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Note from the Director

The nexus between migration and development is increasingly gaining policy attention at different levels. This is due to the growing visibility of migrant communities in development policy circles, both in host and home countries. Migrant communities have become critical development actors and key drivers for a diaspora-led development sector. Yet, the growing policy attention has not often been translated into programmes that enhance the operational capacity of migrant organizations. Scaling up the skills and operational capacity of diaspora development practitioners will in turn increase the effectiveness and impact of development projects they are implementing on the ground on wider beneficiaries. It is with this rationale that ADPC has launched a new multi-year “Diaspora Academy Programme” (article 3) aimed at enhancing and upgrading professional skills development and competency of diaspora organizations active in the field of migration and development.



Another important development that we want to bring to your attention is the African Union Commission’s (AUC) adoption of five Flagship or Legacy Projects to give immediate, urgent and tangible meaning to declaration of the first Global African Diaspora Summit held in South Africa on 25 May 2012. The five Legacy Projects are: the African Diaspora Volunteer Corps, the African Diaspora Skills Database, the African Institute for Remittance, the African Diaspora Investment Fund and the Development Marketplace for African Development.

Finally, the second High-level UN Dialogue (HLD) on International Migration and Development will be convened in New York in October 2013. (article 5) The event will be organized to take stock of the milestones achieved and the good practices and lessons learned regarding the nexus between migration and development since the 2006 UN High-level Dialogue was convened.

You will find more on this in the articles of our June 2013 newsletter.

I hope you enjoy reading our newsletter.

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1. Workshop on African Union Diaspora Legacy Projects

Washington Workshop 25-28th of March 2013

Report

The African Union Commission (AUC) in cooperation with the World Bank organized a consultation workshop in Washington from 25-28 March 2013. The objective of the meeting was to deliberate the appropriate implementation frameworks for the five Legacy Projects adopted in the declaration of the first Global African Diaspora Summit held in South Africa on 25 May 2012.¹ The five Legacy Projects are: the African Diaspora Volunteer Corps, the African Diaspora Skills Database, the African Institute for Remittance, the African Diaspora Investment Fund and Development Marketplace for African Development. The projects are adopted to give immediate, urgent and tangible meaning to declaration of the summit which was a milestone in this regard. In other words, they are translating a political commitment into feasible actions and realizable outcomes. The consultation meeting was called upon to set the pace for review and finalization of project documents that will then be submitted to a workshop of Experts from all the 54 Member States of the African Union in June 2013. The outcomes of that meeting will then be submitted to the executive organs of the African Union for consideration and/or approval.

The Director of the African Diaspora Policy Centre (ADPC) was invited to participate in the event and make a presentation on the “Capacity Building Programme for the newly-formed Diaspora Ministries in Africa”. ADPC is the pioneer of this unique programme. For instance, since 2006, ADPC has been offering capacity building trainings to government policymakers tasked with overseeing diaspora and development related matters. However, capacity building is not one of the Legacy Projects. Nonetheless, all these projects will require a capacity building support for their successful implementation.

The symbolic importance of the Legacy Projects is that they increase the awareness of diaspora development which in turn facilitates the development of tangible partnerships between diaspora and the continent. They can also inspire the African diaspora communities to contribute more to the overall development of their countries of origin in a sustainable manner. Furthermore, the very idea of partnering the diaspora with well-defined programmes such as these Legacy Projects is a testimony of the recognition of the diaspora as critical agents for the development of the continent.

One of the Legacy Projects is the setting of the African Institute for Remittance. This is timely, however in comparison with other developing countries, sub-Saharan Africa receives only one and a half per cent of the total of these remittance flows. This figure illustrates the limited financial resources that the African diaspora collectively generates in comparison with the huge sums that other diasporas send home. Yet, the African diaspora transfers non-financial values that influence development in the homelands in ways that are largely overlooked policy considerations, despite their critical significance. For instance, the diaspora channels information, modern ideas, intellectual capacities, new technological skills, smart and innovative business and trade practices, peace-making tools and techniques, and democratic political habits and practices from the West to Africa. Eventually, these non-financial flows from the diaspora could have a profound impact on the attitudes of society regarding the perception of freedom, tolerance of differences, human rights

¹ For more information about the declaration of the Global African Diaspora Summit, see www.au.int

issues, and governance and political practices in the homelands. This reality makes it imperative to invest in the setting up of an African Capacity-Building Facility for diaspora affairs, similar to that of the African Institute for Remittance. Such a facility would enable the continent to benefit more from the non-financial flows through which the African diaspora can impact upon development in the homelands. It will also support African governments to better harness the considerable social capital of the diaspora, assisting them in developing diaspora-oriented national policy strategies and helping them to undertake measures that facilitate the integration of diaspora-driven development into the overall national development agenda.

Another Legacy Project is the African Diaspora Skills Database which can be useful if the data is compiled for specific purposes that can be targeted for specific interventions. In other words, it will be valuable to collect diaspora data along sector lines (i.e. health and education) and thereby avoid compiling a general inventory that would be of little practical use when it is completed. For example, the targeted countries and institutions must first identify the sectors that are in need of skilled personnel before the mapping exercise which should be aimed at compiling and mobilising professionals within the diaspora for an already defined purpose. This kind of data collection, linked to specific sectors, is more valuable than general mapping exercises, which are costly and unfortunately have become the mantra among many homeland governments, as well as various international bodies working in this field.

The third Legacy Project which we will briefly touch upon in this article is the African Diaspora Volunteer Corps. This project has the potential to increase the harnessing of considerable diaspora resources for a 'brain circulation scheme' designed to mitigate the adverse effects of brain drain in Africa. For instance, the skilled and experienced African diaspora professionals can be engaged in wider and targeted capacity building interventions in the short and medium term. They could share and transmit their knowledge, experiences and institutional networks to their counterparts on the ground. They could also provide training, mentoring and direct coaching in order to upgrade the skills of local workforce in a range of areas. Particularly, in the post-conflict situations, the skilled African diaspora can contribute to the rehabilitation of political institutions and civil administrations in local government badly weakened or devastated by conflict. All in all, the African Diaspora Volunteer Corps project can galvanize skilled and professional African diaspora to transfer considerable knowledge, skills, experiences and valuable networks to the continent in a large scale.

The five Legacy Projects give a practical meaning to the declaration of the first Global African Diaspora Summit. They also provide a roadmap to the range of areas that diaspora communities can play a tangible role to the overall development of the continent. More importantly, the launching of these Legacy Projects convey a clear message that the continent is eager and ready to incorporate the diaspora in the development process as valued and valuable partners.

2. ADPC Capacity Building Programme

General back ground information

Since the early 1990's, international migration has powerfully manifested as one of the main global forces shaping the directions and trends in the 21st century. Contemporary global migration presents both challenges and opportunities: challenges of orderly management, and opportunities for harnessing the significant potential (capital, knowledge and networks) of migrants for the overall development of their countries of origin. These two-pronged manifestations the problems, and benefits associated with migration have made the topic a top priority on the national and international agenda worldwide. It has also become an emerging policy field in many countries around the world. However, to many developing countries, current migration dynamics, and the related issues represent huge policy and institutional challenges for effective coping mechanisms. This is due to the fact that the nexus between migration and development is a complex phenomenon with many different dimensions. Additionally, it is a relatively new field. As a result, policymakers in many developing countries often lack the knowledge, capabilities, and experience to make well-informed policy choices geared towards managing migration in an orderly manner, and for engaging migrants in domestic development in a sustainable and systematic way. This reality, therefore, makes it an urgent priority to invest in capacity building for policy development. In this regard, developing a national migration policy is a key precondition for sound practical interventions that can greatly contribute to minimizing the negative impact of migration while maximizing its potential benefits.

In 2009, ADPC pioneered a capacity building training programme tailored to the specific needs of the developing countries in the field of migration and development. The programme was particularly initiated as a response to capacity deficits affecting the performance of the emerging Diaspora ministries and other institutions in Africa and in other ACP countries tasked with overseeing diaspora and development related matters in many countries in Africa. The main purpose of the training workshop was to contribute to strengthening the policy making capacity of the diaspora-oriented policymakers by providing them with the essential knowledge, skills and tools to develop feasible policies aimed at maximising the contribution of the diaspora to the development of their respective home countries.



In this regard, ADPC is at the forefront of the establishment of this unique programme, which is the first of its kind. It is also the first institution that has developed a high-quality capacity building training programme tailored to the specific needs of national governments, regional bodies, and civil society organizations in the developing world active in the field of migration and development. We understood early on that without strengthening the capacity of migrant-oriented institutions, developing countries will neither adequately manage the challenges of migration, nor sufficiently benefit from its opportunities and development potentials. It was with this in mind that we designed our capacity building training programme to bridge the North-South knowledge gap in this emerging policy field.

As a result, since 2009, ADPC has offered capacity building trainings to numerous ACP countries. For instance, in 2010 and 2011, we trained 24 African government officials from 12 African countries located in different regions in Africa. The countries they represented are: Benin, Burundi, Ethiopia, Ghana, Kenya, Liberia, Mali, Nigeria, Rwanda, Sierra Leone, Uganda and Zimbabwe. Likewise, from December 2012 to March 2013, ADPC has provided a series of capacity building trainings to eleven ACP countries; namely, Cameroon, Haiti, Kenya, Lesotho, Nigeria, Papua New Guinea, Democratic Republic of the Congo (DRC), Senegal, Tanzania, Timor Leste, and Trinidad and Tobago. We have therefore trained a total number of 165 government policymakers serving in diaspora-oriented institutions in their respective countries. In this regard, ADPC has a proven track record in delivering a high-quality capacity building training efficiently and on time, which has already been tested and implemented in the field. Likewise, ADPC being a migrant-based centre of knowledge and expertise better understands both the challenges and opportunities presented by the contemporary migration dynamics to the developing countries and, thereby, is in a unique position to assist them in their efforts of minimizing the negative impacts of migration while maximizing its potential benefits. More importantly, the capacity building training programme of ADPC is developed from the perspectives, challenges, aspirations, development priorities, and the specific policy and institutional needs of developing countries regarding the nexus between migration and development.

The capacity building training is designed for government civil servants in developing countries, regional bodies, civil society representatives, development practitioners in mainstream donor agencies and international organizations directly involved in the migration policy processes and practical implementations in their area of work. The expected results of training course are that participant countries:

- Will acquire new knowledge and up-to-date information tailored to their specific policy-making needs;
- Obtain knowledge about best practices from the experiences of other countries;
- Acquire innovative strategies geared toward mobilising migrants for homeland development;
- Develop technical capabilities to design a national Migration and Development Strategy Paper (MDSP), which can be translated into feasible strategic interventions and realisable actions;
- Gain policy and practical insights on how diaspora-driven development can be integrated into the overall national development agenda; notably, through programmes such as the Poverty Reduction Strategy Papers (PRSPs) and the Millennium Development Goals (MDGs).

3. Launch Diaspora Academy Programme

Information on new programme and partnership

The African Diaspora Policy Centre (ADPC) in cooperation with The Network University (TNU) has launched a multi-year “Diaspora Academy Programme”. The programme is aimed at enhancing and upgrading professional skills development and competency of diaspora organizations in Europe, active in the field of migration and development. It is the first of its kind in Europe initiated to facilitate diaspora development practitioners and organizations gaining access to a targeted knowledge, useful and relevant information, viable contacts, and networks that help to further boost their contribution to the overall development of their countries of origin. A key challenge that this initiative responds to is the lack of appropriate and timely information, which limits the potential of diaspora organisations to maximize the efficacy of their contributions to home land development and pursue a wider scale of impact. This Programme is therefore both relevant and timely, as it addresses an important topic that has thus far been largely overlooked, despite its critical significance.

In the past 10 years, many diaspora organizations in Europe and beyond have been operating as critical development entities in their countries of origin. They have been involved in all kinds of development activities that often cut across both social services and financial sectors. For example, diaspora-driven organisations have become active to varying degrees in community development, health, education, employment promotion, micro-entrepreneurship and business, etc. They are also involved in a broad range of development-related activities at the local, sub-national and national level. Consequently, the involvement of the diaspora in homeland development has grown from simple to very complex and dense processes. This is partly the result of diaspora becoming better organised in the host countries through such structures as professional or development-oriented associations. In addition, diaspora organisations and associations in host countries are gaining access to considerable financial resources, which enables them to sponsor in a sustainable manner, development projects that they implement in their respective homelands. It is also partly the growing realisation among the diaspora that they have a responsibility to contribute to the development of the continent that they have left physically but not emotionally.

Yet, diaspora communities, despite being the key strategic agents of the nexus between migration and development, still lack access to knowledge and information tailored to their specific needs for an effective operation of development interventions. This is because of their marginal position in comparison with other stakeholders in the field of migration and development. As a result, most of the knowledge and insights generated in the field are not targeted at the diaspora even though they are urgently needed. Only those who are established development actors have access to such knowledge and insights and in possessing such knowledge are able to utilize them to design, structure and implement their development programmes both effectively and professionally. One diaspora development practitioner lamented during a previous workshop, “we want to increase the effectiveness and impact of development projects we implement in our homelands but we have no access to a useful knowledge and information that will enable us to operate more efficiently”. Yet, although the need is big there is not a single programme that provides capacity building training targeted to the professionalization needs of the diaspora organisations involved in development interventions in their respective homelands. The programme will therefore tackle this capacity deficit by providing capacity building training to diaspora organisations, in order to upscale their

professional and technical competency, resulting in their ability to contribute more to the development of their respective countries of origin in a professional manner.

The activities of the Programme are composed of capacity building training to diaspora organisations; evidence-based research; advocacy and lobbying activities; information dissemination; and organizing expert meetings and workshops.



The target groups of this programme are the diaspora development practitioners in Europe and beyond, who are active in areas of remittances, entrepreneurship in small and medium scale enterprises (SMEs), and peace building and post-conflict reconstruction efforts in their home countries of origin. They are particularly targeted because of their considerable potential to contribute to the overall development of their homelands in a sustainable manner if their knowledge and operational capacity are scaled up. This subset of development areas comprises our first three programming pilot

topics. The Programme will also expand into other essential priority areas of capacity building training in subsequent phases.

The added value of this Programme is that it is filling a gap in the field by making critical knowledge and up-to-date information available to diaspora development practitioners. This is urgent since up-scaling the skills and operational capacity of diaspora development practitioners will in turn increase the effectiveness and impact of development projects they are implementing on the ground on wider beneficiaries.

4. Capacity-building Training for African Diaspora Experts in Vienna

Report of training Vienna, Austria 12-14 March 2013

A three-day Capacity-Building Training organized by the Africa-Europe Platform (AEP) was held from 12 - 14 March 2013 in Vienna, Austria. The training was targeted at African Diaspora experts drawn from all 27 EU Members-States including Norway and Switzerland, who are active in development-related issues and their local project partners in these European countries as well as countries of origin. This is the first of two training exercises that will be organized as part of the activities to firmly establish the AEP by December 2013. The main beneficiaries will include migrant communities, governments and civil society organizations of European and African countries, mainstream migration and development practitioners, international cooperation agencies, and researchers. This 'training for trainers' exercise was coordinated by African Diaspora Policy Centre (ADPC), the leading organization amongst a consortium of partners who are responsible for the setting up of the platform.

The training expert explained the importance of the training, which operates on the premise that migrants send remittances to countries of origin but do very little to increase their capacities in the host countries. More so, although African Diasporas have emerged as drivers of change for African development, most of them still lack the essential knowledge, skills and tools that would maximize their remittances. As such, the overall objective of the training is aimed at promoting and strengthening the capacity of the African Diaspora experts and their associations in their contributing role as African co-development actors in the framework of the EADPD. This would be achieved at two levels:

i). Individual levels usually require human resource development, which is the process of equipping leaders with the understanding and skills to access information, knowledge and training that enables them to perform effectively. The training would enable them to have access to approaches, techniques and building tools, which will enrich and enhance existing knowledge and skills to improve on project designing or proposals for funding. Most importantly, it opens up venues for individuals to engage in the process of learning and adapting to change.

ii). Institutional or organizational levels address issues of organisational structures and effective methods of management. It highlights the roles and terms of office for board of directors, executive bureau, executives, commissions, and staff. It also spells out the frequency of summoning general assembly meetings, setting of agendas, as well as addresses issues of documentation, quorum, decision-making, volunteering and other commitments that constitute the base of how an association is governed.

The specific objectives of the training include strengthening the capacity of Diaspora experts to make maximum use of their skills in order to manage their associations more effectively. This will also enhance collective democratic decision-making and practices good governance, and encourage Diaspora organizations to develop meaningful and strategic partnership alliances in the processes of development cooperation. Secondly, the workshop is aimed at raising capacities to mobilize different actors, collect and manage information, manage internal and external communications, increase fundraising activities, create more awareness, and to ensure transparent management of human, material and financial resources, respectively. Thirdly, it will improve coordination, communication and cooperation development activities undertaken by the African migrant organizations through the

development of tools and mechanisms for sharing information, knowledge and expertise.

Furthermore, it will improve on methods of mobilization such as advocacy and ways to increase diaspora participation in the political processes in migration and development. More so, it was envisaged that the workshop will produce a ‘multiplier effect’. In this case, experts are expected to duplicate and share their experiences through feedback with other Diasporas associations and stakeholders in their various host countries. It is also aimed at providing support in the establishment of a European Platform of the African Diaspora organizations working on issues related to African development in the context of migration and development. Finally, in the long run, their capacities will be maximized in order to develop feasible strategies which will contribute to the development of their respective home countries.

The training exercise opened with the experts themselves drawing a long list of ‘brakes’ or a variety of challenges that hamper their activities in host countries in their activities as co-development actors in countries of origin. Several hindrances of critical significance were identified. These include: lack of good leadership, transparency, accountability, funds, interest, commitment, awareness of existing opportunities, good knowledge of a working environment; poor project plans for organizational strategies, coordination, vision, management and communication skills; problems of diversity management; and duplication of projects and ideas.

It was primordial, therefore, to understand what the challenges are, why they do occur, how to approach them and which, methods and tools are necessary to tackle them. A good diagnosis of the different individual, institutional and organizational lacunas will help to tailor the training towards the mitigation of the challenges and raise capacities that will provide solutions to feed the existing gaps.

Methodology-wise, a ‘Tree model’ was used to illustrate the various stages of growth of an association: embryonic, emerging, growing, well developed, and maturity stages, respectively. Therefore, a well-functioning association has deep roots at its base. In the same light, good-functioning organisations usually take the shape of a pyramid with its leader at the top and its members consolidating the base. Participants were invited to indicate the stage of growth of their organizations. They were further called upon to determine where they have succeeded, cannot succeed, can succeed, or will succeed to overcome the challenges and to attain their specific goals.

The workshop also gave members the chance to exchange lessons and experiences of good practices with others which would serve as auxiliary guidelines.



These include importance of transparency, participation, consultation, and effective management of financial, human and material resources. They also shared ideas on strategic leadership, planning, implementation, monitoring and evaluation, and relations with the outside world respectively. Furthermore, the maximum use of communication tools such as the internet, Skype and mobile phones were identified as the most reliable

means to reach out to members. This would render members more participative, involved, available, committed and competent. Participants learnt how to deal with grievances and conflicts. They gained

the values of *affectio societatis*, which is the element of intent required for the formation of the bond between the people who have decided to participate in an association. The experts are expected to produce a 'multiplier effect' in their host countries by replicating the gained knowledge in their respective constituencies.

The training session also gave experts the chance to brainstorm with each other over the prospect of ownership of the project in the post-project era. At the end of the three-day training, most members showed total satisfaction in terms of human resource development, new knowledge and skills gained, and how to access the information and new approaches, techniques, and tools to design project proposals for funding. They also had a chance to brainstorm each other over the prospect of continuity of the project in the post-project era.

5. Second UN High Level Dialogue (HLD) on Migration and Development

Update on the current discourse

On October 3-4 2013, the second High-level UN Dialogue (HLD) on International Migration and Development will be convened in New York. The event will be organized to take stock of the milestones achieved and the good practices and lessons learned regarding the nexus between migration and development since the 2006 UN High-level Dialogue was held. The meeting is organized to address critical issues of global migration governance, and to produce concrete actions and practical solutions that benefit countries of origin and destination as well as the migrant individual. Furthermore, the topics deliberated on during the event are also expected to touch on matters relating to migration issues such as improved well-being, recognition of human rights, and human development for all migrants.



In the first HLD in 2006, despite being the most important strategic stakeholders in the migration and development field, migrants were not sufficiently consulted. In this regard, migrants felt that their voices and perspectives were largely marginalized. They also felt that they were excluded from the dialogue process as if to suggest that they lack the knowledge and the aptitude to translate practical experiences into perceptions, perspectives, and models, that then can be further translated into policy instruments, options, and action plans. This situation has thereby created a perception among migrants that they are not considered to be a representative interlocutor with other stakeholders and players in the migration and development field for a genuine and effective policy dialogue. Yet, migrants occupy a vital strategic position, which actually enables them to develop a particular kind of worldview, one that is intimately framed by socio-political realities across countries and continents. Migrants therefore entertain perspectives different from those advanced by dominant opinions, which adds unique value to the policy dialogue.

This time around, migrants do not want to remain spectators on the side-lines, as was the case in 2006, but instead they will make sure to get a seat at the table and to participate in the dialogue meaningfully. Thanks to their active participation in the Global Forum on Migration and Development (GFMD) policy dialogues in the past six years, migrants are now well-placed to articulate alternative views and suggestions that can enrich the upcoming HLD from a perspective of a primary stakeholder. They are also in a good position to place issues on the agenda that reflect their concerns, aspirations, interests and priorities in the debate regarding the nexus between migration and development. Key themes for the four round-table sessions and the four interactive multi-stakeholder sessions of this second HLD are:

- Assessing the effects of international migration on sustainable development and identifying relevant priorities for consideration in preparations of the post-2015 development agenda
- Developing measures to ensure respect for and protection of the human rights of all migrants, improving their general well-being as well as human development for all migrants
- Strengthening partnerships and cooperation on international migration, mechanisms to effectively integrate migration into development policies, and promoting coherence at all levels

- Promoting tangible partnerships between migrants and non-state actors at sub-national and local levels in the field of migration and development in order to enhance development outcomes
- Mainstreaming migration into the national development agenda, notably, through programmes such as the Poverty Reduction Strategy Papers (PRSPs), and the Millennium Development Goals (MDGs), as well as the post-2015 development agenda

Migrants want to have a critical voice in the discussion of these important topics since the best solutions are likely to be worked out when the primary stakeholders – in this case, the migrants – are involved from the outset. Furthermore, migrants are chief agents in the establishment of linkage between migration and development and without their strategic interventions it is not likely that initiatives on development and migration can succeed or achieve the expected results. In short, the proactive participation of migrants in this upcoming HLD will help increase their advocacy voices in matters relating to mainstreaming migration as a cross-cutting issue within the post-2015 development agenda. It will also facilitate the inclusion of migrant voices and visions in policy deliberations taking place at the international level in a more structured and formalised manner. We therefore hope that governments will consider according migrants a proper role in this upcoming HLD and refrain from limiting their participation in the dialogue, as was the case in the 2006 High-level Dialogue.
