

Walk the talk

Inclusive Development



What's Hot!



The First Network of Champions

The aim of the Network is to be a platform that promotes inclusive development within the private sector. It has a mission to stimulate discussions, collaboration and encourage businesses to become a driving force in poverty alleviation and inclusive development.

Business Mauritius had the pleasure of hosting its first Network of Internal Champions for Inclusive Development on October 27, 2022. We had the opportunity to welcome 30 champions, and exchanged on the best practices implemented by different companies under each category. We thank you all for your participation and the exchange of best practices!

The next step will be to facilitate more Network of Internal Champions in the coming months. We count on your support to make it happen!

It is through our checklist that we are able to keep track of your progress. Please remember to share the editable checklist for inclusive development with us! Reach out if you wish for more assistance to fill it in.

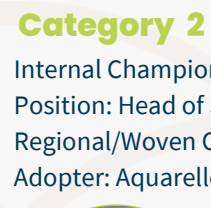
Welcome our new adopters!

It gives us immense pleasure to welcome the newest adopters of the Inclusive Development Guidelines. That's a total of 40 adopters as of date!



Category 1

Champion : Lailesh Sidaya
Position: Talent and HR project Manager
Adopter: ENL Corporate Services Ltd



Category 2

Internal Champion: Nilesch Bucktowar
Position: Head of Sustainability
Regional/Woven Cluster
Adopter: Aquarelle Group



Category 3

Internal Champion: Mel Ferré
Position: Export and Planning Manager
Adopter: Bioculture Ltd



Category 4

1) Internal Champion: Oormila Sahodree & Athina Audibert
Position:

- Oormila: Sustainability Coordinator
- Athina: HR Manager

Adopter: Sofap Ltd

2) Internal Champion: Viren Vythelingum
Position: CSR Manager
Adopter: Beachcomber Group



Category 5

Champion: Sophie Desvaux de Marigny
Position: Former Group Head of Communications and Sustainability
Adopter: Harel Mallac & Co Ltd



Category 6

Internal Champion: Rajiv Ramlugon
Position: Group Chief Sustainability Officer
Adopter: Omnicane Management & Consultancy Limited



Category 7

Internal Champion: Ravi Luckun
Sophie Ganachaud & Antish Aubeelock
Position:

- Sophie: Lead Executive
- Antish: Program officer

Adopter: Trampoline Ltee from Currimjee Group



Zoom on category 4

Inclusive Employment

The objective of the category *Inclusive Employment* is to encourage companies to support vulnerable groups through inclusive employment practices and providing equal opportunities.

For inclusive employment to be a reality there needs to be strong commitments to inclusion at all levels within the organisation.

Some statistics in Mauritius:

- 6.8% of the population (84,500) have reported some form of disability (Statistics Mauritius, 2022).
- Around 35% of Mauritian households have only one bread earner in the family (Statistics Mauritius, 2022).
- Out of the 350 ex-detainees followed by Association Kinouété, 40% are employed (full-time or part-time). Most are seasonal workers and not financially stable. 35% of them are not able to secure a job due to barriers to reinsertion such as the certificate of character and literacy challenges.

Case Study: Sofap

(4.3) Employment of people from poorer communities or vulnerable groups within the vicinity of the company.

Since November 2021, Sofap has welcomed 12 adolescents from Ecole familiale de l'Ouest for a learning experience as Colourmatch Showroom Attendants and Store Lorry Attendants. Sofap provided stipends and transport expenses during the training period. As at today, 5 students aged 16+, are employed on a full-time basis.

(4.5) Sourcing of services and procurement of supplies from vulnerable groups and SMEs

Sofap endeavours to purchase from local artisans and SMEs. The company also provides free access to waste materials to SMEs and local artisans. By giving their waste materials to local artisans and SMEs, Sofap is contributing to a circular economy through upcycling.

In the limelight



Internal Champion: Oormila Sahodree
Position: Sustainability Coordinator
Adopter: Sofap Ltd
Email: oormila.sahodree@sofap.mu

1. Why did Sofap come up with these initiatives?

“Through inclusive employment, Sofap strives to contribute to social equality within vulnerable communities with its long-term vision of dissolving the barriers that create exclusion from employment.”

2. In what ways has it benefited the company and its employees?

“Sofap gained confident employees who now trust their abilities through the learned skills while knowing that they will always have the full support of the company.”

3. How would you encourage other companies to implement these types of initiatives?

“Our working environment is motivated by non-judgemental behaviour among all employees and the same must be cultivated. With a wide-reaching influence in society, a company can reach out towards vulnerable groups, support and encourage individuals to express their curiosity to learn, and to give their best at work.”



Products made by local artisans and SMEs



Full time employed students



Students from Ecole familiale de l'Ouest during site-visit at Sofap Ltd

Get Involved!



Inclusion Mauritius Federation

Inclusion Mauritius Federation was founded in 2003 by Irene Alessandri and is affiliated with Inclusion Africa and Inclusion International. The Federation regroups 13 NGOs.

The objective is to group NGOs working for Persons with intellectual disabilities while identifying and analyzing the common problems faced by each NGO and taking necessary actions. NGOs work together for the recognition of the rights and empowerment of Persons with intellectual disabilities. The platform also enables learning and sharing of knowledge, experiences, and resources of each NGO.

The current situation for young people with intellectual disabilities in Mauritius is that they cannot register for a vocational training center and are often employed in low-profile jobs because of insufficient academic qualifications. These young people are either early school leavers or could not continue their studies to college due to their intellectual deficiency.

Inclusion Mauritius takes a dual approach to ensuring young people with intellectual disabilities obtain and retain employment. It offers training in life skills, employability, and technical skills using training materials in easy language and with pictograms. There is also hands-on work experience in such trades as hospitality, textile, and tourism. Besides vocational training, Inclusion Mauritius offers self-advocacy training and consultations on all aspects of the program.

In parallel, the federation works with potential employers to build their understanding of inclusive employment, seeks their input in training content, and guides them in their hiring and retention practices. As of 2022, 24 employers across Mauritius collaborate on the program.

Are you willing to provide the opportunity to someone with a disability to join your company?

Get in touch!

 **Pooja Gopee, Project Head**

 **4671738**

 **pooja.inclusionm@gmail.com**



Watch "Get Mo Capacité, Pas Get Mo Handicap"

162 young adults with intellectual disabilities were trained since 2015

56 of whom have secured a job

99% retention rate among this group, all of whom are receiving at least minimum wage

Business Mauritius "Office and IT Skills Programme for Persons with Disabilities".

Business Mauritius offers the *Office and IT Skills Programme for Persons with Disabilities*. It is a 230 hours programme which takes place every year. The programme culminates in an internship for a period of at least one month, which is a crucial step for participants to acquire working experience. There is no obligation to provide employment after the internship period. Business Mauritius facilitates this endeavor by taking charge of the stipends to be paid to participants. This offer applies only to members of Business Mauritius.

Get in touch!

 **Mrs Nafeesha Lallmahomed**

 **466 3600**

 **training@businessmauritius.org**



Do not miss it!



International day for Persons with Disabilities

On the 3rd of December, **the UN observed the International day for Persons with Disabilities**. The theme of this year is *"Transformative solutions for inclusive development: the role of innovation in fuelling an accessible and equitable world"*. Much focus is made on the disability and employment mainly; how assistive technologies can increase accessibility to employment and be mainstreamed in the workplace. Other topics can be found [here](#). 

DoGoodDecember

The Good Shop brand RENEW is a pioneering awarded brand in circular economy and social impact. Their design team aims to maximize the use of waste and leftovers (including paint) to propose a sustainable procurement for gifts, decor, shields, and trophies including artistic sculptures, design proposals, and accessories.

It is to be noted that The Good Shop employs 60% of its workforce which gives the opportunity to persons with disabilities to be employed. Watch out for their social media space for more information or simply...

Get in touch!



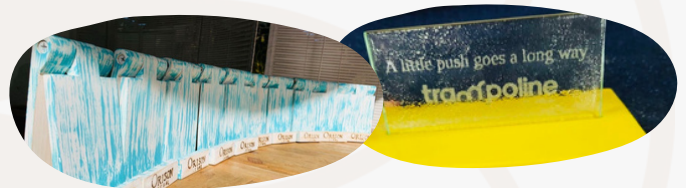
Meenakshee Kuntz



meenakshee.kuntz@thegoodshop.mu



The
GOOD
Shop
REPAIR. RENEW. RECYCLE.



Join us!

If you are interested to be an adopter of the [Inclusive Development guidelines](#), please contact us on s.canakiah@businessmauritius.org 



**Signe
Natir**

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