

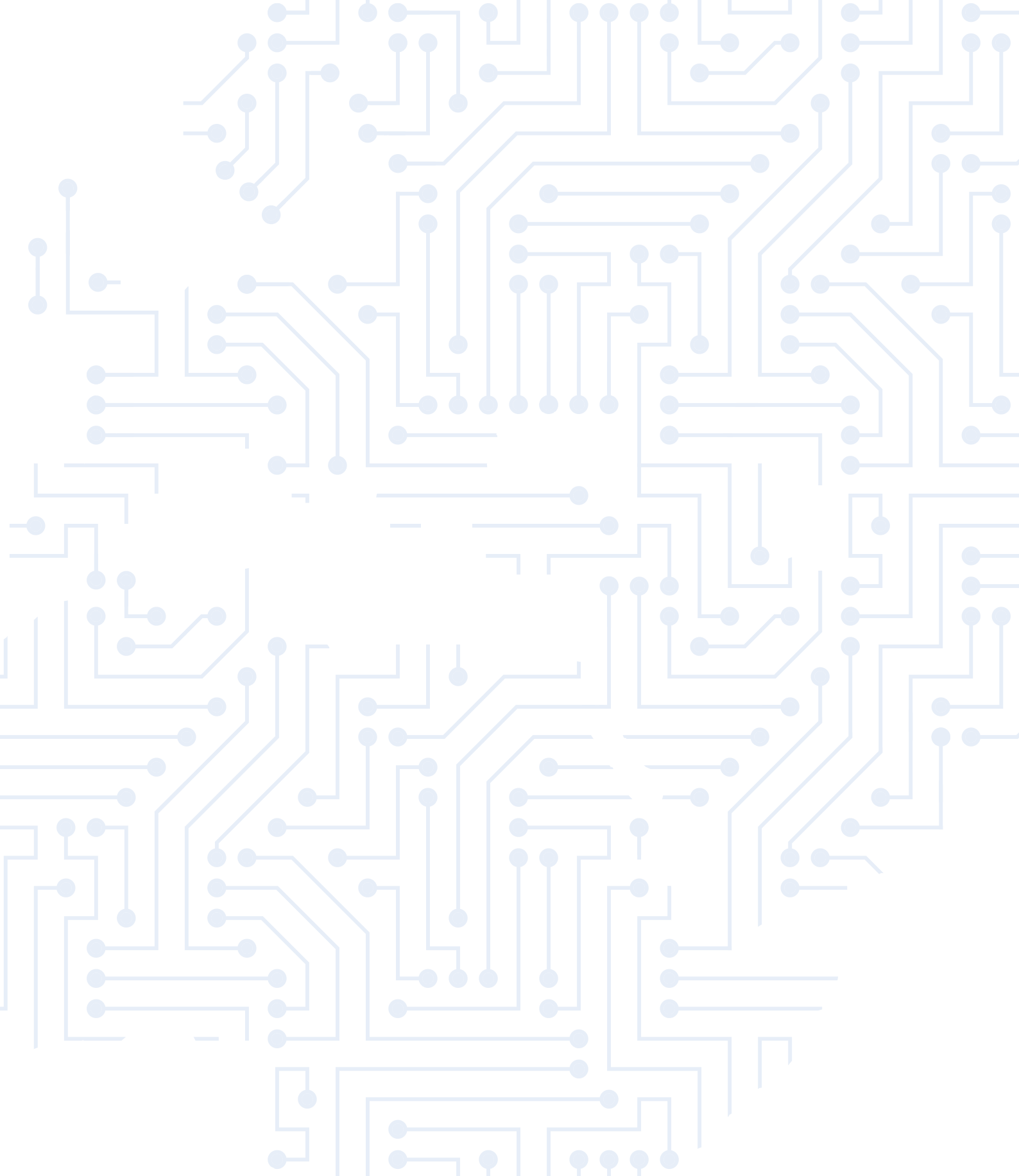
IMPLEMENTATION OF THE TALENT PARTNERSHIPS

WHAT POTENTIAL ROLE FOR THE DIASPORA?

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AUTHORS

ECDPM: Amanda Bisong, Loksan Harley, Dr Mehdi Lahlou and Dr Katrin Marchand.

The European Centre for Development Policy Management (ECDPM) is a leading independent think tank that wants to make policies in Europe and Africa work for inclusive and sustainable development.

<https://ecdpm.org/>

For any queries, please contact: info@ecdpm.org

Coordinated by

EUDiF: Dr Aurélie Sgro (Senior Project Manager); Dr Fanny Tittel-Mosser (Knowledge Management and Research Officer)

The EU Global Diaspora Facility (EUDiF) is a pilot project funded by the European Union's Directorate-General for International Partnerships (DG INTPA) under the Development Cooperation Instrument, running from June 2019 until the end of 2022. The project is implemented by the International Centre for Migration Policy Development (ICMPD). EUDiF strives to foster an informed, inclusive and impactful diaspora-development ecosystem through knowledge and action, working together with partner countries, diaspora organisations in Europe, the EU and its Member States.

<https://diasporaforddevelopment.eu/>

For any queries, please contact: EU-diaspora@icmpd.org

MPF: Dr Jennifer Tangney (Senior Project Manager)

The Migration Partnership Facility (MPF) is an EU-funded initiative, implemented by ICMPD, that supports the implementation of the external dimension of EU migration policy as described most recently in the New Pact on Migration & Asylum (2020) where the new Talent Partnerships concept was brought to light. The MPF seeks to support EU and its Member States to realise the ambitions of their agreements and frameworks with priority partner countries, including through support to pilot labour mobility projects and technical assistance for migration management as mutually agreed.

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For any queries, please contact: mpf@icmpd.org

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ACRONYMS

AAMR	Academy for African Migration Research
ADAN	Afro Deutsches Akademiker Netzwerk
AEEG	Association of Ethiopians Educated in Germany
AEROMAC	Le Réseau des Compétences Marocaines en Aéronautique au Canada / Network of skilled Moroccans in aeronautics in Canada
AFFORD	African Foundation for Development
AGIC	African German Information Centre
AMCN	American Moroccan Competencies Network
ANAPEC	Agence Nationale de Promotion de l'Emploi des Compétences / National agency for the promotion of employment and skills
ANPA	Association of Nigerian Physicians in America
AMF	Association des Marocains de France
APTC	Australia Pacific Training Coalition
AusAID	Australian Agency for International Development
AUC	African Union Commission
BLA	Bilateral labour arrangement
BMZ	German Ministry for Economic Cooperation and Development
CAMM	Common Agenda on Migration and Mobility
CCME	Conseil de la Communauté Marocaine à l'Étranger
CD4D	Connecting Diaspora for Development
CGDEV	Center for Global Development
CFO	Commission on Filipinos overseas
CSO	Civil Society Organisation
DÄSAV	Ethio-German Students and Academics
DFAT	Australian Department of Foreign Affairs and Trade
DMK	Deutsch-Marokkanisches Kompetenz netzwerken / Le réseau des compétences Marocaines en Allemagne / German-Moroccan network of competences
EC	European Commission
ECDPM	European Centre for Development Policy Management
EDA	Ethiopian Diaspora Agency

EU	European Union
EPN	Ethiopian Professionals Network
ERGEM	Enhancing the role of Georgian Emigrants at Home
ESCFE	Ethiopian Sports and Culture Federation in Europe
EUDiF	European Union Global Diaspora Facility
FON	Friends of Nigeria
GAMM	Global Approach to Migration and Mobility
GCM	Global Compact for Safe, Orderly and Regular Migration
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH
GSP	Global Skills Partnership
HOMERe	High Opportunity for Mediterranean Executive Recruitment
ICMPD	International Centre for Migration Policy Development
ILO	International Labour Organization
IOM	International Organization for Migration
JCC	Ethiopian Jobs Creation Commission
NAMAN	North Africa Migration Academic Network
MANSAG	Medical Association of Nigerians Across Great Britain
MBIE	New Zealand Ministry of Business, Innovation & Employment
MDA	Ministries, departments and agencies
MEET Africa	Mobilisation Européenne pour l'Entreprenariat en Afrique
MENA	Middle East North Africa
MoU	Memorandum of Understanding
MP	Mobility Partnership
MPC	Migration Policy Center
MPF	Migration Partnership Facility
MPI	Migration Policy Institute
MRC	Migrant Resource Centres
MRE	Ministry of the Moroccans Residing Abroad
MWCTC	Morocco-Western Canada Trade Center
NAMAN	Réseau Académique Nord-Africain sur la Migration
NDIS	Nigeria Diaspora Investment Summit
NELEX	Nigerian Electronic Labour Exchange
NGO	Non-governmental Organisation

NIDCOM	Nigerians in Diaspora Commission
NIDO	Nigerians in Diaspora Organisation
NIDOE	Nigerians in Diaspora Organisation Europe
NISIG	Nigerian Scholars in Germany
NMAG	Nigerian Medical Association in Germany
NWAG	Nigerian Women Association of Georgia
NWIDLF	Nigerian Women in Diaspora Leadership Forum
OECD	Organisation for Economic Co-operation and Development
OSGF	Nigerian Office of the Secretary to the Government of the Federation
OVO	Entrepreneurs for Entrepreneurs (Ondernemers voor Ondernemers)
PALIM	Pilot Project Addressing Labour Shortages through Innovative Labour Migration Models
PF	Pasifika Futures
PLF	Pacific Labour Facility
PMD	Programme Migration & Diaspora
SDC	Swiss Development Cooperation
SNIA	Politique Nationale d'Immigration et d'Asile (Morocco)
SPA	Special Partnership Agreement
TEF	Tony Elumelu Foundation
TEEP	Tony Elumelu Entrepreneurship Programme
TOR	Terms of Reference
TP	Talent Partnership
TVET	Technical and Vocational Education and Training
UfM	Union for the Mediterranean
UK	United Kingdom
UNEM	National Union of Moroccan Students
UN DESA	United Nations Department of Economic and Social Affairs
UNDP	United Nations Development Programme
UNHCR	United Nations High Commissioner for Refugees
UNU-MERIT	United Nations University - Maastricht Economic and Social Research Institute on Innovation and Technology
USA	United States of America
US	United States
USD	United States dollar
YEP	Your Ethiopian Professional

EXECUTIVE SUMMARY

This study commissioned by ICMPD is co-steered by the European Union Global Diaspora Facility (EUDiF) and the Migration Partnership Facility (MPF)¹. It aims to explore options for linking diaspora involvement with labour migration in the context of the Talent Partnerships (TPs) proposed under the new European Union (EU) Asylum and Migration Pact. Adopting an exploratory approach, the study provides insights into how diaspora organisations (identifying several diaspora segments) and individuals can be engaged in the implementation of the EU's Talent Partnerships. The study provides practical recommendations to guide the design and thinking of these partnerships.

The Talent Partnerships provide an opportunity for harnessing legal labour migration prospects and will form part of the broader framework of migration cooperation between the EU and third countries. The partnerships will provide an opportunity to match labour and skills needs between the EU and third countries. It is envisaged that, the Talent Partnerships will involve various stakeholders, including the private sector and diaspora organisations. Consequently, this study highlights the role of the diaspora in linking migrants in origin and destination countries, as well as the range of services and support they offer to migrants including their role in brokering networks and opportunities across countries, skills development, integration and reintegration.

This study examines the roles that the various segments that the diaspora can play in facilitating labour mobility between countries of origin/heritage and destination countries. Furthermore, it analyses the engagement of the diaspora along the migration cycle and maps specific activities that the diaspora already engages in, which may contribute to the objectives of the Talent Partnerships. The study identifies enabling factors that should be established by identified stakeholders, including countries of origin and destination, in order to empower the diaspora to engage in their various roles along the migration cycle. It further identifies what actions international organisations and implementing agencies can equally play in supporting the diaspora in their roles. The study focuses on four country case studies, namely Ethiopia, Georgia, Morocco and Nigeria, but also looking beyond, at existing labour mobility schemes and diaspora engagement initiatives.

Diaspora engagement in promoting development in their countries of origin through harnessing their skills and knowledge has become a primary concern of governments of countries of origin in recent years. These governments are creating programmes that seek to harness the innovative, production and investment capacities of their diaspora to contribute to the development of their countries of origin/ heritage. The activities undertaken by the diaspora through some of these initiatives can be linked to the Talent Partnerships and promote skills development, knowledge transfer, employment creation and labour mobility between destination countries and countries of origin/ heritage.

The study finds that the diaspora engages in different roles in supporting labour migration between their countries of origin and destination. First, as entrepreneurs and employment creators in countries of destination, they may offer employment to their fellow nationals. However, this is dependent on local labour laws and employment conditions. Second, diaspora business facilitate trade between their countries of origin and destination and explore investment opportunities in their countries of origin. Third, diaspora organisations and

¹ Until 2021, MPF was called the Mobility Partnership Facility.

networks create opportunities for migrants through their role in brokering information and building bridges between migrants and their host communities. Fourth, working together with international organisations, the diaspora promotes the transfer of skills and knowledge to their countries of origin/ heritage through formalised engagements with the government such as secondment programmes or informal engagements. Fifth, the diaspora equally plays an important role in facilitating the integration of new migrants in the host communities.

In order to integrate the diaspora into TPs, the study draws on lessons from past and present initiatives involving diaspora engagement and proposes lessons learned to guide the design of the envisaged TPs. These diaspora engagement initiatives are broadly split into (i) pre-departure support and skills development and (ii) integration support. We note that diaspora contributions to skills development in countries of origin centre on knowledge transfer, entrepreneurship support, academic exchange, and mentorship. These types of activities can be supported in the framework of the TPs to facilitate the involvement of diaspora segments. Skills development involving diasporas is predominantly initiated by diaspora individuals and organisations, as well as governments of countries of origin, international organisations, and governments of countries of residence. Consequently, there are a wide range of stakeholders that can be included in the design of the TPs including the diaspora themselves, to better support their engagement. In addition, the knowledge transfer initiatives identified could only engage diasporas from specific countries of residence – notably those whose governments funded the initiatives. This precludes any achievement of scale by engaging diasporas from across Europe and beyond.

However, “tapping into” diaspora talent for skills development requires long-term resource-intensive networking. The approaches to identifying and involving the diaspora may differ depending on how structured the diaspora networks are and their location in the destination countries. For TPs to mobilise diaspora talents in a scalable manner, it will likely be necessary to build on the diaspora networks already developed by previous EU Member State-funded programmes, or to explore collaborations directly with pan-European or pan-Member State diaspora professional networks or platforms that have already developed these networks. Within identified diaspora networks and organisations, it was observed that, their appetite for volunteering time to support skills development is significant and driven by both a need to “give back” and pursue own interests in accessing new skills, knowledge, networks or opportunities in countries of origin and destination. Diasporas, by engaging with their fellow nationals, may want to explore transnational business ideas and develop their own networks and understanding of their homeland markets. While there is a strong appetite amongst skilled members of the diaspora to volunteer – in addition to strong needs for diaspora expertise in countries of origin – there may be a limited capacity on the part of homeland institutions to identify and gain impact from diaspora talent. Diasporas can play a role in providing information and orientating prospective migrants, but framing and subjectivity are critical. Diaspora members can play an important role in orientating prospective migrants and such forms of engagement can be considered within the framework of TPs. That said, such provision of information needs to be framed appropriately.

The study identified numerous cases of diaspora organisations – especially “hometown”, faith-based, ethnic cultural organisations and networks, but also student, sporting, and professional groups – helping to integrate migrant newcomers into their host societies. Most forms of integration support identified centred on engaging new migrants in social activities, helping them navigate administrative formalities, and helping develop their skills and networks. However, some of these diaspora organisations involved in integration such as cultural, hometown, and faith-based organisations and networks can be informal and lack experience working with development cooperation and governmental actors. Thus, limiting their potential role for engaging with implementing agencies and government authorities in the design of the TPs. To remedy this, beyond introducing TP

migrant participants to such diaspora organisations prior to or upon arrival, any attempts to engage diaspora organisations to deliver integration or skills development support more formally within a TP would likely need to be accompanied by capacity-building activities to enable these organisations to professionalise. Lastly, there is a need to strike a balance between connecting migrants to diaspora organisations and promoting their interaction with their host societies. Several diaspora key informants noted that while linking newly-arrived migrants with diaspora organisations and networks can facilitate integration, encouraging migrants to spend time with their fellow nationals can also reduce the time they spend with people from their host communities.

Government of origin and destination countries and implementing agencies foresee various roles for themselves in the implementation of the TPs. More so, the role which diaspora organisations are assigned by governments and implementing partners will determine their level of involvement in the TPs. For countries with a more organised and structured diaspora engagement like Nigeria and Morocco, there are existing structures which can be built on to further include the diaspora in the TPs. For countries with a less structured diaspora engagement framework like Ethiopia there will have to be initial measures which include identifying the diaspora segments that are feasible to work with and building the capacities of these structures.

The interviewed diaspora organisations foresee their roles in implementing the Talent Partnerships and emphasise that these roles should be linked to their existing activities. More specifically, these roles include:

- Identifying talent in countries of origin;
- Welcoming talent in destination countries;
- Facilitating employment opportunities for TP participants;
- Up skilling talent through various professional and skills development programmes in countries of origin and destination;
- Promoting investments linked to the TPs in countries of origin;
- Supporting the circularity of talent through engagement in skills development and knowledge transfer activities;
- Engaging in policy processes, especially in the design of policy processes.

The study proffers the following general recommendations on how to engage the diaspora in the TPs.

- **Know the diaspora and its capabilities:** at the start of the programming, it is important to identify the diaspora, diaspora organisations (especially highlighting the relevant diaspora segments) and their capabilities. This can be done through mapping exercises, which should also indicate in which aspects training and labour market needs are significant in countries of origin and destination. Depending on the country, existing diaspora mappings could be updated. These mappings could be used to identify the relevant diaspora segments, their capacities, their willingness to engage in the TPs and their interest in designing specific activities. In addition to the diaspora mapping, there should also be a skills and needs audit to match the diaspora expertise with the needs of the countries of origin, highlighting the sectors that are relevant to the TPs and where diaspora expertise can support the planned activities in the countries of origin and destination. Such labour skills surveys in countries of origin should be aimed at identifying the areas where the labour needs in the countries of origin and destination are complementary.
- **Pay attention to existing migration corridors and location of the diaspora:** there can be more done to engage diasporas in TP legal mobility schemes that run along existing migration corridors than when es-

establishing new corridors. For new corridors, there are still options to engage other diasporas. For example, other African or pan-African diaspora groups/networks present in the destination country could support TP participants of a different African nationality. Where there is a relatively small settled diaspora community with the same country of origin/heritage. For existing migration corridors, diaspora networks tend to be clustered in key host cities and within diaspora communities who have a large, concentrated and long-standing presence. This distribution of diaspora networks and capabilities have important implications for how EU TPs could engage them – especially with respect to the in-person integration activities. For instance, in an EU-Nigeria or EU-Morocco TP, which brings Moroccans to Belgium or Nigerians to the Netherlands, there are more ways in which diasporas can be engaged than bringing Ethiopians to Latvia where there are very few members of the diaspora. Moreover, the Moroccan and Nigerian diasporas in Europe are more structured and professionalised (e.g. more umbrella organisations and professional networks) than the dispersed and smaller Ethiopian diaspora, which is largely organised informally.

- **Engage diaspora in design:** including diaspora voices in the design and implementation of their own engagement could generate more ideas and more diaspora-sensitive programming, while also activating diaspora networks in a more institutionalised manner. Diaspora representatives should be included in advisory bodies or project coordination committees and consulted during the design stage. However, the process of selecting diaspora representatives would need to be open and transparent, considering the possibility of diaspora divisions and competition between diaspora organisations.
- **Be aware of diaspora divides:** in countries where there are political conflicts, these conflicts may be equally mirrored in the diaspora community. Therefore, development partners need to be aware of the possible division among the diaspora in order to navigate these potential conflicts (see the point on mapping the diaspora).
- **Support open processes that engage wide range of diaspora communities and segments:** given the types of divisions alluded to in the previous point and the fact that many diaspora communities see competing diaspora organisations, it is critical that processes that engage diasporas within TPs – e.g. membership of any task forces or funding for skills development initiatives – are open and transparent.
- **Facilitate integration with the wider host community:** diaspora organisations can facilitate integration however, it is important to ensure that there is a balance between spending time with fellow nationals and creating linkages in the wider host community. This will help support more balanced integration of the TPs.
- **Seek win-win collaborations through diaspora mobilisation in EU TPs:** diaspora often want to connect with people and stakeholders from their homelands, not only to help, but also to explore transnational business ideas and develop their own networks and understanding of their homeland markets. Diaspora knowledge transfer initiatives identified in this research work along the lines of a volunteering model in which diaspora members give their time in exchange for a stipend/living allowance, or prestige, or access to networks of the organisations who run these programmes. This model can continue but mobilising diaspora is unlikely a way to reduce costs associated with, or scale up, legal migration or skills development in a profitable manner or a sustainable manner without the intervention of international organisations or countries of destination.

- **Offer various types of support to diaspora communities:** support to diaspora communities may include financial and capacity-building support, or funding for events that bring together diaspora communities with specific objectives. Support can be provided to diaspora organisations with the aim of promoting investments in homeland markets, volunteering to support integration in host communities or promote mentorship of TP participants. These support measures should be designed in a manner with easier application and administrative procedures that can be fulfilled by the organisations, taking into consideration their structures and lack of full time dedicated staff. For example, has brought diaspora organisations together through events, which have facilitated their outreach to diaspora experts while also promoting collaboration and structure among diaspora communities.

The study identifies ten main entry points for involving the diaspora in the TPs and provides details for each entry point on how to engage, when to engage and who to engage. These entry points form a 'shopping list' from which governments and international organisations could choose to design the most relevant TPs according to the context in which it will be concluded.

The following entry points are identified:

1. Continuing support of knowledge transfer and skills development by development partners and international organisations.
2. Promote the use of diaspora (individuals and organisations) as resource persons in implementing skills development projects, especially in sectors where they can be linked with existing skills development activities that are undertaken by diaspora organisations.
3. Engage diaspora organisations and networks in promoting the integration of TP participants through providing social/cultural/administrative assistance to TP participants.
4. Fund diaspora mentoring – both targeted at members of the diaspora and at fellow nationals, especially young adults, in countries of origin – with the potential to focus mentoring towards sectors and skills targeted by EU TPs.
5. Promote opportunities for diaspora entrepreneurship through the TPs.
6. Mobilise diaspora associations and individuals to facilitate networking for newly arrived migrants and employers.
7. Support/fund diaspora academic/student collaborations, partnerships, field research, and exchanges through the TPs.
8. Engage diaspora in both the design and implementation of TPs - not just in the implementation.
9. Engage diaspora to facilitate the employment of TP participants.
10. Engage diaspora in providing information to prospective migrants and TP participants virtually through information sessions, or in-person.

1. INTRODUCTION

The New Pact on Migration and Asylum (New Pact), released in September 2020 by the European Commission, addresses several aspects of migration cooperation between the European Union (EU) its Member States (MS) and third countries, including facilitating “mutually-beneficial legal migration and mobility” (EC 2020). The Talent Partnerships (TPs) and the EU Talent Pool are two new instruments which will be used by the EU to support well managed legal migration between the EU and third countries in addition to other migration cooperation instruments (EC 2020). The New Pact identifies the diaspora as one of the stakeholders to collaborate with in the implementation of the TPs (EC 2020). This study explores the options for linking diaspora² involvement with labour migration in the context of the TPs. The study provides insights into how diaspora organisations and individuals can be engaged in the implementation of the EU’s Talent Partnerships, in countries of origin and destination. It is envisaged that the recommendations from the study will feed into the current design and implementation of these partnerships.

Policy and academic discussions on migration highlight the potential for migrants and diasporas to impact positively on development in their countries of origin. Labour migration contributes to the economic growth of countries of destination and origin. Labour migrants also create employment opportunities for native-born workers and when employed in the formal economy, their employment can have positive effects on public finance (OECD 2018). Within its Global Approach to Migration and Mobility (GAMM), the EU emphasised the importance of labour migration in contributing to the strategic interest of the EU in filling existing labour shortages, building skills and enhancing its position in the competition for global talent (EC 2011), through dialogue and cooperation with non-EU countries. Furthermore, the European Skills Agenda identifies strategic mutually beneficial labour migration between EU and third countries as an important measure to address current skills shortages in specific sectors and to attract and retain talent in EU member states (EC 2020c). Labour migration has also been indicated as necessary to improve the competitiveness of the EU (Schmid-Druener 2020; EC 2019).³

The creation of labour mobility opportunities through establishing ‘legal pathways’ for migration between the EU and the third countries with which it cooperates on migration management has been a contentious and developing issue. Legal migration has featured in the EU’s Mobility Partnership (MP) and Common Agenda on Migration and Mobility (CAMM) with third countries since 2003 (Stefanescu 2021). Labour migration has also been included in bilateral migration cooperation between EU Member States and third countries, forming the basis for bilateral labour mobility schemes such as seasonal worker programmes in the agricultural sector and other similar schemes. More recently, the EU has funded the Pilot Projects on Legal Migration (Pilot Projects), in a bid to promote further cooperation with selected third countries on developing ‘legal pathways’ for migration. These pilot projects serve as a basis for examining what approaches to labour migration work and developing policy and financing options that are aimed at promoting skills mobility and labour migration (Stefanescu 2021).

2 Migrants or descendants of migrants whose identity and sense of belonging, either real or symbolic, have been shaped by their migration experience and background. They maintain links with their homelands, and to each other, based on a shared sense of history, identity, or mutual experiences in the destination country.

3 It is taken as a core assumption underpinning the EU’s interest in creating new legal migration pathways that labour migrants themselves contribute to socio-economic development in countries of origin and destination, and those contributions are beyond the scope of this study.

With the introduction of the Talent Partnerships, conceptually based on existing legal migration pilot projects, the EU is set to further facilitate labour mobility. In line with its recent policy direction as contained in the European Skills Agenda and the New Pact on Migration and Asylum, labour migration and mobility should align with the existing labour market needs in Europe, complementing the shortages in available workforce, while contributing to the development of skills in countries of origin. Thus, in order to find a balance between these tensions, the Talent Partnerships will involve various stakeholders, including the private sector and diaspora organisations.

The diaspora comprises transnational migrants that fall into different categories with varied contributions to migration and development in their heritage/ origin and host countries. This study adopts a flexible definition of diaspora to include the various formats of formal and informal engagement including but not limited to state-led diaspora organisations, civil society and non-government groups led/ owned by diaspora, student organisations, professional organisations, faith-based organisations, and community-based organisations. Further, while labour migrants moving to Europe in the framework of the eventual TPs will also become diaspora members themselves, this study focuses on the potential involvement of existing or “settled” diaspora communities.

There are few examples in practice that combine diaspora engagement and labour mobility. Until now, these aspects of migration have been addressed through separate initiatives or programmes, although they are linked in practice. The diaspora are already playing several roles that can contribute to promoting labour mobility of their own country nationals with support from the governments of the origin or destination countries (OECD 2012; Tittel-Mosser 2021b; Tittel-Mosser 2021). In the context of the discussions on the design and implementation of the EU's Talent Partnerships, this study adopts an exploratory approach in analysing the role of the diaspora in facilitating labour mobility initiatives in both countries of origin and destination.

The study highlights the role of the diaspora in linking migrants in origin and destination countries, as well as the range of services and support they offer to migrants including their role in brokering networks and facilitating employment and investment opportunities across countries, skills development, integration and reintegration. We, however, note that diaspora actors may not always be neutral especially in conflict situations.

This study examines the roles that the various segments that the diaspora can play in facilitating labour mobility between countries of origin/heritage and destination countries. Furthermore, it analyses the engagement of the diaspora along the migration cycle and maps specific activities that the diaspora already engage in, which may contribute to the objectives of the Talent Partnerships. We look at the enabling and contributing factors that should be established by countries of origin/ heritage and destination countries in order to empower the diaspora to engage in their various roles along the migration cycle and what actions international/ development organisations can equally play in supporting the diaspora in their roles. We do so by focusing on four country case studies, namely Ethiopia, Georgia, Morocco and Nigeria, but also looking beyond, at existing labour mobility schemes and diaspora engagement initiatives.

The study is structured around the following four sections:

- (1) we present our assumptions of the Talent Partnerships and diaspora engagement, identifying different segments of the diaspora.
- (2) We analyse the engagement of the diaspora in present mobility schemes between the EU and the case study countries and draw on examples from other regions in Asia, South America and Africa.

- (3) We present the key lessons learned from diaspora engagement in general and where the specific areas for their involvement in labour mobility initiatives exist.
- (4) Based on the analysis, we propose how diaspora segments can be involved in various aspects of labour migration building on the roles the diaspora foresee for themselves, the roles of the government and international organisations.

The report concludes with recommendations for policy makers, international/ development organisations and diaspora organisations.

2. SETTING THE SCENE

2.1 WHAT ARE THE TALENT PARTNERSHIPS?

The introduction of the Talent Partnerships marks an important step towards delivering on the EU's ambition to build trust and to develop balanced and comprehensive migration cooperation with third countries. The TPs will form part of the border framework of EU migration cooperation with third countries, focusing on skills development, migration and other socio-economic issues (Hooper 2021). The main objectives of the partnerships are to engage with non-EU partner (third) countries strategically on migration management; create mutually beneficial international partnerships; and better match labour and skills needs between the EU and partner countries (EC 2021b). TPs are envisaged to be available to students, graduates and workers at all skills levels. The partnerships will also provide opportunities for vocational education and training, investment in skills development for employment in countries of origin and destination and providing employment opportunities in countries of origin and destination (EC 2021b). Consequently, the partnerships are envisaged to boost mutually beneficial labour mobility between the EU and third countries.

The partnerships will engage a wide range of actors across the countries of origin and destination including the national and sub-national authorities, employment agencies, social and economic partners, education and training providers. The partnerships will connect students, workers, employers, social partners, labour market institutions, and education and training institutions through dedicated outreach and by building a network of involved enterprises, as well as financially supported mobility schemes for work or training. In addition to these actors, the diaspora are envisaged to play a role in the implementation of these partnerships.

2.1.1 HOW WOULD THESE PARTNERSHIPS WORK IN PRACTICE?

There are still ongoing discussions about how the TPs will be designed in practice. There is limited guidance about the format of these instruments, who will be implementing them, or how they will become part of the broader migration partnerships with third countries.⁴ Presently, it is envisaged that TPs will build on the existing framework of the Pilot Projects which have been implemented in Belgium, France, Italy, Lithuania, Luxembourg, Netherlands and Spain. Currently, six pilot projects are being funded by the EU – four through the Migration Partnership Facility (MPF) implemented by ICMPD.⁵ The current Pilot Projects focus mobility for higher education, internships, entry level graduates and mid-level professionals. They also provide different formats for engaging in labour migration, each involving a varying mix of institutional and other relevant actors, including the private sector (Stefanescu 2021). Building on the lessons from these pilot projects, it is clear that a flexible approach will be adopted to enable the TPs to cater for the specific needs of the partner countries and EU Member States.

4 According to the Roadmap, the EU Commission, in close cooperation with the High Representative and Member States, should "Develop EU Talent Partnerships with key partner countries" (EU 2020).

5 The six pilot projects (included in Annex 3) are: 1) Mediterranean Network for Training Orientation to Regular migration (Mentor II); 2) (E)Co-development for innovation and employment in green and circular economy between Andalucía and Morocco (MOVE_GREEN); 3) Digital Explorers; 4) MATCH - Hiring African Talents; 5) High Opportunity for Mediterranean Executive Recruitment (HOMERe); and 6) Supporting regular labour migration and mobility between North Africa and Europe.

Through these partnerships, countries of origin can improve the quality of the domestic workforce and promote investments that contribute towards creating employment opportunities for young people. For small and medium sized enterprises in the EU, and in countries of origin, these partnerships offer targeted ways to address skills shortages within specified sectors, by providing the opportunity to hire labour migrants from outside of the EU.⁶ The partnerships will create the framework to promote structural engagement between public and private sector actors and build trust across these actors in the national and international contexts (ICMPD 2021). These partnerships may seek to promote circular migration through skills mobility schemes⁷ that may include upskilling programmes such as technical and vocational training, promoting skills and knowledge transfer, mentoring, internships, work placements, entrepreneurship, business development etc. (Hooper 2021; ADEPT 2021).

The partnerships will also contribute towards enhancing the skills and the capacity of authorities in third countries, thereby strengthening their labour migration governance. For example, improving the capacities of the authorities to provide labour market or skills intelligence, to engage with employer and employee organisations and trade unions, and to provide oversight on related issues such as recruitment and working conditions, -as well as promoting coordination in labour migration governance.

These partnerships form part of the ‘framework’ of the EU’s cooperation with third countries on migration, they may be used to promote cooperation on countering irregular migration, by presenting employment opportunities in countries of origin and reducing the incentives for young people to migrate using irregular channels (Hooper 2021). They will also be used as a tool for leverage on readmission discussions with third countries in the broader context of migration cooperation (EC 2020; Stefanescu 2021).

The first countries with which the EU will engage in TPs have not been determined yet. However, it is likely that these partnerships will be launched in countries where migration cooperation with the EU is a priority. As is stated in the New Pact that the Talent Partnerships will be launched first in the EU’s Neighbourhood (notably in North Africa and the Western Balkans), and Sub-Saharan Africa, this study focuses on (but is not limited to) lessons learned from relevant interventions from these regions for how diaspora can be involved in eventual TPs.

Some preliminary steps towards implementing the Talent Partnerships:

- Identifying skills shortages and labour market opportunities in countries of destination and origin through labour market / skills intelligence.
- Working with local and sub-national authorities to identify the sectors where skills shortages exist in countries of destination and where there is potential for labour migration in countries of origin.

6 European SMES in European countries participating in the Pilot Projects implemented by MPF indicated that a benefit of using these schemes is the administrative assistance received from the programmes in dealing with the cumbersome regulatory requirements for hiring talent from outside the EU (Stefanescu 2021).

7 Skills mobility schemes such as the global skills partnerships. The Global Skills Partnership (GSP) is a public-private model that consists of bilateral agreements between employers or governments in countries of destination with professional training centres in countries of origin, which mobilise migrants with technical expertise in certain demanded skilled services (Clemens 2014). In this sense, potential migrants and non-migrants receive technical training before migration in the origin country which is facilitated (e.g., technology, finance for the training) by the destination country that will benefit from the migrants’ professional skills contribution whereas countries of origin benefit from an increase in skilled personnel in a shortage sector (CGD 2021). The GSP represents a mutually beneficial investment strategy for countries (2018e.g., skills shortages in high-income countries, training costs and capacity expansion, professional earnings, remittances, increase of human capital) by the recognition and development of migrant workers’ skills, particularly also among women and youth (ILO 2018).

- Working with employer and employee associations to judge their receptiveness of migrant workers.
- Working with national immigration authorities to facilitate the movement of migrant workers.
- Working with training institutions to offer training to potential migrant workers (including training on soft skills).
- Working with employers, national authorities in countries of destination and origin to identify potential employees.
- Working with employers and local authorities in countries of origin to facilitate the integration of the migrant workers.
- Working with migrants/diaspora associations to identify potential training needs of migrant workers.
- Supporting migrant workers in their decision to stay, leave or further migrate.

For each of these steps in the dialogue and emigration process, the diaspora can play an active and important role in the protection and integration of migrant workers.

2.2 WHAT DO WE KNOW ABOUT THE DIASPORA?

The characteristics of diaspora groups differ and based on national policies of destination or heritage countries, the definition of who constitutes diaspora may vary across countries - that is to say, there is no one “diaspora”. Definitions about the diaspora may be too inclusive or exclusive thus creating another problem in itself in as-signing identity (IOM 2018; ICMPD 2019). For the purposes of this study, we adopt a working definition of the diaspora drawing key characteristics from academic and policy documents. Diasporas share a common identity which may be national, civic or ethnic; have left their countries of origin/ heritage either forcefully or voluntarily and have settled in a new destination (Grossman 2019; Cohen 2008). The length of time within which they may have settled in the new destination may vary and some definitions of diaspora may include second, third and later generation descendants (Cohen 2008). The diaspora may also include those who have affective and or economic ties or might be prepared to reconnect with their countries of origin/ heritage (Ancien, Boyle & Kitchen 2009). The diaspora may equally include those who have transnational ties - moving in and out of their countries of origin and destination for short periods of time (Gelb et al 2021; Faist 2010; Ancien, Boyle & Kitchen 2009). As a result, a diaspora can potentially be significantly larger than the population of people who have themselves emigrated from a given country (Mahieu 2014; Gelb et al 2021).

The diaspora are not one homogenous group. There are various diaspora segments that are linked to the shared identity and values between groups and how they choose to cooperate around these. For the purposes of this study we identify the following diaspora segments that can contribute to facilitating labour mobility schemes. They include:

- **Diaspora individuals** - these may be people who are either professional, within or outside of formal or informal diaspora networks, but who take steps to contribute to the development of their destination and heritage/ origin countries.

- Diaspora individuals may also be **entrepreneurs or investors** - thus looking to start businesses in their countries of origin or destination or promoting investments in their countries of origin.⁸
- **Diaspora organisations** may be **formal or informal** and they include professional networks, business networks, student/ alumni networks, academic networks, hometown/ cultural/ ethnic associations, faith-based associations, sporting associations, state-led diaspora organisations.
- **Diaspora outreach organisations** such as media organisations, non-governmental organisations (NGOs), civil society organisations (CSOs) that are either established by diaspora or have a diaspora focus.

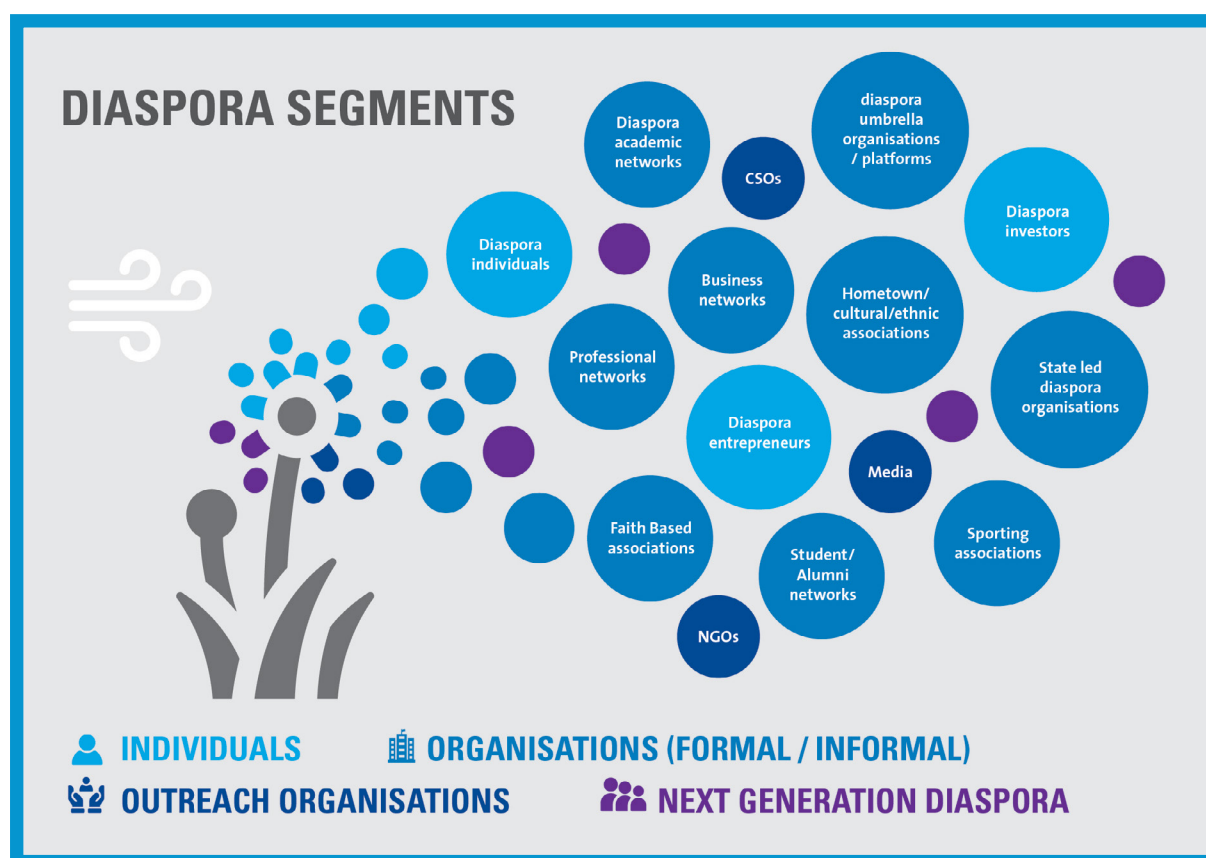
These diaspora segments offer a range of services and support to newly arrived migrants. They broker networks and opportunities across countries, integration and reintegration. They are also involved in migration and development initiatives in their destination and origin/heritage communities.

There is an increasing trend towards institutionalising diaspora engagement across countries (Frankenhauser & Noack 2015). National diaspora engagement policies/ strategies aim to identify, engage with and attract the diaspora in reconnecting with their countries of origin/ heritage. These strategies offer political, economic or affective opportunities for the diaspora to connect with their governments while equally creating benefits for the countries of origin/heritage (Mahieu 2014; Adamson & Demetriou 2007). Depending on several factors including the number or the scale of the diaspora in various countries, some governments may overlook or choose not to engage with diaspora located in certain countries/ regions.⁹ However, diaspora groups may not always cooperate with their home country governments for various reasons, which may be political or personal. More so, diaspora actors may not always be neutral especially in conflict situations. Most governments, in promoting diaspora engagement, design policies that capture or reflect only certain segments of their diaspora, thus excluding or ignoring the others, for example low paid migrants (Tittel-Mosser 2021). However, diaspora engagement by both countries of origin and destination should be broadly based and coherent to capture all known and existing segments of the diaspora, especially those who may be in a vulnerable situation (Tittel-Mosser 2021).

8 For more details on diaspora investment see Gelb et al 2021.

9 E.g. Most African countries seldom identify with their diaspora in Gulf cooperation countries. Or for political reasons, do not want to associate with the political diaspora in neighbouring countries which may be accused of destabilising the government (Feron & Lefort 2018).

FIGURE 1: DIASPORA SEGMENTS



Source: Authors compilation.

Examples of some diaspora segments are highlighted below and further elaborated in Section 5 of this report.

Student/ alumni networks organise welcome activities for newly arriving migrants, provide student mentorship¹⁰ and support networking activities. These networks are also used by their members to disseminate information, for example on academic exchange programmes. **Professional and business networks** also organise welcome activities and assist their members in developing their skills through mentoring and other skills development activities.

There are several **hometown, cultural and ethnic organisations** in European countries where large diasporas (of the focus countries) are present. Some of these networks are focused on specific countries or ethnicities, while others are broader in scope, for example, Pan-African networks focused on specific countries or ethnicities. These organisations provide a 'landing pad' for newly arrived migrants and assist them with integrating into the host community. All the organisations identified during the course of this research are fully volunteer run and many are informal, though some are registered non-profits. **Faith based associations** equally support newly ar-

¹⁰ Misale is a student-initiated mentorship scheme in the US that has partnered with Netherlands-based Ethiopian Professionals Network to arrange mentorship for Ethiopian students in Ethiopia, as well as Ethiopians in the diaspora. They have concluded several MoUs with Ethiopian universities.

rived migrants and provide networks and communities for them. For instance, Ethiopian churches and mosques can be found in numerous European cities, with key informants highlighting their important role in bringing Ethiopian (and Eritrean) diaspora communities together, while helping new migrants to settle in upon arrival.¹¹

Sporting organisations also support the cultural integration of migrants and bonding between various diaspora segments. Sports have been shown to improve the integration of migrants in their host communities as they promote socialisation and cultural exchange (Smith et al. 2019). For example, the annual Ethiopian diaspora football tournament in Europe (organised by the Ethiopian Sports and Culture Federation in Europe (ESCFE N.d.)) attracts a strong diaspora following and provides a useful convening point for Ethiopian diaspora communities across Europe.

State-led diaspora organisations where they exist are a useful platform in reaching out to other diaspora segments and networks. They play a coordinating role especially in communicating between the governments of the country of origin and the diaspora. For larger countries like Nigeria and Morocco, these diaspora organisations are already part of some development initiatives involving the diaspora. In Nigeria, Nigerians in Diaspora Organisation (NIDO) is the umbrella organisation of Nigerian diaspora. In Morocco, the Maisons of Moroccans Resident Abroad and Migration Affairs and the Hassan II Foundation can also be used to reach out to diaspora. However, for Ethiopia, no Ethiopian diaspora umbrella organisation in Europe could be identified – a characteristic recognised by other researchers (Warnecke 2015).

Although few organisations specifically aimed at the **next-generation diaspora** were identified for any of the focus countries, the number of second- and third generation born outside their country of origin is on the rise (Warnecke 2015). These initiatives are aimed at strengthening the connections of young and next-gen diaspora with their countries of origin. These can generate interest in transferring diaspora capitals later on in life. Examples of some organisations which are targeting the inclusion of the next-generation diaspora are the Ethio-German Students and Academics Association e.V. (Deutsch-Äthiopischer Studenten und Akademikerverein, DÄSAV), though not currently active, and the ADAN Network in Germany, which has a predominantly “Afro-European” (next-generation diaspora) membership and builds professional/ entrepreneurial skills of the African diaspora in Europe.

We identified diaspora **media organisations**¹² however, did not interview any of them during the research process. These media organisations provide a communication link between the diaspora and their countries/communities of origin. More so, they play an important role in integrating migrants through providing information about their host communities to the migrants in a medium that will be accepted and facilitating intercultural dialogue between migrants and the host communities (ADPC 2014). Through **civil society organisations (CSOs) and non-governmental organisations (NGOs)**, diaspora can undertake development initiatives in their countries of origin or destination and promote cultural values, for example community projects, skills development initiatives etc.

11 Details on how the diaspora help new migrants settle and integrate are discussed in section 5.

12 Some examples of diaspora media organisations include: Radio Afrika TV, African Diaspora Media Group, Liberian Diaspora News and African Internet Radio.

2.3 WHAT DO WE KNOW ABOUT DIASPORA ENGAGEMENT IN LABOUR MIGRATION?

Given that the objective of the research is to examine how diasporas might be involved in the implementation of the Talent Partnerships, this section provides an overview of how established diasporas act as *facilitators, supporters and enablers* in the labour migration process. The literature reviewed yielded limited insights into diaspora involvement in existing labour migration schemes, given that most comparable schemes identified have not sought to systematically involve diaspora communities. Yet, other literature and the key informant interviews allow insights into the different kinds of support and expertise that earlier migrants provide to further migrants.

2.3.1 DIFFERENT TYPES OF DIASPORA ENGAGEMENT IN LABOUR MIGRATION

Diasporas as entrepreneurs and employment creators in countries of destination

Migrants create businesses and bring high rates of innovation to countries of destination, implying their important role as creators of employment for both the “native-born” and new migrants (UNDP 2009). For example, in Organisation for Economic Co-operation and Development (OECD) countries, entrepreneurship is higher among migrants than among the “native-born” (Ortega and Peri 2009). As of 2016, more than half American start-ups valued at USD 1 billion or more were started by migrants (Anderson 2016), each of which were responsible for creating an average of 760 jobs. Moreover, as of 2010, 10% of all patents filed in Europe were from migrants (38% in Switzerland) (Miguelez & Fink 2013).

Anecdotally, it is understood that diaspora businesses may prefer to employ nationals from their country of origin. However, this is subject to the national immigration regulations and the availability of skilled diaspora labour in the countries of destination. This notion is supported by one study by Ghani, Kerr and Stanton (2014), who found that ethnic Indians were substantially more likely to outsource to workers in India via the oDesk platform (now Upwork). This presents an opportunity that can be explored in the Talent Partnerships through linking skilled diaspora with employment or entrepreneurship opportunities in countries of destination.

Diaspora businesses as facilitators of trade with countries of origin

Migrants play a great role in promoting trade and investment, as the presence of a large diaspora can create markets for products manufactured in their countries of origin and strengthen bilateral trade flows (Terrazas 2010). Many diaspora members maintain sentimental attachments to their countries of origin, which explains the presence of diaspora businesses which cater to “an ethnic and nostalgic market” – selling products and services from their country of origin to fellow nationals in diaspora (Ionescu 2006). Examples include the availability of Latin American products in the US and the presence of African shops in the Matonge area of Brussels. Diaspora businesses catering to these “nostalgia” markets maintain business links that span producers and consumers in their home and destination countries (ibid).

Diaspora are equally engaged in promoting investment and exploring entrepreneurship opportunities in their countries of origin (ICMPD 2019b; Gelb et al 2021). Diaspora are more likely to invest in their home countries, because they have more information about the business environment and practices. Diaspora entrepreneurs play an important role in contributing to development and economic growth in their origin/ heritage countries

through promoting sustainable business models, using their acquired skills and capital to build socially conscious businesses, transferring their knowledge and expertise etc. (Magendane & Goris 2021). Increasingly, there are programmes targeted at providing support to diaspora entrepreneurs to overcome some of the challenges they face in domestic and international settings such as mobilising start-up capital, managing expectations of the government and their families (Diboma, Magendane & Goris 2021).

Pertinent to the Talent Partnerships, this implies the possibility that such businesses may have an interest in employing labour migrants from their country of origin and creating employment opportunities in their countries of origin which may utilise skilled labour resulting from the partnerships. For instance, diaspora entrepreneurs and professionals could employ TP migrant participants from their countries of origin to work temporarily for their companies in Europe. These TP migrant participants could bring country of origin market intelligence and networks to Europe-based diaspora-owned or diaspora-involved companies. They may or may not subsequently continue to work with TP migrant participants after they return home. The details, parameters and constraints of this entry point are explored further in the recommendations section.

Diaspora as “bridge-builders” and “information brokers”

Diaspora organisations create opportunities for migrants in communities of residence and origin (ICMPD 2019b; Bisong & Knoll 2020). They play a key role in information brokerage in both countries of origin and destination (ibid). The diaspora has information on business-to-business contacts and promotes investment in the businesses of returnee entrepreneurs (ibid). Diaspora receive information from governments and also pass on information to other diaspora and their networks in countries of origin/heritage. These may include information about living in the countries of destination, relating to accommodation, housing, remittances transfer channels and migration provisions among employers, knowledge about orientation and work experiences, information about rights in the country of destination including recent use of diaspora networks to promote health information about the COVID 19 pandemic (ICMPD 2019b; AUC 2021). However, diaspora may also be disconnected from local realities having been away from their home countries for a long period of time. This can constrain the extent to which they are able to act as “bridge-builders” and “information brokers”.

Diaspora professional associations may also act as points of contact between private enterprises and the expertise they need to professionalise their businesses into new global markets. For example, diaspora experts residing in Europe may be well placed to advise companies in their countries of origin on the technical requirements that products have to meet to be sold in the EU or elsewhere (Bisong & Knoll 2020; Magendane & Goris 2021).

These findings imply multiple potential benefits to countries of origin and residence in engaging diaspora businesses and other diaspora organisations in the Talent Partnerships. These include supporting different types of diaspora stakeholders to enable migrant participants of legal mobility schemes to access opportunities to contribute to communities of origin and residence (e.g. supporting settled diaspora communities through networks, knowledge, skills) and to further their own development (e.g. enhancing understanding of the community of residence economy and society).

Diaspora and knowledge transfers

It is recognised that members of the diaspora are able to make “diaspora-specific contributions deriving from the absence of language and cultural barriers, and more specifically, their ability to better understand, and thus,

more effectively adapt foreign approaches and technology to the homeland context (Brinkerhoff 2006). Moreover, it has been recognised that diasporas serve as an important conduit, facilitating the two-way flow of capital – be it human, social, intellectual, cultural or financial capital (Aikins and White 2011).

In addition, many diasporas, especially those residing in OECD countries, have – on average – higher levels of formal education and training than their compatriots in their homelands. In 2014, 15% (more than 400,000) of Moroccans abroad were found to be university educated – a share that is twice as high as that of the domestic Moroccan population (Boukharouaa et al. 2014). Also, the Nigerian diaspora in the United States is considered as one of the most educated (Echeverria-Estrada & Batalova 2019).

Working together with international organisations, the diaspora promote the transfer of skills and knowledge to their countries of origin/ heritage through formalised engagements with the government such as secondment programmes or informal engagements (Magendane & Goris 2021; IOM MATCH; GIZ).¹³ These findings support the notion that the diaspora can play a special role in knowledge transfer and capacity building in their countries of origin – both directly through encouraging the mobility of students, teachers and researchers towards Europe and engaging Europe-based diasporas in skills development in countries of origin.

Diasporas and integration

The diaspora equally plays an important role in facilitating the integration of new migrants in the host communities. Linked to their role in disseminating information to newly arrived migrants, the diaspora provide information to newly arrived migrants on how to access services such as housing and accommodation, financial services (e.g. opening a bank account), access to education and welfare services etc. Diaspora organisations also support the integration of migrants by advocating for the elimination of discriminatory laws and practices in their host communities (GCM 2017; Malouche et al 2016). But the diaspora may also hinder new migrants from fully integrating in their host communities through sustaining enclaves based on common values or beliefs and refusing to fully integrate into the host communities. In the same vein, some diaspora organisations may be used to spread false information among migrants and assist migrants in avoiding regulations especially in relation to work visa requirements or their status.

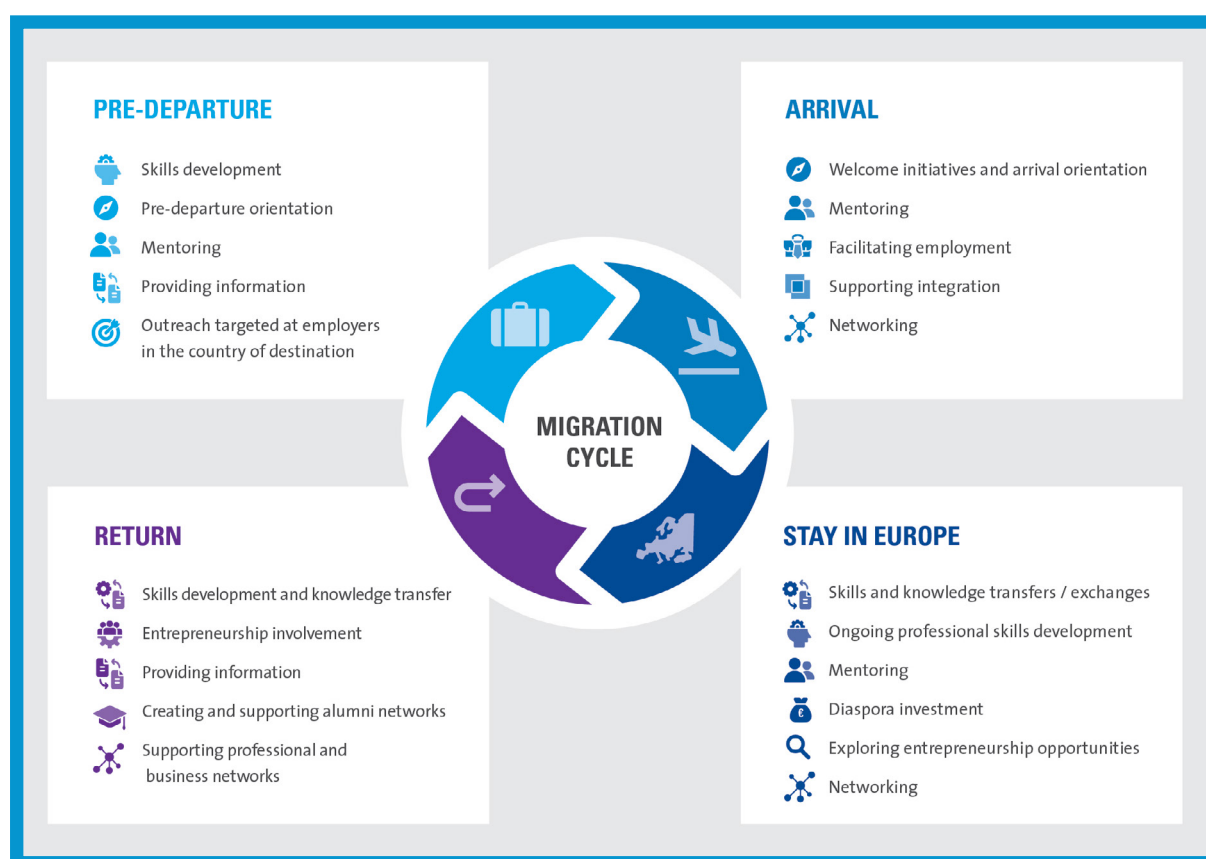
As argued by Brussels-based think tank Friends of Europe, “Whether it’s a Colombian woman arriving in Queens, New York, or a Congolese man in Matonge, Brussels, newcomers instinctively or through prior knowledge seek the support of existing migrant communities to help them find jobs, homes and to learn the new language... Doctors, engineers, architects, teachers and others... find it easier to interact with their peers when they arrive in Europe” (Islam et al. 2019). Diaspora organisations also assist migrants with the cultural aspects of integration into their host community and re-integration into the country of origin. This implies the potential for Europe-based diasporas to facilitate the integration of their compatriot participants to legal mobility schemes (Bisong and Knoll 2020). On the other hand, key informants pointed to some of the drawbacks in encouraging TP migrant participants to spend more time with their diaspora communities - when it is at the expense of integrating into their community of residence. This challenge is explored later on in further detail in Section 5.2.

13 More details on diaspora and their role in knowledge transfer will be discussed in Chapter 4.

2.3.2 DIASPORA ENGAGEMENT ALONG THE MIGRATION CYCLE

Members of the diaspora and diaspora organisations can facilitate migration and support migrants in several ways and at different stages of the migration cycle. During the **pre-departure stage**, the provision of information and skills development (including various forms of training and mentorship) are two main ways diaspora can assist migrants. Migrants already abroad can provide both information about the practicalities of migration itself as well as information on the situation in potential countries of destination. The latter might include information about employment opportunities, specific jobs available, housing, or administrative issues that will be helpful for the “new” migrant upon arrival in the country of destination. Diaspora can provide information and can also be useful in disseminating information. Such an exchange can happen informally or more formally through orientation interventions or mentorship programmes (e.g. by alumni networks), which could be explored as an option for TPs.

FIGURE 2: DIASPORA ENGAGEMENT IN THE MIGRATION CYCLE



Source: Authors compilation.

Similar activities in terms of the provision of information and mentorship are also possible once the migrants are **in the country of destination**. Diaspora actors (e.g. faith-based association, hometown/cultural/ethnic association, alumni networks etc.) can provide information to newcomers and facilitate their socio-economic integration in the receiving country. In this context, diasporic communities through their networking and access to information in the local community about integration areas such as employment, housing, education, welfare services or social activities in addition to sharing knowledge on financial literacy, and simultaneously

contributing to secure new arrivals' well-being (Mohan, 2002). Although not commonly cited by the key informants, government structures such as consulates also represent crucial interlocutors for diaspora populations in destination countries. In this sense, consulates can actively engage in places with large diaspora populations and offer services that are not contemplated in the 1964 Vienna Convention to support their nationals. Consular services are expanded to better integrate migrants in destination countries (e.g., education and skills training/programmes, health assistance, community-building events, counselling, language and literacy training, ID cards) which also eases their networking and access to labour opportunities (Agunias & Newland, 2012). For instance, the Ecuadorian consulate in Milan promotes its nationals' socio-economic integration in Italy through leadership/skills training and Italian language programmes. Mexican consulates issue consular IDs ("matriculas consular") as official identifications that can be used when personal identification is required (e.g., open bank accounts) (ibid.). In addition, embassies often engage with diaspora members and diaspora organisations, for example for cultural celebrations, but also to support their activities with regards to integration support. In the case of Nigeria, Embassies work closely with diaspora to engage new migrants and to organise joint activities to celebrate occasions such as Diaspora Day and Nigerian Independence.

In addition, diaspora members might also engage in **temporary, permanent, physical or virtual forms of re-turn**, either through formal programmes or on their own initiative. Whether return is temporary or permanent, there is potential that returnees support future migrants and communities of origin more broadly in different ways. The provision of information through informal and formal settings is again the most basic way of support to potential migrants. Furthermore, the potential of knowledge transfers lends a basis for integration into labour mobility schemes. When they are designed around specific occupations, diaspora members working in these might be well suited to return to conduct training and share experiences with the participants of such a scheme. This way training can be made more relevant to the respective countries' labour market. Furthermore, diaspora entrepreneurship programmes have potential to build business bridges between countries of origin and destination, which might also facilitate further migration -especially in cases where businesses are transnational and entrepreneurs may prefer workers from their country of origin.

2.4 METHODOLOGY

The study was launched in February 2021 and the data collection phase took place between April and June 2021. The study adopted a two phased mix-method approach. In the inception phase, the research team mapped existing labour mobility schemes in the European Union and in the selected case study countries. During this phase, we equally identified the different stakeholders involved in labour mobility and diaspora engagement through desk research. During the data collection phase, the research team conducted in-depth semi-structured interviews with key informants.

The desk review focused on two streams of research, one on diaspora engagement and the other on labour mobility schemes with a view to analysing how the diaspora engages in labour mobility schemes. The analysis covered EU related schemes with third countries (such as the Mobility Partnerships (MPs), Common Agendas on Migration and Mobility (CAMP) and Pilot projects) and included relevant examples from other regions (Australia, Asia) with European or non-European partners. The desk review included reports/ studies by relevant international organisations such as International Labour Organisation (ILO), International Organization for Migration (IOM), Organisation for Economic Co-operation and Development (OECD), the European Commission, International Centre for Migration Policy Development (ICMPD), NGOs (e.g. AFFORD, ADEPT), implementation

agencies (including GIZ, ENABEL) as well as relevant academic papers and grey literature including policy statements of government officials.

Interviewees were identified based on the desk research and the suggestions from the peer review group through their comments on the inception report. We interviewed about 70 people from diaspora organisations, government ministries, EU Delegations, International organisations and development agencies.¹⁴ We also spoke with stakeholders in other regions beyond the geographic scope of the study in order to gain insights into what current mechanisms exist in promoting diaspora engagement in labour mobility schemes. The list of interviewees and the interview guide are contained in Annex 1 and 2 of this report.¹⁵

Through semi-structured interviews, evidence from practical field experience was collected from various labour mobility and diaspora engagement projects including from (but not limited to) the selected country case studies. The interviews were also used to fill in the gaps in the literature on the engagement of the diaspora in labour mobility schemes. In addition, they also served to collect and collate information from diaspora organisations and to judge their interest in participating in labour mobility schemes and what role they envisage for themselves. Given that there are little or no examples of this in the current migration cooperation between Europe and the case study countries, the interviewees expressed what potential areas of cooperation could build on within the existing activities of the diaspora organisations or within existing cooperation frameworks.

Using a case study approach, the report focuses on four countries - Ethiopia, Georgia, Morocco and Nigeria. The following criteria were used to determine the selection of the case studies:¹⁶

- long experience with diaspora engagement either through formal or community-based structures;
- significant presence of diaspora in the EU/ worldwide;
- participation in labour mobility and migration (especially experience from the pilot programmes); and
- migration cooperation with the EU and its Member States through formal arrangements/agreements.

The selected country case studies were used to substantiate the analysis on diaspora engagement in labour mobility schemes where possible examples exist. The selected case study countries reveal the different contexts of diaspora engagement and migration cooperation between third countries and the EU. Of the four country case studies, two have Mobility Partnerships with the EU (Georgia and Morocco), the other two have a Common Agenda on Migration and Mobility with the EU (Nigeria and Ethiopia). All these agreements are at various stages of implementation, and form the basis for the ongoing migration cooperation on which the Talent Partnerships will build. More so, the selected countries were used as a basis for examining how the potential inclusion of the diaspora engagement in the TPs would look and designing possible recommendations. The country cases were used (in addition to other examples) in identifying common trends and themes in the lessons learnt from diaspora engagement in labour mobility schemes that can be used as the basis of designing the recommendations from the research.

The preliminary findings of the research were presented to the peer review group who provided comments and feedback that have been incorporated in the final report. The peer review group also served as an initial forum to test some of the proposed recommendations that emerged from the data collection and analysis phase.

¹⁴ Interviewees included 42 men and 28 women.

¹⁵ Some interviewees choose to remain anonymous.

¹⁶ The selection criteria were applied to choose between the countries indicated in the TOR.

3. OVERVIEW OF THE FOCUS COUNTRY DIASPORA COMMUNITIES

3.1 ETHIOPIA

It is estimated that over 2.5 million Ethiopians live outside of Ethiopia (IOM 2021). The largest proportion live in the United States (239,186), followed by Saudi Arabia (160,192) (EUDiF 2021). Of particular relevance to this research is that 15.2% of Ethiopian nationals abroad live in the EU. The largest communities (those exceeding 10,000, in descending order) live in Italy, Germany, Sweden, and the Netherlands (UN DESA 2019) – especially in urban centres like Rome (DIRE 2019), Frankfurt, Cologne, and Berlin (Warnecke 2015). The UK also hosts a sizeable Ethiopian community and smaller communities are spread across the rest of the continent (UN DESA 2019).

Ethiopian diaspora communities are diverse in their size, concentration, ethnicity, religion, socio-economic status and engagement with Ethiopia (Warnecke 2015). Following a revolution in 1974, Ethiopian migration overseas increased rapidly. Refugee outflows increased from 55,000 in 1972 to over a million in 1992 (Bariagaber 1999). Most of these refugees were escaping political conflict, famine, and persecution (De Waal, 1992). In more recent years, migration has diversified and the drivers have become more economic, although large numbers of Ethiopian refugees (93,518 in 2020) and asylum seekers (131,969) reside mostly in neighbouring countries but also across Europe (notably in Germany, Italy and Norway) and other regions (UNHCR 2021). Many Ethiopians have moved to Gulf Cooperation Council states like Saudi Arabia for lower-skilled work – including large numbers of women (Kuschminder, Andersson and Siegel 2018). Students and higher-skilled professionals have continued to move to North America and, to a lesser degree, Europe (ibid). Many of the Ethiopian migrants who moved in the 1970s and 1980s are now settled in their countries of residence, with later-generation diaspora communities becoming more visible in North America, as well as certain European countries like Germany, the UK and Italy (Kebede 2019).

The Ethiopian diaspora is engaged in diverse employment and business sectors and skill levels. Interviews and existing literature underlined the presence of educated and higher-skilled Ethiopians in Europe and North America, with lower-skilled migration to the Gulf Cooperation Council states (Kuschminder, Andersson and Siegel 2018).

Ethiopians tend to convene through faith-based organisations (especially Ethiopian orthodox and protestant churches, and mosques) present in key cities of residence, sport (especially through an annual diaspora football tournament in Europe which attracts a strong diaspora following), cultural organisations (including pan-Ethiopian and ethnicity focused (e.g. the Oromo and Afar communities) cultural groups – largely informal – scattered across Europe), “Idir” groups,¹⁷ and student associations (some of which maintain alumni networks). Ethiopian restaurants can also serve as additional convening points. In North America, there is evidence of Ethiopian diaspora women participating in women-focused pan-African networks (MPI 2014), in Europe, no such organisation or network could be identified by this study. That said, several of the Ethiopian diaspora networks consulted,

¹⁷ Idir is an association established among neighbours or workers to raise funds that will be used during emergencies, such as death within these groups and their families (Bekerie n.d.).

including the Netherlands-based Ethiopian Professionals Network (EPN) and US-based Misale, were run by Ethiopian women in the diaspora.

“There are some Ethiopians in Hamburg but it’s more Eritreans. There are more Ethiopians in Munich and Nuremberg – especially Oromo.” (Ethiopian professional residing in Hamburg).

The Ethiopian diaspora in Europe tends to be less professionalised and organised than their US-based counterparts (in which various professional Ethiopian diaspora networks have developed), or other larger African diaspora communities in Europe. For instance, no Ethiopian specialised professional networks in Europe could be identified.¹⁸¹⁹ There are also relatively few Ethiopian professional networks generally in Europe, although the longstanding Association of Ethiopians Educated in Germany and the 2019-founded Ethiopian Professionals Network in the Netherlands are examples of those that do operate.

Those charged with implementing diaspora engagement within future EU-Ethiopia Talent Partnerships will need to activate these networks, understanding that the Ethiopian diaspora may be more difficult to reach than other diasporas which have a larger, more structured and longer-standing presence in Europe. Engaging North American-based Ethiopian diaspora organisations and professionals virtually through the recommended engagement forms described throughout this report may be an additional avenue to explore, given the larger and more structured pool of Ethiopian diaspora talent, networks and expertise in the US and Canada in particular.

3.2 GEORGIA

Around 852,816 Georgians reside abroad (21.4 % share of the total population), of which an estimated 19.7% live in the European Union (Germany, Austria, France, Spain) (ICMPD, 2020). As of 2019, Georgian communities were mainly in the Russian Federation (53%), Greece (10%), Ukraine (8%), Azerbaijan (6%) and Armenia (4%), while the largest Georgian diaspora outside Europe is in the US (3%) (UN DESA 2019). In this context, historical and economic ties, cultural and linguistic affinities besides the visa-free regime before 2000, made the Russian Federation the preferred and cheapest destination for many Georgian communities, a country where finding jobs in the shadow economy is relatively easy. Nevertheless, Georgian destinations have diversified to Turkey for temporary labour migration after the abolition of visa requirements for Georgians (2006), armed conflict, and Russian borders closure (2008), but also towards Western European countries (Bara et al., 2013; Badurashvili, 2012).

Gender composition among the Georgian diasporas is balanced (males and females represent 50%) and migrants are mainly of working age between 15 to 49 years (77.1% in 2008) (UN DESA 2019; Salukvadze & Meladze, 2014). The reasons to migrate are mainly conditioned by economic factors (i.e. limited labour market with a high

18 In contrast to, for instance, the Nigerian and Cameroonian diasporas, which have established organisations like the Medical Association of Nigerians Across Great Britain and the Cameroon Association of Engineers and Computer Scientists in Germany.

19 In North America, where the Ethiopian diaspora is larger, more established and more structured, a larger number of diaspora professionals’ networks like the Ethio-American Doctors Group and Your Ethiopian Professionals (YEP) Network operate.

level of unemployment), where temporary labour migration is considered a “nationwide strategy” to escape from poverty and support families in Georgia (Ruspini, 2010; Badurashvili, 2012).

There is a lack of updated data regarding Georgians academic level and occupations across regions. However, Georgians abroad are generally considered to have a mid to high level of education, with over 40% holding a secondary diploma and above 32% a tertiary education. Georgians in OECD countries are on average more educated than those in former Soviet republics (Salukvadze & Meladze, 2014). Many Georgians abroad work in professional careers (e.g., teachers, engineers, economists), but others face credentials disqualification and are willing to accept low-skilled jobs such as service workers and shop market sales workers (including help/caregivers, janitors, craft and related trade workers) (MPC, 2013; Labadze & Tukhashvili, 2013).

There are, however, differences in the composition of the migrant community from Georgia across countries of destination, which is important to consider when thinking about involving the diaspora in a potential EU-Georgia Talent Partnerships. For example, in Germany there is a significant share of students among the migrant population, alongside young professionals and other labour migrants. Within the country, diaspora organisations are important to keep a connection with other migrants as well as with the country of origin. Both formal and informal diaspora groups exist, often centred around religion or other common interests (e.g. Rugby). A focus of activities seems to be on promoting the Georgian culture and language. There is also some engagement with the country of origin and supporting development, including cooperation with the Georgian government for initiatives such as the Diaspora Awards or the Diaspora Economic Forum. Georgians generally keep a strong relationship with their country of origin and many express a desire to return. This also includes possible temporary returns in the framework of a potential future Talent Partnership and associated training opportunities.

3.3 MOROCCO

According to the UNDESA dataset, the Moroccan diaspora is the second largest from the MENA region (behind Egypt). Between 1990 and 2019, the number of Moroccans abroad doubled from 1.7 million to 3.1 million, increasing around 790 thousand in the first decade of the 2000s when migration was mainly towards European countries experiencing economic growth (UN DESA 2019; Arbouch & Dadush, 2020). In this context, the top destination countries are in Europe, where around 89% of Moroccan migrants reside, mainly in France (33%), Spain (26%), Italy (16%), Belgium (7%) and the Netherlands (6%); while the largest Moroccan diasporas outside Europe are in North America (3.8% in Canada and 3.6% in the USA) and Arab countries (3.8%) (UN DESA 2019; Mountaj 2020).

Moroccans abroad are mostly concentrated in working-age groups between 15-60 years (De Bel-Air, 2016). As of 2019, male Moroccans represent a higher proportion (53%) in comparison with female migrants (47%). The male trend in the Moroccan diaspora composition dates to after World War II, when European countries needed manpower for reconstruction, while the feminization of migration has been reached through family reunification (Boukharouaa et al., 2014). In this sense, the main reasons for moving to Europe since the late 2000s are family reunion (67%), education (12.7%) and remunerated activities (12.6%) mainly to Italy and Spain (De Bel-Air, 2016; Urso et al., 2017). For young Moroccans, the main reason to migrate is related to high unemployment and under-employment rates back home, career development and improving living standards (Arbouch & Dadush, 2020).

Moroccan migrants' socio-economic profile varies. Migrants in countries such as Italy and Spain tend to have a low level of education (over 75% in both countries) and to work in low-skilled positions (e.g., plant and machine operators, assemblers or elementary occupations, craft and related trade workers, service/shop and market sales). In contrast, Moroccans in the US and Canada are likely to have higher levels of education, where 44.9% and 62.7%, respectively, hold a tertiary education degree (MPC, 2013b). Highly skilled Moroccans comprise around 400 thousand (15%) of the diaspora, which includes first and second generation (educated in destination countries), where over 32 thousand are senior executives or professionals holding positions as researchers, managers, university professors and businesspeople (Arbouch & Dadush, 2020).

Given the large presence of the Moroccan diaspora in Europe and the established networks across various sectors of the economy, there is a basis for connecting the diaspora with the envisaged Talent Partnerships.

3.4 NIGERIA

Nigerians are considered to be one of the largest African diaspora communities worldwide. Between 1990 and 2019, the number of Nigerians living abroad tripled from 446 thousand to 1.4 million. As of 2019, Nigerians' top destination countries are the United States (22%), the United Kingdom (14%), Cameroon (10%), Niger (9%), Benin (6%) and Italy (6%) (UN DESA 2019). In this sense, more than half of Nigerians abroad reside in OECD destinations, preferring particularly those where the adjustment process is likely to be faster in terms of understanding the destination country's language, securing employment and reuniting with relatives, friends or associating with other diaspora members (Kómoláfé, 2002), while the remaining number reside in less developed African countries.

A trend among Nigerians residing abroad is that there are more males (53%) than females (47%) (UN DESA 2019). The male migrants' age range is between 18 and 35 and a survey conducted in 2017 found an average age of 27.5 (IOM, 2014; IOM, 2017). This trend of young males migrating corresponds to migration as a livelihood strategy to increase income and support families back home, especially being encouraged after hearing about others successful migration journeys (Malakooti et al. 2015).

More detailed characteristics of Nigerians abroad may differ across destinations. Nigerian migrants towards Europe and North America are generally classified as highly educated and skilled. For instance, the Nigerian diaspora in the United States is considered as one of the most educated, with a large proportion of Nigerians aged 25 and older holding at least a bachelor's degree (61%) (Echeverria-Estrada & Batalova, 2019). Whereas 73% of Nigerians aged 16 and older are more likely to be in the labour force in contrast with the US population (64%), and around 54% are most likely to occupy professional or managerial positions (e.g., engineering, science, law, education, finance, human resources) (MPI, 2015; Echeverria-Estrada & Batalova, 2019). A similar situation is reflected in the UK, where Nigerians mostly work in financial, services, IT, legal and medical occupations (Jackson-Obot, 2020). In contrast, Nigerians residing in less developed African countries are mostly short-term migrants, involved in small businesses, trading, and construction (IOM, 2014).

The Nigerian diaspora (in Europe and North America) is engaged in development activities in the country. These activities may be carried out either by individuals or through the various forms of diaspora associations including faith-based associations, students associations, hometown associations, professional networks and state-owned associations. The activities they carry out include knowledge and skills transfer especially in the

healthcare sector.²⁰ Nigerian professionals are also engaged in exchange programmes funded by international organisations such as GIZ and IOM.²¹ The diaspora, through their remittances, are also contributing to investment in several sectors of the economy especially in the construction/ housing sector and are engaged in politics with many returning home to participate in domestic politics (Adu 2021). There are also women led diaspora associations that engage in community development activities. These associations include professional networks amongst others.²²

In 2000, the Nigerian government established Nigerians in Diaspora Organisation (NIDO) as the coordinating body for diaspora relations between the government and the diaspora. There are NIDO branches globally, mostly linked with the Nigerian embassy/ consulate. Although other forms of diaspora organisations still exist, NIDO has the coordinating role of linking these organisations with the government. The Nigerian government further institutionalised its engagement with the diaspora through the establishment of the Nigerians in Diaspora Commission (NiDCOM) and the adoption of the Nigerian Diaspora policy in 2021 (NiDCOM 2021). NiDCOM has started the process of mapping Nigerian diaspora through establishing a database for the registration of Nigerian diaspora (VON 2021). These measures have contributed to recentring the importance of diaspora engagement for the government and signal its willingness to collaborate with the diaspora towards building the country (Osibanjo 2018; Arhin-Sam & Zanker 2019; IOM 2021b). It also shows the passion of the diaspora to support the development of the Nigerian economy (Nweke 2014).

Given the structure of the Nigerian diaspora engagement which is highly institutionalised, with formal and informal segments, there is an existing framework within which the Nigerian diaspora can be engaged in the Talent Partnerships. More so, the ongoing collaboration with the diaspora and their home communities and the existing networks can be built on to further strengthen the collaboration within the structure of the Talent Partnerships especially as it relates to promoting investments with a view to job creation, creating linkages between Nigerian business and professional networks in the diaspora especially as it relates to training, mentorship, entrepreneurship, knowledge and skills transfer opportunities.

3.5 WHAT DOES THIS MEAN FOR THE TALENT PARTNERSHIPS?

As described, the diaspora communities that this research focuses on are diverse in terms of their characteristics and geographic distribution within Europe. Given this geographic distribution, the scope for involving the diaspora communities in a future Talent Partnerships may therefore be greater – especially insofar as they can provide direct support to migrant participants during their stay in Europe – if the Talent Partnerships supports legal migration to the principal countries of residence of the respective diaspora.

20 Association of Nigerian Physicians in America (ANPA) carry out medical missions where they perform medical outreach for the public and training workshops for medical personnel at public hospitals on a regular basis through the Diaspora Professional Healthcare Initiative (ANPA 2021). See also the activities of the Medical Association of Nigerians Across Great Britain (MANSAG 2021). These networks equally provide networking and mentorship for their members including newly arrived migrants. Other professional networks are Nigerian Medical Association in Germany (NMAG 2021) and Friends of Nigeria, Europe (FON 2021).

21 GIZ's PMD funds professional exchange between Nigerians in Germany and host institutions in Nigeria for 2 weeks to 6 months (Ezejiofor 2019). Also see the CD4D programme implemented by IOM (IOM 2021c).

22 See for example Nigerian Women in Georgia USA, which runs a university scholarship programme for girls in Nigeria; they also carry out medical missions and provide medical equipment to various communities in Nigeria (NWAG 2021). See also, Nigerian Women in Diaspora Leadership Forum (NWIDL 2021).

Further, the diversity of the diaspora communities has several implications for their eventual mobilisation through Talent Partnerships. The common engagement of diaspora members in groups based on ethnicity, region of origin, religion and generation can mean that outreach targeted at them requires dedicated resources. In addition, engaging migrants in Europe in knowledge transfer back to their country of origin, may benefit from a regionalised approach in which diaspora talents are connected to skills development needs in their region of origin. Domestic conflicts may influence the nature of diaspora engagement in destination countries. In the case of Ethiopia, interviews also underscored how the ongoing conflict in Ethiopia's Tigray region has heightened divisions within diaspora communities. Communities have splintered further and some organisations have paused activities or moved them online due to the political disagreements between diaspora members from different ethnic communities. This poses a unique challenge to efforts to identify and engage Ethiopian talent – accentuating the existing challenges inherent in engaging a diaspora that is already considered dispersed and unstructured relative to other African diasporas.

4. LABOUR MOBILITY INITIATIVES INVOLVING DIASPORA ENGAGEMENT

This section examines examples and practices in linking diaspora engagement and labour migration. While some focus mainly on diaspora engagement and others on labour migration, the analysis below emphasises the relationship between both themes.

The EU has existing frameworks for migration cooperation with third countries which could form the building blocks for the negotiations on the Talent Partnerships. The EU has entered into Common Agendas on Migration and Mobility (CAMM) and Mobility Partnerships (MP), however, the current implementation of these agreements have not linked diaspora engagement and labour mobility. Diaspora engagement is often addressed in the area of migration and development, while labour migration is usually dealt with separately. Moreover, despite the references to legal migration in these frameworks, there are few concrete commitments on the facilitation of legal migration from these countries to the EU within the CAMM or MP frameworks (Castillejo 2017; Moore et al 2020).

The Migration Partnership Facility (MPF), designed to strengthen cooperation between the EU and countries with which it has signed MPs and CAMMs, has developed projects to facilitate labour migration between Morocco and the EU, and Nigeria and the EU (EC N.d). In the case of Georgia, labour mobility schemes exist, but these have not been facilitated by the MPF. The triple win project on circular migration of nurses and hospitality professionals with Germany (2013-2016; 28 migrants) with support by GIZ (Goos 2016; GSP 2021a) and the pilot for welders, construction workers and truck drivers with Poland (2017-2019; 19 migrants) supported by IOM (GSP 2021b) were mentioned as successful initiatives to facilitate labour mobility of Georgians. While they were not without challenges, they put Georgia in a position where they were able to negotiate and sign four bilateral agreements on circular migration (Bulgaria, France, Germany and Israel), of which two are already being implemented (Germany and Israel), alongside further ongoing negotiations. There are currently no schemes that facilitate labour migration between Ethiopia and Europe, although the Ethiopian government has explored potential schemes to facilitate migration to the Netherlands, Poland, and the Gulf countries.

Diaspora engagement in promoting development in their countries of origin through harnessing their skills and knowledge has become a primary concern of governments of countries of origin in recent years. These governments are creating programmes that seek to harness the innovative, production and investment capacities of their diaspora to contribute to the development of their countries of origin/ heritage. The activities undertaken by the diaspora through some of these initiatives can be linked to the Talent Partnerships and promote skills development, knowledge transfer, employment creation and labour mobility between destination countries and countries of origin/ heritage. Some examples of these programmes in Asia, South America and Africa are further discussed below.

The experience of the Philippines

In the case of the Philippines, just over 10 million inhabitants - out of a total population of just over 110 million people in 2021 - live abroad (CFO 2021). There are two programmes that provide examples towards the mobili-

sation of skilled diaspora in their countries of origin. These are the “Alay-Dunong Sa Bayan” programme or Alay knowledge exchange programme and the Balik-Turo or Teach-Share programme (CFO 2016).²³ Through establishing science and technology parks for diaspora researchers, the programme promotes knowledge transfer and technology exchange between the diaspora and researchers at home in the areas of engineering, science and technology. This has led to the creation of knowledge hubs in these areas and the creation of subsidiaries of multinationals and mixed enterprises with local or diaspora returnee entrepreneurs. Returning academics and professionals can teach and work together with educational institutions in the Philippines to promote vocational educational exchange. The government also promotes diaspora investment in the Philippines, with new financial instruments and investment services targeted at the diaspora; arts and culture exchange programmes; networking between private diaspora owned businesses and social enterprises in the country; as part of its diaspora to development programme (Gamlen 2019 p.237).

The experience of Colombia

Colombia - a country of 51.4 million inhabitants in 2021 and 5.8 million migrants in 2020 - was one of the first countries to have set up a diaspora Scientific Network called “Red Caldas”. This network was created in 1991 by the Colombian Institute for the Advancement of Science and Technology (Colciencias). Red Caldas was considered one of the first initiatives to establish contacts between members of the scientific diaspora and science and technology projects in their countries of origin (Chaparro et al 2016). The network has many achievements to its credit, including the development and implementation of public policies and the development of human resources in scientific and technological fields. The success of the programme is due to the twinning of scientists in the diaspora and in Colombia, in collaborating on research projects (Red Caldas 1998). This contributed to capacity building, exchange of researchers and training of graduates. These scientists could also use the results of their research projects towards development outcomes. However, industrial expansion was not really part of the network’s mission. Also the network did not have an objective of promoting the labour mobility of researchers.

The Switzerland - Nigeria migration partnership

In 2011, Nigeria and Switzerland signed a migration partnership. This partnership aims at promoting the cooperation between both countries on issues of migration, the partnership forms the framework for the various cooperation between Switzerland and the partner countries (SDC 2021). The partnerships are flexible and depend on the interests of both parties in furthering long term cooperation. As part of the partnership, there is a focus also on migration and development - this seeks to promote diaspora relations between Nigerian diaspora in Switzerland and the Nigerian government (SDC 2011). Based on the partnership, the Swiss Development Cooperation (SDC) supports the Nigerian diaspora in Switzerland to engage in several development projects including the promotion of professional training for diaspora and linking them to employment and entrepreneurship opportunities in Nigeria (SDC 2014; Bisong 2015). The partnership also facilitated the establishment of public-private partnerships in providing training, scholarships and employment opportunities to Nigerians in Nigeria and in Switzerland (Bisong 2015).

23 Through the BaLinkBayan, a one stop online portal for Overseas Filipinos, the diaspora have information about these programmes and can promote diaspora driven initiatives in entrepreneurship, investment and skills and technology transfer.

The Australia - Pacific experience

Labour mobility between Australia and the Pacific countries are regulated by various visa schemes and seasonal worker programmes - The Pacific Labour Scheme is one example. The Scheme provides employment for Pacific and Timorese workers in Australia, while addressing the labour shortages in rural Australia. Under the Scheme, which commenced in July 2018, approved employers are able to recruit workers from nine participating Pacific island countries and Timor-Leste in low and semi-skilled jobs (DFAT 2021). The Pacific Labour Facility (PLF) supports the administration of the scheme and helps Australian employers to identify and access qualified workers (DFAT 2021). Workers under the scheme are contracted for 3 years, and then have a one-year stand down period after which they can reapply.²⁴

The Australian Pacific Training Coalition (APTC) provides training to individuals paid for by the Australian government. There is a labour mobility track and a domestic track. Students that want to travel for job opportunities in Australia get extra training with ready-to-work skills (soft skills) that enable them to work in the Australian market. Standard track, domestic track and labour mobility track - the labour mobility track is embedded and has a more holistic approach (including pre-departure training) (ATPC 2021). There is an alumni network of students, however as the students are still in their first year of the contracts, there is no mechanism to mobilise them. It is envisaged that when current migrant workers return from their employment, they will be willing to share their experiences with newly recruited workers and those in training.

Pacific Island states are still trying to get diaspora to invest and exploring the linkages between employers and investments in the domestic economies. However, these have not been successful on a large scale, only on an individual basis. More so, regulations in Australia prevent diaspora entrepreneurs from recruiting from their countries of origin. *"A businessman from Samoa was interested in hiring workers from Samoa for his security company. However, the relevant security certificate required could only be obtained in Australia - part of the training must be done in Australia, the students would need to finish their training there."* - Interviewee from an International organisation.

Although there are no formal structures for diaspora engagement in labour migration, some employers tend to hire workers from certain communities based on their previous experiences with migrants from these communities. *"In certain areas in Australia, the Tonga community was successful because of the strong Tongan diaspora and their links with the employers. The employers prefer returning workers because their productivity is a lot higher. What happens is that employers start to build relationships with particular countries and particular villages in their countries, building networks."* - Interviewee from an International Organisation.

The New Zealand - Pacific experience

New Zealand has a Recognised Seasonal Employer Scheme which provides employers with temporary workers to fill seasonal or short term skills shortages in the horticulture and viticulture industry. Most of the employees are in the 20 to 39 age group and the majority (89%) are males (MBIE 2021). The number of workers and employers using the scheme has increased due to the augmentation in the cap on the number of workers allowed to

24 This is different from the seasonal worker programme where migrants could work in Australia for 8 months and could reapply every year. However, in both programmes migrants are not allowed to move with their families. This creates a difficulty for the workers and a social gap that is filled through diaspora associations (which may be hometown/ ethnic associations or faith based associations).

use the scheme based on the demand from the employers.²⁵ There is also the Essential Skills Visa programme. Pacific Essential Skills workers are more likely to be employed as technicians and trades workers and as labourers (MBIE 2021). Most Pacific Essential Skills workers are in their 20s and 30s and more likely to be male.

The scheme has a clear development orientation and refers to supporting diaspora engagement and initiatives and facilitating the transfer of remittances. There are NGOs and diaspora organisations that provide support to seasonal workers in New Zealand (PF 2015). According to an interviewee, those that are successful have targeted specific outcomes and work with a smaller cohort of seasonal workers in a village or community. These diaspora organisations play a huge role in supporting seasonal workers to integrate and acclimatise to their new environment. They welcome, engage, provide support in a cultural and community context. They also provide information to seasonal workers and intervene in cases of conflict between the employers and the employees. “They advocate for workers where the employment or living conditions are difficult.” (stakeholder Interview). Although the role of diaspora organisations is acknowledged, they are not formally engaged in the cooperation between the New Zealand government and the government of the Pacific Island States. They are a consultative partner and they provide insight to the government on several issues and policy processes.

What does this mean for the Talent Partnerships?

The study could not identify a single legal migration scheme, involving the participation of the diaspora, of the type envisaged under the Talent Partnerships in Ethiopia, Georgia and Morocco so thus could not draw lessons about how diaspora has been engaged in directly comparable initiatives. The current pilot projects in Nigeria (Digital Explorers) and Morocco (MENTORII, HOMERe) are focused on promoting labour mobility, but do not include diaspora engagement. In the case of Nigeria, the Switzerland – Nigeria Migration Partnership may offer some insights into how diaspora can facilitate labour migration especially in the area of training, scholarships and public-private partnerships. The triple win project involving Georgia also included an element on diaspora mobilisation in the form of a diaspora conference and job fair to facilitate networking, which were focused more on return and diaspora engagement rather than labour migration (Goos 2016).

Although there are no existing examples in Ethiopia, the Ethiopian Government's Jobs Creation Commission (JCC) – established to drive job creation at home and abroad – explained that it had been actively seeking to develop new labour migration opportunities for Ethiopian labour migrants and had *considered* ways to engage diaspora communities within planned partnerships. The JCC is already in the process of exploring partnerships with Ethiopian diaspora labour recruiters in various countries, as well as building its networks with diaspora organisations.²⁶

In the case of Georgia, the country's Migration Strategy recognises the potential that the diaspora can play in development as well as a need to strengthen the engagement with diaspora to harness this potential (Government of Georgia 2020). Interviewees also confirmed this and explained that while cooperation on cultural topics is already very effective, it could be strengthened when it comes to economics and development. There was no explicit mention of engaging diaspora in facilitating labour mobility by the representatives interviewed, but they

²⁵ The number of employees is capped at 14500 per year. Seasonal worker schemes are organised in a circular way with workers signing a contract for 6-7 months. They work for 9 months and return home for 3 months before they can reapply for another visa.

²⁶ For instance, JCC representatives met with Ethiopian diaspora community members in the city of Gdansk while discussions were taking place about a labour mobility scheme.

perceive that both are currently treated as largely separate issues. As mentioned above, the triple win project with Germany had a diaspora mobilisation element but this was not discussed during the interviews.

Morocco was one of the first countries in the world to have established links with its citizens residing outside its territory and has sought to mobilise the skills of the Moroccan diaspora since the 1990s (Gaillard & Gaillard 2015, El Asri 2013, Belguendouz 2010, Khachani 2010). However, there have been mixed results from these initiatives aimed at mobilising diaspora knowledge for development (Dadush 2015; Boukharouaa et al 2014). That notwithstanding, many Moroccan diaspora professional networks in the EU and in North America²⁷ remain willing to contribute and volunteer towards initiatives aimed at promoting knowledge transfer with the view to contributing to the achievement of economic and social development programmes in Morocco (ICMPD/NAMAN, 2020/2021; AFFORD 2020). However, their engagement is based on the condition that these programmes are coherent and that confidence is established in relation to the political conditions in the country.

In general, while the role of the diaspora is acknowledged in facilitating labour migration, the study could not identify any formalised ways in which the diaspora has been engaged in labour migration initiatives. They seem not to occupy a formal role in the discussions between governments and often play a consultative role for the governments, or interact directly with the newly arrived migrants and their countries of origin in support of labour migration.

There is some evidence of governments acknowledging the role of the diaspora in labour migration. In France for example, the government recently stopped financing seasonal workers from Morocco or Tunisia given, among other reasons, the existence of well-established diaspora groups that organise this recruitment (MPI 2019). More so, along the Sweden Thailand Corridor for berry pickers, the diaspora plays an important role through personal referrals and local recruitment agencies in establishing a legal migration pathway (MPI 2019).

The diaspora in destination countries can also assist the government and potential employers to understand the dynamics of the labour market in their countries of origin and help identify possible areas of collaboration (specific sectors) between these countries. As shown in the Australian and New Zealand examples, the diaspora through establishing relationships with their employers create strong links between employers and certain communities in the recruitment of returning seasonal workers. More so, through academic or scientific research networks, diaspora engagement in labour migration initiatives can spark economic transformation, if coupled with specific science and technology policies that seek to promote innovation (see the example of the technology parks and the twinning researcher projects).

The diaspora's role in promoting capacity building and knowledge transfer in their countries of origin/ heritage can also be built upon to further promote skills development for overseas employment through their participation or inclusion in global skills partnership type projects, for example, their involvement in curriculum development and soft skills training in their countries of origin.

27 Some examples of Moroccan diaspora associations in North America include: American Moroccan Competencies Network - AMCN in the United States of America and Morocco Western Canada Trade Center - MWCTC, Canada.

5. INTEGRATING DIASPORA INVOLVEMENT IN TALENT PARTNERSHIPS: LESSONS LEARNT FROM PAST AND PRESENT INITIATIVES

5.1 PRE-DEPARTURE SUPPORT AND SKILLS DEVELOPMENT

TABLE 1: REPRESENTATIVE FORMS OF SKILLS DEVELOPMENT CONTRIBUTIONS IN THE FOCUS COUNTRIES

	ETHIOPIA	GEORGIA	MOROCCO	NIGERIA
KNOWLEDGE TRANSFER	IOM-CD4D (first phase), GIZ-PMD	GIZ-PMD TRQN	GIZ-PMD, German-Moroccan Competence Network (DMK eV) and the Medical Competencies of Moroccans Abroad (C3M)	IOM-CD4D GIZ-PMD, Foodbridge
MENTORSHIP	Misale, YEP Network	None	Local community in Milan and Béni Mellal. But no precise data available	ANPA, NMAG, TEF, Student associations, MANSAG, informal collaboration
DIASPORA NETWORKING AND MUTUAL SUPPORT TO DEVELOP SKILLS	EPN Holland	Informal collaborations	Fédération des amis de figuig; Association des Marocains de France (AMF)	NIDOE, FON, NWAG, Foodbridge, student associations, hometown associations
ENTREPRENEURSHIP SUPPORT	EPN Holland, WIDU Africa	ERGEM, Georgian Diaspora Awards	DiafrikInvest, StartUp Maroc	AFFORD-UK, NIDOE, Foodbridge
ACADEMIC EXCHANGE	CD4D, EUDiF, informal collaborations	Informal collaborations	Possible, but no available data	CORN West Africa, NWAG scholarships, informal collaboration

Diaspora contributions to skills development in countries of origin centre on knowledge transfer, entrepreneurship support, academic exchange, and mentorship

Given the focus of the Talent Partnerships (TPs) on developing skills in the partner countries (EC 2020b), the European Commission may look to support both new and existing initiatives that mobilise diasporas in skills development.²⁸ The forms of diaspora engagement in skills development identified are:

i. Knowledge transfer:²⁹ since the 1970s, international organisations and governments of residence countries have supported programmes that enable diasporas – predominantly those in Organisation for Economic Co-operation and Development (OECD) countries – to return temporarily or permanently, virtually or physically, to their countries of origin for the purposes of transferring knowledge.

Examples that are more recent include programmes like the International Organization for Migration's (IOM) Connecting Diaspora for Development (CD4D) programme, funded by the Netherlands, which has covered Ethiopian and Nigerian diasporas, among other diasporas, residing in the Netherlands (IOM N.d.).³⁰ The Germany-funded Deutsche Gesellschaft für Internationale Zusammenarbeit's (GIZ) Programme Migration and Diaspora (PMD) covers all the focus countries of German-based diasporas (GIZ N.d.).³¹

These initiatives deploy diaspora talent from the countries of residence to work for a period of weeks or months, or deliver a specific project, in countries of origin. These deployments are often at public institutions or development-focused civil society organisations, although one example was identified which involved Belgium-based diaspora experts providing training to Nigerian and Ghanaian farmers and agropreneurs on how to improve their practices and access new markets (Foodbridge 2021).

International organisations and development cooperation agencies tend to implement these initiatives, which cover the expenses of the diaspora experts deployed. Diaspora professional networks, such as the Association of Ethiopians Educated in Germany, Medical Association of Nigerians Across Great Britain and Association of Nigerian Physicians in the Americas have also organised similar exchanges (AEEG N.d.; ANPA 2021; MANSAG 2021).

As outlined later on, EU TPs can support knowledge transfer as standalone initiatives (in their current form) or utilise the diaspora talent networks that the implementers of such initiatives develop in order to deploy diaspora experts to support other skills development interventions.

ii. Mentorship: diaspora mentorship initiatives involve the matching of diaspora professionals with career experience with less-experienced nationals (either from the diaspora or residing in their country of origin). The

28 "Skills development" in this report refers to equipping people with skills, competences and qualifications - as inspired by the definition used by the European Commission (EC N.d.).

29 "Knowledge transfer" in this report refers to the specific type of interventions that aims to transfer competencies from individuals and organisations of the diaspora to individuals and organisations in communities of origin - as inspired by the term's use in aforementioned interventions by the United Nations (such as the TOKTEN (UNDP N.d.) and CD4D programmes (IOM N.d.b) and other international development organisations (notably the GIZ (N.d.b.)).

30 The four focus countries of the CD4D programme are Afghanistan, Iraq, Nigeria and Somalia.

31 The Global programme currently operates in 22 countries including Albania, Cameroon, Colombia, Ecuador, Ethiopia, Georgia, Ghana, India, Indonesia, Jordan, Kenya, Kosovo, Morocco, Nepal, Nigeria, Palestinian territories, Peru, Senegal, Serbia, Tunisia, Ukraine, Vietnam.

mentorship tends to take place through structured meetings (virtual or in-person) designed to build their skills (predominantly soft skills) or to provide counsel on career or entrepreneurship opportunities.

These are predominantly voluntary initiatives developed by diaspora student or professional networks – normally based in countries of residence. For instance, US-based Misale and Your Ethiopian Professionals (YEP) Network are student-run initiatives that organise small mentorship cohorts (of 10-50 mentor-mentee matches), bringing together Ethiopian mentors and mentees from the diaspora (including those in Europe) and in Ethiopia (YEP Network, N.d.; Misale, N.d.). Another example is the Tony Elumelu Foundation's (TEF) flagship entrepreneurship programme, which encourages the Nigerian diaspora to mentor entrepreneurially orientated mentees (TEF N.d.). The US-based Association of Nigerian Physicians in the Americas also provides mentorship for newly arrived migrants and younger physicians. The organisation has a programme - Mentoring in Medicine - designed to provide mentorship through chapter collaboration, networking and professional programmes to Health care professionals in their early career stages (ANPA 2021). Other Nigerian medical professional associations equally provide mentorship opportunities, see for example the Nigerian Medical Association in Germany and the Medical Association of Nigerians Across Great Britain. Furthermore, student associations offer mentorship programmes where new students are paired with older students or diaspora as mentors (NISIG N.d.). Mowgli Mentoring is a relatively rare example of a broader, professionalised global mentorship programme, which supports diaspora mentorship (Mowgli Mentoring, N.d.).

While generally developed informally and outside recognised educational and qualifications frameworks, Misale has teamed up with Netherlands-based diaspora professionals' network, Ethiopian Professionals Network (EPN) Holland, to conclude memoranda of understanding with universities in Ethiopia, with a view to mentoring students in Ethiopia and supporting curriculum development.

As outlined later on, EU TPs can support diaspora mentorship as standalone initiatives or integrate diaspora mentorship into broader skills development programmes, orientation of potential TP migrant participants, and the in-country professional development journeys of TP migrant participants. Misale and EPN Holland's initiative to partner with universities also shines a light on one potential avenue that the TPs could support to further institutionalise and formalise mentorship.

iii. Professional networking and skills development within own diaspora communities: these involve diaspora communities – especially professional and student networks – supporting professional networking and skills development (predominantly soft skills) within their own communities. Skills development measures acknowledge that skilled migration contributes to the socio-economic development of the economy of both destination and home countries.³² These measures contribute to a holistic and long term approach towards development. In Ethiopia, GIZ has also recognised knowledge transfer as “by far the biggest potential for [diaspora] cooperation in and with Ethiopia” (Warnecke 2015). The contributions of the Ethiopian diaspora through knowledge transfer and employment creation are also recognised in the government's 2nd Growth and Transformation Plan (Federal Democratic Republic of Ethiopia 2016).

EPN Holland, for instance, has delivered soft skills training sessions and arranged networking sessions for Ethiopian professionals in the Netherlands, as well as sessions that aim to connect Ethiopians in the diaspora with opportunities to support start-ups in Ethiopia. The Afro Deutsches Akademiker Netzwerk (ADAN), run by

32 See more on the evidence basis for diaspora knowledge transfer programmes (Kuschminder et al 2021).

young Afro-Europeans (predominantly next-generation African diaspora members), have arranged training sessions on entrepreneurship and opportunities to support start-ups in Africa (including within the German-funded WIDU Africa platform) (ADAN N.d.; WIDU Africa 2020). Furthermore, in the Moroccan context, the National Union of Moroccan Students (UNEM) has defended the interests of Moroccan students in Europe, facilitated their participation in political and cultural relations with Morocco, and facilitated their return to Morocco once they have finished their studies. While the organisation is now defunct, other Moroccan student-run associations in Europe have emerged with similar objectives - often with ties to Moroccan political parties (like the UNEM).

Several key informants – Europe based diaspora professionals and implementers of legal migration projects alike – noted that developing soft skills was an area of critical need for labour migrants from the focus countries, and that integrating support to the ongoing skills development of TP migrant participants during their stay in Europe could strengthen the value that the TP participants gain from their experience in Europe, while facilitating their integration into their organisation and new community of residence.

iv. Entrepreneurship support: diaspora professionals, entrepreneurs and organisations all play important roles in supporting entrepreneurship both within their own diaspora community and in and with their communities of origin.

For instance, networks like EPN Holland, ADAN (including through WIDU Africa), and the African Foundation for Development (AFFORD-UK) support professional and entrepreneurship skills development and network amongst diaspora communities, as well as helping to connect their diaspora members with African start-ups. Meanwhile, interviews revealed that two major start-up hubs in Ethiopia – xHub Addis and blueMoon Ethiopia – have both been initiated and heavily supported by diaspora investors and entrepreneurs (investing their financial capital and providing mentorship). Associations of Moroccan diaspora entrepreneurs have also been established to support diaspora start-ups, such as the DiafrikInvest support programme and StartUp Maroc (DiafrikInvest 2018; Startup Maroc N.d). The Nigerians in Diaspora Organisation Europe (NIDOE) organises networking sessions for Nigerian businesses in Europe through hosting social events for entrepreneurs. In some chapters, there are business directories (database of Nigerian owned businesses operating in the country), which help foster networks and business to business connections. The Tony Elumelu Foundation through its flagship programme the Tony Elumelu Entrepreneurship Programme supports entrepreneurship in African countries by linking young entrepreneurs with Africans in diaspora and providing them with skills, networks and a grant to establish their businesses on the continent (TEF N.d.b). Through ‘TEF Connect’, the programme equally provides a networking platform for over a million Africans including those in the diaspora.

Many of these forms of diaspora entrepreneurship support involve two-way transfers of knowledge between diasporas and homeland entrepreneurs – but this often appears tangential to the overall objectives of fostering business creation. TPs can work with these types of initiatives to make entrepreneurial skills development a more explicit objective.

v. Academic exchange: interviews revealed several examples in which diaspora academics brokered partnerships with higher-education institutions in their countries of origin, promoting mutually beneficial academic collaborations and supporting knowledge transfer to homeland educational institutions. However, in some focus countries, Ethiopia and Nigeria, the current exchange initiatives have been found to be *“fragmented, individually carried out, and challenged by the lack of a systemic approach, among other things”*, and requires better coordination in order to achieve the potential benefits (Woldegiyorgis 2020; Amagoh & Rahman 2016).

For instance, the European Union Global Diaspora Facility (EUDiF) is funding a project with Wollo University in Ethiopia – developed by a team of Ethiopian diaspora academics from the Netherlands, Germany and Italy – to strengthen university agri-food curricula and to support teaching. The project initiator is a diaspora academic from Wageningen University in the Netherlands, who is a member of the Wollo University Diaspora Alumni Network. Wageningen University and Wollo University have strong complementarities in their agri-food expertise and the project provides continuity to the partnership's previous support from the CD4D programme.

Diaspora academics interviewed underscored how diaspora academics can play a unique role in enabling homeland higher-education institutions to both draw from global expertise, as well as serving as entry points to international academic funding opportunities and mutually beneficial two-way academic exchanges benefiting students, faculty staff and researchers. In addition, these individuals also saw themselves in a position where they were already providing support, for example with applications, on an individual level to people wanting to study in the EU to further their chances to be able to enter the labour market upon graduation.

As outlined further in the Recommendations section, TPs can consider ways to engage diaspora academics to support research collaborations, bidirectional student mobility, and other forms of cooperation between European higher-education institutions and their TP partner counterparts.

Skills development involving diasporas is predominantly initiated by diaspora individuals and organisations, as well as governments of countries of origin, international organisations, and governments of countries of residence

As alluded to above, different stakeholders support existing diaspora mobilisation in skills development and may therefore be relevant within the framework of TPs. In this respect, the following key stakeholders are identified:

i. Diaspora individuals: several examples were identified in which individual diaspora members initiated skills development projects in their countries of origin. These might take the form of lecturing at an educational institution while on a visit “home” to see family and friends, mentoring informally people from an institution or community with which the diaspora individual has ties, providing advice (along with financial capital) to businesses back home, or brokering collaborations between educational institutions in origin and residence countries.

ii. Diaspora organisations: as noted, diaspora organisations (especially student associations and professional and entrepreneurs networks) organise mentorship and professional and soft skills development. They may also organise knowledge transfer or material donations to educational institutions in communities of origin.

iii. Governments of countries of origin: these liaise with the partners who implement knowledge transfer initiatives and the institutions who benefit from the knowledge transfer. Beyond that, the Nigerian government has also engaged its diaspora directly in national volunteer programmes (OSGF N.d.).

Homeland governments also have an active role to play in developing diaspora networks, which can then be activated to support skills development. The mandate of the Nigerians in Diaspora Commission (NiDCOM) explicitly refers to the objective to “reach out to Nigerian communities abroad through their various groups, organisations and professional bodies (NiDCOM N.d.).” Several key informants also noted that Ethiopian embassies and consulates actively map diaspora competencies in countries of residence. The Georgian government, on the other hand, has initiated the Georgian Diaspora Awards programme (jointly with ICMPD) to acknowledge

the diaspora's contributions. Within this programme, a grant that diaspora professionals can use to implement pilot projects in their home country has been established, with the aim of enhancing networking and human capital development. With a view to potential future engagements in such initiatives, IOM Georgia is currently developing a database of diaspora experts. With the use of onomastics,³³ the database will contain information on Georgian professionals residing abroad, including information on their occupation and education.

iv. Governments of countries of residence and international organisations: governments of countries of residence have funded knowledge transfer initiatives implemented by international organisations and development cooperation agencies.

The Netherlands-funded CD4D and German-funded PMD are cases in point. At the lower levels, cases of diaspora-involved skills development support by municipality twinning partnerships were also identified. For instance, the German municipality, Vaterstetten, has a twinning partnership with the Ethiopian town of Alem Ketema (Ethiopian Embassy in Germany 2015), which has funded support to vocational training in Alem Ketema – with Ethiopians in Germany visiting the town to support these activities on the ground.

Donor-driven diaspora knowledge transfer initiatives tend to focus on the experience of diaspora individuals residing in specific countries of residence

The diaspora knowledge transfer initiatives reviewed focus on enabling diaspora talent to contribute to their countries of origin. While the CD4D and PMD initiatives do also conduct needs assessments to ensure the receiving institutions in countries of origin have a need for knowledge transfer, while also developing methodologies and training to maximise the knowledge transferred, the emphasis tends to be on the return experience of the diaspora talent.

One possible consequence to this emphasis on the diaspora talent relates to the scalability in knowledge transfer. Supporting or integrating knowledge transfer into TPs to “scale up” diaspora contributions to skills development in countries of origin may require further and more explicit programmatic emphasis to be placed on sustainability and scalability of diaspora exchanges. This could, for instance, involve focusing on diaspora exchanges whose outcomes can be institutionalised within educational systems (e.g. training of trainers or curriculum development), or enabling more sustained exchanges where diaspora experts are supported to return for multiple short visits, engaging them in virtual knowledge exchange between these visits (diaspora key informants also indicated that flexibility is required in such programmes, as many cannot leave their jobs in Europe for visits of more than a few weeks).

The study did identify such instances of more sustained and scaled knowledge transfer and a UNU-MERIT evaluation uncovered more long-lasting benefits to knowledge transfer within the CD4D beyond the direct impacts of the diaspora experts' deployment (Kuschminder and Mueller 2019). TPs will need to amplify and multiply these examples if diaspora knowledge transfer is pursued as a means to maximise diaspora impact on skills development in their homelands.

33 “Onomastics” refers to the science or study of the origins and forms of words. In the field of diaspora engagement, it broadly refers to methods of identifying diasporas by looking at the origin of names in countries of residence.

In addition, the knowledge transfer initiatives identified could only engage diasporas from specific countries of residence – notably those whose governments funded the initiatives. This precludes any achievement of scale by engaging diasporas from across Europe and beyond. TPs could mobilise diaspora talent from across Europe and work with pan-European diaspora organisations and networks, which could make it easier and more cost-effective (see the point below about resource intensity)³⁴ to develop diaspora networks and identify the types of talent demanded by countries of origin.

“Tapping into” diaspora talent for skills development requires long-term networking – which is often resource-intensive

Diaspora knowledge transfer initiatives like CD4D and PMD, as well as diaspora engagement more broadly, requires the implementers of such initiatives to engage in long-term networking.

Key informants from organisations that develop such initiatives mentioned diaspora talent identification methods such as scouring social media networks like LinkedIn, organising events (both online and offline) for diaspora organisations, posting open calls for diaspora expert positions online, and contacting professional diaspora and student alumni networks. They also noted that this diaspora talent identification process also involves ongoing contacts with diaspora networks and relationship building with individual diaspora experts. A number of contacts often need to be made with a diaspora individual before they become willing, interested and available to deploy in their country of origin.

In addition, the approaches required to identify diaspora talents can vary by diaspora. Larger, more structured, longer-established diaspora communities like Nigerians or Moroccans in Europe, for instance, can be engaged through umbrella organisations. Nigerian diaspora organisations, including professional networks, for instance, can be reached by engaging with the Nigerians in Diaspora Organisation Europe (NIDOE), the European arm of a global Nigerian Diaspora network. In the case of the Moroccan diaspora in France, there are two large associations that are noteworthy – “Migration and Development” and the network “Maroc-Entrepreneurs”.³⁵ However, neither is involved in training or skills transfer programmes. The first association, created in 1986, is more focused on the local development of the starting regions of origin and decentralised cooperation. The second network, founded in 1999, focuses on connecting skilled Moroccans with French and International companies, as well as encouraging Moroccans living abroad to set up companies in Morocco. For Ethiopia and Georgia, meanwhile, the community is less structured, and a ‘wider’ engagement strategy is required.

All this points to a long-term and resource-intensive process of identifying diaspora talents for knowledge exchange, especially for countries like Ethiopia with relatively small, unstructured and dispersed Europe-based diasporas – and one which can be constrained by development cooperation ‘projectised’ and time-bound funding modalities.

For TPs to mobilise diaspora talents in a scalable manner, it will likely be necessary to build on the diaspora networks already developed by previous EU Member State-funded programmes, or to explore collaborations directly with pan-European or pan-Member State diaspora professional networks or platforms that have already developed these networks. Longevity of funding may also be required to ensure cost-effectiveness of this

³⁴ See section 7.

³⁵ For more information see the Maroc Entrepreneurs website

networking process. The above point on taking a pan-European approach to diaspora talent identification is additionally germane to this notion of scalability and cost-effectiveness.

Diaspora appetite for volunteering time to support skills development is significant and driven by both a need to “give back” and pursue own interests in accessing new skills, knowledge, networks or opportunities

Global diasporas have shown a significant appetite for deploying their intellectual, social, and political capitals as well as volunteerism in support of development in countries of origin, transit, and destination (Wambu et al 2020). Key informants involved in diaspora engagement in mentorship and knowledge transfer underscored how this appetite to contribute can be driven both by a willingness to “give back” to their community with which they maintain emotional ties, as well as personal interests in accessing new networks, knowledge, skills, and opportunities. They may also want to spend an extended period of time in their country or community of origin.

“There’s a common mentality among the Ethiopian diaspora: they are always looking at ways to go back to Ethiopia. And if people move back, it’s not going to be as an employee for a local company.” - EPN Holland.

Diasporas, by engaging with their fellow nationals, may want to explore transnational business ideas and develop their own networks and understanding of their homeland markets. Engaging diasporas in skills development through the TPs will require developing opportunities that enable “win-win” collaborations in which diaspora experts both contribute to skills development while also realising the types of benefits for themselves as described above.

“Through ABC Benin, we engaged about 17 people over six months. The diaspora volunteers were all excited to provide support but some feedback they shared was that they also wanted to know about paid opportunities to contribute. AFFORD-UK’s work to support skills development for diaspora members is a way for us to ‘give back’ to them and to recognise their contributions.” - AFFORD-UK.

However, interviewees equally expressed the need to be remunerated when participating in diaspora initiatives linked to projects that require their expertise and skills.

“Diaspora organisations need to get incentives. The quality of the people that implement or work on these policy areas become increased when there are incentives. If it is within the

framework of a project, paying a number of staff of the diaspora for participating in these projects should be envisaged. It is done with other organisations in the areas of culture and education, crowdfunding from the host country complemented with EU funds should be able to address this.” - Collins Nweke.

“There needs to be a proper framework of support. You can’t expect the community to do this for free, but you need to pay the diaspora for their time.” - Migration and diaspora expert.

Effective diaspora-led skills development requires capacity development for both the diaspora talent and the country of origin institutions that receive them

The experiences of CD4D and GIZ-PMD demonstrate that “knowledge transfer” is a competency that needs to be structured and developed. CD4D’s evaluation further recognises different forms of “explicit” and “tacit” knowledge transfer (Kuschminder and Mueller 2019). Both programmes have also developed knowledge transfer methodologies and attempted to build the capacities of both the diaspora experts deployed and their receiving institutions to ensure that knowledge is actually transferred.

At the same time, diaspora key informants underscored that while there is a strong appetite amongst skilled members of the diaspora to volunteer – in addition to strong needs for diaspora expertise in countries of origin – there may be a limited capacity on the part of homeland institutions to identify and gain impact from diaspora talent. For some interviewees, there were challenges of working with homeland institutions especially as it relates to finding placements and bridging the cultural gap between the diaspora expert and the local working context.

The above points imply that the TPs will need to capitalise on existing learnings with respect to *how* diaspora knowledge transfer is best achieved, while also building the capacities of institutions in countries of origin to identify, engage and integrate diasporas.

Diasporas can play a role in providing information and orientating prospective migrants, but framing and subjectivity are critical

In relatively few cases identified, diaspora organisations have provided prospective migrants with information on the labour conditions in specific countries in Europe and what prospective migrants can do to access the labour market. In a recent analysis of the German Western Balkan Regulation, it was observed that diaspora networks play an important role in communication and contract facilitation and thus should be considered when designing policies (Bither & Zierbarth 2018). For example, IOM in Ethiopia has also engaged returnees in providing information to prospective migrants at the community level. A Nigerian diaspora organisation - African German Information Centre - has provided information to Nigeria on the new migration policy of Germany (AGiC N.d). Moreover, GIZ is exploring ways to engage diaspora members in providing information to prospective migrants virtually through information sessions.

Diaspora members *can* play an important role in orientating prospective migrants and such forms of engagement can be considered within the framework of TPs. That said, such provision of information needs to be framed appropriately. The nature of diasporic experiences varies significantly from one diaspora member to another – some will be positive, others negative, and others even more nuanced. Efforts to engage diasporas in this manner will need to structure these interactions to either focus on more objective provision of practical information, or to ensure a diversity of diaspora views are presented to ensure balance in the perspectives shared.

5.2 INTEGRATION

Diaspora cultural, hometown, and faith-based organisations and networks help integrate migrant newcomers

The study identified numerous cases of diaspora organisations – especially “hometown”, faith-based, ethnic cultural organisations and networks, but also student, sporting, and professional groups - helping to integrate migrant newcomers into their host societies.

Most forms of integration support identified centred on engaging new migrants in social activities, helping them navigate administrative formalities, and helping develop their skills and networks.

Ethiopian diaspora key informants noted how Ethiopian churches and mosques serve as key convening points for their communities in Europe, with newcomers routinely seeking out such centres upon arrival. Meanwhile, cultural organisations like the Ethiopian Cultural Centre in Belgium help new Ethiopian migrants to settle in and access information on administrative formalities like finding accommodation. In the US, the YEP Network even has a more formalised ‘Newcomers Assistant’, which pairs newcomers with a ‘buddy’ whom they can meet upon arrival and get information from (YEP Network N.d.b.).

Several representatives of Georgian diaspora organisations equally described the role that their organisations play for new arriving migrants as points of first contact. Joint activities as well as individual advice given to support different steps in integration were commonly mentioned.

Similar activities were identified for the Nigerian diaspora organisations interviewed (NIDOE N.d; AGiC N.d; NISIG N.d). For example, they provided newcomers with information on accessing city services (e.g. health, education, transportation etc.) (NISIG N.d).

In addition, the ways in which diaspora professional networks help develop migrants’ skills in the manners described above can also facilitate integration. Beyond the EPN Holland example, Nigerian professional diaspora organisations have also offered mentorship and guidance to newly arrived migrants on professional requirements (e.g. exams needed for medical doctors, or guidance on which city to locate their medical practice) (MANSAG 2021; ANPA 2021).

However, some diaspora organisations, especially cultural, ethnic and hometown associations, may serve as platforms for division between diaspora nationals (Feron & Lefort 2018). Through these associations, the diaspora may mirror ongoing domestic conflicts and politics while using transnational structures to serve their individual or collective interests (Ragab 2020). These conflicts may result in diaspora organisations halting live

events and social media activity due to the political disagreements that encroach on social, cultural and professional activities (Shabaka 2021). It has also led to diaspora interactions becoming more ethnically/regionally focused. For example, in the Ethiopian diaspora in Germany 25 community groups were explicitly defined along ethnic lines in a mapping done in 2015 (Warnecke 2015). Similar divides have been identified within the Ethiopian community in the Netherlands (ECDPM 2014). These sorts of divisions can arise within different diasporas at different points in time, and this risk needs to be considered in any diaspora-focused programming within TPs. For the Nigerian diaspora, there are also community groups divided along ethnic lines which may be used to proliferate the current ethnic tensions in the country. However, these ethnic associations are still members of the larger state-led diaspora organisation. In the case of Georgia, religion is a key factor that brings together many diaspora members, while others try to avoid this and connect over other common interests.

Connecting TP migrant participants to integration support upon arrival or even pre-departure could improve their wellbeing, reduce homesickness, acclimatise to the new culture and working environment, minimise time spent learning how to operate in their host society, and enable them to make more of their migration experience. Interviews revealed that new migrants tended to find diaspora organisations and networks through asking friends and family, or seeking information at key diaspora convening points (such as faith-based organisations in the case of the Ethiopian diaspora and the Pacific diaspora in Australia). TPs could build on existing diaspora mapping to identify such organisations and the types of support they can provide, in order to ensure prospective TP migrant participants are well briefed on what types of support they can access, allowing them to “hit the ground running” when they commence their migration journey.

Cultural, hometown, and faith-based organisations and networks can be informal and lack experience working with development cooperation and governmental actors

As alluded to above, these diaspora organisations and networks can play an important role in facilitating integration of TP migrant participants. They can also inform the TP implementing parties about the integration needs of TP migrant participants.

That said many of these groupings are volunteer-run informal networks. Many have not previously worked with development cooperation and governmental actors – this appears to be particularly the case for the Ethiopian diaspora associational makeup, and less so for the better structured and resourced Nigerian and Moroccan diaspora organisations. In the case of Georgia, experience levels in this regard vary.

From the TP’s perspective, this implies that beyond introducing TP migrant participants to such diaspora organisations prior to or upon arrival, any attempts to engage diaspora organisations to deliver integration or skills development support more formally within a TP would likely need to be accompanied by capacity-building activities to enable these organisations to professionalise. Such efforts could draw from GIZ’s work to build the capacities of diaspora organisations to work with them.

There is a balance to strike between connecting migrants with diaspora organisations and promoting interaction with host societies

Several diaspora key informants noted that while linking newly-arrived migrants with diaspora organisations and networks can facilitate integration, encouraging migrants to spend time with their fellow nationals *can* also reduce the time they spend with people from their host communities. This can, in turn, constrain their process

of learning the language and culture of their host society. An interviewee observed that, *“Ethiopian churches have cultural and language programmes for children, but then those people don’t always have time to learn German”* – Ethiopian diaspora professional residing in Hamburg.

TPs could prioritise engagement of diaspora organisations to provide integration support in which the diaspora organisation serves as the *entry point* to the host society. Activities to be supported are those which connect diaspora and host communities, thereby also exposing host communities to new cultures. Furthermore, integration does not have to be considered a standalone activity. Engaging diaspora professional networks to develop skills of TP migrant participants during their stay in Europe could simultaneously facilitate their integration and help them upskill and make the most of their migration experience.

6. CHARTING THE COURSE TO DIASPORA ENGAGEMENT IN THE TALENT PARTNERSHIPS

Diaspora organisations can clearly foresee their role in the implementation of the Talent Partnerships. They emphasise that these roles should be linked to their existing activities. However, part of the challenges that they may face in their inclusion in the TPs is the need to work with governments of origin and destination countries, and implementing partners. More so, the role which diaspora organisations are assigned by governments and implementing partners will determine their level of involvement in the TPs. For countries with a more organised and structured diaspora engagement like Nigeria and Morocco, there are existing structures which can be built on to further include the diaspora in the TPs. For countries with a less structured diaspora engagement framework like Ethiopia there will have to be initial measures which include identifying the diaspora segments that are feasible to work with and building the capacities of these structures. The steps for engagement will be further discussed in the recommendations section.

Furthermore, it is important to link the role of the diaspora in the TPs with the vision of the government of the origin country as it relates to diaspora engagement. Where there is no meaningful engagement between the country of origin government and the diaspora, it will shape the level of involvement of the diaspora in the process of implementing the partnership. In this section, we discuss the potential roles of the governments of countries of origin and destination, including the different agencies and ministries, the implementing partners in including the diaspora in the TPs. We also identify the roles the diaspora envisage for themselves in the TPs.

Governments in countries of origin

To promote the diaspora involvement, embassies and consulates of the countries of origin as a first entry point are required to establish contacts with their diaspora within countries of destination. Some embassies have developed their own databases and mapping of the diaspora (IOM 2017b). In addition, some embassies also have diaspora officers at embassies/consulates (ICMPD 2020; IOM 2017b). These structures may serve as an entry point for establishing contact with the diaspora. However, there are varying degrees of contact between some embassies and their diaspora. For example, in the Nigerian case, there is a clear line of communication between NIDO and the Nigerian Embassies. Most Ethiopian diaspora organisations and individuals contacted indicated minimal engagement with Ethiopian embassies/consulates, as well as general issues of trust. An interviewee remarked that, *“The embassy has done nothing for us (the Ethiopian diaspora community in Germany). We’ve been asking them to help us because of what’s happening in the country. They don’t even want to take our letter.”* - Ethiopian professional residing in Hamburg.

Other ministries and agencies responsible for diaspora engagement equally have an important role to play in supporting the engagement of the diaspora in the TPs, such as the Ethiopian Diaspora Agency (EDA N.d.), Georgia’s Diaspora Programmes Division of the Ministry of Foreign Affairs, the Ministry of the Moroccans Residing Abroad (MRE), and the Nigerians in the Diaspora Commission (NIDCOM). These agencies are relevant interlocutors for any discussions about mobilising the diaspora within the TPs. Some diaspora engagement agencies also have sub-national units that may be useful for activating diaspora involvement beyond the capital cities.

These local diaspora offices may be relevant to engage with when developing interventions to support diaspora engagement in knowledge transfer at the local level. For example, in Ethiopia, the Diaspora Coordination Office of the Ministry of the Interior oversees a network of 11 diaspora coordination offices at the nine regional states and two administrative cities of Ethiopia (ICMPD 2020). In Nigeria, NIDCOM has a network of diaspora focal officers in the 36 federal states and one in the Federal Capital Territory. These networks at the rural level, can be used to provide information to the diaspora about available skills and training needs in these areas. These networks can also be used to identify and provide information to possible TP participants on the opportunities offered by the TPs and the requirements. More so, these networks can support the diaspora in organising skills transfer events in rural areas, beyond the capitals and major cities.

Ministries of Labour are important to include in the development of the TPs as they regulate international recruitment and where available are responsible for the implementation of the labour migration policies. These ministries may have relevant information on the labour market dynamics and insights into which sectors there may be potential for engagement in TPs. In Nigeria, the Nigerian Electronic Labour Exchange (NELEX N.d.) and the Migrant Resource Centres (MRCs) may serve as a useful tool for disseminating information about the TPs and connecting the diaspora with available opportunities within the country. They could also be used to promote information exchange between diaspora entrepreneurs and potential employees in countries of origin. Other specialised agencies tasked with employment creation at home and abroad should be included in the discussions. For example, the Ethiopian Jobs Creation Commission (N.d.) is a relatively new government agency established to create job opportunities for Ethiopians at home and abroad. It has actively explored organised labour migration channels with European and GCC states. In Georgia, the Ministry of Internally Displaced Persons from the Occupied Territories, Labour, Health and Social Affairs has experience working bilaterally with other countries on labour mobility schemes.

Specialised agencies, like investment promotion commissions or offices, often play an important role in facilitating diaspora investments and promoting employment creation opportunities by diaspora in their countries of origin. For example, the Ethiopian Investment Commission has a diaspora affairs team that focuses on outreach to the diaspora for investment and trade purposes (IOM 2017b). In Nigeria, NIDCOM recently signed an agreement with the National Investment Promotion Council towards coordinating their activities at promoting diaspora investments in Nigeria (Biriowo 2021). Other relevant actors may include: the ministries responsible for education and science, who are responsible for implementing education policies and may play a role in mobilising the diaspora in higher/ vocational education and academic exchange as previously described; and ministries of health, as they may be a relevant interlocutor in attempts to mobilise diaspora in the training of health professionals.

BOX 1: HOW GOVERNMENTS CONSIDER THE ROLE OF DIASPORAS IN TALENT PARTNERSHIPS ETHIOPIA

Ethiopia

A limited consultation of the Ethiopian Diaspora Agency (EDA), the principal government agency charged with diaspora engagement, revealed that one of the key synergies between the EDA's work and eventual diaspora mobilisation within a potential EU-Ethiopia TP is diaspora knowledge transfer. Indeed, the EDA key informant emphasised their intention to engage the highly-skilled Ethiopian diaspora in North America and Europe in knowledge transfer - especially in the health, higher education, science and technology sectors. In fact, the EDA key informant noted that the Agency was seeking funding to build a platform to enable diaspora knowledge transfer, in collaboration with four Ethiopian universities.

Furthermore, the EDA key informant highlighted some of the ways in which the EDA can support diaspora knowledge transfer, including within the framework of an eventual TP, such as by providing invitation letters to diaspora experts and handling the logistics of their visits to Ethiopia.

Consultations with the Ethiopian Job Creation Commission (JCC) indicated that the government's work to date with the Ethiopian diaspora in the context of labour migration has entailed consulting diaspora groups when exploring new legal migration corridors and working with diaspora labour recruiters to facilitate overseas recruitment of Ethiopian migrants.

"We're working with an Ethiopian diaspora member in the Philippines whose business (GBM-LT Manpower N.d.) in the Philippines - he recruits workers from the Philippines for the Gulf labour market. He's now partnering with us to start a programme focused on the Saudi Arabian health sector. We have a memorandum of understanding (MoU) with him to send 150 nurses to Saudi hospitals. In the European context, there are probably some Ethiopian-run agencies but perhaps not run at the same scale." - Ethiopian Job Creation Commission.

In summary, JCC and EDA key informants highlighted the following specific roles for the participation of the diaspora in the Talent Partnerships:

- **Pre-departure:** Consultation of diaspora groups when **exploring opportunities to develop new legal migration corridors.** For instance, the JCC sent a delegation to the Polish city of Gdansk to explore a legal mobility scheme. During this visit, it consulted an Ethiopian community organisation. In addition, diaspora labour recruiters to recruit more Ethiopian migrant workers to such countries. The JCC indicated that Ethiopian labour recruiters in key Gulf state countries of residence played an important role in the international recruitment process. In addition, diaspora can support professional and soft skills development for prospective labour migrants prior to government-administered pre-departure orientation.

- They can also **provide “market intelligence”** by advising on labour market needs and administrative requirements of countries of residence.
- **Arrival and stay:** Diaspora groups - especially cultural and hometown associations - can welcome TP migrant participants upon arrival to integrate and continue developing professional skills.

On the other hand, the JCC did not consider diaspora-run businesses as having a significant role in employing TP migrant participants due to negative perceptions among the diaspora about hiring their fellow nationals, coupled with the dispersed nature of diaspora entrepreneurs in Europe which would make it challenging to scale such a modality. The JCC and other stakeholders further underlined that diaspora employers consider employing Ethiopian labour migrants as risky, as it is difficult to verify their capabilities prior to hiring them.

Georgia

Representatives from the Diaspora Relations Department at the Georgian Ministry of Foreign Affairs and the Ministry of Internally Displaced Persons from the Occupied Territories, Labour, Health and Social Affairs of Georgia explained that so far diaspora has not been engaged in the different labour mobility schemes Georgia has been a part of and they found it a bit hard to indicate what they see as the best ways to change this. Yet, they did indicate potential roles they could see and also highlighted some limitations.

The representatives highlighted the following specific roles for the participation of the diaspora in the Talent Partnerships:

- **Pre-departure:** The diaspora can act as informal agents to facilitate regular migration and increase awareness about existing opportunities; they already often provide information on the immigration, arrival and settling in process. They could also help with the assessment of the destination country's labour markets. In addition, universities and their links to alumni abroad can facilitate information exchange and skills development. In pre-departure training, diaspora members could become part of a task force responsible for such training, for example by consulting or co-authoring training manuals.
- **Arrival:** Existing diaspora communities in main countries of destination can offer support to newly arriving migrants and support them by providing information and networking.
- **Stay:** Georgia's Young Ambassador programme provides an opportunity to engage with Georgians residing abroad to promote Georgia in the country of destination and to facilitate trade and economic development. The Diaspora Award and Diaspora Day are initiatives to highlight diaspora engagement and encourage further diaspora mobilisation. Enterprise Georgia provides schemes to facilitate co-financing or small grants programmes, allowing diaspora opportunities to invest in Georgia.
- **Return:** Contributing to skills development and economic development is one of the main roles seen for the diaspora to play and more initiatives in this regard are planned.

Yet, based on prior experiences it was also noted that there is a lot of competition between Georgian diaspora organisations, which represents a challenge because they all want to have a word. In this sense, when developing initiatives/policies/projects, it is crucial to be aware of which diaspora organisation is engaged, what they think and if there might be a conflict. Everything needs to be discussed with different actors (e.g., counsellor, ambassador).

Morocco

Consultations with the Moroccan Delegated Ministry in charge of migration indicated that the government considered the role of the diaspora as **helping prospective migrants prepare for their migration experience at the pre-departure stage**, in particular through language training and information on cultural, political and regulatory processes.

Furthermore, Moroccan authorities considered that the diaspora could support TP participants before, **during and after their time in Europe**, including:

- **Pre-departure:** The diaspora and local authorities and associations can provide language training as well as provide information on existing cultural and regulatory differences with European countries of destination.
- **Arrival:** Depending on the country of destination, many diaspora networks, in Europe offer arrival orientation and newcomer welcome initiatives; They also connect them with some trade unions – when available – and Moroccan consular services in reception countries.
- **Stay:** Providing legal assistance to migrants, when necessary, including through diaspora legal professionals; Involving them in cultural and social activities; Initiating – particularly in Spain – collaborations with local employers' associations and by visiting workplaces, following the current initiative to support Moroccan women working in strawberry picking.
- **Return:** Returnees, for any reasons, can be supported by ANAPEC and local associations in Morocco to receive professional training and facilitate their (re)integration through work. This is envisaged within the National Strategy for Immigration and Asylum (SNIA) and projects such as the Return to New Opportunities (RNO) implemented by Germany and Morocco between March 2018 and March 2020 have worked towards this objective.

Finally, the consultations noted the **potential for Moroccan diaspora-run enterprises with an interest in doing business in Morocco to employ TP migrant participants**, which would also promote the transfer of knowledge acquired abroad during their TP experience upon their return home.

Nigeria

Representatives from the Nigerians in Diaspora Commission (NIDCOM) indicated that the diaspora would play an important role in conveying the information on where there are viable skills gaps and skills shortages in specific sectors in European countries. Nigerian professionals in the diaspora could equally participate in pre-de-

parture training by providing orientation to migrants, and as resource persons to teach them soft skills that are important for their work. More so, the diaspora would equally promote integration of migrants in their host communities through diaspora organisations including professional networks, like those which bring together Nigerian professionals e.g. medical doctors or engineers.

Government key informants highlighted the following specific roles for the participation of the diaspora in the Talent Partnerships:

- **Pre-departure:** The diaspora can provide skills development through training and knowledge transfer; provide mentoring for potential TP migrants; provide information on the immigration, arrival and settling in process; and facilitate outreach targeted at employers in countries of destination.
- **Arrival:** Depending on the country of destination, different diaspora segments can offer arrival orientation and newcomer welcome initiatives; provide mentoring to newly arrived migrants especially where these already exist as part of the professional network; and support the integration of newly arrived migrants and provide information on employment opportunities.
- **Stay:** Through NIDO structures, the diaspora can build business and professional networks and participate in skills and knowledge exchanges.
- **Return:** The diaspora through NIDO can promote investment in creating employment opportunities in Nigeria, and explore entrepreneurship opportunities (an example of this is the Nigeria Diaspora Investment Summit (NDIS N.d).

In the framework of an eventual EU-Nigeria Talent Partnership, NIDCOM considered its own role as coordinating other ministries, departments and agencies such as the Federal Ministry of Labour and Employment, responsible for implementing the Nigerian labour migration policy and other relevant agencies in the migration governance framework. NIDCOM, with the support of the Nigerian diaspora, can hunt for talent, vet them, ensure that they are certified and facilitate their migration process. Through the framework of NIDO Europe and NIDCOM, there is an opportunity to build the capacity of the Nigerian diaspora in smaller European countries where there are fewer Nigerian migrants to respond to the needs of the diaspora and also to participate in development cooperation-funded activities and labour migration initiatives like the Talent Partnerships.

For NIDCOM, it was not clear how diaspora-run businesses would provide employment to TP migrant participants. In their opinion, this would depend on the immigration and labour policies of the destination countries. A combination of both policies could hinder the intention of diaspora owned businesses to hire talent from Nigeria.

The recently adopted National Diaspora Policy provides the framework to engage with the ministries, departments and agencies (MDAs) and the various NIDO associations. As part of its objective, NIDCOM also aims to bring back talent and skills sets to Nigeria and improve technology transfer, these align with the objectives of the TPs, thus providing some scope for cooperation.

Source: Authors compilation.

Governments in countries of destination

Given that labour migration falls within the competence of the EU member states, governments of destination would need to endorse the TPs and ensure that they fall within their national strategies to attract labour migration. Furthermore, they would need to update existing or create new adequate national regulations and labour policies to ensure that the TP participants can meet the entry and stay requirements. They can also assist through facilitating visas and supporting private sector companies to meet administrative requirements for hiring foreign labour. In countries where multiple levels of government have the competence on migration, they should be included in the discussions on the TPs to ensure coordination and provide the relevant administrative and political support (Stefanescu 2021).

Moreover, governments through the relevant national authorities are best placed to connect relevant private sector actors to the TPs. They can also facilitate their participation in the TPs through offering complimentary services such as easier administrative requirements for private sector actors, or subsidies to facilitate their participating in the scheme. However, they equally need to balance these policies and actions with the needs of the national workers and employers' unions and other relevant trade associations. There are government agencies that support diaspora organisations in destination countries through grants, funds or in their policy engagement. These structures may serve as a basis for establishing contact with the diaspora. Member State authorities can through these agencies support diaspora involvement facilitating the integration of TP participants. Lessons learned from the Pilot Projects indicate that the governments of countries of destination need to play a coordinating role and provide the political and administrative support in order for the scheme to be successful (Stefanescu 2021).

International organisations and implementing agencies

International organisations can act as bridges and neutral actors that develop networks and capacities amongst diasporas, while having the capacities themselves to implement diaspora mobilisation within the TPs. Engaging international organisations as partners or collaborators can address a critical concern raised by one Ethiopian diaspora organisation leader (US-based YEP Network) about the reputational risks involved when diaspora are seen to be working with Ethiopian government authorities.

Governments of countries of origin equally look to international organisations for support in implementing certain prerequisites for the development of the TPs, such as conducting diaspora mapping exercises in countries of destination and labour and skills assessments in countries of origin. International organisations as implementing organisations equally help in bridging the discussions and bringing the various parties together towards a common goal/ shared purpose.

BOX 2: HOW INTERNATIONAL ORGANISATIONS CONSIDER THE ROLE OF DIASPORAS IN TALENT PARTNERSHIPS

Pre-departure orientation

Key informants involved in the GIZ Programme Migration and Diaspora's "regular labour migration and mobility" component noted that the programme was **exploring ways to invite diaspora members to provide information to prospective migrants virtually**. They highlighted the potential for diasporas to help **orientate prospective migrants at the pre-departure stage**, such as through online "question and answer sessions" that give prospective migrants a realistic picture of what migration to Germany is like. The GIZ key informants also pointed to some of the **challenges in ensuring balanced perspectives are presented**. At the same time, IOM in Ethiopia has engaged returnees in providing information to prospective migrants in-person at the community level. In Nigeria, there is also scope for using the diaspora and returning migrants to provide orientation on the work culture and immigration process (Ventures Platform 2020; Nzekwe 2020).

International organisations interviewed acknowledge that the diaspora can also act as an important **recruitment tool** in linking employers and potential employees through brokering information between both parties. More so, their experiences on working conditions, networks and how to navigate social interactions can help influence migrant decisions in the choice of where to migrate or which job offers to accept.

Integration and continued upskilling

IOM and GIZ key informants echoed the diaspora voices consulted in underlining how legal migration scheme participants, while often possessing the required technical skills, exhibit **shortcomings in soft skills**, such as intercultural communication abilities, which many stakeholders identified as being necessary to their integration into European workplaces. Related to this, IOM highlighted how employers (participating in the IOM MATCH project) also express **concerns about the challenges inherent to integrating new employees** coming from different cultural backgrounds. Furthermore, key informants noted that when migrants arrive in Europe, they can face a range of **practical obstacles**, such as finding suitable housing and opening bank accounts.

Key informants noted that established diaspora organisations – particularly cultural and hometown associations and professional networks – can help address these challenges by **providing administrative and cultural orientation**, while also helping to **develop professional soft skills**. This could be done through **provision of training for both TP migrant participants and participating employers alike on inter-cultural communication and the local work culture**. IOM further noted the potential diaspora role in **helping participating employers to develop policies and strategies to facilitate the integration** of incoming migrant workers.

"We have companies who want to recruit but they're not ready. They want a strategy first for integrating talents coming from very different cultural backgrounds. They want the MATCH programme's support to go through this stage before recruiting. We also have companies that have hired hundreds of migrant talents but something is not working. They are interest-

ed in us setting specific tools and developing training with diaspora organisations in order for them to rethink what the missing link is between the company and these international employees. Retention of talents is not high enough. After a few years, there is a mismatch and migrant talent does not stay. They want to hear from diaspora experts.” - IOM MATCH.

In addition, and related to previous points on diaspora mentoring, IOM highlighted the potential to **engage diaspora professionals in the provision of mentoring and training to TP migrant participants** on employment, educational and entrepreneurship opportunities at home and abroad.

“A lot of migrant participants to IOM MATCH have an interest in developing a business back home after their work experience in Europe.” - IOM MATCH.

To this end, IOM MATCH has explored a collaboration in Belgium with Entrepreneurs for Entrepreneurs (OVO), a Belgian organisation that facilitates collaborations between Belgian entrepreneurs and entrepreneurs in low and middle-income countries (Ondernemers Voor Ondernemers N.d.), to connect IOM MATCH participants who have an interest in entrepreneurship with diaspora mentors, as well as engaging former CD4D diaspora experts as mentors.

Meanwhile, GIZ, when implementing a legal migration scheme that brought Vietnamese health professionals to Germany, engaged a Vietnamese community organisation in the city of Rostock to provide cultural and language integration support to the migrant participants of the scheme. GIZ key informants highlighted this as an effective practice in facilitating migrant participants' integration into Germany but also noted that it would not be possible to replicate this in other cities with smaller Vietnamese diaspora populations.

Finally, GIZ Tunisia underscored the importance of **sensitising TP migrant participants about their role as members of the diaspora** themselves and how they can contribute to their country or community of origin during their migration experience. In this respect, diaspora organisations could be engaged in training TP migrant participants about the different engagement possibilities.

“This is easy to say but difficult to do in practice, as many [TP migrant participants] will be happy to leave their countries. But it is important to ‘switch on the light’ for them from the beginning and make it clear to them that they themselves will be part of the diaspora.” - GIZ Tunisia.

Enabling factors

Key informants from GIZ, ICMPD and IOM with experience in implementing diaspora knowledge transfer programmes highlighted that **identifying diaspora talent is a challenging and resource-intensive process** that requires ongoing network building. If TPs are to provide support to diaspora knowledge transfer – one of the diaspora mobilisation entry points highlighted in this report – **long-term funding commitments** are required to capitalise on the accumulation effect of network building, while also supporting broader diaspora networks and programmes that are engaged in diaspora network building for the long term.

“Diaspora engagement can’t just rely on diaspora “ties” and “affection”. We need to see diaspora as partners and changemakers for their countries and not just beneficiaries.” - GIZ Tunisia.

“There needs to be a sustained engagement with the diaspora that recognises their importance, not only for the financial remittances, but also for the social remittances. Nigeria gets a lot of mileage and prestige when the diaspora are performing well abroad; they should recognise what prestige the diaspora bring.” - IOM.

In addition, GIZ and ICMPD highlighted that effective mobilisation of diasporas within TPs for the types of engagement activities described throughout this report will **require mappings of diaspora stakeholders and competences**. As alluded to several times in this report, diaspora organisations are diverse in their representation and levels of professionalisation. While some do have experience with the operational modalities and requirements of governments and international partners, the vast majority are informal networks run by part-time volunteers.

“The fact that you’re a diaspora organisation doesn’t mean you’re able to integrate people.” - GIZ Tunisia.

In this context, a representative of ICMPD in Georgia mentioned that there is a need to build the capacity of diaspora organisations if they are to be engaged in a TP, so that they can meet the expectations with regards to the role(s) they are tasked with.

In addition to the willingness of the diaspora to participate in the TPs, **a policy framework and institutional structure are essential** for the programme to be implemented.

“In Nigeria there is a structure to do it. The policy framework, the committee and the body [NIDCOM]. All that is missing is the scheme and the funding to do this. It needs to be something concrete and easy to do. There are also the actors and the willingness and that is why it is necessary to link the diaspora now.” - Interviewee.

Source: Authors compilation.

Diaspora organisations and networks

As has been established from the previous sections, there is no universal diaspora. This section therefore provides a general overview of the roles the various diaspora segments foresee for themselves in engaging in the TPs.

Diaspora in Europe

The various diaspora segments have been identified in Section 2.2 based on the interviews with the stakeholders. For diaspora with organised and formal groups in Europe, these groups could be directly contacted by government authorities and implementing partners. However, informal associations should equally be included in the support provided by the implementing partners and destination country governments because as earlier indicated, they equally play an important role in promoting integration of migrants. Where they exist, state-led diaspora organisations can be useful community interlocutors and provide the platform to reach out to other diaspora segments and networks. The diaspora could be engaged for more in-person activities, as well as activities focused on helping TP migrant participants to understand and integrate into their destination societies.

Diaspora outside of Europe

For some of the case studies, it was evident that the diaspora community outside of the EU is larger and, in some cases, more structured. Therefore, the diaspora communities within the EU can benefit from exchanges with these more structured organisations and networks, through virtual exchanges or peer learning activities supported by the programmes linked to the TPs. More so, diaspora organisations outside the EU can play a key role in facilitating recruitment, providing mentorship and professional support where structures are missing within destination countries in the EU. For example, the Ethiopian diaspora in North America is larger and more structured, with a greater range of professional networks and mentorship schemes (e.g. Misale and YEP Network). The Moroccan diaspora present in North America, is much smaller than that in Europe and is more recent. It is more structured and made up of more professionals compared to the diaspora in Europe.³⁶ Although the Nigerian Diaspora in larger European cities is mostly structured, building on the networks within NIDO, the diaspora in North America and the UK can also provide support to smaller diaspora organisations.

³⁶ This North-American diaspora is represented by four major networks, one of which is mainly active in the promotion of trade and entrepreneurial activities (the Young Moroccan Chamber of Quebec) while the other three bring together qualified to highly qualified Moroccans - the Moroccan skills network in the field of aeronautics in Canada AEROMAC, present in Quebec; the Morocco-Western Canada Trade Center (MWCTC), bringing together Moroccans living in Western Canada and American Moroccan Competencies Network in the USA.

BOX 3: HOW THE DIASPORA CONSIDER THEIR ROLE IN THE TALENT PARTNERSHIPS

“Diaspora provides a 360-degree diagnostic: they follow migration journeys back and forth and follow them for the long term.” – AFFORD.

- **Identifying talent in countries of origin**

Diaspora see their role in identifying talent for participating in the TPs as central to its success. Through their networks in countries of origin, they could assist in identifying the participants that fit the required skill set and also engage in pre-departure training and skills development to ensure that the participants possess the requisite skills and knowledge for adapting to the new work environment. As noted by a diaspora association, *“Diaspora associations can be co-sponsors for migrants to promote equity in terms of access to opportunities and prevent capture by the elites.”* – Foodbridge.

- **Welcoming talent in countries of destination**

Diaspora organisations play an important role in facilitating the integration of newly arrived migrants (CGDEV 2019). This role can be used to support a holistic integration of migrants in their destination countries. Building on the current integration activities that they offer, the diaspora also foresee a role for themselves in supporting the integration of newly arrived TP participants. For example, the current welcome activities for newly arrived students and these can be used as a basis to design similar activities for student TP participants. Student/alumni networks can help welcome student TP participants. They can also provide student mentorship and organise cultural/social activities. In the same vein, hometown, ethnic and cultural organisations, through their existing welcome and integration activities can provide support by welcoming TP participants and enabling them to settle into their new communities. These associations can assist TPs with developing social networks and navigating some of the challenges which they may face in settling into the new community such as finding information about housing and other administrative practicalities like registration or opening a bank account. *“There is a common saying that when you migrate or come into a new country, who you first meet matters a lot and determines the path you will take. We can ensure that the people leaving their countries already have an established community that will be welcoming them.”* – Foodbridge.

- **Facilitating employment opportunities for TP participants**

Diaspora entrepreneurs may provide employment opportunities to hire TP participants or promote professional exchanges with professionals from their countries of origin. There is an appetite for entrepreneurs in Europe to provide employment to potential TP participants from their countries of origin. However, most diaspora individuals expressed reticence in doing so for several reasons. For some entrepreneurs, their reluctance stemmed from the negative perceptions about the workers from their countries of origin. For others, the often cumber-

some and complex administrative requirements which their small businesses are required to fulfil in order to hire a migrant worker, is a high deterrent for exploring any potential opportunities that may exist. *“Each country has its requirements for hiring migrant workers, for example, there are minimum wage requirements for migrant workers. Our members, even if they are entrepreneurs, may not be willing to pay such high rates.”* - NIDO NL.

It may be more viable for larger diaspora networks to provide employment opportunities through the TPs. For example, compared to Ethiopia and Georgia, Morocco and Nigeria diaspora would be able to offer employment opportunities to TP participants. This is due to their larger, more concentrated, more structured and potentially more sector-focused Europe-based diasporas – such as in sectors like healthcare, hospitality & tourism, and certain trades where specific diasporas have concentrated and developed more structured networks. Although for diaspora entrepreneurs to participate in these schemes, they would equally require support in navigating administrative hurdles and securing the necessary permits for TP participants.

Diaspora can also offer employment in countries of origin through exploring virtual internships and remote employment opportunities.

“There was a Nigerian diaspora-run business in the UK developing apps for businesses. It does a lot of coding via its small team in the UK. The entrepreneur set up a small team in Nigeria. He wanted to develop an app to support businesses to save money. We (AFFORD-UK) provided support. After he did some scoping, he discovered that he was a few years away from moving back, so we supported him to outsource work from his UK team to the team in Nigeria. He needed people who could code, so he developed his own training programme to enable young professionals to get to the coding skill level that he needed. We supported him for over 2.5 years. He trained around 10 members of staff in Nigeria. Two of them took up higher-level jobs because of the training they received from him.” - AFFORD-UK.

- **(Up)Skilling talent through various professional and skills development programmes in countries of origin and destination**

Based on their existing activities that promote skills development among diaspora, diaspora organisations and networks could assist in upskilling TP participants, either before their arrival in destination countries or during their stay in these countries. For example, professional and business networks play a critical role in identifying diaspora mentors and experts to provide support in pre-departure skills development, knowledge transfer, and TP migrant participants' professional development (especially soft skills and workplace cultural awareness). Professional networks such as the Ethiopian Professionals Network in the Netherlands or the Nigerian Medical Association in Germany would be well placed to organise the mentorship, soft skills training and professional development activities described above, as well as connecting relevant diaspora expertise with entrepreneurship skills development in countries of origin.

From the interviews with most diaspora organisations (especially the Ethiopian and Nigerian organisations), lack of soft skills and preparation for the European workplace were recurring themes/challenges faced by labour migrants on arrival in Europe. Thus, intercultural training provided by the diaspora who have ‘lived through’ these cultural experiences will be more relatable to the potential migrants.

- **Promoting investment linked to the TPs in countries of origin**

Diaspora investors can continue their targeted investment in promoting entrepreneurship development or in specific sectors related to the TPs through their engagement. For example, the TPs can facilitate diaspora entrepreneurship activities, like those run by AFFORD-UK³⁷ or MEET Africa, to promote investment in sectors identified by the TPs. Diaspora investors, especially those engaged in promoting start-ups can collaborate with government and private sector actors in countries of origin and destination to explore opportunities on how to scale up their current investment activities. For example, this can be linked with current trade missions or business meetings carried out by state led diaspora organisations such as NIDO Europe.

- **Supporting circularity of talent**

Diaspora through their engagement in skills development and knowledge transfer programmes can also promote circular mobility of talent. For example, through the IOM CD4D and GIZ PMD projects, the diaspora already engage in skills transfer initiatives. They could be supported to promote skills development and knowledge transfer in their countries of origin, in specific sectors linked to the TPs, for example in TVET. Generally, as has been identified in section 5, there is an interest in the diaspora to participate in skills transfer, therefore the TPs can build on these existing initiatives. *“Big interest [among the Ethiopian diaspora] in providing training and engaging in volunteering back home. They love to go back to give service and stay there for a while.”* – Ethiopian professional residing in Hamburg.

- **Engaging in policy processes**

The diaspora are engaged in policy processes either as individuals, networks or through more structured state led diaspora organisations. This should be done through their engagement in policy design processes as well as the implementation of activities. From the interviews, some diaspora organisations indicated that they should be consulted when exploring opportunities to develop new legal migration corridors. ICMPD’s review of the MPF legal migration pilot projects notes that: *“The creation of formal advisory bodies or committees for the purpose of coordination with a wider range of impacted stakeholders have proven effective in fostering ownership for the different stakeholders in the process”* (Stefanescu 2021). For larger countries like Nigeria and Morocco, these state-led diaspora organisations are already part of some development initiatives involving the diaspora. For example, NIDOE Netherlands works with CD4D Project and the IOM MATCH project. In Morocco, the Maisons of Moroccans Resident Abroad and Migration Affairs and the Hassan II Foundation can also be used to reach out to diaspora.

37 AFFORD, as part of their ABC Benin programme, enabled skilled diaspora to provide entrepreneurship training and mentoring online to their ABC Benin programme participants – both diaspora entrepreneurs and entrepreneurs in West Africa.

CD4D set up a “diaspora task force” which meets every six months, which enables the programme to receive insights and contacts from diasporas. IOM Belgium is exploring the idea of developing a “diaspora advisory board” at their office. In GIZ-PMD, the diaspora play an important role as country coordinators, especially in the knowledge transfer component. This enhances credibility as they share a diasporic experience, as well as community access.

“At the start of our project to engage the Ghanaian and Sierra Leonean diasporas, we set up a core group of diasporas who wanted to be part of the project over two years. They were pivotal in doing surveys at the start and wanted to stay engaged. They felt like they were part of the journey.” - AFFORD-UK.

However, the diaspora needs to have a clear role when they are engaged in these processes.

“We were informed about it [the project] to be an observer. In MATCH, we are not playing an active role. But we will not be an observer. In CD4D we are not an observer. We need to recommend processes if we want to be a part of the organisation. NIDO needs to play an active role - as a key partner. ... We need to be invited to play an active role in the process.” - NIDO NL.

Source: Authors compilation.

7. RECOMMENDATIONS

This section describes in general terms the types of implementation modalities that might be adopted by development partners in implementing the TPs. While the recommendations provide some practical examples of how the diaspora can be engaged in the TPs, it does not specify the details on how the programmes or projects should be designed - not least because this would go beyond the scope of research work, but also because it is not known how the TPs will be designed. Furthermore, the format adopted will vary per country based on its flexible approach. The recommendations are based on the analysis in the preceding chapters and draws on insights from the literature and case studies on what common threads and themes emerged from the lessons learnt from diaspora engagement and labour mobility schemes.

We provide a first set of general recommendations which identify the enabling factors or constraining factors to be considered when engaging the diaspora in the talent partnership. This examines the enabling factors that are pertinent to ensuring successful diaspora engagement. Thereafter, we present specific recommendations on key entry points for engaging with the diaspora in the TPs. These proposals form a 'shopping list' from which governments and international organisations could choose from to design the most relevant TPs according to the context in which it will be concluded. The recommendations identify ten main entry points for engaging the diaspora in the TPs and provide further specifics for each entry point on - when to engage, how to engage and who to engage.

7.1 GENERAL RECOMMENDATIONS: ENABLING/CONSTRAINING FACTORS

- **Know the diaspora and its capabilities:** at the start of the programming, it is important to identify the diaspora, diaspora organisations (especially highlighting the relevant diaspora segments) and their capabilities. This can be done through mapping exercises, which should also indicate in which aspects training and labour market needs are significant in countries of origin and destination.³⁸ Depending on the country, existing diaspora mappings could be updated. These mappings could be used to identify the relevant diaspora segments, their capacities, their willingness to engage in the TPs and their interest in designing specific activities. In addition to the diaspora mapping, there should also be a skills and needs audit to match the diaspora expertise with the needs of the countries of origin, highlighting the sectors that are relevant to the TPs and where diaspora expertise can support the planned activities in the countries of origin and destination. Such labour skills surveys in countries of origin should be aimed at identifying the areas where the labour needs in the countries of origin and destination are complementary.
- **Pay attention to existing migration corridors and location of the diaspora:** there can be more done to engage diasporas in TP legal mobility schemes that run along existing migration corridors than when establishing new corridors. For new corridors, there are still options to engage other diasporas. For example, other African or pan-African diaspora groups/networks present in the destination country could support TP

³⁸ For example, at the start of CD4D and in GIZ's diaspora programming, they have mapped diasporas, diaspora organisations and their capabilities.

participants of a different African nationality, where there is a relatively small settled diaspora community with the same country of origin/heritage. For existing migration corridors, diaspora networks tend to be clustered in key host cities and within diaspora communities who have a large, concentrated and long-standing presence. This distribution of diaspora networks and capabilities have important implications for how EU TPs could engage them – especially with respect to the in-person integration activities. For instance, in an EU-Nigeria or EU-Morocco TP, which brings Moroccans to Belgium or Nigerians to the Netherlands, there are more ways in which diasporas can be engaged than bringing Ethiopians to Latvia where there are very few members of the diaspora. Moreover, the Moroccan and Nigerian diasporas in Europe are more structured and professionalised (e.g. more umbrella organisations and professional networks) than the dispersed and smaller Ethiopian diaspora, which is largely organised informally.

- **Engage diaspora in design:** including diaspora voices in the design and implementation of their own engagement could generate more ideas and more diaspora-sensitive programming, while also activating diaspora networks in a more institutionalised manner. Diaspora representatives should be included in advisory bodies or project coordination committees and consulted during the design stage. However, the process of selecting diaspora representatives would need to be open and transparent, considering the possibility of diaspora divisions and competition between diaspora organisations.
- **Be aware of diaspora divides:** in countries where there are political conflicts, these conflicts may be equally mirrored in the diaspora community. Therefore, development partners need to be aware of the possible division among the diaspora in order to navigate these potential conflicts (see the point on mapping the diaspora).
- **Support open processes that engage wide range of diaspora communities and segments:** given the types of divisions alluded to in the previous point and the fact that many diaspora communities see competing diaspora organisations, it is critical that processes that engage diasporas within TPs – e.g. membership of any task forces or funding for skills development initiatives – are open and transparent.
- **Facilitate integration with the wider host community:** diaspora organisations can facilitate integration however, it is important to ensure that there is a balance between spending time with fellow nationals and creating linkages in the wider host community. This will help support more balanced integration of the TPs.
- **Seek win-win collaborations through diaspora mobilisation in EU TPs:** diaspora often want to connect with people and stakeholders from their homelands, not only to help, but also to explore transnational business ideas and develop their own networks and understanding of their homeland markets. Diaspora knowledge transfer initiatives identified in this research work along the lines of a volunteering model in which diaspora members give their time in exchange for a stipend/living allowance, or prestige, or access to networks of the organisations who run these programmes. This model can continue but mobilising diaspora is unlikely a way to reduce costs associated with, or scale up, legal migration or skills development in a profitable manner or a sustainable manner without the intervention of international organisations or countries of destination.
- **Offer various types of support to diaspora communities:** support to diaspora communities may include financial and capacity-building support, or funding for events that bring together diaspora communities

with specific objectives.³⁹ Support can be provided to diaspora organisations with the aim of promoting investments in homeland markets, volunteering to support integration in host communities or promote mentorship of TP participants. These support measures should be designed in a manner with easier application and administrative procedures that can be fulfilled by the organisations, taking into consideration their structures and lack of full time dedicated staff. For example, has brought diaspora organisations together through events, which have facilitated their outreach to diaspora experts while also promoting collaboration and structure among diaspora communities.

7.2 KEY ENTRY POINTS FOR MOBILISING DIASPORA IN THE TALENT PARTNERSHIPS

This section explores the main entry points for promoting diaspora engagement in the TPs.

1. **Continuing support of knowledge transfer and skills development** by development partners and international organisations. By creating and sustaining channels through which the diaspora can contribute to the development of skills and talents in their countries of origin, this also promotes the quality of the domestic workforce. As shown in the analysis above there is the potential to link these knowledge transfer measures with the TPs. Therefore, diaspora knowledge transfer programmes should continue to be funded in the framework of the TPs as they create the basis for the engagement of the diaspora in labour mobility initiatives.

How to engage:

- Orientate existing diaspora knowledge transfer programmes towards “scalable” initiatives, like curriculum development, e-learning, or Training of Trainers – those which are more likely to be institutionalised after interventions end. In order to do this, diaspora organisations would need to target diaspora with specific pedagogic background and who have certified skills with accredited institutions.
- Orientate existing diaspora knowledge transfer programmes towards skills development institutions, such as vocational training institutions, universities, and start-up hubs. For instance, IOM is looking into linking Nigerian entrepreneurs in Europe (identified through the CD4D’s entrepreneurship strand) with tech hubs in Nigeria and Senegal for trainings.
- Utilise the networks already developed by diaspora stakeholders – such as diaspora knowledge transfer programmes and diaspora umbrella organisations – to link diaspora talent with pre-departure orientation for migrants coming to Europe (ILO 2020). For example, the diaspora (organisations or individuals) can also be connected with migrant resource centres, through the implementing agencies or relevant government authorities running these centres, where they exist (for example in Ethiopia and Nigeria) to provide information to prospective migrants. Implementers of large skills development projects (e.g. SKILL-UP ILO N.d. and the SDC Education Fund 2021 in Ethiopia) could be contacted with a view to giving them access to diaspora talent databases built in the framework of other EU

³⁹ For example, GIZ PMD supports diaspora organisations in training for organisational management, projects and events with grants of around 44,000 Euros.

and Member State-funded programmes (like CD4D and GIZ-PMD). For countries like Nigeria where a database of diaspora experts (albeit outdated) exists, diaspora experts can be identified using the NIDOE platforms to promote linkages between skills development projects (e.g. SKYE implemented by GIZ) and the diaspora.

WHEN TO ENGAGE	DIASPORA SEGMENTS TO ENGAGE	OTHER ACTORS TO ENGAGE
PRE-DEPARTURE	Diaspora individuals, professional networks	Government authorities running migrant resource centres, implementing agencies
STAY IN EUROPE	Diaspora individuals, professional networks, student/alumni networks	Implementing agencies, relevant government agencies of destination countries
RETURN	Diaspora individuals, professional networks	Host institutions in countries of origin, universities, vocational training institutions, start-up hubs, relevant authorities in countries of origin, accreditation agencies in countries of origin and destination.

- Promote the use of diaspora (individuals and organisations) as resource persons in implementing skills development projects**, especially in sectors where they can be linked with existing skills development activities that are undertaken by diaspora organisations. Implementing agencies should be encouraged to draw on diaspora expertise in their activities to support TVET systems. MoUs may need to be signed and awareness may need to be built about the value-added of diaspora mobilisation. However, hiring of diaspora expertise must also be complementary to the hiring of talent in the local market and the diaspora can be used to train other domestic talent (see the point above on training of trainers). There are some examples that provide insight on how to set up such systems. For example, in Rwanda, IOM has tried to link diaspora experts to fill TVET needs (IOM 2019). The Kosovar/ Albanian diaspora has also tried to build links with vocational training providers (GERMIN N.d).

How to engage:

- Make skilling populations in countries of origin a more explicit objective of diaspora knowledge transfer initiatives. Most such programmes reviewed appear to focus on the diaspora experts as the beneficiaries. For the TPs, the focus will be on improving the skills of the present and future workforce of the country of origin, who would then have the skills needed to find work domestically or emigrate if they desire. As an example, diaspora mentorship programmes like Mowgli have log frame indicators which explicitly link mentoring back to economic growth and jobs retention in countries of origin (from EUDiF webinar on diaspora mentorship); diaspora knowledge transfer initiatives could be required to target similar impact.

- Engage diaspora in the provision of soft skills and inter-cultural training to facilitate migrants' integration into the international workplace. Through diaspora professional networks capitalise on diaspora who return temporarily (including for knowledge transfer, volunteering, personal /family visits) and permanently to carry out face -to-face training in countries of origin. Virtual training through online learning platforms can also be explored.

WHEN TO ENGAGE	DISPORA SEGMENTS TO ENGAGE	OTHER ACTORS TO ENGAGE
PRE-DEPARTURE	Diaspora individuals, professional networks	Implementing agencies, relevant authorities in countries of origin, universities, vocational training institutions
STAY IN EUROPE	Diaspora individuals, professional networks	Implementing agencies, relevant government agencies of destination countries
RETURN	Diaspora individuals, professional networks	Host institutions in countries of origin, universities, vocational training institutions, start-up hubs, relevant authorities in countries of origin, accreditation agencies in countries of origin and destination.

3. **Engage diaspora organisations and networks in promoting the integration of TP participants** through providing social/cultural/administrative assistance to TP participants. Diaspora organisations already support the integration of migrants into their host communities. Thus, through their current activities, they are well placed to promote the integration of TP participants. This will include hosting arrival orientation and providing initial training on socio-cultural adjustments that are needed. These arrival orientation and welcome initiatives can be a continuation of the pre-departure orientation provided to TP participants.

How to engage:

- Host networking events that encourage migrant TP participants to network with diaspora professionals. Diaspora organisations could promote tourist and cultural outings for TP participants. Example, the Spanish – Moroccan initiative for agricultural workers started in 2004/2005 allows strawberry pickers to benefit from tourist and cultural outings during the weekends.
- Support diaspora organisations to develop welcome packs to be shared with prospective TP participants that cover cultural and social integration, and administrative practicalities. These welcome packs should include the details of diaspora organisations that they can contact upon arrival and throughout their stay in Europe. Diaspora organisations could also create a helpline that TP migrant participants can call when they require assistance.

- Integrate a “buddy initiative” in which prospective TP migrant participants are paired with a “diaspora buddy” who can facilitate their integration and professional/social development during their stay in Europe. This could be later-generation diaspora (engaged through next-gen-focused networks like ADAN in Germany (network focusing on Afro-Europeans)) who are interested in connecting with their country of heritage.

WHEN TO ENGAGE	DISPORA SEGMENTS TO ENGAGE	OTHER ACTORS TO ENGAGE
PRE-DEPARTURE	Diaspora individuals, professional networks, business networks, student/alumni networks	Implementing agencies, relevant authorities in countries of origin
ARRIVAL	Diaspora individuals, professional networks, business networks, hometown/ cultural/ ethnic organisations, state-led organisations, student/alumni networks, faith-based organisations	Implementing agencies, relevant government agencies of destination countries including municipal agencies, relevant private sector actors
STAY IN EUROPE	Diaspora individuals, professional networks, business networks, hometown, cultural, ethnic organisations, state led organisations, sporting organisations, faith based organisations, next-generation organisations	Implementing agencies, relevant government agencies of destination countries including municipal agencies, relevant private sector actors

- 4. Fund diaspora mentoring** – both targeted at members of the diaspora and at fellow nationals, especially young adults, in countries of origin – with the potential to focus mentoring towards sectors and skills targeted by EU TPs. Mentorship programmes can take time to design and implement, especially given that diaspora individuals may not be in the position to volunteer the time needed to mentor other potential migrants. Therefore, programmes could consider providing financial and capacity-building support to existing mentoring programmes, especially in sectors and for skills targeted by the EU TPs. These mentorship programmes should be available to both newly arrived migrants and those still undergoing training in their countries of origin.

How to engage:

- Integrate diaspora mentoring into pre-departure training and orientation, enabling diaspora to prepare TP migrant participants for professional, social and cultural life in Europe. These mentorship programmes could be linked to existing programmes already run by diaspora organisations.⁴⁰

⁴⁰ Some examples of such diaspora mentoring programmes include Mogwli, Misale, Nigerian Medical Association in Germany, Medical Association of Nigerians Across Great Britain etc.

- Link diaspora mentoring to universities and vocational training centres to counsel them about professional opportunities at home and abroad (see for example ANPA's mentorship programme that is linked to universities and medical programmes in hospitals, as well as the EPN Network and Misale's efforts to conclude diaspora mentorship MoUs with several Ethiopian universities). Implementing agencies can support diaspora organisations and professional networks in establishing such programmes.
- Engage diaspora professionals in providing 'on the job' mentorship to TP participants to facilitate integration into the European workplace and professional development. This can be done through formal or informal diaspora organisations.
- Promote diaspora mentoring to support TP participants willing to explore entrepreneurship opportunities at home and abroad. For example, IOM MATCH is exploring collaboration with 'Ondernemers Voor Ondernemers' (meaning entrepreneurs for entrepreneurs) to match their participants who have an interest in entrepreneurship with diaspora mentors, as well as utilising former CD4D participants as mentors.
- Engage TP migrant participants as mentors for Europeans, Europe-based diasporas (e.g. sharing knowledge and networks with diasporas interested in starting businesses back home), and young people in countries of origin. Participating in mentorship themselves could be a requirement for TP migrant participants who have successfully completed the programme. This could be organised through partnerships between diaspora organisations and implementing agencies.

WHEN TO ENGAGE	DISPORA SEGMENTS TO ENGAGE	OTHER ACTORS TO ENGAGE
PRE-DEPARTURE	Diaspora individuals, professional networks, business networks, student/ alumni networks	Implementing agencies, relevant authorities in countries of origin
ARRIVAL	Diaspora individuals, professional networks, business networks, hometown/ cultural/ ethnic organisations, state-led organisations, student/alumni networks, faith-based organisations	Implementing agencies, relevant government agencies of destination countries including municipal agencies, relevant private sector actors, employers of TP participants
STAY IN EUROPE		
RETURN	Diaspora individuals, professional networks, business networks, student/ alumni networks	Implementing agencies, relevant authorities in countries of origin, relevant private sector actors

- Promote opportunities for diaspora entrepreneurship through the TPs.** The TPs can be used to support diaspora entrepreneurship in specific sectors in order to provide continuity to and strengthen the circularity of their existing migration experience. Transnational businesses established by diaspora entrepreneurs support the economies of both countries of origin and destination.

How to engage:

- Facilitate collaboration between the TPs and entrepreneurship programmes on the continent, like the Tony Elumelu Entrepreneurship Programme (TEEP), that connect with the diaspora for mentorship. Such entrepreneurship programmes can also offer perspectives to TP participants who wish to pursue entrepreneurship options after their participation in the TPs. These young people could be supported to come to Europe, and/or the diaspora entrepreneur supported to return temporarily or permanently to the country of origin.
- Link TPs with diaspora entrepreneurship initiatives in Europe involving entrepreneurs and business school students in countries of origin – who can develop their entrepreneurship skills and support diaspora start-ups through developing networks and operations, and providing localised knowledge while based in the country of origin.

WHEN TO ENGAGE	DIASPORA SEGMENTS TO ENGAGE	OTHER ACTORS TO ENGAGE
ARRIVAL	Diaspora individuals, professional networks, business networks, student/ alumni networks	Implementing agencies, relevant authorities in countries of origin, relevant private sector actors.
STAY IN EUROPE	Diaspora individuals, professional networks, business networks, student/ alumni networks	Implementing agencies, relevant authorities in countries of origin and destination, relevant private sector actors.
RETURN	Diaspora individuals, professional networks, business networks, student/ alumni networks	Implementing agencies, relevant authorities in countries of origin, relevant private sector actors.

- 6. Mobilise diaspora associations and individuals to facilitate networking for newly arrived migrants and employers.** Knowledge transfer programmes like GIZ-PMD and CD4D underline that identifying diaspora experts/talent is a challenging and resource-intensive process that requires ongoing network building. They require long-term donor commitments to ensure that the accumulation effect of network building pays off. Diaspora focused organisations like AFFORD-UK and ADEPT run a number of projects and support initiatives for members of the diaspora (e.g. diaspora business club and diaspora summits).

How to engage:

- To mobilise diaspora in the ways highlighted above, EU TPs will need to draw on networks already built, including working with organisations who have implemented diaspora knowledge transfer and diaspora networks and platforms (like AFFORD-UK, ADEPT, etc.).
- For countries with weak diaspora organisations, it would be essential to have complementary devel-

opment programmes that support strengthening diaspora organisations and collaboration between diaspora individuals.

- Design and implement an alumni strategy for TP migrant participants, ensuring that they can continue to be engaged in the aforementioned ways – whether they remain in Europe/overseas or return home. For instance, they could be required to develop a post-TP project that supports skills development in their country of origin – such as presenting their learnings from their overseas experience with others. In addition, the TPs could be designed in a way that promotes not only entrepreneurship skills but also provides job matching opportunities in countries of origin if the TP migrant participants choose to return to their home country.
- Support alumni networking within programmes that bring international students to Europe, such as Erasmus+. Such alumni networks can facilitate the identification of diaspora talent for the types of activities described throughout this report.

WHEN TO ENGAGE	DIASPORA SEGMENTS TO ENGAGE	OTHER ACTORS TO ENGAGE
PRE-DEPARTURE, ARRIVAL, STAY IN EUROPE, RETURN	Diaspora individuals, professional networks, business networks, student/ alumni networks	Implementing agencies, relevant authorities in countries of origin, relevant private sector actors

- 7. Support/fund diaspora academic/student collaborations, partnerships, field research, and exchanges** through the TPs. These collaborations and partnerships will enable higher education institutions in countries of origin to access international funding and collaboration in research opportunities, as well as fostering broader intellectual exchange. These partnerships can draw from existing experiences in funding joint diaspora-home university projects (see Ethiopia-Dutch example). Such exchanges should also aim at promoting research linked to innovation hubs in countries of origin. Furthermore, academic research programmes like Erasmus+ can be linked to TP focus sectors in order to build the capacity of TP migrants in these areas. Engagement of diaspora academics can draw from other programmes that support academia/research capabilities in partner countries, such as the Academy for African Migration Research (AAMR N.d.).

How to engage

- Identify specific sectors and fund diaspora academic research networks within these sectors through joint research grants or fellowships
- Fund academic exchanges and student collaborations in relevant sectors through the TPs
- Fund internships, research fellowships and exchanges that link innovation hubs in countries of origin and destination

WHEN TO ENGAGE	DIASPORA SEGMENTS TO ENGAGE	OTHER ACTORS TO ENGAGE
PRE-DEPARTURE	State-led organisations, professional networks, student/alumni networks.	Host institutions in countries of origin, universities, vocational training institutions, start-up hubs, relevant authorities in countries of origin, accreditation agencies in countries of origin and destination.
ARRIVAL	State-led organisations, professional networks, student/alumni networks.	Host institutions in countries of origin, universities, vocational training institutions, start-up hubs, relevant authorities in countries of origin, accreditation agencies in countries of origin and destination, relevant private sector actors.
STAY IN EUROPE		
RETURN	State-led organisations, professional networks, student/alumni networks.	Host institutions in countries of origin, universities, vocational training institutions, start-up hubs, relevant authorities in countries of origin, accreditation agencies in countries of origin and destination.

- 8. Policy engagement Include diaspora as a priority area and engage diaspora in both the design and implementation of TPs** - not just in the implementation. Many interviewees from diaspora organisations alluded to the fact that the diaspora is considered as an afterthought in the design and development of migration policy instruments - especially those linked to labour migration. However, as has been shown above, the diaspora can provide useful insights to both public and private actors in designing these initiatives. Therefore, the diaspora should be included in the development of TPs with the identified pilot countries and at the overall policy framework level. Diaspora engagement should equally be identified as a priority area in the TPs between the EU and partner countries with large diaspora populations.

How to engage:

- Assign the diaspora individuals and organisations specific roles in the design process especially in consultation with government and private sector actors and identification of relevant sectors.
- Create project advisory committees/bodies which involve the diaspora in coordinating and monitoring the implementation of the TPs.
- Create 'diaspora advisory boards' to provide diaspora related inputs in programming and involve other diaspora networks/ segments.

WHEN TO ENGAGE	DIASPORA SEGMENTS TO ENGAGE	OTHER ACTORS TO ENGAGE
PRE-DEPARTURE, ARRIVAL, STAY IN EUROPE, RETURN	State-led organisations, professional networks, business networks, home-town/ cultural/ ethnic organisations, student/alumni networks, faith-based organisations.	Relevant government authorities in countries of destination and origin, implementing agencies, other identified relevant actors.

- 9. Engage diaspora to facilitate the employment of TP participants.** The diaspora could provide employment for TP participants (see Box 3). This could increase the resources required to run a legal migration scheme, as resources will be required to identify diaspora employers of an appropriate size and sector, and this could lead to dispersed cohorts of TP migrant participants (loss of scale). This is already very difficult for small and medium entrepreneurs. In addition, the diaspora could also facilitate the employment of TP participants through connecting them with existing employment opportunities and supporting businesses to hire TP participants.

How to engage:

- Engage diaspora in the provision of training to employers partaking in the TP to build their capacities to integrate their migrant employees into their company
- Engage diaspora in outreach to potential private sector employers to convey the benefits to companies of employing migrants, to address negative perceptions about migrant workers, and to familiarise employers with local labour markets abroad (MPI 2019)
- Support diaspora entrepreneurs to hire and train new staff in their country of origin, or offer virtual work placements and internships. Those staff could stay there, receive training (virtual or in-person) from the diaspora entrepreneur, and work from a distance
- Work with diaspora professionals within large employers – through diaspora professional networks - who may have an interest in bringing young fellow nationals to work for their company within a TP scheme. Diaspora professionals could facilitate the pre-departure preparations and professional development of TP participants during their stay

WHEN TO ENGAGE	DIASPORA SEGMENTS TO ENGAGE	OTHER ACTORS TO ENGAGE
PRE-DEPARTURE	Diaspora individuals, professional networks, business networks, state-led organisations, student/alumni networks.	Implementing agencies, relevant private sector actors, employers of TP participants.

WHEN TO ENGAGE	DIASPORA SEGMENTS TO ENGAGE	OTHER ACTORS TO ENGAGE
ARRIVAL	Diaspora individuals, professional networks, business networks, state-led organisations, student/alumni networks.	Implementing agencies, relevant government authorities in countries of destination, relevant private sector actors, and employers of TP participants.
STAY IN EUROPE	Diaspora individuals, professional networks, business networks, state-led organisations, student/alumni networks.	Implementing agencies, relevant government authorities in countries of destination, relevant private sector actors, and employers of TP participants.

- 10. Engage diaspora in providing information to prospective migrants and TP participants** virtually through information sessions, or in-person. There is a big potential for virtual exchange given technological and attitudinal shifts driven by COVID-19. However, limitations to internet connectivity in locations outside the capital cities may pose a challenge to prospective participants outside large cities. Diaspora Organisations like the African German Information Centre (AGIC) provide information to prospective migrants through information sessions funded by GIZ's PMD. These sessions can also provide information on the role of the diaspora in development, thus facilitating their contribution to developing their communities of origin through linking them to ongoing or planned development activities. For example, NIDCOM has started hosting virtual town hall meetings to promote engagement with the diaspora. These virtual platforms can be used to disseminate information about the engagement of the diaspora in the Talent Partnerships and their role in facilitating labour migration.

How to engage:

- Engage diaspora organisations in training for TP migrant participants about the role of diaspora in development and the different ways that TP migrant participants can contribute to their communities of origin, as well as to their diaspora communities in Europe.
- Support online platforms that enable diaspora talent and homeland institutions and stakeholders to connect and engage with each other in scalable ways (see GIZ-PMD Tunisia's work with Conscience N.d.). NIDCOM has started hosting virtual town hall meetings to promote engagement with the diaspora. These virtual platforms can be used to disseminate information about the engagement of the diaspora in the Talent Partnerships and their role in facilitating labour migration.

WHEN TO ENGAGE	DIASPORA SEGMENTS TO ENGAGE	OTHER ACTORS TO ENGAGE
PRE-DEPARTURE	Diaspora individuals, professional networks, business networks, hometown/ cultural/ ethnic organisations, state-led organisations, student/alumni networks, faith-based organisations.	Implementing agencies, relevant government agencies of origin and destination countries.
ARRIVAL	Diaspora individuals, professional networks, business networks, hometown/ cultural/ ethnic organisations, state-led organisations, student/alumni networks, faith-based organisations.	Implementing agencies, relevant government agencies of destination countries including municipal agencies, relevant private sector actors.
STAY IN EUROPE	Diaspora individuals, professional networks, business networks, hometown/ cultural/ ethnic organisations, state-led organisations, student/alumni networks, faith-based organisations.	Implementing agencies, relevant government agencies of origin and destination countries including municipal agencies, relevant private sector actors.
RETURN	Diaspora individuals, professional networks, business networks, hometown/ cultural/ ethnic organisations, state-led organisations, student/alumni networks, faith-based organisations.	Implementing agencies, relevant government agencies of origin and destination countries.

8. CONCLUDING REMARKS

The Talent Partnerships offer an opportunity to address the current challenges of labour migration between the EU and third countries while bringing together a mix of various actors. The diaspora form one of these actors whose role in facilitating labour migration and mobility has been acknowledged in practice. However, there are few policy provisions that provide the opportunity for connecting the diaspora in labour migration and mobility schemes. This study explores the various avenues through which the diaspora (identifying various segments), can be included in labour mobility schemes, particularly, the Talent Partnerships. The study reveals that there are several ongoing activities undertaken by the diaspora that can contribute to the objectives of the TPs. Yet, depending on several factors including their location, the strength of their networks, their organisation into more structured units, and their level of engagement with government actors in countries of destination and origin, the role of the diaspora may be limited or facilitated.

This study highlighted several roles the diaspora can play in the Talent Partnerships, equally looking at their engagement along the various stages of the migrant cycle. In the pre-departure stage, the provision of information and mentorship are two main ways diaspora can assist migrants. Migrants already abroad provide both information about the practicalities of migration itself as well as information on the situation in potential countries of destination. The latter might include information about employment opportunities, specific jobs available, housing, or administrative issues that will be helpful for the “new” migrant upon arrival in the country of destination. Diaspora provide information and can also be useful in disseminating information. Such exchanges happen informally or more formally, for example, through a mentorship programme, which could be explored as an option for labour migration schemes. Similar activities in terms of the provision of information and mentorship are also possible once the migrants are in the country of destination. In addition, diaspora organisations and individual diaspora members often actively support new arrivals with integration in areas such as employment, education, language, and social activities.

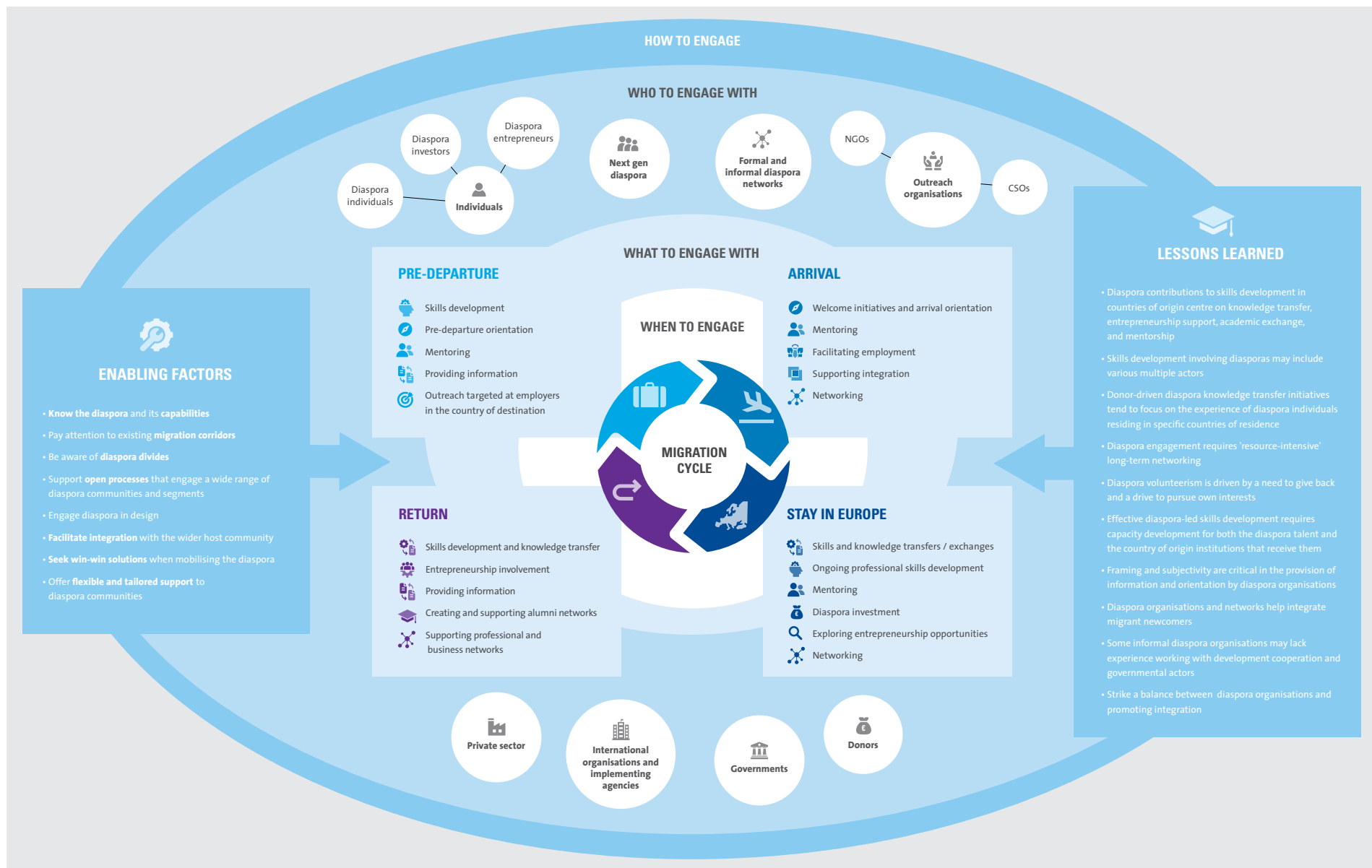
In addition to the above, the interviewed diaspora organisations foresee their roles in implementing the Talent Partnerships and emphasise that these roles should be linked to their existing activities. More specifically, these roles include:

- Identifying talent in countries of origin
- Welcoming talent in destination countries
- Facilitating employment opportunities for TP participants
- Up skilling talent through various professional and skills development programmes in countries of origin and destination
- Promoting investments linked to the TPs in countries of origin
- Supporting the circularity of talent through engagement in skills development and knowledge transfer activities
- Engaging in policy processes, especially in the design of policy processes

The aim of this paper has been to provide an overview of the various roles which the diaspora can play in the TPs, and identifying specific entry points for engagement between the various actors. The motivations and in-

terests of the various diaspora segments in engaging in the TPs will need to be further examined and considered in the context of each proposed TP, especially given that these interests depend on their role, characteristics, geographical location and at what stage of the migrant cycle that they are engaged. Such an analysis will help to identify specific opportunities where the diaspora can help facilitate labour migration between countries of origin and destination in specific sectors. This paper provides insights and food for thought which government authorities in countries of destination and origin, implementing agencies, donors and diaspora organisations can further build upon.

FIGURE 3: ENTRY POINTS FOR DIASPORA ENGAGEMENT IN THE TALENT PARTNERSHIPS



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ANNEXES

ANNEX 1: LIST OF INTERVIEWEES

A. INTERVIEWEES IN GEORGIA

ORGANISATION

Ministry of Foreign Affairs

Ministry of Internally Displaced Persons from the Occupied Territories, Labour, Health and Social Affairs of Georgia

IOM Georgia

ICMPD

GIZ Georgia

Georgian Diaspora member in France

Georgian diaspora member in Germany

Georgian diaspora member in Germany

Georgian diaspora member in Germany

B. INTERVIEWEES IN MOROCCO

ORGANISATION

EU Delegation to Morocco

Agence française de développement

Ministry of the Moroccans Residing Abroad (MRE)

Ministry of the Moroccans Residing Abroad

Moroccan academic research network
(Réseau Académique Nord-Africain sur la Migration - NAMAN)

Social economy initiative network and solidarity Morocco OptimAcc- France (Réseau esprit d'initiative de l'économie sociale et solidaire Maroc OptimAcc- France)

Extenda - Andalusia Export and Foreign Investments.
(Extenda - Andalousie Export et Investissements Extérieurs.)

Euro-Mediterranean University of Fez
(Université euro méditerranéenne de Fès)

"Crédit du Maroc " Bank

Moroccan Diaspora in France

GIZ – Casablanca
Programme Migration and development

Social and solidarity economy initiative network Morocco. (Réseau esprit d'initiative de l'économie sociale et solidaire Maroc.)

C. INTERVIEWEES IN NIGERIA

ORGANISATION

EU Delegation to Nigeria

International Labour Organization (Nigeria Country Office)

International Organization for Migration Nigeria Country Office)

Nigerians in Diaspora Commission (NiDCOM)

The Foodbridge Brussels

Nigerians in Diaspora Organisation Europe (NIDOE)
In Germany

Nigerians in Diaspora Organisation Europe (NIDOE)
In Belgium

Nigerians in Diaspora Organisation Europe (NIDOE)
In the Netherlands

Conflict Research Network West Africa

Tony Elumelu Foundation

D. INTERVIEWEES IN ETHIOPIA

ORGANISATION

EU Delegation to Ethiopia

Association of Ethiopians Educated in Germany

Ethiopian diaspora entrepreneurs residing in the EU

Ethiopian Diaspora Trust Fund

Your Ethiopian Professionals (USA)

Misale (Ethiopia)

International Organization for Migration (Ethiopia Country Office)

ICMPD

GIZ Ethiopia

Ethiopian Jobs Creation Commission

Ethiopian Cultural Center in Belgium

Deutsch-Äthiopischer Verein e.V.

Ethiopian Diaspora Agency

Afro Deutsches Akademiker Netzwerk (ADAN) e.v

Ethiopian Professionals Network (EPN) Holland

Ethiopian Diaspora in the Netherlands

Ethiopian Diaspora in the Austria

E. OTHER COUNTRIES

ORGANISATION

Australia Pacific Training Coalition

Migration expert in New Zealand

IOM (The Netherlands Country Office)

Connecting Diaspora for Development (CD4D) programme

IOM (Belgium Country Office)

GIZ (Tunisia Country Office)

GIZ

AFFORD-UK

SwissContact

ANNEX 2: SEMI-STRUCTURED INTERVIEW GUIDES

A: Interview guide - Diaspora associations/networks

1. Respondent information :

- 1.1. Name and surname of the interviewee: _____
- 1.2. Sex: _____
- 1.3. Age : _____
- 1.4. Level of education / diploma at the time of departure and now (2021): _____
- 1.5. Country / City of departure: _____
- 1.6. Current country of residence: _____
- 1.7. Nationality (acquired): _____
- 1.8. Activity / profession: _____
- 1.9. How long have you been involved in this activity / profession: _____

2. Professional affiliation (If relevant!)

- 2.1. Name of the association / group of which you are a member: _____
- 2.2. Purpose of the organisation: _____
- 2.3. Date of establishment: _____
- 2.4. Objectives of the association / group: _____
- 2.5. Number of members: _____
- 2.6. What are the main actions carried out by your association / your group? _____
- 2.7. List the main ones related to your country of origin. _____

3. Information on employment / investment opportunities in your country of origin:

3.1. Do you stay informed about your country of origin (economic and social policy, major projects / programmes in progress, investment opportunities, etc.)?

☐ Yes ☐ No

If yes, please specify by what means?

3.2. Do you consider this information sufficient?

☐ Yes ☐ No

If yes, what consequences does this have on your decisions, cooperation or mobility?

If no, what are your expectations in this regard?

3.3. Have you already accessed circular mobility programmes / projects in your country of origin?

If yes, which ones ?

If so, what type of information / services did you seek?

If not why ?

3.4. What information (what services) do you need most in your professional contacts with your country of origin?

3.5. What measures do you need to make the information (services) you require about your country of origin more accessible?

4. Current Diaspora Engagement initiatives:

4.1. Are you currently developing a project in your country of origin?

If yes, in which sector ?

4.2. Do you work with specific categories of individuals? who?

4.3. Are you currently developing a project in your host country?

If yes, in which sector ?

4.4. Do you work with specific categories of migrants? who?

4.5. What motivated your choice?

4.6. What obstacles have prevented your from being engaged in these projects?

5. Diaspora engagement along the migration cycle

5.1. How do/could you support pre-departure training in countries of origin?

5.2. How do/could you work with newly arrived migrants?

5.3. How do/could you link up with partners in countries of origin to employ staff in diaspora businesses?

5.4. How do/could you work to prepare migrants for return?

5.5. How do/could they support skills development in countries of origin (e.g. diaspora mentorship, temporary/permanent diaspora skills transfer/exchange progs?)

5.6. Do you have other examples of how you engage with migrants?

6. Participation in the economic and scientific development of your country of origin:

6.1. Would your organisation be ready to participate in an expert transfer / exchange program?

6.2. Within which sectors?

☐ Public (administration/public company) ☐ Private

6.3. In what framework?

☐ Volunteer ☐ Paid

6.4. For how long ?

☐ Short term (- 3 months) ☐ Medium term (3 months - 1 year) ☐ Long term (more than 1 year)

6.5. Have you already identified areas of expertise in which you could intervene?

☐ Yes ☐ No

If so, specify which ones?

If not why ?

6.6. And would you be willing to receive information on a specific area / particular program?

☐ Yes ☐ No

If yes, which ?

6.7. What incentives do you think are the most relevant to develop a professional relationship with your country of origin?

☐ Salary
☐ Tax
☐ Policies
☐ Others (explain)....

6.8. In your opinion, how best can you identify the capacity building needs in countries of origin and then match diaspora talent with them?

6.9. What other training or mentorship schemes would your organisation be willing to participate in? In what role?

7. Diaspora involvement in labour mobility schemes:

7.1. Do you see any potential for your in labour mobility schemes?

7.1.1. Can you identify some potential roles for diaspora involvement in the different stages of the migration process?

7.2. In your opinion how would this occur? What role do you foresee the diaspora playing?

7.3. Are there any current examples you can draw on?

7.4. Can you provide some examples of good practices and/or failed attempts?

7.5. What can different actors do to facilitate diaspora engagement in labour mobility schemes? (please clearly state specific actors where possible)

7.5.1. Country of origin governments

7.5.2. Country of destination governments

7.5.3. Other private sector actors

7.5.4. international organizations/ development partners

7.5.5. the diaspora

7.5.6. others

7.6. In your assessment of the current situation, in order to facilitate diaspora involvement in labour mobility schemes:

7.6.1. What specific actions are needed?

7.6.2. What specific policies are needed?

7.6.3. Can you provide examples of some current practices that need to change?

B: Interview guide - Government officials

1. Respondent information :

1.1. Name and surname of the interviewee:

1.2. Sex:

1.3. Organisation:

1.4. Position:

1.5. How long have you occupied this position:

2. Overview of labour mobility cooperation instruments/ policies/ initiatives:

2.1. Are there any bilateral, regional or other instruments that exist on labour mobility (between your country and other countries/ regions) that you are aware of?

If yes, can you list most of them (or provide reference to where information about these instruments can be found)?

2.2. Are there any specific instruments with the European Union (EU)?

2.3. In your opinion, what has the cooperation on labour mobility (through these instruments) achieved?

2.4. Can you provide any examples of good practices?

2.5. Can you provide any examples of failed cooperation attempts?

3. Overview of diaspora engagement instruments/ policies/ initiatives:

3.1. Are there any formal instruments/ policies (in your country) for cooperating with the diaspora?

3.2. In your opinion have these been successful? please provide examples

3.3. Can you provide some examples of failed attempts at cooperating with the diaspora?

3.4. How well does your country (organisation) cooperate with formal and non-formal diaspora groups?

4. Diaspora involvement in labour mobility schemes:

4.1. Do you see any potential for diaspora involvement in labour mobility schemes?

4.1.1. Can you identify some potential roles for diaspora involvement in the different stages of the migration process?

4.1.2. How can diaspora support pre-departure training? Can diaspora businesses be engaged as employers? How can diaspora organisations support integration of newly arrived migrants (who are participants of labour mobility schemes)? Do you have other examples?

4.2. In your opinion how would this occur? What role do you foresee the diaspora playing?

4.3. Are there any current examples you can draw on?

4.4. Can you provide some examples of good practices and/or failed attempts?

4.5. What can different actors do to facilitate diaspora engagement in labour mobility schemes? (please clearly state specific actors where possible)

4.5.1. Country of origin governments

4.5.2. Country of destination governments

4.5.3. Other private sector actors

4.5.4. international organizations/ development partners

4.5.5. the diaspora

4.5.6. others

4.6. In your assessment of the current situation, in order to facilitate diaspora involvement in labour mobility schemes:

4.6.1. What specific actions are needed?

4.6.2. What specific policies are needed?

4.6.3. Can you provide examples of some current practices that need to change?

C: Interview guide - International organisations/ Implementation agencies

1. Respondent information :

1.1. Name and surname of the interviewee:

1.2. Sex:

1.3. Organisation:

1.4. Position:

1.5. How long have you occupied this position:

2. Overview of labour mobility initiatives:

2.1. Are there any bilateral, regional or other initiatives that exist on labour mobility (between your country and other countries/ regions) that you are aware of?

If yes, can you list most of them (or provide reference to where information about these instruments can be found)?

2.2. Are there any specific instruments with the European Union (EU)?

2.3. In your opinion, what has your experience been in implementing these labour mobility initiatives?

2.4. Can you provide any examples of good practices?

2.5. Can you provide any examples of failed cooperation attempts?

3. Overview of diaspora engagement initiatives:

3.1. Are you engaged in any initiatives on diaspora engagement?

3.2. In your opinion have these been successful? please provide examples

3.3. Can you provide some examples of failed attempts at cooperating with the diaspora?

3.4. How did you identify diaspora stakeholders and engage them?

3.5. What are some of the successful ways of reaching diaspora members?

3.6. How did you work with public authorities in countries of origin and destination?

3.7. What lessons have you learned about roles and cooperation frameworks?

3.8. How did you identify the capacity building needs in countries of origin and then match diaspora talent with them?

3.9. What did diaspora receive in exchange for their time (money, recognition, others)?

4. Diaspora involvement in labour mobility schemes:

4.1. Do you see any potential for diaspora involvement in labour mobility schemes?

4.1.1. Can you identify some potential roles for diaspora involvement in the different stages of the migration process?

4.1.2. How can diaspora support pre-departure training? Can diaspora businesses be engaged as employers? How can diaspora organisations support integration of newly arrived migrants (who are participants of labour mobility schemes)? Do you have other examples?

4.2. In your opinion how would this occur? What role do you foresee the diaspora playing?

4.3. Are there any current examples you can draw on?

4.4. Can you provide some examples of good practices and/or failed attempts?

4.5. What can different actors do to facilitate diaspora engagement in labour mobility schemes? (please clearly state specific actors where possible)

4.5.1. Country of origin governments

4.5.2. Country of destination governments

4.5.3. Other private sector actors

4.5.4. international organizations/ development partners

4.5.5. the diaspora

4.5.6. others

4.6. In your assessment of the current situation, in order to facilitate diaspora involvement in labour mobility schemes:

4.6.1. What specific actions are needed?

4.6.2. What specific policies are needed?

4.6.3. Can you provide examples of some current practices that need to change?

ANNEX 3: OVERVIEW OF LABOUR MOBILITY AND DIASPORA ENGAGEMENT SCHEMES

Mapping of labour mobility schemes in Ethiopia

LABOUR MOBILITY SCHEME	DESCRIPTION/ACTIVITIES	THEMATIC CATEGORIES	DIASPORA INVOLVEMENT	COUNTRIES INVOLVED	IMPLEMENTATION PERIOD	ORGANISATIONS	LINK
Common Agenda on Migration and Mobility	In 2015, EU and Ethiopia signed a joint Declaration for a Common Agenda on Migration and Mobility (Camm). Commits the two parties to cooperating on international protection and refugees' needs, legal migration and mobility, irregular migration, smuggling and trafficking in human beings and development policy. Funding to be made available for implementation of concrete activities, notably through the EUTF.	Legal migration and mobility	N/A	Ethiopia, EU and MS	2015-present	Ethiopia, EU (European Commission, EU Council, EEAS)	Press release: https://ec.europa.eu/commission/press-corner/detail/en/IP_15_6050 Joint declaration: https://ec.europa.eu/home-affairs/sites/homeaffairs/files/e-library/documents/policies/international-affairs/general/docs/eu_ethiopia_agreement_on_migration_and_mobility_en.pdf
Government of Ethiopia Bilateral Agreements with Government of Qatar signed in 2012, Government of Jordan signed in 2012, Government of Kingdom of Saudi Arabia (KSA) signed in 2017, and Government of United Arab Emirates (UAE) signed in 2018	Bilateral agreements establish a range of aspects related to bilateral labour migration, including minimum wages and protection modalities.	Legal migration and mobility	N/A	Ethiopia, Jordan, Qatar, Saudi Arabia, UAE	2012-2018	Governments of Ethiopia, Jordan, Qatar, Saudi Arabia, UAE	https://www.ilo.org/wcmsp5/groups/public/---africa/---ro-abidjan/---sro-addis_ababa/documents/publication/wcms_743461.pdf

CASE STUDY

SKILL-UP Ethiopia	The SKILL-UP Ethiopia project aims to address the challenges of Ethiopia's TVET system by improving its quality, moving it towards a demand-driven orientation that facilitates the development of relevant skills for economic sectors and making training more inclusive to women, people with disabilities, refugees and migrants. 3-component approach: Leveraging skills needs to strengthen international trade; Improving the quality of the skills development system in Ethiopia; Strengthening inclusion in skills development	Vocational education and training	N/A	Ethiopia	2018-2020	ILO, Norway, Ethiopia (Ministry of Education)	https://www.ilo.org/africa/countries-covered/ethiopia/WCMS_702158/lang--en/index.htm
Making Skills Work for Economic Transformation of Ethiopia	The Ethio-German Sustainable Training and Education Programme (STEP) improves the employment prospects of young Ethiopians by promoting quality and relevance in vocational training and higher education. In cooperation with the Ministry of Science and Higher Education (MoSHE) as well as related agencies and institutions, the programme establishes strong linkages between the education and the private sector to support the development of a modern education system geared towards employment and economic growth. In this, employers, education providers and public authorities come together to identify their needs and jointly develop education and training solutions that best tackle the skill mismatch.	Vocational training and education, labour market and skills intelligence	N/A	Ethiopia	2018-2024	Commissioned by: Federal Ministry for Economic Cooperation and Development (BMZ) Co-funded by: Norwegian Agency for Development Cooperation, EU Lead executing agency: Ethiopian Ministry of Science and Higher Education (MoSHE)	https://www.giz.de/en/worldwide/18871.html

CASE STUDY

Chevening Scholarships in Ethiopia	Assistance in line with UK objectives on Chevening Scholarships in Ethiopia which enables students to pursue postgraduate study at UK higher education institutions, returning to contribute to the development of their home country	Vocational education and training, student mobility	N/A	UK, Ethiopia	2018-present	UK	https://devtracker.fcdo.gov.uk/projects/GB-GOV-3-Chevening-Scholarships-ET https://www.chevening.org/about/
Your Ethiopian Professionals	Your Ethiopian Professionals Network (YEP) is a 501(c)(3), non-profit, non-political, and non-religious organization that provides a platform for the Ethiopian diaspora across all professions.	Diaspora engagement	Yes - diaspora mentorship	Ethiopia, Belgium, France, Italy, Kenya, Netherlands, Canada, UK, USA	2010-present	Your Ethiopian Professionals	https://www.yepnetwork.org/about
Misale	"Misale's aim is to provide youth with the proper mentorship they need to excel in their field of interest. Our platform is the first of its kind in Ethiopia, matching mentees to mentors who provide guidance and support tailored to their individual needs. Through youth mentorship, we hope to tackle youth unemployment and help create vibrant and energetic young people joining hands to better Ethiopia. Our platform will help 3rd and 4th year university students look for and be matched with mentors in their field of interest. Mentors will be recruited both from Ethiopia and from the diaspora community abroad."	Diaspora engagement, diaspora mentoring, vocational training and education	Yes - diaspora mentorship	Ethiopia	Unknown	Misale	https://misale.org/diaspora/
Assessment of skills/knowledge gap and investment opportunities in Health and Education sectors in Ethiopia	Mapping the potential of Ethiopian diaspora and identify skills and knowledge gaps in the two prioritized sectors of education and health	Labour market/skills intelligence, education and training	Yes - study into potential of diaspora mobilisation/	Ethiopia	2018	IOM	https://ethiopia.iom.int/sites/default/files/document/FINAL%20ASSESSMENT%20REPORT.pdf

CASE STUDY

Second-Generation Ethiopian Diaspora program	2019: Second-Generation Ethiopian Diaspora programme. The new initiative will be operating under the umbrella of People to People to execute four different areas of focus designed to engage the Global Ethiopian Descent Diaspora Generation (GEDDG) with their counterparts in Ethiopia. This program is endorsed by Ethiopia's Ministry of Science and Higher Education, the Ministry of Health and the Ministry of Innovation and Technology. It's partner organizations also include the African Renaissance Television Service (ARTS TV).	Diaspora engagement, Vocational training and education	Yes - diaspora mentorship	Ethiopia, USA	2019-present	People to People (P2P)	http://newsletter.p2pbridge.org/events/people-to-people-has-launched-its-second-generation-ethiopian-diaspora-initiative/
Ethiopian Diaspora Fellowship Leadership and Public Service Programme	The Ethiopian Diaspora Fellowship (EDF) program is designed to promote leadership development, public service and creative storytelling. Through training, service in an organization in Ethiopia, peer-to-peer mentorship, and storytelling, fellows will have an opportunity to increase their own cultural identity and be a catalyst for growth and change in Ethiopia. Once in Ethiopia, fellows participate in peer-to-peer mentorship to increase cultural identity and promote a knowledge sharing opportunity. Fellows are also encouraged to document their experience thoroughly through different mediums, in order to define and redefine what it means for them to be an Ethiopian.	Diaspora engagement	Yes - deployment of diaspora fellows in Ethiopia.	Ethiopia	2015-present	Ethiopian Diaspora Fellowship Leadership and Public Service Programme	http://ethiopiandiasporafellowship.org/about/

CASE STUDY

Ethiopian Diaspora Trust Fund	Objective is to finance people-focused social and economic development projects. The Fund aims to finance projects that meet critical needs selected based on their potential to make the highest positive impact on groups and communities in Ethiopia in such areas as health, education, water and sanitation facilities, habilitation and rehabilitation of persons with disability, agricultural development, technology, small scale entrepreneurship and other income and employment generating projects	Vocational education and training	Yes - channels diaspora investment towards development projects in Ethiopia.	Ethiopia	2018-present	Ethiopian Diaspora Trust Fund	https://www.ethiopiastrust-fund.org/
Development of a Tripartite Framework for the Support and Protection of Ethiopian women Domestic Migrant Workers to the GCC States, Lebanon and Sudan	This project aims at better protecting decent work standards at work and the human rights of women migrant domestic workers from Ethiopia and the Somali region throughout the process of migration – from their place of origin to their destination. The project places special emphasis on young women.	Legal migration and mobility	N/A	Ethiopia, GCC states, Lebanon, Sudan	2013-2016	EU, ILO	https://www.ilo.org/africa/technical-cooperation/WCMS_402989/lang--en/index.htm
Free Movement of Persons and Transhumance in the IGAD Region: Improving opportunities for regular labour mobility	The ILO is implementing a project on “Free Movement of Persons and Transhumance in the IGAD Region: Improving Opportunities for Regular Labour Mobility” in collaboration with IGAD as a core element of “Towards Free Movement of Persons and Transhumance in the IGAD region” program financed by the European Union Trust Fund (EUTF).	Legal migration and mobility, Vocational education and training (“youth skilling”)	N/A	Djibouti, Ethiopia, Kenya, Somalia, South Sudan, Sudan, Uganda	2018-2022	EU, ILO, IGAD	https://www.ilo.org/africa/technical-cooperation/free-movement/lang--en/index.htm

CASE STUDY

The Academy for African Migration Research (AAMR): supporting the development of the next generation of African migration scholars	Over a three year period, the Academy for African Migration Research will undertake two key activities: (1) Four 'institutes' to provide capacity building for doctoral students and early-career researchers who are a maximum of 3-years post-PhD, to refine their research focus and promote professional development and scholarly contributions. (2) A series of research visits/exchanges for established academics and postdoctoral fellows to support building research capacity and strengthening the intellectual project for migration research in Africa.	Vocational education and training, student mobility	N/A	Ethiopia, Ghana, Uganda, Mozambique, South Africa	2019-2022	UK (FCDO), research institutions in Ethiopia, Ghana, Uganda, Mozambique, South Africa	https://devtracker.fcdo.gov.uk/projects/GB-GOV-13-FUND--GCRF-ES_T003839_1
SDC Education Fund	SDC launches an Education Fund in order to incentivize innovation and the application of new approaches in basic education/vocational skills development and through educational activities across sectors.	Vocational education and training	N/A	Burkina Faso, Bhutan, China, Colombia, Ethiopia, Honduras, Kenya, Lebanon, Mali, Mozambique, Palestinian Authority, South Sudan, Syria	2019-2021	Switzerland (SDC)	https://www.eda.admin.ch/deza/en/home/projekte/projekte.filterResults.par_projectfilter_copy_page2.html/content/dezaprojects/SDC/en/2018/7F10101/phase1?oldPagePath=/content/deza/en/home/projekte/projekte.html
EthioNextGen	#EthioNxtGen is a UK Ethiopian Diaspora youth-lead initiative. We aim to bridge the gap between young and professional Ethiopians in the UK with leaders, businesses and organisations in Ethiopia	Diaspora engagement	Yes - diaspora mentorship	UK, Ethiopia	Unknown	EthioNextGen	https://www.ethionxtgen.com/
Ethiopian Diaspora Business Network	Ethiopian Diaspora Business Network (EDBN) is an online network which has the objective of bringing together Ethiopian entrepreneurs from all over the world so they can access information that supports them in their entrepreneurial activities.	Diaspora engagement	Yes - diaspora business network	Ethiopia, worldwide	Unknown	Ethiopian Diaspora Business Network	https://www.facebook.com/EthiopianDiasporaBN/

IMPLEMENTATION OF THE TALENT PARTNERSHIPS: WHAT POTENTIAL ROLE FOR THE DIASPORA?

CASE STUDY

Specialised skills development to improve access of Ethiopian youth to gainful employment opportunities	UNIDO, Volvo (a global company manufacturing heavy duty construction and transport trucks) and the Swedish International Development Cooperation Agency (Sida) have established a training academy for technicians of heavy duty machinery and commercial vehicles in Ethiopia. Watch the video to learn more about how the partners are helping young Ethiopians gain access to demand-driven skills and employment opportunities in advanced commercial vehicle maintenance.	Vocational training and education	N/A	Ethiopia	2013-2015	Sida, Volvo, UNIDO	https://www.unido.org/sites/default/files/2013-06/Volvo_English_0.pdf
MidEth	IOM SLO has been working closely with the Government of Ethiopia to facilitate the mobilization and utilization of human and financial resources of Ethiopian Diaspora for the country's development. One of the interventions, Migration for Development in Ethiopia (MIDEth), has been under implementation in collaboration with the Diaspora Engagement Affairs Directorate of the Ministry of Foreign Affairs of the Government of Ethiopia.	Diaspora engagement, Vocational training and education	Yes	Ethiopia	Unknown	IOM	https://ethiopia.iom.int/migration-and-development-unit#:~:text=TRQN%3A%20The%20Temporary%20Return%20of,in%201995%20and%20ended%201999.
Diaspora Support for KSA returnees	IOM SLO has been able to mobilize the Ethiopian diaspora during the emergency assistance of Ethiopian returnees from the Kingdom of Saudi Arabia through United States Association for International Migration (now USA for IOM).	Diaspora engagement, Reintegration of returning migrants	Yes - mobilised diaspora (though not clear how) during emergency assistance of Ethiopian returnees	Ethiopia, Saudi Arabia	2014	IOM	https://www.iom.int/news/ethiopian-diaspora-backs-iom-help-migrants-returning-home

CASE STUDY

Strengthening labour migration management in Ethiopia	The objective of the project is to support and enhance the capacity of Government of Ethiopia (GoE) policy makers and other stakeholders engaged in labour migration to more effectively manage and regulate labour migration from Ethiopia. "Ongoing discussions are being conducted with Ministry of Foreign Affairs and the Ethiopian Diaspora Association with regards to identifying areas of collaboration to enhance diaspora engagement towards the development of the country."	Labour migration	Yes - Ongoing discussions are being conducted with Ministry of Foreign Affairs and the Ethiopian Diaspora Association with regards to identifying areas of collaboration to enhance diaspora engagement towards the development of the country.	Ethiopia	Unknown	IOM	https://ethiopia.iom.int/migration-and-development-unit#:~:text=TRQN%3A%20The%20Temporary%20Return%20of,in%201995%20and%20ended%201999.
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Mapping of labour mobility schemes in Georgia

LABOUR MOBILITY SCHEME	DESCRIPTION/ACTIVITIES	THEMATIC CATEGORIES	DIASPORA INVOLVEMENT	COUNTRIES INVOLVED	IMPLEMENTATION PERIOD	ORGANISATIONS	LINK
Mobility Partnership	The strengthening of Georgian institutional capacity for migration management, the development of circular and temporary labour migration schemes, to the assistance of Georgia in improving the legal framework and the legal and technical framework on migration related to data collection and management (among others).	Legal migration and mobility	Yes	Georgia EU	Signed on 30 November 2009 Launched on 16 February 2010	EU (European Commission) Georgia	<p>Legal Aspects of Labour Migration Governance in Georgia: https://cadmus.eui.eu/bitstream/handle/1814/24852/CARIM-East_RR-2012-09.pdf?sequence=1&isAllowed=y</p> <p>Summary of the Initiatives in Georgia and Moldova: https://www.pragueprocess.eu/en/migration-observatory/publications/document?id=161</p> <p>EU mobility partnerships: a smart instrument for the externalization of migration control: https://doi.org/10.1007/s40309-015-0073-x</p>

CASE STUDY

Agreement between the Government of the Republic of Bulgaria and the Government of Georgia on the regulation of labor migration	Facilitate labour migration regulation between both countries: job information exchange, workers selection, assistance in employment contracts, information provision on legal residence, work, housing and return	Legal migration and mobility	N/A	Georgia Bulgaria	November 2019 - ongoing	<p>Bulgaria: Employment Agency of the Ministry of Labour and Social Affairs</p> <p>Georgia: Department of Labour and Social Policy of the Ministry of Internally Displaced Persons from the Occupied Territories, Labour, Health and Social Affairs</p>	<p>Agreement between Bulgaria and Georgia for the regulation of labour migration: https://ec.europa.eu/migrant-integration/librarydoc/agreement-between-bulgaria-and-georgia-for-the-regulation-of-labour-migration?lang=fr</p> <p>Bulgaria and Georgia Signed an Agreement on Regulation of Labor Migration: https://www.novinite.com/articles/200577/Bulgaria+and+Georgia+Signed+an+Agreement+on+Regulation+of+Labor+Migration</p> <p>Agreement between the Government of the Republic of Bulgaria and the Government of Georgia on the regulation of labor migration: https://dv.parliament.bg/DVWeb/showMaterialDV.jsp?idMat=143071</p>
Residence and Circular Migration of Skilled Professionals	Temporary residence permit for Georgian citizens, including young specialists as well as the students, graduated from French higher education institutions (including branches), who want to get professional experience in France.	Labour market/skills intelligence, education and training	N/A	Georgia France	2018 - ongoing	Government of France Government of Georgia	<p>MFA – Georgia is working with a number of countries over agreement regarding circular migration and residence permit: https://1tv.ge/en/news/mfa-georgia-working-number-countries-agreement-regarding-circular-migration-residence-permit/</p>

CASE STUDY

Strengthening the development potential of the EU Mobility Partnership in Georgia through targeted circular migration and Diaspora mobilization	Strengthening Georgia's capacities to harness the development potential of its Mobility Partnership (MP). Four components: 1. Migration policy advice towards a development-oriented and migrant-centred approach. 2. Developing and testing a pilot scheme on skilled circular migration that matches both countries' needs. 3. Mobilising diaspora for return, employment and start-ups. 4. Identifying project-related best practices and guidelines.	Labour migration and mobility, Transfer of Values, Ideas, Knowledge and Skills, Return and Reintegration, Temporary and Circular Labour Migration, Skilled Migration, Capacity Building, Diaspora Empowerment and Engagement, Fair and ethical recruitment	Yes	Georgia Germany	2013 - 2016	Implementer: Centre for International Migration and Development (Joint operation of Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) and German Federal Employment Agency). Partners: Public Service Development Agency (Ministry of Justice of Georgia), Georgian Small & Medium Enterprises Association (GSMEA). Donor: European Union, contribution of the German Federal Ministry for Economic Cooperation and Development (BMZ)	http://migration.commission.ge/files/project_anna_eng.pdf Strengthening the Development Potential of the EU Mobility Partnership in Georgia through Targeted Circular Migration and Diaspora Mobilization: https://www.gfmd.org/pfp/ppd/1664
Temporary Labour Migration of Georgian Workers to Poland and Estonia	Employment of 30 welders, construction workers, and truck drivers in Poland	Legal migration and mobility	N/A	Georgia Poland Estonia	2015 - 2017	IOM State Commission on Migration Issues (SCMI)	This document briefly describes the pilot projects' challenges: Circular Migration Schemes in Georgia: Lessons Learned and Ways Forward: https://www.pragueprocess.eu/documents/repo/91/Policy_Brief_GEO_Circular%20Migration_EN.pdf http://migration.commission.ge/files/pl_eng.pdf

CASE STUDY

Enhancing the Role of the Georgian Emigrants at Home (ERGEM)	The main aim of the project is to contribute to strengthening the ties between Georgians abroad and Georgian institutions in order to increase diaspora contributions to Georgia's economic development. The project targets Georgian diaspora in the three countries considering the size and specifications of diaspora: Turkey, Greece and Germany.	Capacity Building, Diaspora Empowerment and Engagement, Diaspora investment and entrepreneurship	Yes	Georgia	Unknown	DRC-Danish Refugee Council; ICMPD-International Centre for Migration Policy Development; Ministry of Foreign Affairs of Turkey, Public Service development Agency, Ministry of Justice of Georgia, Office of the State Minister of Georgia for Diaspora Issues, Ministry of Internally Displaced Persons from the Occupied Territories, Refugees and Accommodation of Georgia, and the Ministry of the Interior of Poland.	<p>Draft Background paper RT 2.2 Facilitating positive development impacts of diaspora engagement in skills transfers, investments and trade between countries of residence and origin: ERGEM - Enhancing the Role of Georgian Emigrants at Home: http://www.gfmd.org/pfp/ppd/1716</p> <p>Guide based on lessons learned from the ERGEM project last event: https://www.icmpd.org/fileadmin/ICMPD-Website/ICMPD-Website_2011/ICMPD_General/News/ERGEM_Guide/Organising_Mobile_Counselling_for_the_Diaspora_EN_SOFT.pdf</p> <p>ERGEM Newsletter: http://mra.gov.ge/res/docs/2014050618133792236.pdf</p>
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CASE STUDY

Returning Experts Programme	Supports diaspora individuals who live and work in Germany or have completed their education or training there to return to their home country to use their skills, knowledge or contacts. CIM provides advisory and placement services as well as financial support for positions important to development policy.	Return	Yes	Albania, Cameroon, Colombia, Ecuador, Ethiopia, Georgia, Ghana, India, Indonesia, Jordan, Kenya, Kosovo, Morocco, Nepal, Nigeria, Palestinian territories, Peru, Senegal, Serbia, Tunisia, Ukraine, Viet Nam	1980/2004 (General) Georgia: 2007 - ongoing*	Centre for International Migration and Development (CIM; a joint operation of Gesellschaft für Internationale Zusammenarbeit (GIZ) and the International Placement Services (ZAV) of the German Federal Employment Agency (BA))	Developing a Road Map for Engaging Diasporas in Development: https://www.migrationpolicy.org/sites/default/files/publications/thediasporahandbook-Chapt8.pdf
Lessons Without Borders	Educational cycles for Georgian emigrants of different generations as well as young people of any age for developing knowledge, strength and experience	Vocational education and training, student mobility	Yes	Georgia Netherlands	2020 - ongoing	Diaspora Alliance for Georgia Foundation and the diaspora organization Georgian Culture Center in the Netherlands	About us: https://www.diaspora.edu.ge/the-mission-and-vision/
Georgian Diaspora for Development in Kutaisi	Encouraged and enhanced entrepreneurship skills by providing business and management training for people in the city of Kutaisi as well as among the diaspora in the Netherlands. It also supports small and medium enterprises (SME) in Kutaisi. Activities include: (i) creation of a website and database for Dutch and Georgian SMEs; (ii) creation of a managerial/entrepreneurial training programme for Georgian professionals; and (iii) the setting up of SME helpdesks in Kutaisi.	Entrepreneurship, Diaspora engagement	Yes	Netherlands Georgia	2009 - 2011	Donors: JMDI, European Union. Partner country: Netherlands	https://www.etf.europa.eu/sites/default/files/m/226927FBAE4DA4E-2C1257B4D0043A93E_Migration&skills_Georgia.pdf

CASE STUDY

Shota Rustaveli National Science Foundation	The SRNSF Collaborative Research grants competition aims at strengthening links with members of the Georgian diaspora working in the world's leading scientific and research institutions, sharing the expertise and knowledge of overseas compatriots and supporting Georgian research institutions to meet international standards. The goal of the programme is to share international experience and bring Georgian research centres closer to international standards.	Diaspora engagement	Yes	Georgian research institutions and scientific teams have intensive collaboration with the United States of America, Germany, Sweden, United Kingdom, France, Italy, and Switzerland. These are the countries where Georgia has active diaspora scientists and they are working on building cooperative ties between their adoptive countries and Georgia	2011-2016	Shota Rustaveli National Science Foundation	The role of the diaspora in the internationalisation of Georgian Scientific Research: http://cipdd.org/upload/files/the-role-of-the-diaspora.pdf
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Mapping of labour mobility schemes in Morocco

LABOUR MOBILITY SCHEME	DESCRIPTION/ACTIVITIES	THEMATIC CATEGORIES	DIASPORA INVOLVEMENT	COUNTRIES INVOLVED	IMPLEMENTATION PERIOD	ORGANISATIONS	LINK
Germany-Morocco : Legal Access to the German Labour Market. Vocational Training in the German Hotel Industry	In a pilot project, GIZ and the Moroccan employment agency are jointly showing training and work opportunities in Germany - using the example of training in the hotel and hospitality industry. Around 100 Moroccan high school graduates are being prepared professionally, linguistically and interculturally for a three-year training as a chef, restaurant and hotel specialist in Germany and placed with suitable companies in cooperation with the German Hotel and Restaurant Association DEHOGA. Once in Germany, the Moroccan trainees learn theory and practice according to the dual system, i.e. alternately at the vocational school and in restaurants and hotels.	Legal migration and mobility, Vocational training and education	N/A	Germany, Morocco	2018-unknown	DEHOGA	https://www.youtube.com/watch?v=GZHQY-drBB9k
Pilot Project Addressing Labour Shortages Through Innovative Labour Migration Models' (PALIM)	ICT workers are trained in Morocco and can enter into either the "home" track (where they will be absorbed into the local labor market) or "away" track (where they will be recruited by ICT firms based in Flanders)."	Legal migration and mobility, Vocational training and education	N/A	Belgium, Morocco	2019-2020	EU, Belgium (Enabel), ICMPD,	https://www.enabel.be/content/title-16
Young Generation as Change Agents	"Young Generation as Change Agents" is a one-year mobility scheme dedicated to Moroccan students willing to enrol in a Master's degree in Spain. Courses offered in the context of the project will address specific needs of the Moroccan labour market, with a strong focus on entrepreneurship. At the end of their master's degree, the project will support graduates in implementing their professional or entrepreneurial projects in Morocco.	Legal migration and mobility, Vocational training and education	N/A	Spain, Morocco	2019-2020	EU, Spain, Morocco, ICMPD, various partners	https://www.cer.eu/publications/archive/policy-brief/2018/why-europe-needs-legal-migration-and-how-sell-it

CASE STUDY

Tokten (Transfer of knowledge through expatriate nationals)	The objective of the programme was to encourage the temporary return of scientific skills to Morocco. A programme, initiated by the UNDP Having received the support of the Moroccan government, after the establishment of a ministry in charge of Moroccans living abroad.	Diaspora engagement, Vocational training and education	Yes - engagement of diaspora experts	Morocco	1996-1999	UNDP, Morocco
Fincome (Where are you ?) International Forum of Moroccan Skills Residing Abroad	Fincome offers Moroccan skills abroad four types of action: - A network of expertise: having for object the transfer of knowledge and / or know-how; - Working meetings: bringing together experts from inside and outside Morocco around actions of national interest; - A set of expert appraisals involving several Moroccan experts residing abroad, aimed at the transfer of knowledge and / or know-how; - An innovative entrepreneurship comprising business creation projects focusing on the introduction of a new technology and / or service (s) on the market.	Diaspora engagement	Yes - engagement of scientific skills and / or carriers of innovative projects within the Moroccan diaspora	Morocco, worldwide (particularly in France, other European countries, and North America)	2006-2011	UNDP, Moroccan Research Center
Maghribcom (Your Morocco)	This initiative essentially consisted in the creation of a CV platform for Moroccan skills abroad. Objective of the platform: to serve as a formal framework for the circulation of information in terms of business opportunities, ad hoc collaboration, investment or employment, from a win-win partnership between economic operators, universities, research institutions in Morocco and Moroccan skills residing abroad, temporarily or permanently.	Diaspora engagement, Labour market/skills intelligence	Yes - engagement of qualified Moroccans and entrepreneurs / project leaders living abroad	Moroccans living abroad	2013-2016	Morocco (Ministry in charge of Moroccans living abroad)

CASE STUDY

Morocco – Qatar Agreement regulating the Employment of Moroccan Workers in the State of Qatar	The purpose of this agreement is to regulate the recruitment of Moroccan workers by Qatari employers. Art. 4 stipulates that requests for Moroccan workers made by Qatari employers must include all pertinent information necessary to enable the worker to make an informed decision about the employment offer. This includes working conditions, wages, end of service rewards...etc.	Legal migration and mobility	N/A	Morocco, Qatar	1981-2021	Morocco, Qatar	
EU-Morocco Mobility Partnership	- Managing the movement of persons for short periods and legal and labour migration more effectively, taking into account, with regard to the latter, the labour market of the signatories. - Strengthening cooperation on migration and development in order to exploit the potential of migration and its positive effects on the development of Morocco and European countries.	Legal migration and mobility	N/A	Belgium, France, Germany, Italy, the Netherlands, Portugal, Spain, Sweden, UK	2013-2021	EU. Morocco	
MRE Academy	This program aims to optimize the contribution of Moroccan skills networks around the world to the economic and sustainable development in Morocco through the transfer of expertise and know-how in several areas, to support and encourage the will Moroccan living abroad skills networks to provide public vocational education students with the necessary hard skills in line with the needs of the job market.	Diaspora engagement, Vocational training and education, Student mobility	Yes - transfer of diaspora expertise	Morocco, Canada, USA, Germany, Switzerland	2020	Ministry in charge of Moroccan living abroad & Office for Vocational Training and Work Promotion (OFPPT).	https://marocains-dumonde.gov.ma/competences

CASE STUDY

Mediterranean Network for Training Orientation to Regular migration (MENTOR) II	MENTOR II is a circular mobility scheme that offers professional traineeship opportunities to young Moroccans and Tunisians in Northern Italy. Building on results from its predecessor project MENTOR I, this multi-stakeholder initiative seeks to apply a territorial approach to develop sustainable cooperation and dialogue across governance levels (local, regional, national) in Italy and its partner countries.	Legal migration and labour mobility, traineeships, institutional capacity building, vocational training and education	N/A	Tunisia, Morocco, Italy	2021 - 2024	The Municipality of Milan is implementing this action in cooperation with the Municipality of Turin, Piedmont Employment Agency (APL), Metropolitan Agency for Training, Orientation and Work (AFOL), the National Association Beyond the Borders (ANOLF), Soleterre, Foreign Centre for Internationalisation of Piedmontese companies (CEIPIEMONTE), Italian Agency for Internationalisation of Italian companies (Promos Italia), and the Centre for Studies of International Politics (CeS-PI).	https://mobilitypartnershipfacility.eu/what-we-do/actions-pilot-projects/mediterranean-network-for-training-orientation-to-regular-migration-mentor-ii
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CASE STUDY

High Opportunity for Mediterranean Executive Recruitment (HOMERe)	HOMERe is an internship programme based on a well-established network of 34 academic, business and professional organisations present in the Mediterranean region. The 18-month project aims at boosting the mobility of young talented students/graduates from Egypt, Morocco and Tunisia by offering internship opportunities in companies based in France and operating in the target countries. HOMERe is part of the MPF Pilot Projects on Legal Migration seeking to contribute to the delivery of the European Agenda on Migration.	Legal migration and labour mobility, traineeships, institutional capacity building, vocational training and education	N/A	Tunisia, Egypt, Morocco	2019-2020	The University of Western Brittany is implementing this Project in cooperation with HOMERe France Association	https://mobilitypartnershipfacility.eu/what-we-do/actions-pilot-projects/high-opportunity-for-mediterranean-executive-recruitment-homere
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Mapping of labour mobility schemes in Nigeria

LABOUR MOBILITY SCHEME	DESCRIPTION/ACTIVITIES	THEMATIC CATEGORIES	DIASPORA INVOLVEMENT	COUNTRIES INVOLVED	IMPLEMENTATION PERIOD	ORGANISATIONS	LINK
Common Agenda on Migration and Mobility	The EU signed a Common agenda for Migration and Mobility (CAMP) with Nigeria in March 2015	Legal migration and mobility	N/A	EU Member States, Nigeria	2015- date	EU	https://www.state-watch.org/media/documents/news/2017/jun/eu-com-partnership-framework-4th-report-nigeria.pdf
Migration partnership with Switzerland	Various aspects of migration cooperation (legal mobility, irregular migration, police cooperation etc) including diaspora engagement. Key aspects covered in a migration partnership include cooperation in “traditional” areas such as readmission, return assistance, visa policies or combating human trafficking. Migration partnerships also cover projects including trainee exchange programmes and skills transfer projects. As part of the agreement some diaspora projects included a project to encourage the Nigerian Diaspora in Europe to provide vocational education and training in Lagos to Nigerians.	Legal migration and mobility	Yes - diaspora component envisaged	Switzerland, Nigeria	2011 - date	Switzerland: MFA, SDC Nigeria: Ministry of Interior, MFA, NIDO Switzerland, Private companies like Nestle	https://www.admin.ch/gov/en/start/documentation/media-releases.msg-id-52506.html

CASE STUDY

MATCH	MATCH is a 36-month initiative funded by the European Union (EU) aimed at providing highly skilled talents (in the ICT sector) to private sector companies whose needs for qualified staff cannot be satisfied by the offer available on the EU labour market. The programme sources and recruits HST from Senegal and Nigeria to work remotely or in person. Training is provided for these recruits on work ethics etc to support their adaptation to the work requirements. Furthermore, the project will also facilitate the recruitment of a limited share of Nigerian and Senegalese talents already residing in the EU.	Labour market	N/A	Belgium, Italy, The Netherlands, Luxembourg, Nigeria, Senegal	2020-2023	EU, IOM, NABC, Euro-Chambers, IMSLux-embourg, VDAB, West Flanders etc	https://belgium.iom.int/match ; https://belgium.iom.int/sites/default/files/Gallery/MATCH_Brochure_EU_final.pdf
Digital Explorers	The programme is aimed at recruiting Nigerian ICT professionals for employment in Lithuania companies. Training is provided to ICT professionals in Nigeria, some trained professionals are recruited and the rest have the opportunity to work for ICT companies in Nigeria.	Labour market	N/A	Lithuania, Nigeria	2019 - ongoing	EU, ICMPD,	https://digitalexplorers.eu/
Migrant Rights: Nigerian-Polish Initiative	The project was designed to enhance the protection of the rights of Nigerian migrants in Poland. The project published a brochure aimed at self-educating migrants on their rights and obligations. The project supported Nigerian migrants living in the Republic of Poland.	Integration of migrants	Yes	Poland	09/30/2009 to 03/30/2011	European Union through the EC-UN Joint Migration and Development Initiative (JMDI) and UNDP	http://www.migration4development.org/en/projects/migrant-rights-nigerian-polish-initiative

CASE STUDY

Sickle Cell Cohort Study: A Sustainable Pilot Scheme	The project aimed to improve survival and quality of life for children with Sickle Cell Disease (SCD) by instituting early infant diagnosis and establishing standardised care that is sustainable through capacity building of service provision in a comprehensive manner from laboratory diagnosis, prevention, treatment and rehabilitation. The trainings were conducted by Nigerian Medical professions residing in the UK.	training, skills transfer	Yes - engaged as experts	UK, Nigeria	09/30/2009 to 03/30/2011	JMDI, European Union, Michigan State University, USA Guy's & St Thomas NHS Foundation Trust, London	http://www.migration4development.org/en/projects/sickle-cell-cohort-study-sustainable-pilot-scheme
Pilot programme to promote migrant organisations' projects	The project supported diaspora associations and organisations to contribute to development through public-benefit projects in their countries of origin. It also created a network of diaspora organisations engaged in development.	Integration of migrants	Yes	Morocco Somalia Afghanistan Viet Nam Cameroon Congo (Republic of) Serbia Turkey Congo (Democratic Republic of) Ghana Guinea Nigeria Senegal	04/30/2007 to 04/30/2010	EU, JMDI	http://migration4development.org/es/projects/pilot-programme-promote-migrant-organisations%E2%80%99-projects

CASE STUDY

The Nigerian College of Practical Skills and Start-up Centre	<p>This initiative will create jobs for youth, with a specific focus on women. By giving opportunities to Africans in their own countries, it will address irregular migration and 'brain drain'.</p> <p>"The Nigerian College of Practical Skills and Start-up Centre" is the initiative's pilot project and aims to create 1,600 new jobs and 500-800 new businesses in Nigeria. The project will establish a training facility to equip up to 1,000 Nigerian youth, including at least 300 young women, per year with practical and directly marketable skills.</p>	vocational education and training,	N/A	Nigeria	2018 - ongoing	EU, The initiative is developed by ICMPD and supported by the private and public sector. The partners are the Coca-Cola Company, Um-dasch Group Ventures, Austria's federal promotional bank (aws), the Austrian Federal Economic Chamber (WKO), Leeway Investment GmbH, Rotary, Backaldrin, Godfrey Okoye University, the University of Natural Resources and Life Sciences Vienna-Centre for Development Research (BOKU-CDR), MODUL University Vienna GmbH and Jäger Architektur ZT GmbH.	https://www.icmpd.org/news-centre/news-detail/press-release-initiative-launch-the-college-of-practical-skills-and-start-up-centre/
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CASE STUDY

Supporting Sustainable Return of Migrants through Private-Public Multi-Stakeholder Partnerships	The project is associated with the reverse migration initiative, put forward together by ICMPD and its partner the Reverse Migration Association, creating conditions for asylum seekers with limited chances of legally staying in Europe, willingly migrate back to their countries of origin, having received substantial incentives to do so, normally in the form of specialised training and employment with European companies already operating or willing to invest in the country of origin.		N/A	Austria		ICMPD	https://www.icmpd.org/our-work/capacity-building/european-and-global-initiatives/reverse-migration-support/
Connecting Diaspora For Development (CD4D)	IOM the Netherlands has started the second phase of its Connecting Diaspora for Development (CD4D) programme. Through the transfer of knowledge and expertise, CD4D2 engages diaspora to support the development of their countries of origin. In Nigeria the project focuses on three sectors: ICT, health and Agribusiness.	Diaspora engagement	Yes - engaged as experts and as entrepreneurs	The Netherlands, Afghanistan, Iraq, Nigeria and Somalia	CD4D2 which includes Nigeria started in 2020	IOM, Netherlands (Ministry of Foreign Affairs)	https://www.connectingdiaspora.org/
Diaspora Emergency Action & Coordination (DEMAC)	The project supports diaspora engagement in humanitarian crises through diaspora interventions and networks with local partners and affected communities. The project supports the development of operational frameworks & tools for diaspora & humanitarian actors, to improve future responses to humanitarian emergencies.	Diaspora engagement, humanitarian support	Yes - engaged as experts	Nigeria, Syria, Somalia,	2015-2022	Danish Refugee Council (DRC), African Foundation for Development (AFFORD), Berghof Foundation, USAID - OFDA	http://www.demac.org/news/new-phase-starting-in-2020

CASE STUDY

The Carnegie African Diaspora Fellowship Program (CADFP)	The Carnegie African Diaspora Fellowship Program (CADFP) is a fellowship program for African institutions to host an African-born scholar to work in projects in research collaboration, graduate student teaching/mentoring and curriculum co-development.	Diaspora engagement, education and training	Yes - engaged as experts and collaborators	Ghana, Kenya, Nigeria, South Africa, Tanzania, Uganda	2013-ongoing	International Institute of Education (IIE), United States International University-Africa (USIU-Africa), funded by a grant from Carnegie Corporation of New York (CCNY), universities in partner countries	https://www.iie.org/programs/carnegie-african-diaspora-fellowship-program
Erasmus +		Education and training					https://ec.europa.eu/assets/eac/erasmus-plus/factsheets/africa/nigeria_erasmusplus_2019_en.pdf
NIGERIA – AFRICA TRADE AND INVESTMENT PROMOTION PROGRAMME (“NATIPP”)	The aim of NATIPP is to facilitate the expansion of Nigeria’s trade and investment with the rest of Africa in a bid to promote economic integration in the continent. Specifically, NATIPP will: Support trade between Nigeria and the Nigerian Diaspora by among other things supporting acquisition and/or setting up of eligible franchises in trade and trade related activities and services. The programme expects to expand trade in good and services between African countries and Nigeria as well as with Nigerian Diaspora. To be eligible under the programme, the businesses set up by Nigerians in Diaspora should actively trade with Nigerian businesses in various sectors including but not limited to ethnic foods, entertainment, fashion.	Diaspora entrepreneurship, economic opportunities, trade	Yes - as entrepreneurs	Nigeria	2019-ongoing	African Export-Import Bank (“AFREX-IMBANK”), Nigerian Export-Import Bank (“NEXIM”) and Nigerian Export Promotion Council (“NEPC”)	https://nepc.gov.ng/blog/2019/09/06/234021/

CASE STUDY

Diaspora Professional Healthcare Initiative (DPHI)	The project aims to provide a structured and seamless healthcare to designated centres in Nigeria on a rotational basis.	Diaspora engagement, vocational and education training	Yes - engaged as experts	Nigeria, UK	1997 to date	Medical Association Of Nigerians Across Great Britain;	https://mansag.org/what-is-mansag/
Imentor Africa	The platform aims to promote mentorship and coaching for Africans and diaspora, thus contributing to African development.	Diaspora engagement, mentorship	yes	Nigeria	2017- ongoing	Tony Elumelu Foundation, Lagos State Empowerment Trust Fund	https://imentorafrica.com/

Overview of labour mobility and diaspora engagement schemes in other regions

LABOUR MOBILITY SCHEME	DESCRIPTION/ACTIVITIES	THEMATIC CATEGORIES	DIASPORA INVOLVEMENT	COUNTRIES INVOLVED	IMPLEMENTATION PERIOD	ORGANISATIONS	LINK
Connecting Diaspora For Development (CD4D) and Entrepreneurship by Diaspora 4 Development (ED4D)	<p>IOM the Netherlands has started the second phase of its Connecting Diaspora for Development (CD4D) programme. Through the transfer of knowledge and expertise, CD4D2 engages diaspora to support the development of their countries of origin.</p> <p>The ED4D project aimed at encouraging the Ghanaian and Ethiopian diasporas residing in the Netherlands, or Dutch entrepreneurs in partnership with the diaspora, to engage themselves as entrepreneurs for the development of the private sector in Ghana and Ethiopia.</p>	Diaspora engagement	Yes - engaged as experts and as entrepreneurs	The Netherlands, Afghanistan, Iraq, Nigeria and Somalia	2016-present	IOM, Netherlands (Ministry of Foreign Affairs)	https://www.connectingdiaspora.org/
"Blue Birds" Circular Migration Pilot in The Netherlands	The programme is designed to provide 80 professionals from South Africa and 80 from Indonesia the opportunity to work in the Netherlands for a period of two years. A sector analysis identifying actual and anticipated labor shortages identified the following sectors for placement: the metal industry, the food industry, agribusiness, and logistics. The project design included three phases: 1) a pre-departure phase (including recruitment & selection process), 2) a work and learn phase in the Netherlands (including professional training and monitoring), and 3) a reintegration preparation and post-return phase (including a return network and employment market mediation in the country of origin). The pilot project ended prematurely in 2011.	Legal mobility and migration	N/A	The Netherlands, Indonesia, South Africa	2011-2012	HIT Foundation, Netherlands (multiple ministries)	https://www.government.nl/documents/reports/2013/01/23/evaluation-of-the-blue-birds-circular-migration-pilot-in-the-netherlands

CASE STUDY

New Zealand Recognised Seasonal Employer (RSE) scheme	The Recognised Seasonal Employer (RSE) scheme came into effect in April 2007. The policy allows the horticulture and viticulture industries to recruit workers from overseas for seasonal work when there are not enough New Zealand workers.	Legal mobility and migration	N/A	New Zealand, various Pacific countries.	2007-present	New Zealand (various ministries)	https://www.immigration.govt.nz/about-us/research-and-statistics/research-reports/recognised-seasonal-employer-rse-scheme
Australia's Pacific Labour Mobility Scheme	The scheme helps address workforce shortages in rural and regional Australia, while providing opportunities for Pacific and Timorese workers to gain experience, earn income and send remittances home to support their families and communities. The Scheme commenced on 1 July 2018 following a successful pilot program in northern Australia and builds on the success of the Seasonal Worker Programme. Under the Scheme, Approved Employers are able to recruit workers from nine participating Pacific island countries and Timor-Leste.	Legal mobility and migration	N/A	Australia, various Pacific countries	2018-present	Australia (various ministries)	https://www.dfat.gov.au/geo/pacific/engagement/pacific-labour-mobility
Australia's Seasonal Worker Programme	The SWP has provided more than 40,000 seasonal jobs to workers from the Pacific and Timor-Leste. These workers help growers harvest crops, increase productivity and get produce to market. Savings and remittances from Australia's labour mobility initiatives pay for housing, education and support communities in Pacific island countries and Timor-Leste.	Legal mobility and migration	N/A	Australia, various Pacific countries	2012-present	Australia (Department of Employment)	https://www.employment.gov.au/seasonal-worker-programme
Triple Win nurses – Sustainable recruitment of nurses from three countries	The BA's International Placement Services (ZAV) and GIZ have established a joint project for the placement of qualified nurses with German companies.	Legal mobility and migration	N/A	Germany, Bosnia and Herzegovina, Philippines, Tunisia	2013-present	GIZ, ZAV, Employment agencies in the partner countries	https://www.giz.de/en/worldwide/41533.html

CASE STUDY

Talenthub	Talenthub aims to find the best talent for local companies. As an employer, you are able to look through the International Talent Cards and find the best potential talents for your company. Talenthub helps facilitate short-term internships to find the best possible match. You are able to create a Company Card with information about the skills i.e. language, country or educational background you are looking for.	Legal mobility and migration	N/A	Finland	2018-2019	Several partners - https://talenthubjoensuu.fi/en/project	https://talenthubjoensuu.fi/en
Recruiting Chinese nurses to Germany	The Care Employers' Association, together with the Federal Association of German Employers' Associations (BDA) and the Central Foreign and Specialized Mediation of the Federal Employment Agency (ZAV) launched a pilot project with the Chinese labour administration. The aim was to deploy 150 Chinese nursing staff with first-class bachelor's degrees and a one-year nursing internship in China at the beginning of 2014, with eight months of intercultural training and language training, and work in inpatient care facilities in Germany.	Legal mobility and migration	N/A	Germany, China	2014-unknown	Care Employers Association, BDA, ZAV, China (labour administration)	https://arbeitgeberverband-pflege.de/das-haben-wir-zu-sagen/pilotprojekt-mit-pflege-fachkraefte-aus-china-nun-traegeruebergreifend/
Australia Pacific Training Coalition	The Australia Pacific Training Coalition was created in 2007 to link skill creation and labor mobility within the Pacific. It was funded and managed by Australian development aid. Thanks to reviews of the program done by CGD, Phase 3 includes a "home" and "away" track, designed to facilitate labor mobility in an approach more akin to our model.	Vocational training and education	N/A	Australia, Pacific	2006-present	APTC, Australia (DFAT), TAFE Queensland	https://www.aptc.edu.au/

CASE STUDY

German Global Skills Partnership with Kosovo	As part of a suite of labor mobility and development projects, Germany is implementing a Global Skill Partnership with Kosovo. After completing construction training in Kosovo, one cohort of students will travel to Germany, and the rest will reintegrate into local labor markets.	Legal mobility and migration, Vocational training and education	N/A	Germany, Kosovo	Unknown	Unknown	https://www.cgdev.org/sites/default/files/Global-Skills-Partnership-Brochure-web.pdf
Triple Win Nurses – Recruitment of Trainees from Viet Nam	Germany has a programme with Vietnam, to train Vietnamese nurses in care of the elderly.	Legal mobility and migration, Vocational training and education	N/A	Germany, Vietnam	2019-2023	Germany (BMW), Vietnam (Ministry of Labour, Invalids and Social Affairs)	https://www.giz.de/en/worldwide/80962.html
Global Skills Partnership on Migration	The Global Skills Partnership (GSP) launched initially as an initiative among the International Labour Organization (ILO), the International Organization for Migration (IOM), the United Nations Educational, Scientific and Cultural Organization (UNESCO), the International Organisation of Employers (IOE), and the International Trade Union Confederation (ITUC) aims to mobilize technical expertise of the three organizations towards supporting governments, employers, workers and their organizations, educational institutions and training providers, and other stakeholders to develop and recognize the skills of migrant workers with a particular focus on women and youth.	Vocational training and education	N/A	Worldwide	2018-present	IOM, ILO, UNESCO, IOE, ITUC	https://www.ilo.org/skills/pubs/WCMS_653993/lang-en/index.htm

CASE STUDY

A Belgian-Tunisian Skills Mobility Partnership	Paving the way for future labour migration: a Belgian-Tunisian skills mobility partnership between Belgium and Tunisia with a multidimensional cooperation between different stakeholders from both countries (e.g. immigration office, public employment services, employers' associations) in assessing labour market needs, streamlining procedures, selecting candidates. Implemented in partnership with IOM.	Legal mobility and migration, Vocational training and education	N/A	Belgium, Tunisia	2018-2020	IOM	https://eea.iom.int/publications/paving-way-future-labour-migration
Developing the Global Filipino Program	Under this program, a Memorandum of Cooperation between the Philippine Commission on Higher Education and the Philippine Embassy in Phnom Penh was executed to pilot an education training program to equip, capacitate, and enhance the competencies of Filipino teachers in Cambodia to qualify them for better teaching career positions. There is also a Memorandum of Cooperation (MOC) between the New Zealand Qualifications Authority (NZQA) and the Philippine Commission on Higher Education (CHED) to further strengthen the educational relationship of New Zealand and the Philippines to facilitate the recognition of qualifications in higher education between them	Legal mobility and migration, Vocational training and education	N/A	Philippines, Cambodia, New Zealand	Unknown	Philippine Commission on Higher Education, Philippine Embassy in Phnom Penh, NZQA, CHED	Background paper on skilling

CASE STUDY

Technical Education Skills Development Authority (TESDA)	The Technical Education Skills Development Authority (TESDA) brings its services to the country where the Overseas Filipino Workers (OFWs) are located. Competency assessment and certification services are provided for the confirmation of possession of competencies required in the preferred workplace. Skills trainings are also provided to meet the standards of industries and companies where OFWs can find better opportunities. The program targets those employed in vulnerable occupations such domestic work and those performing low-skilled jobs to upskill them for better employment and entrepreneurial prospects abroad or at home.	Vocational training and education	N/A	Philippines	Unknown	TESDA	Background paper on skilling
Skills Passport	A tripartite venture introduced by the Tertiary and Vocational Educational Commission (TVEC) of the Ministry of Skills Development, Employment and Labour Relations with the Employers' Federation of Ceylon (EFC) and the International Labour Organization (ILO) is designed to support the successful reintegration of workers returning to Sri Lanka.	Vocational training and education, Reintegration of returning migrants	N/A	Sri Lanka	Unknown	TVEC, Ministry of Skills Development, EFC, ILO	http://nsp.gov.lk/
MENTOR Mediterranean Network for Training Orientation to Regular Migration	Project to promote legal migration paths through co-development cooperation projects. In its first phase (2017-2018), MENTOR aimed to improve temporary and circular migration schemes for young people between Italy, Morocco and Tunisia, co-financed by the EU in the framework of the ICMPD's Mobility Partnership Facility.	Legal mobility and migration, Vocational training and education	N/A	Italy, Morocco, Tunisia	2017-present	EU, ICMPD (MPF)	https://mobilitypartnershipfacility.eu/what-we-do/actions-pilot-projects/mentor-mediterranean-network-for-training-orientation-to-regular-migration

CASE STUDY

'Safer Migration' (SaMI) project (Helvetas Nepal) i	– 'Safer Migration' (SaMI) project (Helvetas Nepal) is a joint skill-upgrade initiative to ensure decent work in countries of destination. It provides skill training, including life skills and health, and certification for prospective migrant workers (9000 have benefitted from this programme between 2011 and 2018 of which 22% of women). Collaboration between CSOs, private institutions, the Council for Technical Education and Vocational Training (CTEVT) and Foreign employment board (FEB).	Vocational training and education	N/A	Nepal	2011-pre-senet	Helvetas Nepal, CTEVT, FEB	https://www.sami.org.np/access-to-skills
South Korea's Employment Permit System	Vocational Competency Development Training for Foreign Workers facilitated by the Human Resource Development ministry, for migrant workers entering and working through the Employment Permit System (EPS). EPS also provides education and training for reintegration of prospect returnees and also for migrant workers who have been admitted for more than three years.	Legal mobility and migration, Vocational training and education, Reintegration of returning migrants	N/A	South Korea	2004-present	South Korea (Human Resource Development Ministry)	http://mfasia.org/migrant-forumasia/wp-content/uploads/2017/01/2-Policy-Brief-South-Koreas-EPS-A-Successful-G2G-Model.pdf
Skills Initiative for Africa	SIFA is an initiative of the African Union Commission (AUC) supported by the German Government to strengthen occupational prospects of young people in Africa. SIFA finances skills development projects in several African countries. Projects should contribute to employment-oriented skills development for young people.	Vocational training and education	N/A	Cameroon, Ethiopia, Ghana, Kenya, Nigeria, South Africa, Togo and Tunisia.	2019-present	African Union Commission, KfW	https://skillsafrica.org/#:%7E:text=SIFA%20is%20an%20initiative%20of,South%20Africa%2C%20Togo%20and%20Tunisia.

CASE STUDY

Poverty Reduction through Safe Migration, Skills Development and Enhanced Job Placement in Cambodia, Lao PDR, Myanmar and Thailand (PROMISE)	Regional programme led by IOM and funded by the Swiss Agency for Development and Cooperation (SDC), seeks to define a clear pathway to promote better employment opportunities and working conditions for migrants, especially women from Cambodia, Lao PDR and Myanmar (CLM), through safe migration and skills development in partnership with the private sector, training institutions, civil society and governments. UN WOMEN will also contribute to programme implementation.	Legal mobility and migration, Vocational training and education	N/A	Cambodia, Laos, Myanmar	2018-present	Switzerland (SDC), IOM	https://thailand.iom.int/sites/default/files/Infosheets/IOM%20Infosheet%20-%20PROMISE.pdf
MEETAfrica	MEETAfrica (Mobilisation Européenne pour l'Entreprenariat en Afrique in French) promotes the creation of companies in Africa, through the African diaspora in France and Germany. The program is supervised by Expertise France, in a consortium composed of Expertise France, Campus France, IRD and the GIZ.	Diaspora engagement, Vocational training and education, Reintegration of returning migrants	Yes - support to returning diaspora entrepreneurs	France, Africa (various)	2016-present	EU, France, ICMPD, Expertise France, Campus France, IRD and the GIZ	https://www.campus-france.org/en/MEETAfrica-creation-entreprises
Diafrikinvest	Diafrikinvest aims to accelerate and support the mobilisation of high potentials, entrepreneurs and investors from the diaspora to boost business relations between Europe, Morocco, Senegal and Tunisia and thus contribute to the economic development. Some 40 operations for local and diaspora entrepreneurs, business angels and national institutions of Morocco, Senegal and Tunisia will be carried out during 3 years, from December 2016 to June 2020.	Diaspora engagement, Vocational training and education, Reintegration of returning migrants	Yes - support to returning diaspora entrepreneurs	Europe (various), Morocco, Senegal and Tunisia	2016-2020	EU, ANIMA, various others	https://www.diafrikinvest.com/en/partnership

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ABC Benin	ABC Benin mobilises and supports diaspora entrepreneurs, investors and volunteers across Europe through expert advisory support, training, grants and loans to create jobs in emerging and diverse sectors.	Diaspora engagement, Vocational training and education, Reintegration of returning migrants	Yes - support to returning diaspora entrepreneurs	Benin, Europe (various)	Unknown	AFFORD-UK	https://www.afford-uk.org/abc-benin/
Strengthening Transnational Entrepreneurship: Harnessing diaspora resources and expertise for business creation and investment into Serbia (Link Up! Serbia II)	<p>The overall objective of the project is to foster transnational entrepreneurial activities with and through the Serb diaspora in DACH countries (Austria, Switzerland and Germany) by facilitating access to knowledge, networks and financial resources. This objective will be reached through activities and outputs under 2 main components:</p> <p>The first component focuses on improving competitiveness and capacity for business diaspora engagement. The second component is focused on expanding business engagement and access to capital and DACH markets.</p>	Diaspora engagement, Vocational training and education	Yes - diaspora entrepreneurs supported.	Austria, Switzerland, Germany, Serbia	2016-present	ICMPD, Austria, several other partners	https://www.icmpd.org/our-work/capacity-building/regions/western-balkans-and-turkey/ongoing-projects/
The Indus Entrepreneurs (TiE)	<p>The Indus Entrepreneurs (TiE), was founded in 1992 in Silicon Valley by a group of successful entrepreneurs, corporate executives, and senior professionals with roots in the Indus region.</p> <p>Since 1992. TiE has been supporting entrepreneurs by offering education, mentorship, networking and funding opportunities. The mission of TiE is to foster entrepreneurship globally through the 5 pillars of TiE : mentoring, networking and education, funding and incubation. Dedicated to the virtuous cycle of wealth creation and giving back to the community. TiE's focus area is to generate enable the next generation of entrepreneurs.</p>	Diaspora engagement, Vocational training and education	Yes - diaspora entrepreneurs supported.	India, USA, Worldwide	1992-present	TiE	https://london.tie.org/

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Erasmus +	European Union (EU) programme for education, training and sport	Education, Training	N/A		2014 - 2020	Erasmus+	https://ec.europa.eu/programmes/erasmus-plus/resources/documents/country-factsheet-georgia_en
Temporary Return of Qualified Nationals Project (TRQN) - Netherlands	Provides qualified migrants in the Netherlands the opportunity to execute a paid temporary placement varying from weeks to three months in positions where expertise is lacking locally	Diaspora, Remittances, Strategies for minimizing costs/ maximizing human development, Governance of migration and coordination of dialogue	Yes	Netherlands Georgia Afghanistan Bosnia and Herzegovina Ethiopia Sierra Leone Sudan	TRQN I (2006-2008) TRQN II (2008-2012) TRQN III (2012-2015)	Government of the Netherlands IOM	Temporary Return of Qualified Migrants: http://www.iom.ba/TRQN.html Developing a Road Map for Engaging Diasporas in Development: https://www.migrationpolicy.org/sites/default/files/publications/thediasporahandbook-Chapt8.pdf

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Diaspora for Agri-business	This initiative aims to create income-generating opportunities in agribusiness by tapping into the entrepreneurial potential of the global diaspora, facilitating direct investment and boosting knowledge transfer through mentorship and exchange programmes. It aims to raise the awareness and strengthen the capacity of relevant stakeholders to leverage the contribution of migrants and diaspora to agriculture and rural development.	Diaspora engagement, Agro business	Yes - engaged as experts and as entrepreneurs	Inception phase: Burkina Faso, Uganda and Viet Nam	2019 - ongoing	The International Organization for Migration (IOM), the International Fund for Agricultural Development, government ministries and diaspora departments, local, national and regional authorities, diaspora associations (such as the Africa-Europe Diaspora Development Platform and the International diaspora Engagement Alliance), youth groups, producers' organizations, the private sector (for example, the DAIN Network) and financial institutions	The scaling-up phase will include other target countries in Africa, Asia, Eastern Europe and Latin America (potentially, the Gambia, Honduras, Kyrgyzstan, Mexico, Nepal, Nigeria, the Philippines and Tajikistan)
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**other programmes in the planning phases cannot be included in this list*

