



Republic of Mauritius

MINISTRY OF LABOUR, INDUSTRIAL RELATIONS, EMPLOYMENT AND TRAINING

TERMS OF REFERENCE

Consultancy Service

Technical Assistance to update the National Employment Policy of Mauritius

1. INTRODUCTION

- 1.1 In July 2010, the Government of Mauritius embarked on the development process of a new National Employment Policy with the aim to achieve decent employment for all Mauritian women and men. To this end, the Government sought technical assistance from ILO to inter alia, formulate the country's National Employment Policy. A final draft of the National Employment Policy was submitted to the Government in April 2014 for endorsement by the Cabinet. A workshop combining representatives of the Government, Trade Unions, Employers, jobseekers, experts and other stakeholders was organized by the Ministry of Labour, Industrial Relations, Employment and Training in October 2014 to obtain the views and recommendations of all stakeholders prior to the document being finalized and to come up with an Action Plan regarding the implementation of the NEP. The final draft of the NEP was not however adopted up to date.
- 1.2 The NEP is foreseen to form a central element in Mauritius's efforts to restructure its economy. In particular, the manufacturing sector, which has been absorbing the major share of the unemployed over the past three decades is itself adversely affected by the financial crisis in its main export market and trade liberalization particularly within the European Union member states and economic partners as well as the significant changes in the global economic environment. This has necessitated giving a new orientation to the industrial sector to help the sector produce more efficiently in a sustainable manner, raise innovation capabilities, compete on the domestic and international market place – At the same time, the government announced that *“it is recognized that the Small and Medium Enterprises (SMEs) are key drivers of our economy and have become more important in advancing our efforts to overcome the socio-economic disparity. That is why Government has paid great attention in facilitating a secure and conducive business environment to SMEs.”*⁴
- 1.3 However, since the 2014 NEP draft was finalized, the Government has embarked on an ambitious Programme 2015-2019. This **High Powered Committee on Achieving the Second Economic Miracle and Vision 2030** enunciates several new economic and social strategies with the objectives to redress the economy, to boost up investments and to curb down the rising unemployment rate through job creation (create 15,000 jobs annually). The vision of the Government as reflected in its Programme is to transform Mauritius into an Ocean State by promoting the Ocean Economy as one of its main pillars of development. The Smart City Scheme is another ambitious economic development programme for Mauritius aimed at consolidating the international business and financial hub by creating ideal conditions for such investment. The

vision is also to overcome the challenge that Mauritius is facing on the mismatch between the unemployment rates estimated at 7.8% in 2011 and 8.0% in both 2012 and 2013 and the dependence of the country on migrant workers.

- 1.4 The landscape of social dialogue has also changed since the elaboration of the draft NEP, as the Joint Economic Council and MEF agreed on the principle of a merge of their two organizations and set up the Business Mauritius in the view of “unifying voice” of employers in Mauritius.
- 1.5 The DWCP 2012-2015 (Decent Work Country Programme) of Mauritius is focusing on employment which is in line with government policies to protect existing jobs and create new ones within the overall goal of “*the transformation of Mauritius into a society of equal opportunities based on the values of Unity, Equity and Modernity.*”² The implementation period of the DWCP ended in 2015. And since 2016, the country is embarked on the development of the second generation of DWCP. The contextual analysis confirmed the centrality of employment and spelled out the need to update the National Employment Policy of Mauritius.
- 1.6 At the international level, the governments worldwide adopted the Sustainable Development Goals and took commitment to take concrete action that will be leading to their achievement. The SDG has a specific goal on “Decent work and Economic Growth” which is the SDG8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. This SDG is timely for Maurice as, within the update process of the National Employment Policy, the country will be in a position to better identify appropriate strategies and actions to respond to this global vision.
- 1.7 Besides, the dynamism in Mauritius with the new strategies mentioned above and the vision of the government thus provide a new direction in the economic and social front and in that context, the Ministry has deemed it necessary to review the draft National Employment Policy to refocus it in line with the new areas of employment creation advocated by Government.
- 1.8 In that context, the Minister of Labour, Industrial Relations, Employment and Training (MLIRET) approached Mr. Aeneas Chapinga CHUMA-ILO Assistant Director General and Regional Director for Africa, during his visit in October 2015, to review the draft National Employment Policy in line with the new Government strategies. The process would be taken as a process to reinforce social dialogue to ensure full participation and commitment of all stakeholders in the new policy.

2. OBJECTIVES OF CONSULTANCY

2.1 OBJECTIVE

The purpose of the consultancy service is to review the draft National Employment Policy (NEP) in light of the new developments and dynamics in the country and the overall social, political and economic context (including, but not limited to, any important new policies, economic developments, or significant changes in the public and private sectors, as well as society at large), in order to revise the existing draft to maximize the NEP’s potential towards addressing the structural challenges in the economy to achieve full, decent, productive and freely chosen employment. An important element of this review will be to reflect any new development in the context of the Government Programme 2015-2019.

2.2 SCOPE OF WORK

Tasks

The scope of this consultancy task shall include, the following:

- a) To carefully analyse the draft National Employment Policy to assess the existing policy measures proposed
- b) To review the policy measures in line with the Government Programme 2015-2019, for example:
 - devise means to combat poverty and social exclusion;
 - make provision for the protection of persons with disabilities;
 - support the promotion of SMES;
 - trigger the creation of 15,000 jobs annually.
- c) To review any new developments with regard to the economic, social and political context in the country as well as international trend, which may have arisen since 2014 and in perspective of the development of the DWCP second generation of Mauritius.
- d) To undertake meaningful and substantive consultations with tripartite (plus) constituents (in collaboration with ILO ACT/RAV and ACT/EMP colleagues) on past experiences, potential gaps in the existing NEP draft, as well as further inputs.
- e) To propose ways for developing a sustainable and green economy
- f) To advise and propose ways and means to address skill mismatch in the labour market.
- g) To send the draft NEP text to the government, employers and workers' organizations and the ILO for their feedback.
- h) To act as a key resource person for the two-day consultation workshop on National Employment Policy.
- i) Finalize the NEP text, integrating the results of the above consultation workshop, written comments received from the ILO, Government, and employers and workers organizations.

Outputs

- Careful review of the draft NEP document in line with various government policies, recent socio-economic and environmental trends;
- A draft final up-dated/revised NEP document; and
- Technical inputs to the validation workshop.

3. DELIVRABLE

The consultant will submit to ILO and the MLRIET:

- the draft of the revisited NEP for comments and be presented to the validation workshop : 30 days after the signature of the contract
- the final version of the NEP including all comments of tripartite constituents and ILO: 15 days after reception of all comments.

4. LENGTH OF THE CONSULTANCY WORK

The total duration of the consultancy is 40 days spread over the period of October to December 2016.

5. PROFILE OF CONSULTANT

- Advanced degree in Economics, or social sciences
- Good knowledge of the statistics available in the country
- Solid experience with ILO process and working context
- Extensive knowledge in the formulation of National Employment Policies
- Sound computing skills, including internet research, word processing and statistical software, as well as good mastery of statistical analysis techniques
- Fluency in spoken and written English and French.

6. ADMINISTRATIVE ARRANGEMENTS AND FUNDING

The signature of the contract will be done between the ILO and the consultant. Hence, the consultant will work under the administrative arrangement of the Director of ILO CO-Antananarivo, and technical oversight of the ILO Employment Specialists. However, the MLIRET will be responsible for overall oversight and coordination of the activities at the country level.

The consultancy will be fully supported by the ILO and the MLIRET undertakes to provide office facilities and support in terms of computer, internet access, free local calls, and local transportation.

The contract amounts to **USD 3,000** including honorarium, all expenses such as local transportation and assistance (telephone calls, transport, and photocopies, etc) to be paid to the consultant as follows:

- First payment: 30% amounting to USD 900 upon submission of the first satisfactory draft NEP document.
- Final payment: 70% amounting to USD 2,100 upon submission of the final document at the satisfactory of ILO and MLIRET.

¹ Dr. the Hon.Rama Sithanen, Minister of Finance and Economic empowerment, Budget speech 2009-2010, 18 November 2009.

² Address by the President of the Republic of Mauritius, Government Programme 2010 – 2015, Tuesday 08 June 2010

³ Republic of Mauritius, Hon. Pravind Kumar Jugnauth, Vice Prime Minister and Minister of Finance and Economic Empowerment, Facing the Euro Zone Crisis and Restructuring for Long Term Resilience August 2010.

⁴ Republic of Mauritius, Industrial and SME Strategic Plan 2010 – 2013, Ministry of Industry Science and Research, Ministry of Business, Enterprise and Cooperatives, 2008.

5. Government programme 2015-2019-Achieving meaningful change-Government's objective is to transform Mauritius into a truly forward looking, environmentally sustainable, economically vibrant and innovative country with modern infrastructure, global connectivity, high skills and technology.