

INFORMATION NOTE

IOM's Activities in Human Resource Development including Reversing the Brain Drain

I. Introduction

- Migration is a complex phenomenon, which requires serious intervention in wide range of social, political, cultural and economic issues¹. Traditionally, patterns of intervention in this field have followed three main orientations²:
 - Addressing root causes of migration linked to underdevelopment (poverty, socio-economic instability, population pressures)
 - Seeking to mitigate negative aspects of migration related to development (brain drain, depletion of the labour force, rural exodus)
 - Maximizing positive aspects of migration related to development (human and financial potential of diaspora, trans-national communities that strengthen multi-sectoral links between countries of origin and destination.
- While migration remains largely within the sovereign domain of states, one of the most notable trends in international migration is the growing recognition of the need to develop comprehensive and co-operative approaches to migration management at the regional and international levels. Migration, which has historically been relatively uni-directional and permanent in nature, is now increasingly temporary and circular.
- There is a growing consensus among policy-makers that one of their priority tasks is to adjust migration policies to respond to the changes taking place globally. Increasingly, attention is also being focussed on the nexus between migration and development. Even more recently there is growing consensus that international migration has an enormous potential for developing countries.
- For decades, development has long been a topic of interest to IOM. The relationship between migration and development has become an important focus for activities of the organization in developing countries particularly in Africa.
- This paper presents the various efforts undertaken by IOM in addressing development issues in the region. In particular, the paper focuses on advocacy undertaken at regional level (African Union (AU) and the Economic Commission for Africa(ECA), and key resolutions adopted; regional programs on migration and development (Return of Qualified African Nationals (RQAN) and Migration for Development in Africa (MIDA) and other development strategies and initiatives such as TICAD, MDG's, NEPAD, etc. that have a bearing on migration.

II. Co-operation at Regional Level

Co-operation with AU

- In 1998 IOM signed a Memorandum of Understanding with the Organization of African Unity (OAU). The agreement provides a framework for technical co-operation and assistance to African governments on a broad range of migration issues which include: migrant rights, public health aspects of migration particularly migration and HIV/AIDS, migration management,

¹ Migrants' Remittances in the Americas "Trends and Policy Options for RCM Countries"; Paper presented by IOM during the VII Regional Conference on Migration in Conference on Migration in Cancun, Quintana Roo, Mexico, 29 – 30 May 2003.

² International Migration and Development "The IOM Experience and Prospects", June 2003

research and public information campaign, migration and development, human resource development including reversing the brain drain, migrant remittances, irregular migration, human trafficking and forced displacement.

- In order to sensitize the African governments, IOM presented several reports and papers on the above issues, which led to the adoption of various decisions. Specifically,
 - **CM/Dec. 614 (LXXIV)** on the "*Establishment of a Strategic Framework for a Policy of Migration in Africa*" adopted during the 74th Ordinary Session of the OAU Council of Ministers held in Lusaka, Zambia, July 2001. This decision called upon IOM, *to continue to assist African countries to encourage and facilitate the return of their qualified expatriate nationals and promote the initiated programme of Migration for Development in Africa (MIDA)*.
 - **CM/Dec. 673 (LXXVI)** on the "*Development of Human Resources for Health in Africa: Challenges and Opportunities for Action*" adopted during the 76th Ordinary Session of the OAU Council of Ministers held in Durban, South Africa, July 2002. The decision called upon Council, *to consider the problem of brain drain in the health sector and proposed the year 2004 be declared as the **Year for Development of Human Resources in Africa** across all sectors with *emphasis on health*". It is to be noted that the Republic of Congo has offered to host a special Summit on the subject in 2004.*
 - 1st Ordinary Session of the Executive Council held in July 2002 in Durban, South Africa adopted a decision, which mandated the AU to work with the African Diaspora and support their involvement in the programmes of the Union. This was further endorsed by the Assembly of Heads of State and Government during the Maputo Summit of July 2003, where by Heads of State considering the important role of the African Diaspora in the development of Africa, endorsed the amendment to the Constitutive Act of the AU on the inclusion of a new clause under Article 3 "Objective" which reads, "***invite and encourage the full participation of the African Diaspora in the building of the African Union***".
- The Conference on Security, Stability, Development and Co-operation in Africa (CSSDCA), a program of the AU, in accordance with its mandate and in furtherance to the Council of Ministers Decision CM/Dec 614 (LXXIV) on the establishment of a strategic framework for a policy on migration in Africa, organized a "***Forum for the African Diaspora in the Western Hemisphere***" in December 2002 in Washington. This event which was organized in collaboration with the Foundation for Democracy in Africa – NGO based in the USA - examined various important issues salient among which were the relation between the Diaspora and Africa, brain drain and its effect on the continent and the cost of Western technical assistance. The Forum also discussed on possible ways and means of enduring ties between Africa and Western Hemisphere Diaspora communities; possible capacity building projects by Diaspora civil society organizations in the Western Hemisphere and device a plan of ongoing collaboration with the AU. A similar initiative is planned for African Diaspora groups in Europe sometime this year.
- The Forum mandated IOM to take the lead in establishing an African database for all African countries and to collect information on diaspora professionals from all major fields; to assist the working groups towards developing an action plan; participate in the annual follow-up meetings to assess the progress made in implementations of the recommendations; work with the co-ordinating teams which will be established in Washington and Addis Ababa and participate in the internet-based networking and discussion groups, which will be created as a mechanism to further pursue the deliberations, initiated at this forum.

³ This Decision has also contributed to a joint WHO-IOM Initiative on Human Resource Development in the Health Sector. Please see section on MIDA-Health on page 3.

- In 2003, IOM presented two reports "*The Role of the African Diaspora in the Development of their Countries of Origin*" and "*Human Resource Mobilization For Health*" to the Labour and Social Affairs Commission and the Conference of the African Ministers of Health respectively. Both meetings concluded with the adoption of several recommendations, which were further endorsed during the 3rd Ordinary Session of the AU Executive Council, held in July 2003 in Maputo, Mozambique.

Co-operation with ECA

- Within the framework of the RQAN program, IOM and ECA entered into a Memorandum of Agreement with the objective to promote human resources development through the return of skilled professionals to Africa. In 1992 IOM funded a five-year program on Return of Skilled Professionals to Africa (RESPA), which was implemented by ECA in all the African ACP member countries.
- In February 2000 IOM, ECA and IDRC organized a ***Regional Conference on Brain Drain and Capacity Building in Africa*** attended by 29 African countries including universities, higher learning institutions, NGO's and other development institutions. The purpose of the Conference was to provide a forum for discussion and critically examine the key issues pertaining to brain drain in the region. The conference specifically attempted to review various approaches in capacity building and developing a comprehensive approach for effectively utilizing human resources in Africa.
- As recommended by the Regional Conference on Brain Drain and Capacity Building in Africa, ECA and IOM created the "***Database of African Experts and the Diaspora***" which was launched during the Third African Development Forum (ADF III) held in March 2002 in Addis Ababa, Ethiopia. The database provides information on African Experts both locally and in the Diaspora, can be accessed online and contains records of about 800 African experts.

III. Regional Programs

Return of Qualified African National (RQAN)

- **RQAN** was first initiated in Africa in 1983 with the objective to enhance the utilisation of skilled, qualified, and highly qualified African nationals in the development process of their countries. The program which was funded by the European Union ran through three phases under Lome I, II and III and facilitated the return and reintegration of over 2000 highly qualified and experienced nationals and 2565 fellowship students to 12 target and 29 non-target countries.
- Following the closure of RQAN in 1999, the EU commissioned a terminal external evaluation that was launched in a seminar held in Accra, Ghana, in August 2000. This seminar concluded by calling for a renewed programme that enhances development through more effective utilisation of qualified and technically skilled expatriate African nationals so as to meet priority needs of the public and private sectors of African countries.

Migration for Development in Africa (MIDA)

- In April 2001, IOM organized a technical workshop in Libreville, Gabon, on "***Migration for Development in Africa (MIDA)***". The event provided a forum for representatives from Government and private sector of 20 African countries to share and discuss the concept Migration for Development in Africa and adopted a number of recommendations⁴.

⁴ The workshop adopted the following recommendations:

"We the public and private sector representatives of the 20 African countries attending the MIDA Workshop have agreed, after deliberations, on the following:

- The Libreville Workshop determined that:
 - a) A dual approach is initially needed to mobilise resources from the African Diaspora for the development of African countries: locating the Diaspora and identifying the skills and financial resources of its members on the one hand, and pinpointing the specific needs of African countries on the other, with a view to subsequently matching the two and carrying out specific development projects;
 - b) The country of residence of the African Diaspora should get involved in the project in the general framework of a joint partnership for mutual development; and
 - c) Instead of a global approach covering the entire African Diaspora, it would perhaps be more effective to implement projects focused on specific host countries and/or specific countries of origin.
- The outcome of the Workshop led towards the designing of a new strategy called MIDA, which opts for mobility of skills.
- MIDA is a demand driven capacity building programme targeting all African countries including the African diaspora who have the means and are willing to contribute to the development of their countries of origin and their host countries.
- The objective of the program is to assist African countries strengthen their institutional capacities in managing and realizing their development goals through the transfer of skills, as well as financial and other resources of Africans in the diaspora. The program also forges partnership between government, private sector institutions and donors involved in capacity building programmes for Africa. The MIDA options for transferring of skills includes:
 - Virtual/tele-work or satellite based technology systems
 - Sequenced/Repeated visits
 - Investments
 - Permanent return
- Contrary to the RQAN program, MIDA is essentially based on the notion of mobility of both persons and resources. It gives options and formulas compatible with the legal status of Diaspora in the host countries and with their desire to contribute to the development of their county of origin, while respecting their dual identity. The program also ensures that the rights and status acquired by migrants in the host countries are preserved by guaranteeing them freedom of movement to and from their countries of origin.

Migrant Remittances

- MIDA also promotes the efficient utilization of migrant remittances for the development of countries of origin. Sources estimate official migrants' remittances channeled through bank and money transfers to be at around USD 100 billion a year with 60% going to developing countries. Unofficial remittances are said to be twice or three times more than the official remittances.

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- a) The public and private sectors will commit themselves to ensuring the successful implementation of the MIDA Programme and will play a pivotal role in the formulation of national policies for drawing on the African Diaspora for the development of Africa;
 - b) The MIDA Programme shall be owned by the African countries themselves;
 - c) The International Organisation for Migration will act as facilitator and executing agency in the pursuit of the goals of the MIDA;
 - d) Each country will endeavour to identify sources of funding and will initiate the procedures necessary to ensure the successful implementation of the Programme within it, in keeping with the procedures of the relevant financial institutions;
 - e) Lastly, the representatives of the participating countries recommended that the Organisation of African Unity (OAU) fully endorse and actively support and promote the MIDA Programme, including at regional level."

- Migrant remittances whether formal or informal play a significant role and far exceed financial inflows such as FDI, ODA and in some cases national export earnings⁵. Remittances in some African countries have been used towards investment in small and medium sized enterprises. It is therefore important to reflect upon the role that these funds could play in national development, self-employment including joint ventures.
- In Countries like Uganda, Kenya, Mali and Tanzania IOM has initiated measures towards introducing the proper utilization of remittance flow. Such initiatives are expected to help identify remittance flow and use, and provide potential solutions to improve the productive use of these transferred resources. Discussions are also ongoing on the establishment of the **"African Diaspora Remittance Fund"** which includes aspects of corporate finance, trade finance and investment fund management to create a new financial product to facilitate Diaspora investment in African countries. The Fund could also be utilized to address national development and reduce poverty.
- Other options in using migrant's remittances are also being explored. For instance, in some countries mechanisms for introducing and expanding credit unions are being explored. In Mali efforts are ongoing in developing a new approach to channel remittances into social housing by establishing a guarantee fund, which bundles remittances and secures credits and grants.

MIDA Health

- IOM currently is also working on MIDA sectoral program in priority sectors such as health and education. During the 52nd (WHO) Regional Conference that took place in October 2002 in Harare, IOM and WHO were mandated by the 46 African Ministers of Health, to index the expertise of African health Diaspora and to set up a database that would allow for the access of those competencies that would reinforce the capacity of national health systems. In this connection, IOM and WHO agreed to set up a database by field and level of competence. The collected data will allow health professionals the possibility to contribute to the development of their country.
- IOM for its part is collecting information on African health professionals in the diaspora by distributing a questionnaire through diaspora communities, health-related organisations, Embassies, higher institution, professional associations, hospitals etc. and entering it into a database. The database will allow for the presentation of results by country of origin, by country of residence or by professional qualifications of candidates. Through this, it will be possible to match the results with the specific needs of national health systems.

Women in the Diaspora

- In support of ongoing efforts on gender mainstreaming and in ensuring their greater participation and contribution in the formulation, development and implementation of policies and programmes in Africa, the IOM in collaboration with the ILO Regional Office in Abidjan initiated a database on African professional women. The project has led to the establishment of an easily accessible directory of African professional women and explicitly makes available skills and capacities of African women in all the sub-regions of the continent. The directory is built upon the existing mechanisms such as the African Women's Committee on Peace and Development, the AU, ECA, the Office of the Special Rapporteur on the Rights of Women in Africa, etc. and comprise names and bio-data of professional, highly qualified women from all parts of Africa.
- IOM is also working towards increasing the participation of Women in the Diaspora in improving the economic and social conditions of women in Africa. In particular, IOM is involved in projects, which target women victims of conflict and poverty, and involves women from the Diaspora to contribute to peace building and economic and social reconstruction in their respective countries. The overall purpose of this initiative is to improve the living conditions of

⁵ "Harnessing the Potential of Migration and Return to Promote Development", International Organization for Migration, IOM Migration Research Series No. 5, August 2001

these women victims of conflict and poverty by creating micro-enterprises through micro-credit schemes.

Current Status on MIDA

IOM has initiated MIDA as well as raised funds in several countries. To mention few ongoing projects:

- **Ongoing MIDA Programmes** are:
 - **MIDA Great Lakes** – funded by the Belgium Government is a three-year (2001 – 2004) regional program targeting highly skilled and trained nationals of DRC, Burundi and Rwanda residing in Belgium. The objective of the program is to contribute to local capacity building in priority sectors namely education, health and justice of these countries.
 - More than 230 short-term transfers have already taken place, leading to important achievements in priority areas like education, health and good governance. So far, there is a strong demand by the migrants and countries of origin for the continuation of the program and this will mostly depend on the outcome of the evaluation, which will take place in October 2003.
 - **MIDA Somalia** – with funds received from the Governments of United Kingdom (UK) and Netherlands, IOM facilitated the sustainable return and reintegration of qualified, skilled and non-skilled Somali nationals from the UK and Netherlands. The project is expected to terminate in 2004.
 - **MIDA Ghana** - with financial support from the Government of Netherlands a 6-month pilot program aimed at investigating the potential of Ghanaian migrant community in the Netherlands is being implemented. This pilot program is expected to contribute to human resource development in the health sector in Ghana.
 - **MIDA Italy** - with funds secured from the government of Italy, a 10 months pilot project targeting Ethiopia and Ghana was launched in May 2003. The project objective is to contribute to the socio-economic development of the 2 African countries, through the identification and transfer of skills, financial and other resources of their Diaspora in Italy.
 - **MIDA Guinea** – funded by the US Government aims to contribute to the economic and social empowerment of Guinean women. Through the mobilization of Guinean women living in the ECOWAS region, the project tries to address the issue of poverty in the country. The purpose of the project is also to improve the living conditions of these women victims of conflict and poverty by creating micro-enterprises through micro-credit schemes.
 - Country strategies for **Benin, Burkina Faso, Mauritania, Cape Verde, Madagascar, Mali**, etc. have also been developed and shared with respective governments and potential donors. Each strategy takes into account the overall development concerns of the country, priority needs, demand of the government and tries to match these needs with the available resources both human and financial in the Diaspora. These strategies are also designed taking into consideration the objectives of the PRSP, NEPAD and MDG's.

Many African Governments also initiated activities, namely:

- **Sierra Leone** - the government organized "**Sierra Leone Homecoming Summit**" in December 2002. The event provided a forum for discussion for some 300 Sierra Leoneans living in America and Europe and aimed at harnessing the

human and material resources of Sierra Leoneans living abroad to utilize the skills, which would contribute to the country's development and national wealth.

- **Ghana** – Ghanaian Diaspora in the USA held their first conference in July 2002. The three-day meeting was organized with a purpose to celebrate Ghanaian culture, to exchange ideas on Ghana's development challenges and to promote investment of Ghanaians abroad in the development of their country. The Ghana Skills Bank, which has collected profiles of diaspora Ghanaians throughout the world, was also launched followed by the creation of professional cluster groups, which would determine the utilization of the diaspora in the development of Ghana.
- **Ethiopia** - The Ethiopian Expatriates General Directorate of the Ministry of Foreign organizes annual joint forum for Ethiopians in the Diaspora and returnees and discuss on pertinent issues concerning national development and tries to address concerns raised by returnees and Ethiopians living abroad.
- **Nigeria** – In November 2002, President Olusegun Obasanjo launched a "*Database of Nigeria's Professional Human Resources*" designed to serve as an information base on critical expertise in the priority areas identified in the country. The database is also one of Nigeria's initiatives to translate regional concerns in the area of human resource development including reversing the brain drain as articulated in NEPAD.
- **Benin** – has already established a list of its nationals residing in France who are willing to set up mobile hospitals in order to build the capacity of its health sector.
- **Burkina Faso** - is compiling information on its diaspora community, through its embassies, on the qualifications, interest, and availability to take part in national development programs.
- **Senegal** – efforts are under way to involve the private sector through information exchange and sensitization; strengthening linkages with local training institutions; undertaking inventory of private sector needs, including the skills and expertise of the diaspora, and setting up mechanisms in the private sector to provide service to the diaspora. A meeting of intellectuals in the Diaspora will be convened in December 2003 under the leadership of *President Wade*.

IV. Regional Development Strategies

New Partnership for Africa's Development (NEPAD)

- It is also to be recalled that the AU Assembly of Heads of State and Government during the 1st Ordinary Session in Durban, South Africa in July 2002 adopted Declaration Ass/ AU/Decl. 1 (I) on "***the Implementation of the New Partnership for Africa's Development (NEPAD)***". The Declaration urged Member States to urgently assist in the development and implementation of the programs identified under the NEPAD priority areas under the section **Human Resource Development Initiative [including reversing brain drain]** (page 27 – 30) which outlines four key areas of intervention aimed at utilization of the African Diaspora such as reversing brain drain; building and retaining the human resource capacities within the continent; creating employment and incomes in the countries of origin as well as strengthening partnerships between sending and receiving countries.
- During the Conference on the NEPAD held in Dakar, Senegal, in April 2002, IOM presented a paper "IOM and NEPAD". The paper showed the link between migration, NEPAD and IOM and further identified potential areas in which IOM could play a role. The various aspects of migration such as security and stability, trafficking in human beings, migration and health and migration and economic development were also presented along with IOM's activities in these areas.

- During the 5th Regional Consultation of UN Agencies Working in Africa that took place in May 2003, **Human Resource Development, Employment and HIV/AIDS** cluster discussed on possible steps to enhance support to NEPAD and further outlined priority activities for immediate, medium and long term implementation by the two sub-clusters namely Education and HIV/AIDS.
 - The group considered human resource development and brain drain as a crosscutting and supplementary activity to the sub clusters on HIV/AIDS and Education. Further, it was agreed that IOM takes the lead in:
 - Bringing clusters together to formulate joint action to address the impact of the Brain Drain.
 - Organizing a planning workshop with NEPAD and AU before December 2003 on the impact of the brain drain on human resource development in Africa, which will lead towards developing joint strategy.

These actions are expected to lead towards the development of a strategy and plan of action and will further be presented to the NEPAD Secretariat for endorsement.

TICAD, LLDC's and MDG's

TICAD

- IOM played a key role during the regional preparatory meetings for the TICAD III process. In particular, IOM advocated for the inclusion of Human Resource Development as an agenda item for discussion. To this effect, *Human Resource Development* was included as Agenda item (6) where education and vocational education; health and Gender will also be discussed.
- The issue of Remittance flow was another important point IOM raised as an emerging issue of concern, which was equally shared by other participants. Remittance flow and skills development (human resource development and capacity building) will be further reflected under Agenda item (4) *Private Sector Development* that also looks at Promotion of Trade and Investment and Promotion of Domestic Industries.
- IOM also reflected the importance of better cooperation between developing and developed countries to ensure improved climate of foreign direct investments and remittances from migrants, thus stimulating macro-economic performance which will have an impact on national development strategies and ensuring a more equitable distribution of resources. IOM further underlined the important role of developed countries in supporting African States through financing development activities and projects, which could lead towards the mobilization and proper utilization of the financial resources of migrants.
- IOM also highlighted the intensification of South-South Cooperation including Africa-Asia co-operation as a specific instruments of sustainable development and strategies, which could strengthen the utilization of Diaspora in African countries.
- In addition, IOM made salient interventions in addressing peace, stability and human security as important elements for sustainable socio-economic development, poverty reduction and political stability in Africa.

LLDC's

- Considering the linkages between landlockedness, migration and development, IOM presented a paper on the link between migration and LLDC's. The paper dealt with the diverse migratory processes in LLDC's and the development challenges related to migratory patterns specifically in relation to low per capita income, weak human capital and high economic vulnerability. It also introduced the socio-economic and migratory features of LLDC's, geographical constraints faced by LLDC's including the problem of border management and the intense health risks.

- IOM highlighted the link between the LLDC's and their diaspora abroad, which could be fostered through new and creative means including utilizing the skills and the resources of the diaspora, both human and financial, for the development of LLDC's. IOM further discussed on the rising amount of remittances of the Diaspora that consequentially flow back to LLDC's and illustrated that migration could – in this sense – contribute to a more equal global income distribution, and to financing development.
- The need for efficient management of international migration was also another important step IOM identified as a strategy to alleviate poverty in LLDC's. The human capital as well as the remittances of migrants could directly reduce poverty level of LLDC's. Migrants' know-how, their financial resources and their contacts in developed countries can contribute to private sector development, economic diversification and opening the new markets.
- IOM presented different ongoing project activities, which could be replicated in LLDC's and recommended forging partnership between the Diaspora communities from LLDC's and their host countries. This has been included in the Regional Plan of Action for Africa.

MDG's⁶

- Within the framework of the Millennium Development Goals, IOM is currently developing a concept note on the linkage between migration and the MDG's. In particular, the paper shows the direct contribution of migration towards:
 - Reducing level of poverty in developing countries and improving income distribution (Goals 1)
 - Migrant remittances are important resources for poverty reduction as it contributes the largest share of financial transfers sent back to support family, which directly increases household income of families.
 - Migrant remittances if utilized efficiently could play a role in strengthening micro/macro economic strategies of a given developing country. For instance, in some developing countries, the sum of official and informal remittances exceeds other financial inflows such as ODA and FDI.
 - Migrant remittances are less volatile than other financial inflows as it is continuously increasing and remains largely unaffected by international financial crises and violent conflicts. Thus representing a source of poverty reduction that is more stable than other flows.
 - Migrant remittances are more equally spread among developing countries than other capital flows
 - Enhancing private sector development and productive work for youth (Goal 1 & 8)
 - Good Governance is a cause and consequence of sound economic development. Democratization, rule of law, anti-corruption, stable economic policy, transparent policy making process, market stability and other factors contribute towards developing and implementing strategies for private sector development and productive employment for the work force in particular the youth.
 - Remittances are a source of development finance as part of it can be channelled into investments in low-income countries, where by such investments can even attract additional FDI, either by decreasing the risk of specific projects for private investors or by establishing business networks and structures that promise new business opportunities for private banks and companies.

- According to IOM data, low-income country Diasporas mostly work in the business sector of developed countries. The human capital and the remittances of such Diaspora group could directly contribute towards development. They have accumulated the necessary knowledge to establish and manage own enterprises and are additionally conversant with the general situation and business culture of their country of origin and destination. Thus they can contribute to private sector development in their home countries by either establishing their own business, or by building capacity and leading training courses in the country of origin.
 - The contacts of the Diaspora to potential business partners in destination countries can also help to establish trade and production links with other companies, and facilitate the market access of export goods from developing countries.
- Women empowerment and gender equality (Goal 3)
 - The share of female migrants among all international migrants has been rising steadily, to reach 48 percent in 1990 and nearly 49 percent in 2000. Female migrants constituted nearly 51 percent of all migrants in the developed world and still accounted for about 46 percent of all international migrants in developing countries.
 - Migration can be the cause and consequence of gender inequality. On the one hand, female migrant are mostly engaged in the domestic sector of developed countries. This as a result subjects them to trafficking and smuggling. They are usually working under extremely insecure and difficult conditions, and are therefore particularly vulnerable to human rights abuses and exploitation. On the other hand, migration can harness the emancipation of women since it offers the opportunity to acquire new knowledge and better education, as well as financial independence and an improvement of status in their countries of origin.
 - Research suggests that the income share of female migrants remitted to families in countries of origin is higher than that of men. Female migrants are more likely to stay abroad only on a temporary basis. In this regard, female migrants have the propensity to be more effective agents of development than male migrants, especially since they have proven to be more successful entrepreneurs with regard to micro-business, micro-credit schemes and informal trade mechanisms.
- Combating HIV/AIDS, malaria and other diseases (Goal 6)
 - Mobile people - whether tourists, business travellers or migrants - can trigger health issues, by introducing new or re-emerging diseases to countries they transit or go to. They can even be vulnerable to conditions acquired from their new host communities and by taking back diseases unknown to their regions of origin. There is a critical relationship between population mobility and emerging or re-emerging infectious diseases such as TB and HIV. At the same time, some migrant communities are more vulnerable to diseases such as Malaria because of their living conditions in host countries.
 - The link between health and migration is not limited to negative consequences. The exposure to socio-cultural adaptation sometimes brings positive behaviours acquired by either migrants or hosts as a result of the new relationship. In this sense, migration has a positive impact on health, both of migrants and host communities.

V. Conclusion

- The need to build a bridge between national development needs and the human and economic capital represented by the Diaspora is becoming more and more apparent. Migration has an enormous potential for the development of African countries. It can contribute to the reduction of poverty at all levels, improve sustainable development and reduce the economic vulnerability of African countries.
- Migration, if managed effectively, can contribute to the growth and prosperity of both countries of origin and destination. Developments also lies on efforts put in place to strengthening positive aspects of migration and sufficiently introduce inclusive and adaptable strategies to tackle root causes and alleviate negative consequences of migration.
- The organizational approach towards development should follow major orientations targeted towards research and dialogue to address the link between migration and development, facilitate proper mechanisms for labour migration that reduces poverty and boosts development and the realization of the potential of the Diaspora for development as they are potential agents of development who strengthen cooperation between host and home societies.
- Remittances are a stable and important financial sources for development. To harness the contribution of remittances to development, there should be innovative approaches such as:
 - Strengthening ties between migrants working aboard and their home countries
 - Encouraging the use of official channels for remittance transfer
 - Promoting the use of remittances for investment in priority sectors in country of origin
- Migration management should be seen as an important strategy towards achieving the objectives of NEPAD and MDG's. In addition to poverty reduction, economic growth and private sector development, migration management has the capacity to promote gender equality, productive employment, human rights and to combat diseases such as HIV/AIDS, Malaria, TB and other infectious diseases, provided that appropriate policy approaches can be developed.
- IOM provides direct support to African countries in sensitization and advocacy, identifying priority sectors and areas, develop specific projects in the area of human resource development, mobilize financial as well as human resources and identifying strategies at country, regional and sub regional level in addressing human resource development. Efforts are also underway in planning, coordinating and implementing activities on the issue of human resource development, brain drain and the utilization of the Diaspora within the context of NEPAD.
- IOM's experience in the field of migration and development illustrates that strategies for the involvement of migrants in home country development are feasible and should be extended. The implemented projects have proven that members of the Diaspora of developing countries possess skills and expertise valuable to countries of origin. Diaspora members are highly interested in participating in exercises provided that opportunities offered are credible, there is a proactive participation of the government of countries of origin and solutions that allow Diaspora members to keep their job in the host country are provided.