

Terms of Reference (ToR)

Mauritius CE - Training and technical support on circular economy in the construction and demolition sector for private and public entities

I. General information

Assignment name	Training and technical support in the construction and demolition sector
Project Name	Implementation of the Circular Economy Roadmap in Mauritius
Funding by	European Union
Country	Mauritius and Rodrigues

II. Context and justification of the need

Expertise France is the France's public agency and interministerial actor in charge of international technical cooperation, the second-largest in Europe. As a subsidiary of Agence Française de Développement Group (AFD Group), it designs and implements projects that sustainably strengthen public policies in developing and emerging countries. Expertise France works in key areas of development: governance, security, climate change, health, education, and more. Alongside its partners, it contributes to achieving the Sustainable Development Goals (SDGs).

Implementation of the Circular Economy Roadmap of Mauritius: The Republic of Mauritius considers the adoption of a Circular Economy (CE) model as a priority to effectively address the challenges of environmental degradation, climate change, biodiversity loss, women's empowerment, and inequality.

To support Mauritius in its transition from a Linear to a circular economy, EU funded the preparation of a 10-year Roadmap and an Action Plan for a Circular Economy in the Republic of Mauritius, which was approved by the Government in 2023. The Circular Economy Roadmap and Action Plan propose 80 priority actions for Mauritius in the fields of agri-food, construction, mobility, consumption, and waste management, as well as on cross-cutting issues (governance, education, taxation, etc.), and 30 actions for Rodrigues in the following sectors: Agri-food, Circular Waste Management, and Circular Tourism.

Thereafter, following a request from the Government of Mauritius, EU is funding a Technical Assistance Facility to the tune of EUR 3.5M, to implement some of the priority actions of the Roadmap and Action Plan.

The objective of the Technical Assistance Facility called 'Implementation of the Circular Economy Roadmap', hereinafter referred to as 'the project', is to strengthen socially inclusive and environmentally sustainable development in the Republic of Mauritius, with a focus on the following two components: (i) to improve the institutional and regulatory frameworks for the implementation of the national Circular Economy Roadmap and Action Plan, and (ii) to increase the effectiveness of circular economy initiatives within the built environment value chain, prioritising women entrepreneurs. It will support the government in achieving its own goals in renewable energy production, waste management, and environmental protection, as set out in the National Environmental Strategy 2020–2030."



Training and technical support on circular economy in the construction and demolition sector for private and public entities, hereinafter referred to as ‘the action’ is an activity to be implemented under the ‘Implementation of the Circular Economy Roadmap’ project; it will support recommendation “KP22: Education and Awareness Raising on Circular Built Environment” of the Roadmap.

The building and construction sector: This sector is a major contributor to the economy and employs directly and indirectly some 120,000 workers in Mauritius representing around 22% of the total workforce. In 2019, the sector contributed to some 9.7% to the GDP. Over the past decades, the industry has progressed through many phases, evolving from the construction of small housing units to major projects like integrated resort schemes, smart cities, port and airports, flyovers, motorway and more recently the light rail system.

The construction and real estate sector is a very resource intensive one and is one of the key sectors with high potential to implement CE strategies especially in upcoming business parks, social housing projects, road decongestion projects and smart cities. It uses a lot of imported materials and a uses a large amount of locally extracted non-metallic natural resources (basaltic rocks) that are depleting fast. The sector has now reached the phase of construction and demolition leading to the generation of various types of waste such as concrete and other building components (wood, metals, glass, plastic, etc.).

The Implementation of the Circular Economy Roadmap project is built with two component:

- SO1: To improve the institutional and regulatory frameworks for the implementation of the national Circular Economy Roadmap and Action Plan
- SO2: To increase effectiveness of circular economy initiatives within the built environment value chain, prioritising women entrepreneurs.

To that end, this project will provide **concrete technical support and assistance**, guiding both public and private sector stakeholders through a targeted capacity reinforcement programmes. While maintaining a strong alignment with the overarching goals of the Circular Economy Roadmap, these initiatives are carefully tailored to reflect the specific needs of each stakeholder group:

Public sector support: the support to public institutions aims to build a solid understanding of circular economy principles, to facilitation their adoption and their integration into existing regulatory frameworks, policies and enforcement mechanisms. This support is further embedded in the study realised within the two policy actions P16 and KP24 with the “Strategy, Regulation and Guidelines for Construction and Demolition Waste (CDW)”¹. Beyond the production of these regulatory instruments, the project aims to accompany both public and private sector stakeholders in the effective implementation of the resulting framework, with a technical assistance on key subjects and fostering the conditions necessary to align regulatory compliance and market readiness.

In addition, there is a clear need for greater dissemination of knowledge about circular economy principles across the construction and industry sectors. The CIA and the members of the “Construction and Real estate platform” of the roadmap, are key stakeholders to lead this agenda by embedding circular economy education into its regulatory frameworks, professional certification programmes and

¹ Tender available on the following website <https://www.marches-publics.gouv.fr/app.php/entreprise/consultation/2980808?orgAcronyme=s2d>



industry standards. Public sector leadership –Including Rodrigues public actors - in this space sends a strong signal to private actors and helps create the enabling environment needed for systemic change.

Private sector support: Within projects activities, a component of the project aims to strengthen circular economy (CE) initiatives across the built environment value chain, in close collaboration with Business Mauritius, which has been identified as the Intermediary Institution.

Support will be channelled through CircuHub, the Circular Economy Hub that will be launched shortly, enabling businesses to directly apply circular economy principles within their own processes, operations and practices.

The objective is specifically dedicated to supporting the private sector in the construction and demolition (C&D) sector, helping businesses, SMEs, and women entrepreneurs adopt circular practices and overcome key barriers such as high costs of recycled materials, limited data availability, weak value chain coordination, and insufficient access to finance. Stakeholder consultations revealed that targeted regulatory, financial, and technical support is needed to accelerate the transition, and these findings inform the three core activities developed under this objective.

To achieve its objectives, the project will implement activities across three interconnected areas:

- **Capacity reinforcement:** Focuses on establishing a facility as a central support platform for the C&D private sector, delivering training, technical assistance, and peer-to-peer exchanges to strengthen circular economy uptake across the value chain.
- **Access to finance:** improve access to finance for CE initiatives, mapping funding opportunities, engaging financial institutions, and supporting public sector actors and incubators to better integrate CE criteria into their mechanisms — with particular attention to SMEs and women-led enterprises.
- **Demonstrator projects:** provides direct support to innovative private sector initiatives through two targeted pilots: one focused on secondary construction materials, and one fostering public-private alliances to reduce the environmental impact of C&D waste.

The purpose of this ToR is to provide the technical assistance and support to the private and public sector. The support will need to be adapted to the Mauritius context.

Additional documents providing further context on the project activities are attached to this ToR (Training framework and initial assessment on CE financing opportunities)

III. Objectives and desired results of the ToR

1) General objective

The purpose of this action is to develop tailored training and technical support for public and private sector actors in the construction and demolition (C&D), adapted to each stakeholder's profile and to the specific context of Mauritius.

2) Specific objectives



- Strengthen private sector capacity to adopt circular economy principles and develop and implement circular economy initiatives and actions by providing technical and organisational guidance directly applicable to their processes, operations and practices in the construction sector
- Build public sector knowledge of circular economy principles, policies, legislations and support the development and enforcement of regulatory framework that will enable their practical application by the private sector.
- Promote and disseminate technical and regulatory good practices across the entire C&D value chain, reinforcing the public sector's role as a driver of the circular transition.
- Provide an overview of relevant international best practices in the construction sector and support their adaptation to the Mauritian context, both from a public and private perspective.
- Develop a Training-of-Trainers programme - for public and private actors- to ensure the long-term sustainability and replication of the training initiative beyond the scope of this consultation.

IV. Scope of Work

1) Planned activities

The contractor team will work under the supervision of the Private sector and Public Policy Expert of the CE Mauritius project (Expertise France project team in Mauritius) and will provide through the 3 missions a technical assistance during the project's length.

The technical assistance will be articulated between the support of the public and private sector in the construction sector. The technical assistance required must answer to the pre-identified and structured demands and punctual needs.

The technical assistance will be organised through two mains axes

- **Support of the private sector -**

CircuHub, the circular Economy Hub for the Construction sector will be dedicated structure created by Expertise France and hosted by Business Mauritius. It aims to accelerate the adoption, testing and scaling of circular economy practices, technologies and business models, through a structured, inclusive and sustainable platform. CircuHub is envisioned as a unique gateway to circular economy for C&D stakeholders, integrating technical knowledge and business development.

CircuHub is composed of stakeholders from all the construction value chain, will be the main entity to provide training and technical assistance. The contractor team will be responsible for addressing a diverse range of demands, primarily channelled through CircuHub. Expertise France will consolidate requests from across the spectrum — from MSMEs and informal sector operators to large enterprises — and translate them into formal procurement demands.

Targeted audience to consider

- Engineer
- Architect



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- Real estate developer
- Construction and demolition Contractors
- Small contractors and SMEs
- Policy officer
- Public procurement officers
- Waste operators
- Reuse operators
- Diagnostic operators

- **Support of the public sector**

Public sector support will be primarily directed towards national and local government institutions involved in the development and implementation of circular economy policies and regulations within the C&D sector. Key targeted stakeholders include the Construction Industries Authority (CIA), chair and members of the Circular Economy Platform for Construction and Real Estate, – including the Ministry of environment, the Public Procurement Office, the Standards Bureau of Mauritius and the Rodrigues Regional Assembly (RRA)

Together, these institutions form the regulatory backbone of the sector and are best positioned to embed circular economy principles into policy frameworks, procurement standards and enforcement mechanisms, creating the enabling environment necessary for broader industry uptake.

For both private and public sector, the technical assistance will be required at different level:

- Training program development adapted to profiles and technical gap identified
- Specific technical training to address technical issue pre-identified. Those training will include several sessions and an important level of adaptation to the Mauritius context.
- Generic training for punctual demand that could be complemented with technical support if further and tailored assistance is needed
- Ad-hoc technical support as per demand of public or private actors. This support could include document review, call, answering specific questions etc.
- Provide sufficient training and documentation to train trainers

The contractor will be specifically responsible of the following missions:

Mission 1: Specific Technical trainings

Private sector support: specific technical trainings would be designed around concrete application and practical training, directly embedded within industry processes and practices. It is structured within the broader framework of the Circular Economy Roadmap for Mauritius² and delivered in close partnership with Business Mauritius through CircuHub.

Within this structure the development of capacity reinforcement with technical training would allow to bridge the gap between circular economy principles and their real-world application within business

² In the circular Economy roadmap KP22, KP74, P49, KP24, KP67, KP68, P50, P18, P17, P21

(<https://circulareconomy.govmu.org/circulareconomy/wp-content/uploads/2023/08/Roadmap-and-Action-Plan-for-a-Circular-Economy-in-the-Republic-of-Mauritius-Final-report.pdf>)



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operations, supply chains and construction practices — making the transition both accessible and actionable for the Mauritian private sector.

Develop up to three training modules in the construction sector on the following subjects:

1. Integration of circular economy in construction and demolition sites management
2. Waste management C&D waste: sorting, collection and treatment
3. Reuse in demolition and renovation

The table below present in detail the core competencies to developed and expected content of the training in the three training modules.



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	Integration of circular economy in construction and demolition sites management	Waste management: sorting, collection and treatment	Reuse in demolition and renovation
Core competencies to build	Pre-construction waste assessment: • Standardize diagnostic (PEMD) • Waste forecasting and material flow mapping – including reuse potential • Contamination risk mitigation • Collection and treatment logistic (tracking, storage, equipment, mapping) Contractual integration: • Waste clauses in contracts • Incentive mechanisms • Reporting obligations Procurement and design strategy: • Low impact and recycled materials (Eco- design, FDES, EPD) • Construction strategy to minimize EoL waste and renovation • Include waste management activities in the building use	Waste sorting: - Sorting standards and waste identification - Waste characterisation - Sorting methods and organisation on site - Hazardous waste management - On site waste recovery (backfilling) Waste collection and treatment: - Collections models and equipment - Specific sorting for centralised sorting center - Preparation before waste treatment - Traceability and digitalisation models Designing waste management plan	Evaluate reuse potential of products and materials: - Evaluation and identification tools - Methods and techniques to remove and refit items - Regulation and Reporting in reuse Manage actors relationship in reuse : - Reuse models - Reuse value chain : skills, constraint, requirements Develop economic models and reuse platform: - Implementation of reuse in CDW projects - Reuse business models development



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The contractor is invited to propose a methodology and complete the training content within its offer, outlining how the different subjects could be approached.

Training format:

Each training module must include the following components

- Combining online MOOC format with classic training room (online and on site)
- Practical exercises for participants: eg procurement plan, Waste management plan
- Providing key resources: guidelines, technical documents, toolkit, FAQs
- Possibility for all participant to send written question to the expert – channelled through the Private Sector Expert

The contractor team must include in its offer the cost for the following number of session for each training module in order to provide flexibility in training delivery.

- 2 Sessions
- 3 sessions
- 4 sessions

In his offer the contractor shall provide a detail cost for each module with online and onsite cost per session.

Training will include tailored support from Expertise France Expert. He will also provide on-site animation for online session. Hybrid format with online trainer and on site participants must be included in the offer as trips to Mauritius cannot be organised for each session.

The contractor for each training module the specific cost of training of trainer **presented in mission 4** in this specific section. Potential trainees will be identified by Expertise France.

Module development will be carried out in coordination with the Private Sector Expert, who will oversee the organisation of CircuHub member consultations and feedback gathering from project partners. This will allow Expertise France private sector Expert to support the selected contractor with insight on

- Mauritius and Rodrigues context,
- Specific needs, and demand expressed by the private sectors
- A relevant gender approach
- SMEs adapted version

Expertise France Expert will also directly participate to the animation of the training session to foster the exchanges with participants and ensure an inclusive approach.



Mission 2: Develop and present generic training sessions and complementary support

The construction and demolition sector in Mauritius and in Rodrigues faces a significant gap in awareness and practical knowledge of circular economy principles. A structured and well-resourced supply of skills is essential to address existing labour and expertise shortages, and will play a key role in accelerating the transition toward a circular built environment

Beyond the specialised and sector-specific training modules described above, actors from both the public and private sectors will also require more **general introductory support on a range of cross-cutting topics relevant to the circular economy and the construction and demolition sector.**

These generic sessions aim to broaden awareness, build a common understanding among diverse stakeholders, and complement the more technical capacity-building activities delivered under other missions.

A preliminary list of subjects has been identified for this purpose, including

- **Foundations of the Circular Built Environment** — familiarising stakeholders with circular economy concepts, language, and principles as applied to the built environment.
- **Circular Economy Guidance for Construction Clients** — practical tools and approaches for integrating circular principles from the project brief stage onward.
- **Design of Circular Buildings** — including the use of the Circular Buildings Toolkit and related methodologies.
- **Construction and Demolition Waste Management** — best practices for waste reduction, sorting, traceability, and compliance with emerging regulatory requirements.
- **Pre-Demolition Waste Audits** — methodologies for assessing material flows and reuse or recycling potential prior to demolition or renovation works.
- **Building Information Modelling (BIM)** — introduction to digital tools supporting circular design and material tracking.
- **Deconstruction Techniques** — unlike conventional demolition, deconstruction for reuse and recycling is more labour-intensive and requires higher skill levels. Dedicated capacity-building modules for construction workers will be developed to meet growing demand for these skills and support the creation of new employment opportunities.
- **Life Cycle Assessment (LCA) and Environmental Product Declarations (EPD)** — tools for evaluating the sustainability performance of construction materials, products, and buildings.
- **Value Engineering and Quality Management Systems** — approaches to optimising project value while integrating circular economy criteria into quality and procurement processes.
- **Public Procurement for the Circular Economy** — how public procurement frameworks can be leveraged to drive demand for circular and sustainable construction products, including guidance on green procurement criteria, specifications, and compliance requirements relevant to the Mauritian regulatory context.



- **Integration of Recycled Materials in Construction Products** — sourcing, quality assessment, and technical application of recycled and secondary materials in construction, addressing both performance standards and regulatory acceptance to support their broader uptake across the sector.
- **International Standards Applicable to the Construction and Demolition Sector** — key international standards and certification frameworks relevant to circular construction practices, including their applicability and potential adaptation to the Mauritian context, to support alignment with global best practices and facilitate market recognition.

This list is however indicative only and may be expanded or narrowed depending on stakeholder needs identified during project implementation. Some subject might need potential adaptation to Rodrigues.

In their offer, contractors shall provide a detailed cost breakdown for the following intervention modalities; it shall also indicate an indicative timescale to develop the capacity reinforcement modules and a mobilisation minimum delay.

- 2–3 hours introductory webinar format
- Full-day session -online
- Full day session on-site
- Daily rate for punctual complementary support, including document review, advisory calls, and development of guidelines or reference materials

In its offer the contractor may proposed alternatives methodology within the 4 types of intervention describes above

Mission 3: Provide punctual technical assistance

In addition to the structured training programme, the project may require ad hoc technical assistance on thematic areas related to the construction and demolition sector. This mission is designed to ensure flexible and responsive expert support throughout project implementation, complementing planned activities as needs arise.

Conditions of mobilisation are as follows:

- The expertise must be available for mobilisation within a maximum of 20 calendar days of a formal request.
- Punctual support may cover a range of tasks including but not limited to:
 - Document review and feedback,
 - Technical advisory calls and consultations,
 - Development of guidelines and operational frameworks,
 - Production of reference materials and knowledge resources,
 - Benchmarking of international practices and standards,
 - Drafting of technical notes and briefings,
 - Contribution to training materials and capacity-building content,
 - Review and input on policy or regulatory documents,
 - Participation in working groups or stakeholder workshops,
 - Peer review of reports and deliverables.
 - Advise on adaptation of standard/methods to Mauritius and Rodrigues



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In their offer, contractors shall provide a **daily rate for mobilisation**, applicable to all forms of punctual technical assistance delivered under this mission.

Mission 4 : Training of trainers

In coordination with the mission 1 and the technical training, the contractor will have to provide a training for trainer to

ensure the long-term sustainability of the capacity-building programme and promote ownership within local institutions.

This Training of Trainers (ToT) component will be implemented to equip a selected pool of local trainers and professionals with the knowledge, tools, and methodologies required to independently deliver the training modules developed under this assignment. This mission will thereby extending the reach and impact of the programme beyond the project's duration.

In their offer, contractors shall provide a detailed cost breakdown for the following deliverables and intervention modalities:

- Development of a **trainer manual** for each training module
- **Training sessions for trainers (up to 10 persons)**, costed per day of facilitation_(online and onsite)



V. Expected Deliverables

Activities	Deliverables
Mission 1 : Specific Technical trainings	
Cost per training modules	Technical Training module including at least: – Completed training materials including potential collaborative tools (survey, role play session) and media used (video, website, notes, sketch) – Training methodology and learning design, – Practical and operational exercises for participants: eg procurement plan, Waste management plan and elements of answers – Key resources: guidelines, technical documents, toolkit, FAQ, operational tools etc. – Possibility for all participant to send written question to the expert – Training report and lesson learned (2 pages) Cost breakdown for online and onsite sessions During online sessions, Expertise France will be responsible for managing on-site facilitation when a hybrid format is applicable.
Mission 2 : Develop and present generic training sessions and complementary support	
Cost per training	Generic training session including at least: - Completed presentation materials including potential collaborative tools (survey, role play session) and used media (video, photos, website, notes, sketch etc.) - Training methodology and learning design, - Key resources used: guidelines, technical documents, toolkit, FAQ, operational tools etc. Detailed cost for the following deliverable - 2–3 hours introductory webinar format - Full-day session Cost breakdown for online and onsite session. During online sessions, Expertise France will be responsible for managing on-site facilitation when a hybrid format is applicable.
Cost per day	Punctual complementary support as listed to answer participants' potential additional demands: ○ Document review and feedback, ○ Technical advisory calls and consultations, ○ Development of guidelines and operational frameworks, ○ Production of reference materials and knowledge resources, ○ Benchmarking of international practices and standards, ○ Drafting of technical notes and briefings, ○ Contribution to training materials and capacity-building content, ○ Review and input on policy or regulatory documents, ○ Participation in working groups or stakeholder workshops, ○ Peer review of reports and deliverables. ○ Advise on adaptation of standard/methods to Mauritius and Rodrigues



	<i>Potential demands are not limited to this list</i>
Mission 3 : Provide punctual technical assistance	
Cost per day	Provide technical support to a specific demand: ○ Document review and feedback, ○ Technical advisory calls and consultations, ○ Development of guidelines and operational frameworks, ○ Production of reference materials and knowledge resources, ○ Benchmarking of international practices and standards, ○ Drafting of technical notes and briefings, ○ Contribution to training materials and capacity-building content, ○ Review and input on policy or regulatory documents, ○ Participation in working groups or stakeholder workshops, ○ Peer review of reports and deliverables. ○ Advise on adaptation of standard/methods to Mauritius and Rodrigues <i>Potential demands are not limited to this list</i>
Mission 4 : Training of trainers	
Cost per manual	- Training manual for each specific technical training including: ○ Complete training kit with training support materials ○ Training methodology and learning design ○ Pedagogic tools and clear instructions ○ Note with advise and potential evolution of technical content and continuous update methods
Cost per training session	Training session for a set of trainees to handle training manual (Up to 10 trainees per session) Cost breakdown for online and onsite session. During online sessions, Expertise France will be responsible for managing on-site facilitation when a hybrid format is applicable.

External expertise daily rate:

Any expected mobilisation of an expert at a different daily rate must be clearly set out in the offer and **justified prior to the procurement of the relevant task**. Justification should make explicit reference to relevant factors such as the need for additional external expertise, the complexity of the subject matter, or any other circumstance warranting this rate.

Transportation and logistics:

Several trips to Mauritius are anticipated. Travel and accommodation costs will be covered by Expertise France upon presentation of supporting justification documents.

Expertise language;

All deliverables shall be written in English, and presentations could be delivered orally in English or in French. All mobilised experts must be able to communicate in both languages.



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Project's planning:

Expert mobilisation will be sustained across the full project duration, from contract signature through to end of 2028.

1) Coordination

The service provider shall designate a single contact person for project implementation purposes.

Mr Etienne BAUDON of the Sustainable Development Department will be the service provider's sole contact person for Expertise France

E-mail: etienne.baudon@expertisefrance.fr

VI. Place, duration and terms of performance

- 1) Implementation period (indicative): September 2026 to December 2028**
- 2) Start date: 29/09/2026**
- 3) End date: 31/12/2028**



Required expertise and profile

Profile of the designated expert(s) responsible for contract execution

A. Education

- Master's degree (minimum Bac+5 level)

B. Required qualifications & professional experience

- Holders of a postgraduate degree (minimum Bac+5) in environmental management, waste management, civil or environmental engineering, environmental law, public policy, or any other discipline relevant to the tasks to be performed.
- At least 10 years of proven experience in the construction sector, with in-depth knowledge of :
 - o Construction methods and circular economy
 - o Management of construction and demolition waste (CDW) streams (inert, hazardous, and non-hazardous),
 - o Waste prevention (pre demolition diagnostic)
 - o Reuse and reuse platform
 - o Recycling and recovery practices
 - o On-site waste sorting and
 - o Waste management plans,
 - o Environmental assessment and environmental evaluation tools (LCA)
 - o Procurement and public procurement
 - o Incorporation of recycled material in construction sector
 - o Environmental certification (HQE, LEED, EDGE, BREEAM etc.)
- At least 10 years of experience in capacity building, training development or technical assistance, ideally with the public and private sector
- Demonstrated experience working with public authorities and regulatory bodies, including support for the development of environmental regulations, standards, or technical guidelines.
- Familiarity with international best practices and standards (EU, OECD, etc.),
- Experience in developing countries or small island states (e.g. SIDS) is a strong asset
Capacity to mobilised expertise based in Mauritius with relevant sectoral experience would be a strong asset.

C. Skills

- Strong pedagogical approach with the ability to adapt content and delivery to a diverse range of participants and technical levels.
- Ability to review and assess existing legal and institutional frameworks, and identify technical capacity reinforcement needs in the construction sector
- Sound understanding of circular economy principles as applied to the construction sector, including sustainable construction practices, green building, resource efficiency, and secondary materials markets.
- Pragmatic with proven ability to produce tools and documents within tight deadlines;
- Excellent written and spoken English; written and spoken French is an asset
- Strong stakeholder engagement and facilitation skills
- Ability to adapt in a multicultural context.