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PAVING THE WAY TO ACHIEVING OBJECTIVE 19 OF THE GLOBAL COMPACT FOR MIGRATION

Technical Working Group No.2: Diaspora Human Capital

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We commit to empower migrants and diasporas to catalyse their development contributions, and to harness the benefits of migration as a source of sustainable development, reaffirming that migration is a multidimensional reality of major relevance to the sustainable development of countries of origin, transit and destination (Objective 19, Global Compact for Safe, Orderly and Regular Migration).

1. Introduction

Global policy dialogues have already established the positive impacts that can be generated from the linkages between diaspora engagement and development.¹ It is engrained in the stated visions of Objective 19 of the Global Compact for Safe, Orderly, and Regular Migration which amplifies that the next phase of work is one of action.

An integral part of this journey was centralizing the various impacts that diaspora capital can make for development. Diaspora capital, as defined by The Networking Institute, is the “overseas resources available to a country, region, city, organization or location and it is made up of flows of people, networks, finance, ideas, attitudes, and concerns for places of origin, ancestry or affinity. In short, flows of people, knowledge, and money.”²

Working through this conceptual base, IOM have established important categorizations of such diaspora capital including human capital. They define this as the “skills, knowledge, and experience possessed by an individual or population, viewed in terms of their value or cost to an organization or country.”³ Traditionally, the lens of diaspora human capital for development has focused on the importance of such engagements for countries of origin. However, IOM’s 3E strategy for diaspora engagement, to engage, enable and empower diasporas, has been developed in the spirit of ensuring reciprocal benefit for all in the diaspora engagement cycle.

This increases the importance of such diaspora human capital for countries of residence. The purpose of this technical working group is to discuss concrete recommendations on how to facilitate and maximise the impact of diaspora human capital contributions to both countries of origin and residence.

This background paper will set the scene for the workshop by scoping the institutional, informational, and implementation technicalities to functionalize diaspora human capital engagements for countries of origin and residence. It will explore the prominent technical components to build engagement that can be beneficial for both these constituencies as well as explore the policy, programmatic, and partnership-based approaches to fully embed their developmental impact.

¹ For all background papers for the GDS, the official IOM definition of diaspora is used. This defines diaspora as “migrants or descendants of migrants whose identity and sense of belonging, either real or symbolic, have been shaped by their migration experience and background. They maintain links with their homelands, and to each other, based on a shared sense of history, identity, or mutual experiences in the destination country.” This is sourced via IOM. (2019). Glossary on Migration. International Migration Law, No. 34. IOM. Geneva.

² The Networking Institute. (2019). *Diaspora Engagement Training Programme*. Dublin. (Available at <https://www.thenetworkinginstituteonline.com/courses/dm-diaspora-engagement-training-programme>).

³ This definition was provided by IOM to inform this background paper.

The increasing relevance of adopting this approach to include both countries of origin and residence emerges with a specific aim of Objective 19 of the GCM which is designed to:

Invest in research on the impact of non-financial contributions of migrants and diasporas to sustainable development in countries of origin and destination, such as knowledge and skills transfer, social and civic engagement, and cultural exchange, with a view to developing evidence-based policies and strengthening global policy discussions.⁴

The application of such investment in research also pinpoints the opportunity for this technical working group to push for actionable knowledge and creation of sustainable partnerships for implementation. This is aligned with the purpose of the GDS to be a summit of action.

2. Diaspora Human Capital for Countries of Origin

Early work on mainstreaming diaspora human capital for development has primarily focused on the role of countries of origin attracting back the competencies and skills of their respective diaspora. This segment of the diaspora engagement market has led to ground-breaking work and is beginning to illustrate strong innovation in the tools being utilized to develop contributions of diaspora human capital back home.

This section of the background paper identifies some determining aspects of effective diaspora human capital engagement as well as showcasing some exemplar engagements. These are by no means an exhaustive listing and are offered to track impact “in action” to explore applicable lessons for all countries of origins in shaping their engagements of diaspora human capital.

2.1 Institutional and Informational Considerations: Building Technical Capacity

The technical foundations for designing and delivering diaspora human capital engagements are based in the linkages of the required institutional and informational steps to ensure effective, evidence-based interventions. As this form of diaspora capital can bring value to different institutions across government and society, exploring some of the preliminary technical steps to close institutional and informational gaps to derive evidence-based instruments for diaspora human capital engagement is critical.

2.1.1 Research and Development (R&D) for Diaspora Human Capital: The Data Components

Successful diaspora human capital initiatives are rooted in the data needs for effective diaspora engagement. At a top-tier level, there are three important data questions to answer for long-term sustainable diaspora engagement:

- Who is your diaspora? (i.e., defining your diaspora and target audience).
- Where is your diaspora? (i.e., identifying key countries, localities, or regional locations of residence).
- What is the diaspora doing? (i.e., exploring granular insight on your diaspora across skills, capacities, and propensities to engage).

⁴ United Nations General Assembly. (2018). *Global Compact for Safe, Orderly and Regular Migration* (A/CONF.231/3 of 10 and 11 December). Marrakech.

Answering these questions are of primary focus for countries of origin but will also be contingent on important data collection tools operationalized in countries of residence. In terms of diaspora human capital, innovation is occurring in terms of the tools and resourced available to generate such data. Whilst traditional tools such as diaspora mapping and profiling research projects can enhance data collection on human capital, the knowledge creation process is being reshaped by the pace of change across the ICT sector. This is a new opportunity for further systematization of data collection, processing, and application across diaspora human capital engagements.

One such example of this is the collaborative work of IOM and NamSor in skills mapping of the Armenian diaspora in the United States of America and France through big data.

Case Study One – Skills Mapping Through Big Data: A case study of Armenian diaspora in the United States of America and France

The report presents the results of the mapping of the Armenian diaspora worldwide, with a special focus on the United States and France, conducted through innovative methods of using big data, including web traffic analysis and onomastic analysis of public databases. The databases were analysed specifically to create demographic and skills profiles, with identifiers such as education level, sector of employment and field of study. To better understand skilled diaspora communities and how they might be reached for development through knowledge transfer initiatives, interviews with key stakeholders, experts and diaspora members supplemented the quantitative analysis.⁵

Historically, a key methodological challenge for countries of origin in basing diaspora human capital engagement in data has been the challenge of driving diaspora responsiveness to such studies. Governments in countries of origin can play an important nurturer role in enhancing communication with and capacitating of diaspora organizations to ensure a deep community network infrastructure that will be able to scale such data collection.

The strength of the diaspora community network infrastructure is the external distribution channel for such data collection, and it must be invested in before a system of research and development (R&D) for diaspora human capital can be operationalized. There is also another important consideration on how to externally scale data to inform effective engagement of diaspora human capital. This focuses on the age-old issue of diaspora engagement, trust.

If there are any indicators of a credibility or trust rupture between the diaspora and country of origin government, then operationalizing data collection or activities for diaspora human capital engagements will require brokerage actors. Quite often, even in terms of sharing data on their skills and capacities, diaspora communities prefer to liaise and share through such brokers. This role for brokers is also critical in that they may also have greater access to or familiarity with new ICT tools, resources, and data analysis expertise. They can also provide critical apparatus for data privacy also.

Many leading academic and research institutions are now providing services in this area. The mature leadership decision from countries of origin will be to adopt a facilitative role in the early phases of

⁵ IOM (2021). *Skills Mapping Through Big Data: A case study of Armenian diaspora in the United States of America and France*. Armenia. For more information, see <https://publications.iom.int/books/skills-mapping-through-big-data-case-study-armenian-diaspora-united-states-america-and-0>.

such work and then emerge into a leadership role when the necessary engagement frameworks are built for diaspora human capital engagement.

Case Study Two – Harvard Growth Lab Study on The Albanian Community in the United States Statistical Profiling of the Albanian-Americans

This study was a collaborative study between The Center for International Development, Harvard University, and The Open Society Foundation. The report provided policy orientated insights on key topics such as the socio-demographic characteristics of the diaspora, choices of occupation and industry of the diaspora, and the human and economic capital of the diaspora.

The Harvard Growth Lab also developed systematic diaspora mapping projects in other countries such as Colombia, Ethiopia, and Sri Lanka.⁶

If data remains the baseline ingredient to design evidence-based engagements of diaspora human capital, then the importance of internal institutional coordination to process and apply data for such engagements is equally important. Whilst investing in your diaspora community network infrastructure gives the best route to scale diaspora data, investing in internal institutional frameworks for countries of origin is another step in ensuring the ability to have clear procedures and products to generate and apply data for diaspora human capital engagements.

The IOM's Diaspora Mapping Toolkit provides foundational support in this regard. It outlines a three-step process for effective mapping of the diaspora which are to conceptualize the diaspora, identify and apply methodologies and methods for diaspora mapping, and analyze and communicate results of the diaspora mapping. It also identifies the brokerage model by outlining the different actors across the mapping process such as the commissioner/funder of a diaspora study, design/implementer of a diaspora study, diaspora members/organizations involved in study, and the end user of study.⁷ Action across this process and scope of responsibility will vary for government.

It also provides a foundation framework for data collection across key knowledge areas through such diaspora mappings and studies. These are:

- Demographic and Socio-economic characteristics.
- Migration experiences.
- Identification and belonging.
- Financial contributions and knowledge and skills transfer.
- Civic involvement and citizenship.⁸

Within the scope of human capital, the toolkit prioritizes actionable outcomes from knowledge creation in areas such as skills profile, employment history and skills use, and knowledge transfer activities. Through the toolkit, a variety of quantitative and qualitative research tools such as diaspora surveys, consultation tools, big data, secondary source reports, and communication strategies are identified to generate, process, and apply such data.⁹

⁶ For more information on the work of the Harvard Growth Lab in this area, please see <https://growthlab.cid.harvard.edu/publications/policy-area/diasporas>.

⁷ IOM (2022) *Diaspora Mapping Toolkit*. Geneva.

⁸ IOM (2022) *Diaspora Mapping Toolkit*. Geneva.

⁹ IOM (2022) *Diaspora Mapping Toolkit*. Geneva.

2.1.2 Internal Coordination: Segmented and Sectoral Engagements

In terms of internal processes, effective data collection mechanisms must be established to streamline information sharing across different line ministries to build optimal human capital engagements. This will result in the ability to align engagements to key local labour market shortages and national development agenda. By ensuring local, internal leadership in the identification of key target markets for support through diaspora human capital, countries of origin can shape important asks of the diaspora that are based on concentrated clusters of expertise and talent.

This internal process will also align to a growing realization across many diaspora organizations and networks of the increased impact that can be generated through sectoral alignment of diaspora human capital. It is important to understand the motivations and expectations from diaspora communities in how they would like to contribute back their diaspora human capital.

The diaspora engagement marketplace is now witnessing an emphatic rise of sectoral engagements that are aligning developmental opportunities and diaspora self-interest to create long-lasting impact. Certain sectors have emerged as particularly relevant in this regard such as education, health, science, and technology. Some are government led (e.g., iGorts Armenia), some are diaspora led (e.g., ASCINA – network of Austrian Scientists and Scholars in North America), and some are developed in partnership with international development partners.¹⁰

Case Study Three – IOM’s Connecting Diaspora for Development (CD4D)

The overall objective of CD4D2 is to promote the active role of diaspora in selected sectors in four focus countries: Afghanistan, Iraq, Nigeria, and Somalia. In each country priority sectors and institutions have been identified, in close coordination with responsible ministries and the Dutch embassies in those countries.

Diaspora ambassadors, who are professionals with a migration background, connect with institutions in their country of origin to implement short-term assignments focused on knowledge transfer and capacity building.¹¹

The importance of this leadership and sectoral approach is rooted in the fact that diaspora human capital engagements can then be microscopic in their planning and adopt to root-cause impact for development. As will be explored in later sections of the paper, diasporas can play a bridge-builder role between institutions and knowledge creation in countries of origin and residence to ensure long-lasting impact from such engagements.

For example, the adoption of sector specific engagements in partnership with diaspora networks and organizations can empower countries of origin to set out asks of the diaspora to contribute to areas such as the infrastructural development of key sectors of focus for their national development agenda.

2.2 Implementation Considerations: Current and Future Approaches

With some of the institutional and informational considerations addressed, specific technical and thematic approaches emerge in how countries of origin can begin to implement engagement of

¹⁰ For more information on iGorts Armenia, please see <http://diaspora.gov.am/en/programs/25/fellowship>. For more information on ASCINA, please see <https://ascina.at/>.

¹¹ For more information on this project, please see <https://www.connectingdiaspora.org/about-cd4d2/>.

diaspora human capital. This opens important considerations on how to mainstream such endeavours across developmental policy and cooperation.

2.2.1 Diaspora Knowledge Transfer

The advancement of diaspora human capital engagements has been centralized around the role of knowledge transfer from the diaspora back home. However, like the data collection process, formative questions remain on the most conducive role for governments in nurturing such engagements. Should it be the central implementer or facilitator of such engagement? The global evidence base amplifies that partnership, based in multi-stakeholder approaches, is the optimal model for effectiveness in such engagements.

Case Study Four – Carnegie African Diaspora Fellowship Programme

The Carnegie African Diaspora Fellowship Programme (CADFP) is a scholar fellowship programme for educational projects at African higher education institutions. Offered by Institute of International Education (IIE), it is funded by a grant from Carnegie Corporation of New York (CCNY). A total of 527 African Diaspora Fellowships have been awarded for scholars to travel to Africa since the programme's inception in 2013. CADFP exemplifies CCNY's enduring commitment to higher education in Africa.

The success of this programme has resulted in similar interventions being developed in Albania and Greece respectively through the IIE.¹²

As the case study above on the Carnegie African Diaspora Fellowship Program illustrates, the alignment of domestic institutions, a global foundation, and a specific implementation partner helps to design a model that works across government, industry, and society. Integral to the success of this model too is a seat at the governance table for diaspora through an advisory board.

Similarly, it is possible to adopt a programmatic or project-based approach through other key actors in the diaspora engagement ecosystem. For example, GiZ, IOM, and others have a strong record of impact in generating structured interventions to facilitate knowledge transfer back to countries of origin. These programmes can be targeted at different levels of intervention from providing direct assistance, such as physician responding to acute disasters, to building local capacities through targeted training or coaching programmes, and finally to contributing to policy development in given sectors where there is a lack of local expertise. Some lessons learned from these interventions include the need for clear mutually agreed indicators for success as well as the careful matching of diaspora skills profiles with specific needs assessments in the country of origin.

The challenging context for governments here is to ensure high-level political support to the inclusion of diaspora engagement as a developmental policy of choice whilst understanding the right time to take a step back and trust partners to implement. Central to this journey is the commitment that the endgame of the engagement is to contribute to the development of the country of origin and to offset some of the developmental pressures faced by government or public institutions in the country of origin. The government does not have to assume responsibility to implement all forms of diaspora engagement in this regard and can play an impactful facilitator role in matching skills and talents of diasporas with the needs of the community in countries of origin.

¹² Institute of International Education. (n.d.). Carnegie African Diaspora Fellowship Program. Washington D.C. For more information see, <https://www.iie.org/programs/carnegie-african-diaspora-fellowship-program>.

Case Study Five – Raíces Programme: Network of Argentine Researchers and Scientists Abroad

The programme is carried out with the support of the Ministry of Science, Technology and Innovation, within the of the National Plan for Science, Technology and Innovation 2030. The objective is to strengthen "the scientific and technological capacities of the country through the development of linkage policies with Argentine researchers residing abroad, and actions aimed at promoting the permanence or return of researchers to the country," covering four main aspects: recognition, strengthening, integration, and dissemination.

It is about encouraging the return of Argentine researchers who are residing in abroad, to expand the country's capacities with the collaboration of the qualified diaspora, to promote the participation of Argentine researchers abroad in the construction of the national policy of science, technology and innovation and to favour international opportunities to support training and development for Argentine scientists. The program's networks are linkage spaces for Argentine scientists residing in the abroad, organized by country of residence.¹³

2.2.2 Diaspora Mentorship

Beyond placements to support knowledge transfer, there is a fascinating growth of unlocking diaspora human capital through mentorship. The mentorship journey aligns with the passion for many diaspora communities to begin their engagement with home through support of emerging leaders or changemakers.

These forms of engagements convey a subtle shift in the paradigmatic thinking on how to best channel diaspora human capital for impact in countries of origin. Previously, it was deemed a prerequisite to have diaspora members physically return in some capacity to contribute to development. However, value creation through knowledge creation and distribution is now global and instantaneous. Diaspora communities can contribute to home remotely and with ongoing impact through digital tools.

However, this form of democratization of the knowledge creation and dissemination system means that more and more new actors are creating solutions that provide peer-to-peer impact through diaspora human capital. Mentorship has emerged at the centre of such engagements as it aligns with the deep-rooted commitments and interests of many diasporas to engage voluntarily to support the next generation in their countries of origin. The opportunity here is to envision mentorship as a form of a pathway engagement towards more structured engagements to attract both non-financial and financial dynamics across the diaspora capital spectrum.

Case Study Six – Global Welsh Academy My Mentor

MyMentor is the first digital global diaspora mentoring programme in the world. It is member-led meaning that Mentors and Mentees have control and flexibility over when, why and who they match with. Industry agnostic and diverse, Mentors and Mentees can be from any industry and located anywhere in the world. The Welsh connection brings with it a shared affinity and mutual ambition for Wales and Welsh people to excel. All of the approved Mentors are voluntary, and participation is based on goodwill.

¹³ For more information, please see <https://www.argentina.gob.ar/ciencia/raices>.

The mentorship programme is just one of many engagements offered by Global Welsh. Their mission is to help Wales prosper, to bring about new connections, opportunities and ideas that will enrich the lives of Welsh people all over the world. Patrons of Global Welsh include the Development Bank of Wales and the Welsh Rugby Union (WRU).¹⁴

2.2.3 Diaspora Human Capital: Going Digital

A cross-cutting theme from the analysis and case studies showcased so far is the rising prominence of technology in nurturing data and applications in diaspora human capital engagements. By going digital, governments can enhance their scope of outreach and output. There is a challenge however in ensuring that going digital does not equate to being digital only.

The ability to create diaspora community infrastructure, networks of purpose, and meaningful engagements with diaspora will require to be high-tech and high touch. This will allow engagements to be adaptable and tailored to the diaspora. For example, there may be multiple levels of digital literacy at work across the diaspora so this approach can cater for such difference in capacity.

Whilst governments work to find that blend, the growing technological fascination of developing tools for diasporas to contribute through human capital is bringing more innovative actors to the field. This has resulted in a new variety of resources and opportunities opening to government from entrepreneurs, social changemakers, and innovators working in the sector.

It is important for governments to embrace such actors as they retain a scope to generate engagements with an agility that sometimes governments struggle to develop due to internal procedures and protocols. For example, there are various capacities around data protection and privacy operating in different countries. External services providers are now developing creative solutions that can help accelerate the transition from policy to action. This is, in many ways, the essence of this GDS to help align these actors to accelerate growth and investment into formalized policies and processes for diaspora engagement. Some exemplars are emerging in this regard and one such creative actor is Localized.

Case Study Seven – Localized

Localized partners with schools, organizations, companies and accelerators to connect young professionals in emerging markets with experts who share roots and employers looking for talent. Localized is a distributed team for distributed times and comprises of first- and second-generation immigrants from Amman, Cairo, Montreal, NYC, London, Prague, Ramallah, Dubai, Johannesburg, Warsaw, Damascus, Wadi Halfa, Khartoum and San Francisco.

Their products and services are based upon knowing what it is like to have your heart in at least two places—where you're from and where you live—and how important it is to connect the dots between them. Their mission is to build a virtual career community on a global scale, and they see diaspora leaders and talent – through their shared sense of belonging – in world-leading schools, organizations, companies, and accelerators as key conduit of impact for this mission. Their work is designed to provide knowledge remittances at scale to contribute to meaning career development in emerging markets.¹⁵

¹⁴ For more information, please see <https://globalwelsh.com/mymentor>.

¹⁵ For more information, please see <https://about.localized.world/>.

2.3 Scoping Institutional, Informational, and Implementation Considerations for Countries of Origin

Based on these institutional, informational, and implementation considerations, the background paper can provide five preliminary reflections in terms of the technical development of diaspora human capital engagements for countries of origin. It is hoped that the exchanges in the technical working group will add to these considerations.

1	Establish a governance framework for diaspora engagement that can streamline and systemize data collection to identify human capital market analysis and priorities.
2	Ensure this governance framework embeds government and external supporters, including diaspora leadership.
3	Align engagement activities with diaspora self-interest by embracing sectoral and segmented engagements that build networks of quality not just quantity with a view to ensuring sustainability of engagements.
4	Phase the human capital ask of the diaspora and utilize existing models of success from other countries.
5	Centralize technology to your diaspora human capital engagements and adapt its use to diaspora and community capabilities.

Figure 1 Overview of Preliminary Reflections for Countries of Origin in Engaging Diaspora Human Capital

3. Diaspora Human Capital for Countries of Residence

In terms of diaspora human capital for countries of residence, these types of engagements can make meaningful contributions in terms of supporting integration of diasporas in countries of residence and opening access to labour supplies for market shortages in countries of residence. Beyond labour and integration impacts, diaspora human capital can also become an instrument to increase the competitiveness and market intelligence of countries of residence whilst also providing a natural landscape through which to promote diaspora diplomacy to build bilateral and multilateral engagements across governments.

Three specific dynamics across these impacts are addressed in this background paper. They are offered as a baseline upon which to build more reflections and recommendations through the technical working group.

3.1 Talent Partnerships

The complexity in defining diaspora engagement means the sector remains inclusive of many facets of the migratory continuum. This means that in countries of residence, there will be many different forms of diaspora communities whether they be labour migrants or rooted diaspora communities who have been living in the country for decades.

Across this variety, countries of residence have begun to centralize the importance of ensuring regular migration by creating talent partnerships to help provide regular migration pathways for certain types of skilled and semi-skilled labour migration. Whilst addressing the need to advance safe and regular migration, it has also empowered countries of destination to identify labour migrants and the diaspora communities they participate within to help address key labour market shortages.

Case Study Eight – Pacific Australia Labour Mobility Scheme

The Pacific Australia Labour Mobility (PALM) scheme allows Australian businesses to hire workers from nine Pacific Island countries and Timor-Leste when there are not enough local workers available.

There are currently two streams: the Seasonal Worker Programme (SWP) for workers for up to 9 months - with the ability to return in following years, and the Pacific Labour Scheme (PLS) for workers for between 1 and 3 years.

From April 2022, the SWP and PLS will be consolidated and replaced by an improved and more flexible PALM scheme.¹⁶

Whilst the labour migrants themselves and countries of residence are the primary benefactors of such interventions, there is also an important role for diaspora networks and organizations to play in streamlining or smoothing the process to generate best impact from such interventions. Diaspora organizations and communities can become supportive release valves to ensure that new arrivals to the diaspora community are educated, informed, and supported throughout the process.

3.2 Socio-Economic Competitiveness & Market Intelligence

Countries of residence are fast realizing the impact that diaspora human capital can play in terms of supporting their own socio-economic competitiveness through a variety of roles. This includes support to diaspora entrepreneurs, including social entrepreneurs, to develop impactful change not just in their countries of origin but also countries of residence. For example, diaspora engagement has been prioritized by Ashoka, a world leader in social enterprise. Their diaspora networks “establishes a space to learn, co-create, and drive change between Ashoka’s community and diaspora leaders and their networks, organisations, families both at home and in their countries of origin.”¹⁷ This investment in diaspora human capital in countries of residence will enhance progress toward sustainable societies and co-creation of developmental impact.

In a globally networked economic landscape, diaspora human capital in countries of residence are also natural connectors for economic competitiveness. They can contribute by providing market access and intelligence that can support the socio-economic growth of countries of residence. This is often mobilized through creation of small, specialized networks across diaspora communities that can help advance the economic vision of their country of residence.

The diverse senses of belonging that diaspora communities retain is integral to this. They feel a commitment to not just their country of origin but also to their country of residence. This can have transformative impact in terms of diasporas helping to advance their country of residence through their skills and talent.

Again, technology is playing a transformative role in helping to create networks that position diaspora human capital, especially talent, in contributing to the competitiveness of countries of residence. Another important contribution in nurturing diasporic belonging to home and host countries is formalize recognition of their contributions by governments in country of origin and residence.

¹⁶ Government of Australia. (n.d.). Pacific Australia Labour Mobility Scheme: About. For more information, please see <https://www.palmscheme.gov.au/about>.

¹⁷ Ashoka. (2020). *Diaspora’s Great Promise to the Global Economy*. 30 November. For more information, please see <https://www.ashoka.org/en-us/diasporanetworks/story/diasporas-great-promise-global-economy-0>.

Governments in countries of residence can create symbolic endorsements of diaspora leaders in recognition of their expertise and talents to strengthen their linkages to their adopted homelands.

Case Study Nine – Insights by Experts

Insights by Experts is Africa's first On-Demand Expertise Platform for companies and investors who want to scale in Africa. The platform is where investors and companies can instantly book one-on-one video chats with hundreds of experienced African experts, including those from the diaspora, across a wide range of countries, industries and disciplines.

It provides quick access to first-hand, on-the-ground knowledge for due diligence, market entry, management references, key assumptions, sector understanding, country nuances, price validation, technical endorsements, high-level risk analysis, regulatory pitfalls and much more. Key customers include Venture Capital and Private Equity firms, Multinationals, Strategy houses and Development Finance Institutions.¹⁸

This case study provides a preliminary value proposition for how countries of residence can begin to reimagine how diaspora human capital can be networked and mobilized for socio-economic competitiveness and market intelligence. This is as much dependent on accessing semi-skilled labour as it is also about networking over-achievers of diaspora communities in countries of residence. In other background papers, it will be explored how these different layers of the diaspora can be aligned or supported individually across other engagements of the diaspora.

This is a dormant potential for diaspora engagement in countries of residence as creating such concentrated networks of diaspora human capital can greatly enhance diaspora communities' commitments to contributing to their adopted homelands.

3.3 Diaspora Diplomacy

The final consideration of diaspora human capital engagements for countries of residence is how direct engagements noted across the case studies also serve important diplomatic and political purposes. Through a commitment by countries of residence to support diaspora human capital to contribute to development of both countries of origin and residence, there can be important diplomatic and political ties built between these actors. Networked diaspora diplomacy now works below, above and through the state where strategic support of diaspora human capital can advance important nation-brand value creation for countries of residence.¹⁹

Whilst diaspora human capital can be powerfully enhanced by ensuring active participation of such diaspora capital across the institutional and implementation components of public service in countries of residence, this can take time to build. It is important to educate domestic populations on the positive impact such diaspora human capital brings to countries of residence and this educational process can be challenging. However, it is critical that it is done.

¹⁸ For more information, please see <https://insightsbyexperts.com/>.

¹⁹ The intersection of network and diplomacy draws from the formative work of A.M. Slaughter. (2009). *America's Edge: Power in the Networked Century*. *Foreign Affairs*, Jan/Feb, Vol 88 (1), pp 94-113 and A.M. Slaughter. (2019). *The Chessboard and the Web: Strategies of Connection in a Networked World*. Yale University Press.

In terms of current diaspora engagement activities, diaspora diplomacy through diaspora human capital has tended to be focused on the important role that countries of residence play in supporting the advancement and exchange of diaspora human capital from countries of residence to countries of origin. This leadership role for countries of residence is critical and it provides a meaningful tool for diplomatic and political advancement of their relationship with respective countries of origin.

Case Study Ten – MIDA FINNSOM

The Finnish Ministry of Foreign Affairs is currently supporting IOM to implement two MIDA (Migration for Development in Africa) project, MIDA FINNSOM Health and MIDA FINNSOM Health and Education. Beyond working to transfer technical skills and knowledge in the medical arena, MIDA FINNSOM Health also contributed to building the leadership, planning, and supervision capacities of local health institution staff. The latest phase of the project ended in January 2021. It contributed to the regional development of health sector in Somaliland. The project included cooperation with the National Institute of Health and Welfare of Finland (THL).

MIDA FINNSOM Health and Education will see IOM will initiate 53 diaspora expert assignments and also pair 60 Somali youth with experts from the diaspora. The project has collaborated with the University of Helsinki. Experts from the University of Helsinki's Faculty of Education have supported the development of a teacher training program at Somali National University, the country's largest public university.²⁰

3.4 Scoping Institutional, Informational, and Implementation Considerations for Countries of Residence

The paper acknowledges that the analytical base on exploring the contributions and value of diaspora human capital for countries of residence is only emerging. Therefore, it is only able to scope out some of the early institutional, informational, and implementation technical considerations for countries of residence in this area. These considerations are aligned with the fact that countries of residence face different prospects and pressures in terms of how they can benefit from, coordinate, and manage effective engagement of diaspora human capital.

The background paper offers five preliminary considerations for countries of residence to address the challenges and opportunities in engaging diaspora human capital.

1	Ensure access to participation of diaspora human capital in key agencies/institutions in countries of destination.
2	Mainstream diaspora engagement into appropriate domestic and foreign policy portfolios focusing on engaging both your own diaspora and diaspora communities who reside in your country.
3	Create or support development of diaspora organizations or networks in key development priority areas for country of residence.
4	Advance strategic communication platforms to illustrate impact of diaspora communities in your country.
5	Develop co-created instruments for diasporas to contribute to development of country of residence.

Figure 2 Preliminary Reflections for Countries of Residence in Engaging Diaspora Human Capital

²⁰ For more information, please see <https://finland.iom.int/mida>.

4. Building a Co-Created Future for Diaspora Human Capital

The background paper has moved through key insights that both respect the traditional approaches to engagement of diaspora human capital whilst also trying to identify important next-step opportunities in this area. In developing from this positional analysis to thinking about strategic action to advance diaspora human capital for development, then it is important to conclude with a succinct assessment on how to operationalize the institutional, informational, and implementation considerations outlined earlier.

Across the operational model, it is also helpful to scope out the relevant actors required to deliver this. The diaspora human capital dimensions of diasporas contribution to development at home and abroad provide arguably one of the most important tools at our disposal to place human development at the forefront of development. This will require strengthening governmental support of such endeavours, embedding a range of external partners to mobilize resources to grow such initiatives, and ensuring effective monitoring and evaluation of impact. Achieving this can be advanced through policy, programs, and partnership.

4.1 Delivering Action and Impact: Policy, Programs, and Partnership

Based on the analysis above, the background paper provides one central recommendation across the policy, programmatic, and partnership framework. It is envisaged that through the technical exchanges of the working group that these recommendations will be supplemented with insights from relevant actors to forward a framework of action to advance diaspora human capital engagements for both countries of origin and residence.

Area	Recommendation	Responsible Actor(s)	Potential Outcomes for Action from GDS
Policy	Diaspora human capital must be mainstreamed across all relevant policy portfolios that it can contribute to in countries of origin and residence.	Governments in countries of origin and residence.	Commit to further recognition of diasporas as development actors.
Programmatic	Programmatic diaspora human capital engagements should, in the short-term, be informed by replicable models of success and scale from the existing knowledge base whilst also providing explorative investment to embrace new technologies and tools for such engagement.	Governments in Countries of origin and residence; Diaspora organizations; international development partners.	Commit to invest in tailored and sustainable digital solutions that address the community needs and demands.
Partnership	Diaspora human capital engagements should, at a minimum, provide collaboration between institutions in countries of origin and residence whilst also providing a seat at the	Governments in Countries of origin and residence; Diaspora organizations;	Commit to prioritizing multi-stakeholder approaches and

	governance table for key external implementation partners, including the diaspora.	international development partners.	initiatives to enhance procedural and practical supports to engage human capital (e.g., recognition of qualifications).
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Figure 3 Rationale Recommendations for Potential GDS Outcome Statements on Diaspora Human Capital

Policy Recommendation

The diaspora engagement sector is witnessing significant growth in the number of countries, cities, and regions designing policy or strategic documents to guide diaspora engagement. Whilst the prominent focus of many such initiatives has been on economic development, the human capital of diasporas has often been underappreciated in these policy frameworks. Similarly, countries of residence are adopting key policies and legislation that relate to the attraction, development, and management of diaspora human capital.

Therefore, this background paper provides the policy recommendation that diaspora human capital must be mainstreamed across all relevant policy portfolios that it can contribute to in countries of origin and residence. This means that the policy relevance of diaspora human capital will be elevated and contribute to securing the internal institutional collaboration required both within countries of origin and residence to increase likelihood of success in engaging this important form of diaspora capital.

Programmatic Recommendation

It is clear from current market activities that diaspora human capital engagement is mostly developed on a programmatic footing. This takes many forms whether through programmatic implementation between government and international development partners or through the leadership of diaspora organizations. Collectively, these interventions are building a remarkable evidence base whilst also probing at innovative ways to embed diaspora human capital contributions to both countries of origin and residence.

Therefore, this background paper provides the recommendation that programmatic diaspora human capital engagements should, in the short-term, be informed by replicable models of success and scale from the existing knowledge base whilst also providing explorative investment to embrace new technologies and tools for such engagement. This will safeguard current levels of impact but also provide discovery activities to create new ways of helping diaspora human capital to be networked and applied for development.

Partnership Recommendation

To create any collaborative long-term value from diaspora human capital for countries of origin and residence then partnership will be a determining factor in the process. This partnership will need to be embedded across all phases of the design and delivery of such interventions from governance, evaluation, funding, and implementation. This must be a core commitment from all relevant actors in the engagement cycle.

Therefore, this background paper provides the partnership recommendation that diaspora human capital engagements should, at a minimum, provide collaboration between institutions in countries of origin and residence whilst also providing a seat at the governance table for key external implementation partners, including the diaspora. This will ensure important post-engagement impact at a peer-to-peer level across countries of origin and residence whilst also nurturing diaspora trust in the engagement cycle for future actions.

5. Four Guiding Questions for the Technical Working Group

In navigating through the complex roles and opportunities for countries of origin, countries of residence, and the optimal framework for engagement diaspora human capital, this technical working group can set some guiding questions to align with the expected outcomes from working group. This will be rooted in the outcome document of the GDS shaping important planning and monitoring of the GCM through the International Migration Review Forum (IMRF). The outcome document is envisioned as a Future Agenda Document to guide and shape global collaboration on diaspora engagement.

In alignment with efforts to reinforce implementation of the GCM through the IMRF, the Future Agenda Document of the GDS provides a timely opportunity to shape an inclusive global statement of a future agenda of action in diaspora engagement that can directly inform the IMRF and wider implementation of the GCM.²¹ The Future Agenda Document, therefore, will aim to guide the process and prioritization of engagements to contribute to this global statement. Such a document can then serve as a first-step global framework for action on diaspora engagement to directly contribute to the further and future implementation of Objective 19 of the GCM by inspiring the active collaboration of all stakeholders across the ecosystem of diaspora engagement.

The guiding questions for each technical workshop at the GDS, therefore, have a collective responsibility to help shape actionable input to design such a global statement of support for action in diaspora engagement directly aligned with Objective 19 of the GCM. Four guiding questions to initiate this are identified below. They are designed to address the policy, programmatic, and partnership steps to achieve the future agenda and to explore how to establish the GDS as the global convening to guide the process of achieving this vision.:

- Policy: What can the Future Agenda Document recommend at a policy level to achieve global collaborative action on diaspora human capital?
- Programmatic: What can the Future Agenda Document recommend in terms of programmes for diaspora engagement for diaspora human capital?
- Partnership: Who are the key actors to partner with governments to increase impact in engagement of diaspora human capital and how can the Future Agenda Document support such partnerships?
- Process: How can the Future Agenda Document reaffirm the importance of the GDS as the global 'go-to' process to achieve this global collaborative action for diaspora engagement?

²¹ For more information on how the IMRF is supporting implementation of the GCM, please see <https://www.un.org/en/migration2022/> and <https://migrationnetwork.un.org/pledges>.

6. Expected Outcomes of Technical Working Group

Given the preliminary framing provided in this background document and the expertise of participants in engaging diaspora human capital, the technical working group could consider the following outcomes in terms of shaping meaningful diaspora engagements through human capital. These have been shaped as direct outcomes from the working group and visionary outcomes from the working group.

Direct Outcomes

Peer-to-Peer Modules of Impact: The technical working group can serve as a purposeful peer-to-peer governmental exchange where modular designs of impact for engagement of diaspora human capital are developed. This can result in creation of post-working group dialogue or collaborations to build legacies beyond the Global Diaspora Summit through government-to-government collaboration on such engagements.

Monitoring: Collaborative decisions can be drawn on how best to monitor and track impact from diaspora human capital contributions. A baseline for such monitoring can be extrapolated by sharing of existing practices as well as identification of key lessons learnt and insights on any failures experienced in this area of engagement.

Partnership Prospecting: A direct outcome can be partnership prospecting which can identify the key external supporters that can be instrumental for both governments of countries of origin and residence to deliver meaningful engagements of diaspora human capital. This can include entrepreneurs, civil society including diaspora organizations, foundations, international partners, the private sector, and others as identified by participants at the technical working group.

Visionary Outcomes

Future Agenda for Diaspora Human Capital: This visionary outcome is to scope out the framing of a future agenda of action for engagement of diaspora human capital. This can be rationalized through the direct outcomes above to set in place an achievable agenda to mobilize diaspora human capital for positive contributions to both countries of origin and residence. Dynamics to be considered in this agenda will be increased policy focus on diaspora human capital, strategic enhancement of research, creation of new applications to support diaspora human capital engagement, and scale or replicability of models of success already active in the market.

A Participatory Framework for the Future Agenda: This visionary outcome will unpack the complex layers of leadership and partnership required for success in engaging diaspora human capital to offer an overview of the stakeholders required to deliver the future agenda. This can serve as an inspirational ask of leadership across these different markets to centralize diaspora human capital into their current and future portfolio of strategic activities. This will ensure that the Future Agenda Document will be an inclusive agenda with active ownership for all actors across the diaspora engagement ecosystem.

Conclusion

This short background paper is provided as a contextual scene-setter to the technical working group on diaspora human capital at the GDS. It provides some explorative discussions with some baseline information and instruction to help guide the technical working group. With the expected outcomes of this working group, it is envisaged that the depth and range of expertise and experience from

participants at the technical working group will advance these preliminary discussions to collaboratively outline a future agenda of action to ensure that diaspora human capital will bring mutual benefit for both countries of origin and residence.