

THE BusinessBULLETIN

by Business Mauritius



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CEO'S MESSAGE

Dear Members

The close of the second quarter of 2025 offers an opportune moment to reflect on the significant developments that have shaped the first half of the 2025 for the business community. At *Business Mauritius*, this period has been characterised by proactive engagement across our three fundamental pillars: Economic Development, Social Capital and Sustainability & Inclusive Growth.



Let's start with Social Capital. We are particularly proud to have launched the *Gender-Based Violence (GBV) Toolkit*, a pioneering initiative designed for Mauritian enterprises. The toolkit developed by *Business Mauritius*, in partnership with the *United Nations Population Fund (UNFPA)*, is a first for our country. It takes its root in the study run by *Business Mauritius* in 2022, with assistance of the *Agence Française de Développement (AFD)*, entitled *Situational Diagnostics: Gender Inequality in the Workplace*. The *GBV Toolkit* aims today to shine the spotlight and bring real solutions to an issue that has long been kept under silence. We believe it will serve as a vital instrument to foster open dialogues and drive constructive change within our business community, promoting safer and more respectful workplaces.

At the start of this last quarter, in the context of the French President visit (now postponed to November), our teams actively participated in the preparation of a *Mauritius-France Business Forum* organised by the *Economic Development Board* creating B2B opportunities for many of our members and strategic partners. Fruitful discussions were facilitated and new partnerships were forged between key players from Mauritius, France, Reunion and the wider region.

Our dedicated *Sustainability and Inclusive Growth Team* worked in partnership with the *Ministry of Environment* and the *Agence Française de Développement* to hold a two-part conference around the theme *Coastal Risk Management: Current Landscape and Future Perspectives*. The pressing issue of coastal erosion not only impacts various economic sectors but also poses a significant threat to Mauritius as a whole. *Business Mauritius* is resolute in playing our role to foster essential discussions on this national issue, encourage collaborative efforts and work towards the elaboration of workable solutions for this urgent environmental concern.

With regard to the *National Budget 2025/26* exercise, the *Business Mauritius Team* worked with our three commissions and working groups, starting early in the year, with views also sought from our broader membership. Our *Budget Memorandum* was submitted to the *Ministry of Finance* in April (the executive summary is available on our website). Following the Budget Speech delivered on 05 June 2025 and our press conference on the same evening, we have reaffirmed our commitment to collaborating closely with the Government on key priorities raised in the budget with a view to support their effective implementation. As our economy faces a critical juncture, the business community remains conscious of the fiscal consolidation challenges but welcomes the boost to research and innovation, technology, digitalisation as well as the development of new growth sectors, including renewable energy, waste to wealth and ocean economy among others.

We cannot today overlook the evolving geopolitical landscape, particularly the growing tensions in the Middle East, now involving the US. *Business Mauritius* continues to monitor the situation closely, particularly the potential ramifications on fuel costs and imported inflation, as well as possible impact on trade and tourism.

Our work would not be possible without your continued support and active engagement, for which we extend our sincere gratitude.

Kevin Ramkaloan
Chief Executive Officer

EDITORIAL

ECHOING CHANGE THE VOICES OF GENDER-BASED VIOLENCE

In Mauritius these days, many would argue that we've come a long way in empowering voices and opening space for honest dialogue. It seems today that, as a people, we are more willing to speak up, to name what once went unspoken. And yet, some conversations still feel too heavy to carry out loud. Gender-Based Violence (GBV) in the workplace is one of those conversations—too sensitive, too complex and too often shrouded in silence.

At *Business Mauritius*, we knew we needed to confront this silence, not with assumptions but with evidence and action. In 2022, our *Situational Diagnostics: Gender Inequality in the Workplace* study offered a much-needed baseline, bringing to light realities too often kept in the shadows. Carried out with the support of the *Agence Française de Développement*, this study has since informed many conversations around gender inequality and helped us understand the scale of the challenge. This was the foundation for what came next.

Our *Social Capital Commission*, along with the *Business Mauritius Team*, took those insights and turned them into something groundbreaking: *ECHO*—the country's first *Eliminating GBV at Work Toolkit* tailored for private enterprises.

But *ECHO* is more than a toolkit—it's a practical, thoughtful and courageous response to a long-silenced issue. It equips businesses with real tools to create safer, more respectful workplaces and it invites open conversations around the things that matter most. The name itself, *ECHO*, holds meaning: it's

about giving voice to those who need to be heard, ensuring that concerns resonate, are acknowledged and lead to tangible change.

This initiative exemplifies how much is possible when we come together around a shared purpose. The *Social Capital Commission and Team* have set a powerful example—one we hope will inspire even more action across our membership.

Business Mauritius remains resolute in tackling the challenges that shape our society and economy. Whether through our work in economic development, sustainability and inclusive growth or social capital, we believe that when businesses thrive with purpose, the whole country moves forward. Stronger workplaces lead to stronger people and stronger people build a better nation.

We thank you, our members, for your continued support, partnership and engagement. And I am pleased to invite you to dive into this edition of *The Business Bulletin* and discover more of the incredible work being done by and for our business community.

Verna Pillay
Head of Communications



ECONOMIC COMMISSION

Q2 2025 HIGHLIGHTS

NATIONAL BUDGET MOMENT REFLECTIONS FROM THE BUSINESS FRONTLINE

On 05 June 2025, *Business Mauritius* held one of its most significant events of the year, the *National Budget Event*, at the *Café du Vieux Conseil* in *Port Louis*. This flagship gathering brought together our valued partner members and Council to collectively view the National Budget speech. Following the Budget Speech delivered by the Hon. Prime Minister, we facilitated a discussion among *Business Mauritius* leadership and partner members, allowing for immediate insights and reactions. This was particularly important as it provided an opportunity to reflect on the Budget Memo recommendations that the business community, through *Business Mauritius*, had presented to the Minister of Finance. (See article *Business Mauritius's Budget Memorandum* for more details).

For *Business Mauritius*, the first National Budget from the new Government successfully balanced social considerations, economic growth and transformative investments - even within a challenging macroeconomic environment. We particularly noted the potential contained in the measures related to reallocating resources in order to boost productivity. The budget also include support for research and development to accelerate innovation and digital transformation, alongside the gradual implementation of key reforms.

Business Mauritius President, Anil Currimjee, emphasised that the announced social measures directly address the pressing need to alleviate the cost of living and improve conditions for Mauritians. He commended the Government's decision to introduce necessary reforms, notably around pensions. Mr Currimjee also highlighted that the swift implementation of these measures will ensure their long-term viability while easing the tax burden on young people and the middle class. Regarding fiscal policy, the announced changes signal a commitment to macroeconomic discipline. President Currimjee noted that the business community is aware of its collective responsibility towards fiscal consolidation. He stated, "we will study the announced taxes in detail and have taken note of the temporality attached to these measures. The three-year objective, announced by the Prime Minister to strengthen Mauritius's competitiveness, attractiveness and productivity, is a key objective that must not be lost sight of". He added that the Prime Minister's commitment to lighter taxation with shared benefits reflects the long-term vision Mauritius needs, providing necessary visibility for investment planning and economic transformation.

Kevin Ramkaloan, CEO of *Business Mauritius*, further underscored the growth measures that align with the business community's proposals, particularly in innovation, digitalisation, export competitiveness, climate and sustainability and labour productivity. He affirmed, "This budget responds to the pillars

we believe are necessary to strengthen the business climate while contributing to the transformation of the Mauritian economy. The business community reaffirms its willingness to collaborate with the authorities to realise this progressive vision for Mauritius".

Mr Ramkaloan also highlighted some concerns in specific sectors, namely real estate and banking, which require more in-depth analysis. He stressed the need to study their impact thoroughly to find practical and feasible solutions.

Following the budget, and with the *Finance Bill* now voted, our *Economic Commission* is diligently analysing its implications and formulating strategies to support our members in navigating the new legislative landscape. This ongoing commitment reinforces our dedication to representing the interests of our members and contributing to national development under the updated framework.



BUSINESS MAURITIUS'S BUDGET MEMORANDUM FROM INSIGHT TO IMPACT

Each year, the *Business Mauritius Budget Memorandum* serves as a crucial document outlining the private sector's recommendations to the Minister of Finance. This comprehensive input is the result of a rigorous, consultative process designed to capture the diverse perspectives of our members.

The process begins as early as December, with wide-ranging consultations involving our partner members and the broader *Business Mauritius* community. Under the expert guidance of our *Economic Commission* and its subcommittees, the *National Economic Collaboration Team*, under the leadership of Zaahira Ebramjee, developed these insights into concrete recommendations. Following a thorough approval process, the final *Budget Memo* is formally submitted to the *Ministry of Finance* in April, well in advance of the *National Budget* announcement.

This year's *Budget Memo* focused on the needs of the economy through four interdependent work-streams. The first two, **export competitiveness** and **labour factor productivity**, are geared towards reinforcing the structural foundations of the economy by enhancing the efficiency, productivity and global positioning of businesses and the workforce. Building on these fundamentals, the third work-stream, **innovation through new sectors**, identifies transformative opportunities to drive growth. Finally, **climate resilience**, the fourth work-stream, ensures that economic progress is future-proofed against environmental risks and global sustainability imperatives.

This collaborative effort to develop the *Budget Memo* ensures that the voice of the Mauritian business community is clearly heard and considered in the national economic discourse.



ANNUAL GENERAL MEETING ASSOCIATION OF PRIVATE HIGHER EDUCATION INSTITUTIONS (APHEI)

Business Mauritius was pleased to host the Annual General Meeting of the Association of Private Higher Education Institutions (APHEI) on 20 March 2025.

The event brought together key stakeholders to exchange views on strengthening the higher education ecosystem and fostering innovation through collaboration.





FRANCE–MAURITIUS BUSINESS FORUM 2025

CONNECTING ENTERPRISES THROUGH SHARED PURPOSE AND INNOVATION

Business Mauritius was pleased to participate in the recent *Business Forum* under the theme *Un Héritage Partagé, un Avenir Prospère*, organised by the *Economic Development Board (EDB)* in collaboration with *MEDEF International*, *Business France* and *Business Mauritius*.



The forum brought together over 70 companies from France, Réunion Island and Mauritius, offering a platform to deepen trade and investment ties between our business ecosystems.

As highlighted by Anil Currimjee, President of *Business Mauritius*, *"C'est avec un regard partagé vers de nouveaux horizons de croissance... que Maurice et la France peuvent saisir ensemble des opportunités inédites et mutuellement bénéfiques."*

Key discussions covered vital sectors such as the blue economy, regional value chains, digital transformation and sustainable development. These conversations laid the foundation for new cross-border partnerships.

Congratulations to all partners and organisers on delivering a successful and forward-looking event.

Watch the Full Forum

SOCIAL CAPITAL COMMISSION

Q2 2025 HIGHLIGHTS

BREAKING THE SILENCE BUSINESS MAURITIUS LAUNCHES BOLD WORKPLACE GBV INITIATIVE

ELIMINATING CONFLICT AND
HARASSMENT AT THE OFFICE

Some things are said. Many more go unheard.

On 30 May 2025, *Business Mauritius*, in partnership with the *United Nations Population Fund (UNFPA)*, officially launched *ECHO – Eliminating Conflict and Harassment at the Office*, a pioneering initiative to tackle Gender-Based Violence (GBV) in the workplace. Grounded in *ILO Convention 190* and aligned with the national strategy, *ECHO* signals a bold cultural shift – one that promotes safety, dignity and equity across all professional environments.

The launch event, held at the *House of Digital Art in Port Louis*, marked the culmination of a successful pilot phase with three companies across the media, hospitality and corporate services sectors: *Défi Media Group*, *IBL Corporate* and *Preskil Island Resort*. These early adopters helped co-develop the *GBV Toolkit*, a five-step practical framework designed to help businesses assess, address and prevent GBV in the workplace.

The event blended policy and performance in an immersive experience. Music, contemporary dance, storytelling and slam poetry translated

urgent realities into emotional truths, paving the way for a long-overdue conversation. The symbolic signing of a collective commitment by attending leaders underscored a shared vision: workplaces free from violence and harassment.

At the heart of the *ECHO* Initiative is the *Eliminating GBV at Work Toolkit* – not merely a guide but a strategic instrument for action. Structured around four core modules—key concepts, policy frameworks, workplace violence and alert systems—the toolkit demystifies GBV and outlines actionable steps for businesses.



STEPS:

- 1  CONDUCTING ANONYMOUS EMPLOYEE SURVEYS
- 2  CREATING INTERNAL POLICIES WITH LEADERSHIP BUY-IN
- 3  DEVELOPING ACTION PLANS, TRAINING AND RESOURCE PERSON IDENTIFICATION
- 4  ESTABLISHING CLEAR REPORTING PROCEDURES
- 5  MONITORING AND EVALUATING PROGRESS OVER TIME

"This toolkit is not just about compliance — it's about cultural transformation," says Dhiruj Ramluggun, *Head of Social Capital at Business Mauritius*. "ECHO empowers businesses to turn values into action, foster trust and become the kind of employer people aspire to work for."

Through awareness, training and solid reporting systems, *ECHO* enables organisations to address all forms of GBV — from psychological and economic to verbal and physical. The goal is not only to prevent harm but to spark systemic change.

The call is clear: *Business Mauritius* invites more companies to join the movement, adopt the toolkit and lead the way in creating safe, inclusive and respectful workplaces.

Relive the powerful launch of *ECHO* — from immersive performances to executive commitments.

Watch the Movement Begin



42%
OF WOMEN IN MAURITIUS REPORT
SEXIST COMMENTS AT WORK

60+%
OF EMPLOYEES BELIEVE GBV GOES
UNDERREPORTED

AND YET,
80%
OF COMPANIES HAVE NO GENDER
STRATEGY IN PLACE

Discover the Journey



Be Part of the Dialogue

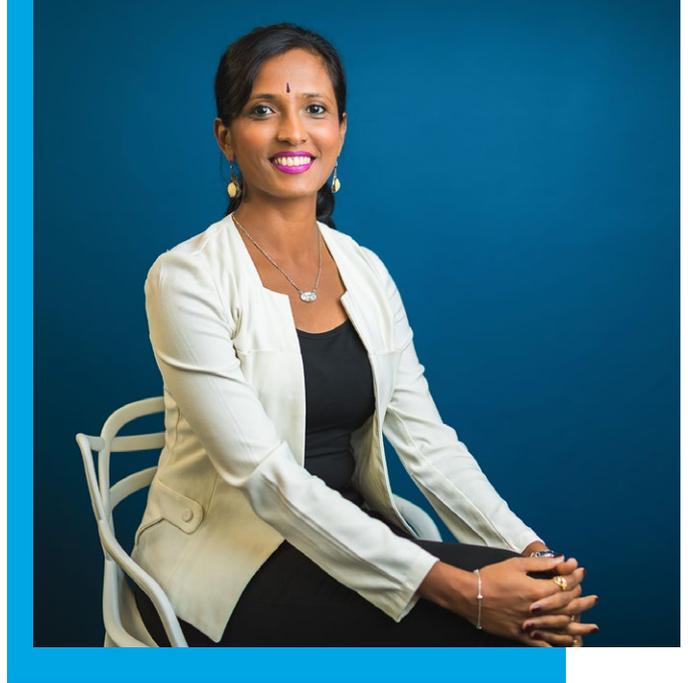
For further information,
reach out to us at
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GBV@businessmauritius.org

BECOMING A BETTER MANAGER

BECAUSE IT TAKES MORE THAN TECHNICAL EXPERTISE TO INSPIRE TEAMS

In today's rapidly evolving world of work, technical expertise alone doesn't make a great manager. That's why the *Social Capital Team at Business Mauritius* has launched the *Becoming a Better Manager programme*—an initiative designed to strengthen people leadership at every level.

This forward-thinking programme puts emotional intelligence, values-driven leadership and trust-building at its core. It tackles real-world challenges such as managing workplace stress and leading across diverse, multigenerational teams.



The programme was born out of a strong call from our member companies for a shift toward more human-centred management—leadership that connects, inspires and adapts.

By equipping managers with actionable tools and a fresh mindset, *Becoming a Better Manager* empowers organisations to grow stronger, healthier and more resilient from the inside out.

Don't Miss the Next Intake

SUPER FUND MARKS 25 YEARS AND WELCOMES NEW LEADERSHIP

Super Fund commemorated its 25th Anniversary and held its 26th Annual General Meeting (AGM) on Thursday, 19 June 2025, at *Voilà Hotel, Bagatelle*.

This milestone year reflects a journey of growth, resilience and commitment to retirement security since the Fund's inception in 1999. As shared in the President's Message, "We continue to evolve with foresight, integrity and purpose."



During the AGM, members elected a new Managing Committee, entrusted with guiding *Super Fund's* strategic vision and reinforcing its legacy of sound governance.

Here's to the next chapter of *Super Fund* — grounded in purpose, strengthened by experience and shaped by people.

Explore our 2024 Impact & Progress

MOSANTÉ PROMOTES SMOKE-FREE WORKPLACES

As part of its ongoing health and well-being efforts, *MoSanté*, an initiative of *Business Mauritius* led by the *Social Capital Team*, recently hosted 2 free online talks in collaboration with *Allen Carr's Easyway to Stop Smoking®*.



These sessions shed light on the often-overlooked costs of smoking in the workplace and introduced employers to an effective, evidence-based approach for supporting employees in their journey to quit smoking.

This initiative underscores *Business Mauritius's* ongoing commitment to preventive health as a key pillar of productive, people-centred workplaces.

**Start Building a
Smoke Free Culture**

Trainings HELD

**01 APRIL TO
30 JUNE 2025**

**Navigating Workplace
Challenges: Managing and
Preventing Violence at Work**

Stock Handling and Recording

**Pathways to Customer Service
Excellence**

**The Essentials of Employment
Relations – 2 Cohorts**

**Empowering Operational
Managers & Supervisors with
Practical People Management
Skills**

**Payroll Management: Mastering
Statutory Obligations and
Calculations – 2 Cohorts**

Becoming a Better Manager

**People Management Principles
& Practice for Line Managers &
Supervisors**

SUSTAINABILITY & INCLUSIVE GROWTH COMMISSION

Q2 2025 HIGHLIGHTS

UNITED FOR THE COAST BUILDING A RESILIENT FUTURE FOR MAURITIUS

The Mauritian coastline, a source of livelihood, tourism, identity and ecological wealth, is facing unprecedented risk. With 17% of our beaches already affected by erosion, coastal degradation is no longer a distant concern. This erosion is driven by a combination of climate change impacts, such as sea level rise and increased storm intensity and local human-induced pressures, including poor land use planning and degradation of coral reefs. The growing risk of submersion calls for urgent, coordinated action. In this context, preserving our coastal zones has rightfully become a national priority.

In response, *Business Mauritius* joined forces with the *Ministry of Environment*, the *Agence Française de Développement (AFD)* and the *European Union (EU)* to launch a two-part national conference series.

Held on 07 May 2025 at *Voilà Hotel, Bagatelle*, the first edition of the conference titled *Coastal Risk Management: Current Landscape and Future Perspectives* convened 100 key stakeholders from Government, civil society, the private sector and academia. The goal? To strengthen cooperation and accelerate the transition towards integrated coastal management by bringing together all key actors — Government, the business community, academia and civil society. This collective effort allowed us to take stock of progress made, identify remaining challenges and align on the way forward.

A Science-Driven Approach to Coastal Protection

The event kicked off with critical updates on the scientific understanding of coastal risks. Experts from *Bureau de Recherches Géologiques et Minières (BRGM)*, *Université des Mascareignes* and *Université de Limoges* presented preliminary findings from an AFD-funded diagnostic study which will be compiled later this year.

“The complexity of this issue, environmental, economic and cultural, demands an inclusive and strategic approach.”



The study assesses Mauritius and Rodrigues’s vulnerability to erosion and submersion under various climate scenarios up to 2100. These insights will serve as the knowledge bedrock for future action.

Representatives from the *Indian Ocean Commission (COI)*, Dr Jay Doorga of the *Université des Mascareignes* and environmental NGOs, *EcoSud* and *ADD*, added depth to the discussion with case studies on ecosystem-based solutions, such as mangrove restoration, coral reef preservation and the “ridge-to-reef” model. Meanwhile, French experts offered comparative strategies through initiatives like the *ADAPTO* programme and the *Conservatoire du littoral* model.

From Dialogue to Action: Shaping a National Strategy

As a founding partner in this initiative, *Business Mauritius* reaffirmed its commitment to facilitating constructive public-private dialogue on climate adaptation. CEO Kevin Ramkaloan emphasised, “This tripartite collaboration is essential to unlock the financial and technical support required for local enterprises while ensuring that climate risk becomes a shared responsibility rather than an isolated concern.”

A key highlight of the conference was the multi-actor roundtable, moderated by Thierry Le Breton (*Dynamia*), where *Business Mauritius* joined representatives from key ministries, civil society organisations and the private sector to address barriers to progress such as fragmented governance and financing gaps to regulatory inconsistencies.

Underscoring the importance of these exchanges, Hon. Joanna Bérenger, Minister of Environment, expressed the Government’s support by highlighting recent reforms. These include the reactivation of the *Integrated Coastal Zone Management (ICZM) Committee* and proposing amendments to the *Environment Act 2024*, aimed at ensuring more inclusive coastal decision-making.

Looking ahead, a second conference, *Enjeux et pistes d’actions partagées* scheduled for 03 July 2025 will build on these conversations. The objective is to launch thematic working groups that will co-develop *des pistes d’actions* aligned with *Integrated Coastal Zone Management (ICZM)* principles.

A Call for Shared Responsibility

Business Mauritius recognises that sustainable coastal resilience cannot be achieved in silos. The complexity of this issue, environmental, economic and cultural, demands an inclusive and strategic approach. This initiative sets the stage for the kind of deep collaboration needed not only to protect our coasts but to redefine how we value them.

As Kevin Ramkaloan noted, “For Mauritius, climate adaptation is not optional, it’s existential. And by bringing together science, policy and business, we have a real opportunity to lead with solutions that are both pragmatic and visionary.”

Explore the Coastal Vision



ACCELERATING SOLAR INNOVATION

MAURITIUS HOSTS FIRST SOLARX PROGRAMME

In a powerful show of regional collaboration, *Business Mauritius*, in partnership with the *International Solar Alliance (ISA)*, hosted the first-ever *SolarX Accelerator Programme* in Mauritius on 08–09 April 2025.

Held across *The Pod at Vivéa Business Park* and *Voilà Hotel, Bagatelle*, the two-day workshop brought together 35 clean-tech start-ups from Africa, India and the Asia-Pacific region for hands-on training, industry-led mentorship and on-site visits to leading solar projects.

As global investments in solar innovation dipped by 20% in 2024 in developing nations, this initiative reflects Mauritius’s commitment to unlocking climate-smart entrepreneurship. “This partnership highlights three key priorities: energy transition, innovation and new market access,” said Kevin Ramkaloan, CEO of *Business Mauritius*.

This collaborative platform marks a bold step in positioning Mauritius as a hub for clean-tech innovation. With sustained support and cross-border partnerships, *SolarX* paves the way for a new generation of entrepreneurs driving the energy transition forward.



NATURE-BASED SOLUTIONS

A STRATEGIC TOOL FOR RESILIENCE

As part of its work under the *Sustainability & Inclusive Growth Commission*, *Business Mauritius* partnered with the *FCDO Climate Finance Access Taskforce* to host a two-day training on *Nature-Based Solutions (NbS)* and their role in climate-resilient development.

Held on 27–28 February 2025, the session addressed a key barrier: biodiversity projects often struggle to attract investment due to unclear returns and long timeframes. While global annual investment into *NbS* is estimated at USD 35 billion, a large share goes to sectors like forestry or large-scale carbon offsetting — leaving projects in small island contexts underfunded. The course positioned *NbS* as a cost-effective way to manage risks like flooding and erosion while delivering co-benefits in health, biodiversity and local economies.

On day one, Professor Jeremy Hills of the *University of South Pacific* introduced *NbS* in the context of *Small Island Developing States (SIDS)*, highlighting how ecosystems such as mangroves and coral reefs provide natural



defences for island nations. Dr Jay Doorga of *Université des Mascareignes* presented real-world case studies, including a focused session on flood management in *Port Louis*, which helped ground the concepts in practical application.

Day two brought the theory to life through a field visit to *Anse La Raie*. Participants explored the *Marine Discovery Centre* and learned about the initiatives led by *Lagoon Attitude Hotel* to preserve marine biodiversity and protect the lagoon environment thus reinforcing how *NbS* can be applied at both community and ecosystem levels.

The training encouraged businesses to adopt a more integrated planning mindset. *Nature-Based Solutions* offer a practical, scalable path to resilience in both land and coastal management.



IN Conversation

WITH

DHIRUJ

RAMLUGGUN

HEAD OF SOCIAL CAPITAL

As Head of Social Capital at *Business Mauritius*, Dhiruj Ramluggun has championed a people-first approach to business — one that centres on dignity, inclusion and long-term resilience. In this conversation, he unpacks how the *Social Capital Commission* is reshaping the employer-employee relationship, why addressing gender-based violence at work is a strategic business imperative and what members can expect next in their pursuit of more human, future-ready workplaces.

1

DHIRUJ, THE SOCIAL CAPITAL COMMISSION PLAYS A UNIQUE ROLE WITHIN BUSINESS MAURITIUS. FOR THOSE LESS FAMILIAR, HOW WOULD YOU DESCRIBE THE MISSION AND DAY-TO-DAY FOCUS OF YOUR TEAM?

The Social Capital Commission places people at the heart of business strategy. Our mission is to reshape the employer-employee relationship prioritising shared value, social responsibility and sustainable development alongside business growth.

On a day-to-day basis, our work spans multiple dimensions of human capital and social engagement. We champion inclusive workplace policies, promote fair and decent work, support employee health and well-being and help businesses prepare for a rapidly evolving world of work. Members also benefit from platforms for knowledge exchange, benchmarking and policy advocacy.

Our key focus areas include **re-engineering corporate culture**, **human capital development** and fair **industrial relations**. We foster shared understanding of business and workforce roles in economic growth, drive HR innovation and advocate for legislation that benefits both businesses and employees. The three guiding themes that shape our work:

- 1. Diversity, equity and inclusion:** Advancing solutions that build respectful, inclusive workplaces.
- 2. Future of work and employability:** Helping businesses adapt to technological shifts and talent demands.
- 3. Governance, human rights and labour laws:** Promoting ethical practices and equitable protections for all workers.

Ultimately, the *Social Capital Commission* serves as a bridge between economic imperatives and social realities, helping our private sector remain competitive, resilient and compassionate.

2

THE RECENT ECHO: ELIMINATING CONFLICT & HARASSMENT AT THE OFFICE INITIATIVE HAS GAINED REAL MOMENTUM. WHAT MOTIVATED BUSINESS MAURITIUS TO TAKE THIS ON AND WHAT ROLE DID YOUR TEAM PLAY IN DRIVING IT FORWARD?

ECHO was born out of an urgent need for safer, more equitable workplaces. Our 2022 gender situational and organisational analysis, conducted with the *Agence Française de Développement (AFD)*, revealed that Gender-Based Violence (GBV) remains a significant structural and cultural barrier to women's retention and reintegration in the workforce.

We launched this initiative knowing that violence and harassment undermine dignity, mental health and productivity. Our team led comprehensive diagnostics, strategic stakeholder consultations—including ministries, civil society organisations and financial institutions—and co-designed tailored anti-GBV protocols with member companies. The 2024 pilot project introduced confidential reporting, HR policy alignment and heightened awareness, proving that the private sector can drive meaningful change.

We firmly believe GBV prevention is not just a moral obligation—it's a business priority for inclusion and resilience.

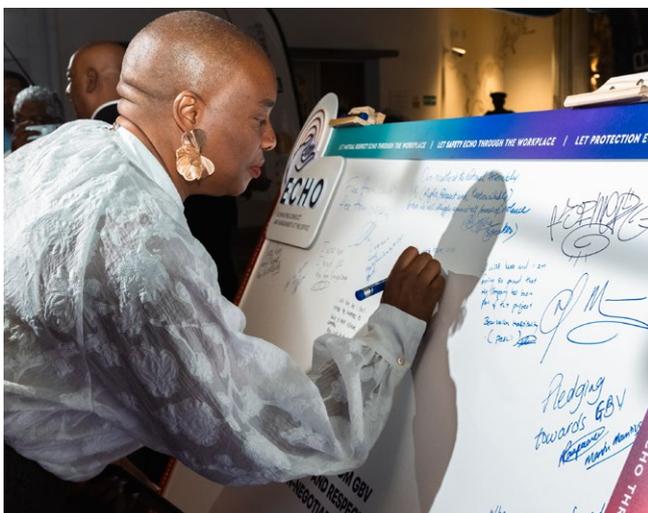
ONE OF THE KEY OUTCOMES IS THE ELIMINATING GBV AT WORK TOOLKIT. CAN YOU WALK US THROUGH WHAT IT CONTAINS AND HOW IS IT MEANT TO SUPPORT BUSINESSES ACROSS SECTORS?

3

The *Eliminating GBV at Work Toolkit* is a comprehensive, action-oriented resource designed to help businesses foster safer, more respectful workplaces.

At its core, the *Toolkit* includes a **Policy Template**, a **Training Kit** and an **Implementation Road Map**. In addition, it provides clear definitions of GBV in workplace settings, legal guidance to clarify employer responsibilities, best practices and sector-specific examples of GBV prevention and communication strategies to build inclusive workplace cultures.

By demystifying the topic, the *Toolkit* is designed to be user-friendly and impactful—empowering companies of all sizes to take strategic, sustained action.



WHAT'S SOMETHING MOST MEMBERS MIGHT NOT REALISE YOUR TEAM DOES – BUT SHOULD?

4

Most members might not realise the extent of our behind-the-scenes advocacy and stakeholders' engagement. We represent members' interests with institutions like the *HRDC*, *MQA*, various Ministries and other national institutions—ensuring policies and legal frameworks are fair, inclusive and business-friendly.

Whether it is labour legislation, training frameworks or sector-specific regulations, we are at the table shaping a more predictable, productive and innovation-driven environment. We also help reduce red tape, unlock opportunities and mitigate risk by anticipating the business impact of new regulations.

Our **Diversity, Equity and Inclusion (DEI)** initiatives support inclusive progress and productivity. From thought leadership to skills alignment, we create workplaces that are more resilient, humane and future-ready.



5 AS A LEADER WHO'S SHAPED MUCH OF WHAT THE SOCIAL CAPITAL COMMISSION IS TODAY, WHAT DRIVES YOU PERSONALLY IN THIS WORK?

What drives me is a deep conviction that purpose-led business can be a powerful force for human dignity, social inclusion and shared prosperity. I am continually inspired by the resilience and untapped potential within our workforce — people who show up every day, often in challenging circumstances and give their best.

Through the *Social Capital Commission*, we are not just influencing policy — we are transforming lives. Whether it is redesigning work culture, empowering overlooked talent or guiding leaders toward equity, every step forward reinforces my purpose.

I have the privilege to work with an exceptional, passionate and values-driven team. Together, we lead with heart, challenge each other, lift each other up and stay focused on building a more inclusive and dignified world of work.

This work is personal to me — because every change we help spark sends a message: **that people matter**, that good leadership matters and that when we lead with heart, we can truly move systems. That's what fuels me every single day.

6 FROM MOSANTÉ TO SUPER FUND, YOUR COMMISSION DELIVERS BENEFITS THAT DIRECTLY IMPACT EMPLOYEES. HOW DO YOU BALANCE THESE PEOPLE-FIRST INITIATIVES WITH NATIONAL BUSINESS GOALS?

Our approach is strategic integration—people-first initiatives drive business performance. *MoSanté* enhances wellness, boosting morale and retention. Our training programmes are carefully aligned with sector needs so workers are not only upskilled but also equipped for national priorities.

We support those who may have been left behind—from youth with disabilities to those with incomplete schooling — ensuring a broader economic participation. Our work strengthens competitiveness while reinforcing social progress. *Super Fund*, our pension scheme delivers tangible impact. Offering retirement, withdrawal, disability and death benefits, it builds long-term security through employer-employee contributions. Built on 25 years of trust and shared purpose, today, *Super Fund* supports 119 employers and over 5,500 members. In 2024 alone, it delivered a 12.6% return—making it a reliable financial safety net.

7

LOOKING AHEAD, WHAT CAN MEMBERS EXPECT NEXT FROM YOUR TEAM – AND HOW CAN THEY GET MORE INVOLVED?

Looking ahead, *Business Mauritius* is placing a strong emphasis on **social capital building** – strengthening the networks, shared trust and connectedness across organisations.

Upcoming initiatives include:

- Enhanced Services through AI Technology
- Support for the Young Generation of Employees
- New Platforms for Peer Interaction
- Accompaniment on DEI Journeys
- Ongoing Training and Advice
- Networking and Best Practice Sharing
- Policy Advocacy for Engagement and Well-being

To get more involved, we invite our members to join one of our **sectoral or thematic working groups**, share their **success stories and challenges** in employee engagement, and collaborate with us to **co-design tools and pilots** that reflect the realities of the Mauritian business ecosystem.

Together, by building stronger social capital, we can create a more resilient, inclusive and engaged workforce for Mauritius.



UPCOMING 01 July 2025 - 30 September 2025

Trainings & Events

TRAININGS

July 2025

- People Management Principles & Practice for Line Managers & Supervisors
- First Aid
- Skills Development Programme for Office Support Staff

August 2025

- Becoming a Better Manager
- Stock Control
- Finance for Non-Finance Managers
- Effective Management of Termination of Employment

September 2025

- Human Resource Business Partner Programme
- The Essentials of Employment Relations
- People Management Principles & Practice for Line Managers & Supervisors
- Sustainability for Business
- Supervisory Talent Development Programme

EVENTS

- Participation: Repositioning United Nations Country Team (UNCT) for Accelerating Economic and Climate Resilience for All in Mauritius and Seychelles (Mauritius & Seychelles Retreat)

01 – 03 July 2025

- Participation on panel: African Development Bank - Launch of the 2025 Mauritius Country Focus Report: Theme "Making Mauritius' Capital Work Better for Its Development"

09 July 2025

- ECHO: Eliminating Conflict and Harassment at the Office Workshop

24 July 2025

- MoSanté Annual General Meeting

05 September 2025

- Business Mauritius Annual General Meeting

30 September 2025

- Club des Entrepreneurs de l'Economie Circulaire

Date to Follow

NEW TEAM MEMBER



IRINA RANDRIANALIDERA COTTE

Project Assistant
**Sustainability &
Inclusive Growth Team**

We are delighted to welcome Irina as Project Assistant within the *Sustainability & Inclusive Growth Team*. With a Master's in Geography, Irina has worked on sustainability projects on climate change and the environment across the Indian Ocean region and Africa, she also worked on environmental research, policy, and regional collaboration.

She will support circular economy initiatives and stakeholder engagement by embedding environmental action into business practices. Welcome aboard, Irina!



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Partner Members



Other Members



Affiliates

