



The Importance of Capacity Building Training for African Migrants in the EU



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1. Introduction

This is the 5th edition of a series of E-Policy Briefs published by the European-wide African Diaspora Platform for Development (EADPD) project officers who are responsible for establishing the Africa-Europe Platform (AEP), simply referred to as 'The Platform'¹. The AEP is a network of African Diaspora Organisations (ADOs) operating in all 27 EU Member-States including Norway and Switzerland as co-development actors for the development of countries of origin. The e-policy briefs fall in the framework of one of its activities: 'Migration and Development Policy Monitoring and Analysis'. The main purpose is to enhance knowledge among Diaspora organisations on key Migration and Development (M&D) policy issues as well as to raise policymakers' awareness on the views of African Diaspora Organisations on key M&D policy issues. In our 3rd edition, three prominent Diaspora and development-related topics were addressed: Local development Entrepreneurship and Diaspora and Science. In line with the EU policy on migration and development, this edition takes another step further by addressing one issue of great concern to African Diaspora communities in Europe: capacity-building.

The Post-9/11 era saw the establishment of an International security mechanism aimed at monitoring and tracking down money-wiring channels and circuits that could sponsor terrorism around the globe by the International Criminal Police Organization (INTERPOL). The World Bank tapped into INTERPOL's data, which exposed the enormous sums, in, being channeled by migrants to countries of origin. Since then, various World Bank Reports have strongly called on other international and regional bodies such as the EU, as well as civil society of host and home countries, to develop Diaspora-friendly oriented

¹ The African-Europe Platform (AEP)
<http://africaeuropeplatform.ning.com> accessed 10 September 2013

policies by harnessing, engaging and tapping into the resources of their Diasporas. Diaspora remittances to family and community projects for poverty alleviation are fast becoming an

indispensable source of income for the development of homelands. Recently, the development initiatives of the Diaspora have gained the attention of policy-makers, scholars, NGOs, and migrants themselves. Diasporas are increasingly being seen as agents of development, who not only remit money to their countries of origin, but also transfer ideas of political, social, and cultural change. However, one thing is clear; their functional capacities have not been optimized, which to a large extent is attributed to a lack of capacity building training.

2. The importance of capacity building for Diasporas in the European Union

Diaspora remittances to family and community projects to fight against poverty are becoming a vital source of income for developing countries. Recently, the development initiatives of Diasporas have attracted the attention of policy makers, academics, NGOs and migrants themselves. Diasporas are increasingly regarded as agents of development, not just transfer money in the country, but also the skills of policy ideas, social and cultural change. One thing is clear: their functional capacity has not been optimized. This gap is to a large extent attributed to the lack of capacity building training.

3. State of Affairs, Obstacles and Challenges

Most European Union Member States (EU MS) have formally recognized the African Diaspora, while others have not yet developed policies which will mitigate the challenges faced by African migrants in host countries. Most Diasporas identify the lack of recognition on the part of governments and civil society in the host country and country of origin, as one of the biggest challenges they face. In addition to this lack of



recognition, migrant organizations are faced with a number of other obstacles that could limit the effectiveness of their efforts. Some complain of a lack of funding opportunities and other integration in host societies. But the question which arises is: how prepared is the Diaspora to deliver the required outputs if all demands are met? In other words, is the Diaspora equipped with or does it possess the necessary skills and tools to satisfactorily meet the desired optimal goals? The answer lies in two premises. Firstly, most Diasporas (as co-development actors) might not realize that the level of human capital they possess in their EU host country also has a very strong influence and impact on the amount of remittances they channel home. Secondly, due to either ignorance or negligence, they might either not be aware of or turn down the opportunities available for them to strengthen their capacities in the EU MS. As such, the lack of appropriate leadership, organisational, and other technical managerial skills are often mentioned as main challenges in this regard. Another strong argument is that in as much as the Diaspora are interested in obtaining funds for projects, the same desire to either gain new knowledge or skills or improve on the existing stock knowledge and skills, is lacking.

Research on migration and development shows that the Diaspora's role as an emerging transnational co-development actor can be understood through the factors, characteristics and dynamics which either hamper or promote its activities through a triangular nexus—the countries of destination and origin and the Diaspora itself:

- The destination country/country of residence: How do the integration opportunities offered by of the host country environment influence migrant's output?
- The homeland: Are Diaspora contributions recognized or contested at home?
- The Diaspora: How does the migrant's integration in EU host countries influence the stock of human capital and output, and how does this impact the remittances sent to the homeland?

Our interest is focused on the Diaspora whose capacity, competences and output necessitate constant upgrading through refresher courses or capacity building training. This determines the pinnacle of his leverage, and defines, influences, or has a significant impact on the amount of remittances.

4. What is capacity building?

Capacity building, also referred to as capacity development, is a conceptual approach to development that focuses on understanding the obstacles that inhibit people, governments, international organizations and non-governmental organizations from realizing their developmental goals while enhancing their abilities to allow them to achieve measurable and sustainable results². The term is often employed in development circles to refer to developing societies that aim at strengthening skills and competences, and increase knowledge and abilities of people and communities, so they can mitigate or overcome the causes of their exclusion and suffering.

According to The United Nations Development Program (UNDP), Capacity building is:

“The process through which the abilities of individuals, institutions, and societies to perform functions, solve problems, and set and achieve objectives in a sustainable manner is strengthened, adapted and maintained over time.” (UNDP 2010: 32)³.

The UNDP definition follows the “logic of results chain” and its indicators as “levers of change” in the framework of institutional arrangements, leadership, knowledge and accountability which could improve people's lives:

- Output level: measures the human, financial and physical resources as the inputs needed to generate the outputs;

²http://en.wikipedia.org/wiki/Capacity_building#cite_note-United_Nations-1 accessed 4 April 2013.

³UNPD 2010, Measuring Capacity
http://issuu.com/undp_in_europe_cis/docs/undp_measuring_capacity_july_2010_pdf accessed 4 April 2013



- Outcome level: which in turn are affected by the products and services produced from programming actions;
- Impact level: which brings changes to affect people's lives in terms of institutional performance, stability and adaptability?

The need for capacity building training depends on the level of knowledge that is already possessed, measured as social and human capital:

a). Social Capital

This refers to the collective value of all "social networks" and the norms of reciprocity that emerge from these networks which enhance members to do things for others. In his book *Bowling Alone* (1993), Robert Putman draws on evidence including nearly 500,000 interviews over a quarter century to show that Americans are going solo and preferring to bowl alone. He observed that few people sign petitions, belong to fewer organizations, know less about their neighbours, meet with friends less frequently and even socialize with families less often. As far as African migrants are concerned, social capital is bound to be low in leaders and associations when they do not meet or network in order to copy lessons of good practice from others so as to strengthen their leadership and organisational capacities which partly explains the diversity of African Diasporas in different geographical clusters in Europe.

b). Human capital

This implies that the stock of competencies, knowledge, social and personality attributes, including creativity, embodied in the ability to perform labour so as to produce economic as well as other beneficial values⁴. The level of social capital in the diasporas also influences the human capital possesses which can be measured from the output of his activities, which is his ability to generate remittances over a period of time, with everything being equal.

⁴Hunan Capital

http://en.wikipedia.org/wiki/Human_capital, accessed 4 April 2013.

5. Overall objective of Capacity building

One of the policy-areas which the EU uses capacity building is the thematic programme for cooperation with third countries in the areas of migration and asylum, which aims to support third countries in their efforts to ensure better management of migratory flows in all their dimensions such as the setting up of the Africa-Europe Platform which has as one of its main objectives to increase competences in migrants transnational networks. Capacity building seeks to tackle problems related to policy and methods of development, simultaneously taking in to consideration the strengths, limits and needs of the Diaspora Associations concerned.

Specific Objectives

- At both the human and institutional level it strengthens the development of capacities, public-speaking and other communication skills, advocacy and awareness.
- It seeks to improve project development, which will enable Diaspora organisations to scale up their projects development. This will help to provide information and logical/strategic framework for project creation, planning, implementation and monitoring as well as improve on organisational capacities.
- It is expected to enhance the participants' professional capacity and develop the skills and tools necessary to make their organizations effective partners in facilitating the development of their country or communities of origin.
- It provides a forum for networking and sharing experiences and best practices of democratic-decision-making and good governance with other Diasporas;
- It increases the negotiating potentials of Diasporas to raise funds and increases their power to build alliances with other partners and stakeholders. It further inspires and empowers the Diaspora to develop and act upon their vision of partnerships for development;



- Capacity building empowers migrants to speak for themselves and increases the chances of their projects being approved for funding.

6. Diaspora Challenges and necessity for Capacity Building Training

Diaspora leaders and their organisations are often confronted with problems that go beyond the recognition of their activities by governments and civil societies of host and homeland countries. It does not suffice for a Migrant association to get registered at the Chamber of Commerce as an NGO or a charity organisation. Like in most NGOs, Diasporas identify the following challenges or operational 'brakes', which hamper their activities. These have raised the need for capacity building training:

a) Individual level

This includes a lack of good leadership qualities, expressed as a general deficiency in social and human capital of members of the group or community. Also a lack of vision, interest, commitments, awareness of opportunities, openness, transparency and accountability, communication skills, inability or slow to adapt to changes, and consultation with others in decision making, all constitute the structural lacunas of leadership within Diaspora groups.

Capacity building at the individual level usually requires Human resource development, the process of equipping individuals with the understanding, skills and access to information, knowledge and training that enables them to perform effectively as required by leaders. Leaders who participate in such capacity building training are expected to have access to approaches, techniques and building tools which will enrich and enhance existing knowledge and skills such as project designing or proposals. Most importantly, it opens up venues for individuals to engage in the process of learning and adapting to change.

b) Institutional/Organizational level

Also known as the organisational level, the institutional level of capacity building can be analysed in two ways:

i. Internal

Issues of organizational structures and effective methods of management and revenue control constitute the epicentre of weaknesses of most Diaspora organisations. Like most NGOs, Diaspora leaders and organizations suffer from a long list of internal organizational setbacks. The challenges deal with questions of who does what, how and when, in relation to the internal functioning of an organization. The board of directors, executive bureau, office terms of executives, commissions, staff, general assembly, summoning of meetings, setting of the agenda, documentation, quorum, decision-making, frequency of meetings, volunteering and other commitments all constitute the base of an association's governance. Capacity building at the organizational level usually addresses the process of *vie associative* which enhances each member's ability to perform his or her duty, which will culminate to a collective and effective running of the organization with a strategic vision. This builds on the "*affectio societatis*", which is the element of intent required for the formation of the bond between the people who have decided to participate in the founding and running of a company or organization, whether civil or commercial. At such, it strengthens capacities for the elaboration of management structures, processes and procedures, not only within organizations but also the management of relationships between different organizations in both public and private sectors and the community as a whole. These include: capacity for information and communication, capacity for mobilization, capacity for collective decision-making, capacity to create alliances and partnerships and capacity to undertake effective governance.

ii. External

These are usually challenges accrued by an organization independently of what is happening within the organization. Diaspora organizations experience lots of challenges ranging from the



lack of recognition from host EU MS governments and civil society, lack of funds, no access to media, problems of residence permit, and racial discrimination in host countries. Bureaucratic bottlenecks, corruption, embezzlement and siphoning of project funds, lack of trust of Diaspora agendas and a general poor working relationship with homeland institutions all constitute some of the lacunas which hamper the activities of Diasporas as co-development actors.

Capacity building steps in to strengthen institutional and legal framework development. It facilitates the enforcement of legal and regulatory changes which will enable organizations, institutions and agencies at all levels and in all sectors to function on all pistons in order to enhance their capacities. Capacity building does not seek to re-invent the wheel, but should improve or add more value to existing conditions. In other words, creating new institutions is not the solution, rather modernizing existing institutions, cooperating and lending support to them. This is the type of support needed by both host and homeland governments to recognize Diasporas and formulate sound Diaspora-friendly policies when formulating foreign and domestic agendas.

c) Societal level

One of the challenges faced by diaspora organisations is the lack of information flow between members. Quite often members complain of not being given the chance to participate freely in meetings and project actions. Rather, they are being dictated what to do and not given the chance to voice out their grievances. In such an atmosphere, decision-making does not follow democratic principles and sooner or later all the elements of poor governance such as lack of transparency will set in. This also undermines the incentives and commitments of belonging to associations. Capacity building should seek to strengthen the establishment of a more interactive and participative, consultative public administration by members who are not mere spectators but legitimate owners of the association. Capacity building is expected to develop public administrators that are responsive and accountable to the public who voted them in to office. Training will help members to learn from

each other's actions through feedbacks. This will enhance mutual trust, accountability and flow of information more reciprocal, rather than being just a one-way traffic.

In a nutshell, it is still very difficult for most Diaspora associations to exert pressure in order to influence policy-making to their own favour. In most situations Diaspora organisations are still weak, which emanates from a lack of funds. Most of them function with little or no external support, which renders them to run as volunteer associations. In extreme situations, the lack of organisational skills leads to internal squabbles and fragmentations and do not have the skills to design and present projects which can attract donors. The fact that discourses are raised about them in corridors either means that someone is speaking for them but reaping the benefits or they are not taken serious.

7. Approaches to Capacity Building Training Programs

Since the initiation of Capacity building training as such a dominant subject within international development circles, donors and practitioners, policy-makers and scholars are struggling to determine a concise mechanism and approach for attaining its lofty goals. Notwithstanding, Allan Kaplan⁵, a leading NGO scholar, has suggested certain steps to building organizational capacity which can be replicated by Diaspora leaders and associations. These include: the developing of a conceptual framework, establishing leadership an organizational attitude, developing a vision and strategy, developing an organizational structure, and acquiring skills and resources.

- Capacity-training Workshops: This is a face-to-face workshop exercise aimed at strengthening the competences organized either at local or international levels;
- Direct Technical Assistance: This involves high-quality technical support such as consultancy, coaching and mentoring. The aim is to develop effective guidelines for

⁵ Kaplan, A. (2000), "Capacity Building: Shifting the Paradigms of Practice", *Development in Practice*. 3/4 10 (10th Anniversary Issue): 517–526





diasporas and to stay in-touch to give advice on pertinent issues;

- Online Courses: As a follow-up of workshops and technical assistance, on-line courses will enable policy-to gain access to data-bases from which they can enrich knowledge through continuous learning and up-to-date information in the field of migration and development.

8. Discourses surrounding Capacity building for diasporas

While the Millennium Development Goals (MDGs) are much discussed, each mainstream development practitioner has its own agenda, motivations and orientations on how to achieve the outcomes. But there is a growing consensus and the desire to reach a common ground between development practitioners and migrants/diasporas. The EU has recognized that migrants and Diasporas are integral partners for the achievement of the MDGs. But, there seems to be a disconnection and lack of understanding of the term 'recognition'. This could erroneously be based primarily on resources, in terms of the volume of remittances, while neglecting or underestimating the skills, technical 'know how' and existing organization potentials of diasporas already possessed by the diaspora, which needs constant improvement through capacity building training. Diasporas could perceive EU Member-States and mainstream practitioners with a mixture of scepticism, and distrust due to lack of full-scale recognition.

On the other hand, mainstream practitioners also have their own fears emanating from poor diaspora credentials. They are equally worried of the Diasporas lack of dynamism, their double-hidden private political agendas and personal ambitions, allegiances to corrupt and undemocratic regimes, lack of recognition of women rights and role in fuelling cleavages and conflicts back in homelands. Furthermore fostering private political agendas and personal ambitions have raised eyebrows. These concerns should not be stumbling blocks or deterrents as success depends on built trusts and rules of engagement which has to be defined—whereby all stakeholders seize the unique opportunity and framework to engage in meaningful dialogue

around how and under what conditions they can collaborate to unleash their respective capabilities to achieve lasting positive change in the developing and developed worlds (Chukwu-Emeka Chikezie 2007)⁶. The creation of meaningful partnerships and initiatives will be beneficial to all parties at the end creating a win-win situation for all partners involved—host country, homeland and the diasporas itself.

Following the publication of World bank Reports on the importance of harnessing with diasporas as potential partners for development, the EU and Member State governments, civil society organizations as well as mainstream practitioners involved in the field of migration and development, have scaled up support to multi-facet capacity building programs by organizing workshops and courses targeting Diaspora associations and their leaders on issues such as Project Cycle Management and Planning; proposal development; fundraising; financial Literacy and peace building. The ultimate aim is to enable Diasporas to scale up their knowledge, techniques, skills, projects and organizational capacities while simultaneously advancing alliance building and empowering migrants to speak for themselves.

The EU Commission is also working in partnership with academic institutions such as the UN Universities in Maastricht, Migration Policy Centre at the European University Institute, Florence and the Robert Schuman Centre for Advanced Studies (RSCAS) in Italy, which respectively are devoted to inter-disciplinary, comparative, and policy research on the major issues on the European integration process such as capacity building training for migrants. The EU Commission in partnership with the International Migration Organisation, (IOM), Global Forum on Migration and Development (GFMD), King Baudouin Foundation, GFMD, ACP and all supporting capacity building programs for migrants other mainstream stakeholders involved in migration

⁶ Chikezie, C. E. (2007), Strategies for building diaspora/migrant organisation capacity for Development. *AFFORD*. Document prepared for the Civil Society Days of the GFMD Summit in Brussels 2007.



and development

9. Impact of Capacity Building for Diasporas

Nominally-speaking, all countries have access to the same pool of knowledge, but the extent to which each takes up the challenge of recognizing and exploiting this treasure and the level of its success depends solely on the political will of each government. Diasporas have emerged as an additional source of knowledge. Most EU member-states are responding by decisively taking advantage of the vast potential of the transnational network of African Diaspora experts clustered in metropolises. But there are some variables holding back this process. Some EU Member-states are not responding enough [making sufficient use of?] to the stock of knowledge which the Diasporas have brought with them; thus to a very large extent, it risks lying obsolete, and has not been fully exploited or has never been exploited at all. Above all, knowledge is not static. In order to render it dynamic it needs constant overhauling and recycling so as to catch up with the global challenges.

Furthermore, Diasporas are malleable and propitiously open to ventures to gain knowledge, innovation, training, research and scientific entrepreneurship. Diasporas create Knowledge Networks which serve as social structures, capable of identifying, capturing and mobilizing skills and knowledge produced in one context for application and use in another context. Remarkably, the knowledge and skills they garner from workshops trainings, expert meetings and online courses and other networking databases form strong foundations for lessons of good practices.

The impact of capacity building on Diasporas is their becoming 'multipliers' of these good practices. Firstly, they replicate their knowledge and expertise to their strongholds and constituencies in order to effect internal changes. Secondly, apart from financial contributions, Diaspora members undertake transnational psychological remittances. In addition to new knowledge and skills, they also help map new job market as well as established valuable professional and social contacts between their

countries of residence and of origin/heritage. In countries of origin or heritage, they can be seen as role models leading charismatic lifestyles. Coupled with their position, formal ranking, credibility and reputation as well as access to modern equipments and facilities which are non-existent at home, they are able to wield much power. They serve as a guiding link to international markets and funding programs and in many ways also directly and indirectly replicate capacity building training to governments, civil society family members and grass roots in their countries of origin.

10. The African-Europe Platform as an example of Good practice

Most importantly, a three-day Capacity Building Training Workshop organized for African Diaspora experts drawn from all 27 EU Members-States including Norway and Switzerland was held from the 12 to the 14 of March 2013 at Renner Institute, Hotel 2, Europasaal, Vienna-Austria. This training exercise is the first of its kind and is also the first of two trainings that will be organized during the period (January 2011 to December 31, 2013) for setting up the African-Europe Platform (AEP). This 'training for trainers' capacity building training was organized within the framework of the of the European-wide African Diaspora Platform for Development (EADPD) project, which aims at setting up the African-Europe Platform (AEP). The platform aims at bringing together African Diaspora Organisations (ADOs) in their role as co-development actors for Africa, operating in all 27 EU Member States including Norway and Switzerland. This project is funded by the European Commission (EC) and co-funded by the Swiss Agency for Development and Cooperation (SDC), the Dutch Ministry of Foreign Affairs (MinBUZA) and the German Agency for International Cooperation (GIZ). A consortium of project officers from the African Diaspora Policy Centre (ADPC), The Netherlands; African Foundation for Development (AFFORD), UK; Coordination General Migrants for Development (CGMD), Belgium; the Forum of Solidarity International Issues Migration (FORIM), France and the International Centre for Migration Policy Development (ICMPD), Belgium are coordinating the setting up of the AEP platform.





Participants were co-development actors (experts or multipliers) who are representatives of African Diaspora Associations from 27 EU Member-States including Norway and Switzerland. The overall objective of the capacity building training exercise is to strengthen the capacity of the African Diaspora experts in their role as co-development actors with the essential knowledge, skills and tools with which they can develop feasible strategies in order maximizing their contributions to development of their respective home countries in the framework of the EADPD platform.

11. Recommendations on Capacity building

- Members of the Diaspora should be involved at all stages: conception, planning and consultation; this should be firmly embedded to ensure that such training exercises address the needs of those demanding them (the Diaspora), and the objectives of the organizers on the other hand. However, too much involvement of the Diaspora in the consultative and decision-making process could diminish the importance of the training. It would be advisable to take on the representative body of Diaspora associations who are well versed in issues affecting migration and development and capacity building to speak at the EU Commission.
- Secondly, institutions organizing capacity building should provide information over the scope of what it can provide and what Diaspora participants would expect. Such Capacity building workshops should reflect EU guidelines for writing project proposals;
- Thirdly, in order to allow potential Diasporas to attend capacity building activities, the content of the events should be communicated regularly. For instance a list of activities of the coming year can be announced, as well as other capacity building possibilities available for Diaspora organizations, such that recently undertaken under the auspices of the African-Europe Platform in Vienna. This would allow them to better plan their agenda as well as to inform their employees in advance.
- Furthermore, to prevent duplication, the activities and needs of organisations should be studied through participant feedback. Otherwise, this will be a waste of resources and useful time to Diaspora experts and organisations who are already sophisticated with this line of knowledge and also to scale up those who are lagging behind. For example: an introduction to leadership course for beginners, and a refresher course or an advanced leadership course for those who have already acquired the skills. This might also allow advanced organizations to scale up their activities with capacity building initiatives of other organisations, benefit from each other and to create potential synergies with each other.
- The EU should continue to listen and fund mainstream Diaspora stakeholders in the field of migration and development such as AFFORD, FORIM, ICMPPD, ADPC, CGMD, OXFAM NOVIB, IOM, ACP who are regular partners and players at the during GFMD Summits, High Level Dialogue and World Bank meetings on migration and development. Only their expertise in these issues can provide migrants with the relevant capacity-building training that will feed the needs and meet up to the challenges faced by migrants in their host countries.
- Training sessions should be regular and periodic and should specify goals in advance such as strengthening knowledge and skills with possibilities of monitoring and evaluation systems in order to ensure such trainings are attaining its objectives through indicators. This goal can be achieved if the EU continues to give support to post-project activities like those envisaged after the end of the EADPD project in December 2013. This entails monitoring an organization's clarity of mission, leadership in terms of encouraging experimentation, self-reflection, structural changes of learning from experiences, emphasis on-the-job-development which encourages continuous learning, and association's monitoring processes which indicates whether the association is growing through learning from mistakes;
- The evaluation of capacity building training for the Diaspora should be based on a combination of results obtained from monitoring and their activities in a given

period of time. It should be open, flexible and take into consideration, individual and collective improvement through the aid of indicators;

- The EU should promote research-based approach to capacity training on migration and development-related issues. Although much research is being conducted at academic levels, the same enthusiasm is not given to more practical needs in the field through training workshops. There is still the dire need to arrive at acceptable methodologies and approaches of carrying out capacity-building training.
- Research on M&D suggests a triangular-nexus between the host, homeland and the Diaspora itself. As such the first stage of recognizing Diasporas by the EU has been achieved; the African-Europe platform is going operational, while Diasporas are receiving capacity building training. The EU should also provide funds for such training exercises in homeland countries, who are the main beneficiaries of remittances.
- Finally, in 2010 and 2011, the African Diaspora Policy Centre in The Netherlands undertook capacity training workshops in Accra-Ghana for emerging Diaspora ministries for 12 African countries, and has further carried such trainings for 12 African, Caribbean and Pacific Countries (ACP).
- In order to improve dialogue between homeland governments and the diaspora, the EU could also make funds available to kick-start such workshops in the five pilot countries of the EADPD project. which could eventually be replicated as lessons of good practices in countries within the pilot regions.

12. Conclusion

The recognition of Diasporas is a triangular-nexus involving the host, homeland and the Diaspora itself. It is therefore imperative to ensure capacity building at all three angles. This is more so because the host and homeland environments singularly or collectively determine the activities and output of the Diaspora as co-development actors. In as much as Diasporas or migrants and their remittances are at the epicenter of all discourses surrounding migration and development, their competences are lagging behind. At this juncture, the education and capacity building training opportunities available for migrants and their off-spring is an invaluable factor which determines the human capital and the resulting output which impacts heavily on the resources they remit to their homeland countries, and enable Diasporas to play their role in the relations triangular-nexus. At the same time, the success of education and training programs highly depend on the political will of the EU MS governments, Civil Society Organisations in host and homeland countries and other stakeholders in the field of migration and development.