

EDIF

European Union
Global Diaspora Facility

FUTURE FORUM HUMAN CAPITAL

CONFERENCE REPORT
2022

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ICMPD

International Centre for
Migration Policy Development

CONTENTS

03	REFLECTIONS FROM EUDiF
05	DIASPORA YOUTH RAPPORTEUR HIGHLIGHTS
07	FUTURE FORUM AT A GLANCE
08	SESSION SUMMARIES
09	HARNESSING DIASPORA HUMAN CAPITAL FOR YOUTH SKILLS
11	DEVELOPING STATE CAPACITIES TO PROFILE DIASPORA SKILLS: APPROACHES AND TOOLS
13	SHORT-TERM SCHEMES TO TRANSFER DIASPORA HUMAN CAPITAL: BUILDING BLOCKS AND SUCCESS FACTORS
15	GREEN INNOVATION THROUGH DIASPORA KNOWLEDGE NETWORKS
17	DIASPORA AS BROKERS: BUSINESS INTELLIGENCE FOR DOMESTIC SMES
19	ENHANCING DIASPORA INVESTMENT SKILLS: GOVERNMENT AND DIASPORA PERSPECTIVES
21	IN CONVERSATION WITH... DIASPORA ACADEMICS AS MOBILITY AMBASSADORS AND KNOWLEDGE BRIDGES
23	IN CONVERSATION WITH... 'DIASPORA' MAYORS DRIVING LOCAL YOUTH EMPLOYMENT
24	SPEAKERS

Read the report cover to cover, or dive straight into a specific session via the contents table. As you read, look out for the following icons for extra content...



Diaspora Youth Rapporteurs' top takeaway



Read about specific practices in more detail



Graphic recordings



Relevant EUDiF publications

REFLECTIONS FROM EUDIF

Dear reader,

Three quarters of EUDiF's operational portfolio is explicitly centred on diaspora human capital – and the remaining quarter is on enabling environments for said capital. Our interventions massively draw on skills and expertise of diaspora – thanks to our extensive roster of diaspora experts – and/or aim to develop them. This is not the common approach to diaspora engagement.

With almost two decades of experience in diaspora engagement at ICMPD, we observe that diasporas are still mainly considered for their economic and financial contributions. The pool of diaspora talents remains underestimated, although countries of origin are increasingly eager to leverage them for national development.

It was against this backdrop that we decided to devote the 2nd Future Forum – the EU's annual flagship consultation on diaspora engagement – to unpack trends, practices and lessons learned in mobilising diaspora human capital. Additionally, because the youth represents the future more than anyone else, we made a point to integrate youth perspectives throughout the conference. As well as exploring innovative actions, we also ran capacity development workshops.

Over two days, discussions at the Future Forum demonstrated that the range of entry points to catalyse the potential of human diaspora capital is as diverse as societal priorities and development sectors themselves. We learnt about diaspora on temporary assignments in public institutions, mentoring local entrepreneurs, creating educational tools and curricula, developing green and digital skills...and much more. Although the individual practices discussed are embedded in very specific contexts, when we step back, several key messages stand out...

First, we need to engage with diaspora as full-fledged partners from the outset and not just as beneficiaries of cooperation projects. Second, public and private intermediaries (ranging from business incubators, chambers of commerce, international organisations to sectoral associations) are important to propel collaboration and diaspora engagement. Third, it is necessary to segment diaspora engagement and create collaborative solutions and incentives that embrace diasporic diversity. Finally, we need to account for less privileged and less visible segments of the diaspora, including by working with “diaspora gate-keepers” and devising tailored services with appropriate eligibility criteria.

Moving forward, stakeholders with a role in policy and programming, should strive to:

- *Reach out to new audiences and break down silos between actors and sectors.*

For diaspora, the main interlocutors at government level remain ministries of foreign affairs and/or local municipalities. Further support is needed to connect diaspora and private and public actors, including within EU institutions, and leverage their human capital across economic sectors and the spectrum of development interventions.

- *Sustain and scale-up actions based on diaspora human capital.*

The importance of pilot projects to experiment is largely acknowledged. Participants insisted on the usefulness of exercises focused on learning from experience in order to improve policies and future interventions.

- *Increase the ability to measure the impact of diaspora human capital.*

Further work is essential to put in place a monitoring, evaluation and learning framework to understand, calibrate and enhance policies and practices tied to human capital.

- *Engage youth diaspora throughout policy and intervention cycles.*

Avoiding tokenism, youth diaspora must be empowered and engaged in meaningful and mutually-beneficial ways that allow them to feed into decision-making from the planning to the evaluation phases of policies and initiatives.



THANK YOUS

The 2022 edition of the Future Forum was a resounding success thanks to active participation from participants from across the global diaspora-development ecosystem. Thank you to all speakers, moderators and participants for sharing your time and ideas during the Future Forum. Thanks to you we can stimulate critical debate and cascade learning within this community.

I would like to conclude by thanking most warmly all our partners for their active contribution, the European Union for leading the way in putting diaspora human capital on the international agenda, and my wonderful EUDiF colleagues for the dedication and the tremendous amount of work which went into the organisation of the Future Forum.

Last but not least, I want to express my deepest gratitude to our six diaspora youth rapporteurs for their truly inspirational thoughts, commitment and enthusiasm. Their insights demonstrate how much they care for an inclusive, fairer and greener global development, leaving no one behind. At EUDiF, we will endeavour to co-create opportunities for all youth. This is a top priority in today's society.

I hope that the conference report will be a fruitful and informative reading experience, bringing back memories for those who attended the conference and extending the discussions to those that were unable to join on the day.

We look forward to seeing you at the next Future Forum.

Aurélie Sgro

Senior Project Manager

EUDiF



The 2022 Future Forum has shown once again the need for a platform to engage, discuss, come together, learn and network to enhance diaspora engagement.

It is for the EU, its Member States - but also for our partners - to better tap into diaspora human potential for sustainable development. We should use EUDiF to its full potential to support this.

– Ron Hendrix, DG International Partnerships



DIASPORA YOUTH RAPPORTEUR HIGHLIGHTS

At EUDiF, we are inspired by the logic that to invest in Europe's Future is to invest in its youth. We see that sustainable social impact can only be achieved by fully involving all young people, including those in the diaspora, as they play a pivotal role in fostering intercultural dialogue, encouraging collective action, and promoting social cohesion. This is why we strive to shine a light on the importance of youth across the spectrum of sustainable development and explore how young diasporans can be included in policy dialogue and development discussions.

Diaspora youth represent unique cultural, economic, and political bridges between host and homeland societies and are clear in their desire to lead the discussions on challenges, including climate change, employment, and equality.

The highlights of the Diaspora Youth Rapporteurs in the closing ceremony give an excellent flavour of the conference and centre the perspective of young people in the diaspora, one that is intersectional, inclusive and future-facing...



Collaboration is key for diaspora-led human capital development

Partnerships and networks are the main channels for mobilising the diaspora for human capital development. The sessions showcased several skills-transfer initiatives that empower diasporas to engage with their heritage countries, including cultural exchange visits, knowledge exchange platforms, academic networks and mentorship programmes. While the youth are already very active in this space and eager to serve as bridges between their countries of residence and heritage, there is still room to expand and formalise their role in diaspora engagement policies and practices.

'Modern' skills under the spotlight

Many human capital development initiatives leverage young people's digital, entrepreneurial, and soft skills to create innovative solutions to the world's challenges. These skills should be fostered early to help young people prepare for increasingly digital economies and technological societies. These skills are also essential for supporting the green transition; technological competencies will be increasingly important for the green jobs of the future.

Design with the diaspora (including youth!)

Individual characteristics influence the uptake of diaspora engagement initiatives and projects, which should be factored into the design. For instance, different diasporas (individuals and communities) present diverse patterns of behaviour, schedules and motivations for engaging with their countries of heritage depending on their age, gender, location, and so on. The diaspora is a unique yet heterogeneous set of development actors, and the youth is an equally heterogeneous subgroup.

Celebrating the reciprocal nature of learning

Human capital is not only developed in schools and other formal education institutions. It also occurs in homes, communities, cultural spaces and workplaces, amongst others. This means that a wide variety of actors, such as non-governmental organisations, mentors, internship supervisors, entrepreneurs and community leaders play a role in human capital development. That diaspora are active in all these spaces and roles presents a panoply of opportunity for impactful partnerships.

Taking a whole-of-system approach to human capital development is the way forward, but we must remember and celebrate that the learning relationship is reciprocal. For example, when young people learn from their mentors, supervisors or community leaders, these actors stand to gain from engaging with youth, especially on issues that concern their futures.

Who is in the room?

Commissioner Urpilainen opened the Future Forum with the important notion that “we must put people first to build more inclusive and sustainable societies”, and to do so we must bring people together.

The sessions and practical workshops certainly brought a wide variety of people together from around the global diaspora-development ecosystem. Yet, in terms of inclusion, a recurring observation was presented: diaspora engagement policies and practices cannot be replicated directly in different contexts because the superdiversity of the diaspora requires nuanced understanding and tailoring. Thus, for effective policy making and implementation for a greener more sustainable future, we must ensure that decision-making spaces are as inclusive as possible. As international actors seek ways to empower diasporas and nurture and harness their human capital for development, we must always ask the question: Is anyone being left behind?



Amazingly insightful contributions Oumou and Bea... the youth voice is absolutely necessary in policy making for development.

– Mandy Preville Findlay, Beyond Iyanola

Yes, yes, yes! So great to have the youth rapporteurs join the panel raising their concerns and challenges. A practice I would definitely be advocating from now on!

– Veronica Corno, BASE



1. ADDRESS AND BREAKDOWN BARRIERS WHICH RESTRICT THE PARTICIPATION OF ASYLUM SEEKERS, REFUGEES, DIASPORA YOUTH, AND THOSE OTHERWISE NOT CURRENTLY FULLY REPRESENTED IN THE DIASPORA-DEVELOPMENT DISCUSSION.
2. ENHANCE THE INCLUSION OF DIASPORA YOUTH IN DECISION-MAKING BY CREATING NEW SPACES FOR YOUTH INVOLVEMENT AS WELL AS INCREASING THEIR PARTICIPATION WITHIN EXISTING DIASPORA ENGAGEMENT SETTINGS.
3. RAISE AWARENESS OF THE CONTRIBUTIONS OF DIASPORA YOUTH TO INCLUSIVE DEVELOPMENT IN HOST COUNTRIES (AND THE CHALLENGES FACED), AND ADVOCATE FOR THEIR INCLUSION IN DECISION MAKING BEYOND DIASPORA ENGAGEMENT

FUTURE FORUM @ A GLANCE

2
DAYS
11-12 MAY

10
SESSIONS

3
WORKSHOPS

400+
AUDIENCE








55
SPEAKERS

24 WOMEN
♀

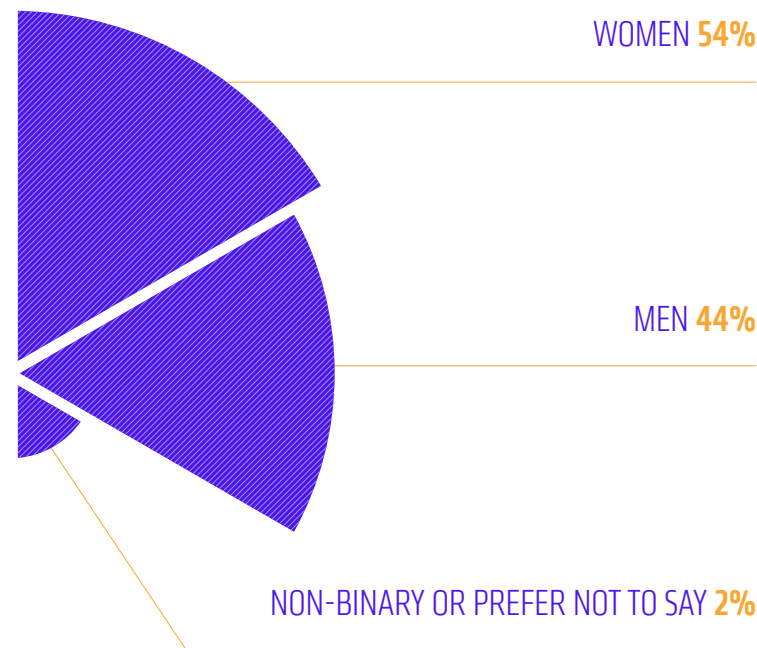
25 MEN
♂

**6 DIASPORA
YOUTH
RAPPORTEURS**
★

CATEGORIES

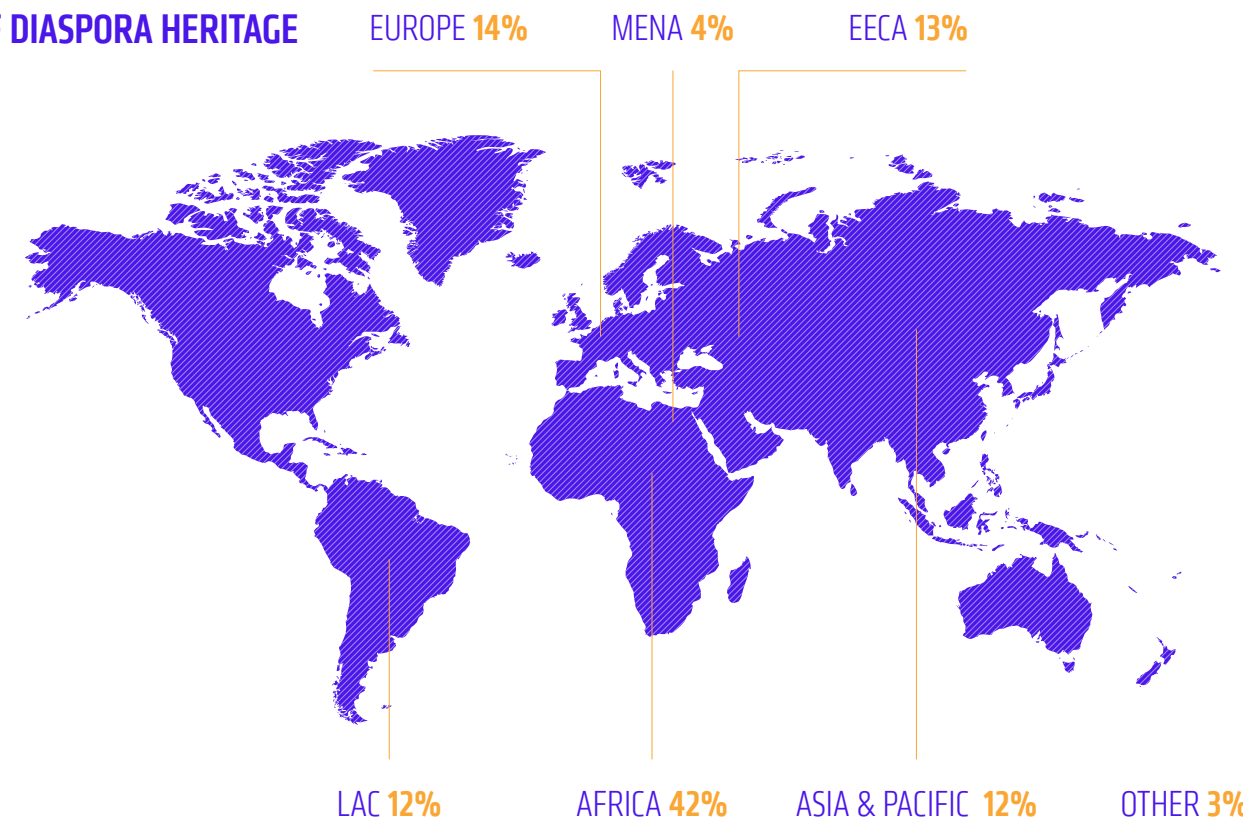
	ACADEMIA	6		PARTNER COUNTRIES	8
	DIASPORA ORGANISATIONS	7		INTERNATIONAL ORGANISATIONS	5
	DIASPORA INDIVIDUALS	14		NON-GOVERNMENTAL ORGANISATIONS	3
	EU MEMBER STATES & INSTITUTIONS	9		OTHER	3

GENDER



59% SELF-IDENTIFY
AS DIASPORA

REGION OF DIASPORA HERITAGE

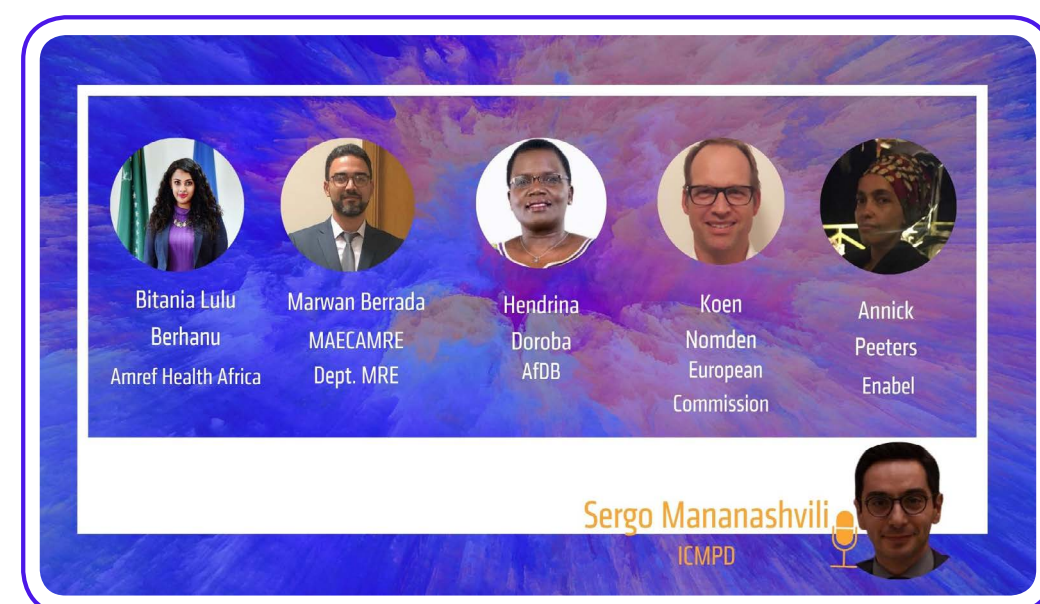




SESSION SUMMARIES

HARNESSING DIASPORA HUMAN CAPITAL FOR YOUTH SKILLS

Generating decent jobs for young people is critical, as is the need to upskill to meet employers' changing demands. The panel discussed current and future global skills trends and reflected upon how to harness diaspora human capital to advance transnational skills initiatives for youth and address youth unemployment.



Young people around the world are struggling to attain stable jobs, to match their skills to market needs, and, when attempting to start out as entrepreneurs, they face financial constraints in particular. With 2022 the European Year of Youth and the launch of the Skills Agenda for Europe, there is no better moment to reflect on pathways to enhance youth employability.

The high-level panel brought together perspectives from government representatives, the development and banking world and youth ambassadors. Together, they showcased a dynamic landscape of initiatives tackling the precarity of jobs and the ever-changing employment environment with particular emphasis on four areas:

HOW TO LEVERAGE VOCATIONAL EDUCATION AND TRAINING

The first important entry-point to create opportunities for younger generations is to promote vocational education and training (VET). In the European Union, it is estimated that 50% of the population work in sectors related to VET; directing youth towards these sectors can be a winning move. VET offers technical skills that match the evolving job market, and remains an important solution to reduce youth unemployment.



Read about how diaspora support VET in Morocco

SKILLS FOR THE FUTURE

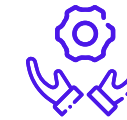
COVID-19 has accelerated the digitalisation of services across sectors which in turn shapes the skills demand in the digital economy. Therefore, equipping young people with digital skills is a stepping stone to increase youth employment. Against this backdrop, the EU has launched DigComp 2.2, detailing what digital competence is, and providing a reference framework for digital skills policy. However, when we talk about digital skills we should not forget the pervasive digital divide and inequality that comes with it. In the past ten years, the African Development Bank (AfDB) has channelled investments towards infrastructure which will reduce the digital divide in the continent, whilst putting in place measures to raise Africa's youth digital innovation profile.



Read about how AfDB builds digital skills within the SEPA initiative and through its Coding for employment programme

SUSTAINABLE PARTNERSHIPS

Building partnerships in skills mobility programmes is an effective strategy to ensure the sustainability of the schemes. For example, through the Pilot Project for Entrepreneurial Mobility, Enabel seeks to expand economic opportunities for local entrepreneurs in Senegal by building a network between Belgian and Senegalese entrepreneurs. AfDB on the other side, operates in collaborations with the African Union, governments and funding partners amongst others to implement various mobility and skills transfer schemes for entrepreneurs from the diaspora and on the continent.



Find out how Enabel in partnership with the Government of Morocco is supporting diaspora entrepreneurs through the Maghrib Belgium Impulse (MBI) programme.

“WE CAN’T DO A LOT WITHOUT RECOGNITION OF QUALIFICATIONS”

Truly global skills mobility requires a solid framework that recognises the qualifications of labour migrants reaching Europe. In order to value the skills of incoming migrants and facilitate acquisition of new skills, qualification recognition needs to become a priority in the European skills agenda. In this context, the pilot project THAMM proposes a mechanism for skills assessment, certification and validation for the beneficiary countries Morocco, Egypt and Tunisia. This is to facilitate job matching and harmonise qualifications between North African and European countries.



How can we make use of youth skills of third country nationals in Europe without appropriate frameworks recognising their qualifications? Countries of destination have a role in recognising the value of skills developed in countries of heritage and the validity of foreign qualifications, as well as in acknowledging diaspora youth's unique contributions to solving global challenges that permeate borders, such as climate change, growing inequality, and COVID-19.



COLLECTION:
YOUTH-FOCUSED DIASPORA ENGAGEMENT INITIATIVES

DEVELOPING STATE CAPACITIES TO PROFILE DIASPORA SKILLS: APPROACHES AND TOOLS

What methodologies can be used by states to map the diaspora's skills? Three very different countries discussed how they map their diasporas and what comes next.

While diaspora mapping is a challenging exercise, there are multiple factors that encourage governments to take up the task as necessary for skills profiling, which has huge perceived potential. Knowing *who, where and what* (e.g. skills; willingness to give back) can support better policy making and lead to better mechanisms for diaspora engagement that ultimately contribute to reaching national development goals. Homing-in on diaspora skills profiling, state-led approaches and tools vary from one country to another, but the success factors are common to all approaches.

PEOPLE-TO-PEOPLE APPROACH

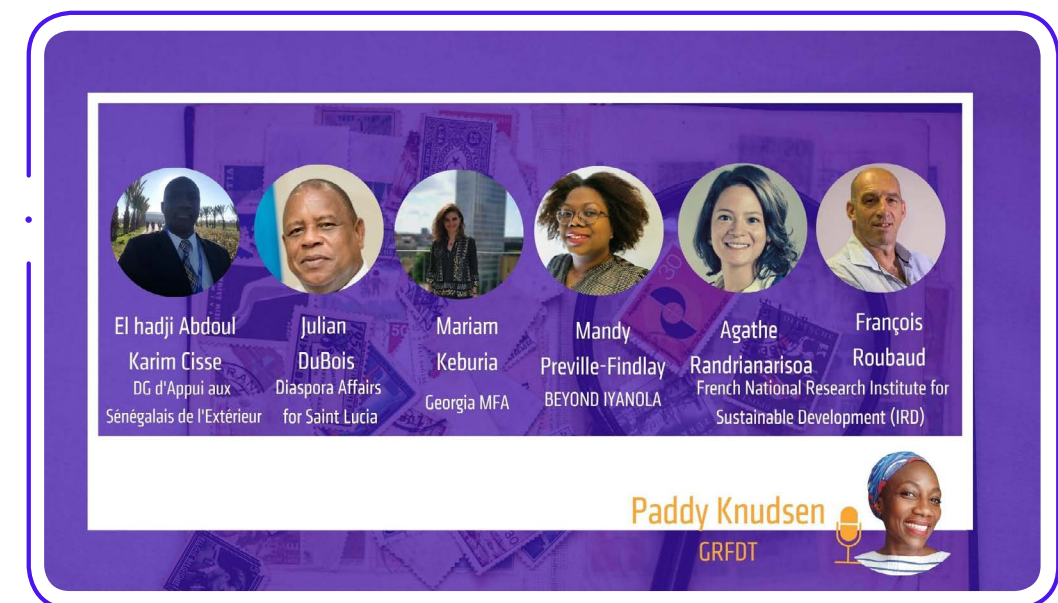
The Ministry of Foreign Affairs in Georgia has been organising dialogue with the Georgian diaspora through different channels that feed into the government's institutional memory. Over the past ten years, Georgia has engaged diaspora champions and community leaders. They capitalise on events such as the Georgia diaspora day (May 27) to bring diaspora members together and listen to them. They also employ innovative channels such as the Georgian diaspora network website via which the government shares and receives information from the diaspora. Georgia complements its people-first approach with academic research. The literature on different diaspora groups has been growing and provides invaluable information to governments wishing to know more about their diaspora. Engaging diaspora academics and researchers at the local and international levels enriches the studies on diaspora and migrant communities of the relevant country.

Although Georgia's blended approach does not constitute mapping, per se, its work will provide a strong foundation for mapping exercises when resources allow. As such, other governments considering how to work towards mapping can take inspiration from Georgia.

PARTICIPATORY STATISTICS

The Ministry of Foreign Affairs in Madagascar, alongside EUDiF, has adopted a statistical approach to diaspora mapping based on an assessment of the capacities of the MFA. The approach starts with a literature review, creation of a methodology and tools for data collection (a survey in this case), and training for the MFA's staff to own and implement the methodology, collect, analyse and use the results, and ensure the sustainability of the tool.

This approach pays special attention to the type of questions asked in the survey, the sample size and participation of relevant stakeholders. The government is involved at every step (from needs assessment to training) and the diaspora in multiple steps (from contributing to the data collection to actually taking the survey). The team of experts is a mix of diaspora experts and international experts to make sure that the process is as inclusive as possible and plays the role of gatekeeper during data collection.



DIASPORA COMMUNITIES AS GATEKEEPERS FOR MAPPING EXERCISES

- **Grant access** to a large network of diaspora,
- **Bring credibility** to the study by explaining to potential participants the purpose and benefit of participating,
- **Mitigate political sensitivity** allowing the participation of segments of the diaspora that might be antagonist towards the government by presenting the data collection as a co-owned exercise benefiting all.

What place is there for the youth?



They possess specialised skill sets (e.g. in technology & social media) and privileged social networks that are strategic for disseminating diaspora mapping/profiling tools thus amplifying its reach and impact. Next, in response to multiple governments' lack of sufficient data on their diaspora, quality research conducted by young diaspora academics are often an overlooked resource.



While leveraging the diaspora's technical skills, knowledge, and expertise is undoubtedly important and beneficial to local development, governments should go beyond just that. The 'deskilling' of migrant labour in Europe is an unfortunate common reality mainly due to a lack of recognition of qualifications and competencies in countries of origin. Diaspora profiling exercises could be used to identify which skills have been 'lost' to create 'reskilling' opportunities and enforce policies/cooperation agreements with destination countries recognising and harmonising learning outcomes. This could not only prevent 'brain waste' but is also a way to ensure the skills of migrant workers are recognised and mobilised.

MAPPING SUCCESS FACTORS

→ Human resources

Building the capacities of government officials to better collect and analyse the data is essential.

→ Standardised data collection

Government entities collect data that is different in form, purpose and time. Therefore, the definition and the interpretation of data differs from one government agency to another. Developing consistent and standardised methods and tools for data collection, as well as analysis and interpretation will improve the efficiency and use of data collection. Specifically in the case of Saint Lucia, since the practice of collecting diaspora data is new, the government has recognised the necessity to establish a central repository of data where all agencies have equal access. This avoids the risk of data hoarding which occurs in many governments around the world.



Read more about the collaboration between Senegal and OECD which led to a better definition of migration-related development goal indicators and defined the contribution of migrants to reach them.

CHECKLIST FOR GOVERNMENTS CONDUCTING MAPPING EXERCISES

- ✓ Have a dedicated team for diaspora mapping
- ✓ Build upon existing methodologies and tailor them to your diaspora
- ✓ Collaborate with relevant government agencies/departments to gather data and share best practices
- ✓ Update data regularly and consistently
- ✓ Diversify channels of communication: Social media campaign, embassy websites, LinkedIn, twitter, Instagram and Facebook pages
- ✓ Combine in-person events with online activities to reach as much of the diaspora as possible



GRAPHIC
RECORDING

SHORT-TERM SCHEMES TO TRANSFER DIASPORA HUMAN CAPITAL: BUILDING BLOCKS AND SUCCESS FACTORS

Drawing on experiences from a variety of knowledge transfer schemes, the panellists discussed how to design effective short-term mechanisms that lead to long-term partnerships between diaspora and institutions in the homeland.

Short-term skills transfer schemes are proven drivers of long-term partnerships between the diaspora and home countries when they are built upon mutual trust, a defined scope and when accompanied by governmental support. To channel human capital effectively towards the development of heritage countries requires creativity to facilitate wide diaspora involvement, including by offering remote opportunities.

The multi-stakeholder and practice-based session highlighted some of the complexities linked to diaspora human capital transfer schemes:

- **Incentivising diaspora participation can be a challenging task.** The profile of any diaspora community - in terms of its migration history, local context and resources available - plays a significant role in their involvement. For example, in the case of younger generations, the enthusiasm to engage with the homeland can clash with culture shock and local realities. In this context, pre-assignment briefings are useful to raise awareness of local behavioural patterns and codes, terminology to be used, political, cultural and social sensitivities.
- **Human capital schemes require resources and inter-service coordination to run well and capture knowledge.** Whether run independently by a State actor or diaspora organisation, or with external support, human capital transfer schemes are labour intensive to manage effectively. This applies to implementation activities such as recruitment of participants, vetting, pre-departure preparation, support during deployment, but also to coordination between actors - and in particular between government services - to make the most of schemes. Moreover, adequate human resources are required to truly capitalise on these programmes. A lot of knowledge is generated throughout the exercise which can be beneficial to all involved, as well as the wider community, but it takes dedicated human resources to capture and process such knowledge and make it useful for the future.
- **Short-term programmes cannot fix structural issues at institutional level.** It is important to keep this in mind in design and implementation, in order to scope and frame diaspora contributions appropriately and manage expectations on all sides. Short-term capital transfer schemes should be considered for their potential to catalyse and accelerate processes; to gap-fill temporarily, rather than to address structural resource issues.



Relevant actors should consider how youth-led and/or youth-focused exchange programmes can benefit both young people in heritage countries and diaspora youth. For instance, targeting diaspora members who may be relatively young and less experienced, such as students or recent graduates, could (a) enhance employability among this group or generate job opportunities for them, (b) develop capacities of local youth, and (c) create an alumni network that is key to the sustainability of short-term programmes.



TIPS TO HOST COUNTRIES AND INTERNATIONAL PARTNERS

DEVELOP NEED-BASED PROGRAMMES: FIRST IDENTIFY NEEDS AND THEN IDENTIFY DIASPORA EXPERTS

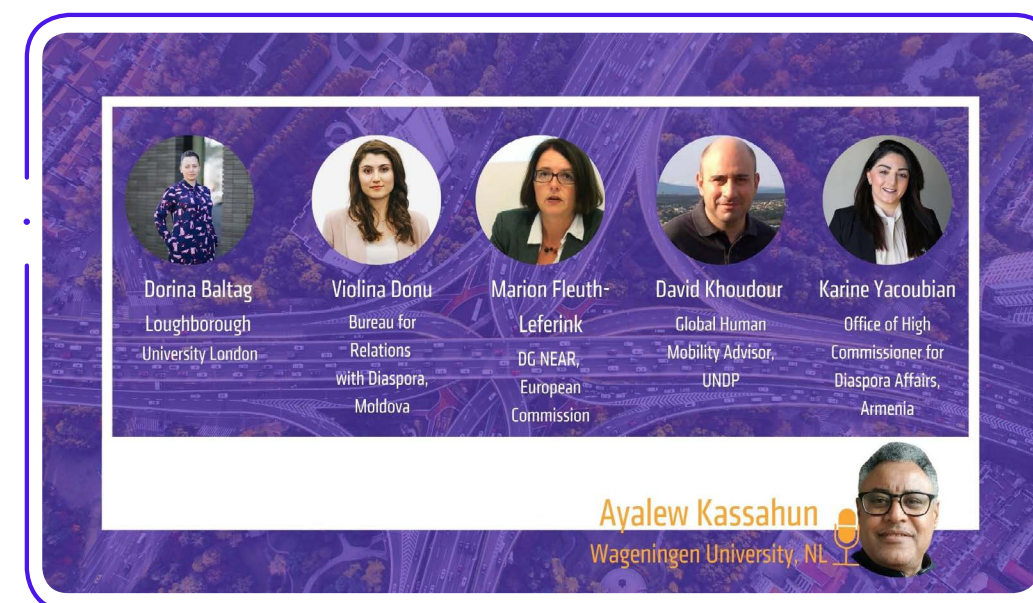
PROMOTE TRANSPARENT COMMUNICATION ABOUT THE GOALS OF KNOWLEDGE TRANSFER SCHEMES AND INCLUDE DIASPORA GATE-KEEPERS IN OUTREACH ACTIVITIES

INTERNATIONAL PARTNERS CAN HELP DESIGN AND INCUBATE DIASPORA KNOWLEDGE TRANSFER SCHEMES BUT SUSTAINABLE SCHEMES REQUIRE CONSISTENT GOVERNMENT APPROACH AND TARGETED POLICIES

BESIDES AD HOC TECHNICAL ASSIGNMENTS, LONG TERM RELATIONS SHOULD BE DEVELOPED BETWEEN LOCAL/NATIONAL INSTITUTIONS AND DIASPORA NETWORKS

PRACTICES TO EXPLORE

- TOKEN, global UNDP mechanism for tapping on expatriate nationals through short-term consultancies in their countries of origin
- The iGorts Fellowship Program for Armenian diaspora professionals to serve in the public sector and the Government of Armenia
- Excellence Groups promoting collaboration between government institutions and highly qualified experts from the Moldovan diaspora
- Diaspora Engagement Hub, a grant program for Moldovan citizens abroad
- MEET Africa supporting diaspora entrepreneurship between Africa and Europe
- ProGreS Migration Tunisia
- Connecting Diaspora for Development IOM



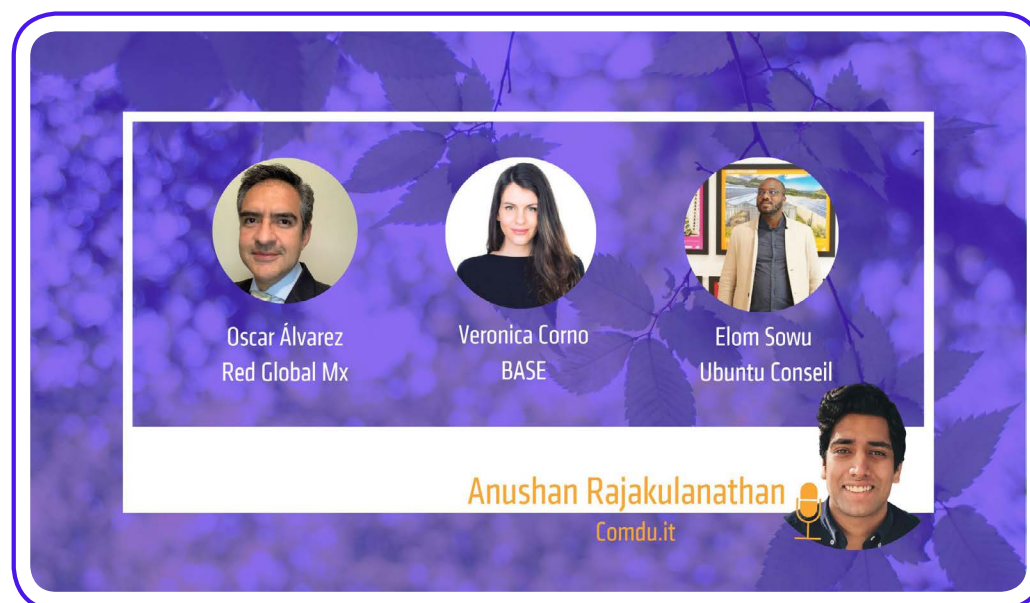
GRAPHIC
RECORDING

GREEN INNOVATION THROUGH DIASPORA KNOWLEDGE NETWORKS

Understanding and leveraging the added value of diaspora capital in green transitions is a nascent area of diaspora engagement. How do we capture its far-reaching potential? The multidisciplinary panel explored different ways diaspora capital can support green innovation and resilience building.

In terms of green innovation, human capital and diaspora engagement, the spotlight is currently shared by the financial, entrepreneurial and academic capital of the diaspora in generating green job opportunities and finding innovative solutions to environmental degradation.

Despite the panel's diversity in terms of region and approach, the discussion revolved around three big ideas:



Green innovation includes all types of innovations that contribute to the creation of key products, services or processes to reduce damage, impact and degradation of the environment.

LOCAL AUTHORITIES & REMITTANCES ARE CENTRAL

There is great potential to enhance the impact of diaspora involvement by focusing on local development that is green and resilient. This includes channelling remittances towards resilient infrastructure investments and improving the business environment to encourage green businesses set up, or supported by, diaspora.

- Local authorities have a big role to play in leveraging diaspora contributions for green innovation, both in terms of creating an enabling environment, and to inspire and support partnerships and collaborations that stem from what is often a powerful sense of local affiliation and connection.
- At local and national level, remittances can help fill the climate financing gap of many governments, being directed towards climate resilient infrastructure which constitutes long-term tangible benefits for their families. This potential is particularly impactful in areas that are highly vulnerable to climate induced crises, and/or with limited access to climate finance alternatives.



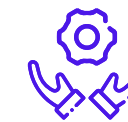
Ubuntu Conseil is working on this in West Africa



Diaspora can bring great ideas and skills from abroad, but it is important to avoid creating tools and 'solutions' that solve nothing. They must work with local people, including local youth who are the main drivers of change and those primarily affected by the climate disaster.

THE GREEN SKILLS TRIFECTA: TECHNICAL, OPERATIONAL, COGNITIVE

Green skills are an enabler of green innovation and should be embedded in educational and organisational strategies and structures. These skills range from the technical, such as in engineering and science, to the operational - of planning and management, and the cognitive: creativity and critical thinking. Globally, we need to upskill across this trifecta, recognising how the skill groups are inter-reliant is indispensable when designing and implementing green capacity or skills development programmes. Similarly, recognition of where and by whom skills can be developed must be holistic, going beyond traditional sites of education (schooling systems, work places) to include civil society, mentors, youth, indigenous knowledge holders, and more besides.



RGMX-UK is working with civil society in Mexico to co-design climate change and circular economy awareness-raising materials

INCLUSION CANNOT BE A BOX-TICK EXERCISE

Young people and women are both key actors and beneficiaries for initiatives building climate resilience, tackling climate change and building a global green economy. Yet they each face barriers to full participation. To ensure their full inclusion in all processes, we must break down the institutional and social barriers preventing or limiting their participation. This ranges from enhancing coordination between government and private sector on market needs, skills development and recognition of qualifications, to proactively including marginalised groups in decision making processes.



"The ability to understand and solve problems, connect with different actors and learn from them, is often undervalued. Yet this is part of the cultural and human capital that the young diasporans and women bring to the table."



CASE STUDY:
MOBILISING THE DIASPORA FOR THE GREEN TRANSITION:
WAYS TO ENGAGE IN THE ENERGY & WASTE SECTORS

COLLECTION: GREEN INITIATIVES



GRAPHIC
RECORDING

SPOTLIGHT: GENDER & REMITTANCES

As senders: Men and women send the same amount of remittances, but women send a higher portion of their income since they earn less than men. Women send remittances more frequently and for a longer period of time, meaning they take the greatest toll in terms of remittances fees.

As recipients: Women are the most stable investors in community resources. In the Pacific, women invest 90% of remittances in services from education to health to climate-resilient infrastructure, compared to men investing 40% in community resources.

For more on remittances and resilience, read about BASE's feasibility study in the Pacific.

DIASPORA AS BROKERS: BUSINESS INTELLIGENCE FOR DOMESTIC SMES

With an insider advantage in multiple markets, diaspora can support entrepreneurial activity in their country of heritage at multiple stages. The panel examined the potential of diaspora brokers from micro to macro-level, not forgetting the disruptive power of young entrepreneurs.



“Venture” is both a business word and a migration word, you venture out and go somewhere.

– Professor Gibril Faal, London School of Economics



To make the most of this potential, it is necessary to stop thinking of diasporas as a monolith, only included when discussing cultural integration or migratory issues. Although these two themes are unquestionably significant and valid, it is critical to take a segmented approach to the foreign communities, providing spaces for those who wish to participate in more practical ways like mentoring, or as angel investors.



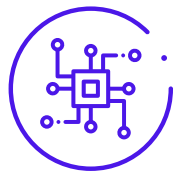
WHAT IS THE DIASPORA INSIDER ADVANTAGE?

1. Diaspora understand entrepreneurs and the entrepreneurial mind set because there are strong affinities between the two. They are both required to:
 - a. identify opportunities: opportunities to move for diaspora, opportunities in markets for entrepreneurs;
 - b. take risks with their time and money;
 - c. take knowledge and adapt it to new contexts in order to be successful;
 - d. create new networks and linkages.
2. Diaspora have a significant advantage over other agents in terms of mentoring and brokering for Small and Medium Enterprises (SMEs) in their countries of heritage. They bring language and culture skills as well as knowledge on products, regulatory frameworks and labour, capital and financial markets from being exposed to the contexts of the country of destination and the country of origin.
3. Diaspora can transmit tacit knowledge to mentees. Tacit knowledge is that which cannot be easily written down, but needs to be communicated directly and demonstrated. Diaspora mentors are often able to quickly adapt the knowledge and make it accessible thanks to their soft skills and shared goals with the mentee.

Many individuals living in the diaspora are actively supporting entrepreneurial activities, either in an ad-hoc or through initiatives headed by intermediary organisations. The latter can help move beyond support via interpersonal connections and make diaspora's contribution more systematic. **Coordinated initiatives** have the potential to channel the diaspora insider advantages in mentoring and brokering, and to scale them up and even to replicate initiatives in different contexts.

LEARNING FROM EXPERIENCE

The four intermediary organisations presenting each have a different mandate and organisational structure. These differences influence their key takeaways...



According to the **diaspora organisation AFPI**, diaspora support is especially valuable to newcomers. In the fast-moving sector of technology, for example, the “in-between” advantage of the diaspora can guide them at a given moment on whether their product will survive in the destination market. They can also give them access to the well-established tech ecosystem and networks in the destination market.

ANIMA, an **inter-regional investment network**, stresses the value of tailoring approaches to diaspora brokering and mentoring. Their three must-dos are:

1. Expose the diaspora to existing opportunities and contacts that need their help;
2. Value their contribution;
3. Promote their work.



The **bilateral business association Ireland India Business Association- IIBA** highlighted the value of formal and informal cooperation with the different stakeholders to create and promote business links. For instance, they signed a memorandum of understanding with trade bodies and are opening registered branches of their association in India. Whilst on the more informal side, they value the role of culture in business interactions, connecting business owners over cricket games in Ireland, for example. Diaspora members of the association play a key role in building on these cultural affinities.

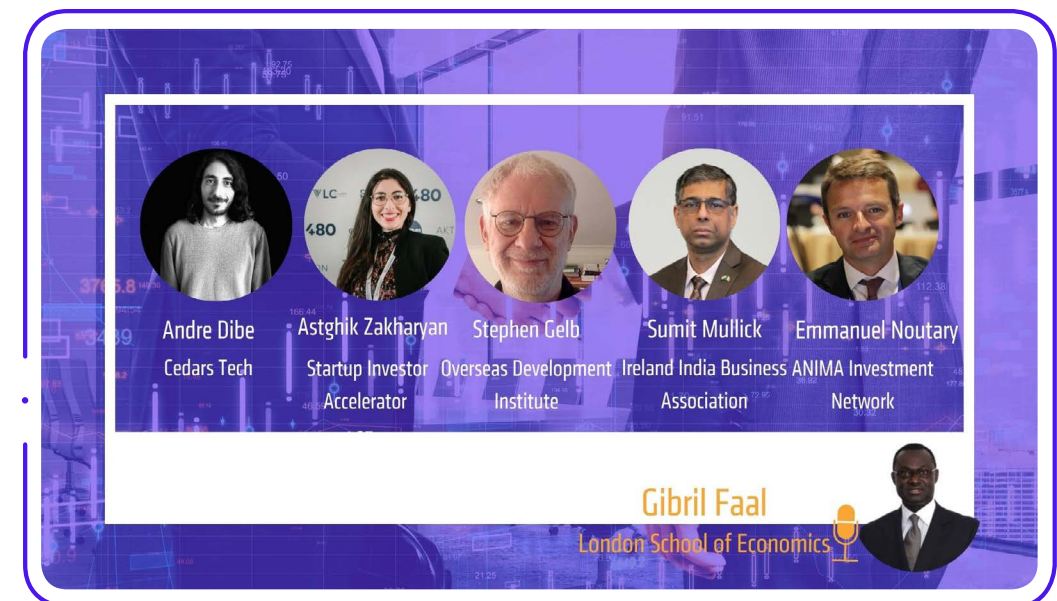
The experience of **Start-up Investor Accelerator** reveals that it is critical to tailor programmes to engage women, who are more risk averse than men. Women diaspora mentors and brokers are more likely to include women in their mentoring and brokerage schemes. Since men apply more than women to mentoring and brokerage programmes, dedicating such programmes for women exclusively, or promoting them to women, is more effective in reaching gender targets than mixed-gender programmes.



Read about the mentoring sessions that are part of our collaboration with AGBU Europe, based on their Women Entrepreneurs programme.



GRAPHIC
RECORDING



ENHANCING DIASPORA INVESTMENT SKILLS: GOVERNMENT AND DIASPORA PERSPECTIVES

As diaspora investment mechanisms mushroom, it becomes increasingly important to strengthen the skills required to run funds, attract investors and evaluate options. There are many studies mapping diaspora investment initiatives, but information on the key skills and support factors required to build and maintain them remains scarce.

Diaspora investments involve financial asset transactions which transfer financial resources from diasporas to private and public sector organisations and agencies. Diaspora finance initiatives can be easily classified according to the mechanisms that they are based on and the assets that they produce. Specifically, these include remittance-based mechanisms, equity-based mechanisms, loans and bonds. Understanding the different mechanisms is important because each involves a particular set of stakeholders, institutions and regulatory frameworks. Recognising that offering varied investment options - including in terms of value - to diaspora will enable higher levels of diaspora investment. Similarly, creating a business-friendly environment is essential for diaspora investment to flourish.

To assist in the development of this space, it is important that governmental institutions and departments communicate effectively and work in collaboration so that the end user experience is coherent and seamless. The approach of governments may need to be tailored based on the investment preferences of their respective diaspora.



Successful diaspora investment engagement is really about successful diaspora engagement.

– Sarah Hugo, DMA Global



Enabling greater financial dispersion into stocks, bonds and financial input into areas that may not have received significant financing previously (art, antiquities, real estate). Portfolio investment can present investment possibilities that may be unfamiliar.



This session particularly focused on equity-based mechanisms, such as diaspora direct investment and diaspora **portfolio investment**, that tend to send funds to small and medium enterprises, enabling them to start-up, scale-up, modernise or diversify. The expert panel identified three key skill areas related to equity-based mechanisms at the business initiation and subsequent scale-up phases for diaspora investment in countries of origin.

- 1. Networking:** The ability to network effectively in the host and origin countries requires understanding the landscape and the ability to navigate the various business ecosystems. Diaspora are often connected to networks, information sources and communities that can be hard to locate from abroad but that can help those in their country of origin and in the diaspora to navigate the business ecosystems.
- 2. Brokering:** Diasporas can act as interlocutors and navigators who can clarify the views, cultural responses and positions of different stakeholders in an investment scheme, such as governments, partners and customers. In this role, they can assist the host country to connect with and invest in their country of origin.



Aside from being potential investors, diaspora youth are also a key source of innovative business ideas often linked to their technological saviness, creativity, and entrepreneurial skills. There are numerous examples of successful young entrepreneurs - including those from the diaspora - presenting ambitious and innovative solutions to local challenges; solutions with strong potential for scale up and replication with the help of investments from the diaspora.

3. Business: Practical skills to set up and run a business, as well as sectoral skills are essential. On top of that, a good understanding of legal, regulatory and financial structures is an invaluable asset. For instance, diaspora should be trained to spot the right business structures for their investment. The legal structure can define the extent to which diaspora can contribute to the decision-making, development and control of the business they invest in.

These three skills remain relevant throughout investment, but in the case of establishing - or investing in - a business, a complementary set of skills and support may be needed. Governments have a key role to play at this point with a view to scaling up diaspora investment. For example, they can advance partnerships with business support entities to increase the capacities of diaspora investors to broaden their investment knowledge.

DRIVERS & INHIBITORS OF DIASPORA INVESTMENTS

DRIVER

Emotional ties: Diaspora have long been considered to be willing to invest in their heritage countries at rates of low or no return, known as the 'patriotic discount'. The patriotic discount is motivated by emotional ties and a commitment to see the country of origin grow.

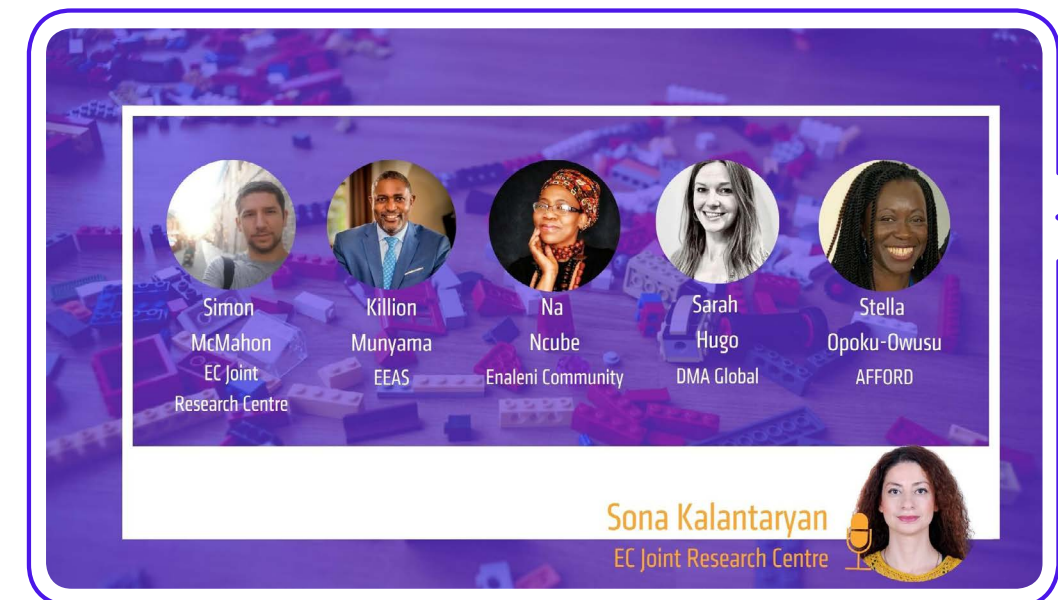
Connections: Diaspora's relationships with their heritage country have an impact on if and how they choose to invest.

Some have access, forms of communication and working practices with their communities that encourage and enable them to invest in areas the average foreign investor may not have access to.

INHIBITOR

→ However, it should not be taken as a given as the desire for healthy returns is also an important factor. Diaspora may be discouraged if approached with the attitude of investing without gaining an adequate return for their risk.

→ However, for some in the diaspora, their relationship with their country may adversely affect their desire to invest due to negative ties and experiences.



GRAPHIC
RECORDING

IN CONVERSATION WITH... DIASPORA ACADEMICS AS MOBILITY AMBASSADORS AND KNOWLEDGE BRIDGES

How does the mobility of diaspora influence the diffusion of ideas and knowledge in the EU and partner countries? How can diaspora academics facilitate the flow of knowledge between and across countries? What types of structures exist, or are needed?

These questions were raised to members of two academic networks specifically for diasporans, the **Global Research Forum on Diaspora and Transnationalism** and **Diana Ry**.

A non-profit organisation connecting African academics in the diaspora with higher education institutions on the continent.

The key points raised by the speakers echoed the findings of EUDiF's research and capacity development work: the importance of forging sustainable partnerships between the diaspora, countries of origin and countries of residence. In terms of academia, such partnerships generate a unique triangular space that allows internationally mobile academics to promote innovation, research and knowledge around the globe.

Academic diaspora networks can serve as a platform to showcase multi-sector competencies in the diaspora while supporting early-career researchers to take professional steps and give them tools to impact education practices in their country of residence and origin. Networks also serve as intermediaries: they bring the academic world closer to policymakers who can draw from practices and academic analysis to implement informed policies.

GRFDT is a global consortium of researchers and policymakers - read the interview with Miriam for more.

Read the interview with Terence for more info.



Opening the doors to more academia-policymaking collaborations can drive meaningful knowledge sharing, a key component of the Sustainable Development Goal 17 partnerships for the goals. In this sense, diaspora academic networks support circular and multi-directional knowledge sharing, not limited to North-South, but rather favouring a fluid and mutually enriching exchange.

In our research on Diaspora & Talent Partnerships the idea of co-developing spaces for mutual learning is a recurring element. Diaspora and alumni networks will enable academic institutions to foster broader intellectual exchange, scale up existing academic research programmes and support the integration of newly arrived scholars. At the operational level of EUDIF, in April 2022 we launched a micro-project with Red Global MX-UK, a network of Mexican diaspora academics building knowledge bridges between Mexico and the United Kingdom. We look forward to sharing lessons from this initiative as it unfolds.

Both this conversation and our other experiences with diaspora academia - including as research partners - demonstrate that academic networks come in different shapes and sizes, but the potential for partnerships is there for collaborations at local, national and international levels.

The contributions of diaspora academics can only be optimised if their role is mainstreamed throughout national development plans. The fact that academic networks generally exist on a voluntary basis, makes their long-term sustainability vulnerable. It is crucial to seek means to enhance the longevity of academic networks, perhaps by institutionalising their role within national policies or by enhancing a sense of ownership among network members.



Read more about how RGMX-UK will work with CSOs in Mexico to develop a toolkit for citizen education on climate change & circular economy.



Learn how Morocco works with its diaspora to develop the academic sector and support research.



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

IN CONVERSATION WITH... MAYORS DRIVING LOCAL YOUTH EMPLOYMENT

Two mayors discussed initiatives to support youth and drive employment, comparing how the diasporic experience (personal and professional) can inspire partnerships, entrepreneurship and opportunities in their cities that generate youth employment opportunities.

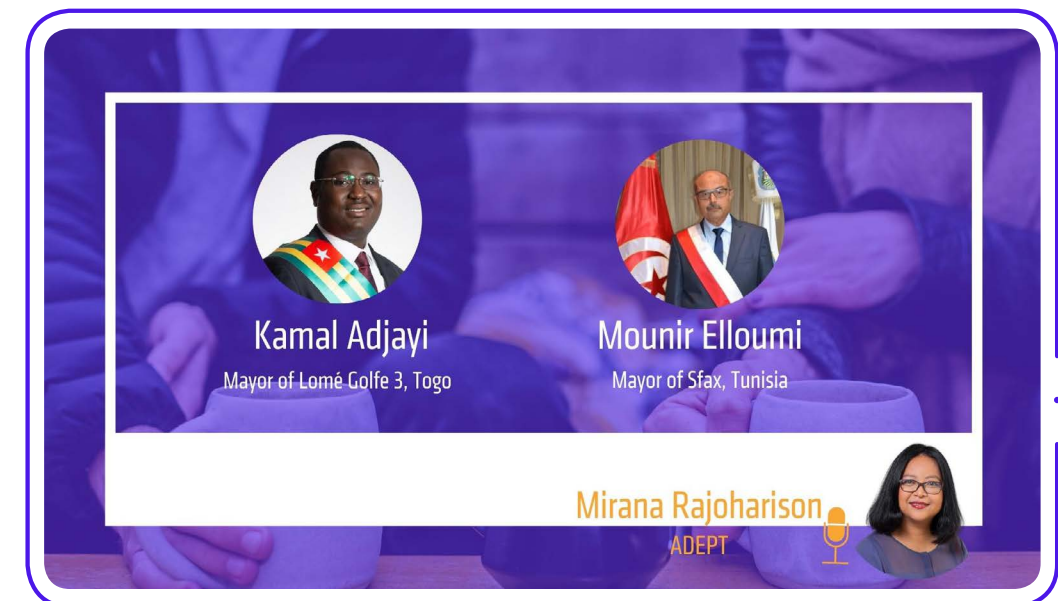
The African continent has the largest youth population in the world, with a third unemployed. In order to create more jobs for youth on the continent, building partnerships with the diaspora could present interesting opportunities and is being increasingly explored by local and national level policymakers.

In this session, we brought together the mayor of the Municipality of Sfax in Tunisia and the mayor of Lomé Golfe 3, Togo, to explore how we can build on existing diaspora contributions to drive local youth employment. From the discussion it emerged that the first step is recognising the importance of decentralised cooperation in the framework of local diplomacy, thus giving more space to local actors to guide development actions and create avenues for the diaspora to invest in their hometown.

Both mayors shared their practical and successful practices on how to engage at local level with diaspora, which could be inspirational for other political leaders. Such examples include:

- Looking into the circular education possibilities and partnership agreements projects with other municipalities. For example, the collaboration between the municipality of Sfax and Milan under the Migration Partnership Facility project MENTOR II showcases the importance of territorial approaches to develop cooperation across local, national and regional governance levels.
- Working with local education institutions can also promote exchanges between the diaspora and locals. A case in point is the mentoring opportunities offered by the University of Lomé as well as the establishment of training centres focusing on digitalisation and leveraging technology with other universities.

These key points resonate with the takeaways from the Africa regional thematic meetings on mentorship and youth entrepreneurship, held in April 2022. Firstly, for those in search of business opportunities in their home country, mentoring offers the chance to better grasp local challenges and create the right connections. Secondly, when building bridges between the diaspora and local actors it is imperative to take into account the needs of both, as well as the potential for meaningful exchange of knowledge and expertise. In



addition, the forthcoming study by ADEPT 'Optimizing African diaspora organisations engagement in local development' recommends that the actions of diaspora should be done in partnership with local authorities and local NGOs in order to obtain long term results and ensure sustainability.

The question of sustainability should not be neglected. A local leader's agency certainly plays a central role when deciding to engage with the diaspora but what happens after their term is over? It is important then to create steps which institutionalise and streamline these practices/policies into local governance processes and structures to ensure continuity.



Overall, the field of diaspora engagement is progressively centring local actors and their realities, once again bringing into focus the multiple spaces in which the diaspora still have immense potential to support development.

SPEAKERS

SURNAME	NAME	POSITION	ORGANISATION
Adjayi	Kamal	Mayor of Lome Golfe3, Togo	Golfe3 Municipality
Álvarez	Oscar	External Alliances Lead	Red Global MX-UK
Angoujard	Reina	Communications Consultant	
Baltag	Dorina	Postdoctoral Researcher	Loughborough University London
Berhanu	Bitania	Youth Advocacy Advisor	Amref Health Africa
Berrada	Marwan	Chef de la Division de la Mobilisation des Compétences et de l'Action Economique	MAECAMRE-Dept. MRE, Morocco
Cinco	Anne Beatrice	Diaspora Youth Rapporteur Capacity Development Intern	EUDiF/ICMPD
Cisse	El hadji Abdoul Karim	Conseiller technique	Direction Générale d'Appui aux Sénégalais de l'Extérieur, Senegal
Corno	Veronica	Climate Finance Specialist	BASE
Dembo	Miriam	Member of the board	Cabo Verdean Association UK
Diallo	Oumou	Diaspora Youth Rapporteur Junior Expert	EUDiF/ICMPD
Dibe	Andre	Expert	Cedars Tech
Donu	Violina	Deputy Head	Bureau for Relations with Diaspora, Moldova
Doroba	Hendrina	Manager - Education and Skills Development Division	African Development Bank
DuBois	Julian	Ambassador for Diaspora Affairs for Saint Lucia	Diaspora Affairs for Saint Luxia, Ministry of External Affairs, International Trade, Civil Aviation and Diaspora Affairs
Elloumi	Mounir	Mayor of Sfax, Tunisia	Commune de Sfax, Tunisia
Faal	Gibril	Director of GK Partners, Visiting Professor	London School of Economics
Fleuth-Leferink	Marion	Policy Officer, Migration Unit	Directorate-General for Neighbourhood and Enlargement Negotiations, European Commission
Gelb	Stephen	Principal Research Fellow	Overseas Development Institute
Genetzke	Ralph	Director	ICMPD

Ghahary	Reza	Director Innovation Networks	Evonik
Hendrix	Ron	Programme Manager Migration	Directorate-General for International Partnerships, European Commission
Hugo	Sarah	Senior consultant	DMA Global
Kalantaryan	Sona	Scientific Project Officer	Joint Research Centre, European Commission
Kassahun	Ayalew	Assistant professor	Wageningen University, Netherlands
Keburia	Mariam	Attaché	Ministry of Foreign Affairs, Georgia
Khoudour	David	Global Human Mobility Adviser	UNDP
Knudsen	Paddy	Vice-president	GRFDT
Mananashvili	Sergo	ICMPD Representative to the African Union Senior Advisor on Private Sector Engagement	ICMPD
McMahon	Simon	Project officer	Joint Research Centre, European Commission
Mullick	Sumit	Director	Ireland India Business Association
Munyama	Killion	Advisor	European External Action Service (EEAS)
Ncube	Na	Director	Enaleni Community
Nomden	Koen	Team leader “Transparency and Recognition of Skills and Qualifications”, Unit B.2 – Skills Agenda	Directorate-General for Employment, Social Affairs and Inclusion, European Commission
Noutary	Emmanuel	General Delegate	ANIMA Investment Network
Olaru	Viorica	Assistant Professor	Uppsala University, Sweden
Opoku-Owusu	Stella	Deputy Executive Director	African Foundation for Development
Peeters	Annick	Portfolio Manager	Enabel
Preville-Findlay	Mandy	Director - Preville-Findlay Development Ltd Co-founder - BEYOND IYANOLA	Beyond Iyanola
Rajakulanathan	Anushan	Associate Project Lead	Comdu.it
Rajoharison	Mirana	Executive Director - Programmes	ADEPT
Randrianarisoa	Agathe	Research Associate	French Institute of Research for Sustainable Development
Roubaud	François	Senior Research Fellow	French Institute of Research for Sustainable Development
Scheubel	Veronica	Organisational Change and Sustainability Consultant	Scheubel Development

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Searle Vial	Agustín	Diaspora Youth Rapporteur Associate Project Officer	EUDiF/ICMPD
Sgro	Aurélie	Senior Project Manager	EUDiF/ICMPD
Sowu	Elom	President	Ubuntu Conseil
Tongson	Maria Regina	Diaspora Youth Rapporteur	
Urpilainen	Jutta	Commissioner	Directorate-General for International Partnerships, European Commission
Wumba Bisongo	Naomi	Diaspora Youth Rapporteur	
Yacoubian	Karine	Program Manager	High Commissioner for Diaspora Affairs, Armenia
Yong	Terence	Representative for Finland and Nordic countries	DIANA ry
Zakharyan	Astghik	Co-founder, Regional Manager and diaspora business mentor	Startup Investor Accelerator and Mossy Ventures in Spain



Another successful and impactful Future Forum, congratulations to the team at EUDiF and ICMPD!

EUDiF created a very kind and inclusive space for us to share our experiences. It was VERY well organised and I am really looking forward to seeing the report. I really liked having youth rapporteurs join the discussion to ask questions and concerns of the youth. This is a practice I will be promoting and advocating for from now on. Also, congratulations on the diversity you achieved in the session!

This forum is a moment that allows you to recharge your batteries because you can see that you are not alone in your desire to contribute...I look forward to the third forum, hoping to complete various projects in order to share them.





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