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CHARITABLE FOUNDATION

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## Princess Camilla of Bourbon Charitable Foundation established in Mauritius



The Princess Camilla of Bourbon Charitable Foundation which will offer its support to any charitable, technical or educational cause, with a focus on the protection of the environment and promoting scientific development, has been set up in Ebène.

The announcement was made by Princess Camilla of Bourbon, Two Sicilies, and the Minister of Social Security and Reform Institutions and Environment and Sustainable Development, Mr Etienne Sinatambou at a joint press conference on 10 February 2017 in Port Louis.

According to Princess Camilla, Mauritius has been chosen due to its strategic location which provides access to the African, Middle East, South Asian and East Asian regions and this will allow the Foundation to extend its outreach and achieve the highest impact in the accomplishment of its purpose.

The intent is to create an immediate and incisive impact, she stated, adding that the seriousness of the intent is clearly demonstrated by the strong State support which was requested and which has been received to facilitate the ongoing activities of the Foundation.

In addition to the several environmental and sustainable development projects, the Foundation is already working on with the collaboration of the Government, Princess Camilla underlined that as the sitting President of Les Amis du Centre Scientifique de Monaco, she wishes to promote another area, that is the culture of science and technical know-how amongst the new generation.

In this context, the Foundation will work closely with the Office of the President of the Republic to promote and sustain the Coalition for African Research, Innovation, and Entrepreneurship initiative, she added.

## JEWELLERY SECTOR

# Mauritius to participate for the first time in Inhorgenta Munich Exhibition

Europe is the leading market for jewellery products accounting for one third of the world's jewellery imports. In line with the objective to increase awareness on the Made in Mauritius brand, Enterprise Mauritius is leading a delegation of the jewellery manufacturers to participate for the first time at Inhorgenta Munich Jewellery Exhibition which will be held from 18 to 21 February 2017.

Held on an annual basis since 1972, Inhorgenta Munich is an ideal platform for the local jewellery manufacturers to promote their latest collections developed for the European Union markets. The participants from Mauritius are: Ora Ltd; B.W. Mediasas Ltd; Bello Bijoux Ltd; Bolero Jewels Ltd; and Odyssée Diam & Co Ltd.

This major international event is. The coming edition will feature seven halls for different categories of jewellery as follows: Timepieces; Technology; Jewellery; Fine Jewellery; Elegance and Lifestyle; Carat; and Contemporary Design and Vision.

The 2016 edition featured 940 exhibitors from 33 different countries and attracted 26,000 visitors from 75 countries. The main visitors were mainly from Austria, Italy, Switzerland, Netherlands, Czech, Belgium, Spain, UK among others.

Mauritius exported over Rs 5.52 billion worth of jewelry products in 2015. The jewellery industry is the third export pillar of the manufacturing sector and employs around 3,000 people. This sector is growing at a steady pace and there are 50 companies that are currently exporting to 35 countries.



The jewellery sector has attracted an important number of foreign investors, namely from Italy, France, Switzerland and Germany. They have set up manufacturing companies primarily involved in export activities. The arrival of foreign investors has also resulted in technological improvements to existing processes and has led the way to innovation at the design level.

France, United States of America, and Belgium are the major markets for jewellery products. The main products which are exported are: Cut and polish diamond, Ring studded with diamond, Earring brooches, Hollow chains, and mechanical chains; High end clasps and findings; Silver and gold jewellery including rings, Pendants, necklaces, and bracelets; Electroform products; High end fashion jewellery with Swarovski crystals, Resin based fashion jewellery, and Gift and accessories.

## MRC'S BRAIN GAIN SEMINAR

# Organisational rewards ease knowledge transfer of expatriates

Organisational rewards and incentives facilitate knowledge transfer. In that they enhance the source's motivation to disseminate knowledge reveals a research project on the concept of Brain Gain. The research findings were discussed today during a seminar at the Mauritius Research Council (MRC) at Ebène Heights, in Ebène Cybercity.

An initiative of the MRC under its Unsolicited Research and Innovation Grant Scheme, the findings of the research project entitled Capturing Brain Gain: An Exploration of Knowledge Transfer from Expatriates to Locals in Mauritius were presented by the project team. The lead resource person was Professor, Dr Anita Ramgoolam-Wong, from the Charles Frelair Institute Mauritius.

The research aimed at assessing the willingness and ability of highly-skilled expatriates to transfer their knowledge to locals in Mauritius and to explore the possible mechanisms for the capture of their knowledge. Eighty-three senior level expatriates (average age of 44 years) based on the conceptual framework designed by the research project team par-



ticipated in the project. Respondents' sector of activities comprised: Property Development; Manufacturing; Civil Society; Hospitality and Airline Industry; ICT and Media; and Knowledge and Higher Education.

Respondents were emphatic that certain preconditions must exist before one can expect an expatriate to be willing to transfer knowledge, for instance the attractiveness of the destination and the job, as well as the existing talent strategy.

### THE MAIN FINDINGS

The findings show that even if the extent of knowledge transfer did depend more on the abilities and motivation of the expatriate, the absorptive capac-

ity of the locals was found to be equally important. Absorptive competencies of the locals were stated in terms of their level of education, willingness to learn new skills and share their ideas at work in order to avoid technical shocks.

In the knowledge transfer process, social and relational dimensions to be taken into consideration were also mentioned: expatriates who were comfortable working with locals and who had adapted well to the local social environment were more likely to transfer their knowledge; trust in local counterparts; and, getting required support in the face of difficulties.

The research has shown a mixed but overall positive status of knowledge transfer enables with regard to high-level expatriates working in Mauritius. What is less evident, however, is the presence of a general environment and culture of knowledge-sharing and trust, so necessary in freeing up the potential for knowledge generation and sharing across an entire organisation and not simply from one expatriate to staff or colleagues.