



International  
Labour  
Organization

## TERMS OF REFERENCE

# Development of a Skills roadmap for green transition and advancing human capital in Mauritius

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## 1. BACKGROUND and RATIONALE

Skills for addressing climate action and transition to a greener economy is important for economies and societies, businesses and workers to rapidly adapt to changes and mitigate measures to achieve the environmental sustainable development. Just transition requires reskilling and upskilling of workers to reduce and mitigate the risk of unemployment, poverty and inequality ([ILO, 2019](#)). Skills mismatch is a concern for policy makers, employers and workers alike. It is a recurring theme in vocational education and skills development, with many policy initiatives launched to address the skills mismatch challenge, especially in Climate Action. Therefore, access to skills training, raising environmental awareness and climate literacy for current and future workers in a systematic way will be essential for the implementation of greener production and service delivery. In addition, the current global health crisis highlights the importance of reskilling and upskilling the workforce for a green and resilient recovery.

The 2014 ILO report on [green jobs assessment for Mauritius](#) estimated that 6.3% of employment could be classified as green as compared to conventional employment. The report concluded that there were significant opportunities for greening conventional jobs and for creating new green jobs in the Mauritian economy and most of the 2012 report recommendations were taken into account by the Government through green actions, policies and strategies. That modelling and scenario assessment also served as the basis for national qualitative study on [skills for green jobs in Mauritius](#) and was updated in 2017-2018. The updated study reviews the key drivers of green skills in relation to green policies, environmental standards, climate change policy and labour market dynamics in the country, using data and information collected through desk research, interviews and focus group discussions.

The report highlights that skills for green jobs are essential for the growth strategy adopted by Mauritius with reference to green agriculture practices, sustainable agricultural certification bio-farming zones, resource efficient processes, energy audits, sustainable tourism standards, eco-tourism, nature-based activities, small-scale generation of electricity from photovoltaic, and wind farms for electricity generation, as well as emerging sectors such as smart cities and the ocean economy. The study also assesses the institutional set-up for green skills development and concludes that the current skills development framework does provide entry points to promote green skills. Although there is a general awareness among public and private stakeholders of greening processes with some institutions currently implementing green projects, these initiatives for green skills development are rather ad hoc, one-off and constrained by funding limitations.

Therefore, due to the ad hoc approach to skills development for green jobs, the extent to which the supply of green skills would keep pace with demand for green jobs to grow the green economy is questionable. Furthermore, there are significant uncertainties on the number of green jobs, on the types of green processes and practices, and on the types of generic and specific green skills that would be needed to support the green growth strategy of Mauritius. The skills study for green jobs concludes that a proper and systematic mechanism, which would translate the policy, strategies and projects into skills development for

green growth is still lacking and the report therefore recommends a comprehensive assessment of the current and future needs of green skills at sectoral level and formulation of a list of courses and training, which are likely to be demanded in the next 5 to 15 years.

## 2. FRAMEWORK OF THE ASSIGNMENT

The *specific objectives* are to assess the new opportunities in relation to green jobs “demand side” and the requirements to enhance the **technical and soft skills** for green jobs in Mauritius - the “supply side” in **targeted sector(s) prioritized in the adopted 2015 Nationally Determined Contributions (NDCs)**. In its NDCs, Mauritius is aligned to promote and implement the following **mitigation activities**: • smart use of marine resources; • expansion in solar, wind and biomass energy production and other renewable energy sources; • sustainable consumption and production in all sectors of the economy; • gradual shift towards the use of cleaner energy technologies, • modernization of the national electricity grid through the use of smart technologies, which is a prerequisite to accelerate the uptake of renewable energy; • efficient use of energy through the deployment of appropriate technologies in all sectors of the economy and awareness raising on energy conservation; • sustainable transportation, including promotion of energy efficient mass transportation systems based on hybrid technologies and cleaner energy sources; • climate smart agriculture including bio-farming; • sustainable and integrated waste management, including waste to energy; • sustained tree planting programme within the context of the cleaner, greener and safer initiative; and • leapfrog to low global warming potential refrigerants.

### Purpose of the assignment

The ILO Skills and Employability Branch’s (SKILLS) of the Employment Policy Department area of work on *Skills Strategies for Future Labour Market* help ILO constituents to develop forward looking approaches to:

- anticipate and adapt skills development to the labour market demand for greener transition and;
- respond to industrial, sectoral, trade, technology and, climate change and environmental challenges and;
- build capacity to anticipate current and future skills needs for green jobs and;
- develop skills-led initiatives for green jobs.

The main objective of the assignment is to develop, discuss and finalize the “*Skills Roadmap for green transition and advancing human capital in Mauritius*” that could:

- a) serve as policy-guidance document for further implementation at sectoral and national levels to contribute to Climate Agenda till 2030;
- b) to enhance support in mainstreaming and greening the TVET system;
- c) to sensitize employers in view of promoting green jobs;
- d) Contribute to greener recovery as response into COVID-19 crisis through boosting online learning, upskilling and reskilling workers to make the transition just and inclusive.

### 2.1 Main duties and responsibilities

Support the ILO’s team in providing guidance to constituents in the implementation of the current PAGE-funded skills development initiatives and Decent Work Country Programmes (Outcome 1: More and better jobs for inclusive growth and improved youth employment prospects) by mainstreaming the greening skills strategies in TVET, anticipating skills needs in sector (s) with green growth potential, and helping capacity development, and preparation of tools and guidance documents. The objective is to provide technical support to deliver mainly two outputs:

- A. *comprehensive analysis of the data generated in the previous and on-going studies to conduct an analysis of the supply and demand for skills in the green/blue economy and make recommendations on how to address potential mismatch. This study follows up on the Skills for Green Jobs recommendation with regards to the importance of undertaking a comprehensive skills gap assessment of the current*

and future needs of skills for green jobs at sectoral level, which would ultimately provide evidence-based input to the subsequent formulation of a list of courses and training programmes at different educational levels. **(Output 1).**

B. Conduct a national stakeholder **online capacity building workshop** on skills anticipation methodologies at sectoral level. The ILO study on SfGJs (2012) prioritized 4 sectors for skills development for green jobs; **tourism, agriculture, construction, manufacturing**. The ILO GJA (green jobs assessment) (2014), focused on **sugar agriculture, textiles, tourism (hotels) and financial services**. The updated ILO study on SfGs (2017) identified **bio-farming, green textile, eco-tourism, renewables, smart cities and green procurement as part of public sector**. There are two sectors that recur in the studies – **agriculture and tourism**. Narrowing the focus within these two sectors to say **bio-farming (sugar) and hotels**. The online workshop will focus on one of these subsectors to demonstrate what data is needed; how to use such data to plan education and training programmes, using concrete examples. This workshop will draw on the study under Output 1. **(Output 2).**

Mauritius had joined the [Partnership for Action on Green Economy](#) (PAGE) in 2014 and its government and key stakeholders were supported to pursue its vision, with a focus on building capacity for the issuance of green bonds, providing guidance on social policies, reviewing and tracking public environment expenditures; assessing industrial waste; and related industrial strategies and advancing green economy learning.

#### Outcome 1:

- a) **National consultant will provide support** for drafting the initial working version of the **Skills Roadmap** under the guidance and supervision of the **ILO Team Leader for Skills Strategies for Future Labour Markets**; and support the **ILO Coordinator on PAGE** to review and finalize the Skills Roadmap. The Roadmap will offer and guide the Mauritius tripartite constituents and national stakeholders to implement their commitments to the implementation of the Paris Agreement and the Nationally Determined Contributions (NDCs), and achieve a just transition through skills development policy area **April- May 2021).**
- b) **National consultant will support the ILO team in organizing an online workshop** with key stakeholders involved in skills development and policy making in Mauritius **to present the working version of the Skills Roadmap** in close collaboration with **ILO Office in CO-Antananarivo (CO-Tana) (May 2021).**

#### Outcome 2:

- c) **National consultant** will finalize the Skills Roadmap in consultation with ILO team after the workshop, including new or validated recommendations and support the **ILO Office in CO-Antananarivo to publish it online (June 2021).**

## 2.2 Reporting lines

Under the supervision of the ILO Senior Specialist and Team Leader for Skills Strategies for Future Labour Markets (Olga Strietska-Ilina, [strietska-ilina@ilo.org](mailto:strietska-ilina@ilo.org)), ILO Green Jobs Economist (Marek Harsdorff, [harsdorff@ilo.org](mailto:harsdorff@ilo.org)) and the ILO PAGE Coordinator (Tahmina Mahmud, [mahmud@ilo.org](mailto:mahmud@ilo.org)), the consultant will support the activities and deliverables underlined here.

An online (or face-to-face) national workshop will be organized with the Ministry of Labour, Human Resource Development and Training (MLHRDT) in close collaboration with Ms Hareeta Cunniah, ([hcunniah@ilo.org](mailto:hcunniah@ilo.org)) National Project Coordinator in the ILO Office in Antananarivo and ILO SKILLS and GREEN teams in the Headquarters, Geneva.

The ILO CO-Antananarivo will assist in the administrative arrangement for the contract of the National Consultant and shall facilitate the implementation of the activity in Mauritius.

## 2.3 Timeframe

The assignment shall commence on **05 April 2021** and shall conclude no later than **31<sup>st</sup> May 2021**

## 2.4 Expected experience and qualifications of a national consultant

- Sound expertise in skills needs identification and skills development policies and system in Mauritius;
- Sound knowledge and understanding of environmental and climate change issues in the country;
- Sound analytical skills and a record of cross-sectoral analysis and publications in the field of skills and environmental sustainability (for green jobs);
- Experience in drafting a roadmap for skills policy and its implementation would be an asset;
- Capacity to lead stakeholders' consultations and discussions and translate them into a policy action document;
- Good drafting skills in English and good working knowledge in French and Mauritian creole;
- Higher education degree in Social, Economic or Political Sciences, Human Resource Development or a similar field.

## 2.5 Budget and Timeframe

The contract will be for a duration of **50 days** spread over the period **starting from 05 April 2021 until 31<sup>st</sup> May 2021**. The amount of 6000 US dollars will be divided in two payment instalments as follows:

### 1. PAYMENT AND SCHEDULE for contracting a national consultant

#### A) Payment schedule and instalment 1, by 30<sup>th</sup> April 2021

A consultancy proposal is solicited for a value of up to a maximum 6,000 USD (120\$ per day \*50 working days = 6,000\$).

- Review and finalize the Skills roadmap for green recovery (**Outcome 1/a**);
- Support provided to organize online workshop (**Outcome 1/b**).  
The date of the virtual format to be confirmed and agreed.

Instalment 1: 40% of the total contract amount to be paid upon delivery of the first draft as per the Schedule of Outputs.

#### B). Payment schedule and instalment 2, 30<sup>th</sup> June 2021:

- Report from the online workshop to present and discuss the "*Skills roadmap for green transition in Mauritius*".
- Support to finalize the Skills roadmap, which will be published online with support from ILO CO-Tana and HQ-Geneva.

Instalment 2: 60% of the total contract amount to be paid upon delivery of the final draft as per the Schedule of Outputs at the satisfaction of the ILO.