



## Request for Expression of Interest

### MU10.REI 2023-05

Position Title: Conduct an assessment of the Mauritian Diaspora Scheme

Duty Station: Homebased/Mauritius

Type of Appointment: **Consultancy**

Estimated Start Date: 15 December 2023

Closing Date: 20 November 2023

Established in 1951, IOM is the leading inter-governmental organization in the field of migration and works closely with governmental, intergovernmental and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

#### **Context:**

Recognizing the valuable role that the Mauritian diaspora plays in the country's development, Mauritius has strategically employed various programs to foster diaspora engagement and collaboration. Among these initiatives, a noteworthy effort is the establishment of a Research Fund by the Ministry of Education, Tertiary Education, Science and Technology. This fund is designed not only to support research endeavours but also to specifically cater for Academic Diaspora Members. Furthermore, the government has taken proactive measures to encourage the return of skilled and high net-worth Mauritians residing abroad. To achieve this goal, the Mauritian Diaspora Scheme was introduced in 2015 and was managed by the Economic Development Board (EDB). Operating under the framework of the Economic Development Board (Mauritian Diaspora Scheme) 2023 Regulations, this scheme offers tax-based incentives to encourage the repatriation of talents and resources.

With a view to partly responding to the diaspora needs identified through IOM pilot mapping and profiling of the Mauritian Diaspora (2021) and building on the momentum to engage its diaspora and strengthen existing initiatives, while working towards building new initiatives, IOM and UNDP are jointly supporting the government through the Ministry of Foreign Affairs, Regional Integration and International Trade to implement a regional project, entitled: "Promoting Regional Integration Through Diaspora Capital". The project is being implemented at multiple levels, clustering implementing partners at regional, national, and local levels. The project aims to support Lesotho, Malawi and Mauritius in strengthening the potential of diaspora contribution to achieving the SDGs in the Southern Africa region.

The overall objective of the project will be achieved through the following outcome: *'Governments in Lesotho, Malawi and Mauritius develop participatory gender-sensitive strategies, aimed at enhancing and expanding diaspora engagement as a development partner for countries of origin'.*

In view of the above, IOM and UNDP are in search of an expert to conduct a comprehensive evaluation of the existing “Mauritian Diaspora Scheme”, with due consideration to broader national diaspora incentives and schemes. The assessment aims to critically examine the scheme's alignment with broader strategies and national development plans. It will also evaluate the current scope of the scheme and gauge its effectiveness in achieving its defined objectives – especially in line with the increasing brain drain away from the country. Ultimately, the expert's recommendations will aim to establish more meaningful connections with diaspora members and unlock their potential for driving socio-economic development in Mauritius.

## ***Core Functions / Responsibilities:***

### Purpose and Scope of the Assignment

This consultancy is being undertaken within the “Promoting Regional Integration Through Diaspora Capital: A Joint IOM-UNDP Initiative Project”, funded by the IOM Development Fund. The objective of this consultancy is to assess the relevance, effectiveness, efficiency, coherence, impact and sustainability of the “Mauritian Diaspora Scheme” set up under the Economic Development Board Act 2017 and provide recommendations to address gaps and challenges identified.

The assignment is undertaken under the overall supervision of the IOM Chief of Mission for Mauritius and Seychelles, and direct supervision of IOM Mauritius Programme Coordinator, in close coordination with UNDP Mauritius Programme Team and IOM experts (including the Regional Project Coordinator and the Regional Labour Migration and Social Inclusion Specialist in Pretoria). The assignment will be conducted in close coordination with the Economic Development Board and the National Diaspora Technical Working Group.

### Assessment Criteria

The following evaluation (OECD/DAC) criteria will form the basis of the evaluation:

- a. **Relevance of the Mauritian Diaspora Scheme** - the extent to which the scheme objectives and intended results remain valid and pertinent either as originally planned or as subsequently modified.
- b. **Effectiveness of the Mauritian Diaspora Scheme** - the extent to which the scheme has achieved its objectives/intended results, taking into account their relative importance.
- c. **Efficiency of management and implementation of the Mauritian Diaspora Scheme** - analyses how well resources in general (funds, expertise, time, etc.), or inputs, have been used to undertake activities, and have been converted into outputs.
- d. **Coherence of the Mauritian Diaspora Scheme vis-à-vis other interventions** - the extent to which other interventions (particularly policies) support or undermine the intervention, and vice versa. This criterion includes both internal coherence and external coherence.
- e. **Impact of the Mauritian Diaspora Scheme** - how the scheme contributed to a change in a situation, intended or unintended, directly or indirectly, positive or negative, and what the scheme was expected to bring about.
  - Impact of the scheme on decision of the members of the diaspora community to return to the country.
  - Financial impact of the scheme on diaspora certificate holders
- f. **Sustainability of the Mauritian Diaspora Scheme to date** – it refers to the durability of the scheme’s results, or the continuation of the scheme benefits once external support ceases.

In addition to the abovementioned OECD/DAC criteria, the assessment will address relevant cross-cutting themes of rights-based approach to programming, gender mainstreaming, environmental sensitivity and sustainability, sustainability of results, principled humanitarian action and mainstreaming

protection into crisis response.

The assessment will have to be carried out in line with common norms, standards and ethical guidelines as set out by IOM and the United Nations in general. The common principles include, among other things, utility, feasibility, accuracy, transparency, independence, consultation, credibility, impartiality and sustainability. These principles should be applied in full respect of human rights, data protection and confidentiality, gender considerations, ethnicity, age, sexual orientation, language, disability, and other considerations when designing and implementing the assessment.

As part of the assessment, the evaluator is expected to find answers to the evaluation questions below.

Relevance	<ul style="list-style-type: none"> <li>Do the intervention's expected outcomes and outputs remain valid and pertinent either as originally planned or as subsequently modified?</li> <li>Does the Mauritian Diaspora Scheme still respond to the needs of the other target groups/stakeholders?</li> <li>Is the Mauritian Diaspora Scheme well-designed (results matrix, Theory of Change and risk analysis in particular) to address needs and priorities?</li> <li>Is the Mauritian Diaspora Scheme aligned with and supportive of national strategies?</li> <li>What are the factors that attract target groups to return to the country?</li> </ul>
Effectiveness	<ul style="list-style-type: none"> <li>To what extent did the Mauritian Diaspora Scheme achieve its objectives, including the timely delivery of relief assistance?</li> <li>Have the outputs and outcomes been achieved in accordance with the stated plans?</li> <li>Are the target beneficiaries being reached as expected?</li> <li>Are the target beneficiaries satisfied with the services provided?</li> <li>What are the major factors influencing the achievement of the desired outcomes of the Mauritian Diaspora Scheme?</li> <li>To what extent has the Mauritian Diaspora Scheme adapted or is able to adapt to changing external conditions in order to ensure the desired outcomes?</li> </ul>
Efficiency	<ul style="list-style-type: none"> <li>Were the activities undertaken and were the outputs delivered on time?</li> <li>Was the Mauritian Diaspora Scheme implemented in the most efficient way compared to alternative means of implementation?</li> <li>How well are the resources (funds, expertise and time) being converted into results?</li> <li>To what extent are disbursements/provision of inputs for activities implemented as scheduled?</li> </ul>
Coherence	<ul style="list-style-type: none"> <li>Do synergies exist with other interventions?</li> <li>To what extent do the other implemented interventions support or undermine the intervention?</li> <li>To what extent is the intervention consistent with international norms and standards to be applied to the existing context?</li> <li>To what extent is the intervention consistent with other actors' interventions in the same context?</li> </ul> <p>To what extent does the intervention add value/avoid duplication in the given context?</p>
Impact	<ul style="list-style-type: none"> <li>What significant change(s) does the intervention bring or is expected to bring, whether positive or negative, intended or unintended?</li> <li>Does the impact come from the intervention, from external factors or from</li> </ul>

	<p>both?</p> <ul style="list-style-type: none"> <li>• Did the intervention take timely measures for mitigating any unplanned negative impacts?</li> <li>• What is the impact of beneficiaries in the domestic markets?</li> <li>• Did the beneficiaries take advantage of the incentives that have been provided as part of the scheme?</li> <li>• To what extent did the beneficiaries of the Mauritian Diaspora Scheme contribute to economic development of the country?</li> <li>• To what extent did the Mauritian Diaspora Scheme address the labour supply issue of the country?</li> </ul>
Sustainability	<ul style="list-style-type: none"> <li>• Are structures, resources and processes in place to ensure the benefits generated by the Mauritian Diaspora Scheme are continued after the external support ceases?</li> <li>• Is the scheme supported by local institutions and well-integrated into local social and cultural structures?</li> <li>• Do the partners benefiting from the intervention have adequate capacities (technical, financial, managerial) for ensuring that the benefits are retained in the long run, and are they committed to do so?</li> <li>• To what extent have target groups, and possibly other relevant interest groups and stakeholders, been involved in discussions about sustainability?</li> <li>• Do the target groups have any plans to continue making use of the services/products produced?</li> </ul>

#### Tangible and measurable outputs of the work assignment

- Conduct an initial meeting with the IOM and UNDP team to discuss about the context, available documentation and the consultancy process as well as to clarify expectations.
- Prepare an **inception report**, outlining the methodology to be used, breakdown of work, the timelines, and an overview of stakeholders to be engaged with during the assessment and structure of the report (mapping of stakeholders). The report will be reviewed and validated by IOM and UNDP
- Undertake a holistic review of the scheme's alignment with national development policies, strategies, and frameworks, and highlighting areas where adjustments are required to ensure coherence.
- Using appropriate methods and a participatory approach, conduct an assessment of the Mauritian Diaspora Scheme, analysing its relevance, reach, impact and alignment with national objectives and strategies and identify related gaps.
- Conducting in-depth consultations with key stakeholders, including Technical Working Group members, diaspora members benefitting from the scheme, and the wider Mauritian Diaspora. The assessment process shall include both quantitative metrics and qualitative insights, painting a comprehensive picture of the scheme's overall effectiveness, efficiency, relevance, coherence, impact and sustainability.
- Produce targeted recommendations that address both short-term concerns and long-term strategic objectives. These recommendations will be tailored to amplify the scheme's positive impact and strengthen engagement with the Mauritian Diaspora.
- Develop and submit a **first draft assessment report**, including practical recommendations **(using IOM report template)** to IOM and UNDP.
- Incorporate comments and submit a **second draft report (using IOM report template)**.
- **Present the draft report** to key stakeholders at a validation meeting.
- **Submit a final report (using IOM report template)** incorporating all comments and inputs, to be approved by IOM and UNDP.

All documents are to be produced and delivered in English language.

### Timeline

This assignment is expected to start tentatively in mid-December 2023, but the actual timeline is subject to change based on the date the agreement is signed between IOM and the Consultant. The assignment shall be completed no later than June 2024.

### Deliverables

1. **Inception Report** (including mapping of stakeholders) and presentation at an Inception Meeting
2. **Field mission report** (including both quantitative and qualitative data collected during the consultations)
3. **First draft assessment report**, including practical recommendations (**using IOM report template**)
4. **Second draft assessment report (using IOM report template)**
5. **Presentation of the draft report** to key stakeholders at a Validation Meeting
6. **Final report (using IOM report template)** incorporating all comments and inputs, to be approved by IOM and UNDP.

### ***Required Qualifications and Experience***

IOM is seeking applications from individual consultants and/or consortiums of individual consultants. The successful (lead) consultant should have a minimum of the following qualifications and experience:

#### **Education**

- Advanced university degree in international relations, evaluation, international economics, development studies, social or behavioural science, administration/ management, migration studies or other relevant disciplines

#### **Experience & Skills**

- At least 5 years of relevant professional experience in academia, research institutes, think tanks, governmental, inter-governmental, or non-governmental organization working on migration and related issues, including diaspora engagement;
- Experience in facilitating working groups and discussion and actively engaging members;
- Working experience with senior officials within government, inter-governmental, and nongovernmental organizations.
- Proven experience in conducting evaluations and assessments, particularly of projects/programmes related to migration and related issues, including diaspora engagement.

#### **Languages**

- Fluency in English is required, working knowledge of French will be an advantage.

### ***Required Competencies***

#### **Values**

- Inclusion and respect for diversity: encourages the inclusion of all team members and

stakeholders while demonstrating the ability to work constructively with people with different backgrounds and orientations.

- Integrity and transparency: maintains impartiality and takes prompt action in cases of unprofessional or unethical behaviour.
- Professionalism: demonstrates professional competence and mastery of subject matter and willingness to improve knowledge and skills.

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### **Core Competencies**

- Teamwork: establishes strong relationships with colleagues and partners; relates well to people at all levels.
- Delivering results: produces quality results and provides quality services to clients.
- Managing and sharing knowledge: shares knowledge and learning willingly, and proactively seeks to learn from the experiences of others.
- Accountability: operates in compliance with organizational regulations and rules.
- Communication: encourages others to share their views, using active listening to demonstrate openness and to build understanding of different perspectives.

### **Other**

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances.

### **How to apply:**

Interested candidates are invited to submit their applications to the Human Resources Unit by email to [iommauritus@iom.int](mailto:iommauritus@iom.int) with clear reference of the advert (MU10.REI 2023-05) in the subject line by 20 November 2023. The application package should include:

- The detailed CV and P11 Form of each consultant involved in the assignment, including contact details of three (3) references (The Personal History (P11) form can be downloaded here: <https://ropretoria.iom.int/vacancies>).
- a 2-4 pager technical proposal on the consultant's capacity and approach to the assignment, including a proposed timeframe. In case of a consortium of individual consultant, a detailed presentation of each consultant's role and involvement in the assignment is required.
- A 1-page financial proposal indicating the consultant's daily professional fees in USD and a breakdown of all costs, including the proposed number of days for the assignment. For consortiums of individual consultants, details of number of days and daily professional fee in USD must be indicated.

Only shortlisted candidates will be contacted.

### **Posting period**

From 31.10.2023 to 20.11.23

