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International Organization for Migration

the migration agency

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IOM is an intergovernmental organization established in 1951.

- 125 Members and 94 observers including 18 States and 76 global and regional IGOs and NGOs;
- More than 440 field locations;
- Over 6,600 staff working on more than 2,000 projects;
- US\$ 1 billion expenditures in 2008.

IOM is committed to the principle that humane and orderly migration benefits migrants and society.

As an intergovernmental body, IOM acts with its partners in the

- Assist in meeting the operational challenges of migration;
- Advance understanding of migration issues;
- Encourage social and economic development through migration;
- Uphold the human dignity and well-being of migrants.



Strengthening the Private Sector and Combating Brain Drain in Angola through Involvement of the Diaspora and North-South Partnership

Background

Brain drain is one of the most serious migration issues of concern to African countries as it is closely related to development considerations. High population growth together with difficult political, economic and social conditions serves to increase the emigration of many citizens from Africa. From this follows a brain drain from Africa to more developed countries, which results in loss of critically needed human resources and lower productivity and an increasing dependency on more developed countries.

The Angolan Ministry of Foreign Affairs (MIREX) estimates that there are currently around 200'000 Angolans in the Diaspora, with woman outnumbering men. According to MIREX there are 68 Angolan Diaspora associations in more than 18 countries. Some of them are well qualified; it is estimated that about 1500 doctors live only in Portugal¹. Previous work of Diaspora organizations, such as AfricaRecruit or PROSAUDESC and IOM offices with respective groups have shown that Diaspora members are motivated and willing to contribute to the development of their country of origin but lack opportunities to transfer skills to their country of origin and to create systematic links with national actors. Equally, national actors wish to make best use of the expertise of their nationals abroad and involve these in the national development process, but lack systematic links to Diaspora and experience with projects involving Diaspora communities residing in European countries in home country development. Many qualified Angolan nationals did not yet return home for different reasons. This project shall provide an incentive to them to return home through support with the job search and a reintegration package.

Responses

As co-lead for the Emergency Shelter/Non-Food Items/Camp-Coordination and Camp Management cluster in Ethiopia, IOM was requested by the regional government to coordinate a response to provide the displaced with shelter and non-food items such as kitchen utensils, blankets and soap. Distributions were carried out in June and July by implementing partners.

During the distribution, IOM, as co-cluster lead of the Emergency Shelter/NFI/CCCM cluster in Ethiopia, piloted a recently drafted checklist for NFI distribution and Gender Mainstreaming, developed in cooperation with the Gender Capacity Building Advisor to the Ethiopia Humanitarian Community. The checklist aims to mainstream gender considerations in NFI and Shelter projects, and was introduced in a half day work-shop to implementing partners prior to distribution.

A post-distribution evaluation mission, led by IOM and carried out jointly with UNFPA and implementing partners, recorded the experiences with the check list, and a cluster training session, building on these experiences, on NFI/Shelter distributions was held in September 2009.



Project

The aim of the project is to contribute through knowledge transfer via the return of qualified persons to the reconstruction and development in Angola. Therewith, the project will contribute to reverse the 'brain drain' and support the overall country's rehabilitation, economic recovery and employment generation efforts.

In this pilot phase, the target group consists of 20 Angolan professionals with their families, living outside Angola, who have skills to participate in the reconstruction of the country and who are willing to return preferably to the provinces for a long term assignment. The project will primarily focus on the priority needs of the private sector. The project will facilitate identification of such priority needs and matching of candidates, managed through a dedicated database to be managed by IOM Luanda. It will also support the promotion of the programme and support logistical arrangements of return and placement.

As a pilot project, IOM will, together with the partner agencies, assess the implementation progress for further programming and relevant intervention measures. The project will give diaspora members concrete possibilities to use their skills for the benefit of their country of origin and to participate in national development initiatives. It will allow them to set-up and implement their own initiatives in cooperation with partners in countries of origin.

The project will consist of the following four phases:

1. Phase I: Selection and recruitment of Angolan qualified professionals from abroad
 - a) Information, assessment and registration of candidates and job vacancies
 - b) Selection of candidates/matching
 - c) Pre-departure information
2. Phase II: Socio-economic support to the candidates to encourage and facilitate their return (financing of the transport expenses, etc) and optimize their reintegration (support in housing, working out of individual reintegration plans, etc).
 - a) Travel assistance, reception and placement
 - b) Reintegration assistance
3. Phase III: Follow-up periodic evaluation of the reintegration process during the program implementation.
4. Phase IV: Post-project activities / evaluation.

TOTAL BUDGET: 555,240.

The return and socio-economic reinsertion of skilled and qualified nationals abroad can benefit the national development or rehabilitation and reconstruction processes of developing countries, countries with economy in transition, or recovering from conflict situations. Return and Reintegration of Qualified Nationals (RQN) and similar projects include recruitment, job placement, transport and limited employment support, and can help shape the economic and social environment in countries of origin in a manner conducive to further returns. Below a selection of RQN project, IOM implemented so far:

- ARTF Afghan Expatriate Services Program (ARTF - ExS)
- Cooperation Agreement with the University of the Republic of Uruguay (AURU)
- Migration for Development in Africa (MIDA)
- Iraqis Rebuilding Iraq (RQN-TOKTEN)
- Management of Funds to Transfer Qualified Human Resources and Humanitarian Mobilization (QHHM)
- Placement of Afghan Expatriate Professionals from EU Countries into the Public Administration of Afghanistan (PAEP-EU)
- Return of Qualified Afghans (ROAFN)
- Return of Qualified Afghans from Finland (ROAF)
- Return of Qualified Latin American Nationals (RQNLA)

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