MIGRATION AND DEVELOPMENT

Training programme for capacity building 2011

www.diaspora-centre.org
SHIFT IN THINKING ABOUT DIASPORA

Potential threat for own position
Political enemies
Better off snobs
Irresponsible deserters
Source of foreign exchange & remittances
Intellectual capacities and knowledge transfer
Access to international networks

DEVELOPMENT AND MIGRATION PATTERNS

Number of migrants

GNP per capita

BRAIN DRAIN

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This training brochure introduces the key components of the training course; namely, the overview of the migration and development discourse; examples of best practices; and capacity building for development. The content of the training course is tailored to the specific policymaking needs of policymakers dealing with diaspora issues in their respective countries, both in the home and host countries. The courses are organised to ensure that participants gain access to up-to-date information in the field, which will enable them to make better informed policy choices and more appropriate decisions in their practical interventions.

Among the key issues covered by the training course is an introduction to the existing literature and policy discussions in the field. The training also provides an account of the development related activities that diaspora groups and organisations are involved in and the areas in which their intervention can be more effective in terms of homeland development. The course deals with issues related to innovative mobilisation strategies, which homeland governments should adopt in order to entice and connect the diaspora to homeland development.

Another important aspect covered by the training course is the lessons learned from good practices in
engaging diaspora in homeland development, both in Africa and beyond. Finally, the training course equips the trainees with the technical capabilities to develop a diaspora-oriented national policy strategy, which would facilitate the integration of diaspora-driven development into the overall national development agenda.

More importantly, the training workshop provides a unique platform, enabling participants to establish viable contacts, networks, freely exchange valuable information and share best practices and positive experiences on engaging the diaspora for the development of their respective countries. Indeed, there are a number of best practices in the context of both policies and programmes that the African countries could share.

The ADPC is committed to strengthening the policymaking capacities of African policymakers serving in the newly-formed diaspora-oriented institutions on the continent. We understand that without significant policymaking capability, the newly-formed diaspora institutions in Africa will not benefit adequately from the development potential of diaspora overseas. Certainly, this is an aspect which has not received sufficient policy attention in the development cooperation discussions between the host and home countries. It is our conviction that enhanced policymaking capability of diaspora-oriented policymakers would enable them to engage the diaspora in the overall development of their countries of origin on a large scale and in a sustainable manner.

The production of this training brochure would not have been possible without the support of the Netherlands Ministry of Foreign Affairs, Cordaid, and the Gesellschaft für Technische Zusammenarbeit (GTZ) of the German Government.

Awil Mohamoud
Director of the ADPC
About ADPC

The African Diaspora Policy Centre (ADPC) is an independent platform of knowledge and expertise in the area of migration and development. The Centre is devoted to the study of migration and development-related issues from the under-documented perspective of the diaspora. It compiles, analyses and disseminates information and insights on a number of critical areas, including migration and development, peace-building, governance and brain gain. The ADPC is at the forefront of generating knowledge and information primarily targeted at three groups: African diaspora organisations in Europe, development practitioners and policymakers dealing with diaspora-related issues, both in Africa and in Europe. It achieves its goals by conducting evidence-based policy-relevant research; providing capacity building and training workshops; organising expert meetings and conferences; facilitating contacts and networking relations; disseminating information through publications; and offering consultancy and information services.

The ADPC specifically contributes to better development in Africa by providing a platform that enables African diaspora in Europe to pool their resources for the development benefits of Africa. It is dedicated to mobilising African diaspora in Europe for the development of Africa; facilitating the mainstreaming of diaspora development practitioners in development cooperation circles, both in the host and home countries; promoting research collaboration between diaspora and homeland researchers; and strengthening the policymaking capacity of the newly-formed diaspora-oriented institutions in Africa and beyond.

The ADPC is committed to stimulating informed policy dialogue and constructive debates between the diaspora and other stakeholders in the field of migration and development. The ADPC is uniquely placed to act as a focal point and as a representative interlocutor with other stakeholders and players in the field of migration and development, as it is firmly grounded within the social setting of the African diaspora communities in Europe.

Need for the training programme

In recent years there has been a significant shift in many African governments’ perception of their overseas diaspora. Diasporas are increasingly seen as positive actors who can make a substantial contribution to the development of their homelands. Not only in terms of financial transfers (remittances) but also in terms of knowledge transfer and building capacity of individuals, organisations and institutions.
The growing awareness of this potential has led an increasing number of African countries to initiate diaspora-friendly policies and to set up specific institutions or ministries for that purpose. There are now more than 30 African countries that have established diaspora-oriented institutions and ministries in order to address diaspora issues in a more structural way. However, these newly formed diaspora-oriented institutions often lack the capacity to develop well-informed and effective migration and development policies. The training course is developed to respond to capacity deficits affecting the performance of emerging diaspora ministries in many African countries.

**Who should attend?**

This training has been developed primarily for government officials in African countries serving in the newly-formed diaspora ministries and other institutions tasked with overseeing diaspora and development related matters.

It is also highly relevant for the staff of international organisations (such as UNDP, IOM) and NGOs active in the field of migration, as well as for civil servants in the EU and in the national administration of countries of destination.

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**A four-fold capacity gap**

There is actually an acute lack of:

1. **relevant knowledge** and information tailored to specific policymaking needs in the field of Migration and Development;
2. **exposure to best practices** and lessons learned from the experiences of other countries both in Africa and beyond;
3. **technical capabilities** to develop a national Migration and Development Strategy Paper (MDSP) that can be translated into feasible strategic interventions and realisable actions; and
4. **direct connection** to diaspora groups and a lack of experience in terms of how such connections can be both achieved and maintained.
Content of the training course

The content of the training course is tailored to the specific policymaking needs of government officials and officials of international organisations dealing with diaspora and diaspora issues. The courses are organised to ensure that participants gain access to up-to-date information in the field, which will enable them to make better informed policy choices and more appropriate decisions in their practical interventions.

The major shifts in thinking about diaspora during the last two decades are described. Highly industrialised countries still concentrate on migration management and try to limit immigration. Demographic developments in the coming decades, however, may make them more inclined to open their borders. Countries of origin increasingly realise that diaspora groups do not necessarily form a political threat to sitting governments, but can be a substantial asset for development policy.

The potential contributions of diaspora groups to homeland development form the centerpiece of the programme. Best practices are discussed, both from Africa and from those countries with a much longer historical record of constructive relations with diaspora groups abroad, such as Mexico and India.

Discussions focus on the relevance of these examples for the countries represented at the workshop. The main purpose of the training is to stimulate new ideas and to support participants in the translation of their own initiatives into realistic policy plans, which can then be implemented in their own country.

Overview of the migration and development discourse

This background component of the training course introduces the different phases of migration study throughout
history. It addresses migration as a historical, cultural and development phenomenon. It also discusses migration as human movements and processes versus key livelihood strategies, as well as an opportunity to promote development in the original homelands.

The training course introduces the shifting debates in the field from the 1960s to 2010, which are characterised by a remarkable move from negative to positive perspectives. Other aspects that are addressed in this section of the training course include migration management, different dimensions of migration and development, perspectives on the diaspora and migration as a policy arena and public discourse. Finally, in this section, trainees are familiarised with both intercontinental and global debates on migration and development, such as the strategic role of the African diaspora in Europe within the Joint Africa-EU Strategic Partnership and Action Plan adopted in Lisbon in 2007, as well as the Global Forum on Migration and Development (GFMD).

This background component of the training course helps trainees to obtain a basic knowledge in the field, tailored specifically to their needs. It acquaints them with the distinct topics and themes of the study of migration, as well as the relevant literature on the subject. Furthermore, trainees are exposed to the ongoing policy debates on the issues within the development cooperation circles at several levels.

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Overview of the Current Migration and Development Discourse

- Migration as a development phenomenon
- Migration as a policy field and public debate
- Key findings of home and host countries research
- Global Forum on Migration and Development (GFMD)

Different Dimensions of Migration and Development

- Diaspora driven development projects in the homelands
- Facilitating trade links between host and home countries
- Social capital of the Diaspora (new ideas, skills, knowledge, experience and networks)
- Recognising Diaspora as new development actors

GFMD & Africa: Is Africa contributing to & getting the most out of the GFMD process?

Chukwu-Emeka Chikezie
Special Advisor, GFMD 2010 Chair-In-Office
Best practices: cases both in Africa and beyond

This section of the training course offers examples of best practices in diaspora-driven development interventions in the homelands. Since the nexus between migration and development has gained global prominence, different countries have undertaken initiatives in order to benefit from the development potential of their diaspora communities abroad. At the same time, some countries have been faster to assume a leading role than others. In comparison with their Asian and Latin American counterparts, many African countries have yet to take full advantage of the vast untapped potential of their overseas diaspora.

Similar trends can be discerned within Africa itself. Not all countries are at the same stage in their dealings with diaspora and development-related issues. Countries such as Mali, Ghana, Nigeria and Senegal, for example, are leading the way, while many others are only now joining the field. The training workshop allows representatives of all countries to learn from the experiences and good practices of others and to develop new ideas together. It also offers ample opportunities for trainees to exchange and showcase examples and catalysts of existing policies, programmes and success achieved in their respective countries, with a view to inspiring others. In addition, the training workshop provides a platform for the diaspora-oriented African government policymakers representing diverse countries and regions on the continent to exchange policymaking information, to learn from each other’s experiences and share best practices and positive lessons in their dealing with diaspora and development related matters.

At the first training workshop in Accra, participants were introduced to a number of concrete programmes identified as best practices (see p. 18). The participants in the training critically examined the merits and demerits of these selected programmes. They also discussed the opportunities and limitations of replicating some of the programmes in their respective countries, the need to consider the specificity of the local context, national priorities and the importance of the political will of governments. Furthermore, the training facilitated participants in learning from each other by sharing experiences of concrete programmes such as the Rwandan Diaspora Mutual Fund initiated by the government of Rwanda and the Nigerian National Volunteer Service set up by the government of Nigeria to support the development initiatives of the diaspora.

The best practice exercises are presented in a manner that actively seeks the critical articulations of the participants. The deliberations are also facilitated in a way that encourages the participants to question the viability of the selected case studies and to
come up with alternative ideas and suggestions for improvements.

In short, the best practice case studies are designed to unlock or stir the critical mind of the trainees. In this regard, the facilitator urges the trainees to come up with counter arguments about the viability of the selected programmes rather than accepting them as ultimate best practice cases to be replicated without sharp scrutiny of their anticipated development impact.

This aspect of the training course provides participants with unique access to best practices both in policies and programmes. Exposure to valuable best practices enriches the experience of the participants and widens their horizon of possible options for tapping the resources of the diaspora for the development of their respective homelands.

Capacity building for policy development is a critical component of the training course. It is designed to provide the trainees with appropriate knowledge and information about policy development.

Increased policy insights in the field enable government officials and international policymakers to make better informed policy choices and appropriate decisions in their practical interventions.
It also enables them to devise appropriate instruments for effectively harnessing the considerable resources of the diaspora for the development of their respective home countries. Improved policy insights provide the capacity to engage in effective policy dialogues with their counterparts in Europe and beyond. Likewise, it enables them to interact professionally with both the diaspora organisations and the diaspora-oriented institutions in the host countries.

The capacity building training course for policy development equips trainees with the technical capability to draft diaspora-oriented policy documents. These should be policy papers that can be translated into feasible strategic interventions and realisable actions. Acquiring sound technical capability for diaspora-oriented national policy development can facilitate governments to integrate diaspora-driven development into the overall national development agenda, notably, through programmes such as the Poverty Reduction Strategy Papers (PRSPs) and the Millennium Development Goals (MDGs).

In this regard, the training course offers trainees information on theoretical, practical and policy related aspects, tailored to their specific policy development needs within the framework of migration and development. The training course provides theory of policy development, tools for effective policy development, and examples of their concrete application.

Similarly, the training course offers diverse learning techniques. It facilitates trainees to discuss examples of government policy papers developed by others countries. The facilitators provide individual coaching to each trainee, in order to select and elaborate those elements that are most valuable to them.
Furthermore, throughout the training workshop, participants are coached in writing practices, encouraged with the light-hearted slogan that ‘If it is difficult to write the first sentence of the policy paper, start with the second one’. During the last day of the workshop, each participant presents a draft of their own policy paper, which is intended to be of immediate use when back at the office in their own country.

Writing a policy paper is a complex enterprise. Acquiring a capacity for policy development demands a simultaneous provision of background information and knowledge, tools and related technical capability, sharing best practices and undertaking repetitive and rigorous writing exercises on the spot. The course offers a unique opportunity to immediately put into practice what has been discussed during the workshop.

TEMPLATE FOR A POLICY PAPER

I. Why now? (Occasion, trigger)
   a. Importance of the issue
   b. Opportunity, threat, challenge
   c. How the addressee could ‘earn credits’ by acting

II. Background (Analysis)
   a. History, geography, demography
   b. Stakeholders, their interests and positions
   c. Own interests
   d. Embedding in global developments
   e. Possible actions of stakeholders (and effects for own interests)
   f. Scenarios

III. Options
   a. Options in different scenarios
   b. Possible reactions by other stakeholders
   c. SWOT analysis for different options (Strengths, Weaknesses, Opportunities, Threats)

IV. Recommendations
   a. Clear recommendations and main reasons
   b. ‘Plan B’ and circumstances under which it becomes relevant

V. Implications
   a. Communication strategy
   b. Mitigating ‘side effects’
   c. Financial needs
   d. Opportunity costs
   e. Long term perspectives
A Road Map to diaspora engagement

The training follows the general steps of the Road Map outlined in the book *Diasporas. New Partners in Global Development Policy* by Kathleen Newland (Migration Policy Institute), Washington 2010, p. 16.

What are the goals of different actors to reach out to diaspora groups?

What are the institutional capacities of these actors (your ministry, other agencies)?
What data on diaspora groups exists? Who collects (and updates) these data? Are they accessible?
What are priorities for acquiring data? Does the government do enough for migrants? (consular services, support of cultural events, information on policy and opportunities)?
How are diaspora groups represented and heard? Are there regular events at which to meet and discuss?
How to reach out to diaspora groups? How to connect these groups with other relevant institutions (banks, tourism office, ministry of interior, chambers of commerce, real estate agencies, media...)?
How to stimulate other actors to reach out to diaspora groups? Is there an action plan that translates objectives into concrete actions, a division of labour between agencies involved, and a concrete schedule for implementation?
# Course schedule of the Capacity Building Training Workshop in Accra, 22-27 November 2010

<table>
<thead>
<tr>
<th>Time</th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
<th>Saturday</th>
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</thead>
<tbody>
<tr>
<td>09.00-10.15</td>
<td>Welcome &amp; Introduction</td>
<td>Recap of previous day</td>
<td>Recap of previous day</td>
<td>Recap of previous day</td>
<td>Recap of previous day</td>
<td>Recap of previous day</td>
</tr>
<tr>
<td>10.45-12.30</td>
<td>Migration as historical &amp; cultural phenomena</td>
<td>Migration movements, processes and data collection</td>
<td>Migration management from the perspective of Western countries</td>
<td>Migration and Development from the perspective of diaspora</td>
<td>Global Forum on Migration and Development</td>
<td>Best practices: general lessons for policy consideration</td>
</tr>
<tr>
<td>14.00-15.00</td>
<td>Diaspora engagement of home country development</td>
<td>Best practices in Africa</td>
<td>Best practices in Asia</td>
<td>Best practices in Latin America</td>
<td>Best practices among diaspora organisations in Europe</td>
<td>Presenting drafts for policy consideration</td>
</tr>
<tr>
<td>15.30-17.00</td>
<td>Theory of policy development</td>
<td>Tools for diaspora-oriented national policy development</td>
<td>Examples for policy development</td>
<td>Writing exercise for policy development</td>
<td>Writing exercise for policy development</td>
<td>Closing ceremony, evaluation, and handing out certificates</td>
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Social Event
Broadening the capacity building programme

During the training workshop in Accra, participants proposed to broaden the topic of the capacity building programme. In addition to the capacity building training, participants identified other critical areas requiring intervention in order to further increase policy insights and field operations. The additional interventions proposed would ensure a cumulative effect in terms of boosting their capability to design effective policy instruments. This would facilitate the integration of diaspora-driven development into the overall national development agenda in their respective countries. The areas identified are: an African consultative forum on migration and development (ACFMD); a continuously updated collection of evidence-based best practice case studies; an online course; direct technical assistance and a strengthening of the capacity of regional consultative processes.

1. **African Consultative Forum on Migration and Development (ACFMD).** This forum would facilitate the exchange of good practices (policies and programmes) on a more regular basis among policymakers in Africa dealing with diaspora and development related issues. The forum will also facilitate peer consultation among policymakers. It was proposed that the ACFMD should be held twice a year, rotating from one country to another.

2. **Evidence-based best practices case studies.** The participants indicated the importance of documenting best practices in the policies and programmes that African countries have already initiated. Such case studies would showcase successful experiences that could be shared widely.

3. **Online courses.** The government participants in the training workshop proposed to launch an online training course, which would enable them to continue learning and to gain access to up-to-date information in the field. This would go some way to redressing the current lack of access to the most recent knowledge generated on the subject. Moreover, continued access to up-to-date information in the field facilitates better-informed policy choices and appropriate decisions in practical interventions. Providing online courses is a relatively inexpensive and effective way to increase participation of diaspora-oriented policymakers in many countries in Africa and beyond and to familiarise more officials than can be reached with conventional training workshops with the content of the training programme.

4. **Direct technical assistance.** The government participants have indicated a need for direct technical assistance in the form of consultancy, coaching and mentoring. They will also require capacity building training
for diverse groups of policymakers within each country to ensure that more diaspora-oriented officials are trained in each country, rather than just one or two individuals. This direct technical assistance should focus both on supporting the development of effective diaspora-oriented policy and the implementation of grassroots diaspora-oriented programmes. The government participants are of the view that direct and concentrated technical assistance would provide them with the capability to develop a national Migration and Development Strategy Paper (MDSP), which can be translated into feasible strategic interventions and realisable actions.

5. Strengthening the capacity of regional consultative processes. The government participants requested that the capacity of regional bodies, such as IGAD in East Africa and ECOWAS in West Africa, be strengthened in terms of the management of migration within the continent. This is important as migration within Africa has increased considerably and developing effective regional policy approaches to migration movements could foster alliances and strategic partnerships among countries in the field of migration and development.

An online programme will make it possible to share the content of the course with colleagues and to regularly update and extend the course material in order to keep participants up-to-date and maintain international exchange of experience.
Methodology of the training programme

The programme is offered in small groups to guarantee intensive discussion and exchange. Participants come from different countries, to ensure that they bring different experience(s) to the discussion.

The discussion focuses on the concrete tasks which the participants are responsible for within their respective institutions. After registration, participants let ADPC know which concrete challenges they face. The programme is then tailored accordingly to support each participant in taking the next steps in policy formulation and implementation.

Sessions form an engaging mixture of:
- Introductory presentations and films,
- Concrete case studies,
- Open discussion, role plays and scenario design, and
- Problem solving working groups

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Migration & development: how do we turn from vicious to virtuous cycle?

- Readmission pressures
- Low growth
- Irregular migration
- Population growth
- Rising youth unemployment & frustration
Short lectures

The programme offers short lectures by experts on the topics which participants have indicated as especially relevant to their own work. Lectures introduce research results and present inspiring examples. The flexible format of these informal lectures allows for intensive interaction with participants and stimulates immediate reactions and sharing of additional insights.

The topics of the lectures are chosen on the basis of the information obtained from participants before the course. This allows for concentration on issues which are of immediate use to participants on their return to work. As a result, every course is different. The topics vary with each group of participants, who bring their own priorities to the workshop. Lectures are tailor-made to provide the maximum opportunity for discussion of the issues most relevant to the participants.
Case studies from all continents

Why look at other countries?

- Benchmarking
- Source of inspiration
- Helps not to re-invent the wheel
- Avoids mistakes
- Speeds up learning
- Reduces necessary investment
- Helps to create networks

Capacity Building for Newly-Formed Diaspora Ministries in Africa

‘BEST PRACTICE CASE STUDIES’
(Case studies are for illustrative purposes only)

County: Mexico
Scheme: X1 Matching Fund
Promotor: Ministry of Social Development (originated in the State of Zacatecas)
Description: Collective remittances generated by Home Town Associations (HTA)
Capacity Building for Newly-Formed Diaspora Ministries in Africa

‘BEST PRACTICE CASE STUDIES’
(Case studies are for illustrative purposes only)

County: India
Scheme: Tax Relief for Non Resident Indians
Promotor: Ministry of Finance (Government of India)
Description: Non-Resident Indians (NRI) are exempt for paying tax on income earned from Unit Trusts, National Savings Certificates and NRI Bonds.

County: United Kingdom
Scheme: Diaspora Volunteering Programme (DVP)
Promotor: Voluntary Services Overseas (VSO) [piloted by AFFORD]
Description: Diaspora organisations recruit diaspora professionals to undertake short-term volunteering trips to countries of origin.
Open discussion

A crucial element of the programme is the open, but structured discussion based on the experience of participants and trainers alike.

‘Chatham House rules’ of confidentiality apply to these discussions in order to facilitate a free flow of ideas. The open exchange with high level policymakers from other countries proved to be one of the most valuable parts of the programme during the course in Accra, 2010.

Thinking ‘out of the box’ is stimulated using different discussion tools that introduce new perspectives. Short scenario exercises and role plays help to analyse advantages and disadvantages of different policy measures and to evaluate their suitability in different national contexts.

Discussions in small groups alternate with plenary discussions to ensure maximum benefit for all participants.
Exchange of experience among participants

Participants bring great experience from their own work to the workshops. They are encouraged to describe recent progress in policymaking and implementation and to present work in progress, in order to stimulate developments in other countries and to harness the brains of their peers in order to carry their own initiatives further. This has been a very inspiring exercise, because participants could immediately discuss details with highly competent practitioners.

The Diaspora Coporate Bond

National Bank of Ethiopia in collaboration with Ethiopian Electric Power Corporation [EEPCO]
Handouts

Participants receive handouts that summarise the workshop’s content in a way that facilitates the sharing of information and results with colleagues at home. The handouts can also be used as teaching material for workshops in participant’s home institutions.
Expected programme results

The programme is continuously evaluated using anonymous feedback forms after each component. The evaluation of the first training course was highly positive (see quotes on next page). An additional online evaluation is planned for a year after the workshop. This will test whether the participants:

Could put into practice the new knowledge and up-to-date information tailored to their specific policymaking needs;

> Gained knowledge about best practices from each other and from the experiences of other countries both in Africa and elsewhere and use it effectively in their own work;
> Developed innovative strategies geared to mobilising the diaspora for homeland development;
> Have acquired technical capabilities to design a national Migration and Development Strategy Paper (MDSP) that can be translated into feasible strategic interventions and realisable actions;
> Are making progress in terms of integrating diaspora-driven development into the overall national development agenda, notably, through programmes such as the Poverty Reduction Strategy Papers (PRSPs) and the Millennium Development Goals (MDGs).

Indicators of programme success

• Participants indicate before arrival what they are actually working on and what their priorities and expectations are.
• Trainers have tailored their lectures to participants’ priorities.
• The case studies trigger intensive discussion among participants.
• Participants present successful initiatives and work in progress in their own country.
• Participants know how to reach out to diaspora communities.
• Participants appreciate the interactive style of the programme
• Participants have written a draft policy paper (or equivalent).
• Participants use handouts to pass on information in their own institutions.
• Participants regularly visit the online resources of the programme.
• Participants maintain contact with each other and with the trainers.
• Participants take new initiatives at work, inspired by the training programme.
• Diaspora groups are stimulated to contribute in new ways to national development.
Resource persons

**Dr. Awil Mohamoud** is the founder and director of the African Diaspora Policy Centre (ADPC). He holds a doctoral degree from the University of Amsterdam. Since 2000, he has been a consultant on African diaspora and development related issues for the Dutch Ministry of Foreign Affairs, the Netherlands Organisation for International Cooperation in Higher Education (NUFFIC), the Inter-Church Organisation for Development Cooperation (ICCO), and the North-South Centre of the Council of Europe.

**Prof. Bolade M. Eyinla** is a specialist in Diplomatic History with emphasis on Africa’s International Relations and teacher of International Development Strategies. He holds a PhD in History from the University of Ilorin, Nigeria, and Postgraduate Diploma from the Institute of Social Studies, The Hague, The Netherlands. He has worked as a Visiting Research Fellow at the Institute of African Affairs, Hamburg, the Institute of Developing Economies, Tokyo, and the Nordic Africa Institute, Uppsala.

**Prof. Raj Bardouille** holds a PhD in Economics from the University of Bradford. She is an independent development consultant and an External Research Fellow at the Centre for Refugee Studies, York University in Canada, where she is engaged in research on international migration and development in Africa. She has 32 years of experience as a professor and senior economist at the UN (UNDP, UNECA).

**Prof. Gerd Junne** holds the chair in International Relations at the University of Amsterdam. He is director of The Network University (TNU) and a board member of the International Institute for Communication and Development (IICD) and of War Child Holland, and a Research Fellow at the Post-War Reconstruction and Development Unit of the University of York.
Gibril Faal is chairman of the African Foundation for Development (AFFORD) – a charity which works to enhance the role Diasporans play in African development. He is the founder of RemitAidTM – a programme to transform remittances into a sustainable form of international development finance. He is currently a Senior Research Associate with the Foreign Policy Centre and a board member of the EC-UN Joint Migration & Development Initiative.

Dr. Titi Banjoko has successfully pioneered the formation of AfricaRecruit, a programme designed to build capacity in Africa using human capital as the main driver. Dr Banjoko also serves on the Migrant Advisory Board of The European Commission-UN Joint Migration and Development Initiative and is steering group member of the Africa UK project dedicated to enhancing the contribution of the Diaspora to Africa’s development.

Chukwu-Emeka Chikezie is Executive Director of the African Foundation for Development (AFFORD). Before working full-time for AFFORD, he was a senior industry analyst for a US-based international research and consulting firm helping clients design strategies, using tools such as scenario planning. He served as an advisor on the United Nations Economic Commission for Africa’s Technical Advisory Committee.
Literature


Colleo, A. (2010) From Migration to Development. Lessons drawn from the Experience of Local Authorities. EC-UN JMDI.


IOM (2010) Mainstreaming migration into development planning: a handbook for policy-makers and practitioners. IOM 1-152


What participants said about the training

“Would like to use this opportunity to express my heartfelt gratitude to the management of ADPC and all facilitators for this impacting workshop.”

“I loved the way trainers encouraged participatory systems and interaction.”

“I loved the size of the programme – it really facilitated learning.”

“I recommend an alumni programme that brings us back a year later and evaluates what we’ve learned.”

“ADPC staff was superb. Congratulations.”
“The training, for me, was the fulfilment of a critical need, and the content and methodology adopted went beyond my previous expectations. Of particular gain was the opportunity it gave for me to interact with other Heads of Diaspora organisations from other African countries.

The sessions for exchange of ideas, based on practical experiences, were very interesting and thought stimulating.”

Dr. (Mrs.) Martina Nwordu, Former Head of NNVS (Diaspora Department), OSGF – Nigeria
Participants of the ADPC Training Workshop for Policymakers in Accra, 22-27 November 2010

African Diaspora Policy Centre

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