list of statistics on the labour market in Mauritius. The statistics which are in line with ILO conventions are presented in Annex 2.
- The CSO recommended the use of information from the MEXA Carbon Footprint Mitigation Project.

### **3.4 Greening of Organisation -The Global Reporting Initiative (GRI) Reporting Framework.**

#### **Stock-taking**

##### **3.4.1. Global Reporting Initiative (GRI) Reporting Framework**

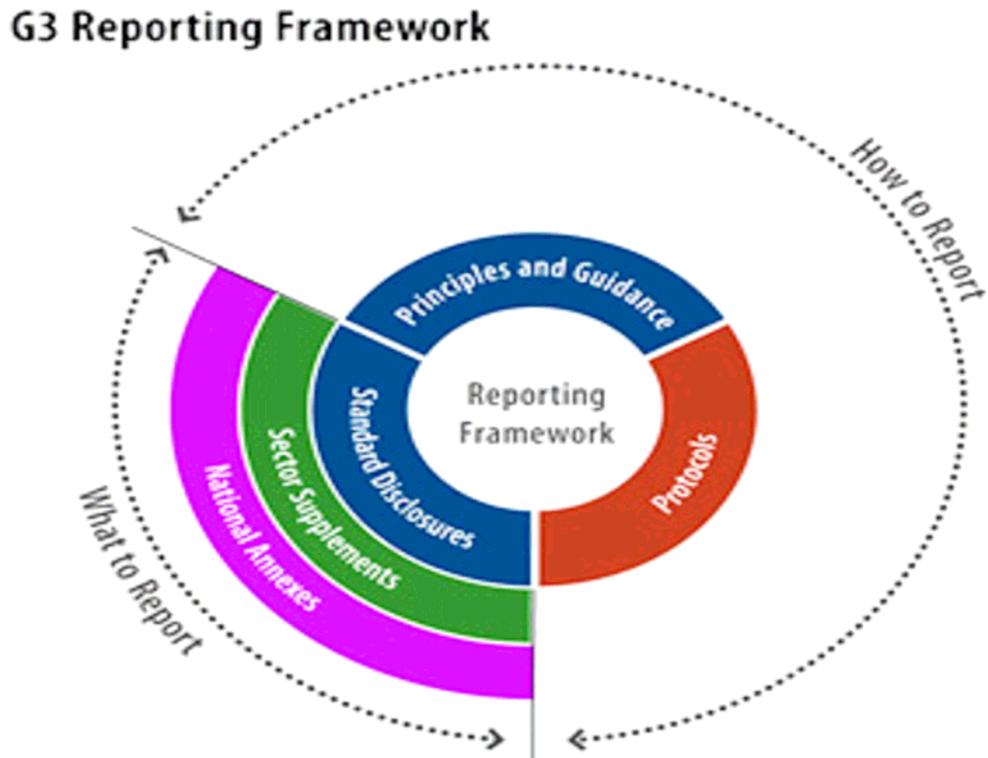
The WG stressed on the importance for local companies in promoting for sustainable island. The GRI is one of the tools to promote same. From a presentation undertaken in the second session, it was stated that sustainability reporting is the practice of measuring, disclosing and being accountable to internal and external stakeholders for the organisation's environmental, social and economic impacts and performance towards the goals of sustainable development (GRI Guidelines, 2006). The GRI is a voluntary reporting mechanism which firms and ministries can adhere to.

Further, sustainability reporting should:

- Provide balanced (positive and negative) information;
- Serve various information needs of reporter and its stakeholders, such as: benchmarking, comparison with other organisations, investment and purchase decisions, management and strategic development within the reporting organisation, etc; and
- Disclose the outcomes and results that occurred within the reporting period in the context of organisation's commitments, strategy and management approach.

The reporting framework is summarised by the following Figure.

**Figure 2: G3 Reporting Framework**



Source: GRI Guidelines (2006)

### **3.4.2. The Global Reporting Initiative in Mauritius**

In addition, Global Reporting Initiative (GRI) was recognised as being a major tool for making local companies more sustainable in Mauritius. According to Section 7 of the Code of Governance for Mauritius *'Every company should recognise that it operates within a social and economic community and should identify the particular circumstances, whether environmental or social relevant to the company's business. It is in the long-term economic interest of a company to conduct itself as a "responsible corporate citizen" and to act in a manner which is non-exploitative, non-discriminatory and respectful of human rights. Failure to adopt such policies may well hinder its development and participation in an international context which is increasingly sensitive to sound corporate values, good practice and respect for the environment.'*

It was noted that worldwide GRI encompasses some 30,000 members from business and non-governmental organizations. In the African region, most (11) of the companies which subscribed

to the GRI are located in South Africa. It is to be noted that to date, no Mauritian company has been undertaking sustainability reporting.

### 3.4.3. Performance Indicators

Performance indicators are an integral part of the GRI reporting system. There are some 85 indicators out of which 56 are core indicators. Table 2 below shows the different elements to be categories in terms on economic, environmental, social and process to be adopted by organisations and their respective performance indicators.

**Table 2: Performance Indicators**

Category	Economic	Environmental	Social	Process
Aspect	<ul style="list-style-type: none"> <li>• Economic performance</li> <li>• Market presence</li> <li>• Indirect Economic impacts</li> </ul>	<ul style="list-style-type: none"> <li>• Materials</li> <li>• Energy</li> <li>• Water</li> <li>• Biodiversity</li> <li>• Emissions, Effluents, Waste</li> <li>• Products &amp; Services</li> <li>• Compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Labour Practices</li> <li>• Human Rights</li> <li>• Society</li> <li>• Product Responsibility</li> </ul>	<ul style="list-style-type: none"> <li>• Materiality Principle</li> <li>• Sustainability Context</li> <li>• Completeness Principle</li> <li>• Stakeholder inclusiveness process</li> </ul>
Indicators <sup>3</sup>	<ul style="list-style-type: none"> <li>• EC1</li> <li>• EC2</li> <li>• EC3</li> </ul>	<ul style="list-style-type: none"> <li>• EN1</li> <li>• EN2</li> <li>• EN3, etc</li> </ul>	<ul style="list-style-type: none"> <li>• LA1</li> <li>• HR1</li> <li>• SO1</li> <li>• PR1</li> </ul>	Core Indicators <ul style="list-style-type: none"> <li>• Additional Indicators</li> <li>• Sector Supplements</li> <li>• Technical Protocols</li> </ul>

Source: GRI Guidelines (2006)

### Emerging Issues and Propositions

- It was recommended that businesses join the network voluntarily. Incentives also need to be looked into to promote GRI.

<sup>3</sup> Detailed Definition on the Indicators is presented in Annex 3

- There was a general consensus that Mauritian companies should adopt the GRI, at least level C for the time being.

### **3.5 Sustainability Index**

#### **Stock-taking and Gaps**

It was stated that the social component of green jobs was not included in the Base Paper. There need to be a list of all the conventions in place that provides social protection and dignity to workers to make jobs “decent”. The list of international standards ensuring decent work, to which Mauritius is committed, was made available to the working group and is presented in Annex 4. Some members also highlighted the fact that the present local labour legislations do not favour social protection and decent work.

#### **Emerging Issues and Propositions**

- The CSO should consider developing a ‘Sustainability Index’.
- A list of Environmental and Social Indicators (ESI) was provided by CSO to construct a “‘Sustainability Index’ for Mauritius. The structure of the ESI will consist of indicators on the 5 Es specified in the MID Green Paper. This is presented in Table 3 below:

**Table 3: List of Environmental and Social Indicators**

<b>Energy</b>	<b>Environment</b>	<b>Education</b>	<b>Employment and Economy</b>	<b>Equity and Evaluation</b>	<b>Ecology</b>
Use of renewable resources	Food Balance Sheet	Enrolment Rate by gender	Tourist arrivals	Poverty rate	Flora statistics
Energy balance	Water Use	Literacy rate (adult and end CPE)	Sex-ratio – employment	Sex ratio (ESI on Gender)	Fauna statistics
Imports of solar water heaters of household types	Use of recycled paper		FDI	Crime rates	
	Sustainable Consumption and Production Indicators		Investment in infrastructure	Ownership of dwellings	
	No. of Contraventions on Control vehicles' exhaust /industry's air emissions			Complete set of HDI Indicators	
	Rearing of pigs / poultry /cattle				
	Quantity of potable water				
	No. of EIA license issued No of EIA issued involving ESAs				
	Fish production				
	Recycling rate				

Source: CSO

### **3.6 Sustainable Consumption and Production (SCP)**

SCP is a holistic approach to minimizing negative environmental impacts from production and consumption in society. It is a practical implementation strategy to achieve sustainable development and can be viewed as the two legs on which sustainable development stands. In practical terms, SCP means “**getting more well-being from less**”. Mauritius was selected as one of the pilot countries by UNEP to develop a National Programme on Sustainable Consumption and Production (SCP). A Memorandum of Understanding was signed between UNEP and the Ministry of Environment and NDU in May 2007 for the elaboration of the programme by July 2008.

It has been noted that current and projected production and consumption patterns are influenced by a number of driving forces, including rising per capita incomes, demographics and accompanying changes in lifestyles. Technology, institutions and infrastructure also play an important role in influencing consumption and behaviour.

#### **Stock-taking**

- The promotion of consumerism/over consumption/ostentatious consumption is non-MID since it is not compatible with Sustainable Consumption and Production and the lowering of the ecological footprint of Mauritius.
- It has been calculated that the Ecological Footprint of Mauritius was already much higher than its bio capacity in 2005 - 3.25 global hectares per person whilst the bio capacity of Mauritius is 1.29 global hectares per person (Deenapanray, 2005).
- Over consumption leads to increased Carbon Footprint.
- Heavy reliance on imported goods.
- A “throw-away” society where little provision is made for re-use and recycling.
- The current SCP programme is not very visible.

### **Emerging Issues/ Propositions**

- There should be a change in the consumer mindset in terms of his/her purchasing behaviour.
- Price is an important mechanism that affects consumption pattern in Mauritius. It is important to have a costing of production in all economic activities.
- Certification and Labelling: local businesses have to go beyond adherence to national legislations and aim to meet the rigorous international requirements involved in the certifications of sustainable practices
- The Association of Mauritian Manufacturers is currently working on a Mauritius label that could act as an incentive to move towards the MID initiative.
- Sensitisation to move away from consumerism and mainstream carbon footprint awareness
- Campaigns to promote a sustainability-inclined culture among Mauritians with slogans such as “Think Global, Act Local”.
- Products could be labelled on sustainability aspects such as amount of water and energy used in the production process, other resources used or CO<sub>2</sub> emissions among others.
- The need for sustainable and green consumer legislations.
- A Ministry of Planning could be helpful for planning and evaluation reporting on SCP.
- Public-Private Partnership is essential for SCP. It is also important to have the views of NGOs, private sectors and other stakeholders.

### **3.7 Sustainable Businesses**

#### **Stock-taking**

- Business Projects include only the economic costs
- Business Excellence Awards ignore the aspect of sustainable development

#### **Emerging Issues/ Propositions**

- Business Projects should include not only the economic costs but also environmental and social costs. There is a need to evaluate the costs of the environment in business projects

- International Standards need to be applied
- Business Excellence Awards should focus on Sustainable Development. We might have a Sustainable Development Award.
- Research and Development on green economy – green technologies, green activities, green products, recycling and so on

### **3.8 Economic activity**

#### **Stock-taking**

- Incineration of municipal solid waste (MSW) - It is currently proposed to deal with 75 percent of MSW.
- Intensive use of plastic and polystyrene for packaging.
- Heavy reliance on fossil fuels for electricity production.
- Inefficient pollution control.
- The collection of electronic and chemical waste is not properly managed.

#### **Emerging Issues/ Propositions**

- Strategic Sustainability Impact Assessment (SSIA). When an activity is started, the environmental and social impacts need to be assessed. SSIA's on all major policies, programmes and projects should be (re)-introduced.
- There is a need for an input and output framework to reduce wastes in the production process
- There is a need for clean renewable energy use in economic activity.
- Pollution control equipment to be made mandatory and the monitoring of its efficiency to be adequately enforced.

### **3.9 Economic Development**

#### **Stock-taking**

Recent policies and potential trajectories have been adopted or are being considered might move the country away from its MID objective and below is the list of such issues discussed:

- Promoting a speculative economy at the expense of a productive economy/entrepreneurship.
- Promoting activities that encourage quick returns on investment and which are not economically productive, for instance, gambling. It brings short term rather than long term benefits
- Trading in staple foods on the global business market, especially with the global food crisis.
- Engaging in or pursuing a line of activity without assessing or reassessing it for its sustainability (economic, environmental and social). For the following questions were raised: Has the tourism industry reached saturation point in terms of its carrying capacity? Has the tourism industry reached a tolerance level in terms of social and environmental impacts?
- Adopting an economic activity, policy or model which is socially exclusive.
- Major development that do not take on board social considerations.

#### **Emerging Issues/ Propositions**

- There is a need to rethink our patterns of development
- With the greening of the economy, there could be job losses but there is a need to reorient jobs towards green jobs. For instance, fishermen can be recycled to other jobs in the tourism sector.
- To move towards green growth and green jobs, it is vital to balance environment, equity and the economy. The economic aspects are as important in terms of competitiveness and efficiency.

- Promotion of economically and socially productive activities.
- Curbing of speculative and other quick return on investment activities.

### **3.10 Work Life Balance**

#### **Stock-taking**

- The 24/7 has been proposed as an innovative economic booster

#### **Emerging Issues/ Propositions**

- Ensure a decent standard of living for the population in our pursuit towards sustainable development
- Issue of foreign labour in the 24/7 initiative needs to be considered
- The move towards an e-economy was proposed.
- Work Life Balance - Use of ICT to promote work from home. Advances in ICT in Mauritius would encourage home offices which would relieve traffic congestion to the capital and the cyber city
- There should be a good management structure as well as a good mass transport system to apply flexi-time
- The need to establish measures for happiness as the work life balance should be a model of welfare.
- Social networking sites - to sensitise the population on sustainable development
- Replacing copper wires with optical fibres in networks
- Selling mobile phones with a deposit that can be claimed back when the mobile phones are no longer needed
- There is a need for an action plan to direct people to sustainable jobs.
- The need for an ICT Academy to account for the shortage of labour
- Sensitisation on good work practices. MITD can contribute through a module on Sustainable Development/Safety at Work

- The need for education and training so that people can access sustainable jobs
- Recycling of jobs and also the creation of new skills are important

### 3.11 Agriculture

#### **Stock-taking**

- Scarcity of labour and an ageing labour force in farming and crop growing
- Mauritius lags behind in terms of adoption of sustainable agricultural practices
- Non sustainable agricultural practices - Heavy use of chemical fertilizers, herbicides and pesticides in the agricultural sector and other practices which are not environment friendly. For example, heavy land tillage, cane burning prior to harvest.
- Sacrificing prime agricultural land to other non-agricultural uses (For example the Jin Fei project, Cybercity in Ebene).
- Courses in agriculture given to date are based on 'conventional' agriculture that relies on the heavy utilisation of a large number of toxic, life-threatening and environment-damaging agrochemicals.

#### **Emerging Issues/ Propositions**

- Mauritius has to adopt sustainable agricultural practices which are more in line with the MID initiative.
- It is important to consider both the income of the people and food security
- Minimise the use of pesticides in the agricultural sector
- Limit the conversion of prime agricultural land to built-up areas
- Increase degree of self-sufficiency in food items
- Policies should be formulated to encourage training and employment in the agricultural sector.
- There is the need for training on more modern type of agriculture which is in line with sustainable development

- Residential areas and housing projects should make provisions for communal garden plots
- Provide financial and technical incentives to encourage sustainable and bio agriculture
- Promote self-sufficiency through a renewed interest in agriculture
- Reduce dependency on imported food (rice and flour)

### **3.12 Fishing and Tourism**

#### **Stock-taking**

- The fishing activity is still not controlled in Mauritius. Existing laws are not efficiently enforced.
- Fish stocks have been severely depleted around the island.

#### **Emerging Issues/ Propositions**

- The need to move towards sustainable fishing
- Urgent action needs to be taken to protect the remaining fish population.
- An eco-friendly role has to be designed for fishermen so that they can be linked to tourist industry to promote eco-tourism
- Reinvent and re-engineer Mauritius as an eco-tourist and carbon neutral holiday destination.
- Incentives be given to hotels that are energy autonomous or generating a high proportion of their own energy consumption
- Energy efficient transport (electric vehicles) should be used to and from the airports and for sightseeing
- Increasing the efficiency of tourist stays by targeting of high-spending tourism.
- Promote responsible tourism by providing green services
- Pro-poor tourism – tourism partnering through community tourism
- Maintaining security, cultural and heritage asset
- Destination planning to reduce pressures on the environment

### 3.13 Land-use

#### **Stock-taking**

- Poor enforcement on land use planning guidelines especially with regards to development on Environment Sensitive Areas (ESA's)
- Conversion of agricultural land into residential development located away from existing amenities (electricity, water and transport)
- Development on ESA's including wet lands
- Visually intrusive infrastructures (electric poles, telecommunication poles, antenna, billboards)
- Permitting development without proper waste water treatment facilities.
- Obstruction and backfilling of natural drains
- Insufficient open green space in residential development: high built-up land coverage – both internal (plot coverage) and external (for the whole development).
- Sacrificing agricultural land in one-off gain activities, thus jeopardizing the potential for a more productive use.
- Absence of regulations governing aesthetic aspects of building

#### **Emerging Issues/ Propositions**

- The need for more green space in residential development
- Enforcement of laws and regulations pertaining to land use planning should be improved
- Guidelines should be developed to improve the aesthetic aspects of built-up areas

### 3.14 Utilities

#### **Stock-taking**

- Poor storm water management leading to soil erosion and poor aquifer recharge
- Absence of an effective and efficient mass public transport system

## **Emerging Issues/ Propositions**

- A better management of the water resource.
- Subsidies granted on sanitary products that save water.
- There should be a shared responsibility for supplies of energy. For instance, there are huge hotels, factories and commercial undertakings that can produce their own or part of their own electricity.

### **3.15 Institutional and Legal Aspects**

#### **Stock-taking**

- Poor enforcement of existing laws and regulations
- Ineffectiveness of subsidy allocation which is detrimental to better scarce resource allocation and management.
- Absence of Strategic Sustainability Assessment (SSA) for policies, plans and programmes and major projects. Absence of SSA in policy and programme formulation leads amongst other things to the absence of thresholds in activities.
- Absence of shared responsibility between public and private bodies for the supply of public utilities for instance absence of regulations relating to the shared supply of electricity and water in industries, hotels and other major undertakings.
- Absence of consultation with relevant stakeholders in policy development process
- Embarking in aquaculture projects prior to undertaking a proper environmental assessment
- Absence of a waste management plan based on 3Rs.
- Non-proclamation of Energy Efficiency Act
- Absence of full-fledged Health Impact Assessment for projects involving pollution of air, land, fresh water bodies and the sea.
- Lack of coherence in national policies and plans.
- Judicious use of financial resources. For instance, there are no regulations on the financing of political parties.

- From the National Audit Report (2011), there has been wastage in different ministries though there is scarcity of resources. After the National Audit Report, there is no monitoring and this is not MID compatible.

### **Emerging Issues/ Propositions**

- There is a need for a threshold limit in production that makes the activity sustainable.
- The EIA mechanism should be reinforced.
- In the present EIA, the health impact assessment is limited. There is a need for a full-fledged health impact assessment that follows international standards and guidelines.
- Rather than focusing on fixed working hours which may not be MID compatible, productivity at work needs to be considered. Productivity and performance are important elements to be considered in the MID Vision.
- It is important to know how wages are determined in the private and public organizations. Is the pay mechanism encouraging green employment or not? A flat salary scale will be non-MID.

### **3.16 Equity**

#### **Stock-taking**

- Considerable disparity in level of income between unskilled workers and middle management.
- Growing inequity in income levels – the Gini Concentration Index shows that the share of revenue paid to the richest 20 percent of people over the last five years has increased from 44 percent to 45.6 percent, whereas the share of the poorest 20 percent has, in parallel, declined from 6.4 percent to 6.1 percent (CSO Mauritius, 2010)
- Lack of decent work conditions especially for migrant workers
- Presence of asbestos in housing
- Allowing the ethnic factor to undermine progress towards sustainable development.
- High prices for internet access leading to information gaps.

- Feminisation of poverty
- Lack of clarity in the pricing of goods and services

### **Emerging Issues/ Propositions**

- A more equitable taxation system where low income groups are not penalised
- More transparency in the pricing of goods and services (A maximum mark-up may be considered for basic food commodities).
- Policies and projects should be assessed for their sustainability and not according to any other yardstick.

#### **4. Issues Where Consensus Has Not Been Reached**

Though consensus was reached on many of the issues discussed, there are some issues where there were divergent opinions from the participants namely: the 24/7 Economy, Duty Free Island, Pricing of Utilities and Existing Labour Legislations.

##### **4.1 24/7 Economy**

The round-the-clock economy, also known as the 24/7 economy is an initiative that has been suggested for Mauritius and this issue raised a number of views from the participants. Some members believe that this initiative will boost the economy, create jobs and hence increase the income of households that can then afford a higher standard of living. In addition, some participants also voiced out that this initiative would open up the economy to the adoption of alternative work practices such as flexi time, work from home or shift system. However, there were also apprehensions on the part of other participants found that a 24/7 economy would be MID-incompatible. The local resources of the country were thought to be insufficient to meet the needs of such an economy in terms of energy and human resource.

##### **4.2 Duty Free Island**

In a bid to attract tourists, the government has been contemplating promoting itself as a Duty Free-Island. Some participants have deemed this project MID-incompatible for a number of reasons. Firstly, duty-free shopping promotes consumerism that is against SCP principles. The requirement of sustaining a duty-free island will imply keeping up with short-lived fashion trends that encourage a “throw-away” life style. The allocation of land to the shopping malls also needs to be considered as the construction of shopping centres would be competing with other uses such as food production that could ensure food security. There were also concerns that even the potential for job creation might be discounted, as it is unlikely that jobs created will be entirely green or inclusive. The shopping malls in a Duty Free Island may for instance lead to the creation of socially exclusive jobs or ungreen jobs

- Other participants explained that it is difficult to comment on the compatibility of the Duty-Free Island project as there is not much information about what is exactly the Duty Free Island and r what it constitutes of. Until more details of the project is known, not much can be said on its impacts.

### **4.3 Pricing of Utilities**

The view shared by a sub- working group was that utilities such as water supply to households tend to be undervalued and its current pricing tends to promote wastage. However, this view was contested given that access to water is a basic human right and therefore there is a need to ensure that water is accessible to everyone, especially low-income households, at an affordable price.

### **4.4 Existing Labour Legislations**

Recent changes to the local labour legislations were also questioned in the light of sustainable jobs. It was explained that newly enacted labour legislations are not conducive to the welfare of employees and have stripped away the protection of workers by removing the limit of a maximum of eight working hours a day. Some members also highlighted the fact that the present local labour legislations do not favour social protection and decent work.

Other members argue that changes to our labour laws have been in line with based economic reforms aimed at creating a business friendly environment for attracting investment, stimulating economic growth and generating and sustaining employment. The new labour laws espouse the model of flexisecurity, providing for workers to be compensated and supported in cases of job losses through a workfare programme while promoting greater flexibility and positive relationships in the world of work that are essential for competitiveness and job creation.

## **5. Guiding Principles**

The WG4 proposed that guidelines be enumerated by the consultants or experts for twenty (20) factors that were identified by the working group as being critical in moving towards a green economy. These factors are as follows:

1. Energy
2. Water Resources
3. Governance
4. Law and Order
5. Land / Sea Use and Planning
6. Pollution
7. Waste
8. Bio-diversity
9. Public Health and Safety
10. Occupational Health and Safety
11. Education
12. Transport
13. Construction
14. Work-Life Balance
15. Income Needs
16. Food Security
17. Employment
18. Discrimination (Ethnic, Gender)
19. Green Inclusive Growth
20. Stakeholders Participation and Ownership

## 6. Policies and Guidelines

**Table 4: Policies and Guidelines**

	<b>Themes</b>	<b>Policies</b>	<b>ST/MT/LT</b>	<b>Process</b>	<b>Norms</b>	<b>Red Lines</b>
<b>1</b>	<b>Energy</b>	<ul style="list-style-type: none"> <li>To adopt energy saving devices and appliances</li> </ul>				<ul style="list-style-type: none"> <li>Solid Municipal Waste Incineration</li> </ul>
		<ul style="list-style-type: none"> <li>To adopt energy efficiency practices</li> </ul>				
		<ul style="list-style-type: none"> <li>To adopt renewable sources of energy</li> </ul>				
		<ul style="list-style-type: none"> <li>The need for energy audits</li> </ul>				
		<ul style="list-style-type: none"> <li>To review building architecture to tap maximum sunlight and ventilation</li> </ul>				
		<ul style="list-style-type: none"> <li>To adopt solar heated water systems</li> </ul>				
<b>2</b>	<b>Water Resources</b>	<ul style="list-style-type: none"> <li>To achieve water efficiency that is reduce water use at households and industrial levels</li> </ul>				
		<ul style="list-style-type: none"> <li>Recycling plant- the use of treated waste water use</li> </ul>				
		<ul style="list-style-type: none"> <li>Desalination of sea water</li> </ul>				
		<ul style="list-style-type: none"> <li>The need for water use audits</li> </ul>				
		<ul style="list-style-type: none"> <li>Rainwater collection</li> </ul>				
<b>3</b>	<b>Governance</b>	<ul style="list-style-type: none"> <li>The need to have more information on the funding of political parties</li> </ul>				

		<ul style="list-style-type: none"> <li>• Internal sustainable development policy ( for instance the Environment Management System). Auditing, training, customer charter are important aspects to consider</li> </ul>				
		<ul style="list-style-type: none"> <li>• Code of ethics for employees including equal opportunities, decent work opportunities</li> </ul>				
		<ul style="list-style-type: none"> <li>• Trade union representativeness for employees</li> </ul>				
		<ul style="list-style-type: none"> <li>• Provision of CSR funds/projects</li> </ul>				
<b>4</b>	<b>Law and Order</b>	<ul style="list-style-type: none"> <li>• Fingerprints of employees</li> </ul>				
		<ul style="list-style-type: none"> <li>• Camera Surveillance</li> </ul>				
		<ul style="list-style-type: none"> <li>• Security Guards</li> </ul>				
		<ul style="list-style-type: none"> <li>• Electronic Locks</li> </ul>				
		<ul style="list-style-type: none"> <li>• Pin-code for personal computers</li> </ul>				
		<ul style="list-style-type: none"> <li>• Access code to entry of offices</li> </ul>				
		<ul style="list-style-type: none"> <li>• PPG should be amended to cater for sound inland and coastal development</li> </ul>				Stop fishing in the lagoons in identified areas
<b>5</b>	<b>Land / Sea Use and Planning</b>	<ul style="list-style-type: none"> <li>• Coastal Guidelines on Planning, Policy and Guidance of Ministry of Housing and Lands</li> </ul>				
		<ul style="list-style-type: none"> <li>• EIA or Preliminary Environment Report. Follow up on EIA mitigation indicators, monitoring and evaluation</li> </ul>				
		<ul style="list-style-type: none"> <li>• Reporting on fish harvest</li> </ul>				

		<ul style="list-style-type: none"> <li>Review the number of declared public beaches</li> </ul>				
6	Pollution	<b><u>Soil Pollution</u></b>				
		<ul style="list-style-type: none"> <li>Indicators: To establish norms</li> </ul>				
		<ul style="list-style-type: none"> <li>Maintain fertility and quality of soil</li> </ul>				
		<ul style="list-style-type: none"> <li>At the institutional level there is the need for an enforcement mechanism</li> </ul>				
		<ul style="list-style-type: none"> <li>Compliance with norms at the company level</li> </ul>				
		<ul style="list-style-type: none"> <li>Use of sustainable agricultural practices</li> </ul>				
		<b><u>Air Pollution</u></b>				
		<ul style="list-style-type: none"> <li>Indicators: To establish norms</li> </ul>				
		<ul style="list-style-type: none"> <li>It should not be detrimental to health</li> </ul>				
		<ul style="list-style-type: none"> <li>It should not be increasing global warming</li> </ul>				
		<ul style="list-style-type: none"> <li>Adoption of air pollution abatement technology</li> </ul>				
		<ul style="list-style-type: none"> <li>At the institutional level there is the need for an enforcement mechanism</li> </ul>				
		<ul style="list-style-type: none"> <li>Compliance with norms at the company level</li> </ul>				
		<ul style="list-style-type: none"> <li>Reduce use of fossil fuel</li> </ul>				
		<b><u>Noise Pollution</u></b>				
<ul style="list-style-type: none"> <li>Indicators: To establish norms</li> </ul>						

		<ul style="list-style-type: none"> <li>• It should not be detrimental to health (physical and mental) in residential areas and industry</li> </ul>				
		<ul style="list-style-type: none"> <li>• Adoption of Noise abatement technology</li> </ul>				
		<ul style="list-style-type: none"> <li>• At the institutional level there is the need for an enforcement mechanism</li> </ul>				
		<ul style="list-style-type: none"> <li>• Compliance with norms at the company level</li> </ul>				
		<b><u>Water Pollution</u></b>				
		<ul style="list-style-type: none"> <li>• Indicators: To establish norms</li> </ul>				
		<ul style="list-style-type: none"> <li>• Water resources should be of good quality</li> </ul>				
		<ul style="list-style-type: none"> <li>• Treatment, recycling of waste water for possible reuse</li> </ul>				
		<ul style="list-style-type: none"> <li>• At the institutional level there is the need for an enforcement mechanism</li> </ul>				
		<ul style="list-style-type: none"> <li>• Compliance with norms at the company level</li> </ul>				
<b>7</b>	<b>Waste</b>	<ul style="list-style-type: none"> <li>• Need for an Integrated Solid Waste management Strategy</li> </ul>				Solid Municipal Waste Incineration
		<ul style="list-style-type: none"> <li>• Need for an Integrated Hazardous Waste management Strategy</li> </ul>				
		<ul style="list-style-type: none"> <li>• Introduction of the Extended Producer Responsibility principle and mechanism</li> </ul>				
<b>8</b>	<b>Bio-diversity</b>	<ul style="list-style-type: none"> <li>• Afforestation</li> </ul>				

		<ul style="list-style-type: none"> <li>• Creation and maintenance of green belts and green spaces</li> </ul>				
		<ul style="list-style-type: none"> <li>• Use of biological control methods in agriculture</li> </ul>				
		<ul style="list-style-type: none"> <li>• Judicious exploitation of aquatic and land resources</li> <li>•</li> </ul>				
<b>9</b>	<b>Public Health and Safety</b>	<ul style="list-style-type: none"> <li>• Compliance with full fledged Health Impact Assessment when introduced</li> </ul>				
		<ul style="list-style-type: none"> <li>• Compliance with food safety laws and regulations</li> </ul>				
		<ul style="list-style-type: none"> <li>• Meeting safety standards for local/imported goods and equipment</li> </ul>				
<b>10</b>	<b>Occupational Health and Safety</b>	<ul style="list-style-type: none"> <li>• Compliance with laws and regulations</li> </ul>				
		<ul style="list-style-type: none"> <li>• Provide safe working environment</li> </ul>				
		<ul style="list-style-type: none"> <li>• Ensure worker right to complain</li> </ul>				
		<ul style="list-style-type: none"> <li>• At the institutional level, need to review norms and establish norms for new activity to keep pace with development</li> </ul>				
<b>11</b>	<b>Education</b>	<ul style="list-style-type: none"> <li>• Reconversion Training. For example fishermen can go into sustainable dolphin watching or bringing tourists to see the efforts made to rebuild fish/coral population in lagoon</li> </ul>				

		<ul style="list-style-type: none"> <li>• Learn new techniques to become MID-compliant</li> </ul>				
		<ul style="list-style-type: none"> <li>• Include MID principles in curriculum from primary school onwards</li> </ul>				
		<ul style="list-style-type: none"> <li>• Have MQA or other relevant bodies to support or validate the new curriculum courses</li> </ul>				
		<ul style="list-style-type: none"> <li>• Review current curriculum to promote MID policy or direction in the standard education system</li> </ul>				
		<ul style="list-style-type: none"> <li>• Increase general awareness/ knowledge of employees on MID issues, even if not directly related to their job</li> </ul>				
		<ul style="list-style-type: none"> <li>• Public sensitisation and awareness on sustainable practices</li> </ul>				
		<ul style="list-style-type: none"> <li>• Involvement of NGOs, private sector in helping spread the right message or knowledge</li> </ul>				
		<ul style="list-style-type: none"> <li>• Existing structures like youth, elderly and community centres to spread the right message, guidance and direction</li> </ul>				
<b>12</b>	<b>Transport</b>	<ul style="list-style-type: none"> <li>• Reduce energy cost of transport</li> </ul>				
		<ul style="list-style-type: none"> <li>• Implement high quality public transport system</li> </ul>				
		<ul style="list-style-type: none"> <li>• Implement dissuasive measures (Toll style) to reduce one person per car driving on cramped roads (for example to Port-Louis)</li> </ul>				

		<ul style="list-style-type: none"> <li>• Implement dissuasive measures (High tax) to vehicles with engines over 2,000 CC to reduce wastage of energy (fossil fuel). This wastage has a cost and should be paid by the driver and not the citizens</li> </ul>				
		<ul style="list-style-type: none"> <li>• Some areas of Port Louis and other congested cities should be turned into ‘Zones Pietonieres’ during working hours coupled with bicycle (velib style) or electric cars/bike system, to facilitate movement</li> </ul>				
		<ul style="list-style-type: none"> <li>• Review or estimate ethanol utilisation as part substitute for petrol and weigh against cost in sugar/land use for human food production</li> </ul>				
		<ul style="list-style-type: none"> <li>• Work towards work place or residence alignment – proximity to reduce transport distance</li> </ul>				
		<ul style="list-style-type: none"> <li>• Flexi-time to reduce traffic at peak hours</li> </ul>				
		<ul style="list-style-type: none"> <li>• Teleworking from home will reduce transport problems</li> </ul>				
		<ul style="list-style-type: none"> <li>• Green buildings – energy efficient and better adaptation to local climate</li> </ul>				

<b>13</b>	<b>Construction</b>	<ul style="list-style-type: none"> <li>• Use of local environment friendly materials</li> </ul>				Asbestos containing housing units: Urgent relocation of inhabitants and destruction of units. Rebuild using sustainable principles
		<ul style="list-style-type: none"> <li>• Review international standards available and ensure the use of appropriate ones for Mauritius</li> </ul>				
		<ul style="list-style-type: none"> <li>• Rain water harvesting and storage</li> </ul>				
		<ul style="list-style-type: none"> <li>• Solar heating</li> </ul>				
		<ul style="list-style-type: none"> <li>• Electricity generation through solar power</li> </ul>				
		<ul style="list-style-type: none"> <li>• Some form of incentive may be needed to encourage people to move towards these eco-friendly options</li> </ul>				
		<ul style="list-style-type: none"> <li>• Update EIA requirements to move towards a more sustainability assessment</li> </ul>				
		<ul style="list-style-type: none"> <li>• Different standards for business/hotel/private constructions (specificity of use)</li> </ul>				
		<ul style="list-style-type: none"> <li>• Introduce sustainable social and environmental criteria in building permit considerations</li> </ul>				
		<ul style="list-style-type: none"> <li>• Encourage natural, non-chemical treated swimming pools</li> </ul>				

		<ul style="list-style-type: none"> <li>• All vacant/derelict buildings to be restored or destroyed. This excludes ‘patrimoine’ buildings which should be restored not destroyed but also not left to degrade further</li> </ul>				
		<ul style="list-style-type: none"> <li>• Implement criteria for building aesthetics –Standardise look/style</li> </ul>				
<b>14</b>	<b>Work Life Balance</b>	<ul style="list-style-type: none"> <li>• Identify an appropriate/ relevant measure of happiness</li> </ul>				
		<ul style="list-style-type: none"> <li>• Create and upkeep places for ‘Detente et Loisirs’. For instance beaches, trekking, etc)</li> </ul>				
		<ul style="list-style-type: none"> <li>• Encourage development of sporting activities (team sports)</li> </ul>				
		<ul style="list-style-type: none"> <li>• Instil a work ethic in all Mauritians –linked to national identity</li> </ul>				
		<ul style="list-style-type: none"> <li>• Better work life balance must include better productivity and spirit of performance</li> </ul>				
		<ul style="list-style-type: none"> <li>• Flexibility in time of work</li> </ul>				
		<ul style="list-style-type: none"> <li>• Review length of maternity/ paternity leave to encourage family values</li> </ul>				
		<ul style="list-style-type: none"> <li>• Establish and apply a realistic minimum revenue threshold.</li> </ul>				

<b>15</b>	<b>Income Needs</b>	<ul style="list-style-type: none"> <li>• Implement a maximum ratio between highest and lowest salary in all companies/ institutions/ ministries so as to reduce gap between richest and poorest – Wealth Sharing</li> </ul>				
		<ul style="list-style-type: none"> <li>• Gender parity in salary</li> </ul>				
		<ul style="list-style-type: none"> <li>• Decide on a Gini Index Level to be attained in the next 10 years</li> </ul>				
		<ul style="list-style-type: none"> <li>• Raise minimum revenue threshold for income tax payment so as to reduce pressure on lowest income group</li> </ul>				
		<ul style="list-style-type: none"> <li>• Align salaries for local and expatriate employees working in Mauritius</li> </ul>				
<b>16</b>	<b>Food Security</b>	<ul style="list-style-type: none"> <li>• Evaluate the feasibility of contract farming in neighbouring countries through PPP and local and foreign capacity building</li> </ul>				
		<ul style="list-style-type: none"> <li>• Promote Private Public Partnership to increase access to agricultural land</li> </ul>				
		<ul style="list-style-type: none"> <li>• Make use of interline cropping</li> </ul>				
		<ul style="list-style-type: none"> <li>• Optimise use of our exclusive economic zones through capacity building and attracting investment</li> </ul>				
		<ul style="list-style-type: none"> <li>• Indicators: need to consider share of food expenditure in the household</li> </ul>				
		<ul style="list-style-type: none"> <li>• Application of the Food Act</li> </ul>				

17	<b>Employment</b>	<ul style="list-style-type: none"> <li>• creation of socially sustainable employment</li> </ul>				
		<ul style="list-style-type: none"> <li>• Human resource development</li> </ul>				
		<ul style="list-style-type: none"> <li>• Development of new green sectors through incentives</li> </ul>				
		<ul style="list-style-type: none"> <li>• Promoting green building and green jobs</li> </ul>				
18	<b>Discrimination (Ethnic, Gender)</b>	<ul style="list-style-type: none"> <li>• Proclaim and implement the Equal Opportunity Act</li> </ul>				
19	<b>Green Inclusive Growth</b>	<ul style="list-style-type: none"> <li>• Use of GRI - Level C Using factor 20. Section 7 in The Code of Corporate Governance</li> </ul>				
		<ul style="list-style-type: none"> <li>• Empower the poor, jobless to enter the job market</li> </ul>				
		<ul style="list-style-type: none"> <li>• Fair trade</li> </ul>				
		<ul style="list-style-type: none"> <li>• SME development through incentives to have Access to domestic and international markets</li> </ul>				
		<ul style="list-style-type: none"> <li>• Encourage banks to adopt the Equator Principle (which gives guidelines as to the financing of projects)</li> </ul>				
20	<b>Stakeholders Participation and Ownership</b>	<ul style="list-style-type: none"> <li>• Promote greater sensitisation through Media- MBC, website, dedicated knowledge, billboard</li> </ul>				
		<ul style="list-style-type: none"> <li>• Social dialogue on MID issues</li> </ul>				

		<ul style="list-style-type: none"><li>• Go at grassroot level engagement</li></ul>				

## **Conclusion**

The working groups have come up with several recommendations for moving from the conventional economy to a more sustainable and resource efficient economy. These points need now to be developed into concrete policies and strategies by the team of consultants that will be appointed. The WG4 proposed that guidelines be enumerated by the consultants or experts for twenty (20) factors that were identified by the working group as being critical in moving towards a green economy. The complexity in the categorisation of green occupations and activities was also discussed. In this respect, it was suggested that there need to be a more in-depth study and analysis on measuring the creation of Green Jobs.

The working group has also highlighted that there are several issues in our economy that tends to be incompatible with the MID concept particularly with regards to land-use and waste management aspects. Institutional shortcomings have also been addressed through the setting up for proper structures for consolidating the MID process and for empowering authorities for proper evaluation and monitoring of projects. The group also stressed on the importance of stakeholder participation in the development process so as to reflect the needs and aspirations of the Mauritian population. The WG4 also emphasised on the need for an implementation agency having an in-build consultative mechanism to realise the MID vision. It was thus proposed to set up a MID Commission, a Consultative Group and a bi-partisan Parliamentary Committee that will act as three main entities having specific responsibilities to achieve the MID vision.

## References

UNEP, 2011, *Towards a Green Economy: Pathways to Sustainable Development and Poverty Eradication - A Synthesis for Policy Makers*, [www.unep.org/greeneconomy](http://www.unep.org/greeneconomy)

Deenapanray, Prakash (2005), The Ecological Footprint of Mauritius, *Business Magazine*, Issue 670, pp. 38-40.

CSO Statistics, Mauritius, 2010

## Annex 1

### List of themes/sub-themes addressed by the Working Group

<b>Sustainable Businesses</b>	<b>Work-Life Balance</b>	<b>Sustainable Consumption and Production (SCP)</b>
<ul style="list-style-type: none"> <li>• International Standards</li> </ul>	<ul style="list-style-type: none"> <li>• 24/7</li> </ul>	<ul style="list-style-type: none"> <li>• Branding, Certification and Labelling</li> </ul>
<ul style="list-style-type: none"> <li>• Environmental Indicators</li> </ul>	<ul style="list-style-type: none"> <li>• Flexi-time</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure consumption of sustainable products</li> </ul>
<ul style="list-style-type: none"> <li>• GRI</li> </ul>	<ul style="list-style-type: none"> <li>• Use of ICT to promote working from home</li> </ul>	<ul style="list-style-type: none"> <li>• Encourage local businesses</li> </ul>
<ul style="list-style-type: none"> <li>• Business Excellence Award</li> </ul>	<ul style="list-style-type: none"> <li>• Labour and Social Issues</li> </ul>	
<ul style="list-style-type: none"> <li>• Strategic Sustainability Impact Assessment</li> </ul>	<ul style="list-style-type: none"> <li>• Identify long term and medium term projects</li> </ul>	
	<ul style="list-style-type: none"> <li>• Measures of happiness</li> </ul>	
<b>Public Health and Safety</b>	<b>Law and Order</b>	<b>Land / Sea Use and Planning</b>
<b>Governance</b>	<b>Pollution</b>	<b>Waste</b>
<b>Bio-diversity</b>	<b>Public Health and Safety</b>	<b>Occupational Health and Safety</b>
<b>Income Needs</b>	<b>Food Security</b>	<b>Employment</b>
<b>Discrimination (Ethnic, Gender)</b>	<b>Green Inclusive Growth</b>	<b>Stakeholders Participation and Owners</b>
<b>Sector Wise</b>		
<b>Agriculture</b>	<b>Fishing</b>	<b>Tourism</b>
<ul style="list-style-type: none"> <li>• Ageing Labour Force – Scarce Labour</li> </ul>	<ul style="list-style-type: none"> <li>• Sustainable Fishing</li> </ul>	<ul style="list-style-type: none"> <li>• Carbon neutrality</li> </ul>
<ul style="list-style-type: none"> <li>• Organic vs. Non-organic agriculture</li> </ul>	<ul style="list-style-type: none"> <li>• Role of fishing to promote Eco-Tourism</li> </ul>	<ul style="list-style-type: none"> <li>• Eco-tourism</li> </ul>
<ul style="list-style-type: none"> <li>• Irrigation – Treated Waste Water</li> </ul>		
<ul style="list-style-type: none"> <li>• Home Gardening-Garden Plots</li> </ul>		
<ul style="list-style-type: none"> <li>• Energy and Waste Management</li> </ul>		
<b>Energy</b>	<b>Water</b>	<b>Transport</b>
<b>Construction</b>	<b>Education</b>	

## Annex 2

	A	B	C	D	E	F	G
<b>1</b>	<b>Statistics i.c.w ILO Conventions</b>						
<b>2</b>	<b>Convention Number</b>	<b>Statistics available at CSO</b>					
<b>3</b>							
<b>4</b>	14	Number of workers covered by Remuneration Order (RO) Regulations out of economically active population, Island of Mauritius, Years 2008 & 2009.					
<b>5</b>	17	Number of Industrial Injury cases governed by the Workmen's Compensation Act by Industrial Group, Island of Mauritius, Years 2008 & 2009.					
<b>6</b>	19	Number of new work permits & work permits Renewed by country of origin & sex, Island of Mauritius, Years 2008 & 2009.					
<b>7</b>	19	Work accidents of expatriate workers reported at the Occupational, Safety & Health Division, Island of Mauritius, Years 2008 & 2009.					
<b>8</b>	26	Number of workers covered by Remuneration Orders , Island of Mauritius, Years 2008 & 2009.					
<b>9</b>	97	(a) Number of inspections carried out, (b) complaints registered and nature thereof, (c) sum recovered following complaints, (d) work stoppages , (e) enquiries carried out and (f) No. of cases of discrimination reported against female migrant workers based on sex and migrant status, Island of Mauritius, Years 2008 & 2009.					
<b>10</b>	97	Number of candidates who left under the circular migration project, Republic of Mauritius, Years 2008 & 2009.					
<b>11</b>	97	Number of candidates who left under the circular migration project & the skills training provided, Republic of Mauritius, Years 2008 & 2009.					

<b>12</b>	97	Number of candidates who left under the circular migration project and the type of occupation in which they will be employed, Republic of Mauritius, Years 2008 & 2009.
<b>13</b>	99	Number of special category permits issued, Island of Mauritius, Years 2008 & 2009.
<b>14</b>	99	Number of persons presently covered by C99 ( Field Crop, Livestock, Sugar Industry & Tea Industry), inspections carried out & sum recovered on behalf of workers, Island of Mauritius, Years 2008 & 2009.
<b>15</b>	100	Employment in Government services by occupation and sex, Island of Mauritius, as at March 2008.
<b>16</b>	100	Employment in Government services by occupation and sex, Island of Mauritius, as at March 2009.
<b>17</b>	111	Cases of sexual harassment recorded at the Inspection & Enforcement Section and referred to the Industrial Court, Island of Mauritius, Years 2008 & 2009.
<b>18</b>	111	Employment of men by industrial group in private/public sectors in large establishments, Republic of Mauritius, March 2008.
<b>19</b>	111	Employment of women by industrial group in private/public sectors in large establishments, Republic of Mauritius, March 2008 (cont'd).
<b>20</b>	111	Employment of men by industrial group in private/public sectors in large establishments, Republic of Mauritius, March 2009.
<b>21</b>	111	Employment of women by industrial group in private/public sectors in large establishments, Republic of Mauritius, March 2009 (cont'd).
<b>22</b>	111	Number of participants in vocational training course by sex, Republic of Mauritius, Years 2008 & 2009.
<b>23</b>	111	Complaints dealt with by the Sex Discrimination Division, Republic of Mauritius, Years 2008 & 2009.
<b>24</b>	111	Number of talks delivered by the Sex Discrimination Division, Island of Mauritius, Years 2008 & 2009.
<b>25</b>	156	Number of registered jobseekers (disaggregated by sex) with dependents, as at end of December 2008 & 2009, Island of Mauritius.

<b>26</b>	156	Employed and unemployed heads of households by number of children less than 11 years, Island of Mauritius, Years 2008 & 2009.
<b>27</b>	156	Male and female beneficiaries of Unemployment Hardship Relief (UHR) as at June 2008 & 2009.
<b>28</b>	156	Number of childcare facilities established and the number of children covered, Island of Mauritius, Year 2008.
<b>29</b>	156	Number of childcare facilities established and the number of children covered in various age groups, Island of Mauritius, Year 2009 (cont'd).
<b>30</b>	156	Number of placement of (male, female, both sexes) registered jobseekers by Employment Information Centres, age & number of dependents, Island of Mauritius, Year 2009.
<b>31</b>	175	Number of undertakings (employing less than 10 persons) reported to employ part time workers and number of workers engaged in part time work, Republic of Mauritius, Year 2007.
<b>32</b>	182	Number of inspection visits effected, number of new cases detected/reported, number of cases rejected in connection with Child Employment, Year 2009.
<b>33</b>	182	Number of cases prosecuted, convictions and penal sanction applied in connection with child employment, Year 2009.

## Annex 3: List of Indicators

### Environmental

#### MATERIALS

- EN1** Materials used by weight or volume.
- EN2** Percentage of materials used that are recycled input materials.

#### ENERGY

- EN3** Direct energy consumption by primary energy source.
- EN4** Indirect energy consumption by primary source.
- EN5** Energy saved due to conservation and efficiency improvements.
- EN6** Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.
- EN7** Initiatives to reduce indirect energy consumption and reductions achieved.

#### WATER

- EN8** Total water withdrawal by source.
- EN9** Water sources significantly affected by withdrawal of water.
- EN10** Percentage and total volume of water recycled and reused.

#### BIODIVERSITY

- EN11** Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.
- EN12** Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.
- EN13** Habitats protected or restored.
- EN14** Strategies, current actions, and future plans for managing impacts on biodiversity.
- EN15** Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.

#### EMISSIONS, EFFLUENTS, AND WASTE

- EN16** Total direct and indirect greenhouse gas emissions by weight.
- EN17** Other relevant indirect greenhouse gas emissions by weight.
- EN18** Initiatives to reduce greenhouse gas emissions and reductions achieved.
- EN19** Emissions of ozone-depleting substances by weight.
- EN20** NO, SO, and other significant air emissions by type and weight.
- EN21** Total water discharge by quality and destination.
- EN22** Total weight of waste by type and disposal method.
- EN23** Total number and volume of significant spills.
- EN24** Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VII, and percentage of transported waste shipped internationally.
- EN25** Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.

#### PRODUCTS AND SERVICES

- EN26** Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.
- EN27** Percentage of products sold and their packaging materials that are reclaimed by category.

#### COMPLIANCE

- EN28** Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations.

#### TRANSPORT

- EN29** Significant environmental impacts of transporting products and other goods and material used for the organization's operations and transporting members of the workforce.

#### OVERALL

- EN30** Total environmental protection expenditures and investments by type.

### Economic

#### ECONOMIC PERFORMANCE

- EC1** Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.
- EC2** Financial implications and other risks and opportunities for the organization's activities due to climate change.
- EC3** Coverage of the organization's defined benefit plan obligations.
- EC4** Significant financial assistance received from government.

#### MARKET PRESENCE

- EC5** Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.
- EC6** Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.
- EC7** Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation.

#### INDIRECT ECONOMIC IMPACTS

- EC8** Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.
- EC9** Understanding and describing significant indirect economic impacts, including the extent of impacts.



Source: Global Reporting Initiative—  
Sustainability Reporting Guidelines, Version 3.0 & 3.1.

# Human Rights

## INVESTMENT AND PROCUREMENT PRACTICES

**HR1** Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.

**HR2** Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.

**HR3** Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.

## NON-DISCRIMINATION

**HR4** Total number of incidents of discrimination and corrective actions taken.

## FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

**HR5** Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.

## CHILD LABOR

**HR6** Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.

## FORCED AND COMPULSORY LABOR

**HR7** Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.

## SECURITY PRACTICES

**HR8** Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.

## INDIGENOUS RIGHTS

**HR9** Total number of incidents of violations involving rights of indigenous people and actions taken.

## ASSESSMENT

**HR10** Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.

## REMEDIATION

**HR11** Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.

# Labor Practices and Decent Work

## EMPLOYMENT

**LA1** Total workforce by employment type, employment contract, and region, broken down by gender

**LA2** Total number and rate of new employee hires and employee turnover by age group, gender, and region.

**LA3** Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.

**LA5** Return to work and retention rates after parental leave, by gender.

## LABOR/MANAGEMENT RELATIONS

**LA4** Percentage of employees covered by collective bargaining agreements.

**LA5** Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.

## OCCUPATIONAL HEALTH AND SAFETY

**LA6** Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.

**LA7** Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by gender and location.

**LAB** Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.

**LA8** Health and safety topics covered in formal agreements with trade unions.

## TRAINING AND EDUCATION

**LAT0** Average hours of training per year per employee by gender, and by employee category.

**LAT1** Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.

**LAT2** Percentage of employees receiving regular performance and career development reviews, by gender.

## DIVERSITY AND EQUAL OPPORTUNITY

**LAT3** Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.

## EQUAL REMUNERATION FOR WOMEN AND MEN

**LAT4** Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.



Source: Global Reporting Initiative—  
Sustainability Reporting Guidelines, Version 3.0 & 3.1.

## Society

### LOCAL COMMUNITY

- S01** Percentage of operations with implemented local community engagement, impact assessments, and development programs.
- S09** Operations with significant potential or actual negative impacts on local communities.
- S010** Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.

### CORRUPTION

- S02** Percentage and total number of business units analyzed for risks related to corruption.
- S03** Percentage of employees trained in organization's anti-corruption policies and procedures.
- S04** Actions taken in response to incidents of corruption.

### PUBLIC POLICY

- S05** Public policy positions and participation in public policy development and lobbying.
- S06** Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.

### ANTI-COMPETITIVE BEHAVIOR

- S07** Total number of legal actions for anticompetitive behavior, anti-trust, and monopoly practices and their outcomes.

### COMPLIANCE

- S08** Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations

## Product Responsibility

### CUSTOMER HEALTH AND SAFETY

- PR1** Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.
- PR2** Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.

### PRODUCT AND SERVICE LABELING

- PR3** Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.
- PR4** Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.

- PR5** Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.

### MARKETING COMMUNICATIONS

- PR6** Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.
- PR7** Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.

### CUSTOMER PRIVACY

- PR8** Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.

### COMPLIANCE

- PR9** Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.



Source: Global Reporting Initiative—  
Sustainability Reporting Guidelines, Version 3.0 & 3.1.

#### Annex 4: List of International Labour Conventions Ratified by Mauritius

44 Conventions ratified, including all 8 Fundamental Conventions 35 Conventions in force		
In Force		
		Date ratified
<u>C. 2</u>	Unemployment Convention, 1919 (No. 2)	2.12.1969
<u>C. 8</u>	Unemployment Indemnity (Shipwreck) Convention, 1920 (No. 8)	2.12.1969
<u>C. 11</u>	Right of Association (Agriculture) Convention, 1921 (No. 11)	2.12.1969
<u>C. 12</u>	Workmen's Compensation (Agriculture) Convention, 1921 (No. 12)	2.12.1969
<u>C. 14</u>	Weekly Rest (Industry) Convention, 1921 (No. 14)	2.12.1969
<u>C. 16</u>	Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16)	2.12.1969
<u>C. 17</u>	Workmen's Compensation (Accidents) Convention, 1925 (No. 17)	2.12.1969
<u>C. 19</u>	Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)	2.12.1969
<u>C. 26</u>	Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)	2.12.1969
<u>C. 29</u>	Forced Labour Convention, 1930 (No. 29)	2.12.1969
<u>C. 32</u>	Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32)	2.12.1969
<u>C. 42</u>	Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934 (No. 42)	2.12.1969
<u>C. 74</u>	Certification of Able Seamen Convention, 1946 (No. 74)	2.12.1969
<u>C. 81</u>	Labour Inspection Convention, 1947 (No. 81)	2.12.1969
<u>C. 86</u>	Contracts of Employment (Indigenous Workers) Convention, 1947 (No. 86)	2.12.1969
<u>C. 87</u>	Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	1.04.2005
<u>C. 88</u>	Employment Service Convention, 1948 (No. 88)	3.09.2004
<u>C. 94</u>	Labour Clauses (Public Contracts) Convention, 1949 (No. 94)	2.12.1969

<u>C. 95</u>	Protection of Wages Convention, 1949 (No. 95)	2.12.1969
<u>C. 97</u>	Migration for Employment Convention (Revised), 1949 (No. 97) <i>Has excluded the provisions of Annexes I to III</i>	2.12.1969
<u>C. 98</u>	Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	2.12.1969
<u>C. 99</u>	Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99)	2.12.1969
<u>C. 100</u>	Equal Remuneration Convention, 1951 (No. 100)	18.12.2002
<u>C. 105</u>	Abolition of Forced Labour Convention, 1957 (No. 105)	2.12.1969
<u>C. 108</u>	Seafarers' Identity Documents Convention, 1958 (No. 108)	2.12.1969
<u>C. 111</u>	Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	18.12.2002
<u>C. 137</u>	Dock Work Convention, 1973 (No. 137)	18.03.2003
<u>C. 138</u>	Minimum Age Convention, 1973 (No. 138) <i>Minimum age specified: 15 years</i>	30.07.1990
<u>C. 144</u>	Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	14.06.1994
<u>C. 150</u>	Labour Administration Convention, 1978 (No. 150)	5.04.2004
<u>C. 156</u>	Workers with Family Responsibilities Convention, 1981 (No. 156)	5.04.2004
<u>C. 159</u>	Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)	9.06.2004
<u>C. 160</u>	Labour Statistics Convention, 1985 (No. 160)	14.06.1994
<u>C. 175</u>	Part-Time Work Convention, 1994 (No. 175)	14.06.1996
<u>C. 182</u>	Worst Forms of Child Labour Convention, 1999 (No. 182)	8.06.2000

<b>Denunciation</b>		
		<b>Date ratified</b>
<u>C. 50</u>	Recruiting of Indigenous Workers Convention, 1936 (No. 50) Denounced on 2.03.2000	2.12.1969
<u>C. 64</u>	Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64) Denounced on 8.07.1999	2.12.1969
<u>C. 65</u>	Penal Sanctions (Indigenous Workers) Convention, 1939 (No. 65) Denounced on 8.07.1999	2.12.1969
<b>Denunciation (as a result of the ratification of Convention No. 138)</b>		
<u>C. 5</u>	Minimum Age (Industry) Convention, 1919 (No. 5) Denounced on 30.07.1990	2.12.1969
<u>C. 7</u>	Minimum Age (Sea) Convention, 1920 (No. 7) Denounced on 30.07.1990	2.12.1969
<u>C. 15</u>	Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15) Denounced on 30.07.1990	2.12.1969
<u>C. 58</u>	Minimum Age (Sea) Convention (Revised), 1936 (No. 58) Denounced on 30.07.1990	2.12.1969
<u>C. 59</u>	Minimum Age (Industry) Convention (Revised), 1937 (No. 59) Denounced on 30.07.1990	2.12.1969
<b>Denunciation (as a result of the ratification of Convention No. 160)</b>		
<u>C. 63</u>	Convention concerning Statistics of Wages and Hours of Work, 1938 (No. 63) Denounced on 14.06.1994	2.12.1969

Note: The Fundamental ILO Conventions relate to Forced Labour (C.29, C.105), Freedom of Association (C.87, C.98), Discrimination (C.100, C.111) and Child Labour (C.138, C.182)

## **Annex 5 – Base Paper**

### **1. Introduction**

The Working Group on Employment/Economy is to address the issue of promoting a Green Economy, through green employment and green growth. Green growth implies fostering economic development, while ensuring that natural assets continue to provide the resources and environmental services on which our well-being relies. To do this, it must catalyse investment and innovation which will underpin sustained growth and give rise to new economic opportunities. Mauritius through the MID initiative is committed to foster the development of a clean and energy-efficient economy that is a Green Economy. This can be achieved via the development of green businesses, and green products and services, which will in turn create green jobs.

### **2. Present Context**

Mauritius has developed from a low-income, agrarian based economy to a middle income diversified economy with growing industrial, financial, and tourist sectors. An economic growth rate averaging 5-6 percent yearly for the past few decades has enhanced the wellbeing of the population, as captured by its high Human Development Index of 0.804. Rising standards of living have been accompanied by an increased demand for energy resources. Mauritius has developed a strong reliance on imported fossil fuels for its energy needs close to 82 percent, and this dependency is increasing. The carbon dioxide emissions associated with the burning of fossil fuels are also on the rise, and Mauritius has a per capita carbon dioxide emission of 2.7 tonnes in 2010 (see table 1 below). Thus, the proper use of the environment has become a divisive topic.

Our vulnerability as a Small Island Developing State (SID) with our heavy dependence on fossil fuels and major food imports along with visible climatic changes has enhanced the need for Mauritius to adopt a different kind of economic growth. Going green can be a long-term driver for economic growth. By analysing economic and environmental policies together, by looking at ways to spur eco-innovation and by addressing other key issues related to a transition to a

greener economy such as jobs and skills, investment, taxation, trade and development, Mauritius can show the way to make a cleaner low-carbon economy compatible with growth.

Under the MID vision, the development of a green economy is essential in order to enable Mauritius to pave the way towards a more sustainable island. Furthermore, the Green industry in Mauritius is still in its infancy but the potential for growth is real. Table 1 below provides us with an overview of some basic indicators on the economic and environmental situation of the Mauritian economy in comparison with other SIDs and Sweden (used as a benchmark).

**Table 1: Selected Environment Indicators: A Comparison with Mauritius**

	<b>Mauritius</b>	<b>Fiji</b>	<b>Maldives</b>	<b>Singapore</b>	<b>Sweden</b>
Population (000)	1275	844	305	4,800	9200
GDP (\$ Billions)	2	3.6	1.3	181.9	479
GNI per capita (\$)	6,890	4,010	3,640	34,760	50,910
Forest area(% of land area)	25.3	54.7	3	3.3	67.1
Nationally protected area (% of land area)	10.8	2.2	...	5.2	10.4
Threatened plant species	88	66	0	54	3
Threatened animal species	65	27	14	48	16
Energy use per capita(ktoe)	1,623	...	...	5,831	5,512
CO2 emissions per capita (metric tons)	2.7	1.9	2.9	12.8	5.6
Freshwater resources per capita (cubic metre)	...	39,041	100	131	18,692
Access to improved water source (% of total population)	100	47	83	100	100
Access to improved sanitation (% of total population)	100	71	59	100	100

Source: Digest of Environment Statistics, 2009, CSO, Mauritius

Source: The Little Green Data Book, 2010 (for Fiji, Maldives, Singapore, Sweden) (most recent year available as of 2010).

We note that our access to improved water source and sanitation is as good as countries like Sweden and Singapore. Further, we even perform better than them in terms of CO<sub>2</sub> emissions per capita. Forest area as a percentage of total land area has been declining over the years mainly due to infrastructural developments for instance built up areas, roads, agriculture, reservoirs among others (Global Forest Resources Assessment, 2010). As from year 2004 to 2006, this indicator has remained more or less the same due to the implementation of sustainable forest management. Further, the total land area changed from 203 000 ha in 1990 to 202 700 ha

in 2000 due to the building of the Midlands dam which occupies 300 ha, thus increasing inland water bodies to 1300 ha (see table 2 below).

**Table 2: Forest Area and Inland Water Bodies in Mauritius**

Forest Resource Assessment 2010 Strategies	Area (1000 hectares)			
	1990	2000	2005	2010
Forest	38.8	38.7	34.9	35.0
Other wooded land	17.9	17.9	12.3	12.2
Other land	146.3	146.1	155.5	155.5
Inland water bodies	1.0	1.3	1.3	1.3
<b>Total</b>	<b>204</b>	<b>204</b>	<b>204</b>	<b>204</b>

Source: Global Forest Resources Assessment - Country Report Mauritius, 2010

The traditional indicators from the national accounts do not provide a true picture of the costs imposed by the polluting by-products of economic activity. Environmental performance indicators play a key role as a measure of progress towards environmentally sustainable development. Table 3 presents some estimation of employment and value added generated by 'green activities, for the year 2010.

It can be observed from table 3 below that the percentage of green employment is around 0.77% and value added also stands at 0.76 % of the total economy. Green jobs are generated in the energy sector, cleaning services and manufacturing activities like recycling, solar water heater and also by the Ministry of Environment.

**Table 3: Estimation of employment and value added for "green" activities, year 2010**

Sector	Employment	Value Added (Rs mn)
Energy (CEB (hydro & wind), IPP and CPP (bagasse))	231	1002.4
Sewage: Public	404	115.0
Refuse disposal, cleaning services, sanitation services (Private) and solid waste management of Local Government	2220	567.5
Manufacturing (recycling, solar water heater): Private	204	93.8
Min of Environment (Environmental policy management, protection, conservation, uplifting and embellishment; community-based infrastructure and amenities and land drainage)	1043	231.1
Total	4102	2009.8
<b>Percentage of total economy</b>	<b>0.77</b>	<b>0.76</b>

Source: CSO

Note: (1) IPP refers to Independent Power Producers; (2) CPP refers to Continuous Power Producers

(3) Gross output (GO) of IPPs and (CPPs) are obtained from actual data from CEB and value added estimated from latest production structure of IPPs.

(4) Employment for IPPs (bagasse) estimated from output component of IPPs (Coal and Bagasse).

(5) Employment for CPPs (bagasse) estimated using GO per employee for IPPs

(6)GO, value added and employment for CEB (hydro & wind) estimated from proportion for electricity generated by hydro and wind out of total

In addition, from table 4 below, we examine the exports and imports of non-environment friendly goods. Data for 2009 shows a high volume of imported plastic and paper products far exceeding the level of exports.

**Table 4: Imports and exports of 'non environment friendly' items, 2009**

Item	unit	Imports 2009		Exports 2009		NET 2009	
		QTY	Value (RSm)	QTY	Value (RSm)	QTY	Value (RS)
Batteries	Unit (m)	15.4	41.5	0.043	2.7	15.4	38.8
Plastic products	KG (m)	16.9	1,991.9	7.6	496.9	9.3	1,494.9
Paper products	KG (m)	51.2	1,925.4	5.6	545.4	45.6	1,379.9

Source: CSO

### 3. Substance of the Working Group

The main objective of the working group on Employment/Economy is to identify through a process of consultation with stakeholders concrete recommendations which will feed in the process of the formulation of the MID Policy, Strategy and Action Plan. While there are many plans and policies that govern our development process, there exists not a single document that addresses all pillars of sustainable development in the same integrated manner that the current policy will aim to do, and none that will have the same solid grounding in public consultation and expert opinion. Our working group focuses on the economic dimension of sustainability and the list of themes that will be considered is as per table 5 below.

**Table 5: Themes Considered under the Working Group- Employment/Economy**

1.	Foreign Direct Investment
2.	New Economic Model of Economic Development
3.	Tourism
4.	Industry
5.	Construction
6..	Technology

To achieve the most efficient shift to greener growth, we can focus for instance on the following aspects namely green jobs and social aspects, green taxes and regulatory approaches, industrial restructuring and renewal, fiscal consolidation and green technologies. Most common issues that relate to the economic sector are energy, transport and green construction. The necessity to save energy, promote energy efficiency and renewable energy and to encourage eco-friendly transport while reducing traffic congestion; are important elements towards the achievement of a new model of economic development which is sustainable. The approach involves issues like sustainable consumption and production as well as green construction.

Cleaner production is another important concept that needs to be applied to our industries. Cleaner production is the continual effort to prevent pollution; reduce the use of energy, water and material resources; and minimise waste in the production process. It involves rethinking

products, product components and production processes to achieve sustainable production. The scope for applying cleaner production concept in Mauritian Industries are real, particularly in the Textile Sector and the Food Processing Sector which are considered as resource and material intensive industries.

#### **4. Existing Legislations**

The provision for the 'greening' of the economy is contained in the following Policies/ Legislations:

- Environment Protection Act 2002 as amended which also include the EIA Mechanism
- National Programme on Sustainable Consumption and Production 2008 - 2013
- National Environment Policy 2007
- Energy Efficiency Bill

#### **5. Potential issue to be considered**

- Use of eco-friendly products mainly at the domestic level. Reduction in use of paper (through the use of more computerized and technologically advanced tools and equipments)
- Increase the accessibility of sustainable products and services
- Use of renewable resources where possible, through effective resource management
- Research and study on consumer behavior and patterns
- Greater synergy among institutions (both public and private) for a better delivery of services
- Promote a knowledge and innovation based technology to be able to compete in a global trading arena
- Adoption of an appropriate mechanism to facilitate access to the MID Fund for enterprises to adopt cleaner processes and technologies
- Enhanced international networking with centres of excellence that are fostering technology, innovation and creativity relating to sustainable development
- Initiatives to be undertaken on the basis of the Mauritius Strategy for SIDS
- Involvement in the decision-making process at international level in line with sustainability objectives

## **6. The Way Forward**

The Working Group on Employment/Economy should establish a process for consultation to agree on the 'ways and means' to green the economy in a realistic context without jeopardising the economic growth potential.

## Annex 6 – List of Participants

S.N.	Contact name	Organisation	Designation
1.	Aubeeluck C.P. Ms	Ministry of Tourism	Tourism Planner
2.	Audibert Amélie Mrs	Mauritius Employers Federation	Communication & HR Manager
3.	Baguant P. Dr	University of Mauritius	Lecturer
4.	Balloo Madev Mr	EU Delegation	Project Manager
5.	Basenoo Ramduth Mr.	Grand Port Savanne District Council	Chairman Finance Committee
6.	Beesoon Vickramduth Mr.	Confederation Free Trade Union (CFTU)	Member (Senior Pharmacy Dispenser)
7.	Bissoondeal Hansa Ms, Vice-Rapporteur	University of Mauritius	Lecturer
8.	Bundhun- Raifa Ms	APEXHOM	Secretary-General
9.	Busgeeth Rekha Ms	National Computer Board	Business Analyst
10.	Chinniah R. Mr	Pamplemousses Riviere du Rempart District Council	District Councillor
11.	Chuttoo Reeaz Mr	Confederation des Travailleurs du Secteur Privé – CTSP	Union Adviser
12.	Dwarka Beesham Mr	Ministry of Tourism & Leisure	Tourism Planner
13.	Gourden Davina Ms	International Organization for Migration	
14.	Gunnoo Tribohun Mr	Enterprise Mauritius	Human Resource Manager
15.	Hardy Jean Pierre Mr	MK Financial Development	Director
16.	Heeramun Vipin Mr	CITU/TESA	Senior Officer, Mauritius Telecom, Graphic/Directory Unit
17.	Joysuree V. Mr	Ministry of Finance	Analyst
18.	Kaidoo Anwar Mr	Mauritius Chamber of Industry and Commerce	Operations Manager
19.	Kissoon-Luckputtya. B Mrs	Ministry of Information and Communication Technology	
20.	Lahausse de la Louvière Philippe Mr	AMM	General Manager
21.	Madeleine Vas Mrs	Consumer Association of Mauritius (ACIM)	Manager
22.	Manna Kalyanee Mrs.	Ministry Industry and Commerce	Industrial Analyst
23.	Manna R.Pravin Mr.	Municipal Council of Quatre	Ag. Deputy Chief Executive

S.N.	Contact name	Organisation	Designation
		Bornes	
24	Maurel Guillaume Mr	Plateforme Maurice Environnement	Consultant in Sustainable Agriculture
25	Meecheelaul Sarita Mrs.	Ministry of Environment and Sustainable Development	Divisional Environment Officer
26	Moonien Pregassen Mr	Mauritius Labour Congress	Treasurer
27	Moothoosamy Vassoudeuven Mr.	Municipal Council of Quatre Bornes	Councillor
28	Mootoosamy Aelander Mrs	Afrasia Bank	
29	Munbodh Youdhisteer Mr	Ministry of Business Enterprise, and Cooperatives	Ag Principal Assistant Secretary
30	Oolun Shailaja Mrs	National Computer Board	Research Officer
31	Peer Zubeir Mr	Student Association (University of Mauritius)	Member
32	Ragavan Soman Mr	Ministry of Labour, Industrial Relations and Employment	Director, Employment Service Division
33	Ragoobur Vishal Mr	Mauritius Employers Federation	Senior Economist
34	Raj Makoond, Chairperson,	Joint Economic Council	Director
35	Ramlall Madhun Mr	Federation of Public Sector and Other Unions (FPSOU)	Senior Office, National Development Unit
36	Ramnath C Mr	Central Statistics Office	Principal Statistician
37	Ramroop Mokshada Mrs	Municipal Council Of Port Louis	Senior Welfare Officer
38	Ramseook-Munhurrun Prabha Mrs	University of Technology	Lecturer
39	Rayapoulée Lutcheemee Mrs,	Women Association	President of Regional Committee (Port Louis, Plaines Wilhems & Black River)
40	Reechaye D. Mr	PRDC	Ass Chief Executive
41	Sadien R. Mr, Vice-Chairperson	Government Servant Employers Association	President
42	Sauvage Sébastien Mr	Ecosud	Vice President/Project Manager

S.N.	Contact name	Organisation	Designation
43	Seechurn Hemwantee Mrs.	Representative of Outer Island Development Corporation (OIDC)	Development Officer
44	Tandrayen-Ragoobur Verena Mrs, Rapporteur	University of Mauritius	Lecturer
45	Teelock Adi Mrs,	Plateforme Maurice Environnement	Freelance Social Scientist and Sustainability Researcher
46	Teemul Dwarkanath Sharma Mr,	Mauritius Institute of Training and Development	Training Officer
47	Thisbe Danny Mr	Mauritian Wildlife Foundation	Eco-tours Manager
48	Treanor Maureen Ms	Afrasia Bank	
49	Veerassamy Lalini Mrs,	International Organization for Migration	Head of Office
50	Violette, Jean Yves Mr	Union Pour le Progrès	Principal Manager – Insurance Claims
51	Vithilingum Devarajen Mr	Ministry of Environment and Sustainable Development	Environment Officer