

The image features a dark blue background with a bokeh effect of light spots in shades of blue and white. On the left side, there are two large, overlapping circular shapes in a darker blue color. The logo consists of a stylized white letter 'B' followed by the words 'BUSINESS' and 'MAURITIUS' stacked vertically in a white, sans-serif font.

**B** BUSINESS  
MAURITIUS

# PRINCIPLE OF BUSINESS MAURITIUS

Business Mauritius is an independent association, regrouping approximately 1200 members, that focuses on the three pillars of sustainable development—economic, social and environmental. The association aims to be the unifying platform for integration and action on sustainable development for the country. Business Mauritius' main objective is to be the voice of Mauritian companies, while delivering services that sustain the progress of both businesses and local communities, and the Nation as a whole.



Business Mauritius focuses on three strategic objectives:



Engage business in National Economic Development



Champion the development of a strong Social Capital through business



Promote Sustainability and Inclusive Growth for business





## Economic Development Commission

The Economic Development Commission (EDC) has been set up to serve as a platform for dialogue and sharing of experiences on nationwide economic strategies and policies.

The Commission helps in identifying and recommending macroeconomic strategies and orientations that will contribute to the Economy.

The EDC also advises Business Mauritius on matters of relevance to help it formulate pertinent, balanced and practical policy recommendations.

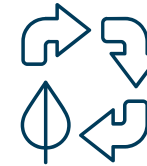


## Social Capital Commission

The Social Capital Commission develops proposals for businesses to create a real paradigm shift in employee-employer relationship that can improve their competitiveness, attractiveness and business models among others.

The Social Capital Commission is involved in the following initiatives:

- Demographics and Employment: Quantitative aspects of human capital
- Public Health: Quality of healthcare, hygiene, preventive medicine
- Education up to secondary: Quality of primary and secondary education
- HR Development skills, training, leadership, quality of employees' training
- Employment Relations: conducive workplace relations
- Attracting Talent: How to deal with talents' mobility



## Sustainability and Inclusive Growth Commission

The Sustainability and Inclusive Growth Commission works towards advocating for the increased engagement of members in community development.

The commission is involved in the following initiatives:

- Inclusive Development
- Energy Transition
- Circular Economy
- Lagoon and Coastal Preservation
- Smart Agriculture
- Sustainable cities and communities
- Climate Finance

# HOW IS BUSINESS MAURITIUS ORGANISED?

## BUSINESS MAURITIUS NATIONAL COUNCIL

Business Mauritius is governed by a Council of 18 members.



They are the senior representatives of the key sectors of the economy.

## BUSINESS MAURITIUS ORGANISATION

With the purpose of supporting its three commissions, composed of C-level business leaders, Business Mauritius has set up four main customer-centric clusters:





# BM POLICY ACTION AREAS

Business Mauritius is present on various committees and working groups and thus actively works on the areas below:



## BUSINESS COMMUNITY

### Economic Commission

#### Economic cooperation (EU, Africa, Asia, IOC)

- Represent the local business community with regard to economic cooperation and investment chapters for Economic Partnership Agreements, Free Trade Agreements, regional and bilateral agreements.

#### Investment Support Programme

- SP co-chaired by Business Mauritius & SIC to provide support to SMEs through various schemes, namely LEMS.

#### Statistics Board

- Provide guidance on statistical matters and other producers of statistics on the directions and priorities for official statistics. Aims to strengthen the confidence and trust of the public in official statistics by assisting to reinforce the professional and autonomous environment within which the statistical system operates in respect of data collection, analysis and reporting.

#### Research and Development Working Group – Research and Innovation

- The Research and Development Working Group (RDWG) is co-chaired by the Mauritius Research Council (MRC) and Business Mauritius (BM), in collaboration with the Ministry of Technology, Communication and Innovation (MoTCI).

#### Financial Services Consultative Council

- Act as a think-tank and to serve as a platform for discussions of the latest concepts and international trends in the field of financial services and global business and to formulate suggestions and ideas for the development of the financial services and global business sectors.

#### Mauritius Africa Fund

- Establish a clear strategy for promoting Mauritian investments into Africa, steer the development of integrated projects, including Special Economic Zones in selected African countries and assist in developing joint ventures / partnership agreements between African and Mauritian businesses;

### SIG Commission

#### PNEE

- Public-Private Meeting co-chaired by Business Mauritius and the Ministry of Energy and Public Utilities. The PPM brings coherence among all stakeholders at national level on energy efficiency in private companies

#### MARENA

- BM represents the business community on the Mauritius Renewable Energy Agency which is an advisory board to the Ministry

#### EEMO Committee

- Energy Efficiency Management Office create awareness about EE to the general public and regulate on energy audit in public buildings

#### National CSR Foundation

- Approve programmes and projects undertaken by the Foundation for the benefit of individuals and families registered under the Social Register of Mauritius and of vulnerable groups, requests and examine call for proposals for the implementation of programmes and projects by NGOs/NPOs in priority areas; monitors and evaluates programmes and projects funded by the Foundation and serves as a platform for coordination and communication among all stakeholders.

#### National Environment Fund

- BM carries strategic proposals on waste management and coastal rehabilitation.

#### Centralised Cleaning Coordination Committee

- Member of the Centralised Cleaning Coordination (CCC) Committee (announced in the National Budget 2019-2020 speech) that will establish a long-term programme for the cleaning and embellishment of Mauritius and partner of the Mega National Cleaning and Embellishment Campaign.

#### Industrial Waste Assessment

- Public-Private Meeting co-chaired by Business Mauritius and the Ministry of Industry

### Social Capital Commission

#### HRDC Board

- Promote human resource development in line with national economic and social objectives;
- Stimulate a culture of training and lifelong learning at the individual, organisational and national levels to enhance employability of the labour force and increase productivity

#### National Wage Consultative Council

- Recommendations to the Minister of Labour, Industrial Relations, Employment and Training on the implementation of National Minimum Wage in Mauritius.

#### OSH Advisory Council

- Advice and assistance to the Minister of Labour, Industrial Relations, Employment and Training in respect of matters affecting the safety, health and welfare of employees at their place of work or lodging accommodation, or any other persons whose safety, health and welfare may be affected by work activities.

#### NRB

- Recommendations to the Minister of Labour, Industrial Relations, Employment and Training regarding minimum remuneration and terms and conditions of employment in the private sector.

#### Commission for Conciliation and Mediation

- Provides conciliation, mediation and advisory services for promoting the improvement of industrial relations in the workplace.

#### ERT

- To promote harmonious industrial relations by settling industrial disputes in the Civil service, the Private Sector and Parastatal bodies and local government services.
- To hear appeals from the decision of the Conciliation and Mediation Commission.

#### Training & Employment of Disabled Persons Board

- BM, as a member of the board, fosters the integration of persons with disabilities into the mainstream of society.

# SUPPORT SERVICES TO BUSINESS

To further sustain and promote its strategic goals, Business Mauritius also offers a wide range of specialised services to the business community.



## WORKPLACE SUPPORT SERVICES

### Industrial Relations Services

A full-fledged Industrial Relations department is in place that can cater for all the Industrial Relations & Human Resource Management needs of our members, in terms of advice, assistance, support and access to legislation and documentation.

The following services are available for the members:

- B** Advice and/or assistance on labour legislation and industrial relations laws
- B** Assistance in vetting contracts of employment, employee handbooks, procedural and collective agreements
- B** Advocacy and promotion of member's interests on sensitive IR & HRM issues and negotiating to promote them
- B** Involvement in collective bargaining
- B** In-house visits and enterprise-level specific interventions
- B** Assistance to members in their collective bargaining process
- B** Dissemination and promotion of IR & HRM good practices
- B** Handling of cases of employment of expatriates
- B** Assistance and support to members in dealing with inspections and inquiries carried out by the Enforcement Branch of the Ministry of Labour, Industrial Relations, Employment & Training
- B** Organisation of training in industrial relations and HR including in-house programmes and tailor-made workshops



## IR – HR forum

A professional body that brings together leading IR – HR specialists and practitioners from all sizes of enterprises, industries and sectors with a view to sharing their experiences, disseminating good practices and promoting industrial harmony and peace.

Business Mauritius is also responsible to appoint employers' representatives to sit on Boards and Committees having tripartite structures with a view to have the employers' say in such Boards and Committees which are:

- ✚ Commission for Conciliation and Mediation
- ✚ Labour Advisory Council
- ✚ Employment Relations Tribunal
- ✚ Occupational Safety and Health Advisory Council.
- ✚ National Remuneration Board



## SOCIAL CAPITAL DEVELOPMENT

From its very foundation Business Mauritius has played a pioneering role, not only as a promoter of Social Capital Development but also as a provider of education and training in Mauritius. The Social Capital Development Division at Business Mauritius attends to the needs of its members through advice, assistance and the provision of training programmes.

The following support services are provided to members:

- ✚ Development of the right policy to address change pertaining to the changing nature of jobs
- ✚ Facilitation of members with key institutions such as MOA, HRDC etc.
- ✚ Promotion of a training and learning culture by encouraging employers to invest in lifelong learning to remain competitive by improving performance of workforce
- ✚ Provision of assistance to members on the different employability schemes (YEP / BTW / DTP / NYCSP / NSDP)
- ✚ Provision of advisory services on training legislations and opportunities
- ✚ Organisation of Top Management Conferences, Workshops / Seminars, In-house training.





# BUSINESS MAURITIUS SOLUTIONS

## BUSINESS MAURITIUS PROVIDENT ASSOCIATION (BMPA)

Business Mauritius Provident Association (Formerly MEPPA) was set up in 1982 and aims at providing healthcare covers namely Mosanté, to employees of Business Mauritius member enterprises and their dependents.

Mosanté provides with a wide range of flexible health covers for both outpatient and inpatient treatment. Mosanté is especially targeted at small and medium enterprises, especially those which cannot afford to have a healthcare scheme of their own.

### Our social role

While being a Provider of healthcare covers, BMPA also acts as a Promoter by encouraging employers to fulfil their social responsibility in order to enhance employees' welfare. Being a non-profit provident association, any extra surplus is reinvested into the improvement of healthcare facilities.

Read more: [www.mosante.org](http://www.mosante.org)

## SUPER FUND

Set up in November 1999 under the Employees Superannuation Fund Act and the Income Tax Act, Super Fund is now licensed by the Financial Services Commission under the Private Pension Schemes Act 2012 and provides retirement, withdrawal, death and disability benefits to its members. It is an umbrella pension fund open to employees of enterprises which are members of Business Mauritius.

Super Fund is a "Defined Contribution (DC)" type pension scheme, which implies that the employer's contribution is calculated as a percentage of salaries of its own choosing and known at the outset. Employees willing to top up are free to do so by making personal contributions to the Fund. In fact, they can contribute any percentage of their salaries.

Read more: [www.superfund.org.mu](http://www.superfund.org.mu)

## BUSINESS ROAD SAFETY (BUROS)

Business Mauritius has launched BUROS, a road safety programme to engage the business community in a preventive approach to road accidents. BUROS has three action areas:

1. Road Safety Protocol for Enterprises
2. Systemic Changes for improved Road Safety Business Related
3. Regular Communication on Business Road Safety

For more info, email us on:  
[buros@businessmauritius.org](mailto:buros@businessmauritius.org)





## SUNREF TECHNICAL ASSISTANCE

With the help of the technical assistance component of SUNREF Green Credit Line, Business Mauritius launched in 2015, the "Programme National d'Efficacité Énergétique (PNEE)", based on an original partnership between the Ministry of Energy and Public Utilities, Business Mauritius, the Agence Française de Développement and the European Union. Its objective is, through the protection of the environment, to allow businesses to make substantial savings on their energy bills. This initiative will also help them become more competitive in their respective sectors and in the long run result in the emergence of a high-quality energy efficient market.

Since 2017, the Indian Ocean Commission and Business Mauritius have launched the "Programme Régional d'Efficacité Énergétique". Based on the feedback from PNEE Mauritius, BM assists a network of public and private stakeholders in a south-south cooperation with Seychelles, Comoros and Madagascar.

## BUSINESS MAURITIUS CSR FUND LTD

The Business Mauritius CSR Fund Ltd acts as a vehicle for companies, especially SMEs, to meet their CSR obligations. The main objectives of BM CSR Fund are to:

- Enable BM members to contribute to the social, economic and environmental development of the country;
- Promote and implement projects for community development and Corporate Social Responsibility;
- Pool the contributions of members in order to better meet the CSR objectives.

The Fund intervenes in several areas such as entrepreneurship and SME development, protection and preservation of the environment, life skills training, functional literacy and numeracy skills, training and integration of persons with disabilities and youth empowerment.



## CONTACT US

Business Mauritius  
BM-MCCI Building  
Rue du Savoir, Ebène  
CyberCity, Ebène - 72201  
T: [230] 466 3600  
F: [230] 465 8200  
[info@businessmauritius.org](mailto:info@businessmauritius.org)

[www.businessmauritius.org](http://www.businessmauritius.org)

