



# Pilot mapping and profiling of the Mauritian diaspora in Australia, Canada and the United Kingdom: Stories of belonging, impact and opportunity

REPORT

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# **Pilot mapping and profiling of the Mauritian diaspora in Australia, Canada and the United Kingdom: Stories of belonging, impact and opportunity**

Emira Ajeti and Martin Russell, PhD



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We hope the report does justice to all the hard work being done by everyone above.

Mr Martin Russell, PhD and Mrs Emira Ajeti

IOM Consultant





# ACRONYMS AND ABBREVIATIONS

ABS	Australian Bureau of Statistics
AUD	Australian dollar
CAD	Canadian dollar
DRM	Donor Relationship Management
EDB	Economic Development Board
GBP	British pound
GDP	Gross Domestic Product
IOM	International Organization for Migration
MDS	Mauritius Diaspora Scheme
MFA	Ministry of Foreign Affairs, Regional Integration and International Affairs
ONS	Office of National Statistics (United Kingdom)
PMO	Prime Minister's Office
TWG	Technical Working Group
SDGs	Sustainable Development Goals
UN DESA	United Nations Department of Economic and Social Affairs



# EXECUTIVE SUMMARY

This pilot mapping and profiling arrives at a time marked by an increasing awareness and appreciation from a variety of stakeholders in the Republic of Mauritius of the strategic role that the Mauritian diaspora can play as a co-creator of the future of the country.

This pilot mapping was a listening and learning exercise with the ambition to reach out to the Mauritian diaspora in three pilot countries/regions of destination – Australia, Canada and the United Kingdom. Furthermore, as the world looks beyond the complexities and implications of the global pandemic, early signs are emerging of diaspora engagement being positioned as front and centre of economic recovery plans for many small countries. This diaspora moment is shifting towards a diaspora movement, and the Republic of Mauritius can join this movement to bring value to its people abroad and its people at home.

The report provides a detailed analysis of key findings from the Individual Surveys per target country across key thematic areas such as diaspora demographics, diaspora profiles (educational and profile), diaspora diplomacy (connectivity, community and care), and diaspora capital (remittances, investment, and skills). These findings illustrate some nuances between the ongoing and future relationships with home across the regions whilst certain threads of commonality do emerge.

The recommendations are broken into two formats. Firstly, key recommendations are provided in terms of the institutional framework design to actualize the insights and arguments offered above. These recommendations are the “how to” engage the diaspora recommendations. The institutional framework design is based on three steps of leadership design, brokerage design, and design of vision and mission. It is recommended that at a top-tier level, the Government of Mauritius commit to a fifteen-year vision for the engagement of the Mauritian diaspora.


The implementation framework recommendations are based on the “what to” do in diaspora engagement for the Republic of Mauritius based on the data, insights, and testimonies gathered from the diaspora. These recommendations have key strands that are cyclic in nature and are offered as the first five-year cycle of the fifteen-year vision for engagement. Monitoring and evaluation must be built into the final design of these interventions by the Government of Mauritius and its partners.

The strands are:

- Strand 1: Institutional and Leadership Development.
- Strand 2: Diaspora Social Capital Programme.
- Strand 3: Diaspora Human Capital Programme.
- Strand 4: Diaspora Economic Capital Programme.

This report has been inspired by the amazing stories and people that the researchers met within the Mauritian diaspora along with a desire from the Government of Mauritius to know more about the lost actors who are now national assets for the Republic of Mauritius. Whilst challenges and barriers to engagement remain, particularly around diaspora confidence and trust with the Government of Mauritius, the commitment and passion of the Mauritian diaspora to contribute to their homeland is a dormant potential for the betterment of the Republic of Mauritius.

The opportunities for engagement far outnumber the challenges ahead. Impact for both the Republic of Mauritius and the diaspora can be realized by some simple but important steps. By creating enhancements



in the development of the community abroad, bringing the Government of Mauritius and diaspora into contact more regularly, and by curating the powerful sense of belonging that exists within the Mauritian diaspora, the Government of Mauritius can begin the journey of strategic diaspora engagement.

This report commends all stakeholders for their commitment to this journey. By adopting a long-term vision based on inclusivity and transparency, it is the strong reflection of this report that Mauritian diaspora engagement can build long term, sustainable “hearts and minds” engagements. These engagements will build connections and networks that can bring invaluable fulfilment to the Republic of Mauritius and her people abroad for the betterment of both. That is an opportunity not to be missed; it is time to meet this moment.

# 1. INTRODUCTION

“Don’t just ask what the diaspora can do for Mauritius but what Mauritius can do for the diaspora.” (Research Interviewee, 2020)

This is the report of the Pilot Mapping and Profiling of the Mauritian Diaspora commissioned by the International Organization for Migration (IOM) as part of the “Building the capacity of the Mauritian Government to strengthen linkages with the Mauritian diaspora” project. This pilot mapping and profiling arrives at a time marked by an increasing awareness and appreciation from a variety of stakeholders in the Republic of Mauritius of the strategic role that the Mauritian diaspora can play as a co-creator of the future of the country.

This pilot mapping was a listening and learning exercise with the ambition to reach out to the Mauritian diaspora in three pilot countries/regions of destination – Australia, Canada, and the United Kingdom. It is estimated that approximately two-thirds of the Mauritian diaspora globally reside in these locales (IOM, 2020). This research report should be envisaged as a beginning of dialogue with the Mauritian diaspora to embed them as a key ally, and global friend, of the Republic of Mauritius in its developmental journey.

This introduction chapter outlines the methodological, definitional, and research parameters of the study. Chapter 2 provides a brief historical overview along with an initial top-tier scoping of Mauritian diaspora organizations and networks in our pilot countries based on our desk research and institutional survey (Annex II provides more insight on this). Chapter 3 examines the findings of the individual diaspora mapping surveys to explore the constituencies and characteristics of the diaspora. This is extrapolated through an assessment of diaspora demographics, diaspora profiles, diaspora diplomacy, and diaspora capital.

Chapter 4 provides an institutional situational analysis as well as an operational and organizational gaps analysis. Chapter 5 synthesizes the data gathered and these analyses to provide recommendations for a sustainable system of diaspora engagement for the Republic of Mauritius with key engagement activities identified.

Whilst this report outlines key challenges, data, opportunities, and sentiments, the commitment and passion of the Mauritian diaspora in our pilot countries shines bright. This is a unique moment in time to design and implement engagements that can bring the Republic of Mauritius, including the Government of Mauritius, and its diaspora closer together. There will be bumps along the way, yet this research will show that the Republic of Mauritius and her communities abroad will be in a much better place if they move closer together in an open, transparent, and trustworthy way.

This is the spirit through which this report, its findings, and recommendations are offered.

## 1–1 Methodology and Research Questions

The design and research apparatus for the project was conducted through the deployment of different information sources/tools and mobilization of international expertise, addressing the non-availability of reliable data on Mauritian diaspora communities. Through a mixed-method approach, the research drew upon methodologies aligned with contemporary diaspora studies.

The clear contextual influence in the methodological design of the research came in the form of the COVID-19 pandemic. The initial scoping of the methodology was based upon a hybrid approach of in-person and digitally based research tools. Due to the ongoing restrictions on global travel, the methodology was reverted to predominantly digital formats.

Within this, the research was developed through an interdisciplinary framework. The methodology combined quantitative data analysis with qualitative analysis of primary/secondary source documentation and field research including individual/group interview data and analysis. The key research tools included:

**Desk Research:** Review of primary and secondary source research materials pertinent to engagement of Mauritian diaspora including academic analysis, media content, government documentation, and policy research.

**Stakeholder Consultations:** There were a series of stakeholder consultation tools developed for the research. These included:

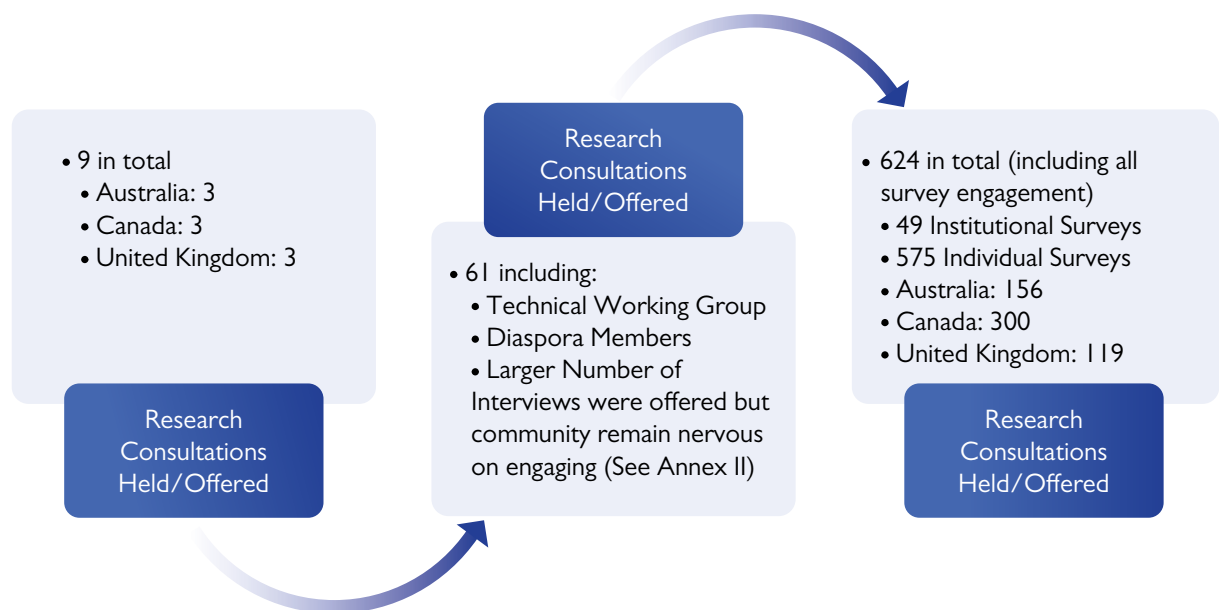
- **Online Research Surveys:** One survey for all Mauritian Diaspora Institutions and three other surveys for Mauritian Diaspora Individuals in Australia, Canada and the United Kingdom – one in each pilot country (four surveys in total, all filled out anonymously). Upon consultation with stakeholders in Mauritius, the two surveys, the one for all Mauritian Diaspora Institutions and the survey for Mauritian Diaspora Individuals in Australia were piloted by the Mauritius Diaspora Advisory Group in Australia to verify their functionality and suitability to the target audiences. A snowball sampling method was utilized for the surveys given the reliance on digital methodologies.
- **Research Interviews:** A portfolio of semi-structured interviews were held to try to ensure as representative a sample as possible of the age, diversity, sex and socioeconomic range of the Mauritian diaspora in the areas of focus for this study. A series of stakeholder consultations were also held with Mauritian based stakeholders and diplomatic representatives in target countries/regions.
- **Establishment of three Mauritian Diaspora Mapping and Profiling Advisory Groups:** An advisory group in Australia, Canada, and the United Kingdom was created to ensure local ownership for diaspora stakeholders. Such groups also acted as focus groups as they allowed for exchange of issues and ideas pertaining to diaspora engagement. They were also key distribution channels of the survey and media materials given the inability to travel. Each advisory group had between 7 – 9 participants and three meetings per advisory group were held in total throughout the lifetime of the project (9 meetings in total). Minutes of all meetings were recorded.
- **Social Media Output:** The creation of a Facebook page and series of media content acted as a hosting point of surveys and associated research content through key partners (such as asking diaspora organizations, Government of Mauritius, and IOM to publish the survey links via their websites or social media channels, and circulate via their mailing lists and informal Facebook, WhatsApp, and Viber groups). The research team would like to acknowledge the important role of IOM Mauritius colleagues and Beyond Com, a Mauritian based communication agency, in helping with this community engagement. A sample of this content and an overview of key project documentation is provided in Annex IV of this report.
- **“Mauritius: A Diaspora Success Story” Series:** A key output of the project from the stakeholder consultations was the creation of a webinar series to showcase and celebrate Mauritian successes in the diaspora and to explore key topics of interest for the diaspora with international experts. These topics were diaspora humanitarianism, diaspora advocacy, and youth and women empowerment. It also provided an additional platform to promote the research.

At this juncture, it is important to insert a methodological note on the online surveys. Due to the challenges and limitations outlined later, the surveys were designed to ensure optimal community

engagement. As is the norm with diaspora surveys, respondents were not required to answer all questions and some questions provided options for more than one answer option to fully capture the profile and sentiments of the community. The surveys were opt-in where respondents were screened to ensure they, as respondents, identified as a member of the diaspora as defined for the purposes of this project. Given the digital distribution format, the survey process was based on trust with the respondent. A small number of surveys were spoilt but that is the normative expectation given the challenges and limitations noted later.

Therefore, whilst overall survey responses are noted in this introduction, the percentage of respondents allocated in the later analysis equates to the respective responses to that specific question/topic. The aims of the surveys were to meet the diaspora where they currently are in terms of their sentiment and willingness to engage so that we could ensure a transparent communication with the Mauritian diaspora for the research. In total, there were 624 respondents to the Institutional (49 respondents) and Individual surveys (575 respondents).

The direct outputs emanating from this methodology include:



**Figure 1 Key Outputs from Methodology<sup>1</sup>**

The rationale for utilizing such a methodology is directly correlated to the key research questions of the study. The primary purpose of the research was to gather “data and profiles of the diaspora” that “are paramount to understand the size and dynamics of the diaspora and how they affect and are affected by policies, to devise coherent and effective evidence-based policies for better outcomes....to devise tailor-made programme to match the different diaspora groups based on their skills and knowledge” (IOM, 2020).

<sup>1</sup> Methodological Note: The survey responses noted above include all survey responses including both full and partial responses as well as a small number of spoilt surveys (for example, those not suitable upon screening questions). In total, there were 536 full responses to all surveys – 15 Institutional Survey, 137 Australia Individual Survey, 273 Canada Individual Survey, and 111 United Kingdom Individual Survey. The surveys consisted of a blend of mandatory/ optional questions along with some questions that allowed respondent to provide several answer options in line with the survey piloting process with the diaspora. Therefore, the percentages of respondents noted in the following chapters related to the percentage of respondents applicable to that question.

Therefore, we can visualize the core research questions in three categories: data, design, and operational. The data research questions are focused on the foundational questions of diaspora engagement – who are your diaspora, where are your diaspora, and what are they doing? This report begins to add new knowledge on these questions by providing a blend of datasets and insights from a variety of sources to begin to build the picture of the community in Australia, Canada, and the United Kingdom. More expansive research will be required in time to produce a fuller picture beyond this pilot project.

Beyond these core questions, the research affords the opportunity to explore key design and operational questions that empower us to move towards creation of a stronger culture of diaspora engagement for the Republic of Mauritius. The report bridges between design and operational insights generated from the findings to equip the Government of Mauritius, the diaspora, and relevant stakeholders with this knowledge.

### 1. Data Questions

- Who are the Diaspora?
- Where are the Diaspora?
- What are they Doing?

### 2. Design Questions

- How can Mauritius support the Diaspora? How can the Diaspora Support Mauritius?
- What are the aims, concerns, needs, and hopes of the Mauritian Diaspora?
- What are the interests of the Diaspora for their future relationship with Mauritius?

### 3. Operational Questions

- What policies/programmes/projects can we shape in the short and mid term?
- What is the role of each stakeholder in this work?
- How can we build a better culture of diaspora engagement in Mauritius?

**Figure 2 Primary and Secondary Research Questions**

## 1–2 Definition of Mauritian Diaspora

The first key research decision of the project was to verify a truly reflective definition of the Mauritian diaspora. The unique richness of the Republic of Mauritius' diversity and histories of the diaspora signposted that the definition of the diaspora to inform this project, and indeed future engagement, should be based upon the core principle of celebrating this diversity through inclusivity. For the purposes of this study, the Mauritian diaspora was therefore defined as:

citizens of Mauritius living abroad - along with those who have an ancestral tie to Mauritius or a sense of connection to Mauritius.



Later sections of the report will re-emphasize that the development of an inclusive definition for the diaspora is an important milestone for diaspora engagement in Mauritius. Across key communities of the Mauritian diaspora, the community is maturing and beginning to evolve into several generations of Mauritian affinities and identities. At a conceptual level, this inclusive definition will embed with global best practice in exploring key sources of diaspora capital such as affinity diaspora (e.g. those who have an affinity to the country through marriage, friendship, and such) and next generation diaspora.

In terms of the vision to position the Mauritian diaspora as a leading collaborator and stakeholder in the development of their homeland, an inclusive definition is a means to not only truly acknowledge the history of emigration from the country but to fully amplify and illustrate a values-led mission for the role of the diaspora at home and abroad.

From a data collection perspective, the commitment to this definition also broadens the scope of the community that could be engaged through the research. This has important lessons for future data collection projects in that it is important to look beyond the concept of citizenship to a concept of belonging to truly unleash the potential of the global Mauritian diaspora.

### 1–3 Challenges and Limitations of the Project

When enacting the methodological approach and research tools outlined above, the research team faced a series of challenges and limitations that are noteworthy for their impact on this research along with potential impact for future engagement/research activity. These included:

#### COVID-19 Pandemic

As noted earlier, the COVID-19 pandemic impacted the research ability to physically convene and connect with the Mauritian diaspora. Related to other challenges/limitations, such convening is often a key educational tool to help inform the diaspora on the aims and background of the research project so the inability to do so negatively impacted the project's capacity to build trust with the community abroad. Nevertheless, the latter was mitigated by a more proactive engagement role for key partner institutions in the core countries of destinations such as diaspora communities (with the creation of the advisory groups), embassies, consulates or high commissions, or IOM colleagues in those countries.

#### MV Wakashio Oil Spill and Diaspora Activism

The communications and outreach of this project coincided with the aftermath of the tragic MV Wakashio Oil Spill. There was a rising diaspora activism due to this tragedy resulting in well noted protests from the diaspora outside diplomatic missions abroad. Due to frustrations and a general lack of trust, it was difficult to relay the impartiality of this research. The researchers would like to place on record thanks to all members of the advisory groups along with diplomatic representatives in pilot countries for all their efforts to overcome this challenge. The researchers do, however, acknowledge that the sentiment in the community is still sensitive and remained a challenge to the project.

#### Institutional Apparatus/Awareness: Data Protection and Trust-Building

Aligned with the above, a key challenge was articulating the independent nature of this research to the target audiences of the project. There remains a need to build trust with the diaspora from the Government of Mauritius to ensure ongoing and future confidence in diaspora work. This will come through dialogue, listening, and partnerships. As will become clear in the following pages, there are many impactful collaborations that can be built with the diaspora but there will be the need for an “honest broker” to unlock these diaspora engagements. Within this research, it was difficult to inspire trust in the

independent nature of the research on a scalable size as many members of the diaspora had key concerns on issues such as the role of the government in the research, data protection, and associated issues.

### Digital Literacy

An obvious limitation from lack of travel and shifting to a digital format is that it can preclude members of the diaspora who do not have sufficient digital literacy to engage online. The research team has offset such limitations by utilizing software and communication tools that best fit the target audiences of its research interviewees (for example by utilizing WhatsApp or Facebook messenger instead of other specialized platforms like Zoom when needed to ensure that any older generations of the diaspora who may have reduced digital capacity/literacy were not isolated from the consultations). Nevertheless, future research, if enacted digitally and remotely, will need to offer larger networked solutions to ensure active participation of all constituencies within the diaspora if possible. This may be done through locally based research partnerships to ensure safety and transparency of the data collection process.

### Inclusivity

A limitation to the research consultations and undertaken surveys was also the adequate representation of Mauritian diaspora in selected pilot countries, and the representation of the many generations of migration with different occupations, skills, ages, attitudes, concerns, ideals, motivations, technological savviness, and different levels of connection with Mauritius. For example, many of the diaspora associations in Australia, Canada and the United Kingdom are represented by older generations of Mauritians, and a limited number of younger generations.

In the attempt to represent younger generations of Mauritians, the research team identified and interviewed Mauritian alumni of various universities who are studying, or have studied abroad and have returned to Mauritius, or remained abroad. Moreover, the research team employed various strategies to engage first, second and third generation Mauritian migrants through a media and marketing strategy.

## 1–4 Why now for Mauritian Diaspora Engagement

The exciting dynamic remains that despite these challenges and limitations, most diaspora members connected through the research retain a palpable passion for their homeland. Therefore, it is important to note why now is the right time for diaspora engagement in the Republic of Mauritius. In the next section of the report, we assess this question from a community basis, but it is important to note the policy importance of further enhancing the capacity of the Government of Mauritius on diaspora engagement.

At a local, regional, and global level, diaspora engagement is emerging as a key development policy of choice for governments. Over the past decade, there has been a noteworthy increase in the number and scope of diaspora policies/strategies developed. Signature global convenings such as the High-Level Dialogue on Migration and Development, The Global Forum for Migration and Development, Global Diaspora Forum, and others have all signposted the positive correlation between diaspora engagement and international development.

Beyond dialogue to action, several regional and global policy agenda have acted upon this correlation. The African Union designed the African diaspora as the official sixth region of the continent. Through the establishment of AU-CIDO, they now have a dedicated institutional apparatus to support diaspora engagement (AUCIDO, 2020). Perhaps more extensively, diaspora engagement has also been positioned as a key contributor to the Global Compact for Safe, Orderly and Regular Migration and the Sustainable Development Goals (SDGs) (UN, 2015; 2019). The latter through the direct inclusion of migration in

Goal 10 of the SDGs. At an auxiliary level, diaspora engagement will be a key enabler of other key goals such as goals 1 (poverty reduction), 3 (good health and well-being), 4 (quality education), and 13 (climate action).

Furthermore, as the world gingerly looks beyond the complexities and implications of the global pandemic, early signs are emerging of diaspora engagement being positioned as front and centre of economic recovery plans for many small countries. Put simply, this diaspora moment is shifting towards a diaspora movement, and the Republic of Mauritius can join this movement to bring value to its people abroad and its people at home. Annex III of this report provides further examples of global best practice on diaspora engagement to draw inspiration from.

## 2. MAURITIAN DIASPORA ENGAGEMENT: A HISTORIOGRAPHICAL SNAPSHOT

“When we are at home, we stay within our respective communities but when we leave, we are one. We are Mauritian” (Research Interviewee, 2020).

This section of the report provides a brief synopsis of some of the historical flows, influences, and trajectories of emigration from the Republic of Mauritius as a means to provide preliminary insight into the composition of the community abroad. This is supplemented with an overview of the existing community network infrastructure of the Mauritian diaspora in our pilot countries to help understand the characteristics of organizations and networks operating within the community.

### 2–1 The Mauritian Diaspora: A historiographical overview

The history of the Republic of Mauritius is inextricably linked to the current composition of the Mauritian diaspora. As Seetah (2016) notes, “in terms of cultural identity, the island is a true melting pot”. Whilst the purpose of this report is not to provide a detailed historiographical record, the conceptual fabric of diaspora is an ever-present in the historical narrative of their homeland.

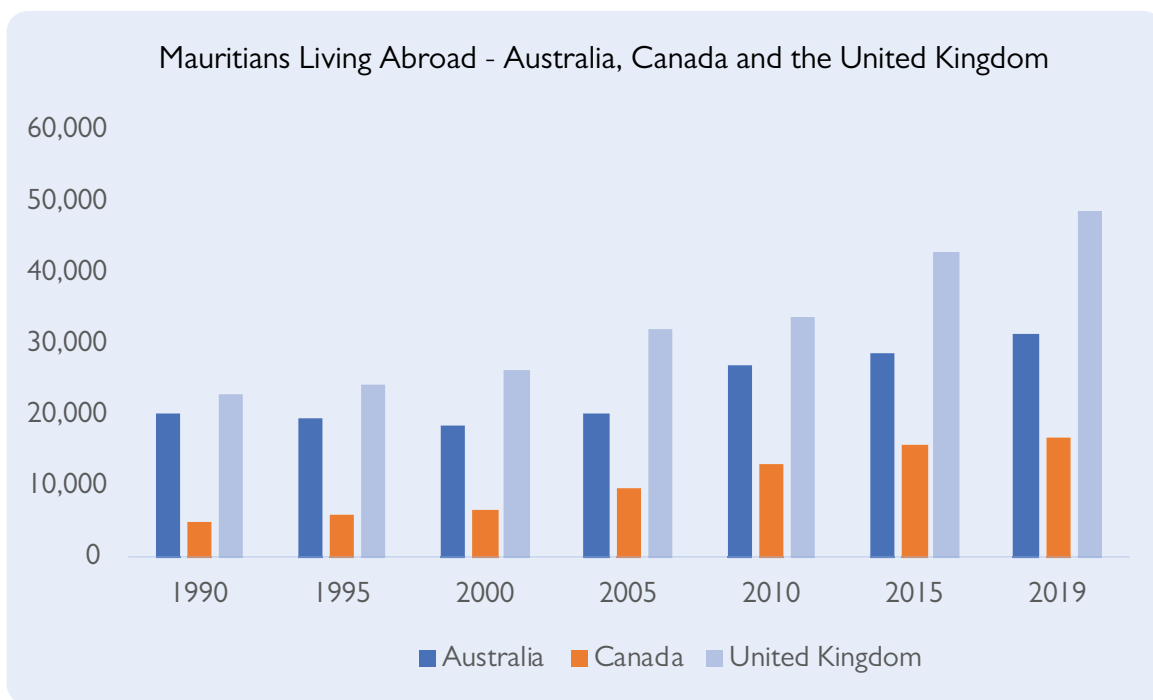
As Ramtohul (2016) notes, “Mauritius does not have an indigenous population” which augurs that the diversity and richness of Mauritian society positions it as a diaspora nation from its conception (This is a unique window of opportunity for Mauritius as the historical contexts that have shaped its creation has positioned diaspora at the heartbeat of Mauritian communities both at home and now in the communities that reside abroad.

Whilst being a “high-migration state, largely due to its diaspora”, the country has an authentic diaspora story to tell emanating from its history and how its society has come to be (ibid.). Within stakeholder consultations for this research, it was evident that there are still some ethnic complexities and sensitive collective memories around the sociopolitical contexts that have drove emigration in previous decades. This has translated into a larger sense of discord with the current sociopolitical landscape back home for many in the diaspora. Addressing these concerns will be key to engagement of the diaspora.

Furthermore, Mauritian economic development story has important contextual influences on the composition of the community abroad. Whilst more recent analyses have indicated slower growth in and an inability to escape a “middle-income trap”, the demographic and economic histories of the Republic of Mauritius would indicate that the diaspora will consist of communities of significant talent and capacity (Houlder, 2016). The research findings verify this assumption.

Whilst the relatively peaceful development of the Republic of Mauritius and general economic achievement of the country are not core research considerations for this report, when coupled with the historical rooting discussed, then the diaspora will represent the diversity or “melting pot” of the community abroad. The opportunity now is to build communities of commonality abroad rather than pockets of fragmented communities.

It is in this lens that the report shifts focus to understanding the Mauritian communities in Australia, Canada, and the United Kingdom, beginning with migration flows over the past 30 years.



**Figure 3 Number of Mauritians Living Abroad in Australia, Canada and the United Kingdom since 1990 (UN DESA)**

Approximately 188,300<sup>2</sup> Mauritians live abroad, equating to 14.8 per cent of the population of Mauritius (EUDIF, 2020). This is sizeable on its own but when positioned within the inclusive definition of diaspora offered at the beginning of this report, then the scale and capacity of the Mauritian diaspora becomes even more substantive. This positions the diaspora as a key determinant in the future well-being of their homeland. Diaspora engagement, in this light, is then a policy of necessity rather than choice for the Government of Mauritius.

Within the key target countries of this study, the strengthening of the diaspora communities in Australia, Canada, and the United Kingdom is evident. According to the Population Division of the United Nations Department of Economic and Social Affairs (UN DESA) International Migrant Stock data since 1990, all regions of this study have seen a sizeable increase in the number of Mauritian migrants.

In Australia, there was a significant increase since 2005 where the number of Mauritians grew from 20,300 to 31,400 in 2019 (UN DESA, 2019). Similarly, in the United Kingdom, there was noteworthy growth from the turn of the century when the community grew from 26,200 to 48,800 in 2019 (UN DESA, 2019). These indices in countries with ties to historical flows of emigration from the Republic of Mauritius signpost that the communities in these locations are maturing as a diasporic community.

As the community is reinvigorated with recent flows of arrivals, there will be various forms of Mauritian identity and affinities at work within the community. It will be imperative to understand the various reasons behind their leaving Mauritius, and consequently relate engagement mechanisms that support the dilution of difference across the community and build a collective sense of Mauritian-ness.

Similar growth in Canada illustrates a slightly different constituency given the smaller base number of Mauritians in the country in 1990. It symbolizes a developing diaspora community that opens further potential for engagement design. For example, since 2000 the number of Mauritians in Canada has grown from 6,600 to 16,900 last year (UN DESA, 2019). As an emergent and contemporary diaspora, the needs and potentials of the community may need tailoring as it continues to build its footprint in Canada.

<sup>2</sup> As per request from Government of Mauritius counterparts, population estimates have been rounded to the nearest hundred figure.

## 2–2 Mauritian Diaspora Networks: A Snapshot

A key aim of the research project was to “Identify social networks which may constitute avenues of strong engagement between the Mauritian diaspora and the home country, to inform policy actions and strategies” (IOM, 2020). From desk research and the development of the advisory groups with key community leaders, many of whom run or help to lead diaspora networks, the research gathered basic understandings of the network composition of the Mauritian diaspora. The next section of the report explores in more detail the diasporas interaction with such networks.

Across the three target regions of the survey, the research team developed a short institutional survey for diaspora organizations. During initial outreach with this survey, it became clear that the composition of diaspora networks in Mauritian communities abroad along with ongoing lack of trust with the Government would limit response rate. In total, 15 respondents representing diaspora organizations fully completed the survey out of 49 respondents. Annex II provides an overview of the number of organizations and networks identified and an overview of the interview pool/process.

From this data and supplementary desk review, the organizational composition of the diaspora has two distinctive constituencies. In all countries, there are well established organizations (many developed over decades) that have institutional bandwidth and function as established non-governmental organizations. Nevertheless, there are substantive numbers of informal associations/networks, whereas many of these communities and networks can be found on various social media, with or without a functioning website. Hence, in order for Mauritian diaspora associations to act as development bridge-builders between the host and home countries, there is a strong need for advancement of their digital and organizational capacity.

Within both constituencies, it will be imperative to design support services to strengthen their connectivity and collaboration with each other along with enhancing their capacity to grow. This will be key to ensuring the diaspora community network infrastructure can support wider engagement plans.

### Mauritian Diaspora Organizations and Networks: Showcasing Purpose and Passion

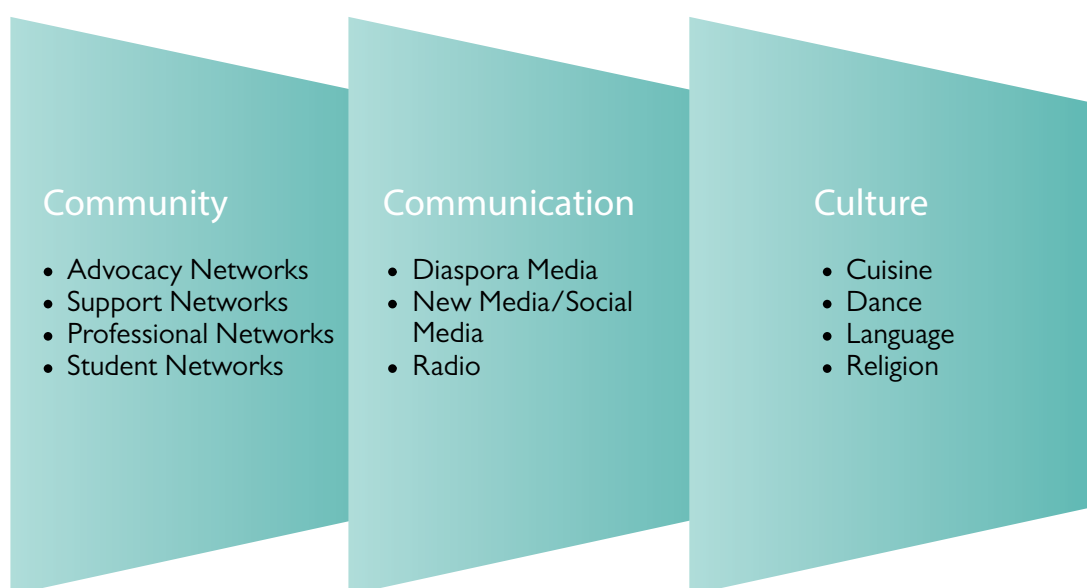


Figure 4 Types of Mauritian Diaspora Networks/Organizations

From the desk research on Mauritian diaspora networks, there is a 3-C scope to the purpose of these organizations: Community, Communication and Culture. At their core, these organizations play an integral role in safeguarding the interaction between Mauritians living abroad and their relationship with home. This is echoed within the institutional survey where close to a third of respondents noted culture as the main area of interest for their members followed by heritage and support/welfare.

In terms of community networks, the key subsets of networks or organizations include advocacy, support, professional, and student networks. Advocacy and support networks include some of the more established networks in all regions. The creation of student networks and professional networks tend to be more recent and informal in nature. They are usually leveraged through social media platforms such as LinkedIn or Facebook. Nevertheless, it is worth noting that most Mauritian diaspora networks or organizations abroad provide limited access to their basic leadership information and/or their points of contact, thereby denoting a weaker community network, which needs further support and strengthening. Additionally, as mentioned in the sections above, many of the diaspora organizations in Australia, Canada and the United Kingdom are represented by older generations of Mauritians, and a very limited number of younger generations.

Communication focused diaspora organizations are critically important within the community also. For example, this report was kindly supported by ethnic radio stations, such as 3zzz and others in Australia, to market to the community. Such radio programmes remain critical for the Mauritian community to gather information on home along with celebrating their heritage and linguistic culture. More recently, the dialogue has been shifting online with a proliferation of social media networks – often based on cities and regions – emanating on networking platforms such as Facebook and Twitter. Annex II of this report provides an overview of over 100 organizations and social media networks identified during this research across the three pilot countries.

The glue within this network composition is the driving passion of the community to celebrate Mauritian culture. Whilst it is possible to find diaspora networks to celebrate all aspects of Mauritius' diverse culture, recurring areas of focus do emerge. Leading cultural convening points are focused on cuisine, dance, language, and religion. The connective capacity of culture to cross generations ensures that stronger promotion of Mauritian culture in the diaspora will need to be cultivated to bridge generations. Moreover, there is potential for the Republic Mauritius to capitalize on its cultural diplomacy also and consider culture as another asset as powerful as economic or political assets. The Mauritian diaspora can be key to ensuring that the Republic of Mauritius can capture the "hearts and minds" of many countries and their people, which can in turn have a real economic impact.

Whilst the network composition is richly diverse, it is critical to assess the ongoing capacity of such networks to support a system of diaspora engagement. A key ingredient for successful diaspora engagement is the presence of a strong network of diaspora community organizations who retain the capacity to help build a sustainable system of engagement. Therefore, it is imperative to try gauge where Mauritian diaspora organizations and their leaders require capacity development and support.

### High Tech and High Touch: Supporting Mauritian Diaspora Networks

The institutional survey had a very limited pool of respondents therefore it is recommended that more systematic dialogue and engagement with diaspora organizations be organized as means to build trust with them. This will enable them to be further assessed on how best to support these organizations and indeed spark the creation of new entities also. The survey does however give us a snapshot into the capacities, challenges, and opportunities facing some of these organizations.

For example, a majority of respondents utilize free digital communication platforms such as email listings, Facebook groups, and informal direct contact as their modes of communication. Similarly, organizations are mostly dependent on direct fundraising whilst local government support in their country of destinations and membership fees also support organizations. In general, the budgetary capacity of the organizations and networks is low.

In terms of cross-community collaboration, there may be an opportunity for the Government of Mauritius to play a facilitative role in this as some early indicators of key challenges were listed as engaging with fellow Mauritian organizations and engaging with the Government of Mauritius. For future engagement, the key messages relayed include a desire to strengthen social and professional engagements with their homeland.

Over the course of stakeholder consultations, the core dynamic identified was the need to realign the engagement emphasis to one of mutuality where diaspora organizations are recognized and supported by the Government of Mauritius. The opportunity for this is rooted in the fact that, despite the small sample, representatives of diaspora organizations identified two key actors for the successful implementation of diaspora engagement for the Republic of Mauritius: the diaspora and the Government of Mauritius. The diaspora also signposted the lack of communication as the leading operational gap in diaspora engagement.

From the institutional survey and wider consultation processes, it is evident that the diaspora stands with their homeland and is ready to engage. The early stages of the solution to existing challenges will be some very simple steps focused on dialogue, listening, and partnership building. The recommendations of this report are designed to bring this closer by building systems of engagement that are civically bound, participatory, and representative. The next section of the report focuses on embedding diaspora voices from the individual survey into this design.



# 3. MAPPING THE MAURITIAN DIASPORA: COMMUNITIES, CONSTITUENCIES AND CHARACTERISTICS

This section of the report provides in-depth analysis of additional datasets pertaining to the Mauritian diaspora in our key target countries from the Mauritian Diaspora Individual Survey's launched in each region. These insights along with the preceding sections inform the series of recommendations to follow in the report along with providing baseline data on how we can further enhance the capacity of the Government of Mauritius to create a culture of diaspora engagement that shapes a mutually beneficial relationship between the Republic of Mauritius and its diaspora.

## 3-1 The Mauritian Diaspora in Australia: Mapping and Profiles

### Overview

As of 2019, according to the Australian Bureau of Statistics (ABS) migration estimates, there are 29,800 Mauritians in Australia with 15,200 female and 14,600 male members of the community (ABS, 2019). This lends recurring support to the need to mainstream gender across diaspora engagement activities. Whilst these are current estimates, the 2016 Australian census also provides compelling data on the Mauritian community in Australia and their geographical concentration within Australia as visualized below.

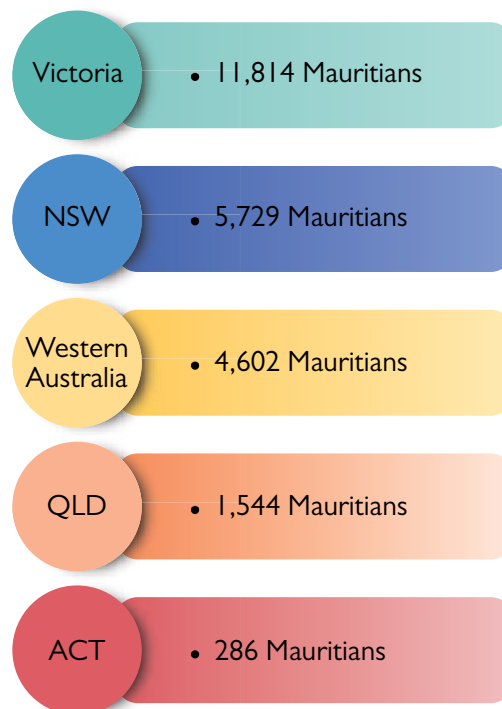


Figure 5 Leading Regional Hubs of Mauritian community in Australia (ABS, Census 2016)

It also provides critical insight into the constituencies and characteristics of the Mauritian community in Australia. For example, the community is a relatively mature one with “21.4 per cent aged 65 years and over. The median age of people in Australia who were born in Mauritius was 49 years” (ABS, 2016). This is reflected in the fact that “of people in Australia aged 15 years and over who were born in Mauritius, 60.2 per cent were married” and that there were “12,107 families with 5,942 of those with children and 1,181 one parent families” (ABS, 2016). This illustrates the need for adopting an inclusive definition for the long term as the Mauritian community evolves across generations.

Beyond this, the ongoing and emerging professional/technical capacity of the community shines through. Of the population born in Mauritius who live in Australia, “17.1 per cent reported having completed Year 12 as their highest level of educational attainment, 12.4 per cent had completed a Certificate III or IV and 17.0 per cent had completed an Advanced Diploma or Diploma,” and the most common response for occupation was Professionals 21.3 per cent, followed by Clerical and Administrative Workers 18.0 per cent and Technicians and Trades Workers 12.7 per cent” (ABS, 2016). The personal (707 AUD), family (1,850 AUD), and household median weekly income (1,684 AUD) also outperformed averages for all overseas communities and Australian born respondents recorded in the census (ABS, 2016). Similarly, in our survey, 53.9 per cent of applicable respondents noted that they earned over 50,000 AUD annually which strengthens this record of achievement. This indicates a strong capacity within the community along with a culture of contribution and success by Mauritians in Australia that needs to be captured and told. Telling such stories will unleash a sense of pride and add intrinsic value to the global nation brand of the Republic of Mauritius thus unlocking key diplomatic capital for the Government of Mauritius in the form of soft and smart power.

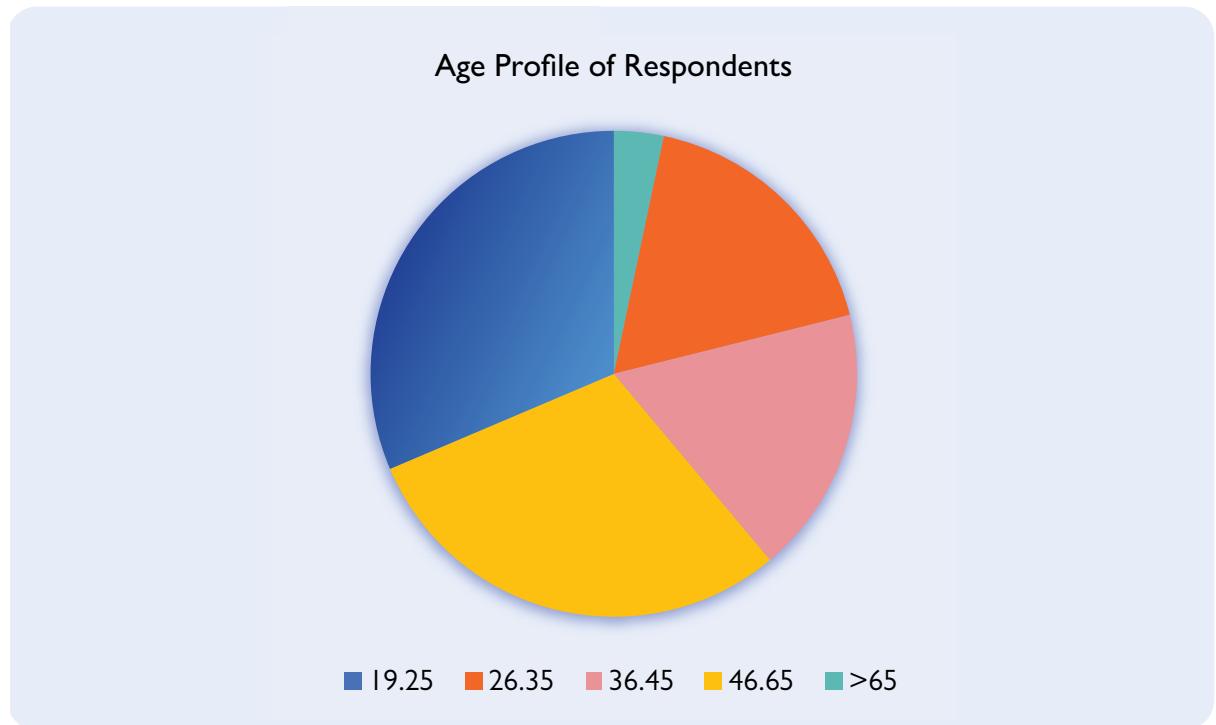
Smart power relates to the “people to people” power built through networks whilst soft power relates to the ability of a country to influence outcomes through attraction rather than coercion (Clinton, 2011; Nye, 2011, 2007). Both concepts are emerging as critical diplomatic capitals in diaspora engagement and the Government of Mauritius has strong possibilities to strengthen its global profile through diaspora engagement in this regard.

### Mauritian Diaspora in Australia Survey Findings

The respondent pool for the individual survey in Australia included a diverse sample of respondents each decade from the 1960s right up to 2020 as the year of departure. Again, the percentages provided here relate to the responses received to that specific question as noted in the introduction.

## Diaspora Demographics: Community Profile

The age profile of respondents was as follows:



**Figure 6 Age Profile of Respondents to Individual Survey for Mauritian Diaspora in Australia**

The limited number of younger voices indicates the need to evolve communication and outreach activities to tailored tools for younger generations. This lack of young voices was tackled through research interviews when possible, but challenges remain on curating a sense of belonging for the next generation through official engagement. This will require a blend of in-person and digital engagements which are included in the set of recommendations to follow.

Other key demographic findings include that most of the respondents were female (56.8 %) and that a large majority of the respondents actively note their belonging, or ethnic identity, as Mauritian (89 %) despite the majority holding Australian or dual citizenship. This does not translate to holding of a Mauritian passport however as just over half of respondents (50.4 %) do hold a valid Mauritian passport. Furthermore, 93.7 per cent of respondents were in Australia through regular migration opportunities. The prominence of formal migration channels is important for diaspora engagement as it means most of the diaspora will be visible for engagement due to a reduced number of irregular migrants in the community. However, to ensure a reflective assessment, later sections also address some of the challenges facing the community as vulnerabilities do exist within the diaspora.

The geographical density of respondents amplifies the geographical breakdown indicated by the census data. The breakdown per region of lead number of respondents was as follows: Victoria (62.6 %), NSW (13 %), Western Australia (11.3 %), Queensland (7.8 %), and ACT (3.5 %). The relatively close correlation of survey respondents to census data provides a solid base of geographical focus on diaspora engagement for the community in Australia.

This geographical density is further enhanced by an indicative rooting of the community in Australia. For example, 80.5 per cent noted that they have not lived in another country abroad prior to moving to Australia. Given that most respondents were aged 25 onwards, it can be estimated that the community is now strengthening, multiplying in terms of generations, and building roots in Australia.

This is evident in terms of the household and demographic information provided in the survey. The majority of households had either 0–3 members (72.9 %) or 4–6 members (26.3 %). Similarly, 33.9 per cent noted that 2 generations of Mauritians live in their household. 69.5 per cent noted that they had children (including some whose children are now adults) with over 70 per cent of respondents having 2 or more children. The predominant educational level of these children is tertiary level with over a third of the respondent’s children achieving tertiary level education. This is a significant human capital within the diaspora for Mauritius.

Perhaps the most telling opportunity is that despite the age profile of the children of respondents ranging from early childhood to adulthood, the regularity of visits to Mauritius is quite low. Most of the respondents noted that their children have visited Mauritius, but the majority noted that their children visit Mauritius at most once every three years. This shapes important considerations on how to strengthen the ties between Mauritius and the next generation that this report will consider in later sections.

### Diaspora Profiles: Educational and Professional Profile

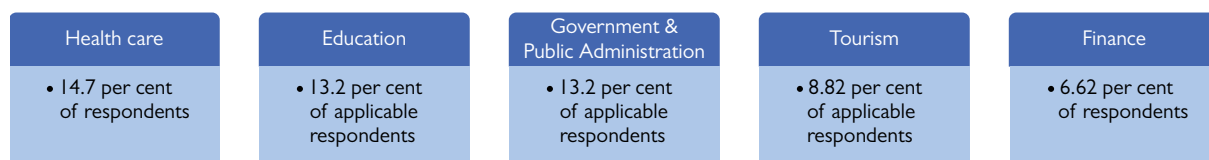


**Figure 7 Reason for Leaving Mauritius from Mauritian Diaspora Individual Survey Australia**

Within the survey section on community and education profile, compelling insight is based on the reasons provided for leaving. Apart from the prescribed categorizations, additional key drivers for emigration were linked to a form of political emigration, pursuing greater opportunities abroad for children, and migrating with parents. A recurring theme throughout this research was the need to enact trust-building with the diaspora and the prominence of sociopolitical reasons for emigration in the “other” category above is a sign of this.

This section of the survey reasserts the inherent diaspora capital built within the Mauritian diaspora in Australia. Approximately three quarters of survey respondents noted that they had an educational level including and beyond college level/vocational training. This bandwidth includes vocational/technical (25.9 %), bachelors (28.7 %), masters (13.9 %), and PhD (5.6 %).

Similarly, the professional profile of the community represented a strong correlation to a cross-sectoral professional pathway along with a strong “third act” community (i.e. Mauricians who are retired but that are still active professionally/voluntarily). The sectoral composition within the educational and professional profile of the community is a useful precursor for the design of potential sectoral alliances or skills-based engagements of the diaspora. The leading sectors of expertise identified by the respondents were:



**Figure 8 Main Sectors of Expertise Identified by Australia based Mauritian Diaspora**

The diversity of expertise built within the diaspora was noted by the range of sectors identified which included: BioTech, Engineering, ICT, Pharmaceutical Manufacturing Supply Chain along with a suite of other sectoral categories. Again, this amplifies the potential for skills transfer to help diversify the Mauritian economy and in later sections of this report, the performance of the Mauritian Diaspora Scheme (MDS) also signposts similar sectoral delineations.

Finally, the respondents also signpost more incisive data on the community network infrastructure of the Mauritian diaspora in Australia. Just over 53 per cent of respondents indicated that they are a member of a Mauritian diaspora organization or network. However, the organizations listed are some of the more established entities within the Mauritian community in Australia which indicates a dearth of organizations for next generation diaspora.

This intergenerational gap is aligned with other key needs/vulnerabilities identified by the community in Australia as lack of community support was identified as the main need of the respondents (17.4 % of respondents), followed by loneliness (15.1 %), and integration issues (9.9 %). It is imperative in our design of engagement to enact a care ethics with the diaspora also to narrow these vulnerabilities (Ee-Ho et al., 2014).

### Diaspora Diplomacy: Connectivity, Communication and Care

A key trend within the recommendations that follow will be on enhancing the capacity of the Government of Mauritius to enact more meaningful and strategic diplomacy with their diaspora. Within the design of such recommendations, understanding the connectivity and communication points of the diaspora with home is critical. Furthermore, exploring key vulnerabilities or needs of the community also align with the ambition to create diaspora engagement that mirrors the realities of the community abroad.

The Mauritian community in Australia displayed a strong sense of connectivity with Mauritius. Over 95 per cent of respondents had visited Mauritius with a majority (58.7 %) staying for between 1–4 weeks during their visits with family and vacation noted as the main reasons to visit. The frequency of visits also indicated a regularity of connectivity with the bulk visiting either once a year, every two years, or once every three years. However, the largest single frequency denoted (34 %) was less than three years and this may echo ongoing diaspora discontent on the cost of travel from Australia to Mauritius. Diaspora tourism is a natural gateway engagement for the Government of Mauritius so advocacy and public-private partnerships can be sought to tackle such issues to promote diaspora tourism.

Beyond physical connectivity, the communication landscape also denotes a shift to digital or informal networks from the Mauritian community in Australia. The predominant source of information on

Mauritius was through online news/social media (40.6 %), word of mouth (25.5 %), and radio (17 %). Within the wider diplomatic landscape, reputational challenges remain for the Government of Mauritius as there was an uncertainty in the community in terms of the impression of Mauritius that they gather through their communication sources. For example, over 60 per cent of respondents noted that the impression they get of Mauritius from media and other communication portals is either unfavourable or they are unsure if it is favourable or not.

This theme seeps into the direct interactions with public institutions at home and abroad also. 73.2 per cent of respondents had not interacted with the diplomatic mission in Australia. However, the respondents indicated a strong desire for more concentrated engagement through diaspora diplomacy. For example, in terms of identifying the most pertinent engagement/support that the Government of Mauritius could facilitate, the respondents noted the following:



**Figure 9 Top Five Suggested Activities for Diplomatic Mission in Australia**

This provides a compelling moment to redesign the diplomatic capacity and offering by the Government of Mauritius to the diaspora in Australia in line with some of these insights. The Government of Mauritius can embed cultural and public diplomacy within the engagement process by positioning diaspora engagement as front and centre of the Government’s foreign policy to attract the necessary capacity and resource support to deliver these aims.

### Diaspora Capital: Remittances, Investment and Skills

In terms of the current and future relationship of the Mauritian diaspora in Australia with the Republic of Mauritius, the findings extrapolate preliminary insights into the forms of diaspora capital that can be best engaged for the development of Mauritius. Diaspora capital is defined as the as the overseas resources available to a country, region, city, organization or location and it is made up of flows of people, networks, finance, ideas, attitudes and concerns for places of origin, ancestry or affinity. In short, flows of people, knowledge and money (Aikins and Russell, 2020).

In terms of flows of money, the remittance market from the Mauritian diaspora reflects the relative prosperity and economic performance of the Republic of Mauritius. The World Bank estimates project that remittances in 2020 will equate to 310 million USD equating to 2.6 per cent of GDP (World Bank, 2020) with the lack of dependency on a remittance culture developing important areas of exploration

on the engagement of diaspora capital for Mauritius. The lack of dependence on remittances point to the well stated exemplar status of the Republic of Mauritius as a small island economy. This lack of dependency relates through the survey with 32.2 per cent of the respondents rarely sending money home and 27.6 per cent never sending money home.

Those who do remit tend to use formal channels of bank transfer (49.5 %) and money transfer operators (16.5 %). The primary purpose and recipient of remittances are extended families with approximately half of respondents noting this as the primary reason to send money home followed by supporting charities.

By aligning this with investment behaviour/sentiment, aims for engagement, and prospects for return, the report can unlock some early indices on what type of engagement may be most suitable in the short term for the Mauritian community in Australia. 74.2 per cent of respondents had not invested in Mauritius and 57.6 per cent would not consider it. The key sectors identified by those who were interested in investment were tourism (22.9 %), education (15.7 %), agriculture (13.3 %), and health care (12.1 %).

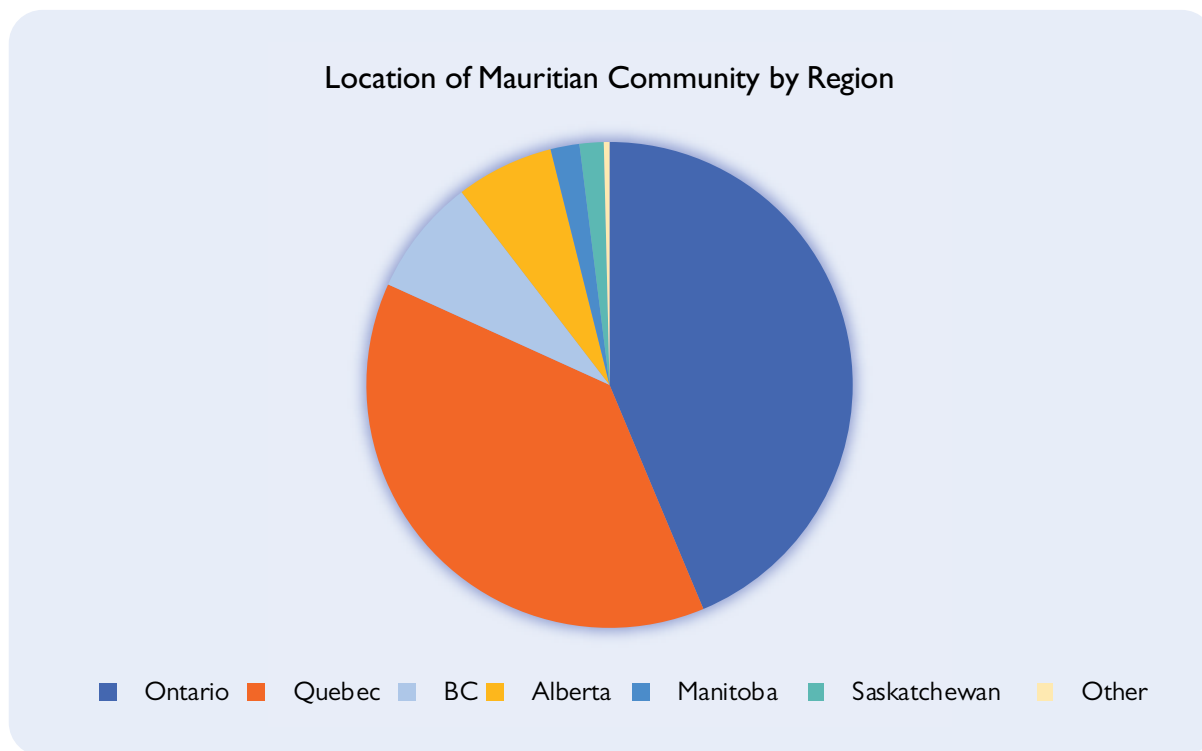
However, approximately half of respondents had made a charitable donation to an organization in Mauritius and 72.5 per cent of the respondents were willing to provide their technical and professional expertise to contribute to the development of Mauritius. Key target areas for such exchange included supporting education/youth (30.8 %) and community development (32.7 %). The respondents noted a strong preference for mentoring (35.7 %), field visits (27 %), and remote/digital (25 %) formats for sharing their expertise also.

These findings offer useful guidance on the potential of diaspora knowledge transfer, philanthropy, and volunteerism for the future relationship of the Republic of Mauritius and the diaspora in Australia. There is a potential to create a series of short-term exchange programmes supplemented by ongoing digital networking. This is also echoed in terms of respondents' willingness to encourage their children to undertake short term placements or internships in Mauritius, of which 62.5 per cent would support their children to undertake such work if their children asked to do so. This may be an early portal to design interventions to bridge the generational gap within the Mauritian diaspora.

The wider structuring of diaspora engagement is also impacted by the respondents' willingness to return to Mauritius full time. 60.8 per cent do not envisage returning to Mauritius and within those who would consider a return to Mauritius, the majority noted that it will be over five years before they consider the move (61.1 %). Put simply, this means that the networks and engagement points for the diaspora now need to meet them where they are. Similar trends also begin to emerge in respect to Canada and the United Kingdom.

### 3-2 The Mauritian Diaspora in Canada: Mapping and Profiles

#### Overview



**Figure 10 Regional Composition of Mauritian Community in Canada, (Census, 2016)**

According to the 2016 Census in Canada, there was 15,900 Mauritians living in Canada. The geographical spread visualized above is broken down as follows: Ontario 6,900, Quebec 6,100, British Columbia 1,200, Alberta 1,000, Manitoba 300, Saskatchewan 300, and “other” 100 (Statistics Canada, 2017). As noted earlier, the community in Canada is different demographically in size and scale when compared to the other countries of focus in the study but there are early indications of a dynamic and multigenerational community emerging in Canada.

Apart from the sheer growth in numbers, the Census data also notes that the applicants for visas to Canada from Mauritius between 2011 – 2016 were as follows:

Applicant Type	Number Issued (i.e. Landed in Canada prior to 10 May, 2016)
Economic Immigrants (principal applicant)	1,400
Economic Immigrants (secondary applicant)	1,970
Immigrants Sponsored by Families	445

**Figure 11 Key Visa Application Type - Mauritian community in Canada (Census, 2016)**

A principal applicant is denoted as “immigrants who were identified as the principal applicant on the application for permanent residence,” and a secondary applicant as, “immigrants who were identified as the married spouse, the common-law or conjugal partner or the dependant of the principal applicant on



the application for permanent residence” (Statistics Canada, 2017). The majority of applicants being a combination of secondary applicants and immigrants sponsored by family’s signposts that the community growth in Canada is also potentially marked by familial ties or reunification which heightens the potential for an intergenerational portfolio of engagement in Canada to also be developed. The utilization of formal migratory channels was also reflected in our survey with 94.6 per cent of respondents in Canada through such mechanisms. This is again important as it means the community will be visible and accessible to the Government of Mauritius for engagement.

### Mauritian Diaspora in Canada Survey Findings.

The majority of respondents to the Individual Survey in Canada emigrated since 2005 with additional input from respondents who emigrated in the 1970s onwards. Within the survey, the key motivations for departure from Mauritius were identified as education (28 per cent), employment opportunities (27.2 %), and family reasons (19.1 %) which corresponds to the visa application table. Beyond these core reasons, a significant number of respondents directly addressed a discontent with current sociopolitical landscapes in Mauritius as an important contributory factor for emigration also.

### Diaspora Demographics: Community Profile

Given the recent emigration trends, this survey also captured a fuller age profile of respondent with the breakdown visualized below:

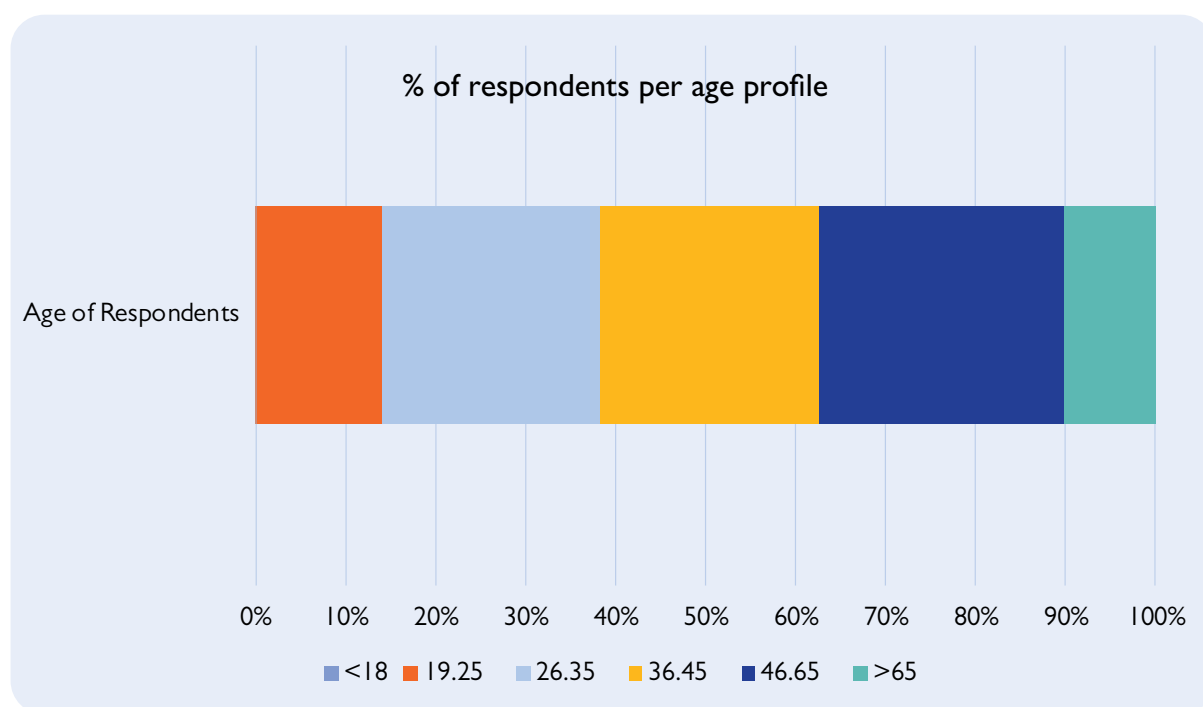


Figure 12 Age Profile of Respondents, Mauritian Diaspora Individual Survey Canada

The respondents also provided a balanced gender view with 52 per cent of female respondents, 45.9 per cent of male respondents, and a small percentage preferring not to indicate gender. Again, ties to Mauritian belonging through ethnic identification within the community is strong with 89.4 per cent of the respondents identifying as Mauritian.

Given the predominance of recent emigration, there is an expected increase in the percentage of Mauritian citizens with over half of respondents noting they have Mauritian nationality and 76.2 per cent holding a valid Mauritian passport. The geographic density also closely correlates with the Census data with the largest number of respondents located as follows: Ontario (37 %), Quebec (34.4 %), British Columbia (11.5 %), Alberta (11 %) along with other locations.

The survey did mark an increased pre-settlement mobility within the community with a quarter of respondents living in another country abroad before living in Canada. Given the more recent emigration trends associated with Canada, it may reflect a growing mobility to emigration patterns from the Republic of Mauritius which needs to be explored further. This may result in a diversification of destination countries of the Mauritian diaspora globally in the future.

Data regarding household information and family also indicates the potential for various forms of diaspora engagement. Just over half of respondents (57.3 %) had children with the majority having 2 or more children (73.4 %). Given that most of these children are aged 18 and under, with these age categories equating to 60.8 per cent of survey responses, this illustrates the potential to create cultural and next generation engagements to strengthen senses of belonging to Mauritius.

This can develop from a solid familiarity base as 90.63 per cent of respondents note that their children have visited Mauritius and the majority do so every two years, three years, or beyond that timeframe. There is an opportunity to now reframe that connectivity both in Canada and with Mauritius.

Additionally, it can be deduced from the data on the education level of children of the diaspora that a significant portion of those over 18 are of tertiary level education given that 28.9 per cent of respondents noted that their children attained this level of education. Tied to the economic applicant composition of immigration, the Mauritian community in Canada is upwardly mobile and enriched with professional capacity positioning the community as a key ally for Mauritian development.

### Diaspora Profiles: Educational and Professional Profile

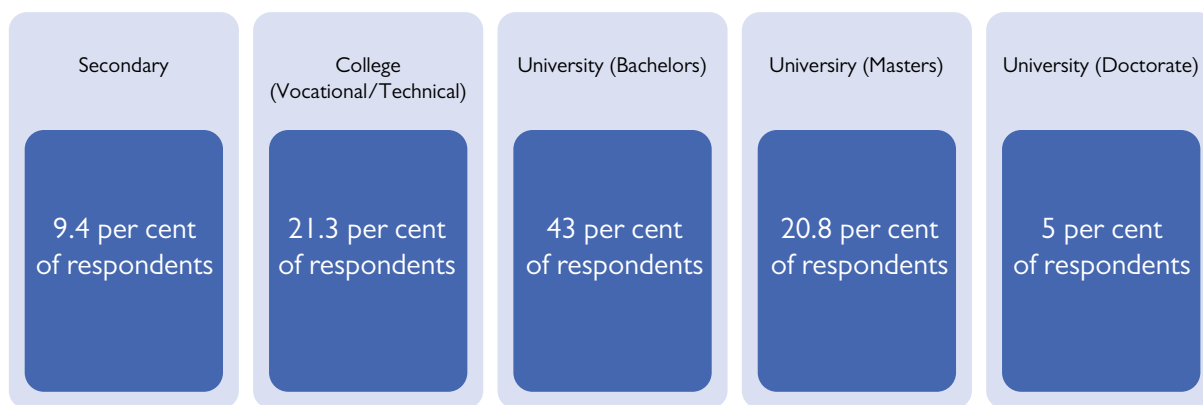


Figure 13 Percentage of Respondents per Highest Level of Educational Attainment

Whilst the education profile of the community is clear to see, the professional landscape from respondents further exemplifies the inherent diaspora capital and expertise residing with the community abroad. For example, key sectors of expertise noted included education, health care, finance, and government and public administration. When cross referenced with current occupation/profession, the leading categorizations of responses included middle/junior management (20.3 %), administrative staff (12.7 %), support/technical staff (9.3 %), upper management (8.5 %), and self-employed (8.5 %). Therefore, explorative engagement can be built around social remittances to contribute to the development of Mauritius. Social remittances relate to the behaviours and practices that a diaspora can remit back to the country.

Given the recent influx of migrants also, the findings can also scope out potential supports to the community which will be discussed in more detail in the next sections. However, at a top tier level, 54.5 per cent of respondents are not part of a Mauritian club, association, or network. To unlock the potentials outlined above, it will be imperative to support greater community network infrastructure and convening points for the community.

Other early indices of vulnerability are also unearthed in the survey. With the lack of community networks and infrastructure, the leading issues identified were loneliness (18.2 %), lack of community support (17.1 %), meeting other Mauritians (15.6 %), and integrating into host societies (11.8 %). Considering this, it is becoming clear that there is a need to shape an ethics of care into the diplomatic engagement of the Mauritian diaspora.

### Diaspora Diplomacy: Connectivity, Communication and Care

The connectivity and communication fabric of the community in Canada correlates to the findings from the community in Australia also. There is consistency on the visits to Mauritius (89.1 %) and the frequency of visits with a more regular pattern of return noted with 17.8 per cent of respondents visiting once a year, 21.8 per cent visiting once every two years, and 22.4 per cent visiting once every 3 years. During these visits, the most common length of visit is 1–4 weeks with 66.1 per cent of respondents staying for that length of time. Family and vacation are the predominant reasons for visiting.

The communicative networks of the community again signpost a shift towards digital and informal networks. 48.9 per cent of respondents sourced information on Mauritius from online news/social media and 26.9 per cent sourced it from word of mouth. The image or nation brand of the Republic of Mauritius with the diaspora needs to be improved with 43.2 per cent of the diaspora seeing an unfavourable view of Mauritius being depicted in this information and 28.2 per cent of respondents unsure of the image being created. It will be important to win the “hearts and minds” battle with the diaspora by building engagements to nurture pride.

In terms of the engagement with public administrations back home, the respondents ranked their experience as average (42.5 %) or higher (31 %). There is a need to bring the diplomatic core closer aligned with the community. With no physical diplomatic mission in Canada, it is impacting on the communication and community development aspects of the diaspora. As an emerging diaspora constituency in the global Mauritian diaspora, it will be imperative to design low-cost networks to bridge the gap from the diplomatic mission and communication gap to the community.

For example, 85.1 per cent of the respondents had not engaged with the diplomatic mission accredited to Canada based in Washington D.C. For those who did, 50 per cent saw their experience as favourable and 19.2 per cent saw it as fair. This is indicative of a general contentment with baseline services from the mission, but the challenge remains to scale outreach capacity along with diversifying services to attract more interaction with the diplomatic mission.

In terms of beginning this journey, the respondents identified key additional support or engagements that can strengthen their relationship with the mission and, by extension, the Government of Mauritius. The leading categorizations of responses were:



**Figure 14 Overview of most recommended activities for diplomatic mission affiliated to Canada**

With the lack of diplomatic infrastructure in Canada, partnerships will be a key bridge in the short term to execute these aims. This has good potential as approximately two thirds of the respondents noted a willingness to engage in public private partnerships (60.7 %). The ideas and improvements outlined above also reflect the developmental journey of the community itself.

The network infrastructure is developing so strategic support should be allocated for the community to develop, strengthen its voice, and provide safe spaces for this to flourish. Within this lens, enacting a strong public and cultural diplomacy portfolio will be key to the successful engagement of the community in Canada for the development of their communities and their homeland.

### Diaspora Capital: Remittances, Investment, and Skills

As a community in development, diaspora capital built within the community reflects this reality. By assessing the capacity and propensity of the community to engage, the surveys give indicative insight into the type of engagements to be developed. The community in Canada has strong capacity in terms of education, technical, and professional know-how.

In terms of diaspora finance, the culture of giving within the community is also in developmental mode. This is to be expected as many in the community may still be finding their feet in Canada due to being relatively recent arrivals. Some of the datasets from the survey reflect this. This does not disguise that there is financial strength within the community which aligns with the migratory reasons and educational/professional profile of the community.

The majority of respondents (54.3 %) earned over 50,000 CAD annually and 27.2 per cent earned between 25–50,000 CAD. In terms of remittance behaviour, there is a limited culture of remittance sending with over half of respondents never or rarely sending remittances. Main beneficiaries for those who do send are extended family and the predominant mechanism is again bank transfer (37.6 %) or money transfer operator (22.3 %).

Wider parameters of diaspora financial behaviour in terms of philanthropy and investment pinpoint a potential need to promote or develop a stronger culture of giving/investment. 65.5 per cent of respondents have not invested in Mauritius and 50 per cent of respondents do not make charitable donations. In the latter dynamic, 14.9 per cent preferred not to say so it can be deduced that there is a baseline culture of philanthropic giving which can be strengthened through the recommendations of this research.

The data also notes that there may be a dormant opportunity in the areas of philanthropy and investment as 55 per cent of respondents noted that they would be interested in investing. Quite often in diaspora engagement, philanthropy can be a portal to investment, so the opportunity remains to leverage existing cultures of giving to shape towards investment to increase impact and change the perceptions of those who are not interested at the moment.

Respondents also provided a sample of the sectoral focus for such investment opportunities with the leading sectors of interest being education, tourism, social development, and agriculture. The potential for a wider portfolio of investment opportunities was also denoted by other interest in health care, finance, infrastructure and ICT.

This may require a long term and innovative design as just under two thirds of respondents (64.9 %) indicated that they do not plan to return to Mauritius. For those who did indicate a desire to return, it is a long-term plan with 62.1 per cent seeing themselves returning in over five years from now. Therefore, it is imperative to explore other forms of engagements that can contribute to Mauritian development in the short to mid-term.

Over three quarters of respondents (77.5 %), for example, were willing to provide their technical and professional expertise to support the development of Mauritius. Aligned with the regularity of travel to Mauritius and length of stay when the diaspora does visit, this means there are potentials for dynamic skills and knowledge transfer campaigns to be built. The respondents were most interested in mentoring (36.3 %), followed by digital/remote contributions (27.8 %), and field visits (21.2 %) as the tools to transfer knowledge.

Therefore, the recommendations can design a “high tech and high touch” blend of engagements for skills transfer. Whilst there is a diversity of expertise to be networked within the community, key pillars of focus back in Mauritius identified by respondents were education/youth empowerment (28.5 %), community development (27.7 %), and entrepreneurship/innovation (22.4 %). Finally, by assessing the findings in the United Kingdom, the report can then shift towards commonalities and trends to provide recommendations to build a system of diaspora engagement and the associated outputs of that system.

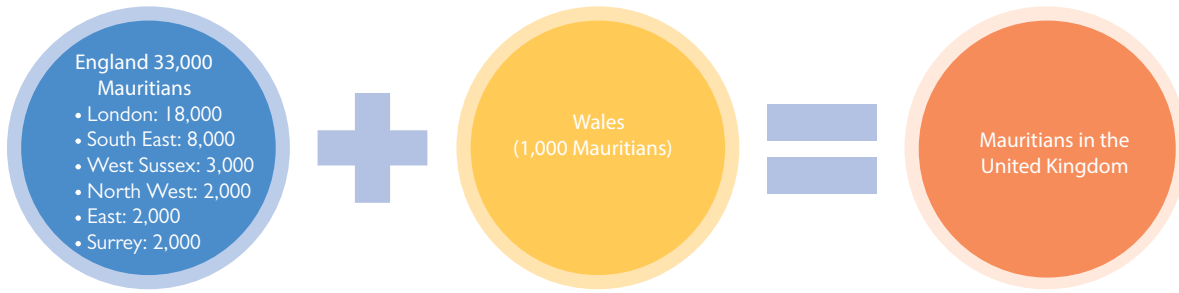
### 3–3 The Mauritian Diaspora in the United Kingdom: Mapping and Profiles

#### Overview

There is a dearth of contemporary data on the composition of the Mauritian diaspora in the United Kingdom given that the most recent census was in 2011. With a new census due next year, it will be an important updated dataset on a diaspora community that has seen significant growth since the last census.

In 2010, data estimated the number of Mauritians in the United Kingdom to be 33,600 growing to 48,800 in 2019 (UN DESA, 2019). There are contrasting datasets with the Annual Population Survey by the Office of National Statistics [ONS] 2019 edition noting 34,000 Mauritians in the United Kingdom (ONS, 2019). The wide confidence interval of 9,000 in this estimate however does indicate that the community

size is more in line with UN estimates. The census next year will be key to determining the validity of the size and scope of the community. The ONS does however provide a detailed breakdown of the geographical spread per the regional categorization of the United Kingdom.



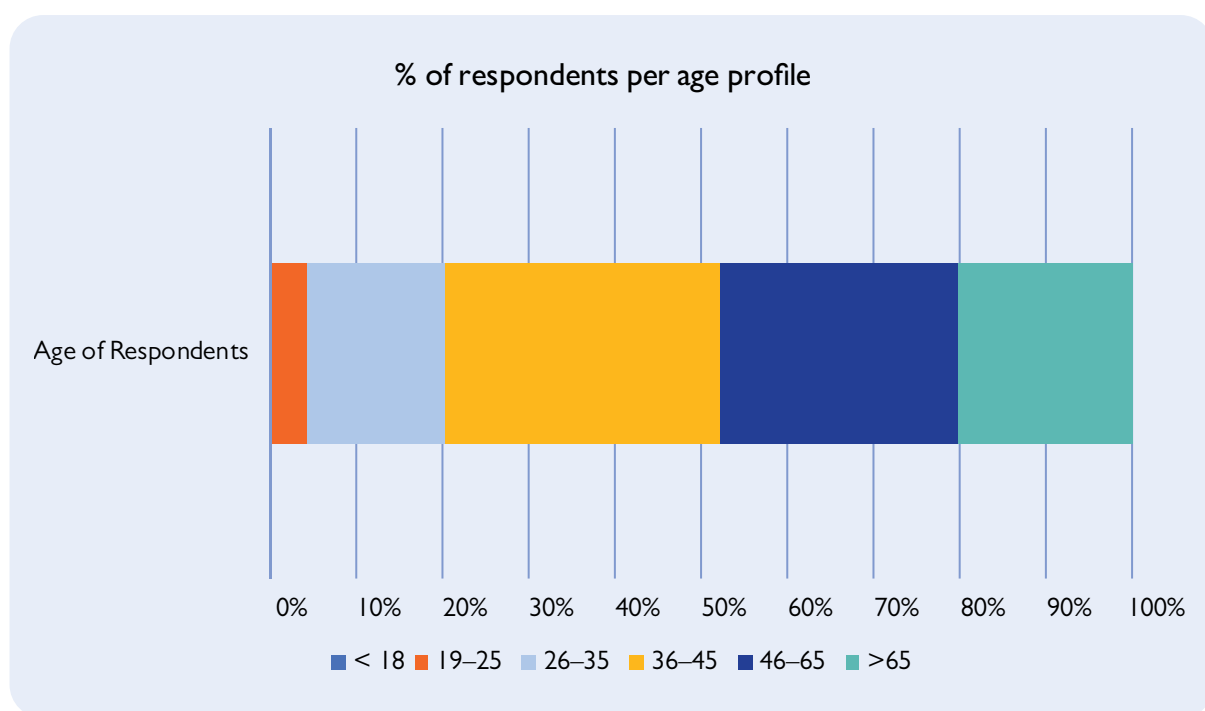
**Figure 15 Overview of Locations of Mauritian in the United Kingdom (ONS, 2019)**

Other regions such as Greater Manchester and the South West (as defined by ONS) have 1,000 strong communities. There are clusters of communities in other regions but the data collection by ONS is per thousand people thus meaning those clusters are under this bandwidth. According to the ONS data, the gender breakdown of the Mauritian community is 18,000 Male and 16,000 Female members of the community again denoting the need to mainstream gender in engagement activities (ONS, 2019).

### Diaspora Demographics: Community Profile

Initial challenges on scaling survey response from the United Kingdom for the Individual Survey were based upon the fact that the community is a well-established diaspora community. This is verified by the fact that it was the region with the largest base number of Mauritian within this study in 2000 according to UN estimates and witnessed continued growth (UN DESA, 2019). The community therefore has varying senses of Mauritian-ness and migration stories built within it and it also retains sensitive collective memories that hindered trust in the wider research process.

That said, the survey does capture input from voices across that migratory scope with respondents represented for each decade from the 1950s. The gender profile of respondents generally reflects ONS data with 64.9 per cent of respondent's male and 35.1 per cent female. The age profile of respondents was as follows in Figure 16 Age Profile of Respondents, Mauritian Diaspora Individual Survey United Kingdom:



**Figure 16 Age Profile of Respondents, Mauritian Diaspora Individual Survey United Kingdom**

There is a nuanced socioreligious composition that reflects the diversity of Mauritian history and community development in the United Kingdom. Hindu was the predominant religion (46.7 %) followed by Christianity (18.9 %) and Islam (17.8 %). The inclusivity of Mauritian-ness was again strong within the community with 93.6 per cent of respondents identifying their belonging as ethnically Mauritian with 80 per cent of respondents holding a Mauritian passport. This is a powerful sense of belonging despite many having British or dual citizenship. The latter also correlates to the fact that almost all respondents (97.8 %) were regular migrants in the United Kingdom.

In terms of geographical density, the concentration outlined in ONS data translates to the survey respondent pool with respondents primarily from London (64.9 %), South East (22.3 %), and the South West (6.4 %) within England. Similarly, most of the Mauritian organizations mapped were located in London, although it is known that there are communities of Mauritians in Manchester, Birmingham, Tottenham, and Scotland.

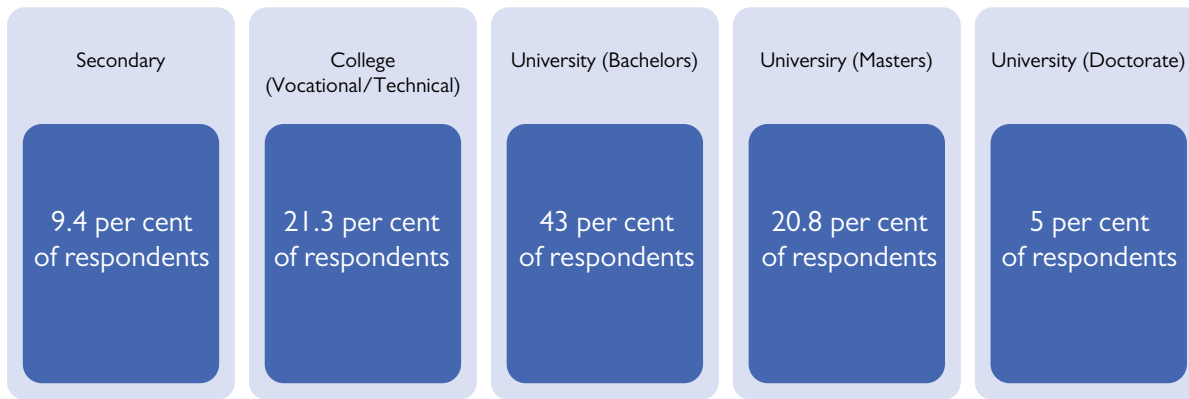
Like in Australia, community roots seem strong with 83 per cent of the community not living in another country abroad prior to settling in the United Kingdom. This signposts the region as a preferred destination choice for the diaspora but may also reflect limited mobility during the cycles of migration that informed the creation of the diaspora community. Notwithstanding this, it means that the diaspora is maturing as a community and deepening roots in the region.

Household information also pinpoints important signs on the need for an inclusive definition of diaspora. 44.3 per cent of respondents had a British partner and this opens considerations on the power of affinity diaspora for the Republic of Mauritius, i.e. those not born in the country but who have an affinity for it and who are willing to contribute to its development. Working this across generations will become increasingly important as just over two thirds of respondents (68.1 %) also had children with over half of respondents having 2 or more children.

Within the United Kingdom, of those respondents who have children over the age of 18 almost a quarter have attained tertiary education. The connectivity of the next generation with Mauritius can be further nurtured as strong existing links remain with 91.9 per cent of respondents noting that their children

have visiting Mauritius. The frequency of visits is increased from the United Kingdom based diaspora with the majority noting that their children visit within a 2-year cycle – equating to 72.7 per cent of all respondents. Shaping a more strategic mechanism to align this connectivity with Mauritian development will deepen the diasporic connection and bring added value for both Mauritius and the diaspora.

### Diaspora Profiles: Educational and Professional Profile



**Figure 17 Percentage of Respondents for Highest Level of Education Attained**

The strong educational profile of the diaspora is reflective of the primary motivation for departure being education. The professional profile of the diaspora is also reflective of the established nature of the community. In terms of profession, the leading categorizations of occupation were middle/junior management (20.2 %), upper management (18.2 %), retirement (17.2 %), and self-employed (10.1 %). This indicates a base of exemplary knowledge within the diaspora that can be networked for the betterment of Mauritius. Key sectors of expertise identified were health care, finance and insurance, education, and government and public administration. A strong majority of respondents (71.1 %) were also not working in these sectors and occupations in Mauritius.

Coupled with the predominant reason for departure being education (32.4 %) and employment opportunities (29.5 %), this would signify a culture of success and progression within the diaspora in this region. Another key initiative can be to capture these stories and reward or recognize the diaspora. In terms of community network infrastructure, most respondents (66.3 %) are not part of any Mauritian association, club, or network.

Therefore, by celebrating and recognizing the diaspora, the Government of Mauritius can play a key facilitative role in strengthening connectivity within the community. Furthermore, this can be done in sectoral and specialized networks to match the overachievers in the diaspora with overachievers back home.

The facilitation of care and need to strengthen the community network infrastructure echoed through respondent reflections on what they see as the main vulnerabilities facing the community. The leading themes were lack of community support (18.6 %), meeting other Mauritians (17.1 %), and loneliness (15.7 %). To build trust, there is a compelling opportunity for the Government of Mauritius to provide greater support to its communities abroad to fully unlock its diaspora capital and this is a constant across all three pilot countries of the study.



## Diaspora Diplomacy: Connectivity, Communication and Care

Like the other target countries of destination in this report, the connectivity and communication dynamics at work within the United Kingdom based community reflect an emerging dependence on digital communications along with informal networks. In terms of information gathering, the community utilize sources such as online news/social media (36.5 %), word of mouth (31.5 %), and newspapers (17 %). The nation brand and perception of Mauritius is again a central consideration for the community as 38.3 per cent feel the image of Mauritius from this information is unfavourable and a significant percentage of respondents were unsure (32.1 %).

The connectivity between the diaspora in the United Kingdom and home is a positive sign of the commitment and passion that the community has for their homeland. For example, nearly all respondents had visited Mauritius (97.5 %), but the frequency of visits was increased in comparison to other countries with 42 per cent of respondents visiting once a year and 14.8 per cent visiting several times a year. This is remarkable connectivity between the diaspora and home which is likely supported by closer geographical and transport ties.

Mirroring the other pilot countries of destination in this report, the majority visit for 1–4 weeks (80.3 %) and the primary reason for travelling home is either family (40.7 %) or vacation (35.5 %). A heightened presence for “maintaining connection with home communities” and “business” in the answer pool for this question within the United Kingdom based community may also indicate an appetite for strategic advancement of this type of diaspora engagement.

Increasing the visibility and outreach with public institutions in the Republic of Mauritius and abroad is another recurring theme for this community. 70.4 per cent of respondents had not engaged with the diplomatic mission but for those who did, there was a positive outlook of this process. This can generate confidence for Ministry of Foreign Affairs, Regional Integration and International Affairs [MFA] as there is an opportunity to increase capacity in diplomatic missions to further enhance this positive feedback. For example, of those who did engage with the diplomatic mission, 33.4 per cent saw it as favourable and 41.7 per cent as fair.

In terms of improving services and outreach, the most common themes noted were increased information campaigns for the diaspora, enhancing diplomatic capacity, homecoming/cultural events for the diaspora, and outreach forums. Again, enacting a public and cultural diplomacy portfolio will be key in advancing the diaspora engagement agenda in Mauritius. This is emphasized by the fact that 66.7 per cent of respondents were willing to participate in public-private partnerships that would include dialogue, forums, and conferences.

## Diaspora Capital: Remittances, Investment, and Skills

The report has already displayed a strong propensity from the United Kingdom based respondents to engage with home. The capacity assessment also signifies impactful potential from the community. 42.3 per cent of the respondents, for example, earn over 50,000 GBP annually and 35.2 per cent earn between 25–50,000 GBP annually. Like in earlier sections of this research, remittances are not a central part of the community exchange with home with most respondents giving back rarely or occasionally with the predominant focus of supporting family (43.4 %).

In an important departure from other countries however, there is a stronger response pool in terms of remittances in the United Kingdom from those who give back to charities. Approximately a fifth of respondents who do remit noted that this was the reason for their remittances. Coupled with the fact that 40.7 per cent of respondents confirmed that they have made a charitable donation with approximately 14.8 per cent preferring not to say, there is an ongoing culture of charity and philanthropy emanating from the diaspora in this region. This can be a key pathway for strengthening engagement.

In terms of investment, 50.6 per cent of the respondents had invested in Mauritius with real estate a primary area of focus. 64.9 per cent of respondents also noted an interest in investing in Mauritius with key sectors such as Tourism, Health care, Finance, ICT, Social Development, and Real Estate identified as most prominent.

Whilst the United Kingdom based community expressed a higher inclination to return home (50.6 %), this is a longer-term vision for many who expressed that it will likely occur beyond the next five years (42.1 %). However, the community is willing to meet the Republic of Mauritius’ needs through sharing of skills and knowhow in the short to mid-term.

79.2 per cent of respondents were willing to share their technical/professional expertise in key areas such as community development (28.8 %), education and youth empowerment (27 %), and entrepreneurship/innovation (18.9 %) back in Mauritius. Mentoring (35.3 %), remote/digital sharing (31.7 %), and short-term field visits (21.7 %) were the preferred mechanisms to do so echoing the need for a high tech and high touch approach again to diaspora engagement for Mauritius.

### 3–4 Comparative Constituencies and Characteristics of the Mauritian Diaspora: Lessons for Engagement

From these collective findings from the surveys, it is possible to draw out some key comparative lessons for engagement. Whilst the next sections of the report explore these in a more nuanced setting through situational and gaps analyses, there are some key bridging considerations to take into focus.



Figure 18 Key Considerations for Building Diaspora Engagement from all Surveys

Through a collaborative lens, the data provides some strong mapping and profiling of the Mauritian diaspora’s sentiment and scope towards diaspora engagement from the Government of Mauritius. Throughout diaspora consultations in all three pilot countries, it was reemphasized to researchers that some core issues and trends that can act as barriers or catalysts for engagement are similar across the global community. The data reaffirms this.

Within the research, five key comparative considerations emerge. As per the introduction of this report, the Mauritian diaspora is gendered and generational. There is a prerequisite for engagement to ensure that the definition of the diaspora is inclusive and ties in concepts of affinity and ancestral linkages. Moreover, mainstreaming gender into diaspora engagement is a necessity to meet the reality of the Mauritian diaspora.

The connection between the diaspora and home is deep and their commitment to home is compelling. The forecasting dimensions of the survey also show clear pathway projects to further enhance this connectivity and commitment. There is a strong hyphenated identity at work within the diaspora with remarkable ongoing identification as Mauritian with all communities. This strength and sense of belonging is a powerful aggregator for engagement. Strategic engagements in areas of culture, education, next generation, and social development become accessible because of these dynamics. The Mauritian diaspora are both here and there and, “at home abroad” (Sheffer, 2013).

The survey respondents display a story of advancement, impact, and prosperity within the diaspora. By capturing these stories and telling them in a meaningful way, the Government of Mauritius will be able to endear their work to the community and strengthen the connections between diplomatic missions and the diaspora. Reward and recognition programmes are useful tools for such work. In doing so, it can also support existing diaspora networks or organizations and spur the creation of new entities that can cater for the inter-generational dynamism within the community abroad thus unlocking new potentials for the development of the Republic of Mauritius.

Further testimony to the strong standing of the wider diaspora community was unearthed in the survey around the impact of COVID-19 on the diaspora. In all countries, the majority of respondents noted that COVID-19 had not impacted them sufficiently enough to make them more likely to consider returning to Mauritius (83.7 % in Australia, 83 % in Canada, 72.7 % in the United Kingdom). Whilst local responses in country of destination and sectoral composition of where the diaspora works (for example, health care) may impact these figures, the limited impact felt of COVID-19 does indicate that the diaspora has a resilience in terms of their employment scope and familial networks.

There is a clear transition moment arriving however for the Government of Mauritius. There remains strong unease and criticisms for some within the diaspora on the image and sociopolitical well-being of their homeland. Diaspora members, in person and through the survey, continuously reflected an apathy towards the political landscape in the Republic of Mauritius and expressed the need for trust to be built within the engagement process.

Such discord and discontent need to be acknowledged and engaged through a commitment to a values-driven framework of engagement. In later sections of this report, the recommendations explore these issues in more detail but here it is important to introduce two key considerations to address the matter – the distinction between the Mauritian nation and state along with scoping out the role of government in diaspora engagement.

The variations of Mauritian-ness at work within the community indicate that adopting a softer alignment to the development of the country as a mobilizing call to a sense of belonging is likely to be a more impactful step by the Government of Mauritius. Essentially, it will be to mobilize the diaspora to contribute to the development of the Mauritian nation rather than the state. The Mauritian nation is a global notion of what it means to be Mauritian and far outweighs the parameters of the concept of the Mauritian state. Moreover, the Mauritian nation is inclusive of all ethnicities or religious backgrounds and prides itself on the inclusivity of a sense of oneness which the diaspora reflects. This is the ambition of any diaspora engagement journey.

By extension, this opens important considerations on the role of government in diaspora engagement. Whilst the capacity and propensity of the community to engage is clear and early engagement offerings are clear, a culture or system of diaspora engagement needs to be built to successfully engage the diaspora.

It is important to acknowledge at this point that the optimal role for the Government of Mauritius in this system is to be a facilitator of diaspora engagement and create the conducive environment for engagement. This will result in a stronger need for public–private partnerships to deliver the aims of diaspora engagement for both Government of Mauritius and the diaspora. The best model of diaspora engagement for the Republic of Mauritius, at this moment in time, needs partners that the diaspora value as honest brokers.

The overall aim of these steps is to transition from potential to actuality of engagement through formal mechanisms. This transition can only come from trust and giving the diaspora an active voice or influence as the co-creator of the engagement design. For example, a recurring theme across the surveys and consultations was around the political representation of the diaspora back home. The topic of political involvement of diaspora is a complex and sensitive issue but it is a central issue to be discussed with the diaspora so that it does not deter wider engagement processes.

This is offered in this report as an illustration of how transitioning from potential to actuality will include many frank and honest conversations with the Mauritian diaspora. This report and its recommendations can be the beginning of that journey.

Beyond that transition moment, the horizon is then focused on the operational culture to execute effectively. The opportunity for the development of the Republic of Mauritius through diaspora engagement is that there is a global Mauritian community who have displayed their care for Mauritius and by adopting an “ethics of care” (Ee-Ho and Boyle, 2015) to the diaspora in return, the Government of Mauritius can build a mutuality of purpose that can build momentum towards more expansive development asks in areas such as economic development.

## 4. SITUATIONAL ANALYSIS OF MAURITIAN DIASPORA ENGAGEMENT: INSTITUTIONAL AND GAPS ANALYSIS

This section of the report provides a situational analysis of Mauritian diaspora engagement focusing on the current institutional and engagement landscape followed by a gaps analysis to provide an overview of the elementary design steps to create a system of diaspora engagement to respond to the research findings.

### 4-1 Mauritian Diaspora Engagement: The Current Institutional Landscape

Safeguarding the institutional and policy position of diaspora engagement is a critical early move in enhancing the culture of diaspora engagement. The necessity of such is even more critical given the ongoing concern within the diaspora around key issues pertaining to the domestic policy and institutional landscape of engagement.

The data notes that enhanced diplomatic capacity, legislative reform, and streamlined procedural guidance are key demands from the diaspora. The Government of Mauritius, by committing to enacting such work, can create opportunities to simultaneously engage the diaspora for the development of the Republic of Mauritius. The next chapter outlines “how” to do this but in this section, it is imperative to shape a synopsis of the current policy and institutional landscape with a view to design optimal models of engagement from the findings of this report.

#### Institutional Landscape

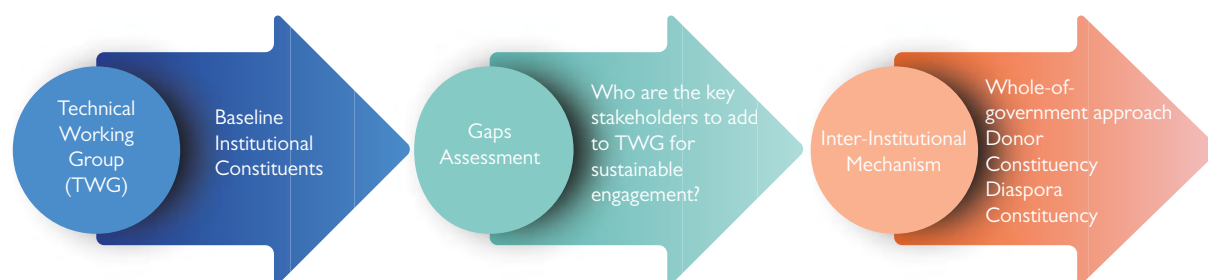


Figure 19 Current and Future Institutional Landscapes

The recently endorsed National Migration and Development Policy provided a useful basis for the institutional roadmap to shape strategic diaspora engagement through the creation of a national steering committee to guide the institutional collaboration in wider migration governance. Similar institutional design will be required to steer diaspora engagement given that it cuts across a wide range of institutional portfolios, both in the public and private sectors.

The Technical Working Group (TWG) set up to guide the IOM’s Diaspora Project provides an excellent core formation of key institutional players. The core opportunity for Government of Mauritius in diaspora engagement will be to establishing diaspora engagement as “front and centre” of its foreign policy agenda.

In line with global best practice, the countries who have turned diaspora communities from “lost actors” to “national assets” have made this decision (Aikins and Russell, 2020).

Within the Government of Mauritius, certain institutional portfolios have a key role and through consultations with the TWG, the report will later design an institutional framework to guide diaspora engagement. Before this step, it is important to shape a short statement on the key responsibilities of the key institutions within the TWG on diaspora engagement based on the reflections of the consultations with TWG members. Based on the wider ministerial composition in the Republic of Mauritius, other key stakeholders are also identified to help transition towards a whole-of-government collaboration to steer diaspora engagement.

## Technical Working Group

### Prime Minister's Office

The role of the Prime Minister's Office (PMO) is unique in that it can assign the high-level imprimatur from the Government of Mauritius to diaspora engagement. It will be a key stakeholder in ensuring that diaspora engagement becomes a key pillar of Mauritian developmental visions and gains the prominence policy position required.

### Ministry of Foreign Affairs, Regional Integration and International Affairs

The MFA is the “front-line” service provider to the diaspora along with having responsibility for the diplomatic portfolio of the Government of Mauritius. The Ministry is, therefore, the heartbeat of diaspora engagement within the Government of Mauritius. In terms of capacity, there is a need to invest to support MFA counterparts in Mauritius and abroad to support their work on diaspora engagement. The diaspora and stakeholders within Mauritius have strongly articulated that MFA is the natural home of diaspora engagement within the Government of Mauritius.

### Economic Development Board

Economic Development Board (EDB) have played a key facilitative role in diaspora engagement through the enactment of the Mauritius Diaspora Scheme (MDS). This prominent position will be key to maintain as the recommendations explore mechanisms concerned with economic development and wider contributions of the diaspora.

### Ministry of Labour, Human Resource Development and Training

Given the prominence of brain drain and skills transfer within diaspora engagement for the Republic of Mauritius, the ministry plays an integral data collection, research, and engagement role within the institutional landscape. It can be a core supplementary support to the work of MFA in understanding who the diaspora are and also in the creation of targeted interventions in key labour and upskilling development.

### Ministry of Education, Tertiary Education, Science and Technology

To date, education has been one of the more active domains of diaspora engagement in Mauritius. Given that the diaspora also has a strong interest in contributing to the development of the educational sector back home, the ministry will play a key role in the institutional landscape of engagement. To date, the ministry has had a facilitative role in nurturing diaspora engagement with academic partners.

### Passport and Immigration Office

This office is a key logistical and procedural partner with its responsibility for issuing passports, permits, and other pathway documentation related to diaspora engagement. As diaspora engagement matures and the system of engagement evolves towards complex legislative or capacity concerns, the passport and immigration office will be a key constituency to shape meaningful engagement.

### Ministry of Tourism

Given the findings of the survey, diaspora tourism will emerge as a key early intervention to support diaspora engagement. The ministry therefore is a key facilitator in bridging links to the private sector to help shape compelling branding and offerings to the diaspora. It is in the communicative capacity of this work that the Ministry can play its biggest role as a conduit of dialogue between diaspora, the private sector, and the Government of Mauritius.

### Ministry of Defence, Home Affairs and External Communications

The ministry plays an important role in the protection of the Republic of Mauritius and plays an intrinsic role in facilitating communication and procedural return of the diaspora. It is a key internal institution to support the core lead agency of MFA.

### Mauritius Revenue Authority

The authority is a critical agency in advising and actualizing the planned series of engagement activities that aim to incentivize diaspora exchange. By developing clear communication strategies on such incentives, the authority can enhance the capacity of the MFA and other lead agencies in building awareness on diaspora engagement.

### Statistics Mauritius

There is a dearth of reliable data and research on Mauritian diaspora engagement. This agency can play an integral R&D (research and development) role by ensuring, when possible, that the engagement process is based on evidence. Strategic alliances with knowledge creation partners at home and abroad can also be advanced to strengthen the knowledge base.

### Human Resources Development Council

The council will have an intrinsic role in the design of programmes and initiatives to engage the human capital within the diaspora. This has emerged as a relatively low-cost and high-impact early intervention so there will be an important role for the council in helping to identify key target areas for intervention through skills development and transfer.

### Air Mauritius

Air Mauritius has an integral marketing and service provision role to enhance connectivity with the diaspora. There is emerging global prominence on the importance of diaspora marketing, as noted in the Harvard Business Review and other key trade publications, along with the commercial buying power of diaspora communities (Kumar and Steenkamp, 2013). In line with earlier points on diaspora tourism, Air Mauritius can play an important role in incentivizing diaspora engagement.

## University of Mauritius

The University of Mauritius (UoM) has been of the most proactive agencies on diaspora engagement to date as the report showcases in the next section. Their Mauritian Academic Diaspora Conference (2018), Academic Diaspora Newsletters, and plans for a Centre of Mauritian Academic Diaspora are innovative responses to meet the opportunities identified in this research. The UoM is uniquely positioned through its alumni networks and academic development plans to embed diaspora engagement as a key contributor to the development of the Republic of Mauritius. These alumni networks were also engaged for this research and academic exchange features prominently in the desire of the diaspora to contribute back home.

## Outside the Technical Working Group

Some ministries not included in the Technical Working Group (TWG) will have key roles to play in the future. The Ministry of Finance, Economic Planning and Development is the main addition to the institutional landscape. This ministry has a core budgetary responsibility and with the important step of increasing the capacity of MFA, they will be a key constituency for successful engagement. From the findings of the survey, other ministries emerge as key allies for MFA such as:

- Ministry of Industrial Development, SMEs and Cooperatives.
- Ministry of Local Government and Disaster Risk Management.
- Ministry of Financial Services and Good Governance.
- Ministry of Youth Empowerment, Sports and Recreation.
- Ministry of Housing and Land Use Planning.
- Ministry of Arts and Cultural Heritage.
- Ministry of Public Service, Administrative and Institutional Reform.
- Ministry of Information Technology, Communication and Innovation.
- Ministry of Gender Equality and Family Welfare.
- Ministry of Health and Wellness.
- Ministry of Social Integration, Social Security, and National Solidarity.

At its core, the focus of the diaspora is on the holistic well-being of their homeland from a cultural, economic, social, and political footing. Therefore, a whole-of-government approach needs to be the institutional basis so that diaspora engagement can both address this focus from the diaspora whilst concurrently providing engagement portals for them to contribute to the development of the Republic of Mauritius.

By centralizing engagement through MFA, the Government of Mauritius can address the immediate interests and needs of the diaspora where they are. By building a whole-of-government apparatus for engagement, the Government of Mauritius can address the scope of interests and needs of the diaspora back home. By doing both, it opens the opportunity to then make direct asks of the diaspora to engage.

At an institutional level, this should also be based on partnership with the diaspora and the TWG provides useful early work in this regard. The final agency within the TWG was NouDiaspora which is a network of diaspora members. The inclusion of NouDiaspora should be a strong starting point on the inclusion of the diaspora within the institutional landscape to guide diaspora engagement.



## 4–2 Mauritian Diaspora Engagement: Current Policy and Engagement Landscape

Although the Government has implemented the Mauritius Diaspora Scheme under the aegis of the EDB to attract Mauritians living abroad, there is no dedicated institution responsible for implementing emigration policy. As for the assistance of nationals residing abroad, the Republic of Mauritius maintains 19 diplomatic missions and has one consulate overseas. The Government may wish to increase representation with necessary facilities in identified countries to which significant numbers of Mauritians have emigrated (IOM, 2018).

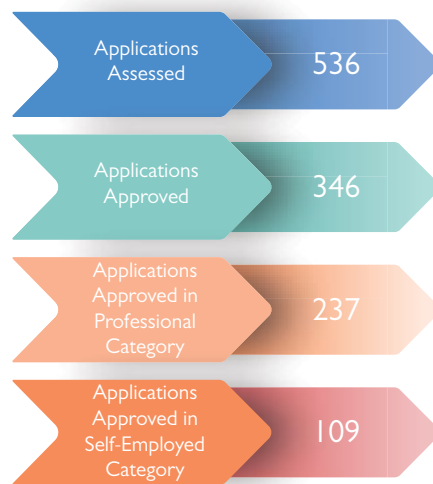
Mauritius' Migration Governance Snapshot, developed by IOM, indicates key policy and legislative documentation directly pertinent to diaspora engagement. Throughout consultations with the diaspora, key legislative reform was a recurring request from the diaspora especially in terms of easing acquisition/cost of related documentation (for example, citizenship and banking) along with the issue of voting rights. Some of the key legislative documentation that constitutes the current policy landscape guiding diaspora engagement includes the National Migration and Development policy which categorically shapes diaspora engagement as a key pillar of activity within the policy.

Other key documents include the Republic of Mauritius' Constitution, Republic of Mauritius Citizenship Act, Immigration Act and the Non-Citizens (Employment Restrictions) Act, Investment Promotion Act along with Work Permit Guidelines (IOM, 2018). Underpinning the wider policy landscape in terms of the future of diaspora engagement is the Republic of Mauritius' Vision 2030 developmental plan. It will be imperative to embed diaspora engagement within this wider developmental vision to ensure its policy coherence across the ministerial portfolios outlined earlier. Within these acts, the diaspora expressed various concerns around what they deem to be restrictive or legislative anomalies that impact their willingness to engage, especially around the Citizenship Act.

However, there is also an important policy and legislative dimension missing with the Mauritian context on diaspora engagement and that is the existence of a specific diaspora engagement strategy for the Republic of Mauritius. This is a critical first step commitment from the Government of Mauritius to develop “dedicated institutions responsible for implementing emigration policy” (IOM, 2018). The process to develop this strategy will enact further research on the potential legislative reform needed to fully realize the potential of diaspora engagement for the Republic of Mauritius as defined by the diaspora.

### Mauritius Diaspora Scheme

With the lack of dedicated institutions responsible for engagement of the diaspora, the leading example of engagement comes in the form of Mauritian Diaspora Scheme although additional incentives are planned in the next budgetary framework from the Government of Mauritius. MDS was “set up with the aim to attract members of the Mauritian Diaspora back to Mauritius to participate in the economic development of the country” (EDB, 2020). It includes a series of incentives around customs and excise duty, income tax, residency, and other key considerations for returning to Mauritius. The Government of Mauritius deserve recognition for enacting such an incentivization model. In terms of response to date, the key outputs relating to the scheme as of August 2020 were:



**Figure 20 Mauritius Diaspora Scheme: Breakdown of Applications and Approvals to Scheme**

In terms of the target countries for this research, MDS data reflects the profile and sentiment from the consultation surveys in where the regions rank in terms of source countries for the MDS. Within the top 10 source countries of diaspora members for the scheme, the United Kingdom ranks first, Australia third, and Canada sixth (EDB, 2020). Within the survey, the United Kingdom based community had indicated the strongest inclination to return followed by Australia and Canada.

Within the individual surveys, there is also strong correlation to the wider package of incentives within the MDS in terms of the diasporas perception on what key incentives would likely encourage them to return to Mauritius. Collectively across all regions, the key themes identified on incentivizing investment were business and tax incentives, access to health and social benefits, facilitation of residential and investment permits, and employment opportunities. The breakdown of focus within these issues per country/region as percentages of total responses from survey participants was as follows:



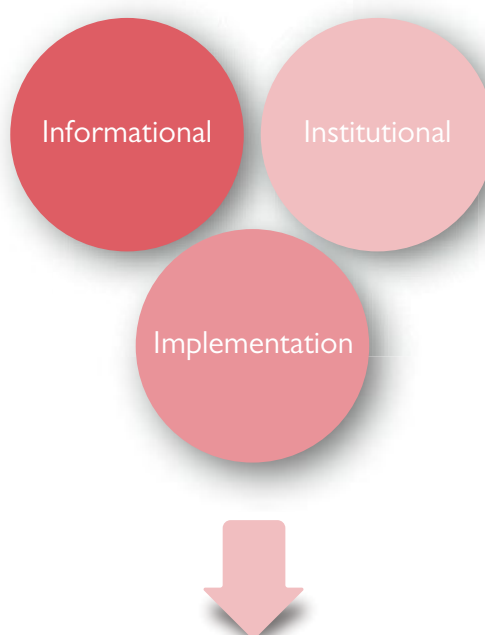
**Figure 21 Incentives to Return to Mauritius: Percentage of Overall Responses per Country/Region**

Reflecting upon these insights, the MDS is a viable package of support and incentives to engage the diaspora into a dialogue around returning to Mauritius. The sectoral composition of applications to the MDS also generally reflects the composition of skillsets and sectoral interests for investment identified in the surveys. For the professional category of applicants, the leading sectors were Financial Services, Hospitality and Real Estate, ICT, Health care and Aviation. For the self-employed category of applicants, the leader sectors were Financial Services, ICT, Health care, Consultancy and E-Commerce (EDB, 2020).

However, throughout consultations with the diaspora, it became clear that awareness on the scheme is low and its public visibility needs more coherent communication with the diaspora. Coupled with the fact that the majority of respondents see their short to mid-term future still being abroad, then the Government of Mauritius may be better able to access impact from diaspora engagement by investing in community and communication focused engagements that can build a pathway to stronger enactment of the scheme in the longer term.

Overall, the MDS is an excellent mechanism to facilitate return but the first challenge for the Government of Mauritius is to create trust and systems of diaspora engagement so that it can reach its full potential.

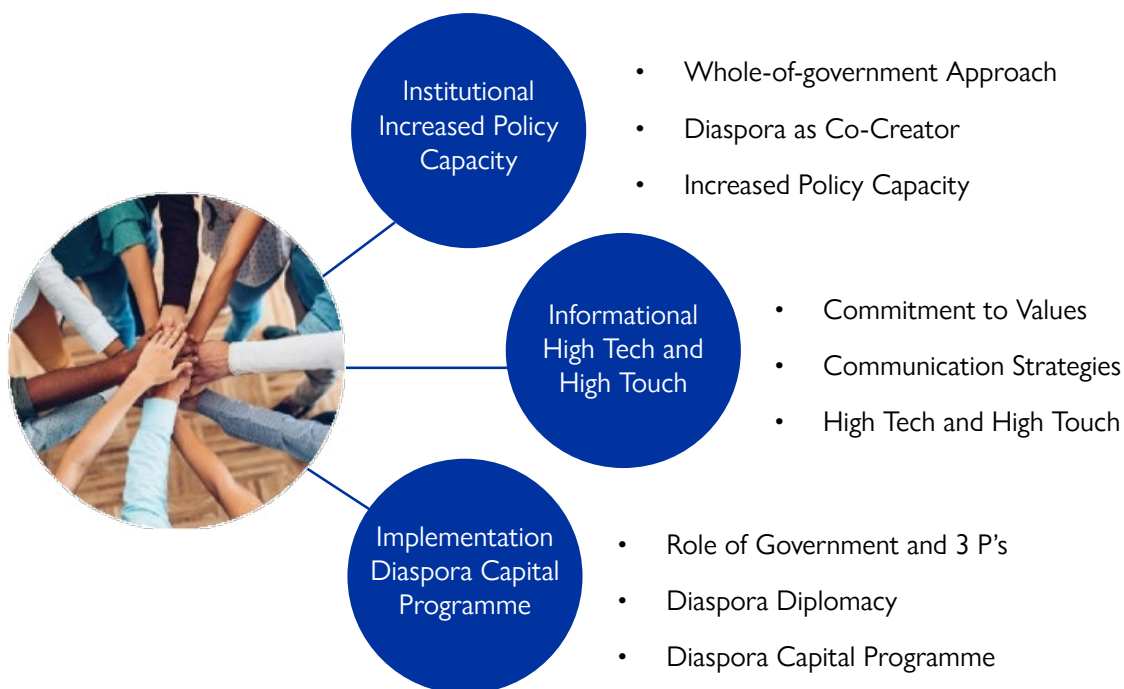
### 4–3 Engaging the Mauritian Diaspora: A Gaps Analysis



**Figure 22 Gaps Analysis - Categories of Gaps for Diaspora Engagement in Mauritius**

At this stage of the report, it is important to take stock of the key research findings and institutional synopsis to categorize the core gaps to be filled to engage with the Mauritian diaspora. There are dormant potentials for the engagement of the Mauritian diaspora that can be unleashed by creating a system of diaspora engagement that results in a mutually beneficial engagement journey. Or, in other words, by answering both what Mauritius can do for its diaspora and what the diaspora can do for Mauritius as noted at the beginning of this report.

The report in its entirety encapsulates three types of gaps – institutional, informational, and implementation. Each of these gap categorizations have some key considerations within them.



**Figure 23 Visualizing the Gaps Analysis**

The gaps analysis within these three categories allows a powerful transition to the core recommendations of the research in the final section of the report. At an institutional level, the TWG has marked out a viable pathway towards creating a whole-of-government mechanism to sustain the institutional collaboration needed for diaspora engagement. Moreover, given credibility and trust ruptures with the diaspora, the Government of Mauritius will be required to design mechanisms to ensure a presence of the diaspora at the institutional level also.

The natural pathway to this will be to elevate the policy profile of diaspora engagement in the Republic of Mauritius through the creation of the Diaspora Cell at MFA and creating an inaugural national diaspora strategy. Effective diaspora strategy development will result in more structured dialogue with the diaspora which can reduce ongoing issues of discontent along with giving the diaspora a seat at the leadership table in designing the strategy.

As seen with the MDS and data from collective sources of diaspora consultations, informational gaps run at the heart of Mauritian diaspora engagement as it stands today. Communication strategies are a critical gap that is hindering diaspora engagement for the Government of Mauritius. Before systematic rollout of communication platforms and strategies, the reputational issue of the Government of Mauritius with the diaspora needs to be addressed. A simple step to narrow this gap is for the Government of Mauritius to commit to a values-led engagement process that promotes accountability, diversity, inclusivity, and transparency. This commitment will be held accountable by actions.

By closing the institutional and informational gaps, the Government of Mauritius will be able to close the implementation gaps. The MDS may be ahead of the curve in its creativity so it remains a central mechanism for long-term engagement. Before realizing its potential and wider engagement programmes, the Government of Mauritius need to design an operational culture that fulfils the values led commitment outlined earlier.

This includes clearly articulating that the role of the Government of Mauritius in diaspora engagement is to be a facilitator rather than implementor of engagement. This will result in a system of diaspora engagement that aligns the willingness of the diaspora to engage with an operational culture that is dependent on public private partnership. At a simplistic level, the model of engagement that will work

best is based upon finding middle-ground brokers between the diaspora and the Government of Mauritius so that they can both achieve their mutual aim of helping the development of the Republic of Mauritius.

#### 4-4 Mauritian Diaspora Engagement: Mobilizing Resources

By curating the partnership-based system outlined above, it is important to note that there will be a need to ensure that the Government of Mauritius and the diaspora are invested in so that they can execute through enhanced capacity. The partnership approach will allow the Government of Mauritius and its leading partners such as the IOM to enact a process of Donor Relationship Management (DRM) to source and mobilize resources.

Internally, the Government of Mauritius can and should commit professional staff and resources when possible to diaspora engagement. However, external support will also need to be sourced to fully deliver the model of engagement outlined here. In the first chapter of this report, it was noted how diaspora engagement is emerging as a developmental policy of choice at a regional and global level. There is a unique moment in time for Mauritius to join this global movement through further collaboration with the IOM to source external funding for activities that can be implemented in partnership with the IOM.

A key step in this process is to increase donor market confidence. Earlier insights on the need to secure and scale the prominence of diaspora engagement as “front and centre” of Mauritian foreign policy is again a powerful calling card on increasing market confidence. Developing the relevant DRM process will be contextually bound by local market realities but increasing the capacity of donor engagement can be initiated by some relatively straightforward steps.

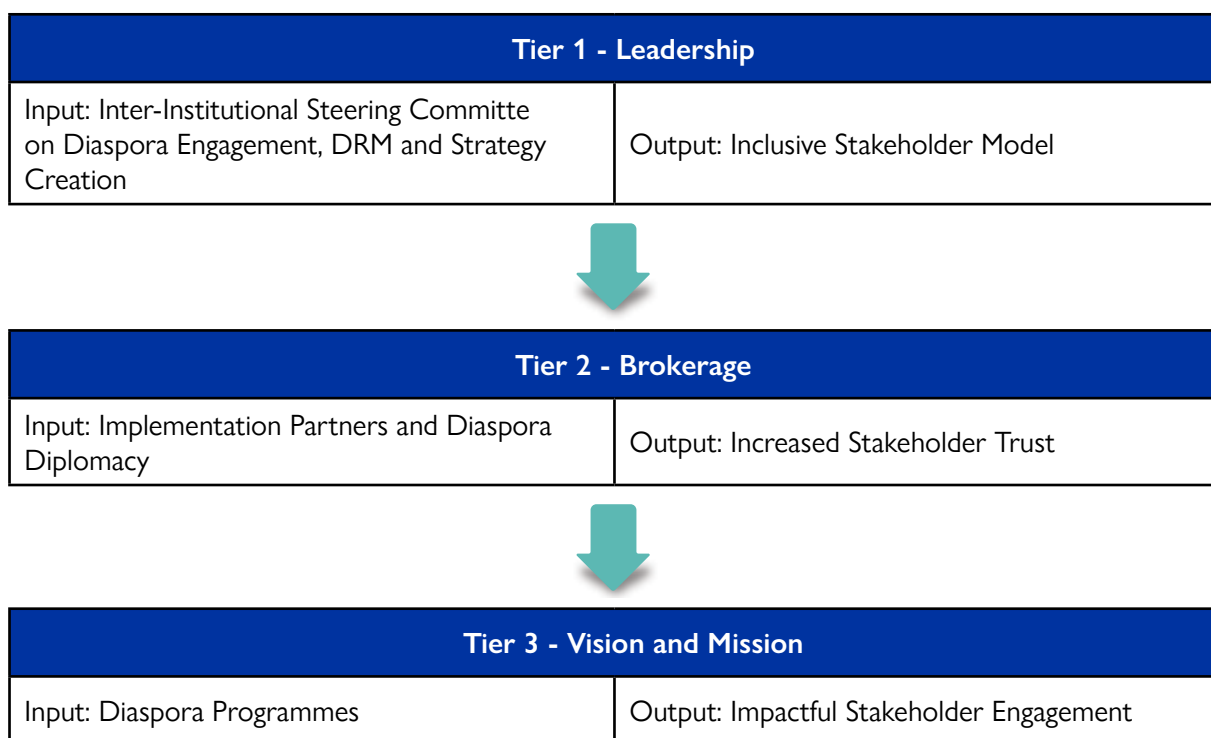
Potential donors and partners can be embedded into the key institutional apparatus that guides engagement. The values-led frameworks advocated for can create market confidence in the engagement processes. Likewise, diaspora commitments of support can re-iterate the sustainability of the engagement to prospective donors also. Therefore, the key challenge now is to specifically outline a set of recommended actions from the research for the Government of Mauritius to bring this system of engagement to reality.

# 5. RECOMMENDATIONS: DESIGNING A DIASPORA ENGAGEMENT FRAMEWORK FOR MAURITIUS

This section focuses on the recommendations of the report. The recommendations are broken into two levels. Firstly, the recommendations focus on the strategic framework needed for diaspora engagement. This equates to identifying “the various actors in order to inform the institutional framework” to help build diaspora engagement for Mauritius (IOM, 2020).

The report then concludes with an implementation framework set of recommendations that provides “key and relevant areas for diaspora engagement that might be most relevant and successful in the Mauritian context” (IOM, 2020). Annex III, as noted earlier, provides examples of global best practice in these areas of engagement to help support Government of Mauritius and the Mauritian diaspora on the road ahead.

## 5-1 An Institutional Framework for Engagement

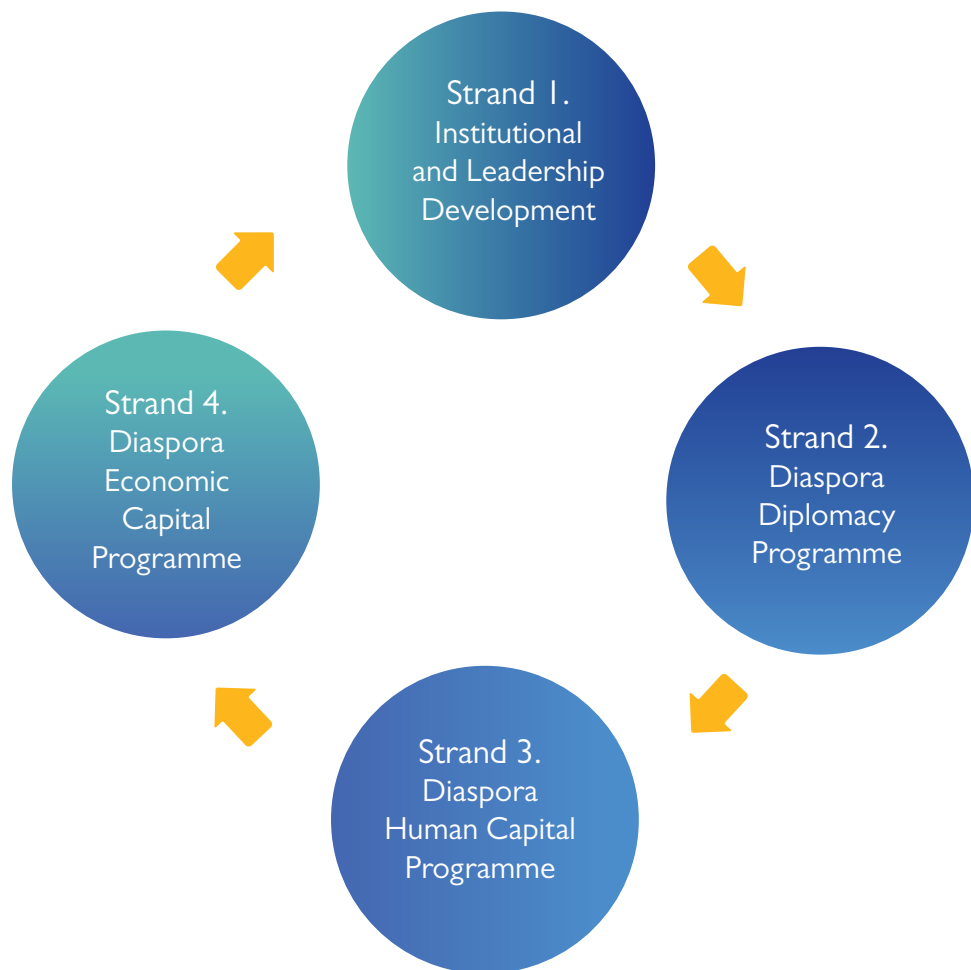


This institutional framework above includes the organizational and operational cultures outlined in the previous section of the report. It empowers the Government of Mauritius by providing mechanisms to invest in its internal capacity, opens pipelines to prospective partners, and adopts an accountable, inclusive stakeholder model of diaspora engagement.

From the perspective of the diaspora, it addresses the key concerns they have raised by creating mechanisms for their active involvement in the design and implementation of the engagement process. It also increases their interfaces with the Government of Mauritius to advocate and communicate on the wider issues facing the community. Most importantly, it embeds strategic brokers to shape this journey also to ensure transparency of process and purpose.

The final tier will result in the development of a mutuality of vision and mission to draw impact from diaspora engagement. This research provides early insights into the types of engagements that can be built in the short term to mid-term that may be of interest. Therefore, the final recommendations of this report are presented as an implementation framework to bring both the abstract and applied recommendations together to offer a roadmap for diaspora engagement for the Government of Mauritius.

## 5–2 Recommendations: An Implementation Framework for Engagement



**Figure 24 Mauritian Diaspora Engagement: A Roadmap**

Given the profile and sentiment of the Mauritian diaspora along with the institutional capacity of the Government of Mauritius, the implementation framework for successful diaspora engagement by the Government of Mauritius must be long term and initiated in a phased implementation model. It is recommended that the Government of Mauritius adopt a 15-year vision to drive its diaspora engagement portfolio with the model above recommended as the first 5-year phasing of this vision. This will enable the Government of Mauritius and the diaspora alike to create time and space to establish the organizational and operational cultures outlined earlier.

The expected outcomes of the recommendations in Strand 1 are to focus on equipping the Government of Mauritius with the capacity to develop diaspora engagement as well as to create a space for the diaspora at the leadership table in co-creating the engagement process. It is also focused on ensuring a prominent policy and legislative position for diaspora engagement in the Republic of Mauritius and creating dialogue to address some of the existing barriers to engagement.

Strand 2 is focused on connecting and curating the richness of the global Mauritian diaspora family. It is designed to celebrate the successes of the diaspora along with developing a programme of community development to engage the diaspora across generations, interests, and sectors. This can help to build the confidence of the community along with the increasing the diaspora diplomacy output of Government of Mauritius. Strand 3 then develops systematic engagement activities to unlock the human capital of the diaspora. It is a blend of virtual and in-person exchange programmes that positions human capital engagement as a key portal of engagement.

Strand 4 focuses on transitioning engagement through voice, trust, and partnership to begin to develop direct engagements with diaspora economic capital to support the development of the Republic of Mauritius. Across all strands, extensive impact awareness indices along with wider monitoring and evaluation frameworks need to be incorporated to maintain market confidence.

### Roadmap in Action: Mauritian Diaspora Engagement in the Short and Mid-Term



**Figure 25 Mauritian Diaspora Engagement Roadmap and Activities**

Each strand has a tiered series of outputs that will allow the Government of Mauritius to draw impact from diaspora engagement and add value to the diaspora. The naming of these recommended activities is flexible, and it is recommended that the Government of Mauritius and its partners brand the outputs as deemed fit. The aim should be to create a sense of pride within the community abroad through how these initiatives are framed. A detailed description of the recommended activities are as follows:



## Strand 1 – Institutional and Leadership Development

### **Establishment of Diaspora Cell and Inter-Institutional Steering Group on Diaspora Engagement:**

The Government of Mauritius should establish the Diaspora Cell as a matter of urgency to give diaspora engagement an institutional home. It should then create an Inter-Institutional Steering Group to formalize the TWG into a public–private apparatus to engage and guide diaspora engagement.

**Diaspora Engagement Training Programme for Government of Mauritius:** The Government of Mauritius should be commended for their institutional commitment to diaspora engagement. It will be imperative to ensure ongoing capacity development for MFA and relevant stakeholders in the Republic of Mauritius on diaspora engagement, including foreign missions. By investing in a training programme on diaspora engagement for Government of Mauritius across ministries and agencies, it will ensure that the engagement activities recommended in other strands are informed by an optional process of research and development along with access to key partners.

**Development of Inaugural National Diaspora Strategy:** Through the previous steps, the institutional landscape will be built to design and enact a diaspora strategy in the Republic of Mauritius. This will provide key consideration to the policy and legislative treatment of substantial barriers that exist to engagement, such as lack of public-private partnerships. The strategy will allow for a systematic action plan of activities to be co-designed with key stakeholders such as the Government of Mauritius, diaspora, and public-private partners. In turn, this will result in a measurable engagement protocol and process that can build in strong monitoring and evaluation to track impact of engagement. It is recommended that such evaluation be delivered internally by the Government of Mauritius and by external assessors when applicable to increase market confidence in the implementation process.

## Strand 2 – Diaspora Social Capital Programme

**Mauritius Means Campaign:** The Government of Mauritius, through its diplomatic missions, should enact a cultural education campaign that explores what Mauritius means to the community abroad. This will include the development of a digital communication hub/platform where the Mauritian diaspora connect, convene, and celebrate their achievements. New media such as digital networking and social media are reconfiguring the Mauritian diaspora communicative spaces and are intrinsic tools for engagement. This public and cultural diplomacy campaign should embrace such digital connectivity. Specific programmes and competitions should be built for Mauritian diaspora children also to explore their heritage and belonging as well as delivering a nation brand dimension to the campaign to project an informative and positive image of Mauritius abroad.

**Mauritian Diaspora Leadership Network:** The Government of Mauritius, in partnership with the private sector and others, can develop the Mauritian Diaspora Leadership Network. The Network can be structured at a sectoral level along with incubating the inaugural Mauritian Distinguished Diaspora Award, a symbolic award offered by the Government of Mauritius to Mauritian diaspora success stories in the academic, arts, business, community, culture, charitable, or other fields. A special diaspora service award can also be allocated for those who are actively helping Mauritius. The Network can also nurture young leaders programme and given the strong female Mauritian diaspora then it is recommended that a Mauritian Diaspora Women’s Network be created within the wider network.

**Mauritian Diaspora Summit:** It is recommended that the Government of Mauritius and partners create a bi-annual Mauritian Diaspora Summit. The Summit will be the core convening of the global Mauritian community where ongoing dialogue can be built between stakeholders with similar interests and new opportunities for collaboration identified. Given the contextual impacts of the global pandemic, it is envisaged that this summit will occur in the mid to long term.

### Strand 3 – Diaspora Human Capital Programme

**Mauritian Diaspora Fellows:** The Government of Mauritius, through the Higher Education Commission, can develop a diaspora fellowship programme to embed research linkages and partnerships between academia in Mauritius and the academic diaspora. The seeds of this work are already sown, and research data indicates a preliminary supply and demand for such an initiative. This programme will be for established academics across key target academic disciplines along with an “emerging fellow” component that includes a student exchange programme for emerging talent in the Republic of Mauritius and the diaspora to undertake an exchange semester.

**Mauritius Mentors Initiative:** The initiative is designed to be a public–private partnership between the Government of Mauritius and collaborators to create an innovative digital mentoring platform where members of the diaspora can contribute remotely to the Republic of Mauritius through mentorship. This can be done through the advent of technological platforms to create mentorship opportunities to support changemakers back home and by creating in-person mentorship in the countries where the diaspora resides to strengthen intergenerational networks there. There is a wealth of expertise and experience to link within the Mauritian diaspora and mentorship can be a powerful gift of time by the diaspora.

**Mauritius Diaspora Next Gen Camp:** The Government of Mauritius can develop an immersive cultural education and career development exchange programme for the next generation of the Mauritian diaspora to strengthen their ancestral connections to Mauritius whilst simultaneously building peer-to-peer networks with communities in the Republic of Mauritius. There is a unique opportunity to blend this cultural heritage programme with internships or short-term placements of young diaspora members with business, community, educational, or social development actors in Mauritius. For example, within the survey in all three target countries, the majority of respondents (62.5 % in Australia, 58.4 % in Canada, 64.5 % in the United Kingdom) noted they would be willing to support their children or young relatives to undertake an internship or career development opportunity back home.

### Strand 4 – Diaspora Economic Capital Programme

**Mauritius Diaspora Tourism Initiative:** The Government of Mauritius, in association with partners, can create a year-long invitation for diaspora tourism. Similar to events such as ‘The Homecoming’ in Scotland or ‘Year of the Return’ in Ghana, the initiative is a way to ensure inclusive engagements and to engage those who have an affinity for the Republic of Mauritius. Given the ongoing frequency of visits to Mauritius from Mauritians living abroad, diaspora tourism will be a low-cost, high-impact frame to attract further diaspora capital to Mauritius. Additionally, Mauritian diaspora have noted they strive for their cultural heritage resources to be included in the World Heritage List. Engaging Mauritian diaspora to serve as ambassadors in such efforts is a win-win situation for strengthening the engagement between Diaspora and Mauritius, as well as a vehicle for strengthening of the country’s economic tourism profile. Furthermore, the initiative can strategically target second and third generation diaspora to further strengthen their connections with Mauritius.

**Mauritius Diaspora Trust Fund:** The Government of Mauritius, in partnership with the diaspora, can help to create a Mauritius Diaspora Trust Fund. The Fund’s purpose and management structure will need careful negotiation, but it is designed to accelerate the existing culture of giving in the diaspora to support social development in the Republic of Mauritius and advance diaspora philanthropy as a tool to sensitize the diaspora to wider potentials in the Republic of Mauritius.

**Mauritius Diaspora Business Competition:** The Government of Mauritius with key partners can build feasibility on the development of a wider diaspora investment portfolio by creating a Mauritius Diaspora Business competition. The competition can have two dimensions: a competition for diaspora entrepreneurs to address key socioeconomic opportunities/targets back home along with a competition for local businesses in Mauritius to access a range of supports (including potential investment) from

Mauritian diaspora business leaders. The competition can be structured along the sectoral expertise/ interest identified through this report and from the establishment of the Leadership Network recommended earlier but early indices note keen interest in agriculture, education, entrepreneurship (including social entrepreneurship), finance, real estate, technology, and tourism.

## 6. CONCLUSION

This report has been inspired by the amazing stories and people that the researchers met within the Mauritian diaspora along with a desire from the Government of Mauritius to know more about the lost actors who are now national assets for the Republic of Mauritius. Whilst challenges and barriers to engagement remain, particularly around diaspora confidence and trust with the Government of Mauritius, the commitment and passion of the Mauritian diaspora to contribute to their homeland is a dormant potential for the betterment of the Republic of Mauritius.

The opportunity for both the Republic of Mauritius and the diaspora can be realized by some simple but important steps. By creating enhancements in the development of the community abroad, bringing the Government of Mauritius and diaspora into contact more regularly, and by curating the powerful sense of belonging that exists within the Mauritian diaspora, the Government of Mauritius can begin the journey of strategic diaspora engagement.

This will allow the Government of Mauritius and its partners to create mechanisms that can institutionally weave the breadth of diaspora engagement together and provide a space for the diaspora to be positioned as a key voice in designing the future of the Republic of Mauritius. It will be imperative to manage expectations and start small. However, from this report and the stories heard through this research, scale can come in time.

This report commends all stakeholders for their commitment to this journey. By adopting a long-term vision based on inclusivity and transparency, it is the strong reflection of this report that Mauritian diaspora engagement can build long term, sustainable “hearts and minds” engagements. These engagements will build connections and networks that can bring invaluable fulfilment to the Republic of Mauritius and her people abroad for the betterment of both. That is an opportunity and moment not to be missed.

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## Annex II – A Sample of Mauritian Diaspora Networks and Interview Pool

This annex is a sample of the diaspora organizations and networks – both formal and informal networks – mapping during the desk review phase of the research. Special acknowledgement has been provided earlier for all members of the advisory groups who made critical contributions to the success of this research. The lists below are not exhaustive as it is likely that other networks exist.

### Australia

No.	Group/Page Number	Type of Entity	Link
1	Australian Mauritian Association of Queensland	Community	<a href="http://www.facebook.com/AMAQ.au/?ref=br_rs">www.facebook.com/AMAQ.au/?ref=br_rs</a>
2	Mauritian Association of South Australia	Community	<a href="http://www.facebook.com/Mauritianassociationofsouthaustralia/">www.facebook.com/Mauritianassociationofsouthaustralia/</a>
3	Perth Mauritian Cultural Association	Cultural	<a href="http://www.facebook.com/Perth-Mauritian-cultural-association-718240831609916/">www.facebook.com/Perth-Mauritian-cultural-association-718240831609916/</a>
4	Mauritian Youth Perth	Community/Cultural	<a href="http://www.facebook.com/mauritianyouthperth/">www.facebook.com/mauritianyouthperth/</a>
5	Mauritians in Canberra Association	Community/Cultural	<a href="http://www.facebook.com/Mauritians-in-Canberra-Association-752342611508530/">www.facebook.com/Mauritians-in-Canberra-Association-752342611508530/</a>
6	Mauritians in Australia	Community/Cultural	<a href="http://www.facebook.com/groups/25613688736/?ref=br_rs">www.facebook.com/groups/25613688736/?ref=br_rs</a>
7	Mauritian Students in Melbourne	Community	<a href="http://www.facebook.com/groups/128029761076848/">www.facebook.com/groups/128029761076848/</a>
8	Melbourne Mauritian Community Association	Community/Cultural	<a href="http://www.facebook.com/groups/603703963479283/">www.facebook.com/groups/603703963479283/</a>
9	Mauritian Community Perth	Community/Cultural	<a href="http://www.facebook.com/groups/845617052124668/">www.facebook.com/groups/845617052124668/</a>
10	Gold Coast Mauritian Community	Community/Cultural	<a href="http://www.facebook.com/groups/1402695803288697/">www.facebook.com/groups/1402695803288697/</a>
11	Mauritians in Sydney	Community/Cultural	<a href="http://www.facebook.com/groups/Mauritians.in.Sydney/?ref=br_rs">www.facebook.com/groups/Mauritians.in.Sydney/?ref=br_rs</a>
12	Sydney Mozzies (Mauritians In NSW/ACT)	Community/Cultural	<a href="http://www.facebook.com/groups/1717804695003592/">www.facebook.com/groups/1717804695003592/</a>

13	Muritians in Adelaide	Community/Cultural	<a href="http://www.facebook.com/groups/15052072111/">www.facebook.com/groups/15052072111/</a>
14	Muritians in Canberra	Community/Cultural	<a href="http://www.facebook.com/groups/mauritiansincanberra/">www.facebook.com/groups/mauritiansincanberra/</a>
15	Mauritian students in Australia	Community	<a href="http://www.facebook.com/groups/598395536929933/">www.facebook.com/groups/598395536929933/</a>
16	Wakashio - Oil Spill - Australia	Communication	<a href="http://www.facebook.com/groups/344773926532707/">www.facebook.com/groups/344773926532707/</a>
17	Mauritian Community in Australia	Community/Cultural	<a href="http://www.facebook.com/MauritianCommunityInAustralia/">www.facebook.com/MauritianCommunityInAustralia/</a>
18	Muritians in Australia	Community/Cultural	<a href="http://www.facebook.com/Muritians-in-Australia-Page-562314467250127/">www.facebook.com/Muritians-in-Australia-Page-562314467250127/</a>
19	Australian Mauritian Association	Community/Cultural	<a href="http://www.facebook.com/Australian-Mauritian-Association-2138639219532374/">www.facebook.com/Australian-Mauritian-Association-2138639219532374/</a>
20	Mauritian Entertainment Direct in Australia	Communication	<a href="http://www.facebook.com/Mauritian-Entertainment-Direct-In-Australia-MEDIA-206051960151528/">www.facebook.com/Mauritian-Entertainment-Direct-In-Australia-MEDIA-206051960151528/</a>
21	Mauritian Student Association Australia	Community	<a href="http://www.facebook.com/Mauritian-Student-Association-Australia-1356409121115810/">www.facebook.com/Mauritian-Student-Association-Australia-1356409121115810/</a>
22	3zzz Mauritian Radio on 92.3 FM	Communication	<a href="http://www.facebook.com/3zzz-Mauritian-Radio-on-923-FM-481130148599711/">www.facebook.com/3zzz-Mauritian-Radio-on-923-FM-481130148599711/</a>
23	Mauritian Food Perth	Cultural	<a href="http://www.facebook.com/mauritianfoodperth/">www.facebook.com/mauritianfoodperth/</a>
24	Perth Mauritian Hindu Bhajan Mandali	Community/Cultural	<a href="http://www.facebook.com/Perth-Mauritian-Hindu-Bhajan-Mandali-151515218724799/">www.facebook.com/Perth-Mauritian-Hindu-Bhajan-Mandali-151515218724799/</a>
25	Mauritian Catering in Perth	Cultural	<a href="http://www.facebook.com/Mauritian-Catering-In-Perth-326261344556495/">www.facebook.com/Mauritian-Catering-In-Perth-326261344556495/</a>
26	Creole Kidz	Cultural	<a href="http://www.facebook.com/CreoleKids/">www.facebook.com/CreoleKids/</a>
27	Mauritian and Other Home Cooking In Australia and Overseas	Cultural	<a href="http://www.facebook.com/groups/2125229424413759/">www.facebook.com/groups/2125229424413759/</a>
28	Mauritian Students in Australia	Community	
29	Real Mauritian in Melbourne	Community/Cultural	<a href="http://www.facebook.com/groups/1857214137876940/">www.facebook.com/groups/1857214137876940/</a>
30	Muritians in Perth	Community/Cultural	<a href="http://www.facebook.com/groups/479077265560439/">www.facebook.com/groups/479077265560439/</a>



31	Mauritian in Sydney	Community/Cultural	<a href="https://www.facebook.com/groups/822491287784424/">www.facebook.com/groups/822491287784424/</a>
32	Mauritian Golden Age Club	Community	N/A
33	Mauritius Australia Connection	Community/Cultural	<a href="http://www.cjp.net/">www.cjp.net/</a>
34	The Victorian Mauritian Pastoral Council	Cultural	<a href="https://test.thevmc.org.au/">https://test.thevmc.org.au/</a>

## Canada

No.	Group/Page Number	Type of Entity	Link
1	Association Quebec Ile Maurice	Community	<a href="https://www.facebook.com/pages/category/Community-Organization/AQIM-Association-Quebec-Ile-Maurice-251862451642524/">www.facebook.com/pages/category/Community-Organization/AQIM-Association-Quebec-Ile-Maurice-251862451642524/</a>
2	WAKASHIO-Oil Spill-Canada	Community/Communication	<a href="https://www.facebook.com/groups/885275651965745/">www.facebook.com/groups/885275651965745/</a>
3	Toronto Mauritian Association	Community/Culture	<a href="https://www.facebook.com/TorontoMauritianAssociation/">www.facebook.com/TorontoMauritianAssociation/</a>
4	McGill Mauritian Students Association (MMSA)	Community	<a href="https://www.facebook.com/mcgillmsa/">www.facebook.com/mcgillmsa/</a>
5	Mauritians in Canada	Community/Culture	<a href="https://www.facebook.com/Mauritians-in-Canada-1403259603272250/">www.facebook.com/Mauritians-in-Canada-1403259603272250/</a>
6	Mauritians in Canada	Community/Culture	<a href="https://www.facebook.com/groups/300022160139542/">www.facebook.com/groups/300022160139542/</a>
7	Mauritian Network Canada	Community/Communication	<a href="https://www.facebook.com/groups/2895643093801836/">www.facebook.com/groups/2895643093801836/</a>
8	Canada Based Mauritian Community	Community	<a href="https://www.facebook.com/Canada-based-Mauritian-Community-743252172394495/">www.facebook.com/Canada-based-Mauritian-Community-743252172394495/</a>
9	Mauritians in Canada	Community/Communication	<a href="https://www.facebook.com/groups/1629617440598991/">www.facebook.com/groups/1629617440598991/</a>
10	Association Canado-Mauricienne de la CB / Canadian-Mauritian Assoc. of BC	Community/Culture	<a href="https://www.facebook.com/acmdlcb/">www.facebook.com/acmdlcb/</a>
11	Mauritian Diaspora Canada	Communication	<a href="https://www.facebook.com/MauritianDiasporaCanada/">www.facebook.com/MauritianDiasporaCanada/</a>
12	Mauritian Canadian Multicultural Association BC	Community/Culture	<a href="https://www.facebook.com/bcmauritians/">www.facebook.com/bcmauritians/</a>

13	University of Toronto Mauritian society	Community	<a href="http://www.facebook.com/groups/uoftmauritiansociety/">www.facebook.com/groups/uoftmauritiansociety/</a>
14	Mauricien du Canada	Community	<a href="http://www.facebook.com/groups/490502797792907/">www.facebook.com/groups/490502797792907/</a>
15	Mauritian Canadian	Community	<a href="http://www.facebook.com/groups/170946079582824/">www.facebook.com/groups/170946079582824/</a>
16	Canada Mauritius Cultural Association	Cultural	<a href="http://www.facebook.com/MauritiusOttawa/">www.facebook.com/MauritiusOttawa/</a>
17	Mauritius Cultural Association of Brandon, Manitoba	Cultural	<a href="http://www.facebook.com/groups/680115435419201/">www.facebook.com/groups/680115435419201/</a>
18	Mauritius Calgary Association	Community	<a href="http://www.facebook.com/MauritiusCalgary/">www.facebook.com/MauritiusCalgary/</a>
19	Mauritius / Canada	Communication	<a href="http://www.facebook.com/groups/MUCAN/about/">www.facebook.com/groups/MUCAN/about/</a>
20	230 Maurice – Quebec	Community	<a href="http://www.facebook.com/groups/1592104827717207/">www.facebook.com/groups/1592104827717207/</a>
21	Mauricien au Quebec	Community/Communication	<a href="http://www.facebook.com/groups/518591091548273/about/">www.facebook.com/groups/518591091548273/about/</a>
22	Mauritian Students of Concordia (MSC)	Community	<a href="http://www.facebook.com/MauritiusInConcordia/">www.facebook.com/MauritiusInConcordia/</a>
23	Montreal Mauritian Sanatan Society	Community/Culture	<a href="http://www.facebook.com/MontrealMauritianSanatanSociety/">www.facebook.com/MontrealMauritianSanatanSociety/</a>
24	Mauritian Society in Montreal	Community	<a href="http://www.facebook.com/MauritianSocietyInMontreal/">www.facebook.com/MauritianSocietyInMontreal/</a>
25	Glendon Mauritian Club	Community	<a href="http://www.facebook.com/Glendon-Mauritian-Club-GMC-1423071977905019/">www.facebook.com/Glendon-Mauritian-Club-GMC-1423071977905019/</a>
26	Heritage Mauritius Edmonton	Community/Culture	<a href="http://www.facebook.com/Arts.Culture.Heritage.of.Mauritius/">www.facebook.com/Arts.Culture.Heritage.of.Mauritius/</a>
27	Edmonton Mauritius Association	Community/Culture	<a href="http://www.facebook.com/groups/1193898313986149/">www.facebook.com/groups/1193898313986149/</a>
28	Muritians in BC	Community	<a href="http://www.facebook.com/groups/1470283443198199/">www.facebook.com/groups/1470283443198199/</a>

## United Kingdom

No.	Group/Page Number	Type of Entity	Link
1	Association Chrétienne des Mauriciens à Londres	Community/Cultural	<a href="http://www.ndfchurch.org/en/association-chretienne-des-mauriciens-a-londres-acml/">www.ndfchurch.org/en/association-chretienne-des-mauriciens-a-londres-acml/</a>

2	Mauritius Tamil Maha Sangam United Kingdom	Community/Cultural	<a href="http://www.mtms.online/home.html">www.mtms.online/home.html</a>
3	Muritians in United Kingdom and Ireland	Community/Cultural	<a href="http://www.facebook.com/groups/245572989189168/">www.facebook.com/groups/245572989189168/</a>
4	Mauritian Connection United Kingdom	Community/Cultural	<a href="http://www.facebook.com/groups/3000825726657579/">www.facebook.com/groups/3000825726657579/</a>
5	Wakashio - Oil Spill In Mauritius - United Kingdom Support Group	Communication	<a href="http://www.facebook.com/groups/2675982032659654/">www.facebook.com/groups/2675982032659654/</a>
6	Mauritian in the United Kingdom	Community/Cultural	<a href="http://www.facebook.com/mauritianinUnited Kingdom/">www.facebook.com/mauritianinUnited Kingdom/</a>
7	United Kingdom Mauritians	Community/Cultural	<a href="http://www.facebook.com/United Kingdommauritiancommunity/">www.facebook.com/United Kingdommauritiancommunity/</a>
8	United Kingdom Mauritian Community	Community/Cultural	<a href="http://www.facebook.com/United Kingdommauritiancommunity/">www.facebook.com/United Kingdommauritiancommunity/</a>
9	Muritians United	Community/Cultural	<a href="http://www.facebook.com/MuritiansUnited/">www.facebook.com/MuritiansUnited/</a>
10	Mauritian Hindu Community (United Kingdom)	Community/Cultural	<a href="http://www.facebook.com/groups/1827580030872330/">www.facebook.com/groups/1827580030872330/</a>
11	Muritians in the United Kingdom	Community/Cultural	<a href="http://www.facebook.com/groups/United Kingdommauritians/">www.facebook.com/groups/United Kingdommauritians/</a>
12	Muritians in the United Kingdom Cooking Community	Cultural	<a href="http://www.facebook.com/groups/793747741378663/">www.facebook.com/groups/793747741378663/</a>
13	Mauritian Delicacies United Kingdom	Cultural	<a href="http://www.facebook.com/mauritiandelicaciesUnited Kingdom/">www.facebook.com/mauritiandelicaciesUnited Kingdom/</a>
14	Mauritian in Berkshire	Community/Cultural	<a href="http://www.facebook.com/groups/113575972733489/">www.facebook.com/groups/113575972733489/</a>
15	BSMS - Benevolent Society of Mauritians in Scotland	Community	<a href="http://www.facebook.com/groups/251922621556493/">www.facebook.com/groups/251922621556493/</a>
16	Mauritius Open Air Festival	Communication/ Cultural	<a href="http://www.facebook.com/mauritiusfestival/">www.facebook.com/mauritiusfestival/</a>
17	Mauritius Hindu Association United Kingdom	Community/Cultural	<a href="http://www.facebook.com/mha76/">www.facebook.com/mha76/</a>
18	London Mauritian Association	Community/Cultural	<a href="http://www.facebook.com/londonmauritianassociation/">www.facebook.com/londonmauritianassociation/</a>
19	Muritians in London Surrey	Community/Cultural	<a href="http://www.facebook.com/groups/220489341481097/">www.facebook.com/groups/220489341481097/</a>
20	Manchester Mauritian Society	Community/Cultural	<a href="http://www.facebook.com/ManchesterMauritianSociety/?ref=br_rs">www.facebook.com/ManchesterMauritianSociety/?ref=br_rs</a>

21	Manchester Mauritian Society	Community/Cultural	<a href="http://www.facebook.com/groups/193364917386667/">www.facebook.com/groups/193364917386667/</a>
22	Warwick Mauritian Society	Community/Cultural	<a href="http://www.facebook.com/groups/193364917386667/">www.facebook.com/groups/193364917386667/</a>
23	LSE Mauritian Society	Community	<a href="http://www.facebook.com/LSESUMauritianSociety/">www.facebook.com/LSESUMauritianSociety/</a>
24	University of Nottingham Mauritian Society	Community	<a href="http://www.facebook.com/UoNMauritianSociety/">www.facebook.com/UoNMauritianSociety/</a>
25	Bristol Mauritius Society	Community/Cultural	<a href="http://www.facebook.com/BristolMauritianSociety/">www.facebook.com/BristolMauritianSociety/</a>
26	Mauritius Paradise	Cultural	<a href="http://www.facebook.com/Mauritius-Paradise-298249262157/">www.facebook.com/Mauritius-Paradise-298249262157/</a>
27	Seema's Mauritian Delights	Cultural	<a href="http://www.facebook.com/Seemas-Mauritian-Delights-483845745300097/">www.facebook.com/Seemas-Mauritian-Delights-483845745300097/</a>
28	Delicious Mauritius United Kingdom	Cultural	<a href="http://www.facebook.com/deliciousmauritiusUnited_Kingdom/">www.facebook.com/deliciousmauritiusUnited_Kingdom/</a>
29	Mauritian Hindu House Organization Surrey	Community/Cultural	<a href="http://www.facebook.com/MHHOSurreyLtd/">www.facebook.com/MHHOSurreyLtd/</a>
30	Group Mauricien in United Kingdom and Europe	Communication/ Cultural	<a href="http://www.facebook.com/groups/mauritiansinUnited_KingdomandEurope/?ref=br_rs">www.facebook.com/groups/mauritiansinUnited_KingdomandEurope/?ref=br_rs</a>
31	Muritians in Bedfordshire	Community/Cultural	<a href="http://www.facebook.com/groups/777662576106853/?ref=br_rs">www.facebook.com/groups/777662576106853/?ref=br_rs</a>
32	CHAGOS: Cultural Heritage Across Generations	Cultural	<a href="http://www.facebook.com/groups/chagos/">www.facebook.com/groups/chagos/</a>
33	Chagos Refugees Group United Kingdom Branch	Community	<a href="http://www.facebook.com/groups/sabrinajeancrgUnited_Kingdom/about/">www.facebook.com/groups/sabrinajeancrgUnited_Kingdom/about/</a>
34	I love Mauritian Food	Cultural	<a href="http://www.facebook.com/groups/516686568368088/">www.facebook.com/groups/516686568368088/</a>
35	Mauritian Foods	Cultural	<a href="http://www.facebook.com/MauritiusFoods/">www.facebook.com/MauritiusFoods/</a>
36	Mauritius sega, seggae music	Cultural	<a href="http://www.facebook.com/groups/61121411876/">www.facebook.com/groups/61121411876/</a>
37	Mauritian Party in London United Kingdom	Communication	<a href="http://www.facebook.com/MAURITIAN-PARTY-IN-LONDON-United_Kingdom-320894644510/">www.facebook.com/MAURITIAN-PARTY-IN-LONDON-United_Kingdom-320894644510/</a>
38	Mauritian United Kingdom Openair Festival	Communication	<a href="http://www.facebook.com/mauritianfestivalofficial/">www.facebook.com/mauritianfestivalofficial/</a>
39	Voice of Mauritius	Communication	<a href="http://www.facebook.com/Voiceofmauritius/">www.facebook.com/Voiceofmauritius/</a>

## Global Mauritian Diaspora

No.	Name of FB Page/Group	Members for Group (M) or Followers for Pages (F)	Link
1	Mauritius Diaspora	Community	<a href="http://www.facebook.com/Mauritiusdiaspora/">www.facebook.com/Mauritiusdiaspora/</a>
2	Mauritius Diaspora Protest	Communication	<a href="http://www.facebook.com/groups/1079994375730686/">www.facebook.com/groups/1079994375730686/</a>
3	The Overseas Mauritian Society	Community/Cultural	<a href="http://www.facebook.com/groups/theoverseasmuritiainsociety/">www.facebook.com/groups/theoverseasmuritiainsociety/</a>
4	Environmental Crisis - Mobilizing Mauritian Diaspora resources and expertise	Communication	<a href="http://www.facebook.com/environmentaldiasporacrisisappeal/">www.facebook.com/environmentaldiasporacrisisappeal/</a>
5	Mauritius Diaspora Dodo Group	Cultural	<a href="http://www.facebook.com/groups/zolimoris/">www.facebook.com/groups/zolimoris/</a>
6	Professional Mauritians Network	Community	<a href="http://www.facebook.com/groups/462998357478650/about/">www.facebook.com/groups/462998357478650/about/</a>
7	Mauritian Citizen Overseas Residents Group	Community	<a href="http://www.facebook.com/groups/Mauritiancitizenoverseas/">www.facebook.com/groups/Mauritiancitizenoverseas/</a>
8	Les expatriés mauriciens à l'étranger (l'authentique)	Community	<a href="http://www.facebook.com/groups/184772072253732/">www.facebook.com/groups/184772072253732/</a>
9	WAKASHIO - Oil Spill - Support our country, our people, from abroad	Communication	<a href="http://www.facebook.com/groups/3911183568898583/">www.facebook.com/groups/3911183568898583/</a>
10	Les Expatriés Mauriciens dans le monde	Community	<a href="http://www.facebook.com/groups/222559842447124">www.facebook.com/groups/222559842447124</a>
11	Muritians Around the World	Community	<a href="http://www.facebook.com/groups/379951542211712/about/">www.facebook.com/groups/379951542211712/about/</a>
12	Right to Vote – Mauritian Diaspora	Community/Communication	<a href="http://www.facebook.com/groups/349398236092584/?ref=group_header">www.facebook.com/groups/349398236092584/?ref=group_header</a>
13	Mauritius in Quarantine	Communication	<a href="http://www.facebook.com/groups/309957813402131/about/">www.facebook.com/groups/309957813402131/about/</a>
14	Mauritian Home and Abroad	Community	<a href="http://www.facebook.com/groups/677754589659889/">www.facebook.com/groups/677754589659889/</a>
15	Made in Maurice	Cultural	<a href="http://www.facebook.com/groups/592591827746850/">www.facebook.com/groups/592591827746850/</a>
16	Muritians outside Mauritius	Community	<a href="http://www.facebook.com/groups/858637320920951/">www.facebook.com/groups/858637320920951/</a>
17	I am Mauritian-Mauritian expats around the world	Community	<a href="http://www.facebook.com/I-am-Mauritian-Mauritian-expats-around-the-world-726840937408407/">www.facebook.com/I-am-Mauritian-Mauritian-expats-around-the-world-726840937408407/</a>

18	Mauritian Abroad	Community	<a href="http://www.facebook.com/Mauritian-Abroad-1613647495523496/">www.facebook.com/Mauritian-Abroad-1613647495523496/</a>
19	Sega Mauritius	Cultural	<a href="http://www.facebook.com/segamaurice">www.facebook.com/segamaurice</a>
20	Mauritians Stranded Abroad	Community/ Communication	<a href="http://www.facebook.com/groups/724668841608268/">www.facebook.com/groups/724668841608268/</a>
21	Wakashio, nous Morisyen dehors, We care	Communication	<a href="http://www.facebook.com/groups/317075759653369/">www.facebook.com/groups/317075759653369/</a>
22	Mauritian Party - Soirée Mauricienne (Worldwide)	Cultural	<a href="http://www.facebook.com/groups/6166643006/">www.facebook.com/groups/6166643006/</a>

### LinkedIn Groups:

Mauritian Diaspora Professional Network: [www.linkedin.com/groups/13908858/](http://www.linkedin.com/groups/13908858/).

Mauritius Professional Network (United Kingdom and Mauritius): [www.linkedin.com/groups/3510856/](http://www.linkedin.com/groups/3510856/).

Mauritian Business Network (London): [www.linkedin.com/groups/5133741/](http://www.linkedin.com/groups/5133741/).

Mauritians in Canada: [www.linkedin.com/groups/3795458/](http://www.linkedin.com/groups/3795458/).

Mauritian Professionals in Australia: [www.linkedin.com/groups/3192438/](http://www.linkedin.com/groups/3192438/).

### Interview Pool

As part of the snowball sampling approach to the project, stakeholder interviews were confirmed through a series of approaches. Firstly, baseline listings were provided by Government of Mauritius stakeholders and extensive outreach was coordinated to these community leaders. Participants in the local advisory groups also greatly supported the community outreach programme for stakeholder consultations.

Furthermore, this outreach was part of a widescale media and marketing plan designed for the project. A key dynamic of this was a media campaign enacted by IOM in partnership with Beyond Communications, a Mauritian based communication agency, ensured ongoing visibility for the project so that the wider community had a platform to engage with the research.

Another key component was the hosting of the inaugural Mauritius: A Diaspora Success Story webinar series to build awareness on the project. Collectively, this ensured a wide span of awareness of the project. This series focused on three key topics identified during stakeholder consultations, especially with the diaspora. These were diaspora humanitarianism, diaspora youth and women empowerment, and diaspora advocacy. These sessions brought together global experts on these topics as well as some Mauritian diaspora leaders from the advisory groups who each had a 10-minute speaking slot followed by a roundtable discussion with attendees.

The global speakers included Kingsley Aikins (CEO, The Networking Institute), Béatrice Maucondit (DEMAC, Danish Refugee Council), Roberta Romano (IOM), Liza Gashi (Co-Founder, GERMIN), Melek Pulatkonak (Founder, Turkish Women's International Network), Almaz Negash (Founder, African Diaspora Network), Elvina Quaison (African Foundation for Development [AFFORD-United Kingdom]), and Dr. Carine Nsoudou (African Diaspora Europe Platform [ADEPT]). Upon completion of the series, several Mauritian diaspora leaders expressed a desire to see the series continue into 2021.

In terms of stakeholder interviews and given that local advisory group members were recommended to initiate outreach independently to their networks to increase community trust in the research, the researchers can only provide an estimate of the total number of invites sent for interview. From their own personal outreach coupled with that of advisory groups, it is estimated that approximately 100–200 interview requests were sent for the project with 61 interviews undertaken. These were as follows:

- TWG: 11 interviews
- Mauritians in Australia: 23
- Mauritians in Canada: 16
- Mauritians in the United Kingdom: 11

The findings from these interviews were strongly supplemented by the survey responses.

# Annex III – Examples of Global Best Practice

Advance Australia

Website: <https://advance.org/the-australian-diaspora/>

African Diaspora Fellowship Program (Carnegie)

Website: <https://www.iie.org/programs/carnegie-african-diaspora-fellowship-program>

African Diaspora Network (Silicon Valley)

Website: [www.africandiasporanetwork.org/](http://www.africandiasporanetwork.org/)

Ascina

Website: [www.ascina.org](http://www.ascina.org)

Assembly of French Citizens Abroad (AFE)

Website: [www.assemblee-afe.fr/](http://www.assemblee-afe.fr/)

C100-Canadian Software organisation in Silicon Valley

Website: [www.thec100.org/](http://www.thec100.org/)

Common Ground Initiative - Comic Relief

Website: <https://www.comicrelief.com/partners/department-international-development>

ConnectIreland

Website: [www.connectireland.com](http://www.connectireland.com)

The Conselho da Diáspora Portuguesa - Portuguese Diaspora Council

Website: <https://www.diasporaportuguesa.org/>

Diaspora African Woman's Network (DAWN)

Website: <https://www.dawners.org/>

Global Lithuanian Leaders (GLL)

Website: [www.lithuanianleaders.org/](http://www.lithuanianleaders.org/)

Homecoming Revolution

Website: [homecomingrevolution.com/](http://homecomingrevolution.com/)



IdEA – International diaspora Engagement Alliance

Website: <https://www.devex.com/organizations/international-diaspora-engagement-alliance-idea-49839>

Irish International Business Network (IIBN)

Website: [www.iibn.com/](http://www.iibn.com/)

Ireland Reaching Out (Ireland XO)

Website: [www.irelandxo.com/](http://www.irelandxo.com/)

Irish Technology Leadership Group (ITLG)

Website: [www.itlg.org/](http://www.itlg.org/)

Red de Talentos Mexico

Website: [www.redtalentos.gob.mx/index.php](http://www.redtalentos.gob.mx/index.php)

Ventanillas de Salud (VDS)

Website: [ventanillas.org/index.php/es/](http://ventanillas.org/index.php/es/)

Kaya Co. (Philippines)

Website: <http://kayaco.org/>

Kea – New Zealand

Website: [www.keanewzealand.com/](http://www.keanewzealand.com/)

NamSor

Website: [www.namsor.com](http://www.namsor.com)

One Vietnam

Website: <http://onevietnam.org/>

Pravasi Bharatiya Divas

Website: [www.pbd-india.com/](http://www.pbd-india.com/)

ReConnect Hungary

Website: <http://reconnecthungary.org/>

Taglit-Birthright Israel

Website: <https://www.birthrightisrael.com/>

TalentCorp Malaysia

Website: [www.talentcorp.com.my/](http://www.talentcorp.com.my/)

The Gathering Ireland 2013

Website: [www.youtube.com/c/thegatheringireland](http://www.youtube.com/c/thegatheringireland)

The Worldwide Ireland Funds and Young Leaders

Website: <https://irelandfunds.org/young-leaders/>

Turkish Women's International Network (TurkishWIN)

Website <https://turkishwin.com/>

TiE Global

Website: [www.tie.org](http://www.tie.org)

Ventanillas de Salud (VDS)

Website: <http://ventanillas.org/index.php/es/>

## Annex IV – Research Project Documentation

A suite of Project Documentation is available upon request from IOM Mauritius Liaison Office and the project coordinator, Ms. Tania Labour via: [mlabour@iom.int](mailto:mlabour@iom.int). This documentation includes:

- Introductory and Information Sheets for Research
- Advisory Group ToRs
- Media Content
- Webinar Information
- Copy of Mauritian Diaspora Mapping Institutional Survey
- Copy of Mauritian Diaspora Mapping Individual Survey



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