



International Organization for Migration (IOM)  
The UN Migration Agency



# Diaspora in Action

30 October 2018  
Migration Museum  
The Hague

[#DiasporaInAction](#)



During the conference IOM Netherlands also showcased its travelling exhibition: “Behind the scenes of migration management”.

# Conference Report



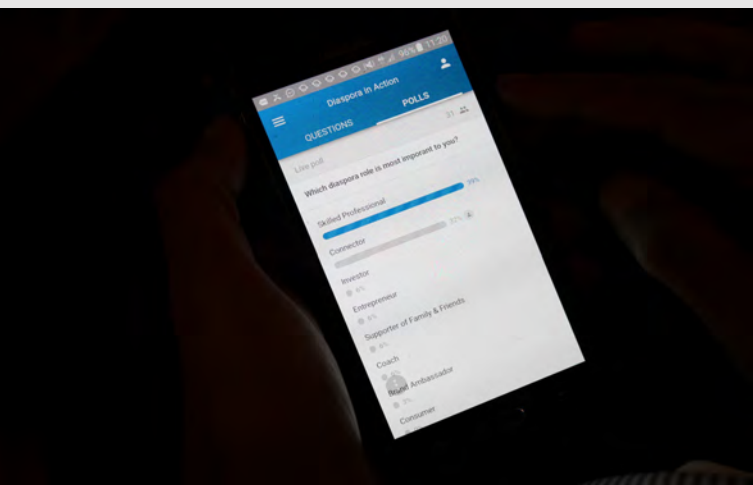
**30 October 2018, The Hague, the Netherlands**

On 30 October 2018 IOM The Netherlands organised the “Diaspora in Action” conference in the framework of the “Connecting Diaspora for Development” (CD4D) project.

The event took place at the recently opened Migration Museum in the Netherlands and brought together 90 representatives from the following institutions: senior government officials, representatives from the four CD4D target countries, diplomatic representations, diaspora organizations, NGOs, academics and other relevant stakeholders.

The conference aimed at exploring how diaspora can contribute to the Sustainable Development Goals and the new Dutch [policy paper](#) on Foreign Trade and Development Cooperation. Best practices and lessons learnt from the CD4D project were shared as well as possible future directions for diaspora engagement.

The conference was facilitated by Georgina Kwakye, Founder of ‘Pimp my Village’ and taskforce member of the CD4D project.



To engage the audience, Sli.do was used throughout the entire conference.



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# Words of Welcome

## Adri Zagers

Project Manager CD4D

- Welcome guests on behalf of IOM The Netherlands
- Since the previous 'Diaspora in Action' conference in 2016, the CD4D project evolved significantly. Compared to its predecessor Temporary Return of Qualified National (TRQN) programme, CD4D employs a more targeted approach, starting with a Theory of Change workshop at each host institution, conducts an impact evaluation, focuses on sustainable relations, prepares candidates thoroughly and works more with online platforms.
- There is a bright future for newer forms of diaspora contributions. Keywords mentioned are: diaspora entrepreneurship, diaspora investment opportunities, circular migration to the Netherlands, new technologies, e-learning and further cooperation with other diaspora programmes.







## Antonio Polosa

Chief of Mission, IOM The Netherlands

- Welcome guests on behalf of IOM The Netherlands, special welcome to the honoured guests from abroad and the country representatives in the Netherlands. IOM The Netherlands thanks the Dutch Ministry of Foreign Affairs (MFA) for its financial support to the migration and development program. IOM The Netherlands stands ready to continue working closely with MFA, Ministry of Justice, Ministry of Social Affairs and Employment to address the challenges and seek opportunities.
- Discussed how the Netherlands, like other EU countries faces many migration challenges. While the debate tends to be polarized, migration can be positive as well. By many, migration is perceived as a problem – this needs to be stopped. Migration is a fact of life which needs to be managed.
- Whereas IOM The Netherlands is often perceived as a return organization in the Netherlands, IOM's diversifying role in migration initiatives is being highlighted. This includes migration and development, integration, resettlement and other forms of legal pathways.
- IOM The Netherlands would like to extend and develop new partnerships with other stakeholders, including NGO's, diaspora organisations and academic institutions. The new agreement between with PUM on diaspora entrepreneurship in Ghana and Ethiopia is a wonderful example of such.

# Keynote Speeches

Marit Maij

Special Envoy for Migration, Ministry of Foreign Affairs (MFA) of the Netherlands

- The recently-published Dutch migration policy note aims to address the prevention of irregular migration and creating legal pathways while stimulating safe and orderly migration. Diaspora can contribute to reaching the goals of the 6 pillars highlighted in the [policy document](#).
  1. Preventing irregular migration.
  2. Improving reception and protection for refugees and displaced persons in the region.
  3. Achieving a robust asylum system, based on solidarity, in the EU and the Netherlands.
  4. Combating illegal residence and stepping up returns.
  5. Promoting legal migration routes.
  6. Encouraging integration and participation.
- Diaspora can also contribute to the objectives, as mentioned in the policy document [Investing in Global Prospects](#) of Minister Kaag (Foreign Trade and Development Cooperation).



Click [here](#) for presentation.



## Josette Dijkhuizen

### Accelerator in Entrepreneurship

- Entrepreneurship is still in its infancy in many countries. To develop it, more education related to entrepreneurship in terms of theoretical knowledge and practical wisdom is necessary in the start-up phase. Similarly, stimulating coordination between initiatives and an enabling environment are essential.
- All stakeholders in the ecosystem have to work together to positively influence and enable entrepreneurship.
- She admires female entrepreneurs, especially those who are built businesses in an unstable environment and succeeded. Guts is what she describes as the common quality of these women.



Click [here](#) for presentation.

## Melissa Siegel

Head of Migration Studies, Maastricht Graduate School of Governance (MGSoG) and UNU-MERIT

- Diaspora can bring diversity and innovation to their country of by transferring knowledge on an individual, organizational and national level.
- Knowledge can be transferred in two ways: explicit and tacit knowledge. Tacit knowledge is very important for diaspora because they possess specific knowledge on working in a certain environment and context.
- When migrants transfer knowledge, it often concerns tacit knowledge transfer. Important barriers include age and experience. To make knowledge transfer successful, work environment and equipment are essential.



Click [here](#) for presentation.



# Panel Discussion 1: Migration & Development in a Global Perspective

- **Joseph Lansana**, Private Sector Manager, Office of Diaspora Affairs, Sierra Leone
- **Dr. Awil Mohamoud**, Board Member Africa-Europe Diaspora Development Platform (ADEPT)
- **Karel Uyttendaele** Project Coordinator “Circular Migration for young and highly-qualified Africans”
- **Deepali Fernandes** Senior Migration and Economic Development Specialist IOM Geneva



*The audience was asked which role they deemed most important for diaspora through the Slido application. The three most popular answers were skilled professional (35%), connector (33%) and investor (9%).*

*The panel speakers were asked to indicate which roles of diaspora they find most important. Following this, they argued for what is needed to better enable diaspora to fulfil these roles.*

**Mr. Uyttendaele** stressed that diaspora need to create awareness and promote Africa, because Africa is new, important and not to be forgotten. Through his circular migration project, he finds companies in Belgium which employ highly-skilled African migrant engineers. The engineers complete a temporary employment at the company in Belgium and return to their country of origin to create organic growth and interest.



**Mr. Lansana** said that diaspora's contributions through bonds as remittances resulted in three times the impact compared to developmental aid. The Ebola situation exposed medical problems in Sierra Leone that need to be addressed. He stressed that entrepreneurship is a solution and pleaded for more projects such as CD4D.

**Ms. Fernandes** notes that migrants send about 15% of their earned incomes back to their home countries. At the microlevel, a small portion of these remittances are used for small investments and SME's and the purchase of capital goods. At the macrolevel, the diaspora can be leveraged to invest back in their countries of origin, through investment of capital and skills, FDI and entrepreneurship amongst other areas.

**Mr. Mohamoud** argues that receiving countries (of diaspora) need to create diaspora-specific programs. Most of all a change of mindset is needed as diaspora are vital, but not part of the development sector. He posed the question of how diaspora can be mainstreamed into development.





Click [here](#) for presentation.

# Presentation: Japanese-funded Diaspora Project in Sierra Leone

## Kunikazu Akao

### Project Coordinator at IOM Sierra Leone

- The goal of the project is to strengthen the healthcare and agriculture sector as well as flood prevention by engaging Sierra Leonean diaspora members.
- Japan's approach has three components. The first is to utilize diaspora for Sierra Leone to build capacity in rural regions in which having 2 doctors for a population of 40.000 is not uncommon.
- The second is to enable virtual learning or e-learning to engage diaspora from abroad who have fewer opportunities to visit their country of origin physically.
- The final component is to organize investment forums to connect stakeholders to people and creating linkages with companies, other projects and encourage entrepreneurship
- There are several ways in which synergies are being sought with CD4D, including outreach, recruitment and joint events.

# Panel Discussion 2:

## Migration & Development in the Dutch Perspective

*How can diaspora contribute to achieving objectives of the Dutch policy paper Investing in Global Prospects: for the World, for the Netherlands?*

- **Nathalie Lintvelt**, Head of Migration and Development Group, Ministry of Foreign Affairs of the Netherlands
- **Fatumo Farah**, Director, Himilo Relief and Development Association (HIRDA Foundation)
- **Max Koffi**, Director, Africa in Motion
- **Alain Nkurikiye**, Founder of Wajenzi

*Panelists were asked to argue whether they agree with the following proposition: “There is no need for a specific diaspora agenda in the [Dutch policy note](#). Diaspora organisations should be treated like any other non-governmental organization.”*

**Ms. Farah** disagrees and argues that diaspora organisations cannot compete with larger NGO’s, such as CordAid. They lack experience, money, capacity and the technical know-how. She said that there is too little policy regarding diaspora contribution. On the audience question whether diaspora organizations should partner instead of competing with larger NGO’s, she said that they are not competing but seeking complementarity to them. However larger NGO’s often work together only among themselves.





**Mr. Nkurikiye** agrees, but highlights the need to stimulate inclusion of diaspora organizations by viewing them as entrepreneurs and the need to promote foreign investment in sustainable entrepreneurship.

**Mr. Koffi** disagrees and says that more knowledge should be provided from diaspora to donors and the government. He suggests the creation of a taskforce to strategize, develop investment funds, mobilize power and build capacity in countries of origin. Government support is necessary to achieve such goals. For the audience questions about how Dutch SME's can be linked to diaspora engagement, he suggested a franchising model for Dutch companies and African people. As an example, he used Dutch bakeries who implement their concept in African countries with the help of diaspora.

**Ms. Lintvelt** agrees and argues that separate funding opportunities for diaspora are not necessary. Instead, diaspora organisations should make use of existing schemes and partner with larger NGO's.

# CD4D Somalia Showcase



**Zuhur Jamila Mohamed**

Assignments at Ministry of Justice (Hargeisa, Somaliland)

Finance expertise

- “CD4D in Somalia” video, produced by Ms. Mohamed’s friend Ms. Bilan Abdulmejid Hussein in Somaliland.
- Ms. Mohamed highlighted how Somali diaspora may be perceived as a threat in their native country. Diaspora are not always welcomed when returning temporarily and rather viewed as a threat. To be accepted as “one of us”, a significant amount of time and dedication must pass.
- While in the Netherlands work is usually quite structured, this is something that is lacking in Somalia. Another challenge is that communication is made difficult through many lines of and approval requests.

Click [here](#) for video.

# CD4D Afghanistan Showcase



**Nelab Faqiri**

KEIHAN Foundation

Medicine expertise

- “CD4D in Afghanistan” video, produced by the Dutch Embassy in Afghanistan.
- As chairwoman of the KEIHAN Foundation, Ms. Faqiri told the foundations’ story and its connection to IOM The Netherlands. Members of KEIHAN participated in the CD4D project and crowdfunding trainings to further realize their goals in advancing Afghanistan’s medical sector.
- She voiced the importance of practical training of medical students in Afghanistan.

Click [here](#) for video.



# CD4D Sierra Leone Showcase



Click [here](#) for video.

## AbuBakarr Bangura

Assignments at Institute for Advanced  
Management and Technology (IAMTECH)

Business expertise

- “CD4D in Sierra Leone” video, produced by the Omroep Tilburg in Sierra Leone.
- Mr. Bangura participated several times in the CD4D project at the IAMTECH higher education institution in Sierra Leone. Among the greatest challenges were the cultural differences. In his native country, people have a different perception of time and methods of communication. He was able to turn these challenges into opportunities by developing institutional linkages.
- He believes in institutional linkages between Sierra Leone and the Netherlands and co-facilitated the study visit of a Sierra Leonean delegation from three higher education institutions and one representative from the Office of Diaspora Affairs to Fontys University and other educational institutions in the Netherlands.

# CD4D Ethiopia Showcase

## Dawit Tadesse & Mesfin Gebremikael

Assignments at Ethiopian Horticulture &  
Agriculture and Investment Authority

Engineering and Agriculture Expertise



Click [here](#) for article.

- “All Good Things Come in Pairs” article, written by IOM The Netherlands.
- As doctorates of agronomy, Mr. Tadesse and Mr. Gebremikael have more in common than their friendship. Together, they participated in CD4D assignments to teach staff how to write scientific proposals and conduct field work.
- While not feeling any animosity while back in their native country, they developed a plan to combine their forces to identify the gaps and needs of the host institution and help by transferring knowledge and building capacity through short returns to Ethiopia.



Click [here](#) for presentations.

# Workshop1: Expanding Diaspora Contribution and Investment Opportunities

Georgina Kwakye, Founder of 'Pimp my Village'  
Alain Nkurikiye, expert in finance and investment

## Points of Discussion

- How can diaspora investors trust the platform and the investment opportunities on the platform? The platform will be transparent and its governance structure will be communicated to the investors. Moreover, due diligence is key to select and manage investment opportunities. The Wajenzi platform will use standard procedures used by other investment platforms such as Knowing Your Customers (KYC) and also manage the portfolio on behalf of the investors. Prior to such, potential risks and clear return on investments are shared with the investors. A guarantee fund will be in place to compensate the investors in case of default.
- *Is crowdfunding right for every environment, especially in societies where due diligence, internet connectivity, and regulations to protect investors are weak or non-existent?* Proper due diligence would be conducted on every investment. Entrepreneurs with non-internet connectivity will be supported by Wajenzi to put their campaign online. A guarantee fund will be put in place to protect investors and Wajenzi will work with central banks to regulate the crowdfunding sector.
- *Due diligence for the platform?* A Wajenzi Local subsidiary in the country of operation will be established to conduct all the investment activities such as due diligence and portfolio management.
- *Diaspora need to look beyond crowdfunding for small resources?* What can the diaspora do to tap into vast resources in their home countries? Crowdfunding is an alternative finance solution that can help diaspora to invest small amount of money in businesses back home. It can also help diaspora entrepreneurs to get funded by other diaspora. In addition, crowdfunding can be used by local investors who want to support local or diaspora entrepreneurs and get a return on their investment.





Click [here](#) for presentation.

# Workshop 2: Can New Technology Enhance the Impact made by International Organizations?

Einav Jacobovich, Creative Director  
Yvo Hunink, Innovation Advisor, The Hague Municipality

## Points of Discussion

- Blockchain technology has the potential to mobilize and empower people within the aid sector. The technology should not be viewed as a system, but rather as an ecosystem in which people themselves decide what is valuable for them.
- Case-Study by World Food Programme showed that cash-based transfers drastically reduce transaction times by surpassing banks, and reliability through real-time monitoring.
- In the blockchain approach, stakeholders decide the value. A type of incentivization is needed to ensure the usage of the technology by people.
- Through new medias, people can be targeted and encouraged to participate in specific actions.
- The workshop activity allowed participants to discover which thought processes are required to create blockchains. By following a few steps, participants chose a country, a value, stakeholders, institutions and distances in order to seek particular aims. Then a discussion about how diaspora can contribute followed.



Click [here](#) for presentations.

# Workshop 3: Transnational Migrant Entrepreneurship in Developing Countries

Deepali Fernandes Senior Migration and Economic  
Development Specialist IOM Geneva

Debitu Mogesse, Ethiopian Entrepreneur and Founder of  
Meskel Company

## Points of Discussion

- *How did Mrs. Debitu succeed in finding financial resources to start up her coffee business?* Private money contribution from the founders and also from PSI (Population Services International). Don't forget the opportunities in Countries of Origin in terms of incentives and access to financial institutions.
- *How can an enabling environment be created?* It is a long process, but an important one. There can be tax and investments incentives. There is a role for the diaspora to influence the government in that sense. It is also important for Ministries to sit together for a coherent policy.
- *Is there any action done to assist African companies in expanding to Europe?* There is a lot of discussion in promoting businesses in countries of origin but not in the other direction. This is not really in the mandate of IOM unless there would be a link with diaspora that could be used as a network or link in Europe. For export to Europe, there are a lot of EC incentives to promote import from Africa. CBI (<https://www.cbi.eu/>) and IPD (<http://www.panafricaninstitute.org/>) are useful institutions in that area.
- *How will the new IOM-PUM project select the diaspora entrepreneurs?* A selection team will be set up with different profiles. Some criteria have been identified that can contribute to a positive outcome: business idea in one of the priority sectors, proven business experience in the same area, innovative idea, environmental friendly business idea, potential to hire local youth (and especially women), disposal of own capital etc. Other criteria can be added before the selection process.
- *Tip:* try to link new business ideas to local incubators for a better preparation of the business set-up.

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### Ms. Fernandes provided two tools for diaspora entrepreneurs

- Policy Recommendations to develop Migrants, Refugee Entrepreneurship are to be found in the IOM, UNCTAD, UNHCR Guide on Migrant and Refugee Entrepreneurship launched in 2018:  
[https://www.iom.int/sites/default/files/our\\_work/DMM/Lab\\_our-Migration/policy\\_guide\\_migrantsrefugees\\_15102018.pdf](https://www.iom.int/sites/default/files/our_work/DMM/Lab_our-Migration/policy_guide_migrantsrefugees_15102018.pdf)
- iDiaspora, a global engagement and knowledge exchange hub for transnational communities and those looking to engage with them, launched by IOM in September 2018:  
<https://idiaspora.org/>





# Workshop 4: Higher Education and Work Experiences with Multinational Companies to Advance Economic Development in Africa

Birgitte Vos, Nuffic

Karel Uyttendaele, Project Coordinator “Circular Migration for young and highly-qualified Africans”



Click [here](#) for presentations.

## Points of Discussion:

- *Concern:* Possibility of a dispute between investing in education in developing countries vs. giving work opportunity to people in those countries through industrialization.
- *What is missing in the practical experience?* Exposure to companies in Europe, innovation, entrepreneurship.
- *Idea:* Organizing town hall debates all over Europe with the help of employers' association, chambers of commerce etc. to encourage entrepreneurialism in Africa.



International Organization for Migration (IOM)  
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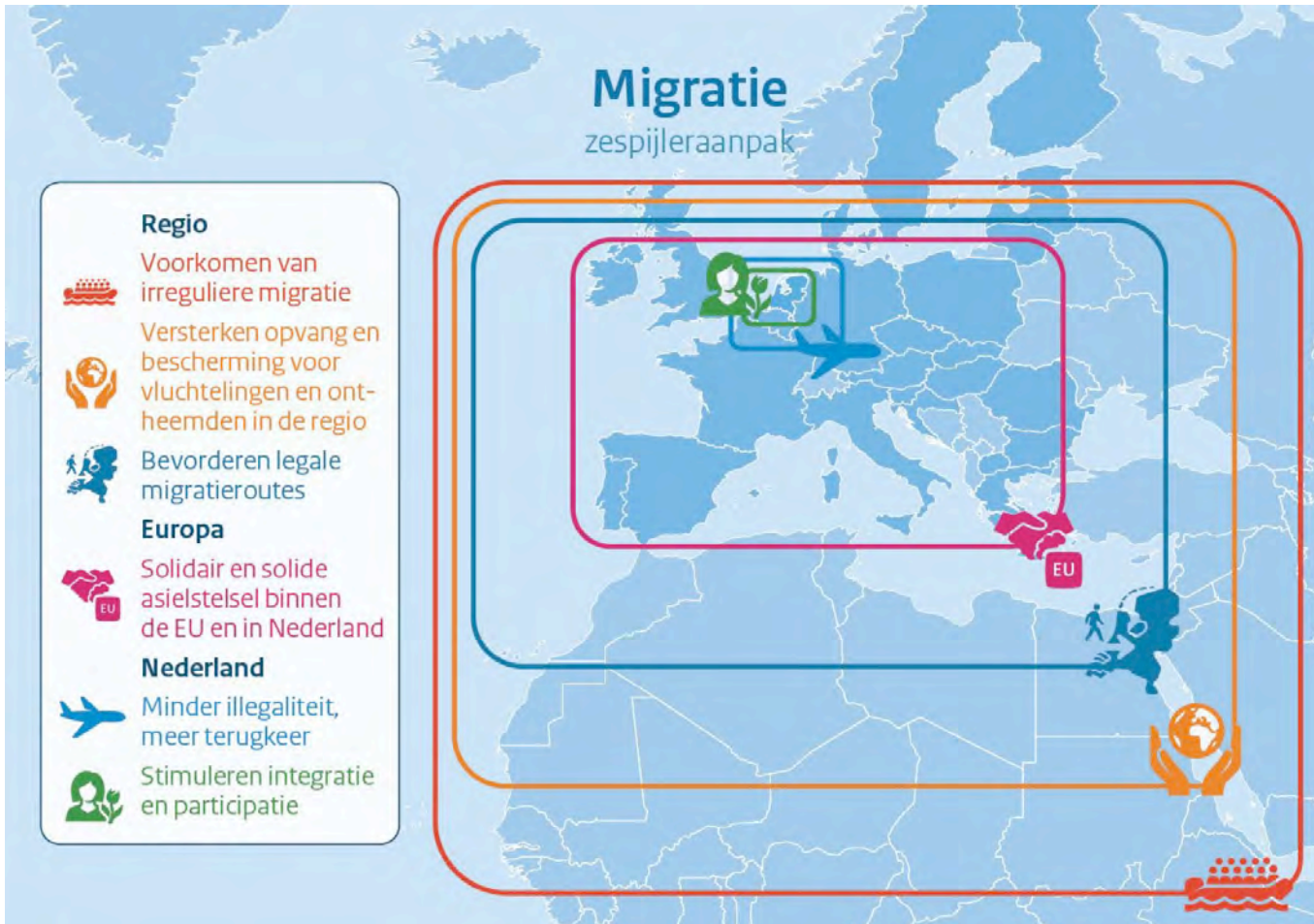


# Speaker Presentations

[#DiasporaInAction](#)







## 6 pillar approach

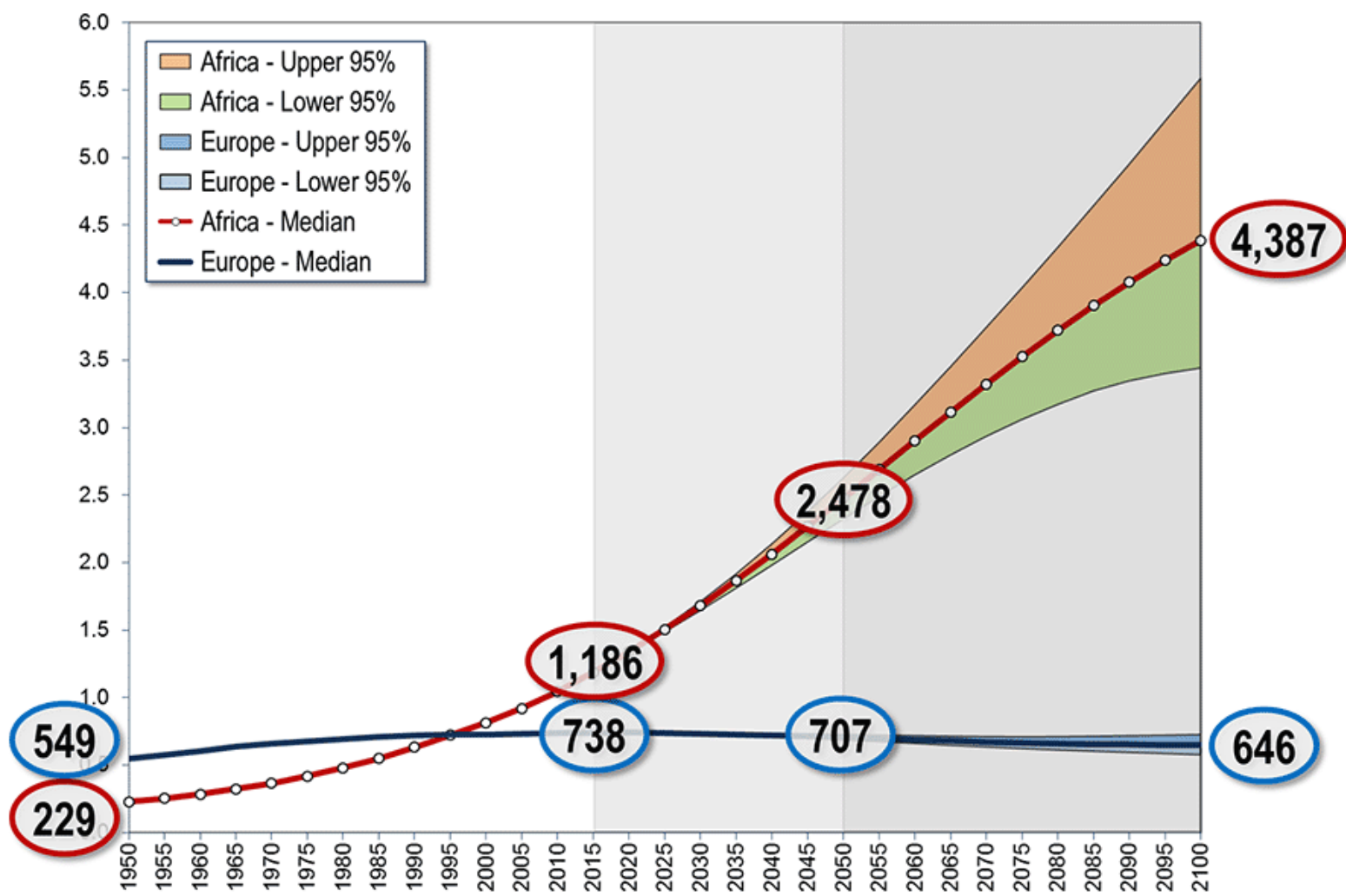
- Address root causes
- Protection in the region
- Legal pathways
- Solidity & solidarity in Europe
- Return
- Integration & participation





## Drivers of migration





# The entrepreneurial mindset of diaspora





**Josette Dijkhuizen**  
Accelerator in Entrepreneurship

- Professor
- Entrepreneur
- UN Women's Representative
- Director *Krachtbedrijf*
- Founder *Selling Strength*
- Director *De Zakencoach*



*“Only when I sleep, I do not dream...”*

# Particular resources of diaspora

- High levels of education
- Personal qualities
  - Commitment to work hard
  - Openness to change and challenge
  - Tolerance of uncertainty and risk
  - Flexibility
- Social capital and connections
- Market knowledge
- Cultural and linguistic capacity
- Personal economic assets

# Roles of diaspora entrepreneurs

- Inventors of novel business concepts
- Investors, sponsors
- Knowledge brokers
- Network builders
- Role models
- Change agents

*Entrepreneurship → economic development*





## Next steps...

- Entrepreneurship is still in its infancy in many countries, ready to grow up
  - entrepreneurship
  - intrapreneurship
- Entrepreneurship education is in the start-up phase
  - Theoretical knowledge
  - Practical wisdom: skills development, mentoring
- Stimulating coordination between initiatives
- Enabling environment

*Large untapped potential!*





UNITED NATIONS  
UNIVERSITY

**UNU-MERIT**



**Maastricht University**

# Migration and knowledge transfer

*Prof. Dr. Melissa Siegel*

*Head of Migration Studies at the Maastricht Graduate School of Governance,  
Maastricht University, and UNU-MERIT*

*October 2018*



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## Forms of Diaspora Engagement

Individual & collective  
monetary remittances

Diaspora advocacy

Diaspora volunteerism

Hometown Associations

Philanthropy

Nostalgia Trade

Tourism / Visiting home

Entrepreneurship

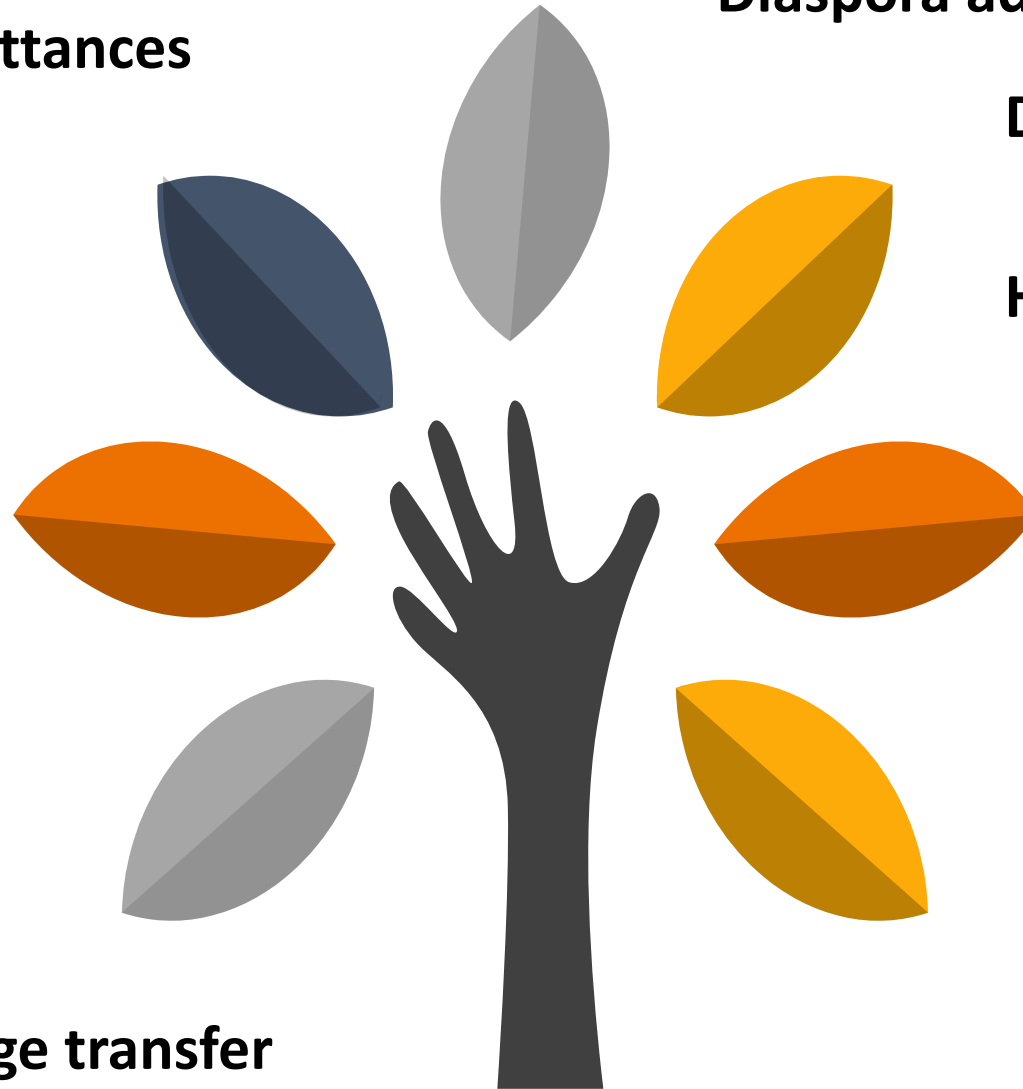
Direct and indirect  
diaspora investment

Trade

Professional Diaspora  
Networks

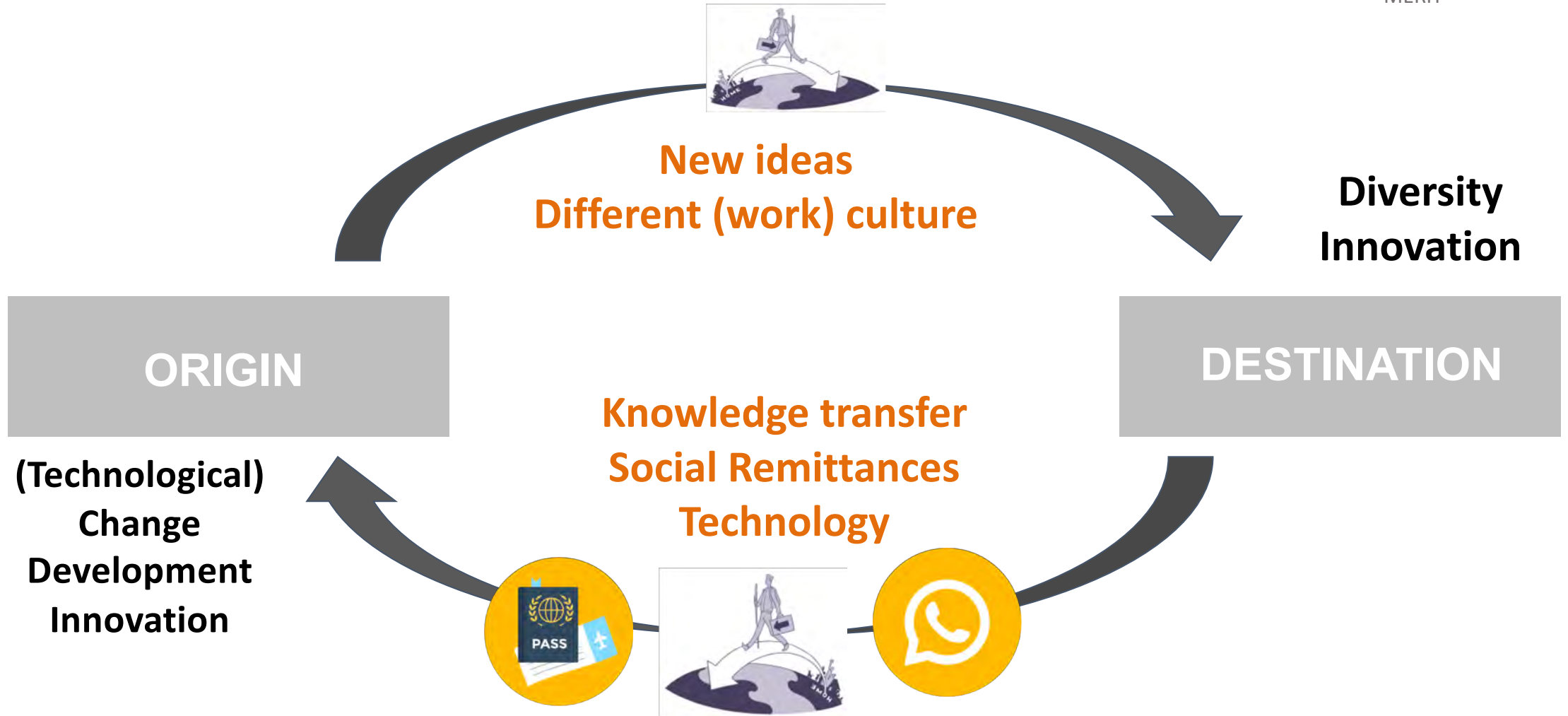
Technology transfer

Knowledge transfer



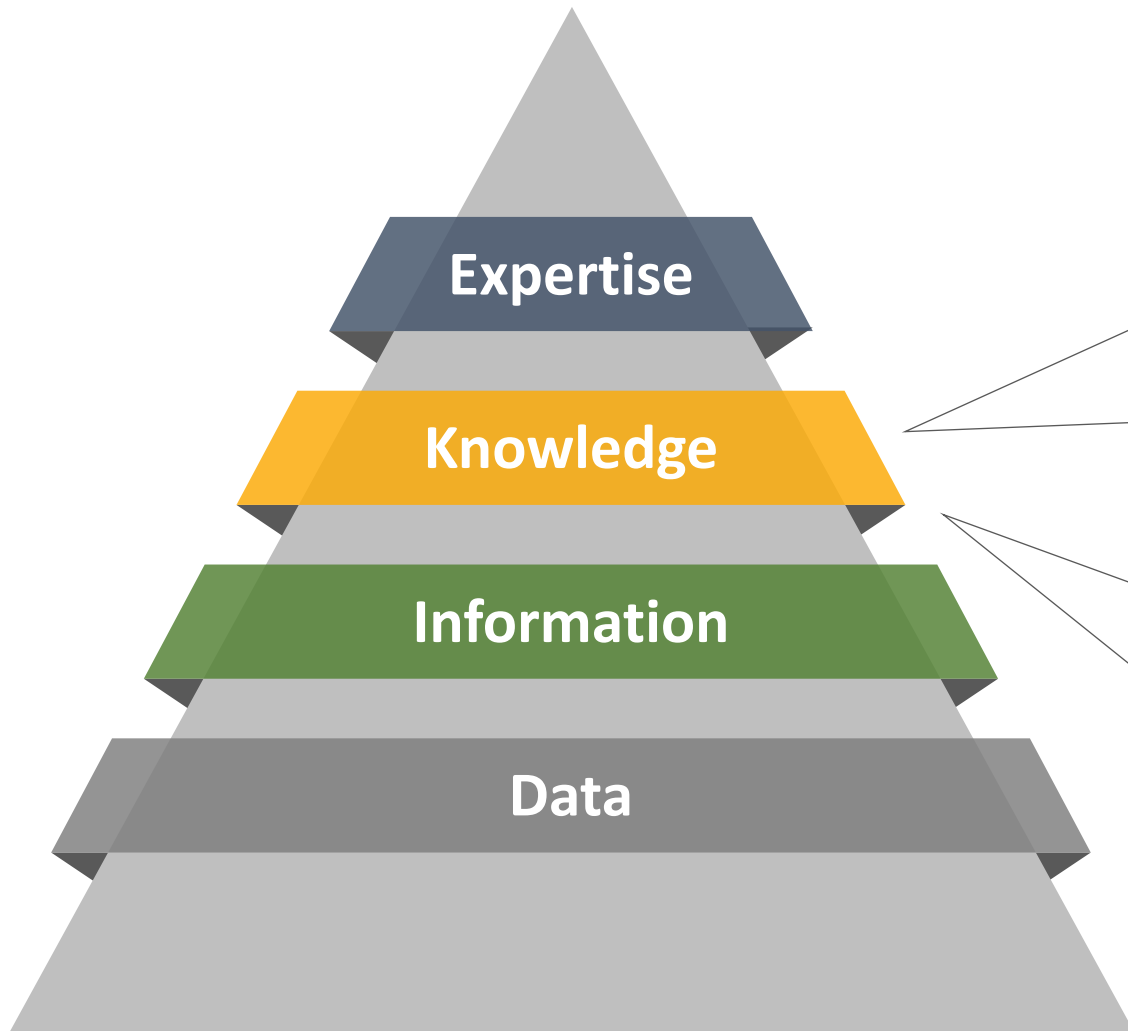


## MIGRANT KNOWLEDGE TRANSFER



- Different pathways
- Supported by programs

# What is knowledge?



## Explicit knowledge



## Tacit knowledge



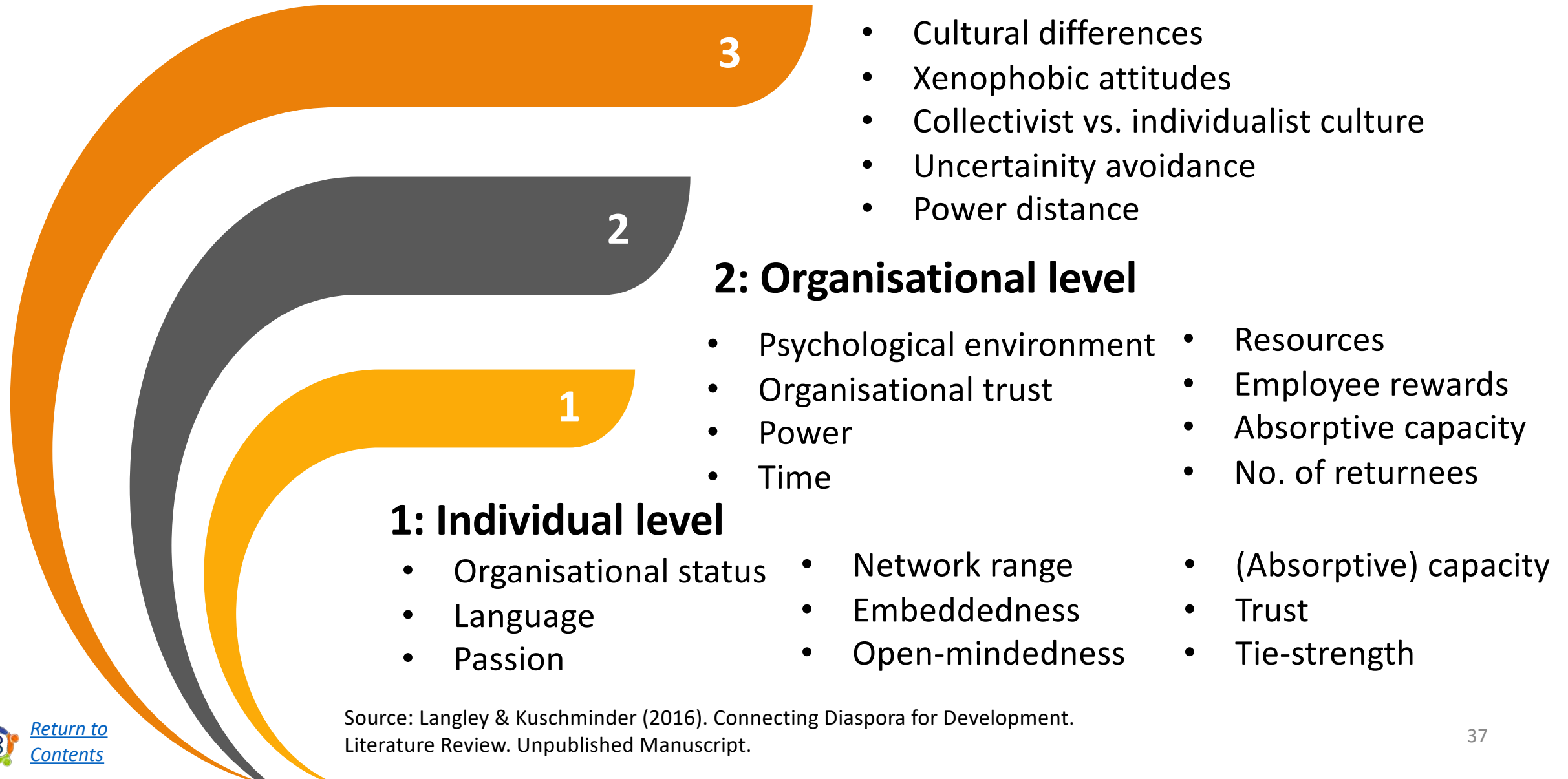
Source: Bender & Fish (2000). Retention of expertise: the continuing need for global assignments, *Journal of Knowledge Management*(Volume 4, Number 2), 125–137.

## How is knowledge being transferred?



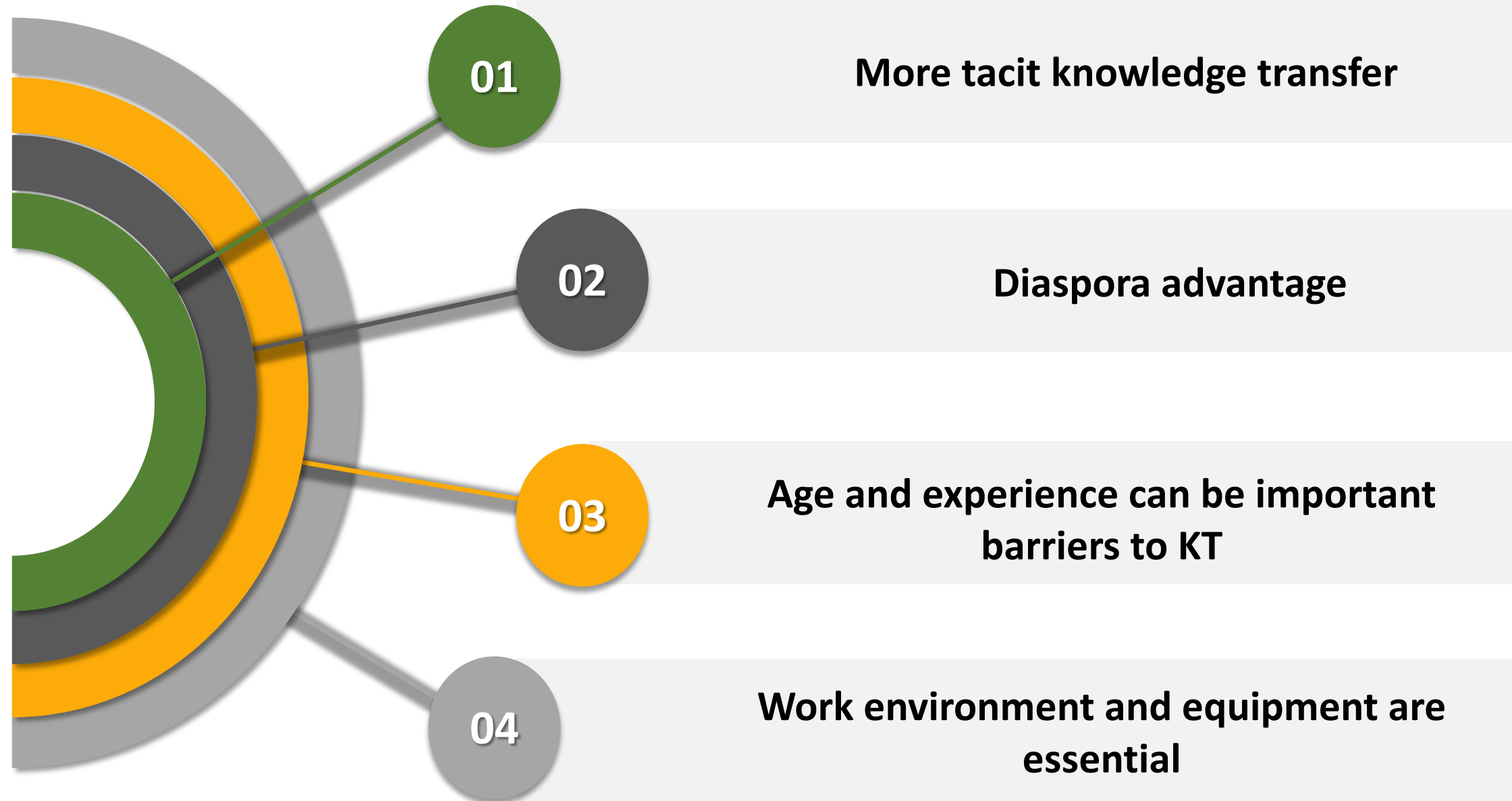


# Factors that influence Knowledge Transfer



Source: Langley & Kuschminder (2016). Connecting Diaspora for Development. Literature Review. Unpublished Manuscript.

# What do we know about migrant knowledge transfer?

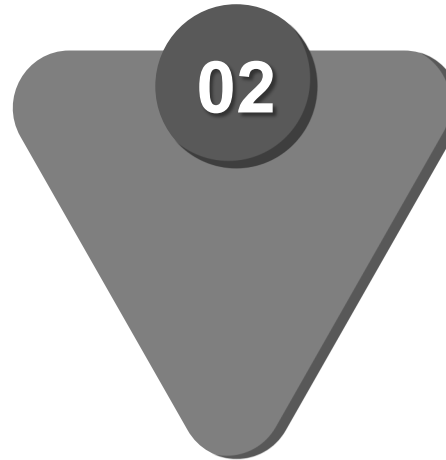


## Key messages

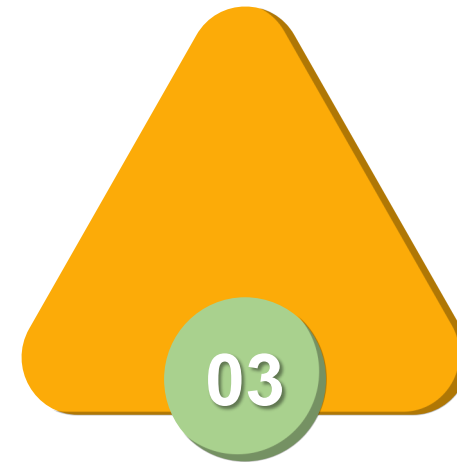
Double-advantage should not be taken for granted



Social remittances and knowledge transfer can have positive and negative impacts



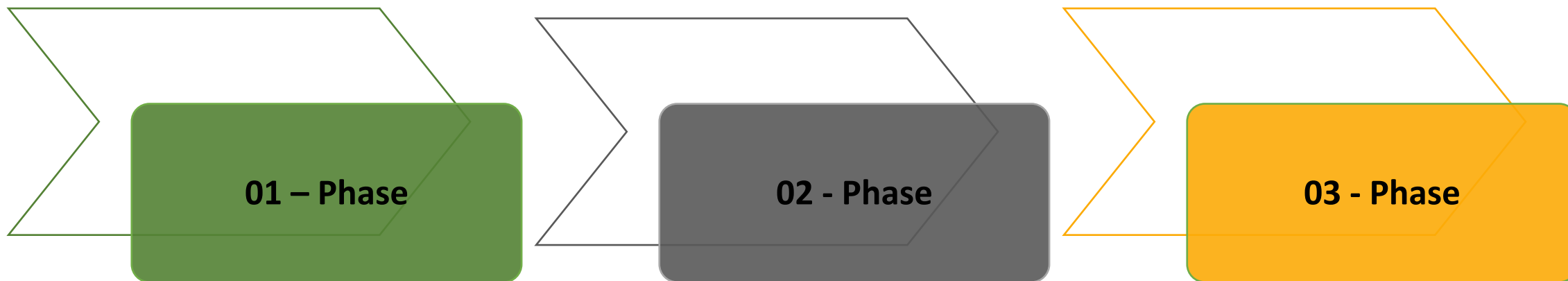
Low-skilled migrants can also transfer knowledge



Source: Mueller (2018). Migration & knowledge transfer, NVVN Edition Migration and Development.



# Contributing to the knowledge base



- Reasons for participation
- Expectations of diaspora members and host institutions

- Experiences in the CD4D-programme
- Forms of knowledge transferred
- Barriers to knowledge transfer

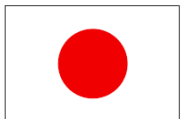
- Impact of CD4D
- Sustainability of impacts

For more information: Charlotte Mueller (PhD Candidate for the project)  
 Follow outputs on our website: <http://migration.merit.unu.edu/>

# Engaging Diaspora to Strengthen the **Health**, Flood Prevention and **Agriculture** Sectors in Sierra Leone

## *Linkage between CD4D and Japan funded Diaspora Project*

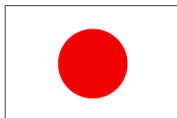
Kunikazu Akao  
Project Coordinator  
IOM Sierra Leone  
30<sup>th</sup> October, 2018



From  
the People of Japan



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From  
the People of Japan

# Sierra Leone Diaspora Situation

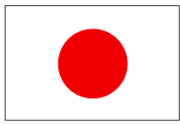


Engaging Diaspora to Strengthen the **Health**, **Flood Prevention** and **Agriculture** Sectors in  
Sierra Leone



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From  
the People of Japan

# Diaspora Project Overview funded by Japanese Government



## Engaging Diaspora to Strengthen the **Health**, **Flood Prevention** and **Agriculture** Sectors in Sierra Leone

**Duration:** March 2018 to March 2019 (1 Year)

### **Expected Outcome**

Outcome 1: Adequate network of collaboration with Diaspora expert is established

Outcome 2: Knowledge and skills are transferred to the students and local staffs through diaspora experts' engagement

Outcome 3: Diasporas networks and local authorities are strengthened through ICT technique

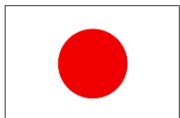
### **Special Feature of this project**

1. Keep dispatch Diaspora to rural area and conduct free surgical/ medical activity
2. Try to utilize diaspora knowledge through E-learning technique
3. Try to enhance to invite Agribusiness Entrepreneur to utilize their knowledge longer
4. Try to utilize diaspora for emergency situation for enhancing awareness campaign

Engaging Diaspora to Strengthen the **Health**, **Flood Prevention** and **Agriculture** Sectors in  
Sierra Leone



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From  
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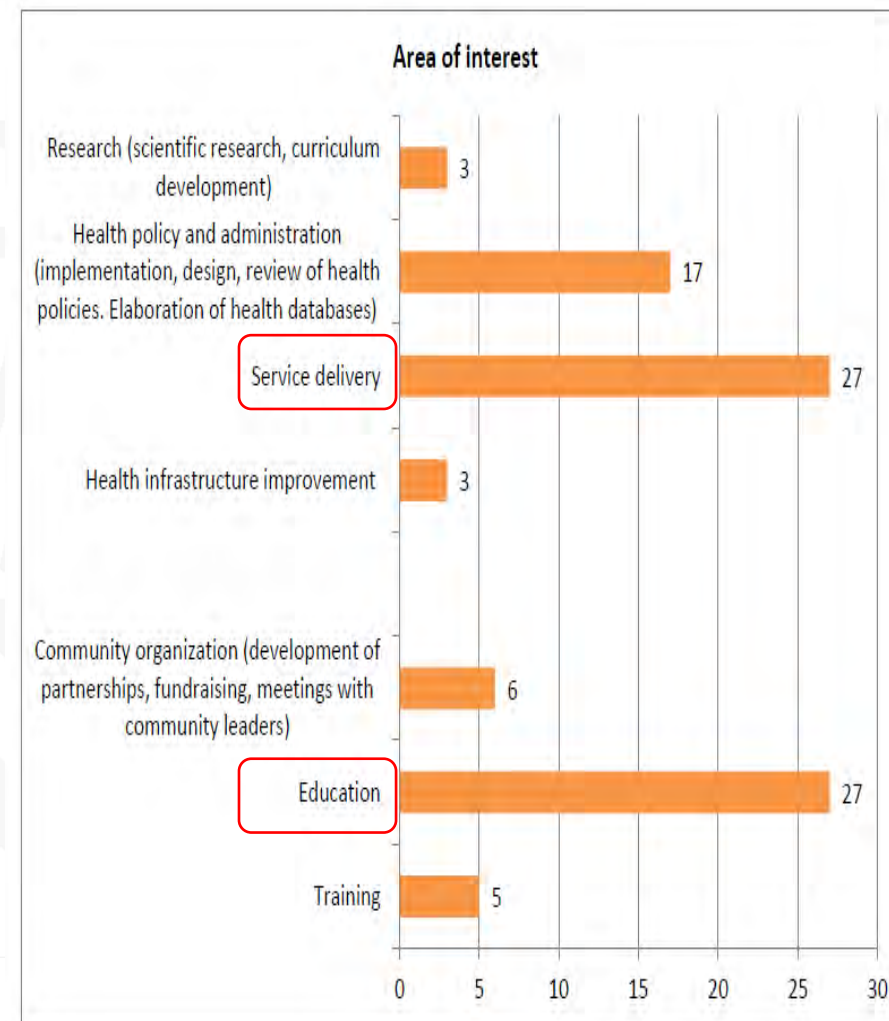
# The Result of Mapping Sierra Leonean Health Professional (2014)



About **78 per cent of medical doctors** aged 55+ expressed a willingness to offer training to medical students in Sierra Leone in specializations such general medicine, surgery, ENT surgery, internal and family medicine, radiography, psychotherapy, psychoanalysis and health management.

About **98 per cent of pensioned doctors** were ready to train younger Sierra Leoneans on condition that this renewed effort from the IOM would be consequential.

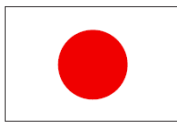
Source: Mapping of Sierra Leonean Health Professionals in the United Kingdom, Germany, United States and Canada (2014) Page 55  
[http://unitedkingdom.iom.int/sites/default/files/doc/publications/SL%202003\\_VH2.pdf](http://unitedkingdom.iom.int/sites/default/files/doc/publications/SL%202003_VH2.pdf)



Engaging Diaspora to Strengthen the **Health**, **Flood Prevention** and **Agriculture** Sectors in Sierra Leone



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# Output1: Medical Examination and Medical OJT Training



**98% Sierra Leone Diaspora doctors are ready to provide technical contribution to home country, so IOM dispatched 26 medical Diaspora to Sierra Leone.**

## Main Achievement

- **Provided high skilled health service to rural Sierra Leone**
  - 150 Surgical Cases
  - 48 Dental Services
  - 45 Dermatology/ General services
- **Provided training to young doctors as OJT**
  - 8 young doctor received training in front of experienced doctors

## Lesson Learned

- Not only training, direct medical examination can be great contribution in rural Sierra Leone context.
- Involvement to local doctors are key to provide heritage to Sierra Leone.

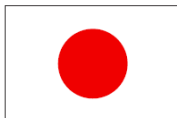


Engaging Diaspora to Strengthen the **Health**, **Flood Prevention** and **Agriculture** Sectors in  
Sierra Leone



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From  
the People of Japan

## Output 2: Organize Medical courses through E-Learning System



*Not all of Diaspora can provide direct support to home country. Japan Diaspora project organized several medical courses through Diaspora online based training.*

### Main Achievement

- IOM provides *registered course work in college of medicine in Sierra Leone University*
  - Bachelor medical students (Research Methods course)
  - Master of Public Health students (Health Policy course)

### Lesson Learned

- From 2018, Sierra Leone internet provider started 4G Flat-rate Data service, it is much easier to utilize E-Learning system.
- After real-time training through Zoom, this recorded video can be utilized as recorded online program.



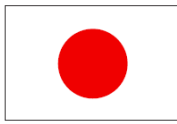
IOM UN MIGRATION			
Home   "Research ..." Hub Top   "Research Method" Table of Contents   IOM-SL-Student1 <IOM-S			
Research Method			
Chapter/Step Name		Last Access	View Time
[-] Week 1 Introduction	66%	2018/10/05	00:00:26
Text Syllabus	0%		
Text Introduction	Finished 100%	2018/10/05	00:00:04
Text Summary of Research Process	0%		
Text Video Week1	Finished 100%	2018/10/05	00:00:22
[-] Week 2 Literature Review	0%		
Text Literature Reviews	0%		
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Engaging Diaspora to Strengthen the **Health**, **Flood Prevention** and **Agriculture** Sectors in Sierra Leone



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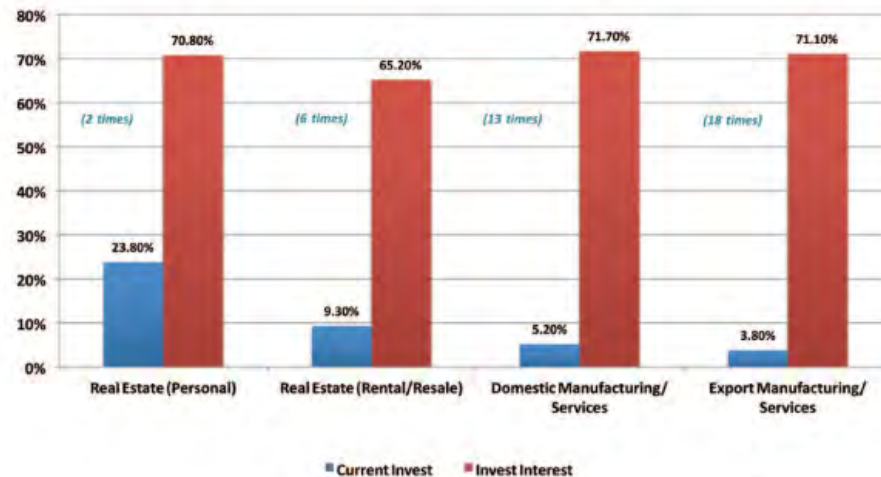




From  
the People of Japan

*World Bank conducted Sierra Leone  
Diaspora Investment and Trade Stakeholder  
Forum on 2015 with 600 Diaspora interview.  
40% of Diaspora has already invested in  
Sierra Leone, mainly Real Estate. Even  
more than 70% of Diaspora hope to conduct  
Domestic/ Export manufacturing, only a few  
percent's of them has started.*

Source: Sierra Leone Diaspora Investment and Trade Stakeholder Forum  
<http://www.worldbank.org/en/events/2015/09/30/sierra-leone-diaspora-investment-and-trade-stakeholder-forum#1>



# Sierra Leone Diaspora Investment and Trade Study by World Bank (2015)



## Highlights



**85%** of Sierra Leoneans in the diaspora hold a bachelor's degree or higher



Over the past 3 years, Sierra Leoneans in the diaspora have sent an average **US\$8,938 annually in total remittances** to Sierra Leone.



Over the past 3 years, Sierra Leoneans in the diaspora have given an average of **US\$5,873 annually to charities** in Sierra Leone.



**40%** of the study sample has already invested in Sierra Leone.



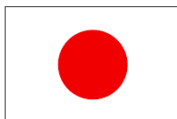
An area of strong interest for investing among the SL diaspora is in **real estate, direct investment** (through entrepreneurship) and **portfolio investment**.



Other areas of strong interest for SL diaspora investment are **social impact investing** and **volunteerism and skills transfer**.

Engaging Diaspora to Strengthen the **Health**, **Flood Prevention** and **Agriculture** Sectors in Sierra Leone





From  
the People of Japan

# Output 3: Organize Diaspora Agribusiness Investment Forum



*Diaspora can contribute not only technical contribution, they can be finance sources through investment or remittances.*

## Main Achievement

- 300 participants (11 Diaspora ) has been invited with 4 Ministers
- Collaborated with **Japan External Trade Organization (JETRO)** to invite 9 Japanese companies.
- At least 2 **Diaspora investors** has started **new business** with local partner and Japanese companies.

## Lesson Learned

- IOM can collaborate several types of organization, even business oriented institution like JETRO.
- Diaspora has an advantage to export items from home country, so collaboration with Diaspora and international business investors can be key.

**Agribusiness Mission to Sierra Leone**

JETRO will organize Agribusiness Mission to Sierra Leone, with the support of International Organization for Migration (IOM) Sierra Leone Office.

**General Information**

DATE:	September 16(Sun) – 21(Fri), 2018 [6 days] ※Meet/Dismiss in Freetown ※We also welcome partial participations
Capacity:	Max. 20 (Minimum 5) ※First come, first serve basis.
Who are expected to join:	Japanese affiliated companies interested in Agro-businesses in Sierra Leone
Organized by:	Japan External Trade Organization (JETRO)
Supported by:	International Organization for Migration (IOM) Sierra Leone Office

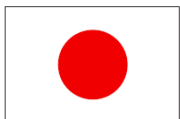


Engaging Diaspora to Strengthen the **Health**, **Flood Prevention** and **Agriculture** Sectors in Sierra Leone



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From  
the People of Japan

# How to strengthen synergy with CD4D project and other project in Sierra Leone



1. Conduct Diaspora recruitment in cooperation way
  1. Japan Diaspora Project introduced potential Sierra Leone medical Diaspora
2. Combine CD4D web portal to other Diaspora project linkage
3. Organize collaborative Entrepreneurship training through new Diaspora projects
4. Strengthen linkage with IOM office at Diaspora home country (like Sierra Leone)
5. Plan to organize Diaspora forum with CD4D and other Diaspora project

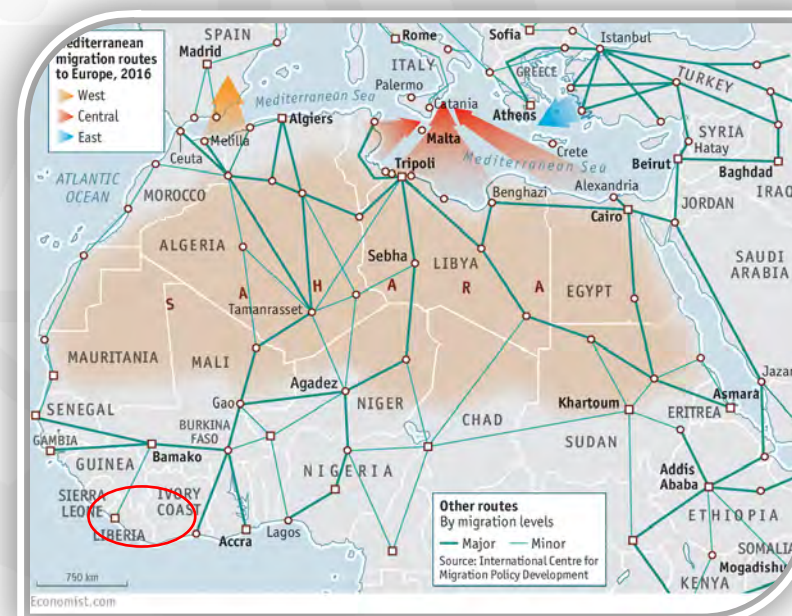
## New Project Plan (For Your Info)

Combating the Risk of Irregular Migration through Promotion of Youth Employment, Entrepreneurship and Border Management in Sierra Leone

**Duration:** March 2019 to February 2022

## Special Feature of this project

1. Provide Vocational Training and organize recruitment with private companies
2. Encourage Entrepreneurs through Diaspora mentorship
3. Strengthen Border Management program



Engaging Diaspora to Strengthen the **Health**, **Flood Prevention** and **Agriculture** Sectors in Sierra Leone



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International Organization for Migration (IOM)  
The UN Migration Agency



## Workshop 1

# Expanding Diaspora Contribution and Investment Opportunities

Georgina Kwakye

Alain Nkurikiye

[#DiasporaInAction](#)



# Crowdfunding

Georgina Kwakye



# Crowdfunding

- Do you know what this?
- Did you ever use it for funding
- Crowdfunding & crowdsourcing
- Pimp My Village

# Crowdfunding; how does it work?

- Choose a project. (small, concrete, sustainable)
- Create a community around you/ use Ambassadors
- Share your knowledge, inspire them
- Choose the right communication tools
- Use crowdfundplatforms

# How do you communicate?

- Show your emotions- be honest and pure
- Not too many words-text
- Use pictures, film and blogs
- Use Facebook, instagram, crowdfundingplatforms
- Take a look at others on crowdfundingplatforms



# Work with Ambassadors

- They can share your posts on social media
- Let them do their own fundraising campaign
- Use the 'best friends method'

# Crowdfundplatforms

- Pifworld
- Geef.nl
- 1%club
- Google and find out wat is a match for you

# Wajenzi

Alain Nkurikiye

---

The Community Architects



# Entrepreneurs Are Engine For Growth



**90 % of  
companies**

**75% of jobs**





# 60 Challenges

---

- ☐ **70% of Entrepreneurs don't have access to finance**
- ☐ **The Gap is estimated at \$ 125 Billion**
- ☐ **Average interest rate is 25%**
- ☐ **High unemployment rate especially among women and youth**



# 61 Diaspora Investment Potential



**\$ 38 Billion in 2018 – 4 x DevAid**







# 63 Challenges for Diaspora Investments


---

- ❖ **Lack of confidence in the home country public system**
- ❖ **Access to information on economic opportunities / investment might remains difficult**
- ❖ **Lack of visibility on who is doing what for investors?**
- ❖ **Lack of coordination between all the organisations targeting Diaspora**
- ❖ **No specific financial instrument dedicated to the Diaspora**

# 64 The Solution



# 65 Benefits of Crowdfunding



---

Diaspora Investors	Startups and SMEs
1. Support the development of the economy back home	1. Access to finance
2. Investing small amount of money	2. Proof of concept
3. Return on investment	3. Marketing
4. Investment opportunities easily available	4. Trigger other investors

# 66 The Opportunity

---

**“If one in every 10 members of the diaspora could be persuaded to invest \$1,000 in his or her country of origin, Africa could raise \$3 billion a year for development financing,”**



**WORLD BANK GROUP**



# 67 Crowdfunding in Africa

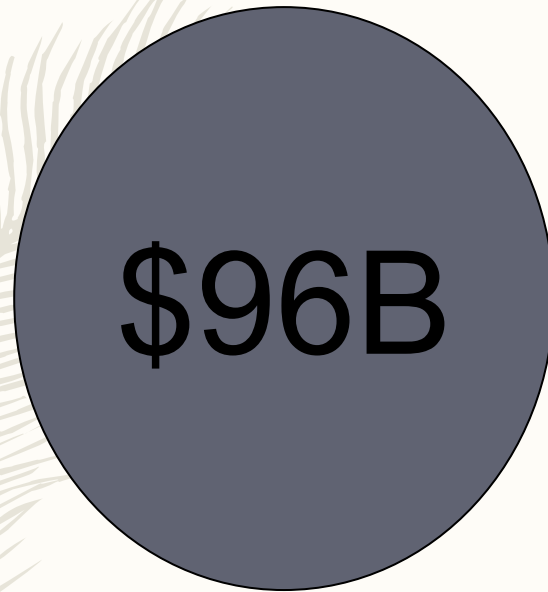
- **57 CFP**
- **\$126 Million raised in 2015**
- **Focus on Donation**
- **\$ 17 Million invested in Entrepreneurs**

**NUMBER OF ACTIVE CROWDFUNDING WEBSITES**



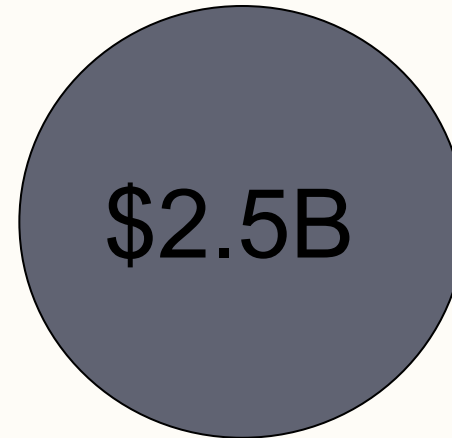
68

# Crowdfunding Market Size by 2025



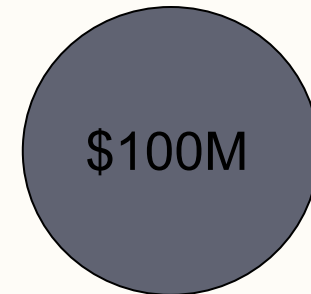
**\$96B**

Total Available Market Worldwide



**\$2.5B**

Africa Available Market

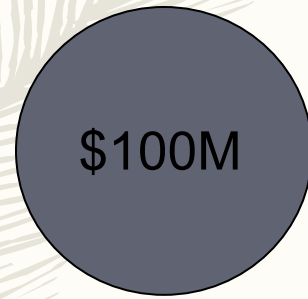


**\$100M**

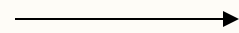
Wajenzi Targeted  
Market Share

# 69 Business Model

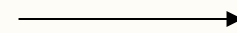
We take 5 % on each transaction



Market Share



5%



\$6M

Revenue projected  
in year 2

# 70 Validation

---

- **Entrepreneurs**
- **Migrants**
- **Technology**



# Call to Action



---

**Objective 19:** Create conditions for migrants and diasporas to fully contribute to sustainable development in all countries



International Organization for Migration (IOM)  
The UN Migration Agency



## Workshop 2

# Can New Technology Enhance the Impact made by International Organizations?

Einav Jacobovich  
Yvo Hunink

[#DiasporaInAction](#)

Click image  
to open PDF  
file

# **CAN NEW TECHNOLOGY ENHANCE THE IMPACT MADE BY INTERNATIONAL ORGANIZATIONS?**

YVO HUNINK &  
EINAV JACUBOVICH







International Organization for Migration (IOM)  
The UN Migration Agency



## Workshop 3

# Transnational Migrant Entrepreneurship in Developing Countries

Deepali Fernandes

Debitu Mogesse

[#DiasporaInAction](#)





# DIASPORA AND ENTREPRENEURSHIP

## C4D 'Diaspora in Action' Conference

30th October, Hague, Amsterdam

Deepali Fernandes

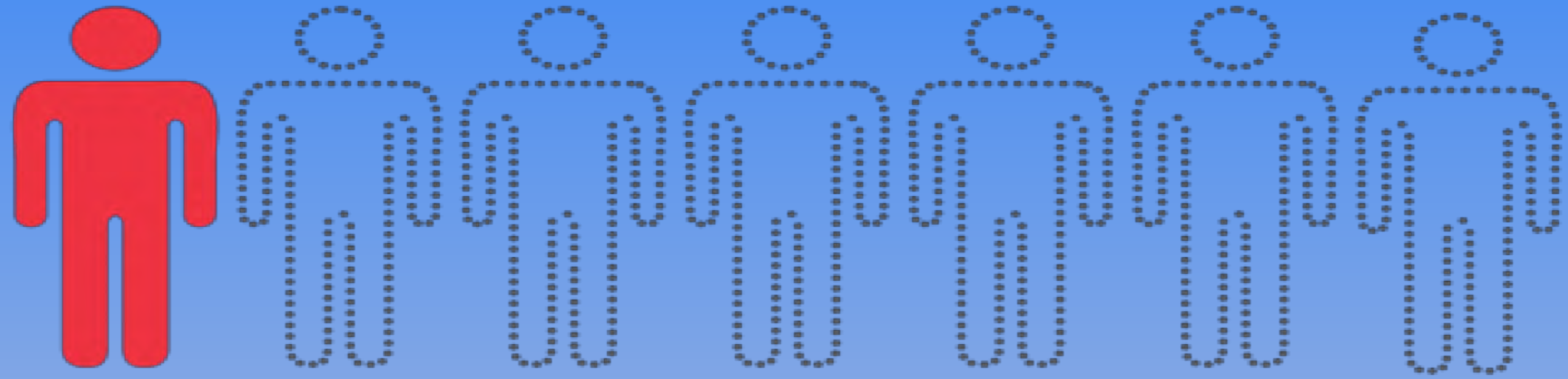
Senior Migration and Economic Development Specialist

International Organization for Migration

# OVERVIEW

- Some statistics, trends and concepts to start with
- Why do we need transnational Entrepreneurship?
- What do the numbers and trends indicate?
- Who benefits from transnational entrepreneurship and How?
- What are the policy recommendations to optimize benefits?
- IOM Country Examples

# SOME STATISTICS AND TRENDS TO START WITH



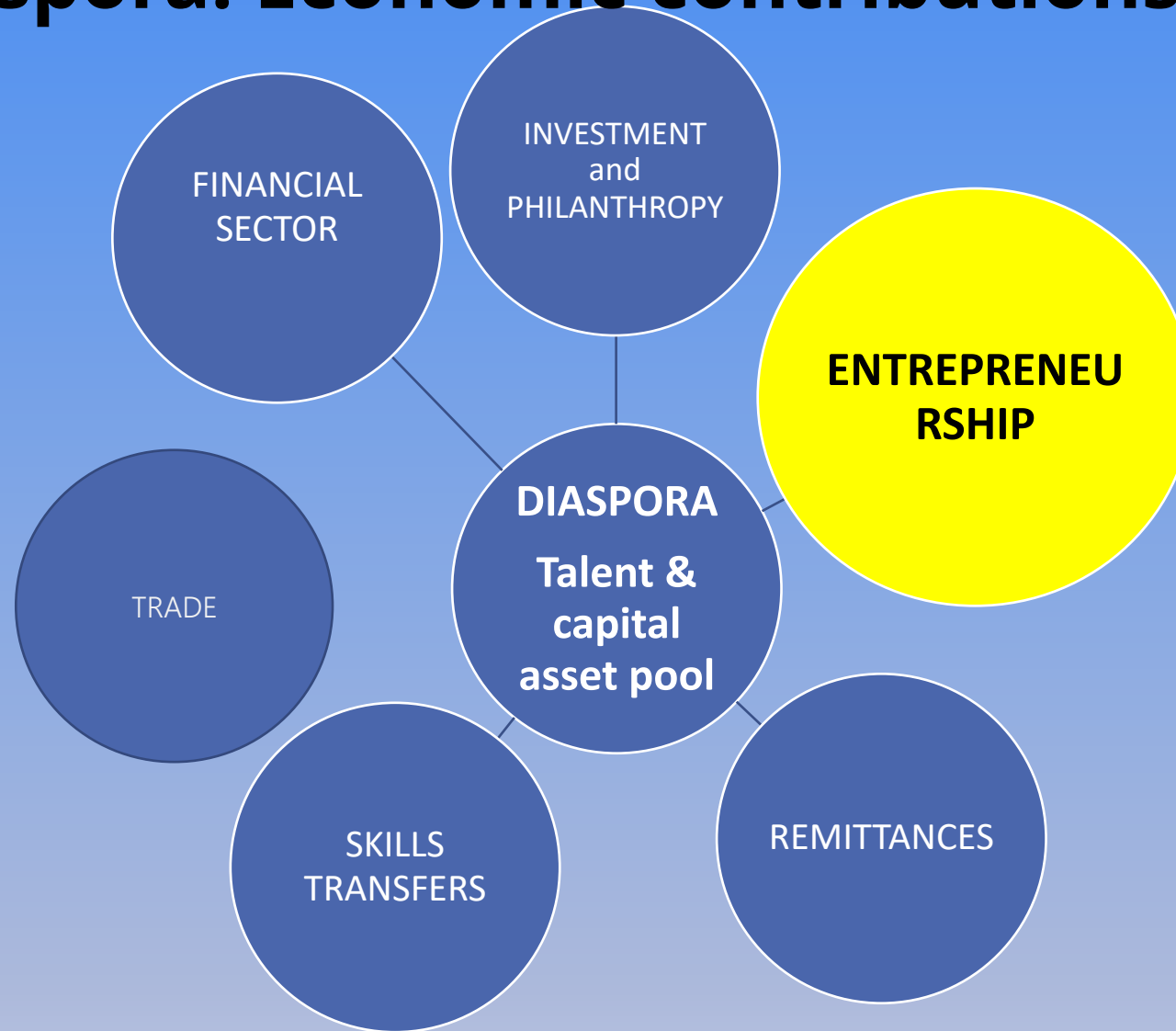
# Migration Mega-trend: 1 in 7 persons is a migrant

Intelligence Council on Global Trends, 2030

- 258 million migrants (UN)
  - 50%+ Urbanization, also feminization
- Not new, but dynamic
- 3% population, 9.4% of global GDP in 2015



# Diaspora: Economic contributions



# Who is a Diaspora Entrepreneur? Two Definitions

## Diaspora (IOM)

*“individuals and members of networks, associations and communities, who have left their countries of origin, but maintain links with their homelands. It covers settled expatriate communities, migrant workers based abroad temporarily, expatriates with nationality of the host country, dual nationals, and second/third generation migrants.”*

## Entrepreneur (UNCTAD)

*“the capacity and willingness to undertake conception, organization, management of a productive new venture, accepting all attendant risks and seeking profit as a reward”.*

encompasses self-employment, microenterprises, SMEs and MMEs, high-growth firms

# Why become a Transnational Entrepreneur and what is so important now?

## Why an Entrepreneur??

- better economic prospects
- barriers to labour integration  
eg. Discrimination, working rights  
linguistic barriers, non-recognition of  
qualifications, skills
- higher rates of unemployment,  
underemployment, temporary or 3D  
jobs”
- entrepreneurship, alternative  
employment strategy

## Statistics

No estimate

migrant stock estimate  
258 million (UN DESA),  
however not all  
migrants are/want to  
be entrepreneurs

## Development Impact

Micro, macro level

UN SDGs

GCM

Financing for Development

National Government  
interests

Youth Unemployment

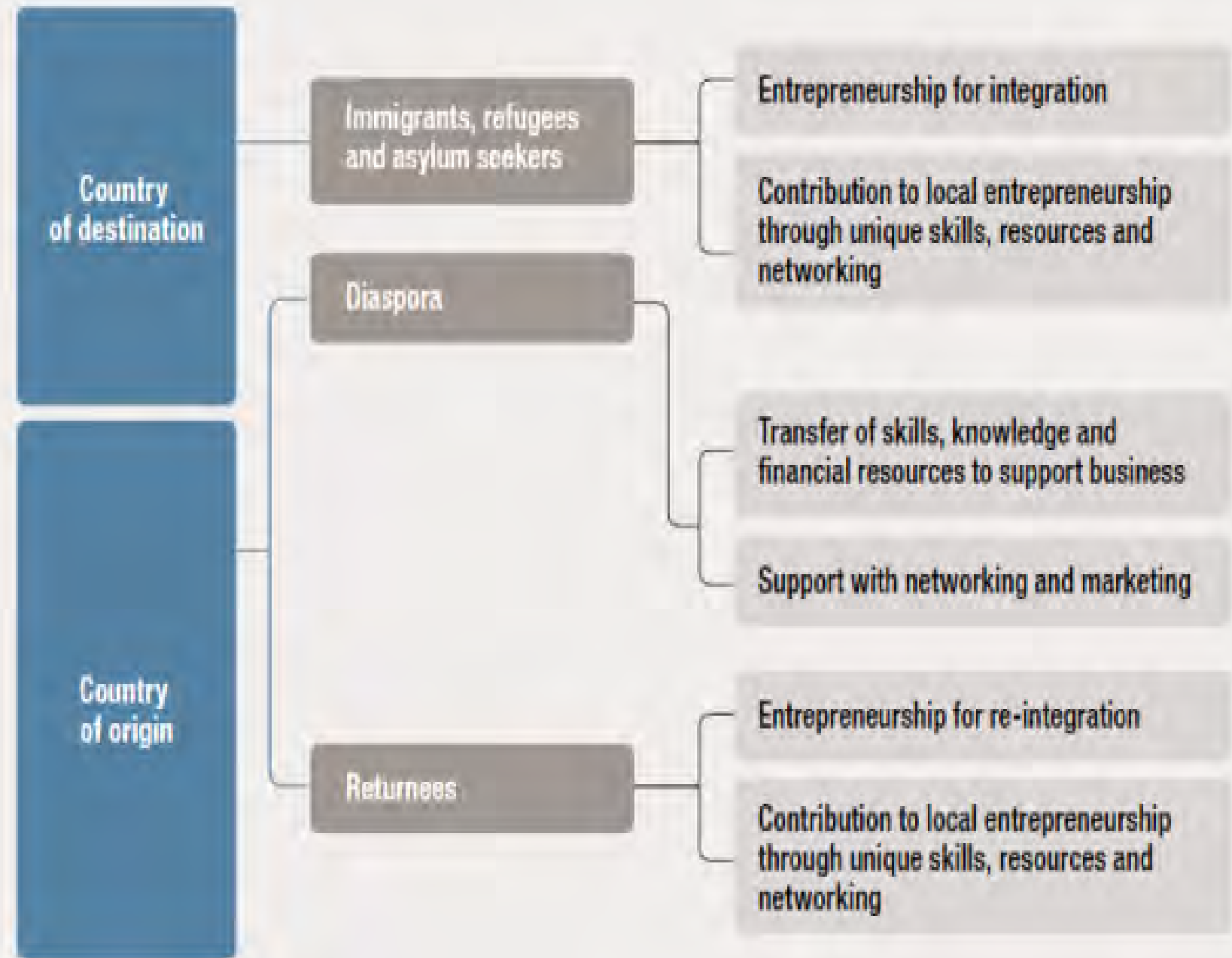
# What do the numbers and trends indicate?: OECD Countries (OECD 2010)

1. Migrants more likely to be entrepreneurial or self-employed than native born
  2. Migrant enterprises proven to create jobs also locally
  3. Higher risk, resilience in crisis
  4. Primarily micro businesses, but also higher value ones
  5. For countries of origin, enhanced networks, skills and financial transfers, philanthropy etc.
1. 12.7% versus 12%, Degree differs, but true in UK, France, Belgium, Denmark, Sweden, Norway
  2. 2.4% of total employment
  3. However, survival rates of migrant businesses, lower than local population (Desiderio, 2014, MPI)
  4. 43% of Fortune 500 companies founded or co-funded by immigrant or their children (startupusa.org)

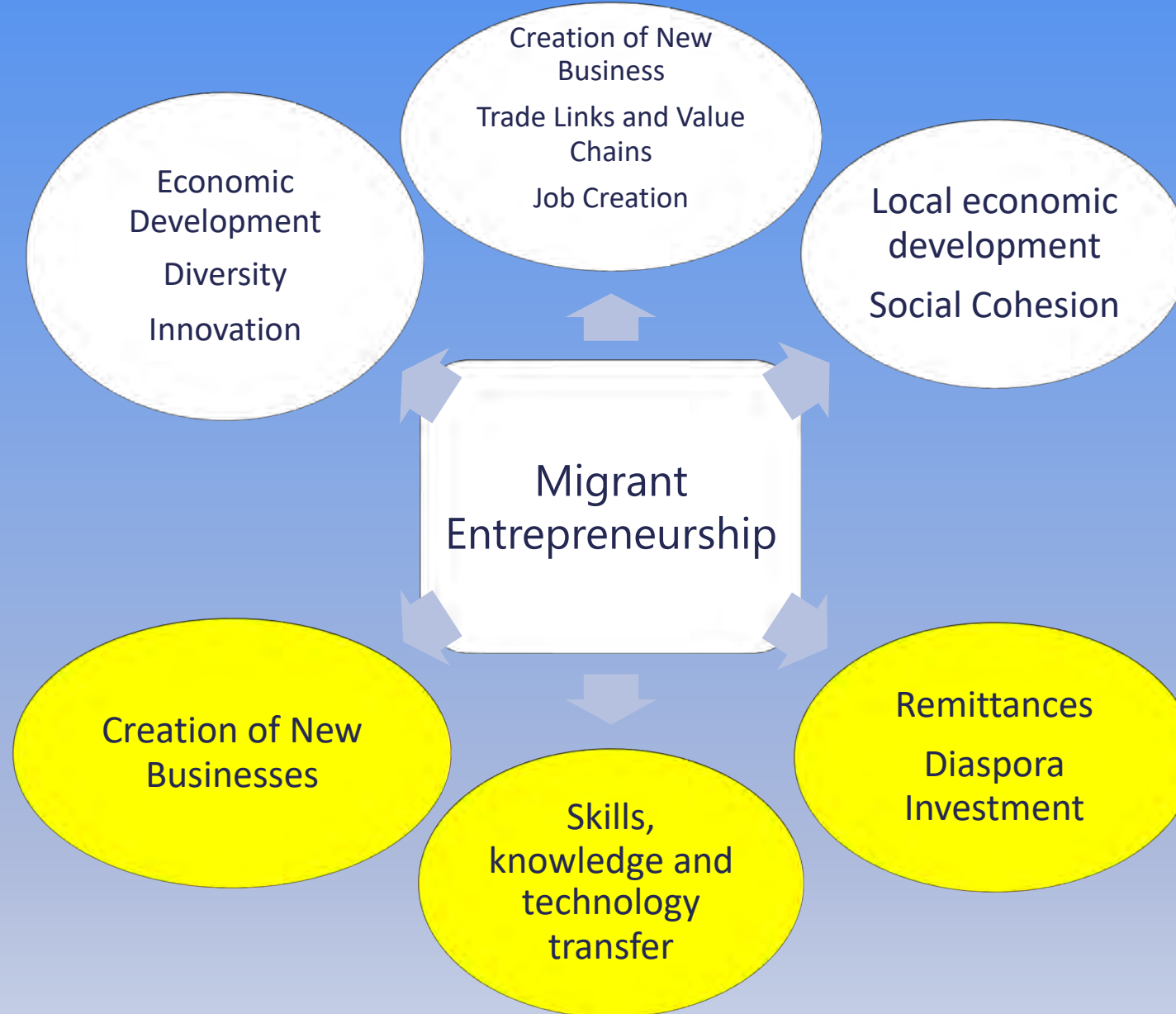


# Who Benefits? and How from Transnational entrepreneurship?

IOM, UNCTAD, UNHCR guide



# How does Diaspora Entrepreneurship contribute to Countries of Origin and Destination?



# IOM Entrepreneurship Country Examples: IOM Livelihoods Assistance Program- Turkey

- **Objective:** labour market absorption, self employment, entrepreneurship for Syrians
- **Methodology:** IOMs Livelihoods program focus on job placement, in kind grants, training. Turkish regulation 2016, allows access to labor/business market

## IOM Initiative

1. pilot matching skilled Syrians (accountants, engineers, technicians) with jobs. IOM assists in work-permit process, fees, 50% of salary, social security costs for 1 year
1. Self employment: In-kind grants eg. Carpentry Toolkit, Beneficiary proves skills, experience. IOM market assessment → services needed, undeserved areas, potential business owners, business plan
1. Entrepreneurship training, grants to young entrepreneurs (refugees and Turkish), competition selection for investment

## Achievement

1. 8 Turkish companies in Southeastern Turkey committed 57 positions for Syrian candidates
2. In 2017, IOM targeted 300 recipients, 80% initiated businesses eg. tailors and welders.
3. Accelerator Program, where 29 people from the 10 teams received entrepreneurship training.

# IOM Entrepreneurship Country Examples: IOM MigraVenture programme: Italy, Africa

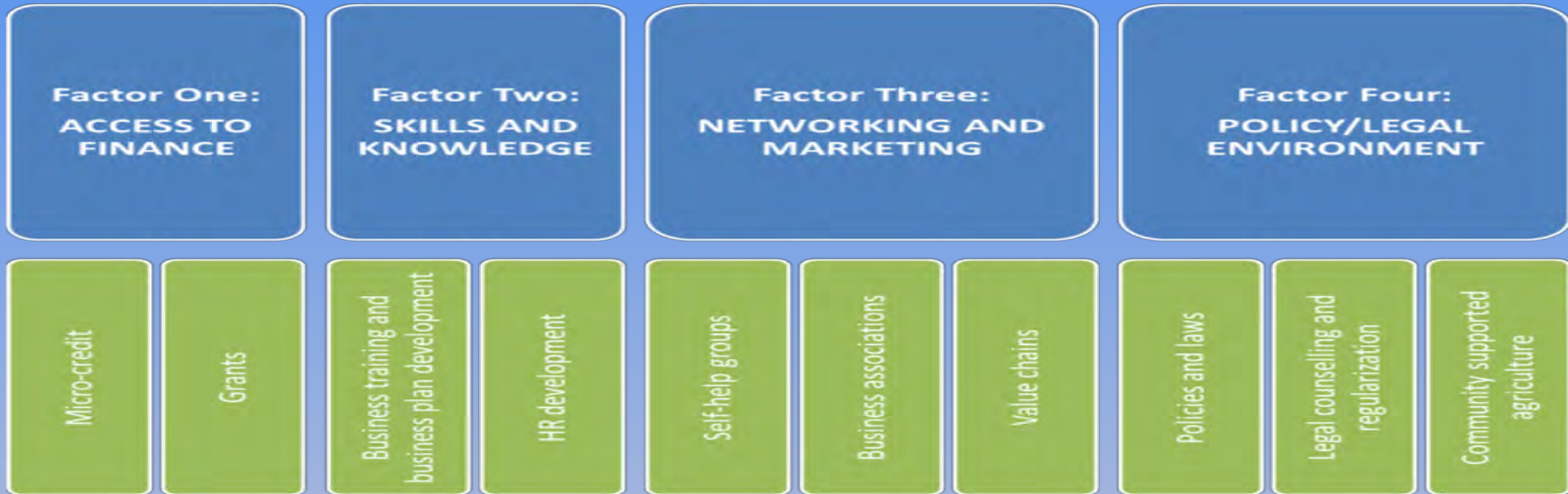
- **Objective:** support African entrepreneurs resident in Italy to set up businesses at home
- **Description:** implemented with IOM, ETIMOS Foundation, Min. of Foreign Affairs
  - (a) multi stage training to improve business idea, acquire skills, access credit, use marketing tools
  - (b) access to capitalization fund that invests in social-economic development, takes minority stake
  - (c) TA in countries where business activity is implemented
- **Achievement:** stronger collaboration between entrepreneurs - local institutions, donors - partners in Italy and Africa; launch of new businesses in African countries; consolidation of expertise and skills of foreign entrepreneurs in Italy. Tangibly in 18 months:
  - Business ideas → 2 calls → 105 business proposals → 41 admitted to training → 33 developed through personalized coaching → 10 approved for capitalization fund, 6 in the pipeline for micro-capitalization
  - Average investment amount: €57,000
  - Main sectors of business: agriculture, agro-industry, services, trade, energy, cloud technologies, biomedical field



# Country example: SINGA Switzerland

- **Objective:** entrepreneurship programme to create tech business
- **Methodology:** for migrants also, JVs with Swiss,EU citizens, focus on IT-based start-ups due to low investment and good Swiss networks
- **Description:** 6 months, part-time, benefit from training sessions, one-to-one mentoring, legal, funding advice, access to networks of specialists, partners, businesses, support by Migros, Universities, employees (Google, PWC,AXA) pro bono as mentors
- **Achievements:** March 2018, 10 participants only one has dropped out
  - Ali Ibrahim's → Re-Portal → collect donated electronic devices in Switzerland, make available after repair to students in developing economies, eg. Pakistan.
  - Loucia Alsokt → online platform connecting large-scale Swiss/EU agricultural producers to Middle Eastern buyers, agricultural engineer from Syria

# IOMs Approach to Enterprise Development



Source: IOM RO Vienna

Focus on:

- Working with governments to create a conducive environment through diaspora engagement
- Creating Livelihoods in CoO for employment
- private sector, particularly SMEs, MMEs

## Policy Recommendations to develop Migrants, Refugee Entrepreneurship

### IOM, UNCTAD, UNHCR Guide on Migrant and Refugee Entrepreneurship, 2018

Policy Area	Recommendation
<b>Formulating a cohesive strategy on entrepreneurship for migrants and refugees</b>	<ul style="list-style-type: none"> <li>• Identify country-specific (and more localized) opportunities and challenges</li> <li>• Ensure coherent migrant and broader entrepreneurship approach, migration policies at local, national and regional levels</li> <li>• coherence of migrant entrepreneurship approach with international frameworks</li> <li>• Measure, share results of initiatives</li> </ul>
<b>Optimizing the Regulatory Environment</b>	<ul style="list-style-type: none"> <li>• Optimize the process for migrants to start a business</li> <li>• Guide migrant entrepreneurs start-up process</li> <li>• Review other regulatory barriers hinderances</li> </ul>
<b>Enhancing entrepreneurial education and skill development</b>	<ul style="list-style-type: none"> <li>• Develop, focus entrepreneurship training for specific target groups and contexts</li> <li>• Develop curricula to develop an entrepreneurial mindset</li> <li>• Engage skilled and experienced trainers</li> <li>• Strengthen synergies btw migrant entrepreneurship training programmes and support for basic needs</li> </ul>
<b>Facilitating technology exchange and innovative start-ups</b>	<ul style="list-style-type: none"> <li>• Develop private sector linkages and include migrants in entrepreneurship ecosystems</li> <li>• Create working spaces and access to infrastructure</li> <li>• Support diffusion ICT and new technology</li> <li>• Promote social innovation, enterprises for migrants</li> </ul>
<b>Access to Finance</b>	<ul style="list-style-type: none"> <li>• Promote alternative and innovative sources of funding</li> <li>• Support access to the formal banking sector</li> <li>• Link access to finance (cash or in-kind) to entrepreneurship education and financial literacy</li> </ul>
<b>Promoting Awareness and Networking</b>	<ul style="list-style-type: none"> <li>• Raise awareness of entrepreneurship support</li> <li>• Connect migrant entrepreneurs with mentors</li> <li>• Create, support networking opportunities</li> <li>• Support entrepreneurs in connecting with diaspora networks and networks in countries of origin</li> <li>• Actively shift the stigma faced by migrants</li> </ul>

# Other tools and projects

- Migrant Entrepreneurship Guide IOM, UNHCR, UNCTAD , just launched
- CD4D program
- iDiaspora website platform
- IOM SDG Guide





# Diaspora in Action

transnational Entrepreneurship in  
Developing countries

Den Haag

30 October 2018

Debitu



1994



2008-2010



2012



2014



2017



Tiru-Buna 1<sup>st</sup> of Dec. 2018

2018, is the time to  
ACT!!  
Go Go Go



### **The Power of Number:**

Today the diaspora nb is significant for Host countries and for country of Origin.

There are policies and even special offices serving the Diaspora community.

Example: Ethiopian Diaspora

- Ethiopian-Dutch : 10000 to 12000 people in Holland
- In total around 3 million Ethiopians outside the country.
- There is an office at the Ministry of Foreign Affaires dedicated for Diaspora Affairs.

258 000 000 migrants in the world

[http://www.un.org/en/development/desa/population/migration/publications/migrationreport/docs/MigrationReport2017\\_Highlights.pdf](http://www.un.org/en/development/desa/population/migration/publications/migrationreport/docs/MigrationReport2017_Highlights.pdf)

## **Government Awareness: Public Awareness**

**In Host country:** there are some incentives that can affect positively diaspora initiatives.

This needs a bit of research from the entrepreneur side. Migrants could be bridges between 2 cultures, 2 countries and two ways of working.

**In countries of Origin:** There are a number of attractive measures to facilitate setup of businesses from Diaspora entrepreneurs

# Diaspora is an asset!!



What is important when a migrant starts a business (also true for anyone):

- Do what you do the best
- Use your network: migrants have double network
- Be practical and realistic
- Do good researches
- FOCUS!! FOCUS!! FOCUS!!
- HOST COUNTRY is as important as COUNTRY OF ORIGIN!!

NETWORK IS KEY

1994      Meskel: do what you know the best!!

My 1<sup>st</sup> company: import of Ethiopian products for Ethiopian community and handy crafts for ethnic shops, museum shops, market resellers....

- Advantage: Meskel was one of very few legal Ethiopian suppliers, VOF company, registered in Ethiopia and in Holland.
- Disadvantage: in 1994 in Ethiopia quality products were rare and in Europe it was niche market so there was no room for growth. The number of the Ethiopian and Eritrean was also low. (today reality is much different)

But still business was possible.

## Other Great Examples Ethiopian restaurants



## MELEYA and MOYEE : Coffee FOCUS

My experience in Meskel brought me to setup my own coffee brand focusing on one product. Meleya started with very low in capital. After some years I joined MOYEE Coffee.

- MOYEE: Dutch and Ethiopian investors (NL network, ET Network)
- We used Ethiopian Incentives: tax holidays
- We used Dutch incentives: PSI
- I participate in Moyee as shareholder from the start and worked as the Ethiopian connector.

Use your network, be informed  
of regulations

**TIRU BUNA:** a new coffee chain, opening planned 1st Week December 2018

Noordeinde The Hague.

- The shareholders are Dutch, Ethio-Dutch, French, Ethiopian. The diversity will allow TIRU BUNA to open in other cities. Paris, Genève, Addis-Ababa .....

Be visible  
strategic partnership is **KEY**



## MESKEL CONSULTANCY: 1994 – 2018....

- match-making Business to Business
- Country business trip: one company at a time
- Matching financial institutions to companies

These activities are Ethiopia focus. When there are requests for other African countries I work with good network of consultants.

Life long experience

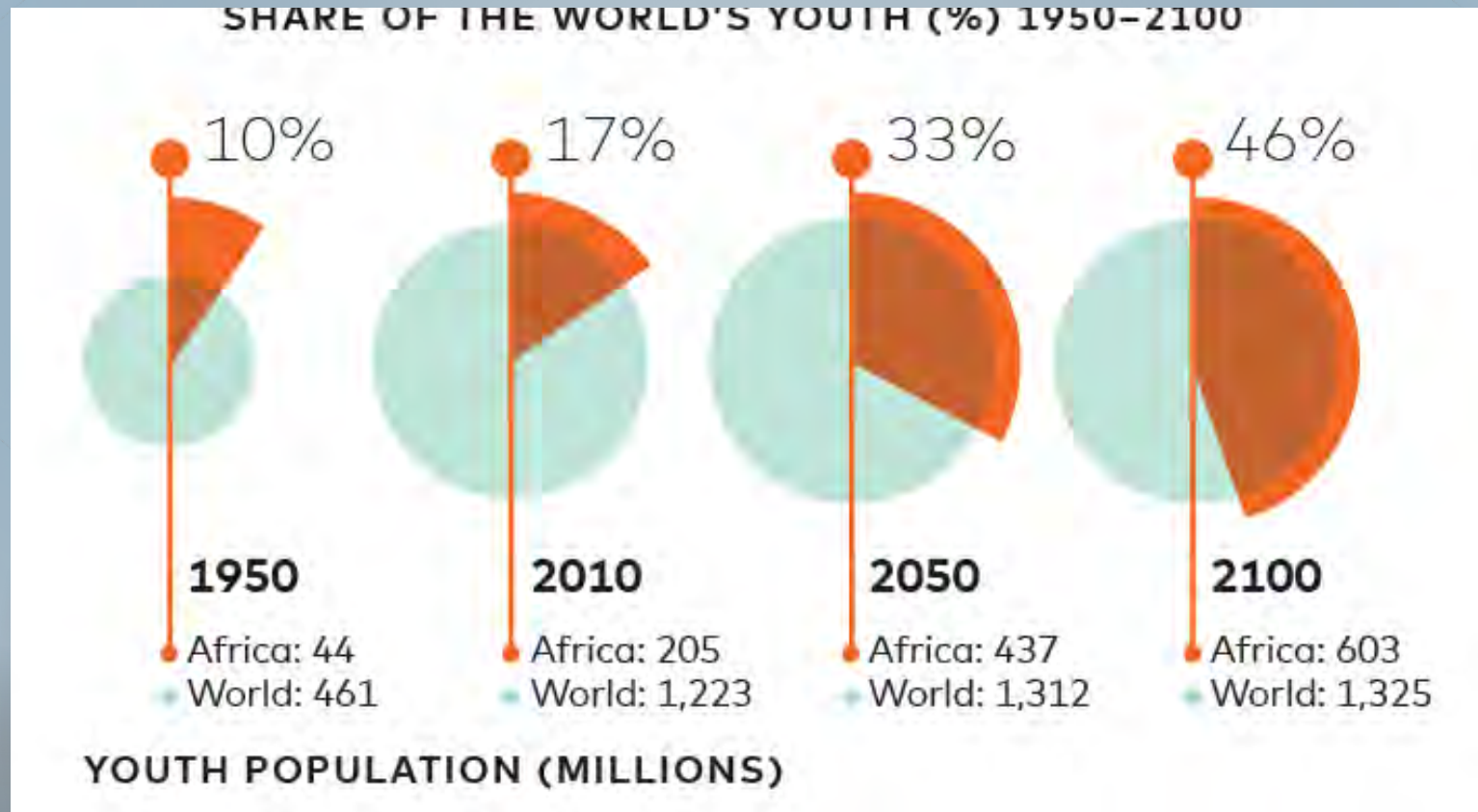
SEM, ENNOS, East African Product Promotion, Ethiopian Professional Network, .... These are associations / initiatives I participated to support others. PRO-BONO

**HABESHA BEER:** Brand Ambassador for The Netherlands market, this is a very prestigious position that helps to brand personality.

**HELLO GEBEYA,** Addis Ababa: platform for job seekers silent investor

SHARE your network, your Knowledge





We are the examples for the coming generation

By 2100, 46% of World's Youth will be African, 82 years from NOW!!



International Organization for Migration (IOM)  
The UN Migration Agency



## Workshop 4

# Higher Education and Work Experiences with Multinational Companies to Advance Economic Development in Africa

Birgitte Vos  
Karel Uttendaele

[#DiasporaInAction](#)



# Nuffic

meet the world

DIASPORA IN ACTION - CD4D Conference

30 October 2018

Birgitte Vos



# Who are we?

The Dutch organisation for  
internationalisation in education





# Global Development

## Education is the engine for growth



We activate expertise of Dutch knowledge institutions for international cooperation by providing:

- Scholarships for refugees, mid-career professionals and talents
- Tailor-made trainings (in-country and in NL)
- Long-term international institutional partnerships
- Alumni activities

Programme manager for Dutch government, but also EU, and private sector.

Track record NFP/NICHE 2010-2017:

- Over 190.000 individuals received education/training
- Gender balance: 43,5% female participation in 2017
- 51,5% in FNS, 20,5% in Water, 10% SRHR and 10% SRoL.

## Objective:

Contribute to sustainable and inclusive development through the strengthening of organisations key to sectoral development in partner countries. Interventions implemented have to contribute to the [Netherlands' development cooperation policy](#).

5 year global development programme to strengthen capacity, knowledge and skills of individuals, groups, organisations:

- By providing access to education and training;
- Available for 53 partner countries, 3 categories: 18 cat. A, 16 cat. B, 19 cat. C.  
Ethiopia (A), Afghanistan, Sierra Leone and Somalia (B), Iraq still in exploratory stage;
- Reaching at least 52.000 people directly with education;
- 210 million, funded by Netherlands Ministry of Foreign Affairs out of the budget for Foreign Trade and Development Cooperation





To strengthen capacity, knowledge and skills of both individuals, groups and organisations in Higher Education and TVET

We award grants for:

1. Partnerships between educational institutions;
2. Scholarships for mid-career professionals;
3. Tailor-made and group trainings;
4. Alumni activities.

# Programme's focus

## 4 government development priority themes:

1. Food and Nutrition Security;
2. Water, climate and energy;
3. Sexual and Reproductive Health and Rights;
4. Security and Rule of Law.

## Cross cutting themes:

- Inclusion of gender, marginalised groups;
- Employability and private sector development;
- Environmental sustainability.



# Results from tracer study

*'My experience was a life changing one. It gave me fresh inspiration and drive to make a difference in my institution within my area of influence. It also made my colleagues to aspire higher. Some have obtained certification now in project management because they were challenged by how much had learnt and improved'*

- 14,600 questionnaires were sent to alumni
- 6,000 responded, response rate of 41%
- 53% male and 47 female respondents
- Greatest percentage respondents in 35-40 age category
- Respondents from 79 different countries
- 79% respondents originate from 18 African countries

# Results (1)

## Overall conclusions

The respondents

- are satisfied with the opportunity the capacity building programmes offer
- are enabled to find new employment locally or in the region

The capacity building programmes

- Led to brain gain (97% returned and 64% still works for original employer)
- Positively effected the functioning of the organisations that employed the respondents



# Results (2)

## General observations

- Mainly results reported on personal level; where they are now (location, career), what have they gained (competences)
- Respondents were convinced that study in the Netherlands have had effect on the functioning of their organisation in some form or other

## Findings on employment

- new tasks and responsibilities, acquiring promotion and securing new employment
- 97% is employed in country of origin
- majority is employed
- 74% occupy a senior level position (> 6 year in current position)
- 64% still employed by the employer who nominated them for the scholarship

# Results (3)

## **Findings on effects on organisation**

- New strategies, way of working and tools applied, more professional work environment, higher productivity
- Least effect: no increased contact with Dutch civil society organisations and private sector

## **Findings on application of knowledge and skills**

- The longer the respondent has been employed in current position, the more successful they have been in applying knowledge and skills in the workplace
- Respondents in senior level positions have been more successful in applying knowledge and skills
- 3% has not been able to apply gained knowledge and skills

## **Findings on sharing knowledge and skills**

- Sharing occurs more frequently than applying
- Sharing occurs through workshops, seminars, training of colleagues
- Not able to share: reasons are lack of interest in workplace, too busy, ....

# Statements to discuss

Economic development in Africa can only be reached by improving education sector in Africa

Offering training opportunities in Europe is not best way to improve economic development in Africa

# The Magic of Diasporas

By Karel Uyttendaele

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