



HRDC
Human Resource Development Council

Under the aegis of the Ministry of Education & Human Resources

REPORT OF SECTORAL COMMITTEE ON EMERGING SECTORS



October 2007

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HUMAN RESOURCE DEVELOPMENT COUNCIL

REPORT OF SECTORAL COMMITTEE ON EMERGING SECTORS

1.0 Current State of the Economy

The Mauritian economy has undergone a deep transformation over the last 25 years. Built on 5 pillars of economic diversification namely: sugar, textile, tourism, financial and more recently Information and Communications Technology (ICT), the economy witnessed a growth of 4.8% in 2004, 2.2% in 2005, 5.0% in 2006 and is expected to be around 5.0% in the year 2007.

At present, however, some sectors of the economy (notably textile and sugar) are facing a number of challenges, due to both internal and external factors.

Today Mauritius stands at the crossroads of its future development. The main engines of growth in the Mauritian economy, namely the sugar and textile industries, are faced with the erosion of preferential trade arrangements stemming from the proposed reforms of the European Union sugar regime, the phasing out of the Multi Fiber Agreement, and the increasing trend towards the globalization of world trade. Sugar, which was the main export commodity, has long benefited from guaranteed prices and preferential access into the European markets under the Sugar Protocol and the Lomé Convention, and now the Cotonou Agreement. These preferences are gradually declining and a 36% fall in the price of sugar is expected in the years to come.

As regards the textile sector, the prospects of intensified global competition from low-wage countries (particularly China and India) and limited future opportunities for preferential trade arrangements represent serious constraints on future growth.

Realizing the need to diversify the economy, Mauritius has embarked on an ambitious development strategy to find new drivers for economic growth. The government is putting emphasis on the development of the ICT sector and the promotion of Mauritius as a seafood hub in the region, using existing facilities at the Freeport (free trade zones at the port and airport). Measures are also being taken to modernize and restructure the sugar and textile sectors through better technology and greater capitalization.

The Information and Communications Technology (ICT) sector is now emerging as the fifth pillar of the economy, following massive investment by government with the setting up of the Cyber Tower and increasing training facilities provided to support this emerging sector.

In fact, the rapid development of the manufacturing sector led to the rapid expansion of relatively low-skilled job creation to meet the need of the fast growing EPZ sector. However, the emergence of new sectors, namely in the field of tourism and financial services require higher skilled manpower.

Today, the new sectors are service-oriented and therefore necessitate different input mix, generally more capital intensive than labour intensive. These new emerging sectors however have some potential to absorb labour, which necessitate skilled human capital. It is unfortunately observed that those who are being laid off from the traditional sectors are not technically prepared to be absorbed in the new sectors. In fact, minimum requirements for job entry in the services sector are higher than what were required in the traditional sectors. They require not only additional academic qualifications but also additional skills such as language skills and a higher degree of technological know-how.

On the regional front, domestic producers have to cope with the duty-free entry of products from the COMESA (Common Market for Eastern and Southern Africa) and the gradual tariff reduction on goods from SADC (Southern African Development Community).

With the phasing out of the preferential markets and the need for diversification in order to prevent a slow down in economic activity, there is an urgent call for action, failing which Mauritius will find itself in a very alarming economic situation. It has become imperative to further optimize on revenue generation in our existing sectors and develop new sectors that would contribute to economic growth.

2.0 Contribution of the different sectors to the economy

The share of the primary sector, covering agriculture, fishing and mining & quarrying, in the Gross Domestic Product (GDP) has decreased from 13% in 1990 to 5 % in 2006, mainly due to the decline in the agricultural sugar sector. Sugar cane cultivation has its share of GDP reduced from 8% to 3% during the same period.

The secondary sector, comprising manufacturing, electricity & water and construction, has a declining contribution to the economy, with its share falling from 32% in 1990 to 26% in 2006, mainly as a result of lower performance in the EPZ manufacturing sector in the recent years. The share of GDP in the EPZ manufacturing sector dropped to 8% from 12% in 1990. Within the secondary sector itself, the share of EPZ stood at 27% in 2006 against 36% in 1990.

The economy has for some time been driven by the tertiary sector comprising all service industries. The share of the tertiary sector has continuously increased from 55% in 1990 to around 69% in 2006.

3.0 Employment and unemployment

3.1 Employment

Employment in Mauritius increased from 420,800 in 1990 to 515,800 in 2006. This represents an average annual increase of 5,900 or an annual growth rate of 1.3%. However, employment growth has been declining over time with an annual average increase of 6,500 for the period 1990 to 2000 and 5,000 for the period 2000 to 2006. This translates into annual growth rate in employment of 1.4% and 1.0% for the respective periods. The low growth during period 2000 to 2006 was mainly attributable to the large contractions and closures in the EPZ manufacturing industries.

The structural changes transforming the country into a services-oriented economy has brought about changes in the contributions of the different sectors to employment. Sectoral employment trends over the period 1990 to 2006 show a shift from the primary sector and the secondary sector to the tertiary sector. In 2006, the primary, secondary and tertiary sectors accounted for respectively about 9%, 34% and 57% of total employment. The corresponding figures for 1990 were 15%, 40% and 45%.

Employment in the agricultural sugar sector represented less than 4% (18,000) of total employment in 2006 against nearly 10% (41,000) in 1990 and 25% (74,000) in 1983. This sector has witnessed a continuous decline in employment.

The EPZ sector, set up in the early 1970's, employed some 20,000 persons in the manufacturing industries in the early 1980's. The subsequent high growths in the late 1980's were maintained in the 1990's and employment reached its highest level in the year 2000, with some 90,000 persons

employed. However the increasing trend was reversed thereafter, whereby employment in the EPZ manufacturing industries fell to about 65,000 in 2006. Thus, the share of EPZ manufacturing sector to total employment decreased from 21% in 1990 to 13% in 2006.

However, within the declining secondary sector, the construction industry has kept a rising trend in terms of both its workforce and share of total employment which reached 51,100 that is, 9.9% in 2006.

Employment in the other services industries, led mainly by activities in 'Wholesale & retail trade', 'Hotels & restaurants' and 'Business services', grew at a relatively high rate of about 3% over the period 1990 to 2006 to represent a larger share of total employment. The average annual increase to employment was about 6,400.

3.1.1 Foreign workers

In 1990, there were only some 1,000 foreign workers in the country. With the rapid development in the EPZ sector, foreign employment in the EPZ manufacturing industries increased continuously to reach 16,900 in 2003. Foreign employment in the EPZ sector then fell to 14,000 in 2006, representing about 80% of all foreign workers numbering 16,700.

In the early 1990's, foreign labour comprised less than one percent of the total EPZ manufacturing workforce. However, foreigners represented 7% of EPZ employment in 1995, 15% in 2000 and 21% in 2006.

In 2006, some 2,700 foreigners were also employed in the non-EPZ manufacturing sector and the service industries, mainly the construction sector, hotels & restaurants and the business activities.

As at February 2007, a total of 29,016 (17680 Male & 11338 Female) valid work permits were issued to expatriates to work in Mauritius. The majority of the expatriates were from Bangladesh (4,011); China (9,303); France (881); India (9931); Madagascar (737) and Sri Lanka (2,615).

3.2 Unemployment

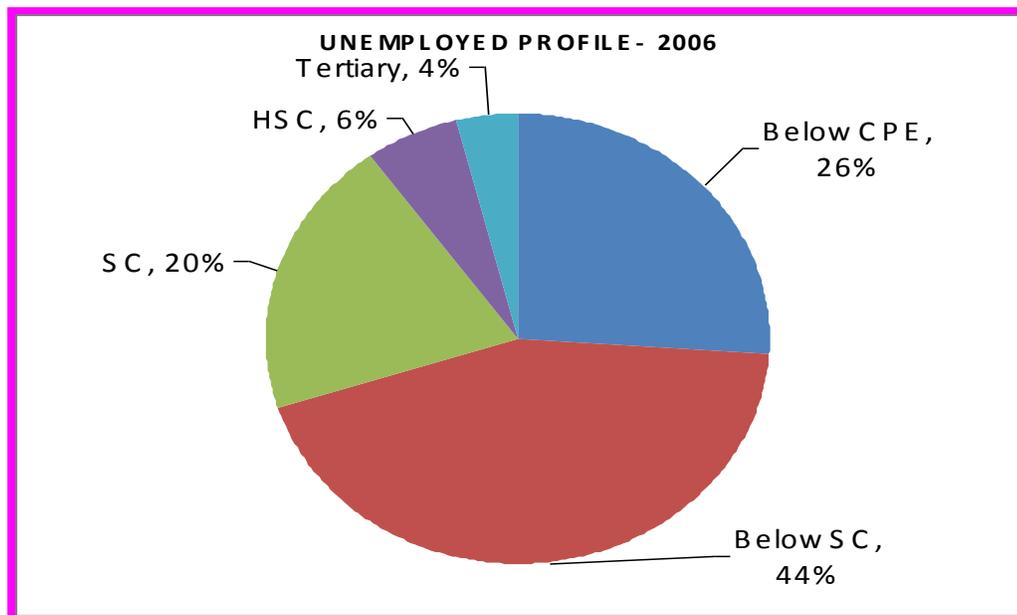
Unemployment was very high in the early eighties, as high as 19.7% in 1983. This represented some 72,000 unemployed persons. It then fell to its lowest level of 2.8% in 1990 with about 12,000 persons being unemployed. Thereafter unemployment kept an increasing trend up to the year 2006. The number of unemployed then stood at 50,100.

Table I below gives unemployment details for the period 1972-2006.

Table 1 - Unemployment 1972 – 2006		
Year	Unemployment	
	Number	Rate (%)
1972	43,000	16.3
1983	72,000	19.7
1985	58,700	15.3
1990	12,200	2.8
1995	24,300	5.1
2000	33,900	6.7
2001	35,400	6.9
2002	37,400	7.3
2003	40,500	7.7
2004	45,100	8.5
2005	52,100	9.6
2006	50,100	9.1

4.0 Educational Profile of unemployed

The unemployed population in Mauritius is generally of low educational profile and a majority of them can only aspire to relatively low skilled jobs. In 2006, 26% of the unemployed had not passed the Certificate of Primary Education (CPE), and a further 44% did not possess the Cambridge School Certificate (SC). Some 20% were holders of the SC while about 6% had the Cambridge Higher School Certificate (HSC). The number of unemployed with a tertiary qualification represented about 4% of all unemployed.



5.0 Selected economic indicators: 1968-2006

Table II: Selected economic Indicators

Year	1968	1980	1990	2000	2002	2003	2004	2005	2006
GDP at basic prices (Rs mn)	841	7,389	33,030	105,206	125,425	137,588	152,370	162,178	180,648
Real GDP Growth rate (%)	-	-10.1	7.3	9.7	1.8	4.4	4.8	2.3	4.7
Inflation rate (%)	7.0	42.0	13.5	4.2	6.4	3.9	4.7	4.9	8.9
Population (thousands)	803.4	966.0	1,058.8	1,186.9	1,210.2	1,222.8	1,233.4	1,243.3	1,252.7
Unemployment rate (%)	-	11.0	2.8	6.7	7.3	7.7	8.5	9.6	9.1
Per capita income at basic prices (Rs)	1,000	7,500	31,200	88,000	103,900	111,800	123,200	130,100	145,000
Tourists arrivals (thousands)	15.6	115.1	291.6	656.5	681.6	702.0	718.9	761.1	788.3
Literacy rate (%)	-	-	80.8	85.0	-	-	-	-	-
Total external debt (Rs mn)	-	-	14,365 ¹	24,408	28,974	25,619	26,067	26,292	
Debt service ratio (%)	-	-	9.9	8.9	8.5	8.2	6.5	8.4	

6.0 Budget Speech 2006-07

In the Budget Speech 2006-07, Government has laid much emphasis on the identification and development of new sectors which will be called upon to become the pillars of the Mauritian economy. Some of these sectors are:

- seafood and aquaculture hub,
- property development,
- land based oceanic industry,
- knowledge hub,
- medical hub and the pharmaceutical cluster; and
- expansion of tourism to hospitality and leisure

7.0 TRAINING & HR REQUIREMENTS

The structure of the labour market in Mauritius has evolved over the last 30 years with the advent of fundamental structural changes in the Mauritian economy. In fact, the rapid development of the manufacturing sector in the seventies and eighties led to the rapid expansion of relatively low-skilled job creation to meet the need of the fast growing EPZ sector. However, by the end of the 80's and early 90's, the emergence of new sectors, namely in the fields of tourism and financial services required higher levels of skilled manpower. In the wake of the new millennium, the demand for high skilled labour was further accentuated as the Government moved forward to promoting new poles of growth in high value added services such as the ICT sector.

Since the scope of emerging sectors is very wide, there is a need to prioritize the different activities that are related to these sectors. In the first instance, the emerging sectors have to be identified and a link has to be established between these sectors and their Human Resource requirements.

There is also a need to study in depth the profile of the unemployed and to provide training according to the needs of these people so that they are able to find jobs in their respective fields. This will eliminate mismatch of skills which is preventing the expansion of several promising sectors. To equate the imbalance between demand and supply of labour and to make the labour force more employable, it is necessary to train people and also to retrain them in light of the evolving economy.

8.0 Identification of emerging Sectors

The following Sectors were identified by the Committee as emerging ones:

1.0 Integrated Resorts Scheme (IRS) and Tourism

1.1 Training for Hospitality Sector

2.0 Health Care

2.1 Medical Tourism

3.0 Training for Cleaning Companies

4.0 Other Emerging Sectors

4.1 Jewellery and Handicraft

4.2 Alternative Energy

4.3 Recycling Industry

4.4 Agro industry

4.5 Cultivation of Algae

4.6 Pharmaceutical Industry

4.7 Entertainment Industry

8.1 Integrated Resorts Scheme (IRS) Projects and Tourism

The promoters of the various IRS projects were contacted to find out their real needs in terms of manpower requirements and to provide the necessary training facilities related to Human Resource Development for this project.

The following promoters replied to our request:

- (i) La Réserve Leisure Resorts;
- (ii) ANAHITA;
- (iii) Pristine Resorts Ltd (IRS Project, Les Villas Telfair at Bel Ombre); and
- (iv) Tamarina Golf Estate & Beach Club

Details of reply are as follows:

- (i) La R serve Leisure Resorts Ltd-Flic en Flac**

The SOLARES IRS Project will create about 4,700 job opportunities on a full time basis in various sectors of the economy at operational stage. The Project will result in a continuous development of Flic en Flac and will consist of three distinct developments:

- (i) Five (5) International Conventional Hotels
- (ii) Commercial Complex having Theme Park, Casino, Mega Mall, Exposition Centre, Underwater Recreational & Entertainment Complex, Wellness, Food and Beverage, Butterfly Park and Botanical Garden
- (iii) 309 Private Luxury villas under IRS Scheme
- (iv) 200 Private Luxury Condominiums under IRS Scheme

SOLARES IRS is positioned as a fully integrated tourism complex as a Meeting, Incentives, Conventions and Exhibitions (MICE) Hub.

The project is currently at an advanced stage of negotiation with a major foreign investor. Implementation phases will be known as soon as a deal is concluded.

(ii) ANAHITA (Beau Champ, GRSE)

Table III below gives details of manpower requirements for the first phase of ANAHITA IRS project

Table III Manpower requirements for the first phase of ANAHITA IRS project

SN	SKILLS REQUIRED	NUMBER
1	Food & Beverage Service (Restaurants, Bars, In-Room, Dining, etc)	150
2	Food Production (including Pastry & Bakery)	100
3	Housekeeping (Valets, Maids, Butlers, etc)	150
4	Front Office (Receptionists, Guest Relation Officers, Concierges, Doorman, Bellboys, Porters, etc)	60
5	Sports, Entertainment and Recreation	30
6	Maintenance (Plumbing, Pipe Fitting, Electrical Installation, Air Conditioning Technician, Electronic and Telephone Technician, etc)	40
TOTAL		530

(iii) Pristine Resorts Ltd (IRS Project, Les Villas Telfair at Bel Ombre)

The project is scheduled to operate as from early 2008. Table IV below gives details of the initial requirements. This list is indicative and the number of people to be employed is expected to increase gradually upon completion of the project.

Table IV Initial requirements Pristine Resorts Ltd

SN	SKILLS REQUIRED	NUMBER
1	Landscaping	13
2	Security	6
3	Repairs & Maintenance	3
4	Housekeeping	4
5	Concierge	9
	TOTAL	35

(iv) Tamarina Golf Estate & Beach Club

The IRS Project has over the past two years directly employed around 50 persons on a full time basis and, indirectly through its contractors and subcontractors over 3,000 employees from the Black River region during the construction phase which will span over a period of three years from 2005 to 2008.

Around 120 employees will be required during the operational phase with the opening of the golf course. Tamarina Golf Estate & Beach Club will include the golf and villa activities.

They are also engaged in a partnership with the IVTB and the Medine Horizons project to provide training in various fields to their employees.

Table V below gives details of the number of employees that will be required in the initial phase

Table V Manpower requirements Tamarina Golf Estate & Beach Club

Administration	NUMBER	Maintenance	NUMBER
Golf Director	1	Maintenance Manager	1
Estate Manger	1	Maintenance Handyman	3
Golf Operations Manager	1	Food & Beverage	1
Finance Officer	1	F & B Supervisor	1
Assistant Accountant	1	Cook	1
Secretaries	2	Assistant Cook	2
Sales and Marketing Coordinator	1	Kitchen Assistants	3
Reservations Assistant (Villas)	1	Waiter/Barman	7
Driver	1	Cart Refreshment Attendant	1
Golf Operations (Inside Operations)		Housekeeping	
Welcome Centre Staff	1	Head Housekeeper	1
Welcome Centre Bag Boy	1	Linen Room Supervisor	1
Shuttle Diver	3	Maids	15
Club House Hostess	1	Villa Attendants (Butlers)	4
Pro-Shop Staff	1	Golf Maintenance	
Pro-Shop Staff Junior	1	Superintendent	2
Golf Operations (Outside Operations)	1	Grassing Supervisor	1
Caddy Master	1	Course Supervisor	1
Marshalls/Starters	2	Irrigation Officer	1
Bag Room Boy	1	Store Keeper/Office Assistant	1
Driving Range	1	Mechanic	1
Golf Pro	1	Assistant Mechanic	1
Assistant Pro	1	Cart Mechanic	1
Range Sales Boy	1	Assistant Cart Mechanic	1
Driving Range Boy	1	Helper	2
Golf Cart Operations	1	Office Attendant	1
Cart Operation Supervisor	1	Operators	17
Cart Boy	3		

8.1.1 Training for Hospitality Sector

There is a need to train taxi drivers so that this industry could have the required manpower with the appropriate skills as the taxi drivers are in close contact with the tourists. Providing the appropriate training will also lead to a change in the mindset of taxi drivers to be more customers oriented.

With a system of uniformity of fares charged by taxi drivers, tourists will pay the same fare for similar journeys. This practice will make the tourists feel more comfortable while taking a taxi and at the same time will make them feel safer to travel. This issue needs to be taken up with the National Transport Authority.

A mechanism for control purposes must be put in place for taxi drivers operating at the SSR International airport. The Mauritius Tourist Promotion Authority and Airports of Mauritius Ltd must set a mechanism for

Also, tourist guides must be trained so as to provide the right information to tourists.

8.2 Training for Health Care

The public health service is free in Mauritius. There are various major reforms in the health sector including the reorganisation of public health care delivery, the introduction of a 24-hour family doctor service, expansion of high-tech medical services, and greater emphasis on health promotion and preventative medicine.

The University of Mauritius (UoM) was offering the BSc (Hons) Nursing Programme which started in 1999/2000, following a Memorandum of Co-operation between Middlesex University and the UoM to jointly deliver a Bachelor of Science Degree in Nursing, on a part-time basis, for the Ministry of Health and Quality of Life. Thus, after 3 cohorts of students who had completed the programme, the collaboration between Middlesex University and UoM for this programme was terminated.

The UoM is currently working on a Diploma/BSc (Hons) Programme in Nursing which will be offered soon.

The Committee was of view that there is a lack of qualified nurses in both public and private sectors. There is also a high demand for nursing officers who want to pursue a career abroad especially in the UK and UAE.

As the economy is expanding and more and more couples are joining the world of work, there is a need to provide basic training to people looking after small children and elderly. Training for child care and elderly must be considered as an emerging sector as there will be a great demand in this sector.

In order to improve the health status of the people of Mauritius by promoting wellness and providing quality health care in an affordable, efficient, equitable and sustainable manner, a tailor-made training programme for specific groups of people looking after small children and elderly can be organized for this sector.

8.2.1 Medical Tourism

There is an urgent need to train people in this sector in order to attract potential clients and to become a reference in this part of the world. In the first instance, the services of medical specialists from abroad can be sought. The specialists can create a certain level of confidence and bring their know-how for eventual take over by Mauritian doctors. Mauritius can become a destination provided there are adequate facilities and qualified doctors and nurses.

Private clinics should be encouraged to conduct in-house training programmes to meet the requirements of manpower in this field. In this connection, we were informed that Chisty Shifa Clinic is planning to set up a Training School in Nursing in collaboration with Indian firms. Other private clinics should be encouraged to follow suit.

8.3 Training for Cleaning Companies

The committee was of view that there is an urgent need to provide training in various fields for the cleaning companies in order to establish quality standards especially in the cleaning of public beaches ,public toilets, nature parks, roads and other public places and recommended that training for cleaning companies be considered as an emerging sector.

8.4 Other Emerging Sectors

The report on Project Profile from SEHDA was thoroughly discussed by the Committee. The list of possible products that could be manufactured by SMEs was discussed. It was found that SMEs should come up with innovative and better products to be more competitive. Moreover, they should be able to market their products in order to gain a competitive edge. This can be achieved through product differentiation, namely packaging, pricing, higher quality products and wider distribution network. SMEs should aim at selling their products to tourists in order to increase their turnover as the local market is too small.

8.4.1 Jewellery and Handicraft

Jewellery including oriental jewellery, polishing of diamonds, semi precious stones and hand crafted products could be regarded as two main emerging sectors. Training should be provided to enhance the quality of the products and to be more competitive. Foreign expertise could be sought to train the workers.

8.4.2 Alternative Energy (Solar, Wind & Wave).

The Committee expressed concern over the cost of producing energy through solar, wind and wave. Solar energy is presently very expensive but could prove to be economically viable in the future. As regards wind energy, it is not regular enough to allow a constant production of energy. Thus the electric plant would at times be operating at lower capacity. In Mauritius the maximum tide is 800mm and wave energy requires tide above 800mm.

8.4.3 Recycling Industry

There is good scope for the development of this industry namely in respect of:

- (i) Metals (Steels, Copper and Aluminium);
- (ii) Plastics;
- (iii) Paper;
- (iv) Used Motor oils and other Mineral oils and lubricants;
- (v) Used cooking oils for the running of motor vehicles;
- (vi) Food waste, kitchen vegetable and gardening wastes converting into composting and production of methane or CNG (Compressed Natural Gas) for cooking;
- (vii) Glass: Household, Automotive and Commercial;

- (viii) Fish waste and Fish oil;
- (ix) Electrical and electronic home and office appliances and equipment;
- (x) Batteries-Motor Vehicles, Telephone (Ni-CD), Mercury-CADIUM;
- (xi) Wood waste, trees and branches to be made into wood shavings and compressed into wood blocks for small steam boilers; and
- (xii) Use of old tyres as road side guards and lined up into a link with a metal bar of galvanized steel.

8.4.4 Agro industry (Food processing and Conservation)

With the challenges confronting the sugar industry, and in view of worldwide changes in the agricultural sector, the development of the agro business is emerging as a new sector particularly in food production and their conservations.

The development of the agro processing and initiatives for marketing, transportation and handling of agricultural products do, indeed, present a wide range of opportunities for Mauritius to emerge as an agro processing hub in the long term. It will further broaden the economic base towards market oriented production of high value commercial products and will provide new avenues for employment and income generation.

SMEs can then become the natural source for exploiting these opportunities by improving the quality of selected agro-processed products and gaining access to new markets.

Also, there is scope for exportation provided that the products are of an acceptable quality and an aggressive marketing campaign is undertaken. To achieve this objective, training should be geared towards export-oriented agro-production strategy, including conservation techniques, value-addition, packaging techniques and market research.

A list of products that could be manufactured by SMEs is at Annex I.

8.4.5 Cultivation of Algae

Cultivation of Sea Algae in the lagoon can be very costly due to the production process. However, appropriate technology that is less costly must be explored.

8.4.6 Pharmaceutical Industry

For this sector to be profitable the market size should be very big and companies should produce high value added and light products for export purposes. Since the local market is too small, the pharmaceutical industry should aim mainly at exporting its products in order to be profitable. However, imports in bulk for redistribution and packaging for re-exports could be envisaged.

Another limiting factor for this industry is lack of qualified personnel and renewal of residence permits for expatriates.

ANNEX I

LIST OF BUSINESS IDEAS IN THE AGRO INDUSTRY

1. Agro Processing (Transformation, Minimal Processing, Vacuum Pack)

1.1 Transformation

- Pickles
 - In Brine; example. Mushroom
 - Oil and Spices- Onions
 - Vinegar- Onion and garlic
- Fruit Bars (Strawberry, ginger, papaya, pineapple)
- Crystallised fruits and vegetables, Jelly and marmalades (Mangoes, Papaya, Pineapple, Mixed fruits)
- Conservation of fruits in syrup (mangoes and pineapples)
- Wine and vinegar (fruits and vegetables)
- Dehydration (onions or garlic powder)
- Chips Making (Cassava, banana, sweet potato, bread fruit etc...)
- Fruit juices (Tomato, Mangoes etc)
- Vegetable Paste (Chilly, onion and garlic)

1.2 Minimal Processing

- Fruits and Vegetables in Barquette (e.g.: “Songes”/ Jack Fruit/ Unripe Banana)

1.3 Vacuum Pack (Pineapples for export and other fruits)

2 Land Preparation Services – Derocking/ preparation of beds

3 Service Pesticides- Sub contracting basis

4 Biotechnology-

5 Agro Tourism- Choosing of fruits on trees and vegetables and extracting and selling their juices.

6 Pets Animals- Turkeys, Rabbits, Parrots etc.

7 Milk and Meat Processing

- Milk – Curds, Ghee, Soft Cheese, Sweets etc...
- Meat – marinated, minced, burger cutlets and sausages

- 8 Animal By Products- Hide or feathers exported to companies producing belts, bags, clothing**
- 9 Compost and Recycling of waste- Compost of vegetables and fruits arising from peels and used as fertilizers for cultivation.**
- 10 Seeds Production (with labels of country of origin and quality)- Own seeds production**
- 11 Supplier of planting materials (seeds, seedling production for vegetables, fruits, flowers and decorative plants & plantlets)- plant nursery (roses, mangoes, etc)**
- 12 Marketing/Certification of Agricultural Produce- Take orders from hotels and purchase from producers to sell to buyers (middleman).**
- 13 Health products Medicinal Plants & Essential Oils- Aloe Vera (juice, gel etc...), fine herbs (rose mary, basilica etc...)**
- 14 Supply of young animals for breeding & fattening piglets, goats etc...-production of young to supply to large meat producing companies.**
- 15 Supplier of fodder feed and fed supplement- supplying feeds for animal rearing companies. For example, cultivation of maize on a large scale to reduce imports, diversify the agricultural sector and create employment**
- 16 Landscaping/ Gardening/ Interior decoration**
- 17 Flower arrangement- Selling of bouquets, garlands etc...**
- 18 Post Harvest- grading, sorting and packing of fruits and vegetables. Exports of pineapples and litchis can be improved.**
- 19 Mushroom Production both for domestic consumption and export**
 - Fresh mushroom delivered in hotels and/or individuals
 - Fruiting bags, preparation and sale
 - Spawn bag preparation
 - Transformation (dehydration, ketchup, powder, pickles, compost, etc...)
- 20 Equipment/Inputs Supplier- Shop selling tools for gardening and industrial use.**
- 21 Ornamental fruits and vegetables mainly for decorative purposes (broccoli, etc...)**

ANNEX II

TERMS OF REFERENCE

The Terms of Reference of the Sectoral Committee are as follows:

- To serve as liaison between the Council and the sector concerned in consultation with stakeholders regarding human resource development needs.
- To advise the Council on existing and emerging economic trends and on relevant education and training needs to enhance employability and formulate strategies to eliminate mismatch between demand and supply of human resource the sector.
- To propose to Council any research or study to be undertaken on human resource development in that sector.
- To consider any other matter related to human resource development in the sector and to make appropriate recommendations to Council.

LIST OF INSTITUTIONS CONTACTED

- ANAHITA
- Association des Hôteliers et Restaurateurs - Ile Maurice,
- Atelier Mozart
- Board of Investment,
- Central Statistics Office,
- Chisty Shifa Clinic
- Industrial and Vocational Training Board
- La Réserve Leisure Resorts
- Les Salines IRS Co ltd
- Ministry of Health & Quality of Life
- Ministry of Labour, Industrial Relations & Employment
- National Transport Authority,
- Police Department,
- Pristine Resorts Ltd
- Small Enterprises Handicraft Development Authority (SEHDA)
- Société du Morne Brabant
- Tamarina Golf Estate & Beach Club
- University of Mauritius

ANNEX IV

List of Committee Members – Emerging Sectors

SN	TITLE	FIRST NAME	SURNAME	DESIGNATION	ORGANISATION
1	Mr	Anwar	Joonas	Director	Joonas & Co Ltd (Chairperson)
2	Mr	Somamun	Seegolam	Director	HRDC
3	Dr	Azad	Jeetun	Director	Mauritius Employers' Federation
4	Mr	Radhakrishna	Sadien	General President	Government Servants Association
5	Mr	Vincent	d' Arifat	General Manager	Précigraph Ltd
6	Mr	Lovell	Allam	Business Development Officer	SEHDA (up to 21 August, 2006)
7	Mrs	Meera	Toofanny- Chatooree	Business Development Officer	SEHDA (as from 23 October, 2006)
8	Mr	Alain	Chan Sun	Managing Director	Star Knits International Ltd
9	Mr	William	Ah Sue	Chairman	Sotramon Ltd
10	Mrs	Meera Bye	Ganoo	Statistician	Central Statistics Office
11	Mr	L S	Lee Chee Sang	Statistician	Central Statistics Office (21 August 2006)
12	Mr	Soman	Ragavan	Chief Employment Officer	Ministry of Labour, I R & Employment (Employment Division)
13	Mr	Raj	Ragaven	Manager Finance	HRDC
14	Mr	Omraj	Saraye	Administrative Assistant	HRDC (Secretary)