Report of the partner meeting ‘Capacity Building for the Newly-formed Diaspora Ministries in Africa’

The African Regent Hotel, Accra (24th – 25th Nov. 2009)

Meeting organised by the African Diaspora Policy Centre (ADPC), the Netherlands in collaboration with the Centre for Migration Studies (CMS), University of Ghana, Legon-Accra
Contents

INTRODUCTION .................................................................................................................. 3
The programme .................................................................................................................. 4
Purpose of the Partner Meeting ....................................................................................... 4
Acknowledgements .......................................................................................................... 5

MEETING OUTCOME ..................................................................................................... 6
Research activities ........................................................................................................... 7
Training activities ............................................................................................................ 9
Organisational issues and follow-up of the programme .................................................... 10

PROCEEDINGS OF THE MEETING .............................................................................. 12
DAY 1:  Tuesday, 24th November 2009 ........................................................................ 13
  Session I: Organisational and Coordination Issues .................................................... 16
  Session II: Training ..................................................................................................... 21
DAY 2:  Wednesday, 25th November 2009 .................................................................. 26
  Session III: Research .................................................................................................. 26

LIST of APPENDIXES:
  Appendix A  Meeting Agenda
  Appendix B  Draft training calendar
  Appendix C  Draft training booklet
  Appendix D  Draft research outline
  Appendix E  List of participants
INTRODUCTION

This report summarises the outcomes of a partner meeting that was organised to launch the programme “Capacity Building for the Newly-Formed Diaspora Ministries in Africa”. This two-year programme is being undertaken by the African Diaspora Policy Centre (ADPC) in collaboration with the Centre for Migration Studies (CMS), University of Ghana.

The programme

The programme was initiated to respond to the capacity need deficits affecting the performance of the emerging Diaspora Ministries in many African countries. Growing awareness of the potential for development represented by diasporas has, in fact, led a number of countries to initiate diaspora-friendly policies and set up dedicated institutions, however lack of capacity is hindering officials in their efforts to make policy choices and develop strategic interventions. The objective of the “Capacity Building for the Newly-Formed Diaspora Ministries in Africa” programme is twofold: to develop new knowledge in the field of migration and development tailored to the specific policy-making needs of the diaspora representatives; and to provide capacity building training which will enable these newly appointed policy makers to gain access to up-to-date information in the field as they lack access to the most recent knowledge generated on the subject.

Purpose of the Partner Meeting

The partner meeting was organised at the Africa Regent Hotel in Accra on 24-25 November 2009 to initiate the programme. The purpose of the meeting was to bring together at an early stage key strategic partners for the programme, in order to explore the possibility of marshalling political support, additional financial resources and technical expertise in order to ensure the successful implementation of future activities. In particular, the meeting provided an opportunity for partners to discuss methods and procedures for cooperation, practical aspects related to project implementation and the adoption of specific strategies to guide the proper and timely execution of the work programme. During the meeting, for instance, the members were nominated of an Advisory Council that will be mandated to supervise the overall work-plan of the programme. More importantly, the meeting aimed at discussing the training and research components of the programme gathering feedback on draft working documents distributed to all participants (see the research outline and draft programme for the training course in appendixes B, C and D). Among others, the following aspects were discussed: the themes selected for the policy-supporting research papers; methods of improving and broadening the training programme; contents of the training, identification and selection of a pool of potential trainers; identification of countries benefiting from the training; future sustainability of the programme and follow-up initiatives.
Towards the achievement of these goals, the meeting was organised in five main sessions as follows:

1. Welcome and opening
2. Organisational and coordination issues
3. Training
4. Research
5. The way ahead.

(See the meeting agenda in appendix A).

The meeting was attended by various stakeholders including officials from Government Ministries and Institutions dealing with diaspora and migration related issues from various African countries (Ethiopia, Ghana, Mali, Nigeria and Senegal), the representatives of a number of Development Partners and International Agencies and their Delegations in Ghana (British High Commission, DFID, UNDP and the World Bank), researchers with an expertise on migration from various African countries (Ghana, Nigeria and Senegal), training and capacity building experts (PSO) current international donors of the programme (the Dutch Ministry of Foreign Affairs and the German GTZ) as well as staff of the Centre for Migration Studies and the African Diaspora Policy Centre (ADPC) involved in the programme. Representatives from CORDAID Nederland and the NEPAD were unable to take part in the meeting in person, however their commitment to the programme was acknowledged and shared with all those who were present. In all, twenty-four (24) participants attended the meeting (a full list is provided in appendix E).

Acknowledgements

Our deep appreciation goes to the funders of the programme who made this meeting possible, to all participants for their active contribution, to the organisers and to the patient work of Thomas Antwi Bosiakoh and Francis Xavier Tuokou who took extensive notes throughout the meeting and drafted an earlier version of the proceedings.
MEETING OUTCOME
MEETING OUTCOME

The different sessions into which the Partner Meeting was organised each aimed at discussing a key aspect of the programme. Within each session an initial brief presentation of the issues at stake was followed by an open discussion, with the aim of generating a consultative process and seeking for the input of all participants. Draft documents providing further information on the training and research components of the programme had also circulated among all participants ahead of the meeting (see annexes B, C and D).

The main considerations presented in this section of the report are largely based on the discussions that took place during the partner meeting (the full proceedings of which are presented in the following section). However, additional discussions and decisions made during a number of side meetings held in Ghana between ADPC and CMS, as well as with partners involved in the research and in developing and delivering the training component of the programme have also been taken into account.

Research activities

The partner meeting offered the opportunity to discuss a draft outline of the research component of the programme. The main goal of the study is to develop new knowledge that responds to the information needs of the emerging diaspora-oriented institutions in Africa. This research will therefore directly address the migration and development-related policy challenges confronting the newly-formed Diaspora Ministries and other relevant policy making bodies in many countries in Africa by providing the basis for the preparation of two policy supporting documents.

In particular, research was foreseen to focus on two critical areas, that were object of discussion during the partner meeting:
A. Mobilisation strategies of diaspora for homeland development
B. Mainstreaming diaspora initiatives within policy and development circles.

The latter theme foresees research to be undertaken in home countries (Ghana, Nigeria and Senegal), while the former calls for research in a number of relevant host countries (France, Germany, the Netherlands and the UK).

The partner meeting confirmed the importance of the selected themes for research. Especially, it was underlined that the guiding principle in further specifying and orienting the research should be in African policy makers’ interest for specific policy recommendations that can derive from this work.

Government officials present at the meeting expressed a particularly strong interest for the theme “Mainstreaming diaspora initiatives within policy and development circles”. The research, based on qualitative data such as documental analysis and interviews, should focus on the efforts undertaken by the homeland governments of the selected countries to incorporate migration in their national development policies. The research should also aim at identifying lessons learned
and best practices. As many countries are in the process of establishing Diaspora-related institutions and of developing migration-related policies and interventions, this research could provide useful insights and favour the sharing of experiences. This is an innovative theme that has received scarce attention on behalf of researchers despite its critical importance for policy. Various participants in the partner meeting also advocated that research in this area should be extended to Mali. The country has in fact acted ahead of many others in establishing its Ministère des Maliens de l’Extérieur et de l’Intégration Africaine and could thus provide grounds for lessons to be learned and best practices. A representative of the Ministry attending the partner meeting also revealed that Mali is currently drafting a national migration policy document and that for research on this issue to be conducted now in the country would be a very timely moment. Added to the research already foreseen in other countries, the incorporation of the Malian case study would also improve the equilibrium between francophone (Senegal) and Anglophone countries (Ghana and Nigeria) covered by the research, thus also contributing to breaking down the existing traditional divide between these two realities in Africa.

The first research theme “Mobilisation strategies of diaspora for homeland development” was also identified as having key importance, for its potential in guiding Diaspora Ministries to establish contact and partnerships with their overseas diaspora. It was recognised that significant literature is already available on this theme, that could form the basis of a substantial review. It was, however, also highlighted that research currently undertaken on this topic has mainly been initiated in Europe and with European governments or development partners in mind as final users. There is a need for similar research to focus its attention directly on the policy needs of home governments. In particular, the research should integrate work undertaken in the countries of origin and explore attempts of collaboration and dialogue between the diaspora and the overseas representations of their home governments (such as Embassies and Consulates). This component of the research should allow to incorporate the perspective of the diaspora with the aim of suggesting to home governments ways in which their mutual dialogue and exchange can be improved.

Some practical aspects pertaining to the research were also discussed at the meeting. In particular, it was defined that the findings of the research should be used as much as possible to inform the training course. As regards the current calendar for the programme (in which research activities were spread out over a two year period), this requires a certain reorganisation of activities. While it would be impossible to concentrate all foreseen research activities ahead of the training course, part of the foreseen fieldwork should be completed in order to allow the results to be used during the first training. In particular, research on “Mainstreaming diaspora initiatives within policy and development circles” in Ghana, Nigeria and Senegal should be completed by the end of March 2010, therefore leaving the necessary time for the collected data to be analysed and the findings elaborated and adapted for training purposes. Further research in additional sending countries as well as in selected host countries should be timed in a way to be integrated into the second edition of the training programme. The meeting in Ghana also offered the opportunity to discuss common terms of reference for all homeland researchers, so that the same tools (sampling criteria, interview guides, reporting structure) may be shared by all researchers. A strong focus was placed on the main function of this research to review lessons learned, to identify best practices and, ultimately, to develop
relevant policy recommendations. The latter will be the key elements of the research that will be used during training.

**Training activities**

A draft calendar and programme for training courses for the capacity building of African Diaspora Ministry officials were also discussed at the partner meeting. The overall aim of the training is to enable these newly appointed policy makers to gain access to up-to-date information in the field, thus enhancing their policy-making capacity and improving their capability to design effective instruments and interventions.

The meeting confirmed that capacity building is a priority for the officials of these emerging Diaspora Ministries in Africa. It was underlined that most countries, as well as continental bodies, are likely to have a strong interest in attending the training. It was, however, also underlined that strict criteria should be introduced for the selection of final participants. The two training sessions foreseen (currently aimed at 12+12 participants) could in fact be extended to a larger number, while not exceeding a total of 20-24 trainees per session for the group to remain of a manageable size. This would also allow optimisation of the resources involved in developing and organising the training in the first place. It was suggested that some governments or institutions may even be prepared to cover the costs for their staff to attend or that other donors may be willing to sponsor their participation.

The issue of the number of trainees triggered a lively debate around their country affiliation. Among the main recommendations, it emerged that rigorous criteria should be put in place for the selection of participating trainees, in particular for those who will be sponsored in their attendance by the programme. The organisers need to firstly compile a directory of Government Ministries and other institutions dealing with diaspora and migration in Africa and in continental bodies. A self-assessment tool will subsequently be developed and sent out to identified institutions in all countries. The questionnaire should not only enquire about a number of criteria set for the selection, but a motivation should also be requested for that country’s participation in the training and a commitment sought for trainees to come to the training with documents and material that can be shared with other participants. A self-assessment should be designed in order to select participants from those countries who have a genuine interest in working towards a national migration policy. It was suggested, in fact, that while trainees may go back to their countries with the relevant tools to develop such a policy, it may be difficult for them to subsequently win the commitment of their governments, because policy ratification occurs at high governmental levels. Finally, foreseeing a formal Certificate or Diploma at the end of the training would constitute a further incentive for people to participate.

In terms of contents of the training, it was strongly advocated that the training should not limit itself to transfer information and knowledge about migration-development to trainees. Government officials present at the partner meeting highlighted that it is a priority for them and their colleagues dealing with migration issues in African governments to acquire the necessary skills and framework to write a migration policy document. While many countries have started inserting migration in their overall development policies, or providing themselves with specific migration-related legislative tools, there is a general lack of efforts in developing organic
national migration policies in all African countries. This aspect should therefore be incorporated in the training curriculum. The short duration of the training (one week), moreover, requires to think rigorously of the activities, so that participants are not overburdened with information and that they can leave the course with replicable ideas and practices.

It derives from these comments that in the development of a training curriculum the organisers should seek for the contribution not only of migration experts, but also of professionals with an expertise in capacity building training and, in particular, in policy definition. To this aim, following the partner meeting the potential involvement of Prof. Manuh and Prof. Adepoju was explored in assisting with the contents of the training programme. Both estimated migration experts based respectively in Ghana and Nigeria, Prof. Manuh and Prof. Adepoju could assist with the identification of a limited number of migration-related theoretical themes to be addressed during the training, assembling the relative reading materials, providing samples of policy documents and other relevant case material to be used for the interactive sessions of the training (including documents from the Latin American and Asian experience), identifying possible training facilitators. They would work alongside training experts, who will be tasked with the following: organisation of migration-related theoretical themes and other training modules into a training calendar, development of a training curriculum indicating clear training objectives in terms of the competency (knowledge, skills and attitude) that participants will have at the end of the training course, delivery of the training course (involvement of facilitators).

In line with the requirements deriving from the above, the following timelines were approved at the partner meeting: the curriculum and training manual should be ready by April 2010. The same deadline applies for the reading materials to be collected. The first edition of the training should then take place in the second half of October 2010, whereas the second in a period to be defined at a later stage in 2011.

Organisational issues and follow-up of the programme

The partner meeting also addressed organisational issues and possible follow-up activities for the programme.

The meeting was an opportunity for all participants to agree on the main functions of an Advisory Council to monitor the implementation of the programme and to put forward nominations for its members.

In terms of functions, it was established that the Advisory Council should primarily provide general guidance and political support to the programme. In particular, the members of the Advisory Council should be kept regularly informed of progress in the main programme activities (the selection process, the research, the training). Most importantly, the members of the Advisory Council will be asked to facilitate future sustainability of the programme by promoting it through their own networks as well as suggesting follow-up activities.

Given its responsibilities, it was suggested that members of the Advisory Council should be nominated from the representatives of African continental bodies / national governments and researchers, with an ideal number of 6-7 members. The advantage was also highlighted of
nominating some of the Advisory Council members among people who were present at the partner meeting, as they would have knowledge of the processes that took place in this important occasion. It was, however, also established that stakeholders who would subsequently be involved with the implementation of the programme’s activities (as researchers, trainers or trainees) should be excluded from the possibility of taking part in the Advisory Council. Following nominations made at the meeting, the final composition of the Advisory Council is summarised below:

<table>
<thead>
<tr>
<th>Members</th>
<th>Country</th>
<th>Institutional Affiliation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Continental Bodies</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr. Saul KAYE*</td>
<td>South Africa</td>
<td>Nepad</td>
</tr>
<tr>
<td><strong>National Governments</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr. Samba Y. THIAM</td>
<td>Senegal</td>
<td>Ministère des Sénegalais de l’Extérieur</td>
</tr>
<tr>
<td>Mr. Seydou KEITA</td>
<td>Mali</td>
<td>Ministère des Maliens de l’Extérieur</td>
</tr>
<tr>
<td>Mr. Tesfaye W. HUSSEN</td>
<td>Ethiopia</td>
<td>Ministry of Foreign Affairs</td>
</tr>
<tr>
<td>Mr. Emmanuel V. HAGAN</td>
<td>Ghana</td>
<td>Ministry of Tourism</td>
</tr>
<tr>
<td>Mr. T.K. OBAJULUWA*</td>
<td>Nigeria</td>
<td>Ministry of Foreign Affairs</td>
</tr>
<tr>
<td><strong>Academia</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Prof. John ANARFI*</td>
<td>Ghana</td>
<td>University of Ghana</td>
</tr>
</tbody>
</table>

* With the exception of those indicated, all members of the Advisory Council personally attended the partner meeting.

In terms of follow up and future sustainability of the programme, it was suggested that the organisers should put in place a system of evaluation and for the identification of future developments on the occasion of the currently foreseen trainings. A number of potential funders were mentioned who might have an interest in sustaining the programme beyond its current funding state, such as the World Bank (WB) with its institutional support funds, the African Union (AU), the International Organisation for Migration (IOM), the United Nations Development Fund (UNDP) and the African Development Bank (ADB). Some tentative ideas were also suggested in terms of future activities, namely an internet platform for the sharing of documents, information and contacts, providing discussion fora for the solution of specific problems as well as mentoring for government officials dealing with migration. Another possibility mentioned would be the incorporation of the training in the existing institutional building programmes of larger institutions. In particular, the commitment and interest to further support the programme should be sought among African governments. In this sense, the sustainability of the programme largely depends on the impact it will have on participating countries: if it benefits them, they will be incentivised to further sustain it. In this, the role of the Advisory Council will also be key.
PROCEEDINGS OF THE MEETING
PROCEEDINGS OF THE MEETING

Disclaimer. These proceedings summarise the lively debate that took place in the two-day partner meeting in Accra. For the sake of this document, the interventions of all speakers in the partner meeting have been shortened and reviewed. We hope the participants will recognise the contents of their words in these proceedings and we apologise in advance for any omissions or misinterpretations.

DAY 1: Tuesday, 24th November 2009

Welcome and Opening
Chair: Ms Elizabeth Adjei, Director of Ghana Immigration Service

The day’s activities started at 9:46 GMT with a brief welcome and an introduction of the chair for the Session by Dr. Mariama Awumbila, Head of the Centre for Migration Studies. Dr. Awumbila introduced Ms Adjei, Director of the Ghana Immigration Service (GIS) as Chairperson for the session who was also a friend of both CMS and ADPC and acknowledged the contribution she had brought to the Ghana Immigration Service (GIS) and to the area of migration and development in Ghana. Following this introduction, Ms. Elizabeth Adjei warmly accepted the task and to be part of the meeting. She asked participants to do a self-introduction.

Welcome address by Dr. Mariama Awumbila.
Head of the Centre for Migration Studies (CMS) University of Ghana, Legon

Dr. Mariama Awumbila welcomed both Ghanaian and foreign participants to the meeting. She indicated that the programme initiated by this Partner Meeting had been planned for over a year now and was happy that the meeting was at last seeing the light. She was especially happy that this project and meeting were taking place at a time when diasporas are increasingly being acknowledged as central development actors and playing a critical role as agents of change for poverty reduction in developing countries. However until recently much of the attention has been focused on Latin American and Asian diasporas and very little on the African diaspora. The African perspective is often lost in the literature. She was therefore hopeful that this project would help to highlight the African perspective and was happy that the Centre for Migration Studies is collaborating with the African Diaspora Policy Centre in this initiative.

Following this, Dr. Awumbila gave an overview of the Centre for Migration Studies (CMS). She indicated that the Centre was set up by the University of Ghana in November 2006 and formally inaugurated in November 2007. The main aim of the Centre is to undertake research, teaching and training, policy development, assessment and dissemination in the area of Migration from a multi-disciplinary and integrated approach. The Centre works with a core group of 18 members from various faculties and departments in the university including Geography, Sociology, Law,
History, Religion, African Studies, Economics, Agriculture, Nutrition and Medicine. This multidisciplinary and inter-disciplinary approach ensures that the centre’s research and teaching is often holistic especially since migration is a multi-dimensional phenomenon. She also said that four (4) key areas inform the Centre’s teaching and research activities. She revealed that, from the next academic year (2010/2011), the Centre will offer Post graduate Programmes in Migration Studies, which are M.A, Mphil and Ph.D as well as short courses.

The Centre has formed various collaborative partnerships with various institutions of which the African Diaspora Policy Centre is one. She invited participants to visit the centre’s website for more information, and looked forward to a fruitful and interesting two-day period of exchange of ideas. Once again, ‘welcome’, she noted.

Welcome and Introduction by Ms. Domenica Ghidei
Chair of the African Diaspora Policy Centre (ADPC) Board

In her introductory address, Ms. Ghidei noted that the contribution of the diaspora is an important missing link in the development literature in both sending and receiving countries. She acknowledged her roots in Africa and as a member of the diaspora, there is a need to support and help the development of Africa.

Following this observation, Ms. Ghidei turned to ADPC and offered some observations about the organisation. She indicated that ADPC was set up to tap the resources of Africans in the diaspora to help develop the continent. The Centre facilitates the building up of valuable networks and institutional links between the African diaspora communities and their home governments in a more structured and systematic manner. To do this, she noted, ADPC has formed partnerships with a number useful institutions including the Centre for Migration Studies, to facilitate the task. She also observed that ADPC creates offshore assets by bringing different stakeholders in the migration-development nexus together, by compiling a diaspora skills database, by organising meetings and workshops, by promoting peace and by facilitating the African diaspora, individually and collectively. In addition to these activities, ADPC is a research institute and has published various research and policy reports. ADPC also has a number of on-going projects including ‘Building Institutional Cooperation between the Diaspora and Homeland Governments in Africa’, ‘Facilitation of the Participation of the Diaspora in the Joint Africa-EU Strategic Partnership’, ‘Capacity Building for the Newly-Formed Diaspora Ministries in Africa’, ‘DiasPeace’ on the potential role of the diaspora in peace-building processes in their home countries, ‘Promoting the Contribution of the African Diaspora to the Development of Africa’, and the production of a quarterly newsletter and factsheets.

Introduction to the ‘Capacity Building for the Newly-formed Diaspora Ministries in Africa’ programme and purpose of the meeting by
Dr. Awil Mohamoud, Executive Director of ADPC

Dr. Awil Mohamoud’s introduction to the ‘Capacity Building for the Newly-formed Diaspora Ministries in Africa’ programme focused on providing the main justification for the programme. First, He observed that ADPC received several calls from governments and individuals to help
newly established migration-related Ministries across Africa, particularly to improve their capacities. Dr. Mohamoud noted that the programme was developed in response to those calls, first and foremost to learn more on the migration and development nexus and secondly to help build capacities of the Ministries. He pointed out that in 2008 fifteen (15) governments in Africa had established ministries/agencies for dealing with the diaspora. ‘Currently’, he noted, ‘more than thirty (30) governments have ministries and agencies in Africa dedicated to migration and diaspora issues’. The programme is therefore important in addressing the concerns and challenges of these institutions in Africa.

Another reason for the programme is to facilitate the work of the diaspora in the host countries as they work to help Africa’s development. Dr. Mohamoud further stated that the programme focuses on officials of migration-related ministries in Africa because migration has now become a development issue. Given this, Dr. Mohamoud pointed out that the existing knowledge on migration and development focuses largely on remittances and that available literature is largely tailored to the needs of Northern audiences, meaning that African and other Southern actors often lack access to relevant information. To this end, Dr. Mohamoud expressed happiness that this programme would help fill the gap.

The ‘Capacity Building for the Newly-formed Diaspora Ministries in Africa’ programme, according to Dr. Mohamoud, is therefore a response to some of these challenges. He observed that the programme consists of two (2) components, i.e. a research component and a training component. Both components aim to respond to the needs of the diaspora and Africa’s development.

After this presentation, Ms. Domenica Ghidei expressed delight that the diaspora was now being mobilised for all sorts of development activities including peace promotion, good governance and migration policy formulation.
Session I: Organisational and Coordination Issues
Chair: Elizabeth Adjei, Director of the Ghana Immigration Service

This session focused on a presentation made by Dr. Awil Mohamoud. Dr. Mohamoud indicated that this session was one of the key reasons for the meeting i.e. the participants were to help conceptualise the organisational and coordination issues underlying the programme. He further indicated that, for the programme to succeed, ADPC and CMS need to establish strategic partnership with different stakeholders. In this regard, Dr. Mohamoud identified some areas in which strong partnerships would be needed to ensure the successful implementation of the programme. These areas include:

- Political support, particularly from the governments of Ghana, Nigeria, Ethiopia, Mali and Senegal, as well as from development partners such as the World Bank, GTZ, UNDP, among others
- Sources of funding and other forms of material and financial support
- Technical expertise
- The formation of an Advisory Council to ensure that the programme keeps to its objectives.

From this point, Dr. Mohamoud made a few observations on the research and training components of the programme. He observed that the research involves case studies in selected African countries and selected host countries in Europe. On the training, Dr. Mohamoud stated that the trainees would be equipped with the ability to develop relevant policy documents.

Round Table Discussion

Ms. Regina Bauerochse Barbosa wanted to find out more about the diaspora and cooperation issues. She indicated that her organization, the GTZ, has undertaken a number of studies on a number of diaspora groups in Germany, including some that are of relevance for the research component of this programme (Ghanaians, Senegalese). These studies explored the structure of the diaspora groups and their contribution to development. She noted that the GTZ would be glad if the programme made use of their research. These studies, she further indicated, are accessible on the GTZ website (http://www.gtz.de/migrationdevelopment). She sought information on whether the research would precede the training. Dr. Mohamoud responded in the affirmation, explaining that the findings of the study would feed into the training.

Mr. Tesfaye Hussen of the Ethiopian Ministry of Foreign Affairs noted that the aim of the training to provide government officials dealing with diaspora issues the technical abilities to draft a diaspora oriented policy strategy paper is indeed a priority for many African governments. Nonetheless, he suggested that it might be difficult for those who have received this training to subsequently win the commitment of their governments, because policy ratification occurs at high governmental levels. The latter can be obtained only when governmental commitment has been secured. In dealing with the diaspora this way, both the diaspora group and the countries in question would all benefit. The problem however is about
how to get the decision-makers to buy into the policy. Ms. Regina Bauerochse Barbosa associated herself with this and called for broader networking in the discussions about the programme.

**Prof. Bolade Eyinla** of University of Ilorin, Nigeria observed that, in Nigeria, it is only a small unit/directorate that deals with the Nigerian diaspora. This notwithstanding, the Nigerian government has recognised the needs of the diaspora. The problem however is about how to translate the needs of the diaspora at both personal and collective levels into national development. **Prof. Bolade Eyinla** therefore suggested that the output of the research should be put into a form of protocol and that ratification should be sought on behalf of African governments. **Mr. Tesfaye Hussen** interjected and argued that a similar protocol already exists at the African Union (AU) level, the ‘Africa Union Strategic Framework for a Policy on Migration in Africa’, which caters for the above point (see [http://www.africa-union.org/Social%20Affairs/labour/LSC-6-AU%20Migration%20policy%20revised%20BY%20Consultant.pdf](http://www.africa-union.org/Social%20Affairs/labour/LSC-6-AU%20Migration%20policy%20revised%20BY%20Consultant.pdf)).

**Ms. Elizabeth Adjei** observed that in Ghana the diaspora has been helping in the country’s development. They are engaged in various activities aimed at development of their various communities yet there is no coordinating body to facilitate their efforts in Ghana. They often complain about the bureaucratic processes through which they have to pass for example to import medical and other equipment. They also ask for consistency in policy implementation. She further observed that very simple tools could be provided to help the diaspora in that direction.

**Ms. Domenica Ghidei** also noted that it is good to learn lessons from each other. She pointed out that the research has to be action-oriented and therefore has to emphasize on issues that will
bring out the challenges faced by the diaspora. **Ms. Regina Bauerochse Barbosa** of GTZ also observed that it would be interesting to learn from the Latin American experience. She said ‘we can learn a lot from the Mexican and Columbian experiences which seem to have rich lessons for this programme’. She enquired if the programme foresees reference to the Latin American experience and indicated that GTZ is currently funding a research (undertaken by the International Migration Institute - IMI in Oxford) which is providing an overview of national sending government policies for diaspora and migration. **Dr. Mohamoud** responded that learning from the Latin American experience would indeed be interesting, however due to resource constraints this case could not be covered by the research foreseen within the programme. However, he indicated that **Ms. Regina Bauerochse Barbosa**’s concerns would be addressed in the training. **Dr. Giulia Sinatti** integrated these observations by adding that it would be good to have exchange of experiences and best practices. She underlined that she was already aware of the project being undertaken by the IMI and has, in fact, exchanged with the person responsible for this research in order to avoid duplication and favour sharing of knowledge and information. In terms of research, the current programme does not provide sufficient time, as well as funds, to undertake research in this sense, however the exchange of experiences (including an interest for the case of Latin America) has been explicitly incorporated into the training programme. **Dr. Awumbila** also argued that the Latin American experience could be useful in guiding this research and could be factored in the literature review for the research aspect.

**Prof. Bolade Eyinla** raised the issue that it is useful to do local research before we can come out with a policy. This is because local conditions are different. Nigeria’s example might be different from that of Senegal though both countries are in West Africa. **Mr. Emmanuel Hagan** of Ghana’s Ministry of Tourism and Diasporan Relations suggested that the Diaspora should be looked at holistically and not from a restricted perspective. His ministry initially thought of the Ghanaian diaspora as those coming from North America (i.e. people of black heritage issued from the slave trade in colonial times). They were however surprised that those who were making demands to the Ministry were in fact from Europe (i.e. contemporary Ghanaian migrants).

**Dr. Mohamoud** indicated that the mandate of the ADPC is to organise and mobilise African migrants in Europe, who are about 3 million and are engaged in various development-related activities. Not all migrants are committed to promoting homeland development and the ADPC focuses on what **Dr. Mohamoud** called ‘new migrants’ and not the descendants of slaves. At this point, **Dr. Awumbila** raised the issue that the Ghanaian diasporas are not only in Europe and North America. She argued that many of them are based in other African countries and yet the focus has often been on those in Europe and North America. **Dr. Mohamoud** agreed with **Dr. Awumbila** and gave the examples of Sudanese diaspora in South Africa and Ethiopia, among others. However, **Dr. Mohamoud** observed that this example is representative of people who are in those countries for their survival and often do not have enough to send back to their countries for development.

**Mr. Joseph Seh** drew the attention of participants to the need to take into consideration issues such as monitoring and evaluation of the programme. He also argued that the output of the research should be incorporated into the capacity building training. He also indicated that though
the meeting participants were talking about support, be it financial or in terms of commitment, the decision to support is not made by the participants present. That decision, he noted, is to be made by the organisations and institutions of the meeting participants. Mr. Joseph Seh further called for consultation with civil society organizations (CSOs) because many of these organisations have explored the theme ‘migration and development’ in their activities for some time now, especially in Europe. Ms. Domenica Ghedi said the ADPC has realised that people have different links with their respective countries of origin and that every situation demands a different approach. For this programme, she argued, the focus is on the ‘new migrants’, because it is they who send remittances and skills back home.

Prof. Bolade Eyinla at this time took a practical approach by giving a scenario of sending books back home after staying outside for thirty (30) years. Prof. Bolade Eyinla then posed a question as follows: how can we use the goodwill gained from the countries that the Diaspora have integrated to negotiate for development in their countries of origin? In responding to this question, Mrs. Adelaide Anno-Kumi called for integration of programmes, such as the sending of books as suggested by Prof Eyinla, into national legislations and policies as these can hamper/impede or facilitate these programmes. She gave an example of how national tax regime can frustrate a simple issue like book donation.

Dr. Mohamoud asked participants if they believe the programme can count on political support. Mr. Tesfaye Hussen responded in the affirmative, observing that the presence of a number of representatives of African governments at this meeting confirms this and adding that it is in the very interest of these governments to give such political support. He added that he hoped the research component of the programme would be able to delineate how the diaspora can help national development as this could be used in convincing national governments for their commitment and support.

At this point, Mr. Seydou Keita of the Ministère des Maliens de l’Extérieur et de l’Intégration Africaine confirmed that also the Malian government welcomes the programme. He indicated that Mali does not currently have a national migration policy. There is no strategic plan for organising migrants. There is however an established ministry and a number of legislative tools. We have set up a pool where we discuss migration questions involving government sectors. We also want to invite migration stakeholders such as civil society and migrant associations. The ministry and the government intend to produce a policy document on migration and the deadline has been set for June 2010. There is the need for information and support in doing this, so this programme and its training component come at a timely moment for the Malian government. ADPC will be useful for us, and it will be a starting point. Mr. Seydou Keita asked what the ADPC could do to further support the Malian government and why Mali was not included in the foreseen research. He strongly argued that Mali should be included because although it is close to Senegal, migration issues in both countries are different and for that matter have different dimensions.

Dr. Mohamoud responded to Mr. Seydou Keita’s queries and said Mali’s case is an exceptional one and that is the more reason why we need to dialogue with each other. However the inclusion of Mali and other countries in the research programme was dependent on the donors, as current resources are limited. If more resources were available, we would be open to
include Mali. **Dr. Mohamoud** added further observations on the issue of mobilisation of resources. Lack of resources, in fact, imposed a cut-back of some activities that ADPC had initially foreseen in the programme and that were eliminated in the course of negotiations with the current donors of the programme. He indicated that ADPC had obtained approximately half of the resources originally requested to run the programme, which has now secured funding for two years. The launching of the programme was finally made possible thanks to a loan of 80,000 Euro granted by CORDAID Netherlands that ensures the necessary co-funding requirements demanded by donors are met, but that has to be paid back. Organisations like UNDP could provide further support to the programme, for instance by covering the transport cost of trainees. Training will be offered to 24 people from developing countries within a period of two years. There should be political will or legitimacy on the part of governments of developing countries.

**Mr. Tesfaye Hussen** pointed out that the World Bank has institutional support funds that ADPC could apply for. Also, he suggested consultation with the African Union, the International Organisation for Migration (IOM), UNDP and the African Development Bank (ADB) that could all provide some sort of support.

**Dr. Mohamoud** then reminded participants that the next point on the agenda was to discuss the Advisory Council. At this point, **Mr Tesfaye Hussen** wanted to find out the functions of the Advisory Council. **Dr. Mohamoud** informed everybody that the Advisory Council will oversee the programme, from the onset to its completion.

**Ms. Regina Bauerochse Barbosa** suggested that the Advisory Council should provide political and technical support to the programme. To this end, she noted the council should include government officials to make them participate in the programme since that would help enhance political support as well as technical support. She also added that the training should be extended to a higher number of trainees and that the entire programme should be accessible also to French speaking beneficiaries. She explained that a huge effort is involved in developing training materials, so the training should be better capitalised to reach more people. Moreover, beneficiaries are likely to be subject to high turnover rates as a result of transfers within Ministries, so modules need to be kept available for new staff. **Ms. Domenica Ghedei** also observed in relation to the Council that its composition should favour ownership of the programme. She was concerned if care is not taken, ownership issues would be left out which would then affect the sustainability of the programme.

**Dr. Awumbila** hinted that the training could be used as a trainer of trainers programme so that, for instance, the Centre for Migration Studies could pick some of the training modules and incorporate them into CMS’s short training programmes at the University of Ghana.
Session II: Training
Chair: Professor Takyiwa Manuh, Institute of African Studies and Centre for Migration Studies, University of Ghana

This session of the meeting focused on a presentation of the draft training programme by Dr. G. Sinatti of ADPC as well as round table discussion on a number of aspects relating to its implementation. In particular, the assessment of capacity building needs of the diaspora, criteria for the selection of trainees, the identification of a pool of potential trainers and the content of the training programme were thoroughly discussed.

Presentation of the Draft Training Programme by Dr. Giulia Sinatti, ADPC Programme Coordinator

An increasing number of individual African governments have set up Diaspora related institutions because there is the need for them to reach out to their Diasporas. Continental bodies (the African Union and NEPAD) have also recognised the need to engage the diaspora directly for the development of the continent. To this aim the African Citizens Directorate (CIDO) has recently been created to deal with overarching issues in the relationship between overseas diasporas and homeland governments. A number of these actors took part in the Global Coalition for Africa Policy Forum (Addis Ababa, January 2005), where they expressed African governments’ need to reach out to their diasporas as a policy priority. The training provided within this programme therefore aims at responding to this demand.

More specifically, the training programme is targeted at enhancing the knowledge capacity of the African officials dealing with diaspora and development-related issues, improving their policy insights regarding strategies to entice potential diaspora to participate in the development of the homeland. The training will therefore facilitate the newly-formed diaspora representatives in Africa’s access to relevant information in the field and will equip them with the capacity to develop a diaspora-oriented strategy policy paper. Finally, the training will provide a platform for the diaspora representatives from different African countries to exchange policy-making information, learn from each other’s experience and share best practices and positive lessons in their dealing with diaspora and development related matters.

The training wishes to target the following groups: the newly-formed diaspora representatives in Africa dealing with diaspora and development-related issues (direct beneficiaries), but also diaspora organisations and associations in the host countries in Europe and policy-makers in the host countries dealing with migration and development related issues (indirect beneficiaries).

The training will take place in two separate sessions held in Accra, Ghana in 2010 and 2011, each lasting one week. The training will be co-organised and hosted by the Centre for Migration Studies, University of Ghana. The current budget allows for twelve (12) people to be trained from 6 countries in 2010 and another 12 people from 6 countries trained the following year, 2011. The trainees will be selected from a mix of countries according to criteria that need to be identified.
A draft training booklet and programme were circulated to all participants ahead of the meeting (Appendix B and C) and Dr. Sinatti added some background information on how these two documents had been developed. In terms of contents, the training curriculum aims at covering the following: an introduction to the existing literature and policy debate in the field of migration-development; an overview of the nature of diaspora organisations, their structure, the development-related activities in which they engage and the areas where their intervention can be more effective; methods for the technical preparation and the drafting of a diaspora-oriented strategy policy paper; sharing of lessons learned from the experiences of countries in other parts of the developing world.

Dr. Sinatti also added that what the organisers were hoping to ‘take home’ from this meeting is insight into the following questions: what are the effective needs of diaspora ministries? do current training contents meet those needs? And advice on how to technically handle: criteria for the identification of trainees; the identification of suitable facilitators / experts to involve in delivering the training; ideas for future follow-up of the programme.

### Round Table Discussion

**Mr. Andrew Fleming** of the British High Commission in Accra suggested that the training should be for 12 people from 12 countries so that it will encourage diversity of ideas. Selection of countries for the second training workshop would then be based on how far the countries have utilised the training from the first workshop. For **Prof. Bolade Eyinla**, the training should be for Anglophone and Francophone countries together. In response, **Dr. Mohamoud** indicated that the problem of language is a hard issue to be solved. **Prof. Takyiwaa Manuh** observed that Prof. Bolade Eyinla’s suggestion would make the programme expensive as materials and training would have to be delivered in two languages and interpreters would have to be engaged during the training itself, therefore calling for budget issues as well as serious technical difficulties.

**Mr. Tesfaye Hussen** believed the training must be interactive and therefore training in two languages would be a problem; he suggested that, in the selection process, people who understand both French and English should be considered. **Mr. Emmanuel Hagan** also argued that, in order to deal with the language problem, the training manuals should first be developed in English and then summaries should be provided in French.

### Capacity needs of Diaspora Ministries

On this issue, **Mr. Emmanuel Hagan** revisited his earlier comment that care ought to be taken in defining who should be intended as ‘diaspora’. **Prof. Manuh** submitted at this point that, in some countries, there are units, agencies, commissions and ministries dealing with migration and diaspora issues. She noted that the training programme as currently presented was too loaded. With people coming from different backgrounds, she wondered how the programme could cater for the different backgrounds and qualifications. In addition, she asked ‘what the programme seeks to achieve?’ **Prof. Bolade Eyinla** argued in a similar fashion and indicated that the programme was ‘ambitious’. He suggested the programme should be limited to five days and be better divided into clear themes. **Mrs. Anno-Kumi** asked whether any needs assessment had been undertaken. To this question, **Dr. Mohamoud** responded that consultations previous to the
development of this programme had revealed that there were gaps. One thing that came out clearly was that there is no country in Africa that has a migration policy. The programme is therefore to help address these gaps. Ms. Regina Bauerochse Barbosa added that the idea of getting participants in the training to write a policy paper is very ambitious and difficult to achieve if the groups are heterogeneous. It might be a better option to simply discuss some policy samples in small groups, rather than to attempt to write a policy document.

The needs of Diaspora Ministries (Senegal and Mali)

**Senegal (Mr. Samba Y. Thiam)**
In Senegal, we have a sectoral policy and not a global policy or national policy as far as migration is concerned. The training programme is good and goes in our direction as it will help us come up with a national policy. As a country, what we are currently doing is looking mainly at the financial aspect of the migration-development linkage. We want remittances to be directed towards investment and other development concerns.

**Mali (Mr. Seydou Keita)**
There is a need for a policy document on migration in Mali since we do not have one. Investment and the transfer of remittances are important aspects to be taken into account. The most important part of remittances (80%), however, is used for family consumption needs, 15% for social and development initiatives and only 5% is invested in productive terms.

Ms. Regina Bauerochse Barbosa observed that it is important for us to look at how to promote economic development and investment in the Diaspora as well. If we are talking about a policy document, what is the level to which we want to look at it? How can we use trade in the Diaspora to bring about development? There are a whole lot of policy related questions also in this respect. Dr. Awil Mohamoud clarified that the training aims at the development of a policy document. This means that there is a need for a technical framework (provided by the training) and for content (that is in the home country). In other words, the aim is to provide a framework that can then be filled in when the trainees go back home. Mr. Joseph Seh asked what we need in a policy paper. For him, it is about the government taking initiatives and decisions as regards migration issues.

Mr. Tesfaye Hussen observed that India has a diaspora of about 25 million people. The Indian government had to study the needs of these Indian emigrants. The government did that and came out with a policy document of about 600 pages. It was then recommended that a separate ministry be established to be in charge of the Diaspora. It was after this had been done that the Indian diaspora decided to cooperate with their home country government. Prof. Takyiwaa Manuh responded by noting that India is quite different from other countries because it does not depend so much on aid as others do. What are the common issues we want to establish? Every country has a particular situation. We need to be focused and less ambitious.

Ms. Regina Bauerochse Barbosa took the opportunity to identify some challenges that the discussions ought to address. She indicated that ‘we should consider how to use the potential of migration for development and also for knowledge acquisition and knowledge transfer’. She also
called for mainstreaming of the diaspora in development cooperation frameworks. She was worried transaction costs in relation to remittances to Africa are costly.

Ms. Domenica Ghidei observed that discussions on the persons who are going to be part of the training is very important. She suggested that we encourage south-south dialogue in the development of national migration policies as this would encourage governments to consider the policy proposals. She also wondered whether government officials were the right persons who should benefit from the training. For Mr Joseph Seh, ‘we need to identify what we really want. The organisers must be committed since we need a lot of time to do preparations. So it must not just be about participation of policy-makers that we are interested in but their organisations as well’. Mr. Andrew Fleming added that it is impossible to know in advance who will be attending, but there are bound to be huge differences across participants. An idea could be that of inviting more countries than those foreseen and to evaluate the type of response, in order to select the most committed. Ms. Regina Bauerochse Barbosa further suggested that a questionnaire should be circulated to potential participants and that they should be requested to produce some documents. This will ensure selection of those who are truly willing to put some effort into the whole process. Mr Joseph Seh observed that all this means a lot of preparatory work ahead of the training and it will make it impossible for the training to take place in April 2010. There is a need to design the selection tools ... Prof. Bolade Eyinla took over enumerating other preparatory tasks ahead of the training: identify who the letters / questionnaires should be addressed to: the identification of relevant institutions is going to be extremely time-consuming.

Identification of a Pool of Potential Trainers

To start with the discussions on identification of a pool of potential trainers, three (3) criteria were first put forward. These were:

1. People with policy formulation skills
2. People with academic background, and
3. People with experience as practitioners

Prof. Takyiwaa Manuh stated that training these days has become a highly specialised activity. To this end, she suggested we have to make it very simple by not burdening the trainees with too many things, especially when the period for the training is short. It is difficult to have people listening to too many presentations. We need skilful trainers to deliver and the package to be delivered must be made known to them in time. Dr. Mohamoud agreed with Prof. Manuh, further indicating that the programme has to involve specialists who know the field of migration very well and are also good trainers. Following this, Dr. Awumbila observed that this training has to be different from classroom training and also be more of interactive than teaching/lecturing. Ms. Regina Bauerochse Barbosa pointed out that there would be challenges in designing the training programme. In this regard, she suggested there would be the need to invite private and public sector practitioners in the migration-development framework for exchange of experiences.

Mr. Tesfaye Hussen stated that he agreed to the suggestion that the training programme items be reduced because they are too many. Prof. Alex Asiedu argued that we should select thematic areas. The theoretical part of migration ought to be considered, migration policies, good
facilitators among others, and not just knowledgeable facilitators and we should focus on less cost. As such, we should look at local facilitators as an option. Prof. Asiedu further stated that the training facilitators/trainers ought to be provided with some guidelines. Mr. Joseph Seh also agreed with Prof. Asiedu. Prof. Manuh also observed that it is important for the programme organisers to come up with an ideal list say Team A and Team B (as we call it in Ghana).

On this note, Dr. Mariama Awumbila thanked everyone for coming. She indicated that the meeting had been a fruitful one. She reminded participants that the next day’s programme would start at 9:30am.
DAY 2: Wednesday, 25th November 2009

Session III: Research
Chair: Prof. Bolade Eyinla, University of Ilorin, Nigeria

This session was introduced by the chair, Prof. Bolade Eyinla. In his introduction, he reminded participants that, one item, the appointment of the Advisory Board, the driving force of this programme was left pending from the previous day. He then suggested that nominations should be made there and then, further adding that from experience seven (7) people would be an appropriate number. He also indicated that there was the need to select people from both political and academic backgrounds, for instance four from government and 3 from academia. Mr. Joseph Seh interjected with a question wanting to know what we need to expect from the Advisory Board. Prof. Bolade Eyinla provided the following responses:

1. They are to advise ADPC
2. They are to review the programme

At this point, Dr. Giulia Sinatti revealed that NEPAD had expressed a strong interest for this programme from the onset and, in addition to an open engagement to provide the programme with political support, had also volunteered to be part of the Advisory Board. She also added that the person with whom the organisers had established contact at NEPAD had badly wanted to be part of the meeting but, due to other commitments elsewhere, had been unable to come. She asked all participants to consider his nomination.

Prof. Bolade Eyinla took to the floor and suggested that we first look inward at people present in the meeting and nominate people who will have time and be committed to the programme. He then proposed four (4) from government side and three (3) from academia. From the government side, he suggested we have Senegal, Mali, Ethiopia and Ghana, and from the academia, he also proposed we have Senegal, Nigeria and Ghana. Ms. Regina Bauerochse Barbosa also asked whether the members of the Advisory Board would also be the researchers. Both Prof. Eyinla and Dr. Awumbila responded that this should not be the case. The researchers should not also be on the advisory council as it would be inappropriate for them to ‘advise themselves’. In general, people nominated to be part of the Advisory Council should not be involved directly in the programme either as researchers, or as trainees.

Dr. Papa Demba Fall asked for the relationship between the Advisory Board and ADPC. Prof. Bolade Eyinla answered that the advisory Board will advise ADPC as it monitors the programme. Dr. Mohamoud also added that, the Advisory Board will advise ADPC, and also give ADPC feed back as to whether they are on track or not. Dr. Giulia Sinatti insisted that it should be clearly established how the advisory board will be working and therefore encouraged further discussion and clarification. Prof. Bolade Eyinla responded that the board will oversee the implementation of the programme.

At the end of the discussion, it was established that the Advisory Council should primarily provide political support and general guidance to the programme. In particular, the members of
the Advisory Council should be kept regularly informed of progress in the main programme activities (the selection process, the research undertaken, the training). Most importantly, the members of the Advisory Council will be asked to facilitate future sustainability of the programme by promoting it through their own networks as well as suggesting follow-up activities. Whereas the nominations of national Government officials present at the partner meetings were unanimously accepted, a commitment was made to identify suitable representatives from the research community and to accept the self-nomination of Nepad. The final members of the Advisory Board members are as follows:

<table>
<thead>
<tr>
<th>Members</th>
<th>Country</th>
<th>Institutional Affiliation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Continental Bodies</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr. Saul KAYE*</td>
<td>South Africa</td>
<td>Nepad</td>
</tr>
<tr>
<td><strong>National Governments</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr. Samba Y. THIAM</td>
<td>Senegal</td>
<td>Ministère des Sénégalais de l’Extérieur</td>
</tr>
<tr>
<td>Mr. Seydou KEITA</td>
<td>Mali</td>
<td>Ministère des Maliens de l’Extérieur</td>
</tr>
<tr>
<td>Mr. Tesfaye W. HUSSEN</td>
<td>Ethiopia</td>
<td>Ministry of Foreign Affairs</td>
</tr>
<tr>
<td>Mr. Emmanuel V. HAGAN</td>
<td>Ghana</td>
<td>Ministry of Tourism</td>
</tr>
<tr>
<td>Mr. T.K. OBAJULUWA*</td>
<td>Nigeria</td>
<td>Ministry of Foreign Affairs</td>
</tr>
<tr>
<td><strong>Academia</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Prof. John ANARFI*</td>
<td>Ghana</td>
<td>University of Ghana</td>
</tr>
</tbody>
</table>

* Mr. Kaye being the Nepad representative mentioned above. The names of Mr. Obajuluwa and of Prof. Anarfi were provided respectively by Prof. Eyinla and Dr. Awumbila shortly after the meeting.

After discussions on the appointment of the Advisory Board members, **Dr. Awil Mohamoud** was called upon to make a presentation on the proposal of the research component of the programme. **Dr. Mohamoud** first submitted that the research was to serve the governments and the Diaspora. He pointed out that the initial thinking was to cover more countries but due to limited resources, ADPC could not carry on with that idea. He then argued that the research focuses on two themes:

- The first theme wishes to find out how governments (Ghana, Nigeria and Senegal) have worked to mainstream diaspora into the development cooperation framework in their bid to reduce poverty. In addition to the efforts of national governments, to the attempts to integrate the role of the diaspora would be investigated also among mainstream development actors such as international NGOs, UNDP, USAID in southern countries.
- The second theme wishes to explore the mobilisation strategies of diaspora organisations towards the development of their home countries.

Following this, **Dr. Mohamoud** pointed out that the study is organised in two parts, avis **Home Country Studies** and **Host Country Studies**. Home Country Studies are foreseen in Ghana, Nigeria and Senegal and will focus on what policy instruments these migrant home countries have adopted in the past 10 years to reach out to their countrymen in the diaspora, as well as the roles development agencies such as USAID, UNDP and the World Bank have been playing in the fields of migration and development. Host Country Studies will be conducted in four (4) countries, namely France, Germany, the Netherlands, and the United Kingdom. The latter studies will probe into where the diaspora are located in the host countries, how they are organised, the sectors they are involved in that contribute to homeland development and the role of their
embassies in all of these. This study will also explore the various working partnerships that exist between the diaspora organisations and non-governmental organisations.

During discussion **Ms. Regina Bauerochse Barbosa** suggested that host governments efforts of mainstreaming diaspora in development cooperation should also be included in the study. She commented that GTZ, for instance, has a pilot programme to look at diaspora development initiatives and how they can be linked to GTZ’s own development programmes. In other words, their programme aims to find out if there are areas of cooperation and linkages so that they can share ideas. She revealed GTZ will commission a research in February next year on migration. The results will be shared with varied audiences. A number of studies already completed by GTZ are also available for download on their website and can be consulted as existing literature within this research. She also hinted that GTZ has done quite a number of programmes on poverty reduction and will now focus or engage the diaspora in their programmes.

**Prof. Manuh** pointed out that she wonders whether the research attempts to link the host and home country. She used her PhD study on Ghanaians in Toronto, Canada to emphasize her point. She observed that she first interviewed the Ghanaians in Toronto, Canada and obtained the contacts of the relatives of these migrants in Ghana. Based on this, she was able to contact the relatives and found their side of the stories that the migrants shared with her. She observed that she is part of an on-going research programme on the children of Ghanaians in the diaspora. She wondered if the National Development Planning Commission will be taken into account within the research programme in Ghana, for its central role in development policies.

**Mr. Tesfaye Hussen** demanded that the target group in the research should include governments of the host countries to find out the strategies they are putting in place to deal with migration. In any way, he thought the themes were interesting.

**Dr. Osman Alhassan** commented that governments can mobilise the diaspora for development also through local associations. Ghanaians for example have formed associations in the diaspora, many of which have been linking up with local partners for development in their home villages. Government can take initiatives by harmonising these associations through the ministries, agencies but the problem is often with coordination. The research should look at how
these associations can work together in unison. **Dr. Mohamoud** responded to **Mr. Tesfaye Hussen**’s concern and noted that there is an on-going study ADPC is partnering. In this regard, there was no need to duplicate efforts. **Prof. Bolade Eyinla** observed that he sees a dichotomy between donors and recipients. He noted that there are bureaucratic procedures involved in sending resources from the diaspora to the countries of origin. He therefore questioned how local realities shape migration and development. Adding to the discussions, **Prof. Manuh** noted that governments often do not think about the diaspora in their day-to-day activities. The needs of the diaspora, she further noted, come face-to-face with governments when for instance migrants are to be deported from the host country or, as she put it, ‘when a boat carrying migrants capsizes somewhere’. Even when governments do something for the diaspora, the diaspora is often unaware of this because the governments do not involve them in discussions and negotiations. These are issues that she thinks we need to look at. From these observations, **Mr. Joseph Seh** posed a question on how we could integrate diaspora in development, and how the result of the study could be used in the training programme. He also questioned whether it was possible for the outcome of the training programme to be reformulated into a policy. **Ms. Regina Bauerochse Barbosa** also asked a question on how can we develop networks to build diaspora relations. She further asked whether it was realistic to link the diaspora with existing development strategies.

**Mr. Andrew Fleming** supported what **Ms. Barbosa** asked and further observed that the British High Commission in Accra will soon commence research on linking trade and migration with development.

**Dr. Mohamoud** then took the floor to justify why Ghana, Senegal and Nigeria where selected for the research project. He observed that, in Europe, most of the diasporas come from Sub-Saharan Africa particularly from Ghana, Nigeria and Senegal. Germany, the UK, France and the Netherlands are the main destination countries. Based on on-going research, Senegal has proven to be ahead of many other countries, as it was among the first to establish a ministry of Diaspora affairs. Nigeria also presents an interesting experience through its NIDO (Nigerians in the Diaspora Organisation) programme.

**Ms. Domenica Ghidei** added that most of the diaspora from these countries are also well-organised. To this end, the study intends to learn from these countries and their diaspora organisations or associations their existing structures, what their challenges are and the best practices they uphold. **Mr. Joseph Seh** intimated that we need to design a module for a policy paper. **Prof. Asiedu** also intimated that we need to concentrate on social groups and not political groups. On her part, **Dr. Awumbila** suggested there is the need for proper coordination right from the start. She gave an example from a study she is involved in with other researchers that comprise Ghana, Nigeria, Morocco and the Democratic Republic of Congo.

**Mr. Joseph Seh** posed a question on the methods of research to be used in the research. To this question, **Dr. Giulia Sinatti** responded by saying the study will employ qualitative research methods, in particular document and policy analysis as well as qualitative interviews with government and international agency officials and diaspora organisations. She also added that in order to facilitate cross-country comparisons shared methodological tools and frameworks would
be developed and that the two components of the research (home-land and host-land) would be assembled into a joint report.

**Mr. Seydou Keita** renewed his invitation to extend foreseen research activities also to Mali. Further, **Dr. Mohamoud** suggested that it would be interesting also to add post conflict countries like Liberia, Congo, and Sierra Leone to the programme.

**Dr. Giulia Sinatti** responded that ADPC would explore the possibility of extending research also to Mali on the basis of its pioneer efforts in setting up diaspora institutions and policies, however this decision was bound to budget availability. She then called everyone’s attention to discuss the selection of suitable researchers for the programme. She observed that ADPC does not have a physical presence in the selected countries for research and will have to rely on local experts. **Mr. Tesfaye Hussen** called the attention of participants to be careful about the timing. He added that ‘this is a policy issue and it is important that the various governments are made to contribute to it before they can accept it’. He further stated, regarding the issue of the selection of researchers, that prospective researchers should be asked to present their motivational statements and curriculum vitae. **Prof. Bolade Eyinla** advised that ADPC and the Advisory Board should agree on the countries to be selected while issues like qualification, language and work experience should also be considered in selecting the researchers.

### On the sustainability of the programme

**Dr. Mohamoud** asked for the best ways to continue with the programme. He also asked if it was possible to link this programme with existing programmes by the World Bank, UNDP and other organisations. **Prof. Bolade Eyinla** also questioned how the programme could be sustained beyond the current funded state. **Mr. Joseph Seh** suggested that programme managers look at the accessibility and evaluation of the programme.

**Ms. Regina Bauerochse Barbosa** asked what the strategy for sustaining the programme would be, as well as the framework it will take. She suggested an internet platform where documents could be shared, telephone conferences could be organised for problems to be discussed and mentoring could be encouraged before and during and after the current programme. **Dr. Mohamoud** indicated that the main outcome of the training would be the production of a policy document and trainees would be equipped with the necessary technical knowledge to be able to produce such a document. To write a document, one needs to have the capacity.

**Prof. Eyinla** suggested that to be able to explore fully the possibilities to sustain the programme, we need to discuss it at length. **Dr. Giulia Sinatti** pointed out that the idea of setting up an internet tool for future sustainability of the programme was already being explored and that it could constitute a platform for exchange of experiences across countries even after the current programme. She also argued that we need to put an evaluation system in place during training so that feedback from the trainees attending the first edition of the course could be used to improve the second edition.

**Mr. Tesfaye Hussen** noted that the sustainability of this programme depends on the impact it will have on the various governments. If it benefits them, they will see it to be their own and they
will have confidence in it and support it. He further suggested that communication will help create confidence among participants, adding, ‘we will have to work on it’. Dr. Papa Demba Fall believed African institutions ought to be involved in the training programme. He asked whether ADPC is thinking about that. Mr. Joseph Seh contended that the timing of the exercise is important in evaluating the impact of the programme and it should be budgeted for. Ms. Domenica Ghidei also contended that the training will generate ideas as to how to get partners to sustain it. By keeping in touch and close links, it will help a lot. The quality of the training will speak for itself. Mrs. Anno-Kumi also indicated that sustainability itself needs funding.

Prof. Asiedu suggested that the programme organisers have to provide the trainees of the programme with certificates or diplomas since this will encourage a lot of people. This is because Africans are generally interested in certificates. Mr. Emmanuel Hagan posed two questions as follows:

1. What is the relationship between ADPC and African governments? and  
2. How were the people selected for this meeting?

Dr. Mohamoud answered the first and said the relationship is good. The second question was answered by Dr. Giulia Sinatti. She indicated that the selection procedure was made ad-hoc and on the basis of a shared network of contacts activated by ADPC and CMS. This brought the meeting for the day to a close.

**Vote of thanks**

Ms. Domenica Ghidei observed that ADPC appreciates the active contribution of all participants to this meeting. She hoped ADPC will be able to put forward an important project so that the diaspora will contribute to the development of their countries. She further observed that ADPC will continue to consult participants for ideas which would move the programme forward. Dr. Awumbila also thanked all the participants for coming. She pointed out that it is not every project that brings people like researchers, government officials and development partners together as has been the case on this occasion. She noted that the programme has a lot of potential that would maximise the contributions of Africa’s diasporas for development. She thanked all the participants once more for coming. She expressed sincere
appreciation especially to Dr. Giulia Sinatti from ADPC and Edward Asubonteng-Manu, as well as all the staff of the Centre for Migration Studies who had worked tirelessly to ensure the successful organisation of the meeting.
Appendix A
Meeting Agenda
Capacity Building for the newly-formed Diaspora Ministries in Africa

Partner Meeting
Accra (Ghana), 24-25.11.2009

Tuesday, 24.11.
9.00-9.30  Registration

Welcome and opening

9.30-9.45  Welcome address by Dr. Mariama Awumbila, Director of the Centre for Migration Studies (CMS), University of Ghana.
9.45-10.00 Welcome and introduction by Ms. Domenica Ghidei, Chair of the ADPC Board.
10.00-10.45 Introduction to the “Capacity Building for the Newly-formed Diaspora Ministries in Africa” programme and purpose of the meeting by Dr. A. Mohamoud, Director of ADPC.

10.45-11.15 Coffee break

Session I: Organisational and coordination issues

11.15-12.15 Potential collaborations, partner involvement and support.
12.15-13.00 Appointment of members of the Advisory Council and function definition.
Chair: Dr. A. Mohamoud, Director of ADPC.

13.00-14.00 Lunch

Session II: Training

14.00-14.30 Presentation of the draft training programme by Dr. G. Sinatti, ADPC Programme Coordinator.
14.30-15.15 Round table discussion:
- assessment of capacity building needs of Diaspora Ministries.
- criteria for the selection of trainees.

15.15-15.45 Coffee break
15.45-17.00  Round table discussion:
- identification of a pool of potential trainers.
- contents of the training programme.
17.00-17.30  Wrap up.
19.00  Dinner

Wednesday, 25.11.

**Session III: Research**

9.30-10.00  Presentation of the draft research programme by Dr. A. Mohamoud, Director of ADPC.
10.00-10.45  Round table discussion:
- selection of themes for 2 policy supporting documents to be produced within the programme.
- definition of research contents.
- identification of potential researchers in Ghana, Nigeria and Senegal.
10.45-11.15  Coffee break
11.15-12.00  Round table discussion:
- research methods and organisational issues.
12.00-12.30  Wrap up.

**Session IV: Way ahead**

12.30-13.00  Follow up and sustainability of the programme.
Wrap up and summary of all discussions.
13.00-14.00  Farewell lunch.

*This programme is supported by the Netherlands Ministry of Foreign Affairs, Cordaid and the Technische Zusammenarbeit (GTZ) of the Government of Germany*
Appendix B

Draft training calendar
## ADPC-CMS

**Accra (Ghana)**

Draft schedule of a training programme for civil servants of the newly created Diaspora ministries in African countries

<table>
<thead>
<tr>
<th>Time</th>
<th>Day 1</th>
<th>Day 2</th>
<th>Day 3</th>
<th>Day 4</th>
<th>Day 5</th>
<th>Day 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>09:00-10:15</td>
<td>Welcome and introduction</td>
<td>&quot;Migration management&quot; in the US, EU and Australia UK / Germany / Netherlands Embassy official based in Accra</td>
<td>Writing a policy document To be identified</td>
<td>The non-financial values transferred by diaspora Emmanuel Bombanda (Waneb)</td>
<td>The diaspora agendas of international organisations ILO or UNITAR official in Accra</td>
<td>Presenting a draft of a Migration and Development Strategy Paper (MDSP) Participant presentations</td>
</tr>
<tr>
<td>10:15-10:45</td>
<td>Coffee break</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10:45-12:00</td>
<td>State of affairs in African Diaspora Ministries. Policy related challenges, priorities and concerns Dr. Awumbila (CMS)</td>
<td>Role of Embassies Nigerian Embassy in Accra Writing a policy document Working groups</td>
<td>Diaspora and capacity building in local government institutions ADPC</td>
<td>Host country diaspora policies and institutions GTZ, DFID or Oxfam Novib official in Accra</td>
<td>Presenting a draft of a Migration and Development Strategy Paper (MDSP) Discussion panel</td>
<td></td>
</tr>
<tr>
<td>12:00-13:00</td>
<td>Lunch</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13:00-15:00</td>
<td>Migration and development is a field with many aspects Introducing ongoing discussions in the field Dr. Mohamoud (ADPC)</td>
<td>Migration and development UNDP official based in Accra Writing a policy document Working groups</td>
<td>Mainstreaming diaspora development initiatives into the PRSPs and the MDGs in the homelands World Bank official based in Accra</td>
<td>The debate on circular migration and EU blue card EU official in Accra</td>
<td>Distillation of best practices Lessons learned from other developing countries Embassy officials</td>
<td></td>
</tr>
<tr>
<td>15:00-15:30</td>
<td>Coffee break</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Time</td>
<td>Activity</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>--------</td>
<td>-------------------------------------------------------------------------</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| 15:30-17:30 | Building contact and networks with the diaspora in Europe  
To be identified |
|        | Harnessing non-financial transfers of the diaspora                       
To be identified |
|        | Knowledge management. Brain drain & brain gain 
To be identified |
|        | Participation of the African diaspora in strengthening the Joint Africa-EU Strategic Partnership  
African Union official |
|        | Short role game on EU/African negotiations 
To be identified |
|        | Follow up and Farewell |
| Evening | Social event |
|        | Reading material |
|        | Writing policy paper |
|        | Writing policy paper |
|        | Writing policy paper |
|        | Social event |
Appendix C
Draft training booklet
DRAFT

TRAINING PROGRAMME

for civil servants of the newly created Diaspora Ministries in African countries
Background

Over the past few years there has been a significant change in African governments' perception of their overseas diaspora. Today, diasporas are increasingly seen as positive actors: as countrymen abroad who can contribute to the development efforts in their homelands. Growing awareness of this potential has led an increasing number of African countries to initiate diaspora-friendly policies and set up dedicated institutions and Ministries. These newly-formed Diaspora Ministries, however, are often hindered in making well-informed policy choices and in developing strategic interventions that can help to maximise the contribution of the diaspora to the development of the continent. These difficulties stem from a combination of insufficient capacity and the lack of knowledge in the field of migration and development that specifically addresses the needs of policy-makers.

Objectives

This training programme has been initiated in order to improve the capacity of these newly-formed Diaspora Ministries in Africa and provide them with the knowledge, skills and tools to develop feasible policy interventions able to maximise the contribution of the diaspora to the development of Africa.

At the end of the programme, participants will:

- Be aware of the importance of engaging effective policy dialogue with diasporas towards the development of Africa.
- Dispose of improved knowledge on migration and development in all its facets and be capable of seeking for up-to-date data and information on the subject.
- Be capable of developing diaspora-oriented strategy policy papers geared to connect more closely the collective force of the African diaspora with the development of the continent.
- Have the skills and tools to design effective strategic interventions and realisable actions in the field of migration and development.
- Dispose of a network of African Government officials enabling them to exchange policy-making information, learn from each other’s experience and share best practices and positive lessons.

Participants

The training is aimed at government officials working for Diaspora Ministries or other Governmental Institutions with a mandate in the migration field and specific authority in the area of migration-development.

Travel and participation costs of participants will be covered by the programme.

Contents

The training course will introduce participants to the existing literature and policy discussions in the field of migration and development. It will also offer information on the nature and patterns of diaspora organisations, on the modus operandi of their transnational networks, on their development-related initiatives as well as on the ways in which their actions could become more effective. The course will also explore alternative strategies for the mobilisation of diasporas for homeland development.

Specific modules of the course are outlined in the following pages.
Methodology

Participants will receive tools for the analysis of migration and development linkages in Africa and methods for the technical preparation and the drafting of a diaspora-oriented strategy policy paper. The course will also adopt an interactive approach based on the exchange of experiences, lessons learned and best practices among participants as well as with other parts of the developing world.

Language

The training will be in English only.

Dates and Place

April 2010 (first training) and April 2011 (second training) – Accra, Ghana.
DAY 1

State of affairs in African Diaspora Ministries. Policy related challenges, priorities and concerns

The purpose of this module is to break the ice among participants by engaging them to share materials about the different Diaspora Ministries and other Institutions and Agencies they work for, such as newsletters, memos, policy papers, websites, etc.

Facilitator: Dr. Mariama Awumbila, Head of the Centre for Migration Studies

Migration and development is a field with many aspects. Introducing ongoing discussions in the field

‘Migration and development’ has recently become a new mantra, generating enthusiasm among experts as well as policy makers dealing with migration in both sending and receiving countries. Much discourse, however, often over-simplifies the relationship between migration and development, that is instead complex and multi-faceted. This module will therefore investigate the many different ways in which migration and development are intrinsically linked.

Facilitator: Awil Mohamoud, Executive Director of ADPC

Building contact and networks with the diaspora in Europe

This module will introduce participants to existing diaspora networks in Europe. An overview will be provided of their modus-operandi, their activities, the potential contained in their forms of institutional collaboration Examples of the latter will be provided coming from the following sources: IOM, OECD, AU, US, Australia, etc..

Facilitator: to be identified

DAY 2

“Migration management” in the US, EU and Australia

This module will introduce participants to the issue of migration management and to its complex relationship with political, economic and social aspects. This theme will be illustrated from the perspective of a Western European government and examples will be brought of policies and measures implemented in other parts of the developing world.

Facilitator: Embassy official from UK, Germany, or the Netherlands based in Accra
Role of Embassies

Embassies are becoming important institutions in promoting long-distance transnational links between host countries and the homelands. For example, they provide diasporas in the host countries with information about the needs, priorities and opportunities in their homelands. Some embassies also keep the diaspora in touch with each other by hosting occasional ‘get-togethers’ as well as connecting them with homeland government delegations when they visit host countries. This module will address the role that embassies play in mobilising and connecting the diaspora with their respective homelands.

Facilitator: Nigerian Embassy in Accra

Migration and development

This module will present the perspective on migration-development of an international agency. The focus will be on how migration-development has been incorporated into the specific agency’s strategy and policies.

Facilitator: UNDP official based in Accra

Harnessing non-financial transfers of the diaspora

The relationship between migration and development is frequently understood in terms of the potential of significant flow of remittances sent home by the diaspora. In many countries, the value of this financial capital overrides development aid. This module focuses on additional transfers for which the diaspora is held accountable. Migrants, in fact, bring back to their home-countries newly acquired knowledge and competences (human capital) and a web of useful acquaintances and relations (social capital) that have substantial potential in promoting local development.

Facilitator: to be identified

DAY 3

Writing a policy document

The objective of this module is to engage participants with the writing of Migration and Development Strategy Papers (MDSP) and proposals that can be translated into feasible strategic interventions and realisable actions. An introductory session on behalf of the facilitator will detail topics for participants and illustrate sample policy documents from countries such as Brazil, Senegal, Nigeria and the UK (DFID). Participants will then be asked to work in small groups towards the production of a common document.

Facilitator: to be identified
Knowledge management. Brain drain & brain gain

The transfer of human capital by migrants is acknowledged to be among the benefits of international migration. It is recognised that migrants, in fact, contribute to local development as their knowledge and skills travel with them. Such a circulation of skills has numerous advantages, however the permanent departure of qualified migrants (i.e. brain drain) is perceived as a threat for sending countries. Examples of efforts of reversing the ‘brain drain’ into ‘brain gain’ will be discussed in this module coming from South Africa, Taiwan, Mali and Senegal that will offer insight into how knowledge can be managed to the advantage of home Governments.

Facilitator: to be identified

DAY 4

The non-financial values transferred by diaspora: lessons to be learned

This module builds on the insights provided in Day 2 by the module ‘Harnessing non-financial transfers of the diaspora’. Examples will be brought here of non-financial values that are transferred by diasporas in sectors such as health, education and peace-building. A focus will be placed on the lessons to be learned from the cases presented for policy-making purposes.

Facilitator: Emmanuel Bombanda (Waneb)

Diaspora and capacity building in local government institutions

This module addresses the possibility of involving African diaspora professionals in strengthening the institutional, organisational, managerial and administrative capacity of local government in post-conflict countries in Africa. Today, a post-conflict institutional reconstruction is underway in many countries in Africa (such as the Democratic Republic of Congo, Liberia, Sierra Leone, Sudan) and the skilled Africans in the diaspora are badly needed in this daunting effort. Building sound political institutions and professional bureaucratic structures requires massive capacity infusion in all sectors and at all levels. At the national level, for instance, the role that the diaspora can play is rather limited because of the dominant power politics that the ruling elites exercise as a zero-sum game. At the sub-national and local levels, however, there are sufficient political, societal and institutional spaces for the diaspora to play a tangible and effective role without seeing them as a threat to the power of the ruling elites at the national level.

Facilitator: ADPC

Mainstreaming diaspora development initiatives into the PRSPs and the MDGs in the homelands

Lacking a Strategy Paper specifically addressing the issue of Migration and Development, some Governments are incorporating diaspora development initiatives into their Poverty Reduction Strategic
Papers and Millennium Development Goals. This module will discuss and provide tools to effectively mainstream diaspora development initiatives in the redaction of these documents.

Facilitator: World Bank official based in Accra

**Participation of the African diaspora in strengthening the Joint Africa-EU Strategic Partnership**

Over the past few years, policy makers have recognised the key role that the diaspora can play in the development of their countries of origin. The diaspora's double engagement in home and host societies places it in a strategic position to understand the realities and challenges of both contexts. There is a strong need to actively engage the African diaspora in policy making and implementation to achieve more coherent and effective results. This module will discuss the opportunities of promoting effective partnerships between diaspora leaders and policy makers from the example of the Joint Africa-EU Strategic Partnership.

Facilitator: African Union official

**DAY 5**

**The diaspora agendas of international organisations**

Building on the module “Migration and Development” (day 2), this module presents offers additional insight into the perspective on migration and development of an international agency. A specific focus will be placed on the translation of policy positions into practical interventions from examples brought from the case of West Africa and Ghana.

Facilitator: ILO or UNITAR official in Accra

**Host country diaspora policies and institutions**

The Governments of host countries are increasingly initiating policies and interventions in the field of migration and development. Some countries, in particular, are very much engaged with the diasporas in their territories by providing them with financial or in-kind support or even by consulting them in policy making procedures. This module will present the perspective of host countries by providing insight into how migration and development priorities have been incorporated into the policy agenda.

Facilitator: GTZ, DFID or Oxfam Novib official in Accra

**The debate on circular migration and EU blue card**

The emergence of transnational and diaspora networks and the awareness of the development potential represented by migration has recently led to the belief that circular migration is highly desirable. This module will explore the reasons behind the identification of circular migration as a win-win-win model, that
is particularly beneficial for sending and receiving countries, as well as for migrants themselves. The module will also illustrate the introduction of an EU Blue Card for highly qualified migrants, as a measure aiming at fostering the circulation of skills.

Facilitator: EU Delegation official in Accra

**Short role game on EU/African negotiations**

A moderator will coordinate this informative game that will directly engage participants on the issue of negotiations between the EU and African Governments. Participants will be assigned the role of an EU Official or of an African Government representative and will be asked to negotiate on an assigned theme. The game itself will be followed by a critical discussion of the dynamics that took place and of the experiences felt by participants on the basis of the roles they assumed.

Facilitator: to be identified

**DAY 6**

**Presenting a draft of a Migration and Development Strategy Paper (MDSP)**

Participant groups will present the documents produced during the course to the group. Individual presentations will be followed by a plenary discussions from which some conclusions will be drawn.

Facilitator: Participant presentations and discussion panel

**Distillation of best practices. Lessons learned from other developing countries**

This module will present the experiences of other developing countries in the world and their engagement towards their diasporas. Examples will be drawn from cases such as India, Mexico, Taiwan, but also from African countries such as Senegal, Mali, South Africa, etc.

Facilitators: Embassy officials from relevant selected countries

The organisers of the training acknowledge the financial support of:
Appendix D
Draft research outline
PROGRAMME:

‘Capacity Building of the Newly Formed Diaspora Ministries in Africa’

DRAFT
Research Outline
GOAL

The main goal of this study is to develop new knowledge that responds to the information needs of the emerging diaspora-oriented institutions in Africa. This research will therefore directly address the migration and development-related policy challenges confronting the newly-formed Diaspora Ministries and other relevant policy making bodies in many countries in Africa by providing the basis for the preparation of two policy supporting documents.

BACKGROUND

There is an urgent need to embark on new research for developing knowledge that is able to respond to the policy-making needs of African officials dealing with diaspora-led development-related issues. These issues are not yet addressed by existing knowledge nor by current research in the field which focuses primarily on remittances, migration movements and processes, identity, history and more culturally-oriented studies.

Migration and development is a field with many aspects. Yet, one aspect has dominated research in the past five years, namely the size and the impact of the financial remittances that diasporas transfer to their respective homelands. This has also been the defining aspect in the migration and development nexus policy debates in the past years. However, most remittance flows from the rich world to developing countries go to Latin America and the Caribbean, followed by Eastern and Southern Asia. Sub-Saharan Africa receives only 1.5 percent of remittance flows, indicating the limited financial resources that the African diaspora collectively generate when compared with the huge sums that other diasporas send home.

It is therefore evident that the meagre remittances transferred by the African diaspora have little impact on overall economic development in Africa. Investing in governing institutions and policy-making apparatus could indeed help the negligible remittances from the diaspora become more productive. However, diasporas transfer more than money. This fact convinces us that it is now time to move beyond remittances and invest in research and policy analysis of the non-financial values transferred by the diasporas which could make a difference to the situation in their respective countries of origin and in the continent as a whole. This is in recognition of the fact that, in the long run, the influence and impact of social and human capital transfers is more enduring than that of financial remittances in the African context. Thus, the production of general knowledge as well as a policy-oriented information and analysis on the non-financial transfers for which the diasporas are responsible is now urgently required in order to achieve a better understanding of the other dimensions in the field of migration and development.
Today, many African countries are creating an enabling environment which is a precondition for engaging the diaspora in the overall development of their respective home countries. Evidence of this can be seen in the growing number of diaspora-oriented government institutions that have been set up in recent years. There are a number of African Diaspora Ministers and numerous senior and junior officials dealing with diaspora-related issues in their respective countries. Countries that have appointed Ministers for Diaspora Affairs include Ghana, Mali, Rwanda, Nigeria, Senegal and Uganda; other countries, instead, have tasked both senior and junior officials with developing appropriate government policies for diaspora-related affairs. These newly appointed policy makers who are staffing these mushrooming diaspora-oriented institutions, however, need knowledge and information to enhance their capacity to execute their work more efficiently. The problem is that migration and development has become a field where, in some areas, policy has out-stripped research with dire consequences. This new research targeted at developing new knowledge which can meet emerging needs and which addresses the migration and development-related policy challenges facing African policy makers is thus urgently needed. This research programme will address this aspect of the migration and development field which has been largely overlooked despite its critical significance. The study will therefore fill an important gap in the existing policy research in this field.

The study will undertake high-quality policy research that draws heavily on development perspectives and the experiences of the diaspora in the host countries in Europe. It will address the most appropriate ways for homeland governments to more effectively harness the non-financial transfers (the considerable social and human capital) of their diasporas for the overall development of their respective homelands. It will also produce information and generate policy-supporting knowledge and insights that could help the newly-formed diaspora representatives in Africa to formulate better informed policy positions and instruments.

Uniquely, this proposed research programme will produce knowledge and information primarily targeted at the diaspora organisations/associations and the policy makers in the homelands, whose needs are currently overlooked. The aim is to mobilise diaspora as development actors for the development of the continent. More specifically, the research will help the newly-formed diaspora representatives in Africa to gain the knowledge capacity to develop a policy strategy paper – dubbed a Migration and Development Strategy Paper (MDSP) – which will help them undertake feasible strategic interventions and realisable actions.

This research will produce two policy-supporting documents in critical areas that are of policy interest to the diaspora representatives in Africa. The main focus of the study will be on how the African governments could tap the full potential of their overseas diasporas who have made the link between migration and development a practical reality, and without whose efforts such a nexus would not have been possible. These are the diasporas that have already accumulated wealth, knowledge, influential contacts and valuable networks in the host countries and therefore could make a difference to the situation in their respective home countries of origin.
The two critical areas in which we will produce policy-supporting documents that bolster the policy making capacity of the newly formed diaspora representatives in Africa with regard to the diaspora and development related issues are the following:

A. Mobilisation strategies of diaspora for homeland development

B. Mainstreaming diaspora initiatives within policy and development circles

These two areas are identified as critical dimensions in the migration and development field regarding the engagement of the diaspora in homeland development. They are also the primary areas through which the diaspora can have the most significant impact on the development in the homeland provided adequate and appropriate policies are developed both by the home and the host countries. Furthermore, these issues address the development and policy related priorities and concerns that the newly-formed diaspora representatives in Africa are currently grappling with. This is due to the limited knowledge they possess on those issues around which they are trying to design national policy strategies and interventions on diaspora-led development.

The overall research will focus on a selected number of case studies. The two areas of interest of the investigation require the research to be organised in two components, with fieldwork undertaken in home and host countries. In the latter (France, Germany, the Netherlands and United Kingdom) the mobilisation strategies of diaspora for homeland development will be analysed, with the aim of identifying ways in which home governments can effectively reach out to their diasporas. Research undertaken in home countries (Ghana, Nigeria and Senegal), instead, will focus on the ways in which Governments and development circles have attempted to incorporate an awareness for migration in their broader development policies and interventions, with the aim of distilling the main lessons learned and experienced constraints. More specifically, the policy-supporting documents produced within this study are aimed at identifying entry points, strategic actors and practical steps to enable diaspora representatives in Africa to formulate appropriate policy proposals aimed at enticing the diaspora to deepen their engagement with the development in their countries of origin. They are also intended to produce a number of recommendations for policy options which are of interest to policy makers dealing with diaspora and development-related issues both in the home and the host countries, that are further illustrated next.

A. Mobilisation strategies of diaspora for homeland development

This component of the research aims at producing knowledge that can assist African governments to develop policy strategies geared at mobilising the diaspora for homeland development.
The African officials dealing with diaspora-related issues often lack solid information which can help them to formulate appropriate policy interventions regarding diaspora-related matters. Access to useful and up-to-date information is critical to any policy-maker tasked to design effective decision-making strategies. The diaspora representatives in Africa also lack the capacity and resources to reach out to the diaspora living abroad.

This study will therefore provide information on how diasporas in the host countries are organised, their locations, the sectors they are involved in towards the development of their respective countries, the diverse ways in which they mobilise for homeland development, policy incentives that can be adopted to connect them with the homeland development and strategies of interventions. Moreover, the study will explore the role that the embassies in the host countries can play in helping the mobilisation of the diaspora for development back home. Finally, the study will examine the role that the development-oriented institutions and agencies in the host countries can play in supporting the capacity-building of the newly formed diaspora institutions in Africa.

B. Mainstreaming diaspora initiatives within policy and development circles

Diasporas have now positioned themselves as critical development actors in development policy circles. This is because diasporas are becoming increasingly involved in the development of their respective homelands on a larger scale. Yet, both in terms of policy and practice, the initiatives of the diasporas are not structurally integrated into the existing programmes and projects implemented by the mainstream development circles either in the home or the host countries. The development-related initiatives that the diaspora organisations mediate contribute to the poverty reduction and the achievement of the Millennium Development Goals (MDGs) in their respective homelands in Africa. Nonetheless, in policy proposals developed to meet the MDGs, diasporas are not considered as partners for the development in the homelands. The same applies to broader development policies such as the Poverty Reduction Strategy Papers (PRSPs) of the home countries. The same is also true in terms of practice. For instance, the development initiatives undertaken by diaspora organisations are not mainstreamed into the initiatives undertaken by donor development agencies, government institutions, international and regional organisations and UN bodies active in their countries of origin. Even if similar development initiatives are implemented in the same location in the home countries they are not integrated.

This study will therefore assess the policy strategies and instruments that homeland governments have adopted in the past 10 years to mobilise and connect the diaspora with the development in homelands and the constraints they have encountered in that regard. Similarly, the incorporation of a diaspora awareness will be assessed among mainstream development actors in the home country. We will examine closely the case of three selected countries, namely Ghana, Nigeria and Senegal. This is with the aim of producing evidence-based knowledge and information that would showcase examples and catalysts of engagement by the home countries from which lessons could be learned for policy-making purposes.
RESEARCH OBJECTIVES

The objectives of the project are:

- To gather information on diaspora organisations in the host countries: their location, their structure and modes of organisation, their mobilisation strategies towards homeland development, the main sectors of their involvement.
- To obtain baseline data on the evolution, nature, patterns and trends of existing policies and actions that link the home Governments in the three case study countries to their overseas diasporas.
- To map out, compile, analyze and make available information on positive examples, good policy mechanisms, best practices and catalysts of constructive institutional cooperation that currently exists among the African diaspora and the Governments of Ghana, Nigeria and Senegal in the field of migration and development, including examples from their overseas embassies in the host countries.
- To identify patterns of best practices and assemble specific trajectories and entry points that can help foster better relationships and sustained institutional collaboration between the African diaspora and development circles in Africa for the development benefits of the continent.

RESEARCH QUESTIONS

Main question

How can African Governments tap into their overseas diasporas to profit more effectively of the wealth, knowledge, contacts and networks they have accumulated in host countries to the advantage of the development of countries of origin?

Specific questions

Within this main research question, the data gathering process will be guided by the following specific questions:

HOST COUNTRY RESEARCH:

- How are diasporas organised in the host countries? Where are they located? What sectors are they involved in that contribute to the development of their respective countries and how are they mobilising themselves for homeland development?
- What role do embassies in the host countries play in fostering the mobilisation of the diaspora for development back home?
- What type of working partnerships do diaspora organisations establish with other actors in the home countries (governments, private sector, host country NGOs, home country civil society organisations, financial institutions, diaspora networks or platforms, etc.)?
HOME COUNTRY RESEARCH:

- What policy instruments have homeland governments (Ghana, Nigeria and Senegal) adopted in the past 10 years to reach out to the diaspora and make it easy for them to return, set up businesses, transfer knowledge, expertise and resources to their countries of origin? What constraints have been encountered in this regard?
- What role do development-oriented institutions and agencies (UNDP, IOM, World Bank, USAID, etc.) play in the field of migration and development in the home countries? In what ways are the initiatives of the diaspora incorporated into existing development activities? Are any of their initiatives supporting the capacity-building of the newly formed diaspora institutions in Africa?

The questions illustrated above will be incorporated into research tools for separate fieldwork to be undertaken in host and home countries. Documental analysis, policy analysis and material deriving from interviews will be organised on the basis of shared research methods, strategies and tools that will facilitate comparisons across the different case-studies analysed. The outcome of the research conducted in different countries, in fact, will be assembled in a joint report that will subsequently inform the redaction of the two foreseen policy supporting documents.

METHODOLOGY

The study will adopt a comparative perspective between the different case studies selected (the Ghanaian, Nigerian and Senegalese diaspora and respective home Governments). The nature of the issues under investigation requires the adoption of a qualitative research strategy. In particular, the study will compare and contrast the different policy strategies and mechanisms that governments of the three case-study countries have adopted in the past 10 years in order to engage proactively with their respective diasporas and the strategies and actions undertaken by the latter in promoting development in their home countries. The analysis of these aspects will rest upon different data sources: literature review; documental analysis of material produced by governments in the home countries as well as diaspora organisations in the host countries; interviews with key officials, policy makers and the representatives of development agencies in the home countries and with diaspora representatives in the host countries (France, Germany, Netherlands and UK) to understand their mobilisation strategies and incorporate the views of the diaspora.

In terms of the object of study, the research will be investigating the policies and practices of a) homeland Governments, b) development agencies and organisations and c) of the diaspora. Whereas the identification of the first two does not require particular criteria to be taken into account, the same cannot be said of the latter. In this study, in fact, we will differentiate the diasporas on the basis of analytical and political considerations. There are diaspora groupings that fall within the integration
domestic politics in the host countries as being newcomers into the host societies. This category of diaspora is not yet in a position to contribute to development in their homelands and will not be the focus of the study in terms of mobilisations as agents for development. This is due to the prevailing consensus that the better migrants are integrated into their respective host countries, the better they are able to engage themselves in development in their countries of origin. This study, therefore, will focus exclusively on the migrants who are making the link between migration and development a reality, and without whose efforts such a nexus would not have been possible. These are the migrants who have already been in the West for decades, and have accumulated wealth, knowledge, specific expertise, influential contacts and valuable networks in the host countries. This category of migrants is in a better position than the rest to transfer considerable and varied resources to the home countries.

GUIDELINES FOR RESEARCHERS

Specific guidelines will direct the work of researchers in host and home countries:

The specific aspects that the **host country researchers** must cover in their respective research field include:

- Examining the extent to which the diaspora in the host country are mobilised, pooling their resources and acting as development bridge-builders between their respective host country and the homeland. Assessing their locations and modes of organisation.
- Addressing the role that embassies of the three case-study countries play in mobilizing and connecting the diaspora with their respective homelands. Embassies are becoming important institutions in the host countries in terms of providing information about the needs, priorities and opportunities in the homelands to the diaspora and also facilitating the long-distance trans-national links between host countries and the homelands.
- Producing relevant policy recommendations on the ways in which diaspora organisations and their initiatives may be directly incorporated into the policies and initiatives of their homeland Governments.

The specific aspects that the **homeland researchers** must cover in their respective research field include:

- Assessing strategies and policy mechanisms that homeland governments have put in place in order to incorporate the diaspora into policies for the development of their countries of origin (PSRP and MDG strategy documents);
- Appraising the ways in which international agencies such as the World Bank and the UN have been incorporating the participation of diaspora in their efforts to promote development in the home countries;
- Producing relevant policy recommendations on the policies and actions initiated by homeland Governments to reach out to their diasporas.

This document was prepared on 18/11/2009.
Appendix E
List of participants
<table>
<thead>
<tr>
<th>NAME</th>
<th>ORGANISATION</th>
<th>ADDRESS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr. Emmanuel V. HAGAN</td>
<td>Ministry of Tourism &amp; Diaspora Relations</td>
<td>Ghana, Accra</td>
</tr>
<tr>
<td>Mrs. Adelaide ANNO-KUMI</td>
<td>National Migration Unit</td>
<td>Ghana, Accra</td>
</tr>
<tr>
<td>Mr. Andrew FLEMING</td>
<td>British High Commission</td>
<td>Ghana, Accra</td>
</tr>
<tr>
<td>Mr. Ernest BERKO (representing: Dr. S.O. ARCHER)</td>
<td>Ministry of Labour &amp; Social Welfare</td>
<td>Ghana, Accra</td>
</tr>
<tr>
<td>Mr. Kofi B. AGYEN</td>
<td>The World Bank</td>
<td>Ghana, Accra</td>
</tr>
<tr>
<td>Mr. Michael BOAMPONG</td>
<td>UNDP</td>
<td>Ghana, Accra</td>
</tr>
<tr>
<td>Mrs. Helen SHARKEY</td>
<td>DFID</td>
<td>Ghana, Accra</td>
</tr>
<tr>
<td>Prof. Takyiwaa MANUH</td>
<td>Institute of African Studies University of Ghana</td>
<td>Ghana, Accra</td>
</tr>
<tr>
<td>Ms. Sabine KNOERS</td>
<td>Dutch Ministry of Foreign Affairs</td>
<td>the Netherlands, the Hague</td>
</tr>
<tr>
<td>Ms. Regina BAUEROCHSE BARBOSA</td>
<td>GTZ</td>
<td>Germany, Eschborn</td>
</tr>
<tr>
<td>Prof. Bolade M. EYINLA</td>
<td>Department of History University of Ilorin</td>
<td>Nigeria, Ilorin</td>
</tr>
<tr>
<td>Dr. Papa Demba FALL</td>
<td>IFAN, UCAD</td>
<td>Senegal, Dakar</td>
</tr>
<tr>
<td>Mr. Joseph Junior SEH</td>
<td>PSO</td>
<td>the Netherlands, the Hague</td>
</tr>
<tr>
<td>Mr. Samba Yomb THIAM</td>
<td>Ministère des Sénégalais de l’Extérieur</td>
<td>Senegal, Dakar</td>
</tr>
<tr>
<td>Ms. Elizabeth ADJEI</td>
<td>Ghana Immigration Service</td>
<td>Ghana, Accra</td>
</tr>
<tr>
<td>Mr. Seydou KEITA</td>
<td>Ministère des Maliens de l’Extérieur et de l’Intégration Africaine</td>
<td>Mali, Bamako</td>
</tr>
<tr>
<td>Mr. Tesfaye Wolde HUSSEN</td>
<td>Ethiopian Expatriate Affairs Directorate General Ministry of Foreign Affairs</td>
<td>Ethiopia, Addis Ababa</td>
</tr>
<tr>
<td>Dr. Awil MOHAMOUD</td>
<td>ADPC</td>
<td>the Netherlands, the Hague</td>
</tr>
<tr>
<td>Dr. Giulia SINATTI</td>
<td>ADPC</td>
<td>the Netherlands, the Hague</td>
</tr>
<tr>
<td>Ms. Domenica GHIDEI</td>
<td>ADPC</td>
<td>the Netherlands, the Hague</td>
</tr>
<tr>
<td>No.</td>
<td>Name</td>
<td>Institution</td>
</tr>
<tr>
<td>-----</td>
<td>--------------------------</td>
<td>-------------------------------------</td>
</tr>
<tr>
<td>21</td>
<td>Dr. Mariama AWUMBILA</td>
<td>Centre for Migration Studies</td>
</tr>
<tr>
<td>22</td>
<td>Prof. Alex ASIEDU</td>
<td>Centre for Migration Studies</td>
</tr>
<tr>
<td>23</td>
<td>Dr. Osman ALHASSAN</td>
<td>Centre for Migration Studies</td>
</tr>
<tr>
<td>24</td>
<td>Mr. Edward ASUBONTENG-MANU</td>
<td>Centre for Migration Studies</td>
</tr>
</tbody>
</table>